

**SHIPPENSBURG AREA EDUCATION ASSOCIATION (SAEA)
FOR RELEASE AT MIDNIGHT 12/12/25**



For further information contact:

Sam Schlundt, 717-855-6781, sschlundt@psea.org

Clovis Gallon, 717-487-2530, CGallon@psea.org

Sam Hudson (SAEA President), shudson80@icloud.com

Shippensburg Area School Board Rejects Neutral Fact-Finder's Report Despite 97% Educator Support

Closed-door vote raises questions about district transparency and integrity

Shippensburg, PA (Dec. 12) - After months of stalled negotiations and repeated instances of regressive bargaining by the Shippensburg Area School District, the neutral third-party fact-finder appointed by the Pennsylvania Labor Relations Board released a comprehensive report designed to move both parties toward a fair agreement. The Shippensburg Area Education Association (SAEA) voted 97% in favor of accepting the report. Yet the Shippensburg Area School Board rejected it behind closed doors in a meeting not announced to, or open to, the public.

The district's refusal to accept the neutral fact-finder's recommendations represents not only a rejection of compromise, but a rejection of honesty with the community they serve.

For months, the district has told the public that rising costs tied their hands at the bargaining table. But the fact-finder's report reveals a very different picture: one where the Board has repeatedly overstated financial burdens and misrepresented healthcare costs in ways that distort the truth.

Shippensburg's students perform at the second-highest level in Franklin County, yet the district's starting teacher salary has plummeted to eleventh in the county. Families might reasonably expect a district with strong student outcomes to invest in attracting and retaining high-quality educators. Instead, the School Board continues to push proposals that would move the district further backward.

Bargaining reached a standstill only after the district engaged in clear regressive bargaining, pulling previously agreed-upon items off the table, reversing course on negotiated language, and refusing to offer proposals that would move the process forward. Fact-finding was necessary only because the district failed repeatedly to bargain in good faith.

Compounding these concerns, the School Board chose to vote on the fact-finder's report in executive session behind closed doors and away from the eyes of the community. Such a vote, shielded from public accountability, calls the Board's integrity into question.

Decisions that affect the financial future of Shippensburg's schools should be made transparently, not hidden from the very taxpayers who will bear the consequences.

Under state law, the fact finder's report is now public and can be found on the Pennsylvania Labor Relations Board website or a [PDF copy can be found here](#). The parties have entered a mandatory period of public review and reconsideration for the next ten days. Within those ten days, both sides will have the opportunity to vote again after five days but no later than the end of this ten-day reconsideration period which ends on Sunday, December 21.

SAEA remains committed to accepting the report and bringing stability back to Shippensburg's classrooms.

The educators of Shippensburg Area School District have been extraordinarily patient, collaborative, and clear in their desire to reach a fair and responsible settlement. The School Board must decide whether it will continue down a path of secrecy, misrepresentation, and regressive actions, or whether it will finally join educators in supporting the students and community of Shippensburg.

The fact finder provided a balanced, research-based set of recommendations. SAEA accepted them with near-unanimous support. The Board's rejection shows that their priorities are not aligned with the community, the staff, or the students.

SAEA will continue to advocate forcefully for transparency, fairness, and the high-quality learning environment that Shippensburg families deserve.