Policy Workshop – February 12, 2018
Workshop Topics

• Project Labor Agreement Proposal
• Policy 302 – Employment of Superintendent / Assistant Superintendents
• Policy 907 – Food Services
Policy: The actions of a school board that set general goals and specific objectives and establish parameters for acceptable procedures for the operation of the school district; a course of action

- Policies tell: what is wanted, why, how much, and who is delegated responsibility
- “What to do?”
- Requires Board vote for adoption
Regulation: The mechanics and administrative detail needed to put a policy into effect; may include step-by-step procedures and assign specific responsibility

- Regulations tell: how, by whom, where and when
- “How to do?”
- Developed by District staff to carry out day-to-day policy implementation
- Presented to Board as information item
Project Labor Agreement

• Proposed Project Labor Agreement (PLA)

• Parties:
  • Pittsburgh Public Schools (“Owner”)
  • Construction Manager
  • Pittsburgh Regional Building and Construction Trades Council (“Building Trades”)
  • Building Trades affiliated Craft Unions (“Unions”)

• Project Threshold: $150,000

• Term: 3 Years, then Year-to-Year
Project Labor Agreement

Highlighted Provisions:

• Applies to on-site construction work
• Applies to any successful bidder without regard to whether employees of the bidder are members of a union
• Contractors/subs execute and comply with PLA or Letter of Assent
• No-strike, no-lockout provisions
Highlighted Provisions, Continued

• Creates Project Joint Administrative Committee
• Unions are recognized as sole and exclusive bargaining representatives of all craft employees working on Projects
• Job referral system to be operated in a nondiscriminatory manner
• Dispute resolution procedure
Project Labor Agreement

Highlighted Provisions, Continued

• Jurisdictional dispute provision
• Work classification; payment of prevailing union wage and benefits
• Hours, overtime and holidays
• Employee drug testing
Policy 302: Employment and Evaluation of Superintendent/Assistant Superintendents

• Act 55 of 2017 Updates
• Deadline for notification on renewal of contract changed from 150 days to 90 days prior to expiration of contract
• Automatic contract renewal if deadline is missed limited to one year, one time
Superintendent / Assistant Superintendent Policy

• Board has authority to retain Assistant Superintendents for a term of 3-5 years or consider other candidates
• Board may now also opt to retain Assistant Superintendent through the term of the sitting Superintendent
• Provides for appointment of an Acting Superintendent or Assistant Superintendent to fill a vacancy for not longer than 1 year
Food Services

Policy 907 – Food Services

• Nondiscrimination
• Non-program foods
• Alignment with standards of School Breakfast Program, National School Lunch Program and Special Milk Program
• Annual policy notification
• Special dietary needs
• Community Eligibility Provision (CEP) Program
• Food safety program and safety inspections
Discussion / Questions