THE BOARD OF PUBLIC EDUCATION
OF THE SCHOOL DISTRICT OF PITTSBURGH, PENNSYLVANIA

MINUTES

Meeting of: August 12, 2002
Call of the Meeting: Special Meeting to discuss personnel issues
Members Present: Mr. Brentley, Mrs. Colaizzi (via telephone),
Mrs. Fink, Mrs. Harris, Mr. Isler,
Mr. Matthews, Mr. McCrea (via telephone),
Mr. Taylor, Mrs. Wood

Present 9.

Members Absent: Absent 0.

The following matters were received and acted upon.

Actions taken are recorded following the reports.
From the Superintendent of Schools
to
The Board of Public Education

Directors:

The following personnel changes are recommended for the action of the Board.

All promotions listed in these minutes are subject to the provisions of Board Rules.

A. New Appointments

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Salary per month</th>
<th>Date</th>
<th>Increment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flam, Ethel</td>
<td>Principal Minadeo</td>
<td>$ 7061.00</td>
<td>8-13-02</td>
<td>Jan., 2004</td>
</tr>
<tr>
<td></td>
<td>(003-05)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lippert, Jerri Lynn</td>
<td>Assistant Principal Allegheny Traditional Academy – Middle</td>
<td>$ 6607.00 (004-01)</td>
<td>8-13-02</td>
<td>Jan., 2004</td>
</tr>
<tr>
<td>Pinizzotto, Gary (Temporary Professional)</td>
<td>Staff Development and Technical Support Office of Technology</td>
<td>$ 6580.00 (002-05)</td>
<td>8-28-02</td>
<td>Sept., 2003</td>
</tr>
</tbody>
</table>

B. Resignations

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Date</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nedley, Shula</td>
<td>Program Officer Instructional Support</td>
<td>8-15-02</td>
<td>Own request</td>
</tr>
</tbody>
</table>
C. Transfers from One Position to Another Without Change of Salary

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Bivins, Kevin</td>
<td>Principal, Fort Pitt to Assistant Principal, Langley</td>
<td>8-13-02</td>
</tr>
<tr>
<td>2. Dibert, Rosalie</td>
<td>Teacher, Pioneer to Teacher – National Board Certification, Instructional Support</td>
<td>8-28-02</td>
</tr>
<tr>
<td>2. Jones, Eleanor</td>
<td>Principal, Burgwin to Assistant Principal, Northview Heights</td>
<td>8-13-02</td>
</tr>
<tr>
<td>3. Lawhorn, Tia</td>
<td>Teacher, Oliver to Teacher, Connelley</td>
<td>8-28-02</td>
</tr>
<tr>
<td>4. Murray, Merridith</td>
<td>Administrative Practitioner, Northview Heights to Administrative Practitioner, Sunnyside</td>
<td>8-28-02</td>
</tr>
</tbody>
</table>

D. Transfers From One Position to Another With Change of Salary

<table>
<thead>
<tr>
<th>Name and Position</th>
<th>Salary per month</th>
<th>Date</th>
<th>Vice</th>
<th>Increment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. French, Jeannine</td>
<td>$6607.00</td>
<td>8-13-02</td>
<td>Vassilakis</td>
<td>Jan., 2004</td>
</tr>
<tr>
<td>Coordinator Health</td>
<td>(004-01)</td>
<td></td>
<td>retired</td>
<td></td>
</tr>
<tr>
<td>Services, Student</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Services to Director,</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Options Center</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Getty, Glory</td>
<td>$6915.00</td>
<td>8-13-02</td>
<td>Stiscak</td>
<td>Jan., 2003</td>
</tr>
<tr>
<td>Assistant Principal,</td>
<td></td>
<td></td>
<td>ill</td>
<td></td>
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<tr>
<td>Well to Acting Principal,</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Morrow</td>
<td>(003-02)</td>
<td></td>
<td>215 workdays</td>
<td></td>
</tr>
<tr>
<td>3. Krysinski, Denis</td>
<td>$6850.00</td>
<td>7-1-02</td>
<td>Return</td>
<td></td>
</tr>
<tr>
<td>Assistant Principal,</td>
<td></td>
<td></td>
<td>to position</td>
<td></td>
</tr>
<tr>
<td>Greenfield to Teacher,</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Greenfield</td>
<td>(003-10)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. Lewandowski, Vincent  
   Reading Coach, Weil  
   Ito Acting Assistant Principal, Weil  
   $6607.00  
   (004-01)  
   8-13-02  
   Getty transferred  
   208 workdays  
   Jan., 2004

5. Thomas, Adrienne  
   Assistant Principal, Sunnyside to Acting Principal, Sunnyside  
   $6868.00  
   (003-01)  
   8-13-02  
   Pollack ill  
   215 workdays  
   Jan., 2003

6. Wesolowski, Sandra  
   Assistant Principal, Perry to Teacher, Oliver  
   $6790.00  
   (002-10)  
   8-28-02  
   Return to position  

E. Miscellaneous Recommendations

It is recommended:

1. That the Board approve the following correction(s):

   Transfer With Change of Salary
   a) Martin, Johnson – transferred from the position of Director, Career Development to Senior Program Officer, Instructional Support – should read- transferred from the position of Director, Career Development to Senior Program Officer – Academic and Career Development, Instructional Support. (July 2002 Board Minutes)

2. That the Board rescind the transfer of Trina Hawes-Lewis from the position of Teacher, Knoxville Middle to Acting Assistant Principal, Knoxville Middle. (July 2002 Board Minutes)

Respectfully submitted,

John W. Thompson, Ph.D.
Superintendent of Schools
TRANSCRIPT OF PROCEEDINGS

PITTSBURGH BOARD OF PUBLIC EDUCATION
SPECIAL LEGISLATIVE MEETING
MONDAY, AUGUST 12, 2002
8:20 P.M.
ADMINISTRATION BUILDING - BOARD ROOM

BEFORE:

JEAN FINK, BOARD PRESIDENT
DARLENE HARRIS, FIRST VICE PRESIDENT
JEAN WOOD, SECOND VICE PRESIDENT
MARK BRENTLEY
THERESA COLAIZZI (via telephone)
WILLIAM ISLER
ALEX MATTHEWS
FLOYD McCREA (via telephone)
RANDALL TAYLOR

ALSO PRESENT:

DR. JOHN W. THOMPSON
DR. DELPHINA BRISCOE
MR. RICHARD R. FELLERS
MR. PHIL PARR
DR. C. RICHARDSON-KEMP

MR. JOHN RUSHFORD
DR. DWIGHT E. MOSLEY
MRS. PAT CRAWFORD
MRS. ERNESTINE REED
MR. RICHARD MASCARI

REPORTED BY: LANCE E. HANNAFORD
PROFESSIONAL COURT REPORTER

COMPUTER-AIDED TRANSCRIPTION BY
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PITTSBURGH, PENNSYLVANIA
412-281-0189
P-R-O-C-E-E-D-I-N-G-S
(Salute to the flag.)

MS. FINK: This is a specially called meeting specifically for the purpose of taking care of some personnel items.

Dr. Thompson, would you like to speak to any of these items?

DR. THOMPSON: I would like to present to the board some new assignments we need to have made as soon as possible so we can be ready to open school.

Three new appointments.

One resignation.

Transfers of one position to the other.

Transfer of one position to another, which is a change in salary.

And the final sheet would be the miscellaneous recommendations on the board agenda.

If you have any questions, Dr. Mosley will answer them.

MS. FINK: Any questions on these items?

Mr. Taylor?

MR. TAYLOR: I will defer to Ms. Harris.

MS. HARRIS: I wanted to know on the ones I haven't seen before this evening, are they all city residents? And are their clearances in place?
DR. MOSLEY: Yes.

They are all city residents. If in fact their clearances are not in place, they will be in place prior to their actual start date.

MS. FINK: Mr. Taylor, did you have a question?

MR. TAYLOR: I wanted to say briefly, this is always an important time of year, when we are appointing the leadership of our school buildings, which are principals.

I think all of us believe that principals are, of course, the backbone of what we do out here. And that strong leadership filters down through the whole school building.

We ran into a number of challenges that I hope over the next year, between the board and the administration, that we will begin to work out some of the issues on how we can begin to really recruit and retain quality principals in this district.

I also believe that philosophy is changing in this district.

We are beginning to try to encourage our mortality in principals to go to our more challenging schools.

I believe there are things that we as a
board have to begin to do. And one of the things we have to do is
again to consider if it is necessary for us to even
pay principals a higher salary, if they take more
challenging positions, almost a merit pay.
And we know at times it is human nature
when people will ask "How come I have to do more work
and put in more hours?" as they attempt to change
around some of our schools, who are not doing as well
academically, while they are paid the same salary, if
they are in a very high achieving school, which
basically at times runs itself.
So I just wanted to put that basically in
the record, that the board and administration is aware
that we are not where we would like to be at with the
principals.
That we are not at the time have the number
of candidates we so desperately need.
And over this next year we will begin to
put the things in place that will enable us to recruit
and retain, and most importantly, to challenge our
principals to seek the positions in this district of
the most challenging schools.
Because I do believe that is where they get
a chance to show their true talents.
And I hope that we will financially reward them for taking on the extreme challenges we have in underachieving schools in this district.

MS. FINK: Are there any more questions or comments?

If not, may we have roll call?

Wait.

Ms. Harris.

MS. HARRIS: I thought we were going to do some opening and closing of positions this evening.

DR. THOMPSON: Dr. Mosley?

DR. MOSLEY: That is correct. We are supposed to do opening and closings.

I notice they are not on this list,

Ms. Harris.

MS. HARRIS: And I think it is necessary before we vote on some of these positions.

DR. MOSLEY: I can get that list to you very shortly.

They are not normally in this format.

MS. HARRIS: Will you be reading them off for the record?

DR. MOSLEY: Yes, I can.

Just one moment.

MS. FINK: Let's do that.
Dr. Mosley, do you want to read them off?

DR. MOSLEY: Yes, I will.

MS. FINK: Then we will include them in the record and in the vote.

DR. MOSLEY: One second. I want to make sure I have them all.

For the record, we would like to open the following positions: The first one would be senior program officer.

Academic career development instructional support.

Director of career and vocational education.

Resource teacher, there is two of them, student services.

We would like to close the following positions: Director of career development instructional support.

Assistant principal, Carrick high school.

Assistant principal, Perry Traditional Academy.

Point 5, assistant principal, Reisenstein middle school.

Resource teacher 2.

Multiculture education instructional
support.
Parent support specialist, safe schools.
Project assistant, safe schools.
And we would open the following two positions: Teacher program planning budget development and state federal reporting program for students with exceptionalities.
And teacher, CAS program.
MS. FINK: The items that Dr. Mosley has just read off will now be known as item F.
Mr. Taylor?
MR. TAYLOR: Why are we voting on these new items this evening?
Because we usually, again, vote on those items at the end of the month.
Now, there are some items that have to be voted on to balance out the change in the appointments we are voting on this evening.
That I prefer to do.
But I prefer we don't change our regular schedule of voting for items at the appropriate time we vote for them every month.
DR. MOSLEY: We are not changing.
These would allow us to make the moves and the recommendations that we discussed in the executive
session as well as the recommendations that we are presenting on the previous pages.

MR. BRENTLEY: Clarification, Dr. Mosley.

And I realize we had some discussion on some of the items next door.

But would a week make a difference, if we were to hold off on those items?

A week and a half, two weeks?

The reason I say that is while we had some discussions, I just want to get a little more clarification on the parent support positions.

I just wanted to know a little bit more about that.

So if it is not related to the positions that we are talking about on the first report, is it possible, and I don't want to hold anything up, if it is about moving the district forward.

But if it is possible, if it is not related to the first report, can we hold that for the point of getting additional information on some of the items?

DR. MOSLEY: I personally wouldn't see any objections to holding up on the two positions that we were recommending to close, which would be the parent support specialist, safe schools, and the project assistant, safe schools.
That does not impact what we are doing tonight in the placement of the other positions.

MR. TAYLOR: I want to clarify my question again.

What I am saying is part of the reason why we are presenting tonight at the personnel meeting items tonight, what Mr. Brentley said, that is the purpose why we do it tonight, and then we vote on it two weeks later.

Because we get a chance to ask further questions and get back further information.

We should not be -- I don't know why we would be voting on items that don't pertain to the new assignments of principals.

Anything else should just go right back to our regular schedule of voting, as we do every month.

Am I clear on that?

DR. THOMPSON: I understand.

MR. BRENTLEY: I make a motion we not vote on --

MS. FINK: Wait a minute.

Mrs. Harris has a question first.

MS. HARRIS: Yes.

I thought that some of these positions needed opened up so that there were placements ready
for school.

So I really don't want to hold anything up that is pertaining to the schools.

The only two that I see here, and I don't have a problem with, are the two under safe schools for closing until we got more information on them.

But I believe under special funds, the teaching positions and the ones with the directorship and the senior programs, I think this all nets together.

DR. MOSLEY: That's correct.

The open positions are all positions that we believe that we need to have open to start the beginning of school.

And the closed positions need to be closed in order to allow us to do that.

MS. FINK: Mr. Isler.

MR. ISLER: Again, I want to make it clear, and I think Mrs. Harris did this.

That Mr. Taylor's question was the new appointments we need by the beginning of the school year. And to get those moving, we need to do now.

But the open and the closings we discussed all fit in to what we here have to do, or what we need to change as a result of something that was done at
the last meeting.

So it really is of those openings and closing, they too are netted together.

MR. TAYLOR: I am just saying we shouldn't break our precedent for any reason tonight just for expediency.

MR. ISLER: We are not.

I think it was discussed in the executive session that these are things that needed to be done to give the personnel office and administration the authority to move forward to get everything in place by the beginning of the school year.

And what we are hearing is the only two things that are breaking the precedent would be the temporary funds closing, the parent support specialist and the project assistant both under safe schools.

Those we can wait until the regular legislative meeting.

But everything else is fit together in this plan we were presented this evening.

MR. TAYLOR: I am fine with that. Anything that has to be open that has to do to open the school or fill a position, that is fine.

I don't want it to be, since we are all here, let's pass these items since we are all sitting
That is not the way we operate traditionally.
Let's not do anything new or different.
That is how we get in trouble.
MR. BRENTLEY: Is it necessary to put a motion to remove that section with the parent support?
What number is that?
MR. ISLER: You can state again what we are voting on.
MS. FINK: If we want to remove those two items, this would be the new section F, which are all of the things Dr. Mosley read.
And so then the motion would be to remove from item F, A and B under temporary funds to close.
MR. BRENTLEY: I would like to make a motion to remove items A, B --
MR. ISLER: We don't have to make a motion.
Just pull them.
MR. BRENTLEY: Thank you.
MS. HARRIS: Just A and B under temporary funds, the closed positions, that is the parent support specialist under safe schools.
MS. COLAIIZZI: May I ask a question?
MS. FINK: Sure.

MS. COLAIZZI: Obviously I do not have in front of me what all of you do other than the agenda that was presented in front of us this evening. So could somebody please give me a list of how we are voting on everything?

MS. FINK: I can read it very quickly. It is not long.

MS. COLAIZZI: Okay.

MS. FINK: Item A is new appointments.

MS. COLAIZZI: Okay.

MS. FINK: I don't know what you saw, Ms. Colaizzi.

MS. COLAIZZI: I saw this that was presented.

MS. FINK: I have the agenda. But let me read this.

It won't take but a few minutes.

Under A, which is new appointments, we have Ethel Flam, principal, Minadeo.

Jerri Lynn Lippert, assistant principal, Allegheny Traditional Academy middle.

Gary Pinizzotto, staff development and technical support, office of technology.

Item B is resignations.
There is one item there.

Shula Nedley.

Item C. Transfers from one position to another without change of salary.

Kevin Bivins.
Rosalie Dilbert.
Eleanor Jones.
Tia Lawhorn.
And Merridith Murray.

All going to respective positions.

Item D is transfers from one position to another with change of salary.

We have there Jeannine French, who is coordinator health services to director of options center.


Denis Krysinski, assistant principal, Greenfield, to teacher at Greenfield.

Vincent Lewandowski, reading coach, to acting assistant principal.

Adrienne Thomas. Assistant principal, Sunnyside, to acting principal, Sunnyside.

And Sandra Wesolowski, assistant principal, Perry, to teacher, Oliver.
Then we have miscellaneous recommendations, which is item E.

Transfer with change of salary. This is for Dr. Martin.

And the other one is that the board rescind the transfer of Trina Hawes-Lewis from position of teacher, Knoxville middle, to acting assistant principal, Knoxville middle.

Then we have the new item, which is item F, which were all of those things that Dr. Mosley read with the exception of the parent support specialist and project assistant, which are safe schools positions, which have been pulled.

That is the entire agenda.

MS. COLAIIZZI: Okay.

MS. FINK: Are we ready for a vote?

MR. McCREA: I just want to clarify one more thing.

It is difficult to hear on the phone. And I don't have the agenda in front of me either.

I want to verify we are only voting on the essential items to get the schools going in September, correct?

MS. FINK: Yes.
Do we have any other questions before we call for the roll call?

May we have the roll call, please?

MR. RUSHFORD: Mr. Brentley?

MR. BRENTLEY: Yes.

MR. RUSHFORD: Ms. Colaizzi?

MS. COLAIZZI: Yes as to the report on the whole. But I would like to abstain on section A, No. 1.

MR. RUSHFORD: Mrs. Harris?

MS. HARRIS: Yes.

MR. RUSHFORD: Mr. Isler?

MR. ISLER: Yes.

MR. RUSHFORD: Mr. Matthews?

MR. MATTHEWS: Yes.

MR. RUSHFORD: Mr. McCrea?

MR. McCREA: Yes.

MR. RUSHFORD: Mr. Taylor?

MR. TAYLOR: Yes.

MR. RUSHFORD: Mrs. Wood?

MS. WOOD: Yes.

MR. RUSHFORD: Mrs. Fink?

MS. FINK: Yes.

MR. RUSHFORD: And the vote is nine ayes with the exception of Al, which is eight ayes and one
MS. FINK: Is there any other business to come before this body tonight?

DR. THOMPSON: Madam chair, I wanted to tell you that we hit a home run on last Thursday. We cranked out our first People Soft system.

And we only missed 84 people. We paid them the next day. Paid 59 of them the next day. And we paid 25 early this morning.

So we cranked out all those new people on the new system.

And we will have a few little glitches, but that is quite a success story.

I would like to commend our human resource people and our payroll people for an outstanding job.

Thank you very much, Mrs. Harris, for my birthday present.

MS. HARRIS: You are welcome.

(Appause.)

MS. FINK: If we have no other business before us, this meeting is adjourned.

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(Thereupon, at 8:40 o'clock p.m. the Special Legislative Meeting was concluded.)
C-E-R-T-I-F-I-C-A-T-E

I, Lance E. Hannaford, the undersigned, do hereby certify that the foregoing seventeen (17) pages are a true and correct transcript of my stenotypy notes taken of the Special Legislative Meeting, held in the Pittsburgh Board of Public Education, Administration Building, Board Room, on Monday, August 12, 2002.

Lance E. Hannaford, Cour' Reporter