

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.

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

REPORT NO. 4646

August 12, 2002

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

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

B. Resignations

<u>Name</u>	<u>Position</u>	<u>Date</u>	<u>Reason</u>
1. Nedley, Shula	Program Officer Instructional Support	8-15-02	Own request

C. Transfers from One Position to Another Without Change of Salary

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

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

Salaried Employees

<u>Name and Position</u>	<u>Salary per month</u>	<u>Date</u>	<u>Vice</u>	<u>Increment</u>
1. French, Jeannine Coordinator Health Services, Student Services to Director, Options Center	\$ 6607.00 (004-01)	8-13-02	Vassilakis retired	Jan., 2004
2. Getty, Glory Assistant Principal, Weil to Acting Principal, Morrow	\$ 6915.00 (003-02) 215 workdays	8-13-02	Stiscak ill	Jan., 2003
3. Krysinski, Denis Assistant Principal, Greenfield to Teacher, Greenfield	\$ 6850.00 (003-10)	7-1-02	Return to position	

4. Lewandowski, Vincent Reading Coach, Weil Tto Acting Assistant Principal, Weil	\$ 6607.00 (004-01) 208 workdays	8-13-02	Getty transferred	Jan., 2004
5. Thomas, Adrienne Assistant Principal, Sunnyside to Acting Principal, Sunnyside	\$ 6868.00 (003-01) 215 workdays	8-13-02	Pollack ill	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

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TRANSCRIPT OF PROCEEDINGS

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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

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ALSO PRESENT:

DR. JOHN W. THOMPSON MR. JOHN RUSHFORD
DR. DELPHINA BRISCOE DR. DWIGHT E. MOSLEY
MR. RICHARD R. FELLERS MRS. PAT CRAWFORD
MR. PHIL PARR MRS. ERNESTINE REED
DR. C. RICHARDSON-KEMP MR. RICHARD MASCARI

- - -

REPORTED BY: LANCE E. HANNAFORD
PROFESSIONAL COURT REPORTER

- - -

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1 P-R-O-C-E-E-D-I-N-G-S

2 (Salute to the flag.)

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

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

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

11 Three new appointments.

12 One resignation.

13 Transfers of one position to the other.

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

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

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

20 MS. FINK: Any questions on these items?
21 Mr. Taylor?

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

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

1 DR. MOSLEY: Yes.

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

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

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

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

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

20 I also believe that philosophy is changing
21 in this district.

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

25 I believe there are things that we as a

1 board have to begin to do.

2 And one of the things we have to do is
3 again to consider if it is necessary for us to even
4 pay principals a higher salary, if they take more
5 challenging positions, almost a merit pay.

6 And we know at times it is human nature
7 when people will ask "How come I have to do more work
8 and put in more hours?" as they attempt to change
9 around some of our schools, who are not doing as well
10 academically, while they are paid the same salary, if
11 they are in a very high achieving school, which
12 basically at times runs itself.

13 So I just wanted to put that basically in
14 the record, that the board and administration is aware
15 that we are not where we would like to be at with the
16 principals.

17 That we are not at the time have the number
18 of candidates we so desperately need.

19 And over this next year we will begin to
20 put the things in place that will enable us to recruit
21 and retain, and most importantly, to challenge our
22 principals to seek the positions in this district of
23 the most challenging schools.

24 Because I do believe that is where they get
25 a chance to show their true talents.

1 And I hope that we will financially reward
2 them for taking on the extreme challenges we have in
3 underachieving schools in this district.

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

6 If not, may we have roll call?

7 Wait.

8 Ms. Harris.

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

11 DR. THOMPSON: Dr. Mosley?

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

14 I notice they are not on this list,
15 Ms. Harris.

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

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

20 They are not normally in this format.

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

23 DR. MOSLEY: Yes, I can.

24 Just one moment.

25 MS. FINK: Let's do that.

1 Dr. Mosley, do you want to read them off?

2 DR. MOSLEY: Yes, I will.

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

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

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

10 Academic career development instructional
11 support.

12 Director of career and vocational
13 education.

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

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

19 Assistant principal, Carrick high school.

20 Assistant principal, Perry Traditional
21 Academy.

22 Point 5, assistant principal, Reisenstein
23 middle school.

24 Resource teacher 2.

25 Multiculture education instructional

1 support.

2 Parent support specialist, safe schools.

3 Project assistant, safe schools.

4 And we would open the following two

5 positions: Teacher program planning budget

6 development and state federal reporting program for

7 students with exceptionalities.

8 And teacher, CAS program.

9 MS. FINK: The items that Dr. Mosley has
10 just read off will now be known as item F.

11 Mr. Taylor?

12 MR. TAYLOR: Why are we voting on these new
13 items this evening?

14 Because we usually, again, vote on those
15 items at the end of the month.

16 Now, there are some items that have to be
17 voted on to balance out the change in the appointments
18 we are voting on this evening.

19 That I prefer to do.

20 But I prefer we don't change our regular
21 schedule of voting for items at the appropriate time
22 we vote for them every month.

23 DR. MOSLEY: We are not changing.

24 These would allow us to make the moves and
25 the recommendations that we discussed in the executive

1 session as well as the recommendations that we are
2 presenting on the previous pages.

3 MR. BRENTLEY: Clarification, Dr. Mosley.

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

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

8 A week and a half, two weeks?

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

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

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

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

21 DR. MOSLEY: I personally wouldn't see any
22 objections to holding up on the two positions that we
23 were recommending to close, which would be the parent
24 support specialist, safe schools, and the project
25 assistant, safe schools.

1 That does not impact what we are doing
2 tonight in the placement of the other positions.

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

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

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

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

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

17 Am I clear on that?

18 DR. THOMPSON: I understand.

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

21 MS. FINK: Wait a minute.

22 Mrs. Harris has a question first.

23 MS. HARRIS: Yes.

24 I thought that some of these positions
25 needed opened up so that there were placements ready

1 for school.

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

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

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

11 DR. MOSLEY: That's correct.

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

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

17 MS. FINK: Mr. Isler.

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

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

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

1 the last meeting.

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

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

7 MR. ISLER: We are not.

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

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

17 Those we can wait until the regular
18 legislative meeting.

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

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

24 I don't want it to be, since we are all
25 here, let's pass these items since we are all sitting

1 here.

2 That is not the way we operate
3 traditionally.

4 Let's not do anything new or different.
5 That is how we get in trouble.

6 MR. BRENTLEY: Is it necessary to put a
7 motion to remove that section with the parent support?

8 What number is that?

9 MR. ISLER: You can state again what we are
10 voting on.

11 MS. FINK: If we want to remove those two
12 items, this would be the new section F, which are all
13 of the things Dr. Mosley read.

14 And so then the motion would be to remove
15 from item F, A and B under temporary funds to close.

16 MR. BRENTLEY: I would like to make a
17 motion to remove items A, B --

18 MR. ISLER: We don't have to make a
19 motion.

20 Just pull them.

21 MR. BRENTLEY: Thank you.

22 MS. HARRIS: Just A and B under temporary
23 funds, the closed positions, that is the parent
24 support specialist under safe schools.

25 MS. COLAIZZI: May I ask a question?

1 MS. FINK: Sure.

2 MS. COLAIZZI: Obviously I do not have in
3 front of me what all of you do other than the agenda
4 that was presented in front of us this evening.

5 So could somebody please give me a list of
6 how we are voting on everything?

7 MS. FINK: I can read it very quickly.

8 It is not long.

9 MS. COLAIZZI: Okay.

10 MS. FINK: Item A is new appointments.

11 MS. COLAIZZI: Okay.

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

14 MS. COLAIZZI: I saw this that was
15 presented.

16 MS. FINK: I have the agenda.

17 But let me read this.

18 It won't take but a few minutes.

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

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

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

25 Item B is resignations.

1 There is one item there.

2 Shula Nedley.

3 Item C. Transfers from one position to

4 another without change of salary.

5 Kevin Bivins.

6 Rosalie Dilbert.

7 Eleanor Jones.

8 Tia Lawhorn.

9 And Merridith Murray.

10 All going to respective positions.

11 Item D is transfers from one position to

12 another with change of salary.

13 We have there Jeannine French, who is

14 coordinator health services to director of options

15 center.

16 Glory Getty. Assistant principal, Weil, to

17 acting principal, Morrow.

18 Denis Krynski, assistant principal,

19 Greenfield, to teacher at Greenfield.

20 Vincent Lewandowski, reading coach, to

21 acting assistant principal.

22 Adrienne Thomas. Assistant principal,

23 Sunnyside, to acting principal, Sunnyside.

24 And Sandra Wesolowski, assistant principal,

25 Perry, to teacher, Oliver.

1 Then we have miscellaneous recommendations,
2 which is item E.

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

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

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

14 That is the entire agenda.

15 MS. COLAIZZI: Okay.

16 MS. FINK: Are we ready for a vote?

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

19 It is difficult to hear on the phone.

20 And I don't have the agenda in front of me
21 either.

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

25 MS. FINK: Yes.

1 Do we have any other questions before we
2 call for the roll call?

3 May we have the roll call, please?

4 MR. RUSHFORD: Mr. Brentley?

5 MR. BRENTLEY: Yes.

6 MR. RUSHFORD: Ms. Colaizzi?

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

10 MR. RUSHFORD: Mrs. Harris?

11 MS. HARRIS: Yes.

12 MR. RUSHFORD: Mr. Isler?

13 MR. ISLER: Yes.

14 MR. RUSHFORD: Mr. Matthews?

15 MR. MATTHEWS: Yes.

16 MR. RUSHFORD: Mr. McCrea?

17 MR. McCREA: Yes.

18 MR. RUSHFORD: Mr. Taylor?

19 MR. TAYLOR: Yes.

20 MR. RUSHFORD: Mrs. Wood?

21 MS. WOOD: Yes.

22 MR. RUSHFORD: Mrs. Fink?

23 MS. FINK: Yes.

24 MR. RUSHFORD: And the vote is nine ayes
25 with the exception of A1, which is eight ayes and one

1 abstention.

2 MS. FINK: Is there any other business to
3 come before this body tonight?

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

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

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

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

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

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

18 MS. HARRIS: You are welcome.

19 (Applause.)

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

22

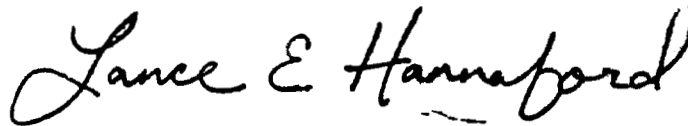
23 (Thereupon, at 8:40 o'clock p.m. the
24 Special Legislative Meeting was concluded.)

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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, Court Reporter
