

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

MINUTES

Meeting of: November 3, 2003

Call of the Meeting: Special Legislative Meeting

Members Present: Mr. Brentley, Mrs. Colaizzi, Mrs. Fink,
Mrs. Harris, Mr. Isler, Mr. Matthews,
Mr. McCrea, 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.

THE BOARD OF PUBLIC EDUCATION

**PITTSBURGH, PENNSYLVANIA 15213
Administration Building
341 South Bellefield Avenue**

SPECIAL LEGISLATIVE AGENDA

November 3, 2003

ROLL CALL

A. COMMITTEE ON HUMAN RESOURCES

1. PFT Contracts

- a. Professional**
- b. Paraprofessional**
- c. Technical-Clerical**

[Roll Call]

2. AFSCME Contracts

- a. Local 297 Custodial/Food Service**
- b. Local 2924 Secretary/Clerical**

[Roll Call]

B. COMMITTEE ON BUSINESS/FINANCE

1. Adoption of Highmark Health Care for 2004

2. Ajilon Contract

3. Cherry Road Contract – PeopleSoft

[Roll Call]

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

From the Superintendent of Schools
to
The Board of Public Education

Directors:

Your Committee on Human Resources recommends the adoption of the following salary schedules with accompanying narratives.

1. Teachers and Other Professionals, effective July 1, 2003 through June 30, 2005
2. Paraprofessionals, effective July 1, 2003 through June 30, 2006
3. Technical-Clerical Employees, effective July 1, 2003 through June 30, 2006

Respectfully submitted.

John W. Thompson, Ph.D.
Superintendent of Schools

PFT-Neg2003BdMts**

**Teachers/Professionals Two-Year Agreement
July 1, 2003, through June 30, 2005**

- Settlement on Salaries and Economic Items
- Health Care Coverage and Payment Provisions
- Professional, Educational, and Personnel Matters

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TEACHERS/PROFESSIONALS SALARY SCHEDULES

Bachelor's Degree

Existing Scale Continuing through <u>December 2003</u>			<u>January 2004</u>	<u>June 2004</u>
1 -	\$ 35,100	400	1 - \$ 35,500	1 - \$ 35,500
2 -	37,250	650	2 - 37,900	2 - 37,900
3 -	38,700	700	3 - 39,400	3 - 39,400
4 -	39,800	700	4 - 40,500	4 - 40,500
5 -	40,950	750	5 - 41,700	5 - 41,700
6 -	42,650	750	6 - 43,400	6 - 43,400
7 -	44,100	800	7 - 44,900	7 - 44,900
8 -	45,200	900	8 - 46,100	8 - 46,100
9 -	46,300	900	9 - 47,200	9 - 47,200
10 -	64,300	1100	10 - 65,400 1100	10 - 66,500

**Master's Degree, Master's Equivalent,
Bachelor's + 30 Credits**

Existing Scale Continuing through <u>December 2003</u>			<u>January 2004</u>	<u>June 2004</u>
1 -	\$ 36,800	700	1 - \$ 37,500	1 - \$ 37,500
2 -	39,250	750	2 - 40,000	2 - 40,000
3 -	41,100	800	3 - 41,900	3 - 41,900
4 -	42,300	800	4 - 43,100	4 - 43,100
5 -	43,750	850	5 - 44,600	5 - 44,600
6 -	45,150	850	6 - 46,000	6 - 46,000
7 -	46,200	900	7 - 47,100	7 - 47,100
8 -	47,200	1000	8 - 48,200	8 - 48,200
9 -	48,300	1000	9 - 49,300	9 - 49,300
10 -	67,900	1300	10 - 69,200 1300	10 - 70,500

Payment of Increments and Movement to TPI for 2003-04 School Year

1. All increments, TPI salary implementations, and other movement from one salary schedule or salary level to a different salary schedule or salary level, held up during the "status quo" period, shall be restored to all affected teachers and other professionals, retroactive to the start of the 2003-04 school year. Any other salary advancements applying under the 2001-2003 Teachers/Professionals Collective Bargaining Agreement that may have been held up during the "status quo" period shall also be restored in full, retroactive to the start of the 2003-04 school year.
2. Retroactive payment to teachers/professionals shall be paid no later than the first paydate in December 2003 (December 15). Such payment, in virtually all cases, would be for two-and-one-half (2 ½) work months.
3. Pay rates and increments shall be adjusted for teachers affected by the "status quo" period to reflect their correct salaries, beginning with the second paycheck in November 2003 (November 26).

School District Education and Personnel Proposals[Ⓢ]

Three (3) Committees Proposed by School District and Agreed To by PFT:

1. Special Education --- update/rewrite Article 12 --- completed on October 24, 2003
2. No Child Left Behind (NCLB) --- align contract with NCLB where that may be necessary
3. Athletics --- address accountability of coaches and faculty managers to strengthen overall athletics program for student athletes

The list of Committee members and chairs appointed by the PFT is complete. All three (3) Committees are already meeting and progressing. [The Special Education Committee, as noted above, has completed its work.]

[Ⓢ] See pages 35 through 41.

ADVANCED STUDY SALARY CREDIT --- Article 112

Bachelor's Degree

Bachelor's + 10 Credits --- \$ 200
Bachelor's + 20 Credits --- \$ 400

Master's Degree

Master's/M Equivalent + 10 Credits ----	\$ 200	
Master's/M Equivalent + 20 Credits ----	\$ 400	
Master's + 30 Credits -----	\$ 600	
Master's + 40 Credits -----	\$ 800	
Master's + 50 Credits -----	\$ 1000	
Master's + 60 Credits -----	\$ 1200	
Doctorate -----	\$ 1600 ^①	
NBPTS Certification -----	\$ 3600 ^②	} Effective November 2003 [Differential for NBPTS Certification --- Currently \$2500/Year.]

^① Increase Certain Earned Doctorates to **\$2000/Year**, Effective September 2004. [See page 4.]

^② Change Differential for NBPTS Certification to **\$4600/Year**, Effective September 2004. [See page 4.]

LONGEVITY INCREMENT [applies after 22 years] --- Article 110

- Same, i.e., remains at \$2000 (10 mos.); \$2200 (11 mos.); \$2400 (12 mos.)

TEACHERS/PROFESSIONALS INCREMENT (TPI) [applies after 5 years at step 10 (or its equivalent) or after 14 years of teaching, whichever first occurs] --- Article 111

- Continue at \$170/month (\$1700/year, payable over 10 months) through October 2003
- Increase to **\$200/month (\$2000/year, payable over 10 months)**, effective November 2003

Article 112 – Advanced Study Salary Credit

Earned Doctorate Differential Change Applying Only to Earned Doctorates in Teaching/Professional Certifications, effective September 2004:

1. Earned Doctorates in Elementary Teaching Certifications
2. Earned Doctorates in Secondary Teaching Certifications
3. Earned Doctorates in Subject Area(s) in Which Teacher Is Teaching or Certified
4. Earned Doctorates in Professional Areas, i.e., Counseling, Social Work, Nursing, and Other Professional Areas of Employment in Pittsburgh Public Schools
5. Earned Doctorates in Administration Areas of Employment in Pittsburgh Public Schools
6. Earned Doctorates in Education

Commencing with the 2004-05 School Year, the Above Earned Doctorates Shall Receive a Differential of **\$2000/Year**. Other Doctorates Shall Continue at \$1600/Year.

New Article

National Board for Professional Teaching Standards (NBPTS) Certification

1. NBPTS Certification differential:
 - a. Increase from current \$2600/year to **\$3600/year**, effective November 2003
 - b. Increase to **\$4600/year**, effective September 2004
2. NBPTS-certified teachers will automatically be members of the Instructional Cabinet at their assigned school.
3. NBPTS-certified teachers will serve as mentor teachers and demonstration teachers in addition to their regular teaching functions.

Extended Teaching Day Salary Differential --- Article 114

- Increase extended teaching day differential to **\$2100**/year, commencing February 1, 2004 (currently \$2000).
- Increase extended teaching day differential to **\$2200**/year, commencing February 1, 2005.

ITL Differential --- Article 113

- No change in differential:
1 - \$ 500 2 - \$1000 3 - \$1500 4 - \$2000

Coaching and Related Salaries --- Article 116

- Increase coaching salaries by **3%** for entire 2003-04 school year (requires retroactive payment to start of 2003-04 school year) and by **3%** for entire 2004-05 school year. [See pages 25 and 26.]

Supplemental Pay Rates and Related Items --- Various Articles

- Designate evening school pay rate as "after-school/evening teaching and workshops" pay rate.
- Increase all supplemental pay rates by **3%**, commencing January 1, 2004, and by **3%**, commencing September 1, 2004---i.e., after-school/evening teaching and workshops hourly rate (formerly evening school and workshops hourly rate), faculty managers, intramurals, extracurricular activities, etc.
- Orientation day(s) stipend for new teachers --- increase to **\$50/day** (currently \$35), effective for start of 2004-05 school year.

Compensation for Lack and Loss of Preparation Periods --- Articles 128 and 129

1. Through 2003-04 school year:
Continue at \$13.00 per compensable period
2. Effective start of 2004-05 school year:
Increase to **\$13.25** per compensable period

Career Teacher Special Leaves --- Existing Memorandum of Understanding

- Retain current limit on number of teachers annually who may qualify for and take "Career Teacher Special Leaves."

Elementary Schools Summer School Programs ①

1. The pro-rata pay provisions for elementary schools summer school teaching, as provided in Article 124, Compensation for Summer School Teaching, Curriculum Work, and Workshops, Section 1.a., shall be applicable where the elementary summer program(s) for students are conducted under a centralized curriculum and design.
2. For any such centrally coordinated elementary summer program(s), however, the preference point provisions of Article 21, Summer School Employment Criteria, shall not be utilized.
 - a) Hiring preference shall be given to those teachers, by grade level, who are assigned to the school(s) with students attending the regional site. Teachers who teach satisfactorily at a regional site in one summer shall have preference for hiring in a subsequent summer(s) at that regional site, provided that they continue to teach during the regular school year at a school in that regional site.
 - b) Secondary hiring preference would go to teachers, by grade level, who are assigned to schools whose students are not attending the program at the regional site.

① Apply this addition to Article 124 effective with the summer of 2004 and thereafter.

Elementary Schools Extended School Year Offerings

The following provisions continue to apply only to tutorial and remedial extended school year offerings in elementary schools when offered by an individual school:

1. Continue to pay teachers prevailing after-school/evening teaching and workshops hourly rate.
2. Coordinators, if any, paid at same hourly rate as teachers.

COUNSELORS SALARY SCHEDULE

**Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule
Regular 192-Day School Year***

Existing Scale Continuing through December 2003			January 2004	June 2004
1 -	\$ 37,100	700	1 - \$ 37,800	1 - \$ 37,800
2 -	39,550	750	2 - 40,300	2 - 40,300
3 -	41,400	800	3 - 42,200	3 - 42,200
4 -	42,600	800	4 - 43,400	4 - 43,400
5 -	44,050	850	5 - 44,900	5 - 44,900
6 -	45,450	850	6 - 46,300	6 - 46,300
7 -	46,500	900	7 - 47,400	7 - 47,400
8 -	47,500	1000	8 - 48,500	8 - 48,500
9 -	48,600	1000	9 - 49,600	9 - 49,600
10 -	68,200	1300	10 - 69,500 1300	10 - 70,800
11 -	68,500	1300	11 - 69,800 1300	11 - 71,100
12 -	68,800	1300	12 - 70,100 1300	12 - 71,400
13 -	69,100	1300	13 - 70,400 1300	13 - 71,700
14 -	69,400	1600	14 - 71,000 1300	14 - 72,300

*Counselors work year is either 195 days (192 days + 3 additional pro-rata-paid days --- elementary and middle school counselors) or **202 days (192 days + 10 additional pro-rata-paid days --- high school counselors)**. **The seven (7) additional workdays for high school counselors will commence for the 2004-05 school year.** The counselors workday continues to be eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

PSYCHOLOGISTS SALARY SCHEDULE

**Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule
Regular 192-Day School Year***

Existing Scale Continuing through December 2003			January 2004		June 2004	
1 -	\$ 44,050	850	1 -	\$ 44,900	1 -	\$ 44,900
2 -	45,450	850	2 -	46,300	2 -	46,300
3 -	46,500	900	3 -	47,400	3 -	47,400
4 -	47,500	1000	4 -	48,500	4 -	48,500
5 -	48,600	1000	5 -	49,600	5 -	49,600
6 -	68,200	1300	6 -	69,500	6 -	70,800
7 -	68,500	1300	7 -	69,800	7 -	71,100
8 -	68,800	1300	8 -	70,100	8 -	71,400
9 -	69,100	1300	9 -	70,400	9 -	71,700
10 -	69,400	1600	10 -	71,000	10 -	72,300

*Psychologists extra workdays/workweeks during the summer continue to be paid pro rata at the annual salary rate in effect for whatever is the just-completed school year. The workday is eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See Article 110, Longevity Increment

Teachers/Professionals Increment (TPI)

- See Article 111, Teachers/Professionals Increment (TPI)

SOCIAL WORKERS SALARY SCHEDULE

Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule Regular 192-Day School Year*

Existing Scale Continuing through December 2003			January 2004	June 2004
1 -	\$ 37,100	700	1 - \$ 37,800	1 - \$ 37,800
2 -	39,550	750	2 - 40,300	2 - 40,300
3 -	41,400	800	3 - 42,200	3 - 42,200
4 -	42,600	800	4 - 43,400	4 - 43,400
5 -	44,050	850	5 - 44,900	5 - 44,900
6 -	45,450	850	6 - 46,300	6 - 46,300
7 -	46,500	900	7 - 47,400	7 - 47,400
8 -	47,500	1000	8 - 48,500	8 - 48,500
9 -	48,600	1000	9 - 49,600	9 - 49,600
10 -	68,200	1300	10 - 69,500 1300	10 - 70,800
11 -	68,500	1300	11 - 69,800 1300	11 - 71,100
12 -	68,800	1300	12 - 70,100 1300	12 - 71,400
13 -	69,100	1300	13 - 70,400 1300	13 - 71,700
14 -	69,400	1600	14 - 71,000 1300	14 - 72,300

*Social Workers work year is 195 days. The three (3) extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary rate in effect for the new school year. The workday is eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

Social Workers on Bachelor's Degree Salary Schedule [all are at top step]

Existing Scale through December 2003	January 2004	June 2004
\$ 65,200	\$ 66,300	\$ 67,400

B + 10 Credits --- add \$200
B + 20 Credits --- add \$400

SCHOOL NURSES^o AND DENTAL HYGIENISTS SALARY SCHEDULES

Bachelor's Degree Salary Schedule --- Regular 192-Day School Year^o

Existing Scale Continuing through <u>December 2003</u>		<u>January 2004</u>	<u>June 2004</u>
1 - \$ 35,400	400	1 - \$ 35,800	1 - \$ 35,800
2 - 37,550	650	2 - 38,200	2 - 38,200
3 - 39,000	700	3 - 39,700	3 - 39,700
4 - 40,100	700	4 - 40,800	4 - 40,800
5 - 41,250	750	5 - 42,000	5 - 42,000
6 - 42,950	750	6 - 43,700	6 - 43,700
7 - 44,400	800	7 - 45,200	7 - 45,200
8 - 45,500	900	8 - 46,400	8 - 46,400
9 - 46,600	900	9 - 47,500	9 - 47,500
10 - 64,600	1100	10 - 65,700	10 - 66,800
11 - 64,900	1100	11 - 66,000	11 - 67,100
12 - 65,200	1100	12 - 66,300	12 - 67,400

^oSchool Nurses shall now be called School Nurse Practitioners.

^oSchool nurses and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary rate in effect for the new school year.

Advanced Study Salary Credit for Bachelor's Degree

Bachelor's + 10 Credits --- \$ 200

Bachelor's + 20 Credits --- \$ 400

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

SCHOOL NURSES^① AND DENTAL HYGIENISTS SALARY SCHEDULES

Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule Regular 192-Day School Year^②

Existing Scale Continuing through December 2003			January 2004	June 2004
1 -	\$ 37,100	700	1 - \$ 37,800	1 - \$ 37,800
2 -	39,550	750	2 - 40,300	2 - 40,300
3 -	41,400	800	3 - 42,200	3 - 42,200
4 -	42,600	800	4 - 43,400	4 - 43,400
5 -	44,050	850	5 - 44,900	5 - 44,900
6 -	45,450	850	6 - 46,300	6 - 46,300
7 -	46,500	900	7 - 47,400	7 - 47,400
8 -	47,500	1000	8 - 48,500	8 - 48,500
9 -	48,600	1000	9 - 49,600	9 - 49,600
10 -	68,200	1300	10 - 69,500 1300	10 - 70,800
11 -	68,500	1300	11 - 69,800 1300	11 - 71,100
12 -	68,800	1300	12 - 70,100 1300	12 - 71,400
13 -	69,100	1300	13 - 70,400 1300	13 - 71,700
14 -	69,400	1600	14 - 71,000 1300	14 - 72,300

^①School Nurses shall now be called School Nurse Practitioners.

^②School nurses and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary rate in effect for the new school year.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

SCHOOL TO WORK TRANSITION TEACHERS SALARY SCHEDULE

Master's Degree, M. Equivalent, Bachelor's + 30 Credits Salary Schedule
Basic Salary Schedules applying to Regular 192-Day School Year*

Existing Scale						
Continuing through						
<u>December 2003</u>			<u>January 2004</u>		<u>June 2004</u>	
1 -	\$ 39,550	750	1 -	\$ 40,300	1 -	\$ 40,300
2 -	41,400	800	2 -	42,200	2 -	42,200 -
3 -	42,600	800	3 -	43,400	3 -	43,400
4 -	44,050	850	4 -	44,900	4 -	44,900
5 -	45,450	850	5 -	46,300	5 -	46,300
6 -	46,500	900	6 -	47,400	6 -	47,400
7 -	47,500	1000	7 -	48,500	7 -	48,500
8 -	48,600	1000	8 -	49,600	8 -	49,600
9 -	68,200	1600	9 -	69,800	1300	9 - 71,100

*Extra workday(s)/workweek(s), if any, for school to work transition teachers continue to be paid pro rata, at the annual salary rate in effect for whatever is the just-completed school year. The workday is eight (8) hours.

Advanced Study Salary Credit

Master's/M Equivalent + 10 Credits ----	\$ 200
Master's/M Equivalent + 20 Credits ----	\$ 400
Master's + 30 Credits -----	\$ 600
Master's + 40 Credits -----	\$ 800
Master's + 50 Credits -----	\$ 1000
Master's + 60 Credits -----	\$ 1200
Doctorate -----	\$ 1600*

*Increase Earned Doctorate to **\$2000/Year**, Effective September 2004.

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

ARTICLE 102

STAFF DEVELOPMENT AND TECHNOLOGY SUPPORT SPECIALIST INSTRUCTIONAL AND PROGRAM ADVISOR FOR EARLY INTERVENTION OTHER 12-MONTH/CALENDAR-YEAR PROFESSIONALS

Qualifications and Workday/Workyear for Teacher/Technology Professionals

1. Job title: Staff Development and Technology Support Specialist
2. Qualifications: Technology expertise required; teaching certificate required; teaching experience in PPS preferred
3. Time requirements for position: 12-month professional position in PFT's teachers/professionals representation unit; calendar-year/calendar-month work schedule; 8-hour workday

Calendar-Year/12-Month Salary Schedule

[For monthly salary amount, divide annual salary figures below by 12.]

Bachelor's Degree

Existing Scale Continuing through December 2003	January 2004	June 2004
1 - \$ 44,150 800	1 - \$ 44,950	1 - \$ 44,950
2 - 45,600 800	2 - 46,400	2 - 46,400
3 - 46,700 900	3 - 47,600	3 - 47,600
4 - 47,800 900	4 - 48,700	4 - 48,700
5 - 65,800 1100	5 - 66,900 1100	5 - 68,000

Master's Degree, Master's Equivalent, Bachelor's + 30 Credits

Existing Scale Continuing through December 2003	January 2004	June 2004
1 - \$ 46,650 900	1 - \$ 47,550	1 - \$ 47,550
2 - 47,600 900	2 - 48,500	2 - 48,500
3 - 48,700 1000	3 - 49,700	3 - 49,700
4 - 49,800 1000	4 - 50,800	4 - 50,800
5 - 70,500 1300	5 - 71,800 1300	5 - 73,100

ARTICLE 102 (continued)

**STAFF DEVELOPMENT AND TECHNOLOGY SUPPORT SPECIALIST
INSTRUCTIONAL AND PROGRAM ADVISOR FOR EARLY INTERVENTION
OTHER 12-MONTH/CALENDAR-YEAR PROFESSIONALS**

Advanced Study Salary Credit

- See **Article 112, Advanced Study Salary Credit**

Applicable ten-month advanced study salary credit amount will be added to the preceding twelve-month annual salary figures. [As per **Article 112, Section 1.**]

Longevity Increment [applies after 22 years]

- See **Article 110, Longevity Increment**

Teachers/Professionals Increment (TPI)

- See **Article 111, Teachers/Professionals Increment (TPI)**

Other Salary and Benefit Provisions

1. Vacations and holidays --- as per **Article 148** in Agreement
2. Sick leave --- 12-month sick leave allotment (15 days per year)
3. Personal leave --- 12-month personal leave allotment (2 days per year)

Additional Article 102 Note

The preceding Salary Schedules and other provisions of this Article continue to apply to the "Special Education/Early Intervention and Program Advisor" and to certain other 12-month/calendar-year professionals.

ARTICLE 103

ADJUNCT TEACHERS SALARY SCHEDULES AND HOURLY RATES

189-Day School Year

Existing Scale through December 2003

1 -	\$ 35,100/	29.71	400/	\$.34
2 -	37,250/	31.53	650/	.55
3 -	38,700/	32.76	700/	.59
4 -	39,800/	33.69	700/	.59
5 -	40,950/	34.67	750/	.63
6 -	42,650/	36.11	750/	.63
7 -	44,100/	37.33	800/	.68
8 -	45,200/	38.26	900/	.76
9 -	49,650/	42.03	900/	.76
10 -	54,000/	45.71	1100/	.93

January 2004

1 -	\$ 35,500/	\$ 30.05
2 -	37,900/	32.08
3 -	39,400/	33.35
4 -	40,500/	34.29
5 -	41,700/	35.30
6 -	43,400/	36.74
7 -	44,900/	38.01
8 -	46,100/	39.03
9 -	50,550/	42.79
10 -	55,100/	46.65

1100/ .93

June 2004

1 -	\$ 35,500/	30.05
2 -	37,900/	32.08
3 -	39,400/	33.35
4 -	40,500/	34.29
5 -	41,700/	35.30
6 -	43,400/	36.74
7 -	44,900/	38.01
8 -	46,100/	39.03
9 -	50,550/	42.79
10 -	56,200/	47.58

Advanced Study Salary Credit

B + 10 Credits --- add \$ 200

B + 20 Credits --- add \$ 400

Longevity Increment

Same as in 2001-2003 Agreement.

1. The hourly rate for adjunct teachers continues to be determined by dividing the applicable annual salary amount by 1181.25 (1181.25 = 6.25 hours/day x 189 days).
2. Half-time adjunct teachers shall continue to receive one-half (1/2) of the full advanced study salary credit listed above and one-half (1/2) of the longevity increment.
3. The TPI shall continue not to apply to adjunct teachers.
4. Full-time substitutes assigned to adjunct teacher positions shall be paid the step 1 hourly rate for adjunct teachers.
5. All other Sections and provisions of Article 103 also continue in effect.

Article 92 – Adjunct Teachers

1. Sections 1., 2., 3., 4. (second and third sentences), 5., 6., 7., and 8. --- All remain the same.
2. Section 4., first sentence --- remove reference to life insurance. Rest of first sentence remains same.
3. **Group accidental death and dismemberment insurance premiums under Article 131 shall be paid in full by the School District for adjunct teachers, effective January 1, 2004. All half-time or more adjunct teachers shall be automatically covered by this insurance.**

Article 131 – Group Accidental Death and Dismemberment Insurance

1. Change title of Article 131 to "Group Accidental Death and Dismemberment Insurance."
2. Remove reference to "life insurance" in previous title of Article 131 and in Section 1.
3. Remainder of Section 1 and Sections 2 and 3 remain the same.

PRESCHOOL SALARY SCHEDULES

**Sign Language Interpreter, Certified Occupational Therapy Assistant (COTA),
Physical Therapy Assistant
(192-day school year)**

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 25,000 400	1 - \$ 25,400	1 - \$ 25,400
2 - 26,500 650	2 - 27,150	2 - 27,150
3 - 28,000 700	3 - 28,700	3 - 28,700
4 - 31,000 700	4 - 31,700	4 - 31,700
	5 - 32,900	5 - 32,900
	6 - 34,600	6 - 34,600

1. Preschool teachers on the above salary schedules who have been on step 4 for one (1) or more years shall be placed on step 5, effective January 2004. Such teachers shall move to step 6, effective January 2005.
2. Increment/anniversary dates for other Preschool teachers on the above salary schedules shall continue to occur on the same anniversary date as each teacher previously held. Such teachers shall all move to the new salary schedule in January 2004.
3. Full-time substitutes assigned to fill preschool teacher positions shall be paid from the first three (3) steps of the above schedule.

PRESCHOOL SALARY SCHEDULES (continued)

**Family Advocate, Nutrition Advocate,
Disabilities/Mental Health Assistant,
Social Services Assistant,
Parent Involvement Assistant,
Health/Nutrition Assistant,
Professional Development Assistant (includes former Head Start Partner Teachers),
Parent Services Assistant
(192-day school year)**

1. The first three (3) steps of these Salary Schedules continue to be the same as the first three (3) steps of the Bachelor's Degree Salary Schedule for Teachers.

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 35,100 400	1 - \$ 35,500	1 - \$ 35,500
2 - 37,250 650	2 - 37,900	2 - 37,900
3 - 38,700 700	3 - 39,400	3 - 39,400
4 - 41,550 700	4 - 42,250	4 - 42,250
	5 - 43,450	5 - 43,450
	6 - 46,000	6 - 46,000

2. Differentials for B.A.+10 credits and B.A.+20 credits continue to apply.
3. Preschool personnel on the above salary schedules who have been on step 4 for one (1) or more years shall be placed on step 5, effective January 2004. Such personnel shall move to step 6, effective January 2005.
4. Increment/anniversary dates for other Preschool personnel on the above salary schedules shall continue to occur on the same anniversary date as each person previously held. Such personnel shall all move to the new salary schedule in January 2004.
5. Holders of the above positions shall continue to work an additional month beyond the regular 10-month work year. This additional work month shall be paid on a pro-rata basis.

PRESCHOOL LEVEL II TEACHERS (HEAD START TEACHERS)

New Salary Schedules effective January 1, 2004

**Bachelor's Degree
Salary Schedule**

January 2004

1 -	\$ 31,000
2 -	34,000
3 -	37,000
4 -	40,000
5 -	41,200
6 -	42,400
7 -	43,700
8 -	45,100
9 -	46,500
10 -	48,000

**Master's Degree/B. + 30 Credits
Salary Schedule**

January 2004

1 -	\$ 32,700
2 -	35,700
3 -	38,700
4 -	42,800
5 -	44,100
6 -	45,400
7 -	46,800
8 -	48,200
9 -	49,600
10 -	51,100

1. Preschool Level II Teachers (Head Start Teachers) holding Bachelor's Degrees will go on the new Preschool Level II Teachers Bachelor's Degree Salary Schedule, effective January 1, 2004.
2. Preschool Level II Teachers (Head Start Teachers) holding Master's Degrees or Bachelor's Degrees plus 30 Credits will go on the new Preschool Level II Teachers Master's Degree/Bachelor's + 30 Credits Salary Schedule, effective January 1, 2004.
3. Preschool Level II Teachers who have been at step 4 (of their former Salary Schedule) for one (1) or more years shall be placed on step 5, effective January 2004. Such teachers shall move to step 6, effective January 2005. These teachers shall now all have January as their month for salary step movement.
4. Increment/anniversary dates for other Preschool Level II Teachers shall continue to occur on the same anniversary date as each teacher previously held. Such teachers shall all move to the new salary schedule in January 2004.
5. Preschool Level II Teachers shall receive the extended-teaching-day differential should the eight (8) hour day become federally mandated for Head Start.
6. Full-time substitutes assigned to fill Preschool Level II Teacher positions shall be paid from the first three (3) steps of whichever salary schedule (B.A. or M.A./B.A.+30 Credits) applies to a particular full-time substitute teacher.

PRESCHOOL EARLY INTERVENTION SPECIAL EDUCATION TEACHERS

1. Effective January 2004, Preschool Early Intervention Special Education Teachers shall be placed on the following salary schedule:

Bachelor's Degree Salary Schedule

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>
1 - \$ 30,500	1 - \$ 32,000
2 - 33,500	2 - 35,000
3 - 36,500	3 - 38,000
4 - 39,800	4 - 41,000
	5 - 42,200
	6 - 43,400
	7 - 44,700
	8 - 46,100
	9 - 47,500
	10 - 49,000

Master's Degree/Bachelor's + 30 Credits Salary Schedule

Existing Scale Continuing through <u>December 2003</u>	<u>January 2004</u>
1 - \$ 32,200	1 - \$ 33,700
2 - 35,200	2 - 36,700
3 - 38,200	3 - 39,700
4 - 42,300	4 - 43,800
	5 - 45,100
	6 - 46,400
	7 - 47,800
	8 - 49,200
	9 - 50,600
	10 - 52,100

2. Preschool Early Intervention Special Education Teachers shall continue to be eligible to receive advanced study salary credit, as set forth in Article 112.

PRESCHOOL EARLY INTERVENTION SPECIAL EDUCATION TEACHERS (continued)

3. The extended teaching day differential will continue to apply, as set forth in Article 114, to Preschool Early Intervention Special Education Teachers, if required to work an eight (8) hour day.
4. Preschool Early Intervention Special Education Teachers who have been on step 4 for one (1) or more years shall be placed on step 5, effective January 2004. Such teachers shall move to step 6, effective January 2005. These teachers shall now all have January as their month for salary step movement.
5. Increment/anniversary dates for other Preschool Early Intervention Special Education Teachers shall continue to occur on the same anniversary date as each teacher previously held. Such teachers shall all move to the new salary schedule in January 2004.
6. Those Preschool Early Intervention Special Education Teachers who are on the regular teachers salary schedules continue on said salary schedules and shall receive the same raises as all regular teachers.
7. Full-time substitutes assigned to fill Preschool Early Intervention Special Education Teacher positions shall be paid on the first three (3) steps of whichever salary schedule (B.A. or M.A./B.A.+30 Credits) applies to a particular full-time substitute teacher.

CONNELLEY TEACHERS SALARY SCHEDULES

1. Teachers employed at Connelley during the 1991-92 school year and prior to that time continue to be on the regular salary schedules for teachers/professionals.
2. Teachers at Connelley covered by Article 79, Connelley Technical Institute and Adult Education Center, Section 12., Subsections a, b, and c (those hired for start of the 1992-93 school year and thereafter in the ABE, Adult Literacy, GED, ESL, LPN, and Surgical Technician Programs), continue to be on the regular teachers, ten-step Bachelor's Degree salary schedule.
3. Teachers at Connelley covered by Article 79, Connelley Technical Institute and Adult Education Center, Section 12., Subsections d, e, f, and g (those hired for start of the 1992-93 school year and thereafter in the Nursing Assistant, Dental Technician, Clerical, and Vocational-Technical Programs) shall be on the following salary schedule:

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 35,100 400	1 - \$ 35,500	1 - \$ 35,500
2 - 37,250 650	2 - 37,900	2 - 37,900
3 - 38,700 700	3 - 39,400	3 - 39,400
4 - 39,800 700	4 - 40,500	4 - 40,500
5 - 40,950 750	5 - 41,700	5 - 41,700
6 - 42,650 750	6 - 43,400	6 - 43,400
7 - 44,100 800	7 - 44,900	7 - 44,900
8 - 45,200 900	8 - 46,100	8 - 46,100
9 - 46,300 900	9 - 47,200	9 - 47,200
10 - 48,000 1100	10 - 49,100 1100	10 - 50,200

FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULES

1. Step 1 of the 3-step full-time substitute teachers salary schedule continues to be \$700 less than step 1 of the Bachelor's Degree salary schedule for regular teachers.
2. Steps 2 and 3 of the 3-step full-time substitute teachers salary schedule continue to correspond to steps 1 and 2 of the Bachelor's Degree salary schedule for regular teachers.

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

1 - \$ 34,400 400
2 - 35,100 400
3 - 37,250 650

1 - \$ **34,800**
2 - **35,500**
3 - **37,900**

1 - \$ 34,800
2 - 35,500
3 - 37,900

Article 77 – Administrative Practitioners

Section 5.

5. An administrative practitioner shall receive an annual stipend, in addition to his/her ongoing regular professional salary, for serving in the position:

**Existing Scale
Continuing through
December 2003**

January 2004

June 2004

\$3,750 3%

\$3,863 3%

\$3,979

Article 108 – Day-To-Day Substitute Teachers Daily Pay Rates

1. Daily rates for certified day-to-day substitute teachers who work an unrestricted number of days:

- a. **Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$90.00	\$95.00	\$100.00

- b. Daily rates for day-to-day substitute teachers who have worked at least forty (40) days during each of the preceding two (2) consecutive semesters:

- Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$117.00	\$124.00	\$131.00

2. Daily rates for certified day-to-day substitute School Nurses and certified day-to-day substitute Licensed Practical Nurse instructors:

- Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$123.50	\$130.50	\$137.50

3. Daily rates for noncertified day-to-day substitute school nurses and noncertified day-to-day substitute Licensed Practical Nurse instructors:

- Continuing
through**

<u>12/03</u>	<u>1/04</u>	<u>6/04</u>
\$105.50	\$112.50	\$119.50

SALARY SCHEDULES FOR COACHING

The salary schedules for coaching at the senior high school level and at the middle school level, for coaches of boys' sports and for coaches of girls' sports, shall be as follows:

Note: 2003-2004 salary schedule (3% increase) shall be applied retroactive to the start of the 2003-04 school year.

		<u>Total Pay Per Season</u>		
		<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
			3%	3%
1. Senior High Schools (Boys' Sports)				
Football				
Head Coach	\$ 6,125	\$ 6,309	\$ 6,498	
1st Assistant Coach	4,323	4,453	4,587	
2nd & 3rd Assistant Coaches	3,165	3,260	3,358	
4th & 5th Assistant Coaches ^o	2,485	2,560	2,637	
Basketball				
Head Coach	6,125	6,309	6,498	
Assistant Coach	4,014	4,134	4,258	
Baseball				
Head Coach	3,809	3,923	4,041	
Assistant Coach	2,473	2,547	2,623	
Track				
Head Coach	3,369	3,470	3,574	
Assistant Coach	2,473	2,547	2,623	
Swimming	3,267	3,365	3,466	
Volleyball	3,267	3,365	3,466	
Wrestling				
Head Coach	2,849	2,934	3,022	
Assistant Coach	2,036	2,097	2,160	
Soccer				
Head Coach	2,732	2,814	2,898	
Assistant Coach ^o	1,862	1,918	1,976	
Cross-Country (Coeducational)				
Head Coach	1,964	2,023	2,084	
Assistant Coach ^o	1,425	1,468	1,512	
Tennis	1,811	1,865	1,921	
Golf (Coeducational)	1,811	1,865	1,921	

^oA fifth assistant football coach will continue to be employed at high schools where, for the previous football season, there were 65 or more student participants on the eligibility card as of the first game of the regular season.

^oA junior varsity program must be maintained in order to have an assistant coach.

SALARY SCHEDULES FOR COACHING (continued)

		<u>Total Pay Per Season</u>		
		<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
2.	Senior High Schools (Girls' Sports)		3%	3%
	Basketball			
	Head Coach	\$ 6,125	\$ 6,309	\$ 6,498
	Assistant Coach	4,014	4,134	4,258
	Track			
	Head Coach	3,369	3,470	3,574
	Assistant Coach	2,473	2,547	2,623
	Softball			
	Head Coach	3,809	3,923	4,041
	Assistant Coach	2,473	2,547	2,623
	Soccer			
	Head Coach	2,732	2,814	2,898
	Assistant Coach [®]	1,862	1,918	1,976
	Swimming	3,267	3,365	3,466
	Volleyball	3,267	3,365	3,466
	Tennis	1,811	1,865	1,921
3.	Middle Schools (Boys' Sports)			
	Basketball [®]	2,267	2,335	2,405
	Wrestling	2,244	2,311	2,380
	Swimming	1,811	1,865	1,921
	Softball [®]	1,714	1,765	1,818
	Soccer [®]	1,677	1,727	1,779
	Volleyball	1,495	1,540	1,586
	Cross-Country (Coeducational) [®]	1,495	1,540	1,586
4.	Middle Schools (Girls' Sports)			
	Basketball [®]	2,267	2,335	2,405
	Swimming	1,811	1,865	1,921
	Softball [®]	1,714	1,765	1,818
	Soccer [®]	1,677	1,727	1,779
	Volleyball	1,495	1,540	1,586

[®]A junior varsity program must be maintained in order to have an assistant coach.

[®]Magnet Middle Schools included.

Differential for Emotional Support Special Education Teachers

The following Special Education salary differential revisions would amend Article 115, Salary Differentials for Special Education Teachers, Sections 1.a. through 1.d.:

1. Full-time emotional support teachers in elementary schools --- set differential at **\$1000/year**, effective January 1, 2004 (currently \$300/year differential)
2. Full-time emotional support classes in middle schools and secondary schools --- set differential for emotional support teachers in these classes at **\$1000/year**, effective January 1, 2004 (some currently \$300/year differential and some currently \$600/year differential)
3. Full-time emotional support teachers at McNaugher Education Center --- set differential at **\$1000/year**, effective January 1, 2004 (majority of these teachers currently \$600/year differential)

Article 11, Class Size, Section 1.c.(3)

Student Safety in Swimming Classes

Commencing no later than the 2004-05 school year, physical education classes in high schools will be reasonably balanced in terms of class size, in order to avoid serious disparities among such classes (which currently arise) and particularly to assure greater safety for students during swimming classes. This balancing provision will also apply, where applicable, to middle schools and to elementary schools.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles

1. Highmark Blue Cross/Blue Shield shall continue as the single health insurance carrier at least through calendar year 2005.
2. Addressing whether to continue "fully-insured Highmark BC/BS coverage" or to convert to "self-insured Highmark BC/BS coverage" [i.e., an Administrative Services Contract (ASC) with Highmark]:
 - a. The PFT agrees either to continue "fully-insured Highmark BC/BS coverage" or to convert to "self-insured Highmark BC/BS coverage," whichever the School District determines, following negotiations with Highmark by the School District with the participation of the PFT.
 - b. In the event of a changeover from "fully-insured Highmark coverage" to "self-insured Highmark coverage," the parties (PFT and PPS) agree that the total dollar and/or percentage share of premiums for the various coverages in all three (3) Highmark Health Care Plans (HMO, POS, and PPO) that will be paid by teachers/professionals following such a changeover shall be equivalent to the dollar and/or percentage amounts which are paid by teachers/professionals under "fully-insured Highmark coverage." This agreement includes the formulae which apply to the year-to-year sharing of premium increases (or decreases) between the School District and the insurees.
 - c. The parties (PFT and PPS) agree that for any conversion to self-insured health care coverage (ASC) with Highmark that takes effect for the start of calendar year 2004 or at any point during calendar year 2004, the teacher/professional employee contribution amounts toward each of the three (3) Highmark Health Care Plans (HMO, POS, and PPO) for the entire 2004 calendar year under such a newly-adopted ASC will be the exact same employee contribution amounts that would have applied under fully-insured Highmark health care coverage for calendar year 2004.
3. Under all three (3) Highmark BC/BS Plans, change the prescription drugs co-payments to **\$10** generic, **\$20** formulary brand, and **\$40** name brand, commencing January 2004. [Ability to purchase 90-day supply of maintenance prescription drugs by mail order or through participating retail outlets shall continue in effect, with these new **\$10, \$20, \$40** co-pays applying commencing January 1, 2004.]

Note: Apply these new prescription drugs co-pays to all three (3) Agreements.

4. Effective January 1, 2004, employee to pay generic prescription drug co-pay plus difference between brand prescription drug cost and generic prescription drug cost, only when brand drug is purchased instead of available generic drug which has FDA approval as a generic substitute and regardless of whether brand drug is prescribed or chosen.

Note: Apply this change to all three (3) Agreements.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

5. Make the following co-pay changes for 2004 and 2005:

- a. Doctor's visit --- **\$15**
- b. Specialist's visit --- **\$15**
- c. Emergency room --- **\$35** for 2004; **\$50** for 2005

Note: Apply these new co-pays to all three (3) Agreements and to all three (3) Highmark BC/BS Plans.

- 6. Commencing with December 2003 and continuing thereafter, teachers and professional employees shall pay **5%** of the premium cost for the various HMO Plan coverages.
- 7. Commencing December 2003 and continuing for one (1) year (calendar year 2004), add a special monthly teachers/professional employees premium payment amount applying to the HMO Plan only:
 - a. **\$10** per month (for 10 months), i.e., **\$100** per year, for enrollees in the individual coverage HMO Plan.
 - b. **\$20** per month (for 10 months), i.e., **\$200** per year, for enrollees in the various family coverages HMO Plans.
 - c. These special HMO Plan payment provisions shall apply only to the Teachers/Professionals Agreement and shall terminate beginning with the month of December 2004.
- 8. Commencing with December 2004, apply the 20% share of premium increases formula (already in effect for the POS Plan) to the HMO Plan for teachers and professional employees, using calendar year 2004 as the base year.
- 9. Paraprofessionals shall contribute **¾%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.
- 10. Technical-clerical personnel shall contribute **¾%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

11. BC/BS Health Care Plans Enrollment Provisions Applying to Paraprofessionals Agreement and to Technical-Clerical Personnel Agreement

- a. Commencing December 1, 2003, and continuing thereafter, newly-hired paraprofessionals and technical-clerical personnel shall only be eligible to enroll in the HMO Plan at time of hire or during any subsequent annual open enrollment period.
- b. Currently-employed paraprofessionals and technical-clerical personnel not already enrolled in POS or PPO Plans may not switch to POS or PPO Plans for January 2004 or during any subsequent annual open enrollment period.
- c. Paraprofessionals and technical-clerical personnel already enrolled (during calendar year 2003) in the POS or PPO Plans and who elect to continue in whichever of these two (2) Plans they are currently enrolled may continue to do so on the following bases:
 - (1) For calendar year 2004, such paraprofessionals or technical-clerical personnel may continue their POS or PPO Plans participation under the same employee premium payment formulae which applied during calendar year 2003.
 - (2) Effective for calendar year 2005, i.e., with premium payment deductions commencing in December of 2004, any such paraprofessionals or technical-clerical personnel who elect to continue their POS or PPO Plans enrollment shall pay the applicable percentage contribution plus the difference between the premium cost for the comparable HMO Plan coverage (individual, spousal, or various family coverages) and the premium cost which applies to the POS or PPO Plans coverage in which they are continuing their enrollment.

12. Continuing BC/BS Health Care Plans Enrollment Provisions Applying to Teachers/Professionals Agreement

- a. Article 137, Section 4.e.
New teacher/professional hirees shall continue only to be able to enroll in either the HMO or the POS Plans. This stipulation continues to apply both at the time of hire and during any annual open enrollment period, but it continues not to apply to enrollment in the BC/BS Blue Card National PPO Plan, following or during retirement, by teachers/professionals who are covered by Article 140, Teacher-Retiree Group Health Care and Medicare-Supplement Program (because of residence as a retiree outside of the Pittsburgh/Western PA area).

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

b. Article 137, Section 5.d.

Teacher/professional employees not covered by Article 140, Teacher-Retiree Group Health Care and Medicare-Supplement Program, and who were not enrolled in the PPO Plan prior to calendar year 2001 shall continue to be able to enroll only in the HMO Plan or POS Plan. This stipulation continues to apply to such teachers/professionals during any annual open enrollment period.

13. BC/BS Health Care Plans Payment Provisions Applying to Teachers Not Covered by Article 140; Article 137, Section 5, and Article 139, Section 3

Teachers in the teacher/professional unit who are not covered by Article 140, Teacher-Retiree Group Health Care and Medicare-Supplement Program, shall continue to pay the same contribution levels and rates toward their Health Care Plans participation as apply to personnel in the Federation's two (2) other Pittsburgh School District representation units (i.e., the paraprofessional unit and the technical-clerical unit).

a. Such teachers (those not covered by Article 140) shall contribute $\frac{3}{4}\%$ of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.

b. Such teachers (those not covered by Article 140) who are already enrolled (during calendar year 2003) in the POS or PPO Plans and who elect to continue in whichever of these two (2) Plans they are currently enrolled may continue to do so on the following bases:

(1) For calendar year 2004, such teachers (those not covered by Article 140) may continue their POS or PPO Plans participation under the same employee premium payment formulae which applied during calendar year 2003.

(2) Effective for calendar year 2005, i.e., with premium payment deductions commencing in December of 2004, any such teachers (those not covered by Article 140) who elect to continue their POS or PPO Plans enrollment shall pay the applicable percentage contribution plus the difference between the premium cost for the comparable HMO Plan coverage (individual, spousal, or various family coverages) and the premium cost which applies to the POS or PPO Plans coverage in which they are continuing their enrollment.

c. Should any such teachers at any time become covered by Article 140, then their Health Care Plans contributions levels and rates shall be the same as those applying to all other teachers/professionals.

Articles 137, 138, 139 --- Three (3) Health Care Coverage Articles (continued)

14. Consideration of "domestic partner" health care coverage provision for Teachers/Professionals Agreement:

Such domestic partner health care coverage, if implemented, would permit teacher/professional employee, where a permanent domestic partner relationship has been established, to acquire domestic partner health care coverage. Such coverage would require the employee to pay entire difference between cost of his/her individual health care coverage and cost of coverage applying to two adults under spousal health care coverage. The parties, PFT and PPS, will examine this provision for possible implementation no later than for calendar year 2005.

15. Make any necessary changes and updatings in Articles 137, 138, and 139.

**Article 140 – Teacher-Retiree Group Health Care and
Medicare-Supplement Program**

Make any necessary updatings.

Article 120 – Methods of Payment for Coaching and Other Activities

1. Change title of Article to **"Payment for Coaching and Other Activities"**.
2. Sections 1. and 2. remain the same.
3. Drop existing Sections 3. and 4.
4. New Section 3.:

Salaries for coaching, extracurricular activities, intramurals, faculty managers, after school teaching, workshops, curriculum work, loss and lack of preparation periods, and similar work activities will be specifically and individually listed on the semi-monthly paychecks when they are paid, as per the "People Soft" semi-monthly payroll system agreed to by the parties for the start of the 2002-03 school year.

5. New Section 4. (formerly Section 5.):

Update former Section 5. to cover the following:

- a. When these Section 3. payments are made in the semi-monthly paychecks --- existing Section 5.a., first sentence.
- b. When these Section 3. payments, if any, are made during the summer --- existing Section 5.a., second sentence.
- c. Section 3. payments, if any, that may be mailed home after the school year ends --- existing Section 5.b.

Article 121 – Method of Salary Payment

1. Section 1. Same
2. New Section 2.:

Paydates for teachers/professionals, except for the final pay in June, shall be on the same two (2) days per month as the semi-monthly 12-month paydates, as agreed to by the parties for the start of the 2001-02 school year.

3. Former Sections 2. and 3. Renumber as Sections 3. and 4.

Article 62 – Faculty Parking Facilities

1. Article 62 remains the same.
2. Write a separate Memorandum of Agreement on CAPA parking, as per agreement reached between parties during second semester of 2002-03 school year and which commenced with 2003-04 school year.

Correction of Omission in Printing of 2001-2003 Teachers/Professionals Agreement

The following Article was omitted by mistake in the printing of the 2001-2003 Agreement booklet:

Article ____ – School Accountability Plan

The School Accountability Plan, developed through the Professionalism and Education Partnership (PEP) process and implemented beginning with the 1998/99 school year, shall be cooperatively supported by the parties (PFT and School District).

The following are the names of the PFT representatives and chairs who will serve on the three (3) PFT-School District Special Committees which have been convened as a result of agreement between the parties (PFT and PPS):

Athletics:

George Gensure, co-chair
Terry A. Cowden, Carrick
Brenda Jones, Milliones
Phyllis A. Jones, Westinghouse
Kurt Kiefer, South
Fredrick R. Lucas, Retired,
formerly Schenley

No Child Left Behind:

John Tarka, co-chair
Sylvia C. Wilson, co-chair
Nina Esposito-Visgitis
George J. Gensure
Rufus Jordan
Sherman Shrager
Mary Van Horn

Special Education:

Nina Esposito-Visgitis, co-chair
Jan Beadle, Langley
Christine Botti, Itinerant
Lynne Cummings, McNaugher
Judy Delia, Conroy
Francine Duttine, South Hills
Paul Francis, Retired PFT
Anna Rhad, Prospect
Jim Smith, Beltzhoover
Dawnmarie Soldano, Early Intervention
Marilyn Tibbs, Reizenstein

**Length-of-Contractual-Workday/Contractual-Workweek Provisions for Teachers,
Commencing 2004-05 School Year**

Beginning with the 2004-05 school year, the following length-of-contractual-workday provisions will take effect at each of the three (3) school levels:

High Schools

Article 48, High School Daily Schedule, Sections 1.d. (1) and 1.d. (2)

1.d. (1) The contractual workday in high schools shall be 7 -hours and 6 minutes, an increase of 16 minutes per day from the current 6 hours and 50 minutes.

1.d. (2) TIP Wednesdays shall continue to be eight (8) hours in length.

[High school time schedule illustrations in the Agreement will need to be either amended or footnoted.]

Middle Schools

Article 47, Middle School Daily Schedule, Section 1.a.

1.a. The contractual workday in middle schools shall be 7 hours and 6 minutes, an increase of 11 minutes per day from the current 6 hours and 55 minutes, i.e., a contractual workweek of 35 hours and 40 minutes, an increase of 55 minutes per week.

Other workday/workweek and teaching schedule provisions of Article 47 shall continue in effect.

[Middle school time schedule illustrations in the Agreement will need to be either amended or footnoted.]

Elementary Schools

Article 45, Elementary School Daily Schedule, Teacher Workday, and Teaching Schedule, Section 3.

3. The contractual workday in elementary schools shall be 7 hours and 6 minutes, an increase of 11 minutes per day from the current 6 hours and 55 minutes. This length of contractual workday shall continue to include the minimum of a forty-five (45) minute lunch period for teachers.

Sections 2.a. and 2.b., the remaining provisions of Section 3., and Section 4. shall continue in effect.

[Elementary school time schedule illustrations in the Agreement will need to be either amended or footnoted.]

**Length-of-Contractual-Workday/Contractual-Workweek Provisions for Teachers,
Commencing 2004-05 School Year** (continued)

The following are additional provisions and agreements relating to the changes in the contractual workday/contractual workweek for teachers which takes effect at the start of the 2004-05 school year:

1. The additional time at the three (3) school levels may be assigned as follows:
 - a. To add instructional time to class periods
 - b. To utilize in homeroom periods
 - c. To adjust time between periods, i.e., change of class times. [Utilization for this purpose would not qualify as additional instructional minutes in terms of the state's mandated 990 instructional hours annually (high schools and middle schools) and mandated 900 instructional hours annually (elementary schools).]
 - d. Any combination of the above.
2. The parties (PFT and School District) agree as follows:
 - a. Neither party (PFT or School District) will advance as an issue in the negotiations for a successor Agreement to the 2003-2005 Two-Year Teachers/Professionals Agreement either the length of the contractual workday at the three (3) school levels or the length of the 45-minute lunch period for elementary teachers.
 - b. The additional instructional time at the high school and middle school levels will bring the School District into clear compliance with the state's annual-instructional-hours mandates.
 - c. The PFT agrees that shifts may continue to be utilized at schools in order to provide further instructional periods and/or instructional time for students.
 - d. Six-day rotation of schedules may continue to be utilized and/or expanded, particularly in elementary schools, to improve the availability and flexibility of instructional time for students.
 - e. The School District may also utilize the provisions of Article 114, Extended Teaching Day Differential, to cover a class period that a teacher agrees to teach beyond the contractual teacher workday.

Conversion of One (1) Open House/Parent Conference Day (in Second Semester) to a Professional Development Day

1. Beginning in the second semester of the 2003-04 school year (i.e., in March of 2004), the scheduled open house/parent conference day will be changed to a professional development day.
 - a. Monday, March 15, 2004, for elementary schools
 - b. Monday, March 22, 2004, for senior high schools and middle schools
2. Continuing in the 2004-05 school year and in subsequent school years, there shall be one (1) open house/parent conference day per school year, during the first semester.
3. The professional development day designated in Section 1. above shall continue to be part of the school calendar/workyear in the 2004-05 school year and in subsequent school years, but it may be scheduled in the first semester.

Article 24 – Schedule for Closing Days of School in Senior High Schools

Starting in June of 2004, the final student day in high schools [which now occurs immediately preceding the two (2) closing non-instructional/clerical days] shall be moved to a full student day immediately preceding the two (2) scheduled final examination days.

1. The purpose of this change is to have this day be a full instructional day rather than a book-return day.
2. This calendar change in high schools at the close of the school year is consistent with the crediting of a full instructional day toward the state's 990 annual-instructional-hours requirement for high schools.
3. The parties agree that both end-of-the-school-year non-instructional/clerical days will allocate the maximum available time to teachers --- in order for teachers to finish the correction of final examinations and to complete final grades.

**Mandatory, Pro-Rata-Paid, Professional Development Day
for Teachers/Professionals during 2004-05 School Year**

1. On a trial basis for one (1) school year, a mandatory, pro-rata-paid, professional development day for teachers/professionals will be scheduled during the 2004-05 school year.
2. Teachers and other professionals will be paid a full day's pay at their pro-rata rate of pay for their participation in this mandatory professional development day.
3. This full day's pro-rata pay will be separate and additional to the participating professional employee's regular annual salary.
4. During the one (1) school year trial period (2004-05 school year), all teachers/professionals will be scheduled for this professional development day. In subsequent school years, this mandatory, pro-rata-paid, professional development day may be continued at the discretion of the School District. Such continuation shall be in accordance with the same provisions as applied during the 2004-05 trial school year.
5. Mandatory means that if a teacher/professional employee is unable to attend this specific professional development day, he/she shall not be paid for that day --- irrespective of the reason or the cause for absence. This is an extra, pro-rata-paid day, which is additional to the regular workyear and which is paid additional to the regular annual salary. This extra workday is a day on which there is no paid absence --- for illness, personal leave, or any other reason.

Article 42 --- Coaching Vacancies

1. Introductory paragraph for Article 42 and Sections 1., 3., 4., 5., and 6. remain unchanged.
2. Additions to Section 2.
Section 2. Current paragraph remains unchanged. Add the following two Subsections to Section 2:
 - a. If no qualified candidate is available from within the bargaining unit, the vacant coaching position will be open to a qualified applicant not employed by the School District.
 - b. When a qualified, non-employee coach has been hired from outside the School District to fill a coaching position, pursuant to Section 2.a. above, he/she shall be able to continue in the coaching position in succeeding school years so long as his/her service in the coaching position is satisfactory. Should such a coach subsequently leave coaching employment or be terminated, that coaching position shall again be internally posted citywide as a vacant coaching position.

Compilation of Internal Hiring List to Fill Coaching Vacancies

1. The parties agree to develop a list of teachers system-wide who are available to fill coaching vacancies. Compilation of this list will be completed by the end of May 2004. The purpose of this list is to take full advantage of the fact that coaching vacancies are already posted citywide and may be filled by any qualified and available teacher. The list will enable the School District to know who the qualified and available coaching candidates are, from across the school system, when coaching vacancies are being filled.
2. The 2004-05 school year will be a trial year to test how the new citywide list works in terms of enabling coaching vacancies to be filled effectively by qualified applicants from within the school system.

Term and Administration of Two-Year Teachers/Professionals Agreement

1. **This Two-Year Agreement shall be in effect from Tuesday, July 1, 2003, until 11:59 p.m. on Thursday, June 30, 2005.** During the term of this Two-Year Agreement, the Federation will not authorize, permit, or condone any work stoppage, slow-down, or other form of curtailment of effort, and the Board or its staff will not authorize or permit any lockout of Federation members or other persons covered by this Two-Year Agreement.
2. All economic Articles and provisions not addressed in the negotiation of this Two-Year Agreement shall continue as contained in the 2001-2003 Teachers/Professionals Collective Bargaining Agreement.
 - a. Any salary and increment schedules, supplemental pay rates, or compensation formulae contained in the 2001-2003 Collective Bargaining Agreement, if not addressed in the negotiation of this Two-Year Agreement, shall be determined in the same manner as handled under the 2001-2003 Collective Bargaining Agreement.
 - b. All other Articles and terms of the 2001-2003 Teachers/Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this Two-Year Agreement.

**Paraprofessionals Three-Year Agreement
July 1, 2003, through June 30, 2006
Salary and General Economic Items
Other Agreement Provisions**

1. Paraprofessionals Monthly Salary Schedules:
 - a. Increase each salary schedule step or each salary level where separate salary levels are involved as follows:
 - (1) By **3.0%**, retroactive to September 1, 2003
 - (2) By **3.0%**, effective September 1, 2004
 - (3) By **3.0%**, effective September 1, 2005
 - b. Where there is only a single monthly salary amount or a single hourly rate, apply the above percentage increases to that single amount or rate and on the same effective dates.
2. **Retroactive Restoration of Increments and Any Other Salary Changes Held Up during the "Status Quo" Period:**

All increments, other scheduled salary increases, and other movement from one salary schedule or salary level to a different salary schedule or salary level, held up during the "status quo" period, shall be restored to all affected paraprofessionals, retroactive to the start of the 2003-04 school year.

 - a. Retroactive payment to paraprofessionals shall be paid no later than the first payday in December 2003 (December 15). Such payment would be for two-and-one-half (2 ½) work months.
 - b. Pay rates and increments shall be adjusted for paraprofessionals affected by the "status quo" period to reflect their correct salaries, beginning with the second paycheck in November 2003 (November 26).

3. School Safety Department

- a. Add **three (3)** new steps to the School Police Officer (SPO) salary schedule, effective September 1, 2004. Movement onto the new 4-step salary schedule will commence in September 2004, with placement on step 2. In September 2005, movement will be to step 3. The 4th step of the new 4-step salary scale will become effective in September 2006. Salary in brackets does not apply during the term of this Agreement.

The applicable monthly rates-of-pay shall be as follows:

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04*</u>	<u>9/1/05*</u>
1 - \$ 2,781	1 - \$ 2,864	1 - \$ 2,950*	1 - \$ 3,039*
		2 - 3,127*	2 - 3,221*
			3 - 3,414*
			4 - [3,619*]

- b. Add **three (3)** new steps to the Resident Security Specialist (RSS) salary schedule¹, effective September 1, 2004. Movement onto the new 4-step salary schedule will commence in September 2004, with placement on step 2. In September 2005, movement will be to step 3. The 4th step of the new 4-step salary scale will become effective in September 2006. Salary in brackets does not apply during the term of this Agreement.

The applicable monthly rates-of-pay shall be as follows:

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$ 2,880	1 - \$ 2,966	1 - \$ 3,055	1 - \$ 3,147
		2 - 3,239	2 - 3,336
			3 - 3,536
			4 - [3,642 ²]

***Agreement on SPO and RSS pay scales:**

Parties agree to combine SPO and RSS pay scales, effective 9/1/04, assigning both categories to the RSS pay scale.

¹ Also apply this schedule to the Senior School District Police Officer position.

² Step 4 = 3.0% increment for RSS

3. School Safety Department (continued)

- c. Add **two (2)** new steps to the Security Aide salary schedule, effective September 1, 2004. Placement on the new step 2 will be effective in September 2004. Placement on the new step 3 will be effective in September 2005.

The applicable monthly rates-of-pay shall be as follows:

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$ 2,413	1 - \$ 2,485	1 - \$ 2,560	1 - \$ 2,637
		2 - 2,637	2 - 2,716
			3 - 2,797

- d. Add **two (2)** new steps to the Senior Security Aide salary schedule, effective September 1, 2004. Placement on the new step 2 will be effective in September 2004. Placement on the new step 3 will be effective in September 2005.

The applicable monthly rates-of-pay shall be as follows:

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$ 2,527	1 - \$ 2,603	1 - \$ 2,681	1 - \$ 2,761
		2 - 2,761	2 - 2,844
			3 - 2,929

4. Educational Assistants I, II, and III

Add an additional salary schedule step to the paraprofessional employee categories of Educational Assistant I, II and III, effective September 1, 2004. The resultant new steps represent a **3.0%** increment:

- a. Educational Assistant I

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$ 1,790	1 - \$ 1,844	1 - \$ 1,899	1 - \$ 1,956
2 - 2,156	2 - 2,221	2 - 2,288	2 - 2,357
		3 - 2,357	3 - 2,428

4. Educational Assistants I, II, and III (continued)

b. Educational Assistant II

Level A

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$1,858	1 - \$ 1,914	1 - \$ 1,971	1 - \$ 2,030
2 - \$2,229	2 - 2,296	2 - 2,365	2 - 2,436
		3 - 2,436	3 - 2,509

Level B

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$1,925	1 - \$ 1,983	1 - \$ 2,042	1 - \$ 2,103
2 - \$2,302	2 - 2,371	2 - 2,442	2 - 2,515
		3 - 2,515	3 - 2,590

c. Educational Assistant III

Level A

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$2,192	1 - \$ 2,258	1 - \$ 2,326	1 - \$ 2,396
2 - \$2,615	2 - 2,693	2 - 2,774	2 - 2,857
		3 - 2,857	3 - 2,943

Level B

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$2,637	1 - \$ 2,716	1 - \$ 2,797	1 - \$ 2,882
		2 - 2,882	2 - 2,967

Level C

<u>6/1/03</u>	<u>9/1/03</u>	<u>9/1/04</u>	<u>9/1/05</u>
1 - \$2,723	1 - \$ 2,805	1 - \$ 2,889	1 - \$ 2,976
		2 - 2,976	2 - 3,065

5. Increase paraprofessional rate of pay for participating in workshops as follows: **6.0%**, effective September 1, 2004; **3.0%**, effective September 1, 2005.

<u>Current Rate</u>	<u>9/1/04</u>	<u>9/1/05</u>
\$10.67	\$11.31	\$11.65

6. Increase the evening hourly rate of pay for matrons as follows:
6.0%, effective September 1, 2004; **3.0%**, effective September 1, 2005.

<u>Current Rate</u>	<u>9/1/04</u>	<u>9/1/05</u>
\$9.52	\$10.10	\$10.40

7. Increase Conroy and McNaugher Education Centers' intramural programs hourly rate of pay as follows:
6.0%, effective September 1, 2004; **3.0%**, effective September 1, 2005.

<u>Current Rate</u>	<u>9/1/04</u>	<u>9/1/05</u>
\$9.98	\$10.58	\$10.90

8. Increase Conroy van transportation hourly rate as follows:
6.0%, effective September 1, 2004; **3.0%**, effective September 1, 2005.

<u>Current Rate</u>	<u>9/1/04</u>	<u>9/1/05</u>
\$9.09	\$9.64	\$9.93

9. Increase monthly pay-rate differential (currently \$25.00) for matrons who perform additional laundress duties as follows:

<u>Current Rate</u>	<u>1/1/04</u>	<u>1/1/05</u>
\$25.00	\$35	\$40

10. **Aide for Students with Disabilities (ASWD)**

a. Hourly rate:

<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
\$9.00/hour	\$10.00/hour	\$10.50/hour

11. Paraprofessionals/NCLB Law

During calendar year 2004, the NCLB Subcommittee on Paraprofessionals will complete its development of recommendations to address NCLB qualifications/testing requirements which apply to paraprofessionals under the federal NCLB Law and which become fully operative starting January 2006.

**12. Remove language on part-time security aides from Agreement --- Article 76.
[There are no part-time security aides.]**

13. Extended day differential:

Where applicable and authorized, the extended workday differential for paraprofessional employees shall continue at \$1,000 per year.

14. Benefit continuation:

No change in life insurance coverage or in post-retirement death benefit.

Term and Administration of Three-Year Paraprofessionals Agreement

1. Three-Year Agreement – July 1, 2003, through June 30, 2006
2. This Three-Year Paraprofessionals Agreement shall be in effect from Tuesday, July 1, 2003, until 11:59 p.m. on Friday, June 30, 2006. During the term of this Three-Year Paraprofessionals Agreement, the Federation will not authorize, permit, or condone any work stoppage, slow-down, or other form of curtailment of effort, and the Board or its staff will not authorize or permit any lockout of Federation members or other persons covered by this Three-Year Paraprofessionals Agreement.
3. All economic Articles and provisions not addressed in the negotiation of this Three-Year Paraprofessionals Agreement shall continue as contained in the 2001-2003 Paraprofessionals Agreement.

Health Care Coverage and Payment Provisions

Articles 57, 58, 59 --- Three (3) Health Care Coverage Articles

1. Highmark Blue Cross/Blue Shield shall continue as the single health insurance carrier at least through calendar year 2005.
2. Addressing whether to continue "fully-insured Highmark BC/BS coverage" or to convert to "self-insured Highmark BC/BS coverage" [i.e., an Administrative Services Contract (ASC) with Highmark]:
 - a. The PFT agrees either to continue "fully-insured Highmark coverage" or to convert to "self-insured Highmark coverage," whichever the School District determines, following negotiations with Highmark by the School District with the participation of the PFT.
 - b. In the event of a changeover from "fully-insured Highmark coverage" to "self-insured Highmark coverage," the parties (PFT and PPS) agree that the total dollar and/or percentage share of premiums for the various coverages in all three (3) Highmark Health Care Plans (HMO, POS, and PPO) that will be paid by teachers/professionals following such a changeover shall be equivalent to the dollar and/or percentage amounts which are paid by teachers/professionals under "fully-insured Highmark coverage." This agreement includes the formulae which apply to the year-to-year sharing of premium increases (or decreases) between the School District and the insurees.
 - c. The parties (PFT and PPS) agree that for any conversion to self-insured health care coverage (ASC) with Highmark that takes effect for the start of calendar year 2004 or at any point during calendar year 2004, the teacher/professional employee contribution amounts toward each of the three (3) Highmark Health Care Plans (HMO, POS, and PPO) for the entire 2004 calendar year under such a newly-adopted ASC will be the exact same employee contribution amounts that would have applied under fully-insured Highmark health care coverage for calendar year 2004.
3. Under all three (3) Highmark BC/BS Plans, change the prescription drugs co-payments to **\$10** generic, **\$20** formulary brand, and **\$40** name brand, commencing January 2004. [Ability to purchase 90-day supply of maintenance prescription drugs by mail order or through participating retail outlets shall continue in effect, with these new **\$10, \$20, \$40** co-pays applying commencing January 1, 2004.]

Note: Apply these new prescription drugs co-pays to all three (3) Agreements.

Articles 57, 58, 59 --- Three (3) Health Care Coverage Articles (continued)

4. Effective January 1, 2004, employee to pay generic prescription drug co-pay plus difference between brand prescription drug cost and generic prescription drug cost, only when brand drug is purchased instead of available generic drug which has FDA approval as a generic substitute and regardless of whether brand drug is prescribed or chosen.

Note: Apply this change to all three (3) Agreements.

5. Make the following co-pay changes for 2004 and 2005:
 - a. Doctor's visit --- **\$15**
 - b. Specialist's visit --- **\$15**
 - c. Emergency room --- **\$35** for 2004; **\$50** for 2005

Note: Apply these new co-pays to all three (3) Agreements and to all three (3) Highmark BC/BS Plans.

6. Paraprofessionals shall contribute **¾%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.
7. Highmark Blue Cross/Blue Shield exclusivity is assured for two (2) years, i.e., calendar years 2004 and 2005.
8. Health Care Plans co-pays, deductibles, and contribution rates shall be assured for three (3) years, i.e., calendar years 2004, 2005, and 2006.
9. **BC/BS Health Care Plans Enrollment Provisions Applying to Paraprofessionals Agreement**
 - a. Commencing December 1, 2003, and continuing thereafter, newly-hired paraprofessionals shall only be eligible to enroll in the HMO Plan at time of hire or during any subsequent annual open enrollment period.
 - b. Currently-employed paraprofessionals not already enrolled in POS or PPO Plans may not switch to POS or PPO Plans for January 2004 or during any subsequent annual open enrollment period.

Articles 57, 58, 59 --- Three (3) Health Care Coverage Articles (continued)

- c. Paraprofessionals already enrolled (during calendar year 2003) in the POS or PPO Plans and who elect to continue in whichever of these two (2) Plans they are currently enrolled may continue to do so on the following bases:
 - (1) For calendar year 2004, such paraprofessionals may continue their POS or PPO Plans participation under the same employee premium payment formulae which applied during calendar year 2003.
 - (2) Effective for calendar year 2005, i.e., with premium payment deductions commencing in December of 2004, any such paraprofessionals who elect to continue their POS or PPO Plans enrollment shall pay the applicable percentage contribution plus the difference between the premium cost for the comparable HMO Plan coverage (individual, spousal, or various family coverages) and the premium cost which applies to the POS or PPO Plans coverage in which they are continuing their enrollment.

- 10. Make any necessary changes and updatings in Articles 57, 58, and 59.

**Technical-Clerical Personnel Three-Year Agreement
July 1, 2003, through June 30, 2006
Salary and General Economic Items
Reclassifications and Related Matters**

1. Technical-Clerical Monthly Salary Schedules:

- a. On all technical-clerical personnel salary schedules, Levels 1 through 14, increase monthly salary for each step as well as for each level where separate salary levels are involved:
 - (1) By 3.0%, retroactive to September 1, 2003
 - (2) By 3.0%, effective September 1, 2004
 - (3) By 3.0%, effective September 1, 2005
- b. For all flat-rate technical-clerical personnel salary schedules, increase each monthly salary rate for those classifications by the same percentages as above and on the same effective dates.

2. Retroactive Restoration of Increments and Any Other Salary Changes Held Up during the "Status Quo" Period:

All increments, other scheduled salary increases, and other movement from one salary schedule or salary level to a different salary schedule or salary level, held up during the "status quo" period, shall be restored to all affected technical-clerical personnel, retroactive to the start of the 2003-04 school year.

- a. Retroactive payment to technical-clerical personnel shall be paid no later than the first paydate in December 2003 (December 15). Such payment would be for two-and-one-half (2½) work months.
- b. Pay rates and increments shall be adjusted for technical-clerical personnel affected by the "status quo" period to reflect their correct salaries, beginning with the second paycheck in November 2003 (November 26).

3. Technical-Clerical Job Reclassifications:

- a. These reclassifications shall be effective January 1, 2004.
- b. Article 27 and related provisions shall continue to be observed.

Facilities Department

> Reclassify as follows:

	<u>Current</u>		<u>New</u>
Design Drafter II	Level 13	to	14
Design Drafter I	Level 11	to	12
Drafter	Level 10	to	11

5. No change in life insurance coverage or in post-retirement death benefit.

Term and Administration of Three-Year Technical-Clerical Personnel Agreement

1. Three-Year Agreement --- July 1, 2003, through June 30, 2006
2. This Three-Year Technical-Clerical Personnel Agreement shall be in effect from Tuesday, July 1, 2003, until 11:59 p.m. on Friday, June 30, 2006. During the term of this Three-Year Technical-Clerical Personnel Agreement, the Federation will not authorize, permit, or condone any work stoppage, slow-down, or other form of curtailment of effort, and the Board or its staff will not authorize or permit any lockout of Federation members or other persons covered by this Three-Year Technical-Clerical Personnel Agreement.
3. All economic Articles and provisions not addressed in the negotiation of this Three-Year Technical-Clerical Personnel Agreement shall continue as contained in the 2001-2003 Technical-Clerical Personnel Collective Bargaining Agreement.

Health Care Coverage and Payment Provisions

Articles 38, 39, 40 --- Three (3) Health Care Coverage Articles

1. Highmark Blue Cross/Blue Shield shall continue as the single health insurance carrier at least through calendar year 2005.
2. Addressing whether to continue "fully-insured Highmark BC/BS coverage" or to convert to "self-insured Highmark BC/BS coverage" [i.e., an Administrative Services Contract (ASC) with Highmark]:
 - a. The PFT agrees either to continue "fully-insured Highmark coverage" or to convert to "self-insured Highmark coverage," whichever the School District determines, following negotiations with Highmark by the School District with the participation of the PFT.
 - b. In the event of a changeover from "fully-insured Highmark coverage" to "self-insured Highmark coverage," the parties (PFT and PPS) agree that the total dollar and/or percentage share of premiums for the various coverages in all three (3) Highmark Health Care Plans (HMO, POS, and PPO) that will be paid by teachers/professionals following such a changeover shall be equivalent to the dollar and/or percentage amounts which are paid by teachers/professionals under "fully-insured Highmark coverage." This agreement includes the formulae which apply to the year-to-year sharing of premium increases (or decreases) between the School District and the insurees.
 - c. The parties (PFT and PPS) agree that for any conversion to self-insured health care coverage (ASC) with Highmark that takes effect for the start of calendar year 2004 or at any point during calendar year 2004, the teacher/professional employee contribution amounts toward each of the three (3) Highmark Health Care Plans (HMO, POS, and PPO) for the entire 2004 calendar year under such a newly-adopted ASC will be the exact same employee contribution amounts that would have applied under fully-insured Highmark health care coverage for calendar year 2004.
3. Under all three (3) Highmark BC/BS Plans, change the prescription drugs co-payments to **\$10** generic, **\$20** formulary brand, and **\$40** name brand, commencing January 2004. [Ability to purchase 90-day supply of maintenance prescription drugs by mail order or through participating retail outlets shall continue in effect, with these new **\$10, \$20, \$40** co-pays applying commencing January 1, 2004.]

Note: Apply these new prescription drugs co-pays to all three (3) Agreements.

Articles 38, 39, 40--- Three (3) Health Care Coverage Articles (continued)

4. Effective January 1, 2004, employee to pay generic prescription drug co-pay plus difference between brand prescription drug cost and generic prescription drug cost, only when brand drug is purchased instead of available generic drug which has FDA approval as a generic substitute and regardless of whether brand drug is prescribed or chosen.

Note: Apply this change to all three (3) Agreements.

5. Make the following co-pay changes for 2004 and 2005:
 - a. Doctor's visit --- **\$15**
 - b. Specialist's visit --- **\$15**
 - c. Emergency room --- **\$35** for 2004; **\$50** for 2005

Note: Apply these new co-pays to all three (3) Agreements and to all three (3) Highmark BC/BS Plans.

6. Technical-clerical personnel shall contribute ~~3/4%~~ **3/4%** of their base wages (salary or hourly rate) as their share of premium payments for individual HMO Plan coverage and **1%** of their base wages (salary or hourly rate) as their share of premium payments for the various family HMO Plan coverages, commencing with payments in December 2003 for coverage in calendar year 2004 and thereafter.
7. Health Care Plans co-pays, deductibles, and contribution rates shall be assured for three (3) years, i.e., calendar years, 2004, 2005, and 2006.
8. Highmark Blue Cross/Blue Shield exclusivity is assured for two (2) years, i.e., calendar years 2004 and 2005.
9. **BC/BS Health Care Plans Enrollment Provisions Applying to Technical-Clerical Personnel Agreement**
 - a. Commencing December 1, 2003, and continuing thereafter, newly-hired technical-clerical personnel shall only be eligible to enroll in the HMO Plan at time of hire or during any subsequent annual open enrollment period.
 - b. Currently-employed technical-clerical personnel not already enrolled in POS or PPO Plans may not switch to POS or PPO Plans for January 2004 or during any subsequent annual open enrollment period.

Articles 38, 39, 40--- Three (3) Health Care Coverage Articles (continued)

c. Technical-clerical personnel already enrolled (during calendar year 2003) in the POS or PPO Plans and who elect to continue in whichever of these two (2) Plans they are currently enrolled may continue to do so on the following bases:

- (1) For calendar year 2004, such technical-clerical personnel may continue their POS or PPO Plans participation under the same employee premium payment formulae which applied during calendar year 2003.
- (2) Effective for calendar year 2005, i.e., with premium payment deductions commencing in December of 2004, any such technical-clerical personnel who elect to continue their POS or PPO Plans enrollment shall pay the applicable percentage contribution plus the difference between the premium cost for the comparable HMO Plan coverage (individual, spousal, or various family coverages) and the premium cost which applies to the POS or PPO Plans coverage in which they are continuing their enrollment.

10. Make any necessary changes and datings in Articles 38, 39, and 40.

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

From the Superintendent of Schools
to
The Board of Public Education

Directors:

Your Committee on Human Resources recommends the adoption of the following salary schedules with accompanying narratives effective January 1, 2004 through December 31, 2006.

3. AFSCME, Local 297
4. AFSCME, Local 2924

Respectfully submitted,

John W. Thompson, Ph.D.
Superintendent of Schools

NegotAFSCME**

AGREEMENT
By and Between
The Pittsburgh Board of Public Education (District)
and
The American Federation of State County and Municipal Employees,
LOCAL 297 (AFSCME LOCAL 297)

On Monday night, October 27, 2003, the bargaining teams for the District and for AFSCME Local 297 reached a tentative collective bargaining agreement. As a result, the bargaining team for both parties will recommend ratification. the District team to the School Board, and the AFSCME Local 297 team to its membership.

The parties agree that the current collective bargaining agreement should be extended for three years, 2004, 2005 and 2006, with only the following changes:

1. The TERM shall be three years, from 12:01 am January 1, 2004, through midnight, December 31, 2006.

2. The WAGE INCREASES shall be three percent (3%) effective January 1, 2004, three percent (3%) effective January 1, 2005, and three percent (3%) effective January 1, 2006.

3. The HEALTH INSURANCE CHANGES shall be those negotiated with Highmark Blue Shield and shall require each unit employee who is eligible for and elects coverage to contribute towards the healthcare insurance premium, starting January 1, 2004, three quarters (.75%) of one percent (1%) of his or her base wages (hourly rate) for single coverage or one percent of his or her straight time hourly rate for family coverages. The copays in all plans (HMO, POS, and PPO) shall be increased effective January 1, 2004 to \$15 for doctor visits, \$35 for emergency room visits (waived if admitted), and for prescription drugs to \$10 "hard" generic, \$20 formulary brand, and \$40 brand. Effective January 1, 2005 the emergency room visit copay will increase to \$50. No employee may elect to change to the POS or PPO plan under the new contract. Employees already in the POS or the PPO plan at the time of ratification of the contract may stay in the plan. During 2004, employees who remain in the POS or the PPO will continue to make premium contributions in accordance with the formulas in the prior contract. For 2005 and thereafter, employees who elect to remain in the POS or PPO plan will be required to pay the premium cost difference between the POS or PPO (whichever applies to the employee) and the HMO premium, in addition contributing either one per cent or three quarters of one percent of their base wages. It is understood by the parties that Highmark is guaranteed as the insurance carrier for only 2004 and 2005. The District has the right for the third year to change carriers if necessary to get the most cost effective rate for the health insurance. In the event of a change in carriers for the third year, there will be no change in the contribution rate by the employees or the copays.

4. LETTERS pertaining to contracting out and to layoffs, a copy of which are attached hereto, which were issued in connection with the last contract, will be reissued and included in the new contract. The reissued letter on layoffs will not apply to any employee who is hired after the ratification date of the new contract.

5. Update the current agreement.

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LOCAL UNION 297
SALARY SCHEDULES

		3%	3%	3%
Job Title	Effective 1/1/03	Effective 1/1/04	Effective 1/1/05	Effective 1/1/06
Athletic Field Caretaker II	\$16.40	\$16.89	\$17.40	\$17.92
Athletic Field Caretaker I	\$16.03	\$16.51	\$17.01	\$17.52
Auto Mechanic II	\$21.87	\$22.53	\$23.20	\$23.90
Auto Mechanic I	\$19.98	\$20.58	\$21.20	\$21.83
Automotive Equipment Operator II	\$18.14	\$18.68	\$19.24	\$19.82
Automotive Equipment Operator I	\$17.58	\$18.11	\$18.65	\$19.21
Cleaner/Parking Lot Attendant	\$14.90	\$15.35	\$15.81	\$16.28
Cook, Food Service Center Step I	\$14.23	\$14.66	\$15.10	\$15.55
Max	\$14.87	\$15.32	\$15.78	\$16.25
Assistant to the Cook Food Service Center	\$13.42	\$13.82	\$14.24	\$14.66
Cook, Step I	\$14.23	\$14.66	\$15.10	\$15.55
Max	\$14.65	\$15.09	\$15.54	\$16.01
Custodian I	\$21.87	\$22.53	\$23.20	\$23.90
Custodian I-A	\$20.64	\$21.26	\$21.90	\$22.55
Custodian 2.00	\$19.98	\$20.58	\$21.20	\$21.83
Custodian 3.00	\$19.34	\$19.92	\$20.52	\$21.13
Custodian 4.00	\$18.74	\$19.30	\$19.88	\$20.48
Custodian 5.00	\$18.14	\$18.68	\$19.24	\$19.82
Custodian 6.00	\$17.58	\$18.11	\$18.65	\$19.21
Custodian 7.00	\$16.58	\$17.08	\$17.59	\$18.12
Assistant Custodial A	\$18.14	\$18.68	\$19.24	\$19.82
Assistant Custodial B	\$17.58	\$18.11	\$18.65	\$19.21
Fireman A	\$16.58	\$17.08	\$17.59	\$18.12
Fireman B	\$16.21	\$16.70	\$17.20	\$17.71
Food Service Worker, Old	\$11.34	\$11.68	\$12.03	\$12.39
New	\$10.04	\$10.34	\$10.65	\$10.97
Food Service Center Worker	\$13.09	\$13.48	\$13.89	\$14.30
Heavy Cleaner	\$15.64	\$16.11	\$16.59	\$17.09
Heavy Cleaner/Fireman	\$15.81	\$16.28	\$16.77	\$17.28
Helper	\$15.64	\$16.11	\$16.59	\$17.09
Laborer II	\$16.27	\$16.76	\$17.26	\$17.78
Laborer I	\$15.64	\$16.11	\$16.59	\$17.09
Light Cleaner, Old	\$15.27	\$15.73	\$16.20	\$16.69
Light Cleaner, New	\$13.98	\$14.40	\$14.83	\$15.28
Light Cleaner/Laundry Worker	\$15.27	\$15.73	\$16.20	\$16.69
Locksmith	\$21.87	\$22.53	\$23.20	\$23.90
Maintenance Repairman II	\$21.87	\$22.53	\$23.20	\$23.90
Maintenance Repairman I-A	\$17.77	\$18.30	\$18.85	\$19.42
Maintenance Repairman I	\$17.54	\$18.07	\$18.61	\$19.17
Musical Instrument Repairman	\$21.87	\$22.53	\$23.20	\$23.90
Pest Control Operator	\$18.14	\$18.68	\$19.24	\$19.82
Service Repairman	\$18.74	\$19.30	\$19.88	\$20.48
Shipper	\$17.58	\$18.11	\$18.65	\$19.21
Storekeeper I	\$18.74	\$19.30	\$19.88	\$20.48
Stores Clerk III	\$17.02	\$17.53	\$18.06	\$18.60
Stores Clerk III/Equip. Operator	\$17.67	\$18.20	\$18.75	\$19.31

AGREEMENT
By and Between
The Pittsburgh Board of Public Education (District)
and
The American Federation of State County and Municipal Employees,
LOCAL 2924 (AFSCME LOCAL 2924)

On Monday night, October 27, 2003, the bargaining teams for the District and for AFSCME Local 2924 reached a tentative collective bargaining agreement. As a result, the bargaining team for both parties will recommend ratification, the District team to the School Board, and the AFSCME Local 2924 team to its membership.

The parties agree that the current collective bargaining agreement should be extended for three years, 2004, 2005 and 2006, with only the following changes.

1. The TERM shall be three years, from 12:01 am January 1, 2004, through midnight, December 31, 2006.

2. The WAGE INCREASES shall be three percent (3%) in addition to the increments effective January 1, 2004, three percent (3%) in addition to the increments effective January 1, 2005, and three percent (3%) in addition to the increments effective January 1, 2006.

3. The HEALTH INSURANCE CHANGES shall be those negotiated with Highmark Blue Shield and shall require each unit employee who is eligible for and elects coverage to contribute towards the healthcare insurance premium, starting January 1, 2004, three quarters (.75%) of one percent (1%) of his or her base wages (salary) for single coverage or one percent of his or her straight time hourly rate for family coverages. The copays in all plans (HMO, POS, and PPO) shall be increased effective January 1, 2004 to \$15 for doctor visits, \$35 for emergency room visits (waived if admitted), and for prescription drugs to \$10 "hard" generic, \$20 formulary brand, and \$40 brand. Effective January 1, 2005 the emergency room visit copay will increase to \$50. No employee may elect to change to the POS or PPO plan under the new contract. Employees already in the POS or the PPO plan at the time of ratification of the contract may stay in the plan. During 2004, employees who remain in the POS or the PPO will continue to make premium contributions in accordance with the formulas in the prior contract. For 2005 and thereafter, employees who elect to remain in the POS or PPO plan will be required to pay the premium cost difference between the POS or PPO (whichever applies to the employee) and the HMO premium, in addition contributing either one per cent or three quarters of one percent of their base wages. It is understood by the parties that Highmark is guaranteed as the insurance carrier for only 2004 and 2005. The District has the right for the third year to change carriers if necessary to get the most cost effective rate for the health insurance. In the event of a change in carriers for the third year, there will be no change in the contribution rate by the employees or the copays.

4. LETTERS pertaining to the contracting out and to layoffs, a copy of which are attached hereto, which were issued in connection with the last contract, will be reissued and included in the new contract. The reissued letter on layoffs will not apply to any employee who is hired after the ratification date of the new contract.

5. Update the current agreement.

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3%

BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2004

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,705.92	\$1,763.97	\$1,822.20	\$1,880.61	\$1,938.72	\$1,996.98	\$2,055.16	\$2,113.33
	10 ANNUAL	\$17,059.22	\$17,639.65	\$18,221.99	\$18,806.13	\$19,387.23	\$19,969.79	\$20,551.57	\$21,133.34
	10.5	\$17,961.82	\$18,572.96	\$19,186.12	\$19,801.16	\$20,413.01	\$21,026.39	\$21,638.95	\$22,251.51
	11	\$18,864.43	\$19,506.28	\$20,150.24	\$20,796.20	\$21,438.79	\$22,083.00	\$22,726.34	\$23,369.67
2	MONTHLY	\$1,809.76	\$1,868.20	\$1,926.58	\$1,984.71	\$2,043.05	\$2,101.34	\$2,159.56	\$2,217.78
	10 ANNUAL	\$18,097.62	\$18,681.99	\$19,265.79	\$19,847.11	\$20,430.46	\$21,013.36	\$21,595.59	\$22,177.82
	10.5	\$19,055.17	\$19,670.46	\$20,285.14	\$20,897.22	\$21,511.44	\$22,125.18	\$22,738.21	\$23,351.25
	11	\$20,012.71	\$20,658.92	\$21,304.50	\$21,947.33	\$22,592.41	\$23,237.00	\$23,880.84	\$24,524.68
3	MONTHLY	\$1,862.84	\$1,921.30	\$1,979.66	\$2,037.70	\$2,096.18	\$2,154.45	\$2,212.67	\$2,270.90
	10 ANNUAL	\$18,628.40	\$19,213.00	\$19,796.58	\$20,376.99	\$20,961.82	\$21,544.49	\$22,126.72	\$22,708.95
	10.5	\$19,614.03	\$20,229.56	\$20,844.02	\$21,455.14	\$22,070.91	\$22,684.41	\$23,297.45	\$23,910.48
	11	\$20,599.66	\$21,246.12	\$21,891.46	\$22,533.29	\$23,180.00	\$23,824.33	\$24,468.17	\$25,112.01
4	MONTHLY	\$1,921.30	\$1,979.66	\$2,037.70	\$2,096.18	\$2,154.45	\$2,212.67	\$2,270.87	\$2,329.07
	10 ANNUAL	\$19,213.00	\$19,796.58	\$20,376.99	\$20,961.82	\$21,544.49	\$22,126.72	\$22,708.72	\$23,290.72
	10.5	\$20,229.56	\$20,844.02	\$21,455.14	\$22,070.91	\$22,684.41	\$23,297.45	\$23,910.24	\$24,523.03
	11	\$21,246.12	\$21,891.46	\$22,533.29	\$23,180.00	\$23,824.33	\$24,468.17	\$25,111.76	\$25,755.35
5	MONTHLY	\$1,986.58	\$2,044.68	\$2,103.07	\$2,161.54	\$2,219.56	\$2,277.78	\$2,336.01	\$2,394.23
	10 ANNUAL	\$19,865.80	\$20,446.78	\$21,030.69	\$21,615.39	\$22,195.59	\$22,777.82	\$23,360.05	\$23,942.28
	10.5	\$20,916.90	\$21,528.62	\$22,143.42	\$22,759.06	\$23,369.96	\$23,983.00	\$24,596.03	\$25,209.07
	11	\$21,968.00	\$22,610.46	\$23,256.16	\$23,902.73	\$24,544.33	\$25,188.17	\$25,832.01	\$26,475.85
6	MONTHLY	\$2,050.24	\$2,108.57	\$2,166.62	\$2,224.88	\$2,283.31	\$2,341.49	\$2,399.79	\$2,458.09
	10 ANNUAL	\$20,502.36	\$21,085.73	\$21,666.15	\$22,248.83	\$22,833.08	\$23,414.86	\$23,997.88	\$24,580.89
	10.5	\$21,587.16	\$22,201.38	\$22,812.51	\$23,426.02	\$24,041.18	\$24,653.74	\$25,267.61	\$25,881.47
	11	\$22,671.94	\$23,317.02	\$23,958.86	\$24,603.20	\$25,249.28	\$25,892.62	\$26,537.34	\$27,182.04
7	MONTHLY	\$2,118.88	\$2,177.28	\$2,235.76	\$2,293.81	\$2,352.18	\$2,410.46	\$2,468.64	\$2,526.81
	10 ANNUAL	\$21,188.83	\$21,772.75	\$22,357.56	\$22,938.09	\$23,521.78	\$24,104.58	\$24,686.35	\$25,268.12
	10.5	\$22,309.93	\$22,924.75	\$23,540.50	\$24,151.75	\$24,766.32	\$25,379.95	\$25,992.51	\$26,605.06
	11	\$23,431.03	\$24,076.74	\$24,723.44	\$25,365.40	\$26,010.86	\$26,655.33	\$27,298.66	\$27,942.00
8	MONTHLY	\$2,125.91	\$2,182.64	\$2,239.01	\$2,295.78	\$2,352.26	\$2,410.46	\$2,468.64	\$2,526.81
	10 ANNUAL	\$21,259.12	\$21,826.35	\$22,390.09	\$22,957.75	\$23,522.58	\$24,104.58	\$24,686.35	\$25,268.12
	10.5	\$22,383.94	\$22,981.18	\$23,574.75	\$24,172.45	\$24,767.16	\$25,379.95	\$25,992.51	\$26,605.06
	11	\$23,508.76	\$24,138.02	\$24,759.41	\$25,387.14	\$26,011.74	\$26,655.33	\$27,298.66	\$27,942.00
9	MONTHLY	\$2,352.26	\$2,408.65	\$2,465.37	\$2,522.00	\$2,578.42	\$2,634.93	\$2,691.55	\$2,748.18
	10 ANNUAL	\$23,522.58	\$24,088.54	\$24,653.67	\$25,220.03	\$25,784.21	\$26,349.25	\$26,915.51	\$27,481.76
	10.5	\$24,767.16	\$25,360.96	\$25,958.10	\$26,554.42	\$27,148.45	\$27,743.39	\$28,339.61	\$28,935.82
	11	\$26,011.74	\$26,635.38	\$27,262.52	\$27,888.82	\$28,512.70	\$29,137.53	\$29,763.71	\$30,389.88

3%

BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2005

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,757.10	\$1,816.88	\$1,876.87	\$1,937.03	\$1,996.89	\$2,056.89	\$2,116.81	\$2,176.73
	10 ANNUAL	\$17,571.00	\$18,168.84	\$18,768.65	\$19,370.31	\$19,968.85	\$20,568.88	\$21,168.12	\$21,767.34
	10.5	\$18,500.68	\$19,130.15	\$19,761.70	\$20,395.19	\$21,025.40	\$21,657.18	\$22,288.13	\$22,919.05
	11	\$19,430.37	\$20,091.47	\$20,754.75	\$21,420.08	\$22,081.96	\$22,745.48	\$23,408.13	\$24,070.76
2	MONTHLY	\$1,864.06	\$1,924.25	\$1,984.38	\$2,044.25	\$2,104.34	\$2,164.38	\$2,224.35	\$2,284.32
	10 ANNUAL	\$18,640.55	\$19,242.45	\$19,843.76	\$20,442.52	\$21,043.37	\$21,643.76	\$22,243.46	\$22,843.15
	10.5	\$19,626.82	\$20,260.57	\$20,893.69	\$21,524.13	\$22,156.78	\$22,788.93	\$23,420.36	\$24,051.78
	11	\$20,613.09	\$21,278.69	\$21,943.63	\$22,605.75	\$23,270.18	\$23,934.10	\$24,597.27	\$25,260.41
3	MONTHLY	\$1,918.73	\$1,978.94	\$2,039.05	\$2,098.83	\$2,159.07	\$2,219.08	\$2,279.05	\$2,339.02
	10 ANNUAL	\$19,187.25	\$19,789.39	\$20,390.48	\$20,988.30	\$21,590.67	\$22,190.82	\$22,790.52	\$23,390.22
	10.5	\$20,202.45	\$20,836.45	\$21,469.34	\$22,098.79	\$22,733.03	\$23,364.94	\$23,996.37	\$24,627.80
	11	\$21,217.65	\$21,883.51	\$22,548.20	\$23,209.28	\$23,875.40	\$24,539.05	\$25,202.22	\$25,865.38
4	MONTHLY	\$1,978.94	\$2,039.05	\$2,098.83	\$2,159.07	\$2,219.08	\$2,279.05	\$2,339.00	\$2,398.94
	10 ANNUAL	\$19,789.39	\$20,390.48	\$20,988.30	\$21,590.67	\$22,190.82	\$22,790.52	\$23,389.98	\$23,989.44
	10.5	\$20,836.45	\$21,469.34	\$22,098.79	\$22,733.03	\$23,364.94	\$23,996.37	\$24,627.55	\$25,258.72
	11	\$21,883.51	\$22,548.20	\$23,209.28	\$23,875.40	\$24,539.05	\$25,202.22	\$25,865.11	\$26,528.01
5	MONTHLY	\$2,046.18	\$2,106.02	\$2,166.16	\$2,226.39	\$2,286.15	\$2,346.12	\$2,406.09	\$2,466.06
	10 ANNUAL	\$20,461.77	\$21,060.18	\$21,661.61	\$22,263.85	\$22,861.46	\$23,461.15	\$24,060.85	\$24,660.55
	10.5	\$21,544.40	\$22,174.48	\$22,807.73	\$23,441.83	\$24,071.06	\$24,702.48	\$25,333.91	\$25,965.34
	11	\$22,627.04	\$23,288.77	\$23,953.84	\$24,619.81	\$25,280.66	\$25,943.81	\$26,606.97	\$27,270.13
6	MONTHLY	\$2,111.75	\$2,171.83	\$2,231.61	\$2,291.63	\$2,351.81	\$2,411.73	\$2,471.78	\$2,531.83
	10 ANNUAL	\$21,117.45	\$21,718.30	\$22,316.13	\$22,916.29	\$23,518.07	\$24,117.31	\$24,717.82	\$25,318.32
	10.5	\$22,234.78	\$22,867.42	\$23,496.88	\$24,128.79	\$24,762.41	\$25,393.36	\$26,025.64	\$26,657.91
	11	\$23,352.10	\$24,016.53	\$24,677.63	\$25,341.29	\$26,006.75	\$26,669.41	\$27,333.46	\$27,997.51
7	MONTHLY	\$2,182.45	\$2,242.59	\$2,302.83	\$2,362.62	\$2,422.74	\$2,482.77	\$2,542.69	\$2,602.62
	10 ANNUAL	\$21,824.49	\$22,425.93	\$23,028.29	\$23,626.23	\$24,227.43	\$24,827.72	\$25,426.94	\$26,026.16
	10.5	\$22,979.22	\$23,612.49	\$24,246.72	\$24,876.30	\$25,509.30	\$26,141.36	\$26,772.28	\$27,403.21
	11	\$24,133.96	\$24,799.04	\$25,465.15	\$26,128.36	\$26,791.18	\$27,454.99	\$28,117.62	\$28,780.25
8	MONTHLY	\$2,189.69	\$2,248.11	\$2,306.18	\$2,364.65	\$2,422.83	\$2,482.77	\$2,542.69	\$2,602.62
	10 ANNUAL	\$21,896.89	\$22,481.14	\$23,061.79	\$23,646.48	\$24,228.26	\$24,827.72	\$25,426.94	\$26,026.16
	10.5	\$23,055.46	\$23,670.62	\$24,281.99	\$24,897.62	\$25,510.18	\$26,141.36	\$26,772.28	\$27,403.21
	11	\$24,214.02	\$24,860.10	\$25,502.19	\$26,148.75	\$26,792.10	\$27,454.99	\$28,117.62	\$28,780.25
9	MONTHLY	\$2,422.83	\$2,480.91	\$2,539.33	\$2,597.66	\$2,655.77	\$2,713.97	\$2,772.30	\$2,830.62
	10 ANNUAL	\$24,228.26	\$24,809.14	\$25,393.28	\$25,976.63	\$26,557.74	\$27,139.73	\$27,722.98	\$28,306.21
	10.5	\$25,510.18	\$26,121.79	\$26,736.84	\$27,351.05	\$27,962.91	\$28,575.69	\$29,189.80	\$29,803.89
	11	\$26,792.10	\$27,434.45	\$28,080.40	\$28,725.48	\$29,368.08	\$30,011.66	\$30,656.63	\$31,301.58

3%

BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2006

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,809.81	\$1,871.39	\$1,933.17	\$1,995.14	\$2,056.79	\$2,118.60	\$2,180.32	\$2,242.04
	10 ANNUAL	\$18,098.13	\$18,713.91	\$19,331.71	\$19,951.42	\$20,567.92	\$21,185.95	\$21,803.16	\$22,420.36
	10.5	\$19,055.70	\$19,704.06	\$20,354.55	\$21,007.05	\$21,656.17	\$22,306.90	\$22,956.77	\$23,606.62
	11	\$20,013.28	\$20,694.22	\$21,377.39	\$22,062.68	\$22,744.42	\$23,427.85	\$24,110.37	\$24,792.88
2	MONTHLY	\$1,919.98	\$1,981.97	\$2,043.91	\$2,105.58	\$2,167.47	\$2,229.31	\$2,291.08	\$2,352.84
	10 ANNUAL	\$19,199.77	\$19,819.72	\$20,439.07	\$21,055.80	\$21,674.67	\$22,293.07	\$22,910.76	\$23,528.44
	10.5	\$20,215.63	\$20,868.38	\$21,520.50	\$22,169.86	\$22,821.48	\$23,472.60	\$24,122.97	\$24,773.33
	11	\$21,231.49	\$21,917.04	\$22,601.93	\$23,283.93	\$23,968.29	\$24,652.13	\$25,335.18	\$26,018.22
3	MONTHLY	\$1,976.29	\$2,038.31	\$2,100.22	\$2,161.80	\$2,223.84	\$2,285.65	\$2,347.42	\$2,409.19
	10 ANNUAL	\$19,762.87	\$20,383.07	\$21,002.19	\$21,617.95	\$22,238.39	\$22,856.54	\$23,474.24	\$24,091.93
	10.5	\$20,808.52	\$21,461.54	\$22,113.42	\$22,761.76	\$23,415.02	\$24,065.88	\$24,716.26	\$25,366.64
	11	\$21,854.18	\$22,540.01	\$23,224.64	\$23,905.56	\$24,591.66	\$25,275.22	\$25,958.29	\$26,641.34
4	MONTHLY	\$2,038.31	\$2,100.22	\$2,161.80	\$2,223.84	\$2,285.65	\$2,347.42	\$2,409.17	\$2,470.91
	10 ANNUAL	\$20,383.07	\$21,002.19	\$21,617.95	\$22,238.39	\$22,856.54	\$23,474.24	\$24,091.68	\$24,709.12
	10.5	\$21,461.54	\$22,113.42	\$22,761.76	\$23,415.02	\$24,065.88	\$24,716.26	\$25,366.37	\$26,016.48
	11	\$22,540.01	\$23,224.64	\$23,905.56	\$24,591.66	\$25,275.22	\$25,958.29	\$26,641.06	\$27,323.84
5	MONTHLY	\$2,107.56	\$2,169.20	\$2,231.15	\$2,293.18	\$2,354.73	\$2,416.50	\$2,478.27	\$2,540.04
	10 ANNUAL	\$21,075.62	\$21,691.99	\$22,311.46	\$22,931.77	\$23,547.30	\$24,164.98	\$24,782.68	\$25,400.37
	10.5	\$22,190.73	\$22,839.71	\$23,491.96	\$24,145.09	\$24,793.19	\$25,443.55	\$26,093.93	\$26,744.30
	11	\$23,305.84	\$23,987.44	\$24,672.46	\$25,358.41	\$26,039.08	\$26,722.12	\$27,405.19	\$28,088.24
6	MONTHLY	\$2,175.10	\$2,236.99	\$2,298.56	\$2,360.38	\$2,422.36	\$2,484.08	\$2,545.94	\$2,607.79
	10 ANNUAL	\$21,750.97	\$22,369.85	\$22,985.61	\$23,603.78	\$24,223.61	\$24,840.83	\$25,459.35	\$26,077.87
	10.5	\$22,901.81	\$23,553.44	\$24,201.78	\$24,852.66	\$25,505.28	\$26,155.16	\$26,806.41	\$27,457.65
	11	\$24,052.66	\$24,737.03	\$25,417.95	\$26,101.53	\$26,786.95	\$27,469.49	\$28,153.46	\$28,837.43
7	MONTHLY	\$2,247.92	\$2,309.87	\$2,371.91	\$2,433.50	\$2,495.43	\$2,557.26	\$2,618.98	\$2,680.69
	10 ANNUAL	\$22,479.22	\$23,098.71	\$23,719.14	\$24,335.02	\$24,954.25	\$25,572.55	\$26,189.75	\$26,806.94
	10.5	\$23,668.60	\$24,320.86	\$24,974.12	\$25,622.59	\$26,274.58	\$26,925.59	\$27,575.45	\$28,225.30
	11	\$24,857.97	\$25,543.02	\$26,229.10	\$26,910.15	\$27,594.91	\$28,278.64	\$28,961.15	\$29,643.65
8	MONTHLY	\$2,255.38	\$2,315.56	\$2,375.36	\$2,435.59	\$2,495.51	\$2,557.26	\$2,618.98	\$2,680.69
	10 ANNUAL	\$22,553.80	\$23,155.57	\$23,753.64	\$24,355.87	\$24,955.11	\$25,572.55	\$26,189.75	\$26,806.94
	10.5	\$23,747.12	\$24,380.73	\$25,010.45	\$25,644.54	\$26,275.49	\$26,925.59	\$27,575.45	\$28,225.30
	11	\$24,940.45	\$25,605.89	\$26,267.25	\$26,933.21	\$27,595.86	\$28,278.64	\$28,961.15	\$29,643.65
9	MONTHLY	\$2,495.51	\$2,555.34	\$2,615.51	\$2,675.59	\$2,735.45	\$2,795.39	\$2,855.47	\$2,915.54
	10 ANNUAL	\$24,955.11	\$25,553.41	\$26,155.08	\$26,755.93	\$27,354.47	\$27,953.92	\$28,554.67	\$29,155.40
	10.5	\$26,275.49	\$26,905.44	\$27,538.95	\$28,171.59	\$28,801.80	\$29,432.96	\$30,065.50	\$30,698.01
	11	\$27,595.86	\$28,257.47	\$28,922.81	\$29,587.25	\$30,249.12	\$30,912.01	\$31,576.33	\$32,240.63

3%

CALENDAR YEAR CLERICAL SCHEDULE

10/28/03

January 1, 2004

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,872.62	\$1,934.64	\$1,996.61	\$2,058.57	\$2,120.75	\$2,182.71	\$2,244.69	\$2,306.67
	ANNUAL	\$22,471.46	\$23,215.64	\$23,959.29	\$24,702.80	\$25,449.01	\$26,192.53	\$26,936.30	\$27,680.09
2	MONTHLY	\$1,983.44	\$2,045.56	\$2,107.60	\$2,169.52	\$2,231.56	\$2,293.52	\$2,355.58	\$2,417.64
	ANNUAL	\$23,801.27	\$24,546.67	\$25,291.26	\$26,034.24	\$26,778.69	\$27,522.20	\$28,266.93	\$29,011.66
3	MONTHLY	\$2,039.75	\$2,101.99	\$2,163.96	\$2,225.91	\$2,287.91	\$2,349.92	\$2,411.86	\$2,473.81
	ANNUAL	\$24,476.98	\$25,223.87	\$25,967.52	\$26,710.89	\$27,454.94	\$28,198.99	\$28,942.37	\$29,685.74
4	MONTHLY	\$2,101.99	\$2,163.96	\$2,225.91	\$2,287.91	\$2,349.92	\$2,411.86	\$2,473.85	\$2,535.82
	ANNUAL	\$25,223.87	\$25,967.52	\$26,710.89	\$27,454.94	\$28,198.99	\$28,942.37	\$29,686.16	\$30,429.79
5	MONTHLY	\$2,171.34	\$2,233.49	\$2,295.43	\$2,357.47	\$2,419.42	\$2,481.38	\$2,543.48	\$2,605.59
	ANNUAL	\$26,056.12	\$26,801.92	\$27,545.17	\$28,289.62	\$29,032.99	\$29,776.51	\$30,521.77	\$31,267.04
6	MONTHLY	\$2,239.09	\$2,301.10	\$2,363.06	\$2,425.07	\$2,486.98	\$2,549.04	\$2,611.07	\$2,673.09
	ANNUAL	\$26,869.04	\$27,613.23	\$28,356.74	\$29,100.80	\$29,843.77	\$30,588.50	\$31,332.82	\$32,077.14
7	MONTHLY	\$2,312.30	\$2,374.28	\$2,436.32	\$2,498.28	\$2,560.28	\$2,622.30	\$2,684.26	\$2,746.22
	ANNUAL	\$27,747.62	\$28,491.40	\$29,235.86	\$29,979.37	\$30,723.42	\$31,467.60	\$32,211.12	\$32,954.62
8	MONTHLY	\$2,387.47	\$2,449.46	\$2,511.49	\$2,573.43	\$2,635.48	\$2,697.42	\$2,759.41	\$2,821.40
	ANNUAL	\$28,649.69	\$29,393.47	\$30,137.93	\$30,881.17	\$31,625.76	\$32,369.01	\$33,112.92	\$33,856.83
9	MONTHLY	\$2,635.48	\$2,697.42	\$2,759.57	\$2,821.55	\$2,883.52	\$2,945.55	\$3,007.52	\$3,069.49
	ANNUAL	\$31,625.76	\$32,369.01	\$33,114.81	\$33,858.59	\$34,602.24	\$35,346.56	\$36,090.20	\$36,833.85

3%

CALENDAR YEAR CLERICAL SCHEDULE

10/28/03

January 1, 2005

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,928.80	\$1,992.68	\$2,056.51	\$2,120.32	\$2,184.37	\$2,248.19	\$2,312.03	\$2,375.87
	ANNUAL	\$23,145.60	\$23,912.11	\$24,678.07	\$25,443.88	\$26,212.48	\$26,978.31	\$27,744.39	\$28,510.49
2	MONTHLY	\$2,042.94	\$2,106.92	\$2,170.83	\$2,234.61	\$2,298.50	\$2,362.32	\$2,426.24	\$2,490.17
	ANNUAL	\$24,515.31	\$25,283.07	\$26,050.00	\$26,815.27	\$27,582.05	\$28,347.87	\$29,114.94	\$29,882.01
3	MONTHLY	\$2,100.94	\$2,165.05	\$2,228.88	\$2,292.68	\$2,356.55	\$2,420.41	\$2,484.22	\$2,548.03
	ANNUAL	\$25,211.29	\$25,980.59	\$26,746.55	\$27,512.22	\$28,278.59	\$29,044.96	\$29,810.64	\$30,576.31
4	MONTHLY	\$2,165.05	\$2,228.88	\$2,292.68	\$2,356.55	\$2,420.41	\$2,484.22	\$2,548.06	\$2,611.89
	ANNUAL	\$25,980.59	\$26,746.55	\$27,512.22	\$28,278.59	\$29,044.96	\$29,810.64	\$30,576.74	\$31,342.68
5	MONTHLY	\$2,236.48	\$2,300.50	\$2,364.29	\$2,428.19	\$2,492.00	\$2,555.82	\$2,619.79	\$2,683.75
	ANNUAL	\$26,837.80	\$27,605.98	\$28,371.53	\$29,138.31	\$29,903.98	\$30,669.81	\$31,437.42	\$32,205.05
6	MONTHLY	\$2,306.26	\$2,370.14	\$2,433.95	\$2,497.82	\$2,561.59	\$2,625.51	\$2,689.40	\$2,753.29
	ANNUAL	\$27,675.11	\$28,441.63	\$29,207.44	\$29,973.82	\$30,739.08	\$31,506.16	\$32,272.80	\$33,039.45
7	MONTHLY	\$2,381.67	\$2,445.51	\$2,509.41	\$2,573.23	\$2,637.09	\$2,700.97	\$2,764.79	\$2,828.60
	ANNUAL	\$28,580.05	\$29,346.14	\$30,112.94	\$30,878.75	\$31,645.12	\$32,411.63	\$33,177.45	\$33,943.26
8	MONTHLY	\$2,459.10	\$2,522.94	\$2,586.84	\$2,650.63	\$2,714.54	\$2,778.34	\$2,842.19	\$2,906.04
	ANNUAL	\$29,509.18	\$30,275.27	\$31,042.07	\$31,807.61	\$32,574.53	\$33,340.08	\$34,106.31	\$34,872.53
9	MONTHLY	\$2,714.54	\$2,778.34	\$2,842.35	\$2,906.20	\$2,970.03	\$3,033.91	\$3,097.74	\$3,161.57
	ANNUAL	\$32,574.53	\$33,340.08	\$34,108.25	\$34,874.35	\$35,640.31	\$36,406.96	\$37,172.91	\$37,938.87

3%

CALENDAR YEAR CLERICAL SCHEDULE

10/28/03

January 1, 2006

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,986.66	\$2,052.46	\$2,118.20	\$2,183.93	\$2,249.90	\$2,315.64	\$2,381.39	\$2,447.15
	ANNUAL	\$23,839.97	\$24,629.47	\$25,418.41	\$26,207.20	\$26,998.85	\$27,787.66	\$28,576.72	\$29,365.80
2	MONTHLY	\$2,104.23	\$2,170.13	\$2,235.96	\$2,301.64	\$2,367.46	\$2,433.19	\$2,499.03	\$2,564.87
	ANNUAL	\$25,250.77	\$26,041.56	\$26,831.50	\$27,619.73	\$28,409.51	\$29,198.31	\$29,988.39	\$30,778.47
3	MONTHLY	\$2,163.97	\$2,230.00	\$2,295.75	\$2,361.47	\$2,427.25	\$2,493.03	\$2,558.75	\$2,624.47
	ANNUAL	\$25,967.63	\$26,760.01	\$27,548.95	\$28,337.59	\$29,126.95	\$29,916.31	\$30,704.96	\$31,493.60
4	MONTHLY	\$2,230.00	\$2,295.75	\$2,361.47	\$2,427.25	\$2,493.03	\$2,558.75	\$2,624.50	\$2,690.25
	ANNUAL	\$26,760.01	\$27,548.95	\$28,337.59	\$29,126.95	\$29,916.31	\$30,704.96	\$31,494.04	\$32,282.96
5	MONTHLY	\$2,303.58	\$2,369.51	\$2,435.22	\$2,501.04	\$2,566.76	\$2,632.49	\$2,698.38	\$2,764.27
	ANNUAL	\$27,642.93	\$28,434.16	\$29,222.68	\$30,012.46	\$30,801.10	\$31,589.90	\$32,380.54	\$33,171.20
6	MONTHLY	\$2,375.45	\$2,441.24	\$2,506.97	\$2,572.75	\$2,638.44	\$2,704.28	\$2,770.08	\$2,835.89
	ANNUAL	\$28,505.36	\$29,294.88	\$30,083.66	\$30,873.03	\$31,661.25	\$32,451.34	\$33,240.98	\$34,030.63
7	MONTHLY	\$2,453.12	\$2,518.88	\$2,584.69	\$2,650.43	\$2,716.21	\$2,782.00	\$2,847.73	\$2,913.46
	ANNUAL	\$29,437.45	\$30,226.52	\$31,016.33	\$31,805.11	\$32,594.47	\$33,383.98	\$34,172.77	\$34,961.56
8	MONTHLY	\$2,532.87	\$2,598.63	\$2,664.44	\$2,730.15	\$2,795.98	\$2,861.69	\$2,927.46	\$2,993.23
	ANNUAL	\$30,394.46	\$31,183.53	\$31,973.33	\$32,761.84	\$33,551.77	\$34,340.28	\$35,129.50	\$35,918.71
9	MONTHLY	\$2,795.98	\$2,861.69	\$2,927.62	\$2,993.38	\$3,059.13	\$3,124.93	\$3,190.67	\$3,256.42
	ANNUAL	\$33,551.77	\$34,340.28	\$35,131.50	\$35,920.58	\$36,709.52	\$37,499.17	\$38,288.10	\$39,077.04

BUSINESS AFFAIRS REPORT
October 28, 2003

GENERAL AUTHORIZATION

RESOLVED, That the following rates be approved for the 2004 plan year:

	<u>Rates</u> <u>01/01/04</u>	<u>Current</u> <u>Rates</u>	<u>Increase</u>	<u>Percentage</u> <u>Increase</u>
Preferred Blue PPO				
Single Employee	\$503.30	\$422.61	\$80.69	19.09%
Parent/Child	\$1,337.71	\$865.31	\$472.40	54.59%
Parent/Children	\$1,530.28	\$865.31	\$664.97	76.85%
Husband/Wife	\$1,337.71	\$966.89	\$370.82	38.35%
Family	\$1,530.28	\$1,108.00	\$422.28	38.11%
Select Blue POS				
Single Employee	\$430.83	\$313.37	\$117.46	37.48%
Parent/Child	\$1,145.06	\$687.15	\$457.91	66.64%
Parent/Children	\$1,309.27	\$687.15	\$622.12	90.54%
Husband/Wife	\$1,145.06	\$690.35	\$454.71	65.87%
Family	\$1,309.27	\$794.20	\$515.07	64.85%
Keystone Blue HMO				
Single Employee	\$283.17	\$220.19	\$62.98	28.60%
Parent/Child	\$748.75	\$482.04	\$266.71	55.33%
Parent/Children	\$862.51	\$483.38	\$379.13	78.43%
Husband/Wife	\$748.75	\$483.30	\$265.45	54.92%
Family	\$862.51	\$664.50	\$198.01	29.80%
Major Medical				
Single Employee	\$54.45	\$51.06	\$3.39	6.64%
Parent/Child	\$147.02	\$126.80	\$20.22	15.95%
Parent/Children	\$147.02	\$126.80	\$20.22	15.95%
Husband/Wife	\$147.02	\$126.80	\$20.22	15.95%
Family	\$147.02	\$126.80	\$20.22	15.95%
Prescription Drug				
Single Employee	\$225.48	\$171.92	\$1.31	0.76%
Parent/Child	\$227.99	\$171.92	\$1.33	0.77%
Parent/Children	\$229.49	\$171.92	\$1.33	0.78%
Husband/Wife	\$227.99	\$171.92	\$1.33	0.77%
Family	\$229.49	\$171.92	\$1.33	0.78%

Board Action Information Sheet

Christopher M. Berdnik

Submitted By

Action Item #

General Authorization

November, 2003

Action Month

Richard R. Fellers

Person Accountable

Action Requested:

To amend the contract with Ajilon, Committee on Business/Finance, September 24, 2003:

Original Item:

Enter into an agreement with Ajilon to provide temporary accounting services on an as needed basis for a 37-month period, with an option to renew for an additional three years, in accordance with the District's October 25, 2002 request for proposals, Ajilon's proposal dated November 1, 2002 and Ajilon's revised rate schedule dated November 8, 2002. The total annual cost is not to exceed \$5,000.00, payable from 001-6100-010-2511-330, \$35,000 during the Peoplesoft financials implementation until such time as the backfill positions are filled in Finance, payable from 001-6100-010-2511-330, and \$46,162.00 during the Peoplesoft financials implementation for the School Controller's Office, payable from 001-0300-010-2516-330.

Amended Item:

Enter into an agreement with Ajilon to provide temporary accounting services on an as needed basis for a 37-month period, with an option to renew for an additional three years, in accordance with the District's October 25, 2002 request for proposals, Ajilon's proposal dated November 1, 2002 and Ajilon's revised rate schedule dated November 8, 2002. The total annual cost is not to exceed \$5,000.00, payable from 001-6100-010-2511-330, **\$24,000 during implementation of health care and payroll provisions of the collective bargaining agreements in November and December 2003**, \$35,000 during the Peoplesoft financials implementation until such time as the backfill positions are filled in Finance, payable from 001-6100-010-2511-330, and \$46,162.00 during the Peoplesoft financials implementation for the School Controller's Office, payable from 001-0300-010-2516-330.

Reason for Amendment:

To provide support to the Benefits and Payroll sections during implementation of health care and payroll provisions of the collective bargaining agreements. Additional staffing is needed due to timing issues including, but not limited to, open enrollment. The amount requested provides coverage for approximately four higher level temporaries for six weeks.

Payment Data

Total Cost This Action:	\$24,000	Account Number(s):				
<input checked="" type="checkbox"/> General Fund:	Finance	<u>Resp.</u>	<u>Fund</u>	<u>Func.</u>	<u>Obj</u>	<u>Amount</u>
	Department	<u>6100</u>	<u>010</u>	<u>2511</u>	<u>330</u>	\$24,000
<input type="checkbox"/> Supplemental Fund(s):						
	Name					
	Name					

1 TRANSCRIPT OF PROCEEDINGS

2 - - -

3 PITTSBURGH BOARD OF PUBLIC EDUCATION

4 SPECIAL LEGISLATIVE MEETING

5 MONDAY, NOVEMBER 3, 2003

6 5:14 P.M.

7 ADMINISTRATION BUILDING - BOARD COMMITTEE ROOM

8 - - -

9 BEFORE:

10

JEAN FINK, CHAIRPERSON, FIRST VICE PRESIDENT

11

FLOYD McCREA, CO-CHAIRPERSON

12

DARLENE HARRIS, PRESIDENT

13

THERESA COLAIZZI, SECOND VICE PRESIDENT

14

MARK BRENTLEY

15

WILLIAM ISLER

16

ALEX MATTHEWS (Via Telephone)

17

RANDALL TAYLOR

18

JEAN WOOD

19

20

ALSO PRESENT:

21

DR. JOHN W. THOMPSON

22

DR. DELPHINA BRISCOE

23

MR. IRA WEISS

24

MR. PETER J. CAMARDA

25

MRS. PAT CRAWFORD

26

DR. ANDREW KING

MRS. JODY SPOLAR

DR. DWIGHT E. MOSLEY

MR. RICHARD R. FELLERS

MR. PHIL PARR

27

28

REPORTED BY: EUGENE C. FORCIER

29

PROFESSIONAL COURT REPORTER

30

31

COMPUTER-AIDED TRANSCRIPTION BY

32

MORSE, GANTVERG & HODGE, INC.

33

PITTSBURGH, PENNSYLVANIA

34

412-281-0189

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39

40

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

2 MS. HARRIS: I would like to call this
3 legislative meeting to order.

4 Could you all rise to salute the flag.
5 (Salute to the flag.)

6 MS. HARRIS: May we have roll call, please.

7 MR. WEISS: Mr. Brentley?

8 MR. BRENTLEY: Here.

9 MR. WEISS: Mrs. Colaizzi?

10 MS. COLAIZZI: Here.

11 MR. WEISS: Mrs. Fink?

12 MS. FINK: Here.

13 MR. WEISS: Mr. Isler?

14 MR. ISLER: Present.

15 MR. WEISS: Mr. Matthews?

16 MR. MATTHEWS: Present.

17 MR. WEISS: Mr. McCrea?

18 MR. MCCREA: Here.

19 MR. WEISS: Mr. Taylor?

20 MR. TAYLOR: Here.

21 MR. WEISS: Mrs. Wood?

22 MS. WOOD: Here.

23 MR. WEISS: Mrs. Harris?

24 MS. HARRIS: Here.

25 MR. WEISS: All members present.

1 MS. HARRIS: Okay.

2 And if you would kindly turn to the
3 personnel section, we are going to start out with A,
4 Committee on Human Resource, No. 1, the PFT contracts,
5 a., b. and c., professional, paraprofessional,
6 technical-clerical, and also 2, AFSCME contracts,
7 a., Local 297, custodial/food services, and b., Local
8 2924 secretary and clerical.

9 Mrs. Colaizzi, since you chaired that
10 meeting, would you like to say a few words?

11 MS. COLAIZZI: Please. And thank you.

12 As chair of the negotiating team for the
13 Board, I would like to take this opportunity to
14 express the high level of dedication that went into
15 the contracts we are about to vote on.

16 This is my first experience as chair, and I
17 have learned a great deal about the relationship
18 between the District and its employees.

19 Upon sitting at the table in the initial
20 bargaining meetings, all parties involved were clear
21 on the conditions we were facing, such as the
22 skyrocketing healthcare costs, the need for salary
23 adjustments, additional instructional and professional
24 development time.

25 In spite of all of these, we came together

1 in a way that I do not believe that any other public
2 entity has confronted, or attempted to resolve.

3 These were trying times, and we should all
4 be very proud of what we have accomplished.

5 I personally would like to thank my
6 co-chairs, Mr. McCrea, and Mr. Taylor, for being there
7 with me through it all.

8 I would like to also express my gratitude
9 to the whole Board, and the Superintendent for all of
10 your support.

11 On behalf of the Board, I would like to
12 commend our staff, and our chief negotiator,
13 Mr. Campbell, and further congratulate, and commend
14 the staff of the Pittsburgh Federation of Teachers,
15 and the staff of AFSCME, for the many, many, many long
16 hours we all spent at the bargaining table.

17 In the end, I truly believe that we have
18 reached settlements that are in the best interest of
19 the District, its students, its employees and the city
20 as a whole.

21 Thank you.

22 MS. HARRIS: Thank you, Mrs. Colaizzi.

23 And I would also like to thank you for your
24 dedication and hard work. I truly know how many
25 hours, you and your committee, Mr. Taylor, and

1 Mr. McCrea, had spent on this.

2 And I want to thank you, on behalf of the
3 Board.

4 MS. COLAIZZI: Thank you.

5 MS. HARRIS: Mr. Taylor.

6 MR. TAYLOR: Yes.

7 I want to recommend to the Board tonight
8 that we do pass these budgets unanimously, and I also
9 want to commend our negotiations chair, and also our
10 legal counsel, Bruce Campbell, and also the staff, the
11 Superintendent, who have worked very hard on this
12 contract.

13 And it is very trying times that we are
14 having in Pittsburgh, and I think that the last thing
15 that this city may have needed at this time, was to
16 have any serious negotiations problems with our
17 Federation of Teachers.

18 At this time, I also would like, you know,
19 the public to know how much the cost of healthcare,
20 the skyrocketing, spiraling cost of healthcare, is
21 impacting upon not only many businesses around the
22 country, but how it actually impacted on this
23 contract, and many ways fueled some of the decisions
24 that have to be made.

25 But the one disappointment I do have from

1 this contract, is that we were unfortunate, we were
2 not able to get many of the educational things that we
3 hoped that we could get for our children.

4 There has been a lot of money being
5 transferred, whether it's through retirement, or
6 increased healthcare costs, and I really had hoped
7 that we could achieve certain goals, such as allowing
8 a principal to call as many meetings as necessary,
9 with their staff, in order to increase achievement.

10 I really hoped that we could offer
11 incentives to more experienced teachers, to go into
12 more difficult situations in our low achieving
13 schools, and we understood to really do that we would
14 have to offer a financial incentive, and
15 unfortunately, the negotiation committee was not
16 successful at that.

17 But there were many things and many
18 concessions that the Federation of Teachers did make.
19 And I think they made them in the name of our
20 children, and I only hope that in the future, as we go
21 forward, that we will continue hopefully to talk about
22 education, and not so much about healthcare,
23 retirement costs, and co-pays, and those type of
24 things.

25 And I hope that in the future, we continue,

1 we will continue to focus on our children, and begin
2 to work for things, and come together for things that
3 are going to benefit our children, and are going to
4 increase student achievement in the Pittsburgh Public
5 Schools.

6 Thank you.

7 MS. HARRIS: Mr. Brentley.

8 MR. BRENTLEY: Yes.

9 Madam President, I would just like to take
10 this time to just slightly respectfully disagree with
11 my colleague, Mr. Taylor.

12 I believe that the children should be
13 first. I believe they should have been placed first,
14 and I believe that while we mention the importance of
15 educational issues, I believe we had an opportunity to
16 at least show a little bit more, in putting education
17 first, underachieving schools first, and in my
18 opinion, we were not able to do that.

19 Number two, there was another issue that I
20 think for the last two or three years that I have
21 raised concerns about, and I can't take the credit for
22 it, because actually it was a group of parents who
23 raised concern over the last years, they diligently
24 met, and organized to give us language, and suggested
25 pieces to include in this negotiations, around the

1 issue of hiring of our coaches, and qualifications,
2 et cetera, et cetera.

3 We were not able to give the kind of bite
4 that I think the parents were talking about, and I'm
5 truly concerned about that.

6 Another issue would also be the issue of,
7 we are deleting, if I am not mistaken, the fall parent
8 conference, and the issues I believe facing this
9 District, I think we cannot do it without putting
10 children first, number one, and also including a
11 relationship with parents which, I think, if we are
12 not allowing the parent conference, and not allowing
13 their concerns to be brought forward, sometimes I
14 think that can send somewhat of a bad message.

15 I'm in support of the PFT, I am in support
16 of this District but, Madam President, and members of
17 the committee, I think on the Section 1a., I will be
18 respectfully, and I say that again, respectfully
19 abstaining, for those reasons that I mentioned
20 earlier.

21 MS. HARRIS: Thank you.

22 Mr. McCrea.

23 MR. McCREA: Yes.

24 I would also like to echo some of the
25 comments of my colleagues, and thank Mrs. Colaizzi for

1 the long hours of hard work in making this contract
2 happen, and I wholeheartedly recommend that we ratify
3 these contracts, and I hope that the District, and the
4 unions continue to operate in such a positive manner.

5 Thank you.

6 MS. HARRIS: Mr. Isler.

7 MR. ISLER: I think, Mr. McCrea, that is a
8 very important point, and one that I want to echo.

9 I think as this District moves forward, if
10 we can show the kind of collaboration, as we continue
11 to work on student achievement, and that really is
12 much more than a contract, if we have the same sort of
13 cooperation we have had from this Board, and
14 especially this Board committee that did work
15 incredibly hard to get this, over some very, very
16 trying times, and working also very closely with the
17 labor organizations, all of them that we need, and
18 they all have an impact on student achievements, just
19 because it is AFSCME, and not PFT, doesn't mean they
20 don't affect student achievement, they do affect
21 student achievement, I think it is absolutely
22 incredible that we got this far this quickly.

23 I mean, that's the other thing. I mean, I
24 know there was a lot of long hours, and it is a shame
25 we can't single out some staff people here, because

1 they did a phenomenal job also.

2 I think what is important, is the
3 collaboration that we have, to be able to move
4 forward, and that's how we are going to really effect
5 student achievement.

6 I thank the committee, very, very much, and
7 Mrs. Colaizzi for your leadership.

8 MS. COLAIZZI: Thank you.

9 MS. HARRIS: Mrs. Wood.

10 MS. WOOD: I am only echoing my fellow
11 colleagues, when I say thank you to the negotiating
12 committee, especially to the chairman, who moved this
13 along, and I, too, after 12 years on this Board, I
14 think this shows the greatest degree of thoughtfulness
15 on both sides, that we came to an agreement that went
16 ahead in the directions that we would like to go in
17 collaboration with the PFT, on all issues of
18 education.

19 So I thank you again, for a job well done.

20 MS. HARRIS: Okay.

21 I would just like to also say, that I would
22 like to thank the staff, and the solicitors, for their
23 long hours also, in working with the Board and
24 committee.

25 So thank you.

1 And, Mrs. Fink.

2 MS. FINK: I just wanted to say something,
3 which really doesn't have a lot to do with
4 negotiations, but it is under human resources.

5 A person who was twice president of this
6 Board, and a very conscientious, and serious Board
7 member, an absolutely superb board member, has passed
8 away, and I just wanted to ask if we could have a
9 moment of silence for Helen Miscamara.

10 (Moment of silence.)

11 MS. HARRIS: Thank you.

12 DR. THOMPSON: Madam Chair.

13 MS. HARRIS: Dr. Thompson.

14 DR. THOMPSON: Thank you, Madam Chair.

15 And on behalf of the staff, we really thank
16 the -- Mrs. Colaizzi, and the committee for their hard
17 work.

18 You know, many people, that's our job, we
19 get paid to do this, we get paid to stay long hours,
20 sometimes, most of the time we get paid, but the Board
21 members, they don't get any pay, they get a lot of
22 criticism, but I just want to publicly note that this
23 is when you guys went above and beyond the call of
24 duty, late at night, when you would call me at home.

25 But that, and also the fact that you met on

1 the weekends, and those kinds of things, you gave up
2 time being with your families to make this thing
3 happen, and congratulations to all of you, and to a
4 job well done.

5 And, Madam Chair, I guess with that being
6 said, the human resource agenda is presented to you,
7 and addendum --

8 MS. HARRIS: We are going to vote on this
9 first, Dr. Thompson.

10 DR. THOMPSON: You are going to vote on
11 what I presented to you, are you going to vote on --

12 MR. TAYLOR: Can we vote on it all at once?

13 MR. ISLER: Can I -- do we need to make a
14 motion, for this, Mr. Weiss, or can we just go right
15 ahead and vote?

16 I mean, where are we? We have to have a
17 roll call on all five; correct?

18 MR. WEISS: You can roll call.

19 MR. ISLER: Do we need a motion, or can we
20 just go to roll call?

21 MS. FINK: No motion.

22 MR. ISLER: We have to deal with this
23 business first.

24 MR. WEISS: You go to roll call, on the
25 contracts.

1 MR. ISLER: Okay. Then let's get to the
2 roll call.

3 You can't do this for Addendum B yet.

4 MR. WEISS: Then do Addendum A separately.

5 MR. ISLER: Correct

6 MS. HARRIS: Correct. We are doing A, 1
7 and 2, 1 has a., b. and c.

8 MR. ISLER: Right.

9 MS. HARRIS: And 2a. and b.

10 MR. TAYLOR: You can't vote for them all at
11 once?

12 MR. WEISS: You can.

13 MS. HARRIS: All of those at one time.
14 Yes, we can.

15 MR. ISLER: Let's go with them first,
16 before we do the addendums.

17 MS. HARRIS: Are there any other questions,
18 discussions?

19 MR. BRENTLEY: Just point of
20 clarification.

21 MS. HARRIS: Yes.

22 MR. BRENTLEY: Madam chairman, we have it
23 where it is three separate roll calls in your books
24 here, wouldn't that be --

25 MR. TAYLOR: (Inaudible.)

1 MR. BRENTLEY: Okay.

2 MS. HARRIS: Okay. What I did was, is I
3 checked with the solicitor, and we were doing part A
4 first, with one roll call, unless there is a problem,
5 Mr. Brentley, that you would like us to do it
6 separately.

7 MR. BRENTLEY: Part A, would be 1 and 2, or
8 just 1?

9 MS. HARRIS: Correct. Let me just be clear
10 for the record.

11 It would be 1, PFT contracts, a., b. and
12 c., that's professional, paraprofessional,
13 clerical-technical, and then 2, the AFSCME contracts,
14 a. and b., Local 297, custodial/food service, and b.,
15 Local 2924, secretary/clerical.

16 And we would do this all in one roll call,
17 all at one time.

18 Okay?

19 Is that all right with you?

20 MR. BRENTLEY: Okay.

21 Well, there is still an opportunity to
22 differentiate.

23 MS. HARRIS: Yes.

24 MS. COLAIZZI: Yes.

25 MR. WEISS: As the Board normally does,

1 they can indicate abstention, or a no vote on one
2 portion of it.

3 MR. BRENTLEY: That's fine. Thank you.

4 MS. HARRIS: Are there any other questions,
5 discussion?

6 May we have a roll call, please.

7 MR. WEISS: Mr. Brentley?

8 MR. BRENTLEY: Respectfully, abstain on A,
9 No. 1, and yes, on A, No. 2, a. and b.

10 MR. WEISS: All right.

11 Mrs. Colaizzi?

12 MS. COLAIZZI: Yes.

13 MR. WEISS: Mrs. Fink?

14 MS. FINK: Yes.

15 MR. WEISS: Mr. Isler?

16 MR. ISLER: Yes.

17 MR. WEISS: Mr. Matthews?

18 MR. MATTHEWS: Yes.

19 And I also want to thank the unions for
20 working, understanding the needs of the District, as
21 well as the membership, in working together.

22 It just goes to show that true partnership
23 can exist in this School District.

24 MR. WEISS: Mr. McCrea?

25 MR. MCCREA: Yes.

1 MR. WEISS: Mr. Taylor?

2 MR. TAYLOR: Yes.

3 MR. WEISS: Mrs. Wood?

4 MS. WOOD: Yes.

5 MR. WEISS: Mrs. Harris?

6 MS. HARRIS: Yes.

7 MR. WEISS: The motion carries. Eight in
8 favor, one abstention on PFT contracts, and 9-0 on the
9 AFSCME contracts.

10 MR. TAYLOR: I think he just abstained on
11 1a.

12 MS. HARRIS: Was it all three,
13 Mr. Brentley?

14 MR. ISLER: It was 1a., not 1a., b. and
15 c.?

16 MR. BRENTLEY: No, it was 1, a., b. and c.

17 MS. HARRIS: It was a., b. and c.

18 MR. BRENTLEY: Yes, it was.

19 MS. HARRIS: So you abstain on 1, a., b.
20 and c.

21 MR. WEISS: Right.

22 MS. HARRIS: Okay. You were correct.

23 MR. WEISS: Okay.

24 MS. HARRIS: Okay.

25 And if we could turn to the Addendum A.

1 And, Dr. Thompson, first I would like to
2 ask Mr. Matthews, do you have a copy of Addendum A?

3 MR. ISLER: It was just handed to us
4 tonight, Mr. Matthews.

5 MR. MATTHEWS: No.

6 MR. BRENTLEY: Okay.

7 MS. HARRIS: Do you think you could go
8 through that for him, Dr. Thompson, that's not --

9 DR. THOMPSON: Mr. Matthews, basically,
10 Addendum A was dealing with travel waivers and
11 transfers, and the hiring of three administrators,
12 assistant principals, at Schenley and Carmalt.

13 Are you with me?

14 MR. ISLER: And one travel waiver.

15 DR. THOMPSON: And one travel waiver, which
16 was Mr. Richard Matthews, like Alex Matthews --
17 Mr. Richard Matthews, the science program officer, who
18 has to leave tomorrow, if he is given approval, that's
19 why we brought it to you tonight.

20 And the only reason why we bring you these
21 three administrators, is because those schools are
22 without the administrative force that they need to
23 operate.

24 So once again, those schools were Carmalt,
25 Schenley, and -- Carmalt and Schenley.

1 The people we are bringing forward would be
2 Cheryl Atwater, she will be going to Carmalt as a
3 practitioner, she is acting assistant principal there,
4 Daniel Bernard would go to Schenley as an acting
5 assistant principal, and Eric Rosenthall will be going
6 to Schenley, as acting assistant principal.

7 Mr. Rosenthall will come from South Brook,
8 Mr. Bernard will come from South High School, and
9 Cheryl will come from the Polytech, as acting
10 assistant principal.

11 So those are the three items on that
12 Addendum A.

13 MS. HARRIS: Mr. Matthews, they will also
14 be put in as acting assistant principals.

15 Correct, Dr. Thompson?

16 MR. ISLER: Right.

17 MS. HARRIS: Yes.

18 MR. MATTHEWS: I have a question on the
19 travel waiver.

20 What is the difference between this one,
21 and the ones that our principal from Westinghouse,
22 when hers was denied?

23 DR. THOMPSON: Okay.

24 Mr. Matthews, there has been a correction
25 on that, it was a miscount, I understand it was not

1 denied, it was all -- both of those people were
2 approved, the principal at Westinghouse, and the
3 principal at --

4 DR. MOSLEY: Phillips.

5 DR. THOMPSON: -- phillips Elementary, so
6 both of those are okay.

7 MR. MATTHEWS: Okay. Then I stand
8 corrected.

9 DR. THOMPSON: Thank you.

10 MS. HARRIS: Mr. Isler?

11 MR. ISLER: Call for the vote.

12 MS. HARRIS: Okay.

13 I would like to say, that under the travel
14 waiver, there was information that I asked for this
15 afternoon, that I didn't receive, so I will be
16 abstaining on the travel waiver for that reason, that
17 I --

18 DR. THOMPSON: Can I just address that,
19 please?

20 MS. HARRIS: Yes.

21 DR. THOMPSON: It was a short period of
22 time, we just couldn't get that information, we
23 couldn't track him down to get what you needed.

24 MS. HARRIS: That's why I am abstaining.

25 DR. THOMPSON: Okay. Thank you.

1 MS. HARRIS: Any other questions?

2 If not, on Addendum A, could we have roll
3 call, please, in personnel.

4 MR. WEISS: Mr. Brentley?

5 MR. BRENTLEY: Yes.

6 MR. WEISS: Mrs. Colaizzi?

7 MS. COLAIZZI: Yes.

8 MR. WEISS: Mrs. Fink?

9 MS. FINK: Yes.

10 MR. WEISS: Mr. Isler?

11 MR. ISLER: Yes.

12 MR. WEISS: Mr. Matthews?

13 MR. MATTHEWS: Yes.

14 MR. WEISS: Mr. McCrea?

15 MR. MCCREA: Under item A, I will say yes,
16 and under item B I am going to abstain, because I have
17 abstained on all travel waivers.

18 MR. WEISS: Mr. Taylor?

19 MR. TAYLOR: Yes.

20 MR. WEISS: Mrs. Wood?

21 MS. WOOD: Yes.

22 MR. WEISS: Mrs. Harris?

23 MS. HARRIS: Yes, on the report as a whole,
24 and I am abstaining under B, travel waiver, No. 1.

25 MR. WEISS: Okay.

1 MS. HARRIS: Count? Are you going to say
2 what the vote was?

3 MR. WEISS: The vote was, there were two
4 abstentions on the travel waiver, so the report as a
5 whole passes, nine aye, none nay, and on travel
6 waivers, it is seven aye, and two abstentions.

7 MS. HARRIS: Okay.

8 And if you could move on to the Committee
9 on Business and Finance, we have three items to vote
10 on this evening.

11 Mr. Fellers.

12 MR. FELLERS: Thank you, Madam President.

13 The first item is the adoption of your
14 healthcare rates, for the 2004 school year, that
15 are -- that we can now move forward with, with these
16 collective bargaining agreements.

17 Secondly, to help implement them in a much
18 abbreviated period of time, we have an amendment to
19 our Ajilon contract, to bring in help for the open
20 enrollment, which we now must do in one month, where
21 we normally cover it over three, and we need to make
22 modification to our benefits package and, again, have
23 that ready and to be operational and, therefore, we
24 have an extension of that contract.

25 Fairly modest amounts, but essential to

1 make sure that we implement all of the terms and
2 conditions of the contracts, as specified.

3 MS. HARRIS: Thank you.

4 Are there any questions, or comments?

5 If not, may we have a roll call, please.

6 MR. WEISS: Mr. Brentley?

7 MR. BRENTLEY: Yes.

8 MR. WEISS: Mrs. Colaizzi?

9 MS. COLAIZZI: Yes.

10 MR. WEISS: Mrs. Fink?

11 MS. FINK: Yes.

12 MR. WEISS: Mr. Isler?

13 MR. ISLER: Yes.

14 MR. WEISS: Mr. Matthews?

15 MR. MATTHEWS: Yes.

16 MR. WEISS: Mr. McCrea?

17 MR. MCCREA: Yes.

18 MR. WEISS: Mr. Taylor?

19 MR. TAYLOR: Yes.

20 MR. WEISS: Mrs. Wood?

21 MS. WOOD: Yes.

22 MR. WEISS: Mrs. Harris?

23 MS. HARRIS: Yes.

24 MR. WEISS: Motion carries, 9-0.

25 MS. HARRIS: Okay.

1 And, is there any new business?

2 I do have one thing that I wanted to pass
3 on to Dr. Thompson, that I received earlier today.

4 It's nothing to be voted on.

5 But, it is a CEIP plan, and it has
6 subgroups with it --

7 MR. TAYLOR: Can we close this session,
8 before we move on to something?

9 MS. HARRIS: Well, I wanted this on the
10 record, I wanted to make sure that we get information
11 on this.

12 It's on the CEIP plan, for the 2002 -- or
13 2005, and it is a little confusing because when they
14 do the CEIP, they are supposed to show what they are
15 going to do differently --

16 MR. MATTHEWS: Madam Chair --

17 MS. HARRIS: -- for children that are
18 African American, and white, and they are using those
19 as subgroups, and I was wondering if you would just
20 take a look at this --

21 MR. MATTHEWS: -- I have a point of
22 clarification.

23 MS. HARRIS: -- because I don't see how we
24 could do anything any different, for children, by
25 color, maybe socioeconomics.

1 But I wanted to bring this to your
2 attention, and let you look over it.

3 Okay?

4 MR. TAYLOR: Mr. Matthews has a question on
5 this.

6 MS. HARRIS: Yes, Mr. Matthews.

7 MR. MATTHEWS: It is too late now.

8 I am confused, how whenever we want to
9 bring something up, we can't do it, but you can bring
10 something up that is not even a motion, or anything
11 like that.

12 So I just am confused.

13 MS. HARRIS: Well, it is something new that
14 was --

15 MR. MATTHEWS: I am just confused on your
16 procedures, I mean, that's all I am saying.

17 Because we were instructed by you, that you
18 can't bring anything up. If it is new business, it
19 has to be in the form of a motion.

20 MS. HARRIS: That we voted on.

21 MR. MATTHEWS: Move on. Move on.

22 MS. HARRIS: Okay.

23 If there is nothing else, may I have a
24 motion to adjourn?

25 MR. ISLER: So move.

1 MS. HARRIS: Second?

2 MS. FINK: Second.

3 MS. HARRIS: All in favor?

4 (Thereupon, there was a chorus of ayes.)

5 MS. HARRIS: Okay. This meeting is
6 adjourned.

7 - - -

8 (Thereupon, at 7:37 p.m., the Special
9 Legislative Meeting was concluded.)

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1 C-E-R-T-I-F-I-C-A-T-E

2 I, Eugene C. Forcier, the undersigned, do hereby
3 certify that the foregoing twenty-five (25) pages are
4 a true and correct transcript of my stenotypy notes
5 taken of the Special Legislative Meeting, held in the
6 Pittsburgh Board of Public Education, Administration
7 Building, Board Committee Room, on Monday, November 3,
8 2003.

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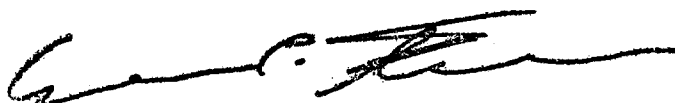
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Eugene C. Forcier, Court Reporter

- - -