

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

MINUTES

Meeting of: January 25, 2008

Call of the Meeting: Special Legislative Meeting

Members Present: Mrs. Arnet, Mr. Brentley, Mrs. Colaizzi,
Mrs. Fink, Mrs. Hazuda, Mr. Isler, Mr.
McCrea, Mr. Sumpter, Jr. and Mr. Taylor

Via Phone: Mr. Brentley, Mr. Isler and Mr. Taylor

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**

January 25, 2008

SPECIAL LEGISLATIVE AGENDA

ROLL CALL

Personnel Report

1. Personnel Report of the Superintendent of Schools

Roll Call

New Business

Roll Call

We are an equal rights and opportunity school district.

1/25/08

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 for Teachers and Other Professionals to be effective July 1, 2007 through June 30, 2010.

Respectfully submitted,

**Mark Roosevelt
Superintendent of Schools**

SETTLEMENT AGREEMENT

By and Between

Pittsburgh Federation of Teachers Local 400, AFT, AFL-CIO

and

Pittsburgh Board of Public Education

For

Teachers and Other Professional Employees

The parties have agreed to recommend for ratification the following terms and conditions for a successor to the collective bargaining agreement that expired on June 30, 2007:

1. **Term.** The term of the agreement shall be three years with effective dates July 1, 2007, through June 30, 2010.
2. **Healthcare.** The contract shall be revised to incorporate the following:
 - The parties shall implement the same Lifestyle Returns Program currently in effect for administrators effective for calendar year 2009.
 - The parties agree to incorporate the proposed provisions for part-time employees and domestic partners as set forth in the Proposal dated January 11, 2008, and agree to administer the benefits in accordance with the Memorandum of Understanding attached thereto.
 - Employees retiring on or after July 1, 2008, shall be required to pay fifty (50%) percent of any increased premium cost from one annual period (currently January 1 through December 31) to the subsequent annual period for any increase occurring on or after the employee's retirement date. The retiree's obligation for health care premium contribution shall not exceed fifty (50%) percent of the total premium cost for the coverage.
 - Employees retiring on or after July 1, 2008, shall not be eligible for post-age 65 reimbursement.
3. **Wages.**
 - Employees who were on Step 10 of the teacher salary schedule prior to the start of the 2007-08 school year shall receive an increase of Two Thousand One Hundred (\$2,100.00) Dollars each school year covered by this Agreement, beginning with the 2007-08 school year. (Note: The Two Thousand One Hundred (\$2,100.00) Dollar

increase for the 2007-08 school year is retroactive to the beginning of the 2007-08 school year.)

- The salary increase which results from teachers moving from Step 9 to Step 10 of the teachers' salary schedules, effective retroactive to the beginning of the 2007-08 school year, shall be split with one-half (1/2) of the increment paid on the employee's increment date and one-half (1/2) of the increment paid six (6) months after the employee's increment date. Accordingly, teachers on Step 9 at the beginning of the 2007-08 school year will receive one-half (1/2) of the new Step 10 monthly increment (including the \$2,100.00 raise) effective retroactive to the beginning of the 2007-08 school year or on their increment date, if later, and shall move to the new Step 10 rate six (6) months thereafter.

- Salary schedule step movement (excluding the Bachelor's and Master's teacher Step 9 to Step 10 movement) shall be implemented effective retroactive to the beginning of the 2007-08 school year. For employees on the Bachelor's and Master's salary schedules moving from Step 9 to Step 10, movement shall occur as set forth in the preceding paragraph.

- The parties have agreed to allocate a total of three (3%) percent over the three (3) year term (\$1,516,660.00) for other salary schedule step/wage adjustments. The allocation of this money shall be implemented as agreed upon by the parties.

4. **Length of Work Day.** Effective September 1, 2008, the work day shall be extended ten (10) minutes per day.

5. **Clearances.** Effective with the start of the 2008-09 school year, teachers who have been employed at least three (3) years, may be required as a condition of continued employment, no more than once every three (3) years, to obtain and submit clearances under Acts 34 and 151. These clearances will be maintained in the teacher's personnel file. The cost of obtaining the clearances shall be borne by the District.

The District will meet with the PFT liaison to the Office of Human Resources to discuss implementation issues.

6. **Staff Selection.** The Pittsburgh Board of Education will facilitate a meeting of PFT and PAA representatives to refine the staff selection process. The agenda for the meeting shall be the discussion and resolution of the following issues:

- (1.) Uniformity in the staff selection process;
- (2.) Development of a rubric for staff selection;
- (3.) Identification of interview process; and
- (4.) Notification of applicants.

The parties shall report their understandings within ninety (90) days of ratification and the District will integrate those agreed-upon items into a revised Memorandum of Understanding on staff selection.

7. **Severing Employment.** Teachers approved for a disability retirement must sever their employment with the District within two (2) years of the effective date of the disability retirement.

8. **Permitted Split of Mid-Semester Professional Development and Clerical Day.** Permit the two non-student days at mid-semester to change from one professional development day and one clerical day to two non-student days divided as .5 professional development in the morning and .5 clerical in the afternoon.

9. **Leadership Review Board.** The parties recognize that an essential element in promoting student achievement and in implementing School District initiatives is effective leadership by management staff in each of the District's schools and central administration. In order to further these objectives on an on-going basis, the parties agreed to the establishment of a Leadership Review Board.

- a. School District participants shall include the Superintendent, Deputy Superintendent, Executive Director of Employee Relations and others, as designated.
- b. Federation participants shall include the Federation President, three Vice Presidents and three designees appointed by the Federation President.
- c. The Leadership Review Board shall meet at the conclusion of the first semester of the 2007-2008 school year, at the conclusion of the third nine week grading period and at the end of the school year.
- d. Beginning with the 2008-2009 school year, the Leadership Review Board shall meet quarterly.
- e. Despite the foregoing, meetings may be held on a more frequent basis, not to exceed one (1) meeting per month.
- f. The Leadership Review Board shall examine issues raised by the Federation relative to the effective management of individual schools and central administration. The Federation will identify and acknowledge situations where it believes administrative leadership is contributing to the positive learning and working environment. For situations where the Federation believes administrative leadership is not contributing to a positive learning and working environment, the Federation will recommend strategies to correct negative situations. The Leadership Review Board shall assume the responsibility for monitoring and recording progress resulting from its work.

10. **Major Discipline Areas.** The PFT will communicate concerns regarding school discipline and learning environment in specific schools, district regions and the overall

district directly to the Deputy Superintendent for resolution. The Deputy Superintendent will direct and apply district resources to effectively address these issues in a timely fashion, and appropriate action shall be taken to resolve the issues of concern. On a monthly basis, the PFT and the Deputy Superintendent shall examine and evaluate strategies and their impact. Reports of these meetings shall be regularly presented to the Professionalism and Education Partnership (PEP).

11. **Special Education.** The agreed-upon recommendations of the ad hoc special education negotiating committee shall be incorporated into the collective bargaining agreement.

12. **Early Childhood.** The agreed-upon recommendations of the early childhood negotiating committee shall be incorporated into the collective bargaining agreement.

SALARY SCHEDULES FOR TEACHERS

Bachelor's Degree

	9/06	9/07	9/08	9/09
1	35,500	36,030	36,570	37,120
2	37,900	38,180	38,470	38,850
3	39,400	39,700	39,900	40,300
4	40,500	40,910	41,210	41,620
5	41,700	42,220	42,640	43,070
6	43,400	43,610	44,270	44,490
7	44,900	45,130	45,580	45,800
8	46,100	46,450	46,680	47,150
9	47,200	47,670	48,150	48,630
10a	***	59,400	60,685	61,975
10b	69,500	71,600	73,700	75,800

Master's Degree

1	37,500	38,060	38,630	39,210
2	40,000	40,400	40,800	41,110
3	41,900	42,110	42,520	42,800
4	43,100	43,420	43,800	44,100
5	44,600	44,820	45,050	45,500
6	46,000	46,230	46,470	46,930
7	47,100	47,450	47,810	48,170
8	48,200	48,680	49,050	49,420
9	49,300	49,790	50,290	50,790
10a	***	62,450	63,745	65,045
10b	73,500	75,600	77,700	79,800

*** 10a ONLY applies for the first six (6) months when a teacher initially moves to step 10

10b applies thereafter

SALARY SCHEDULES FOR COUNSELORS

Master's Degree

	9/06	9/07	9/08	9/09
1	37,800	38,360	38,930	39,510
2	40,300	40,700	41,000	41,410
3	42,200	42,410	42,820	43,100
4	43,400	43,700	44,100	44,400
5	44,900	45,120	45,350	45,800
6	46,300	46,530	46,770	47,230
7	47,400	47,750	48,110	48,470
8	48,500	48,980	49,350	49,720
9	49,600	50,090	50,590	51,090
10a	***	62,750	64,045	65,345
10b	73,800	75,900	78,000	80,100
11	74,100	76,200	78,300	80,400
12	74,400	76,500	78,600	80,700
13	74,700	76,800	78,900	81,000
14	75,300	77,400	79,500	81,600

*** 10a ONLY applies for the first six (6) months when a counselor initially moves to step 10

10b applies thereafter

SALARY SCHEDULES FOR PSYCHOLOGISTS

Master's Degree

	9/06	9/07	9/08	9/09
1	44,900	45,120	45,350	45,800
2	46,300	46,530	46,770	47,230
3	47,400	47,750	48,110	48,470
4	48,500	48,980	49,350	49,720
5	49,600	50,090	50,590	51,090
6a	***	62,750	64,045	65,345
6b	73,800	75,900	78,000	80,100
7	74,100	76,200	78,300	80,400
8	74,400	76,500	78,600	80,700
9	74,700	76,800	78,900	81,000
10	75,300	77,400	79,500	81,600

*** 6a ONLY applies for the first six (6) months when a psychologist initially moves to step 6

6b applies thereafter

SALARY SCHEDULES FOR SOCIAL WORKERS

Master's Degree

	9/06	9/07	9/08	9/09
1	37,800	38,360	38,930	39,510
2	40,300	40,700	41,000	41,410
3	42,200	42,410	42,820	43,100
4	43,400	43,700	44,100	44,400
5	44,900	45,120	45,350	45,800
6	46,300	46,530	46,770	47,230
7	47,400	47,750	48,110	48,470
8	48,500	48,980	49,350	49,720
9	49,600	50,090	50,590	51,090
10a	***	62,750	64,045	65,345
10b	73,800	75,900	78,000	80,100
11	74,100	76,200	78,300	80,400
12	74,400	76,500	78,600	80,700
13	74,700	76,800	78,900	81,000
14	75,300	77,400	79,500	81,600

*** 10a ONLY applies for the first six (6) months when a social worker initially moves to step 10

10b applies thereafter

Bachelor's Degree

	9/06	9/07	9/08	9/09
10b	70,400	72,500	74,600	76,700

**SALARY SCHEDULES FOR SCHOOL NURSE PRACTITIONERS
AND DENTAL HYGIENISTS**

Bachelor's Degree

	9/06	9/07	9/08	9/09
1	35,800	36,330	36,870	37,420
2	38,200	38,480	38,770	39,150
3	39,700	40,000	40,200	40,600
4	40,800	41,210	41,510	41,920
5	42,000	42,520	42,940	43,370
6	43,700	43,910	44,570	44,790
7	45,200	45,430	45,880	46,100
8	46,400	46,750	46,980	47,450
9	47,500	47,970	48,450	48,930
10a	***	59,700	60,985	62,275
10b	69,800	71,900	74,000	76,100
11	70,100	72,200	74,300	76,400
12	70,400	72,500	74,600	76,700

Master's Degree

1	37,800	38,360	38,930	39,510
2	40,300	40,700	41,100	41,410
3	42,200	42,410	42,820	43,100
4	43,400	43,720	44,100	44,400
5	44,900	45,120	45,350	45,800
6	46,300	46,530	46,770	47,230
7	47,400	47,750	48,110	48,470
8	48,500	48,980	49,350	49,720
9	49,600	50,090	50,590	51,090
10a	***	62,750	64,045	65,345
10b	73,800	75,900	78,000	80,100
11	74,100	76,200	78,300	80,400
12	74,400	76,500	78,600	80,700
13	74,700	76,800	78,900	81,000
14	75,300	77,400	79,500	81,600

*** 10a ONLY applies for the first six (6) months when a nurse or dental hygienist initially moves to step 10

10b applies thereafter

SALARY SCHEDULES FOR SCHOOL TO WORK TRANSITION TEACHERS

Master's Degree

	9/06	9/07	9/08	9/09
1	40,300	40,700	41,000	41,410
2	42,200	42,410	42,820	43,100
3	43,400	43,700	44,100	44,400
4	44,900	45,120	45,350	45,800
5	46,300	46,530	46,770	47,230
6	47,400	47,750	48,110	48,470
7	48,500	48,980	49,350	49,720
8	49,600	50,090	50,590	51,090
9a	***	62,750	64,045	65,345
9b	73,800	75,900	78,000	80,100

*** 9a ONLY applies for the first six (6) months when a teacher initially moves to step 10

9b applies thereafter

12 MONTH/CALENDAR YEAR PFT-REPRESENTED PROFESSIONALS

Bachelor's Degree

	9/06	9/07	9/08	9/09
1	44,950	45,270	45,590	45,900
2	46,400	46,750	47,100	47,450
3	47,600	48,000	48,400	48,800
4	48,700	49,150	49,600	50,050
5a	***	60,900	62,175	63,450
5b	71,000	73,100	75,200	77,300

Master's Degree

1	47,550	47,900	48,250	48,600
2	48,500	48,900	49,300	49,700
3	49,700	50,150	50,600	51,050
4	50,800	51,300	51,800	52,300
5a	***	64,500	65,800	67,100
5a	76,100	78,200	80,300	82,400

*** 5a ONLY applies for the first six (6) months when a teacher initially moves to step 5

5b applies thereafter

ADJUNCT TEACHERS SALARY SCHEDULES

	9/06	9/07	9/08	9/09
1	35,500	35,860	36,210	36,570
2	37,900	38,280	38,660	39,050
3	39,400	39,790	40,190	40,590
4	40,500	40,900	41,310	41,730
5	41,700	42,120	42,540	42,960
6	43,400	43,830	44,270	44,720
7	44,900	45,350	45,800	46,260
8	46,100	46,560	47,030	47,500
9	50,550	51,060	51,570	52,080
10	58,600	59,190	59,780	60,380

PRESCHOOL SALARY SCHEDULES

**Sign Language Interpreter
Certified Occupational Therapy Assistant (COTA)
Physical Therapy Assistant**

	9/06	9/07	9/08	9/09
1	25,400	25,650	25,910	26,170
2	27,150	27,420	27,700	27,970
3	28,700	28,990	29,270	29,570
4	31,700	32,020	32,340	32,660
5	32,900	33,230	33,560	33,900
6	36,100	36,460	36,830	37,190

Preschool Teachers (Early Childhood), Level II

Bachelor's Degree

	9/06	9/07	9/08	9/09
1	31,000	31,310	31,620	31,940
2	34,000	34,340	34,680	35,030
3	37,000	37,370	37,740	38,120
4	40,000	40,400	40,800	41,210
5	41,200	41,610	42,030	42,450
6	42,400	42,820	43,250	43,680
7	43,700	44,140	44,580	45,030
8	45,100	45,550	46,010	46,470
9	46,500	46,970	47,440	47,910
10	50,200	50,700	51,210	51,720

Master's Degree

1	32,700	33,030	33,360	33,690
2	35,700	36,060	36,420	36,780
3	38,700	39,090	39,480	39,870
4	42,800	43,230	43,660	44,100
5	44,100	44,540	44,990	45,440
6	45,400	45,850	46,310	46,770
7	46,800	47,270	47,740	48,220
8	48,200	48,680	49,170	49,660
9	49,600	50,100	50,600	51,110
10	53,300	53,830	54,370	54,910

PRESCHOOL SALARY SCHEDULES (cont.)

**Family Services Specialists
Special Services Coordinators
Parent Involvement Volunteer Coordinators
Health Coordinator
Nutrition Specialist**

	9/06	9/07	9/08	9/09
1	35,500	35,860	36,220	36,580
2	37,900	38,280	38,660	39,050
3	39,400	39,790	40,190	40,590
4	42,250	42,670	43,100	43,530
5	43,450	43,880	44,320	44,760
6	48,000	48,480	48,960	49,450

**PRESCHOOL TEACHERS (EARLY INTERVENTION
SPECIAL EDUCATION), LEVEL III**

Bachelor's Degree

	9/06	9/07	9/08	9/09
1	32,000	32,320	32,640	32,970
2	35,000	35,350	35,700	36,060
3	38,000	38,380	38,760	39,150
4	41,000	41,410	41,820	42,240
5	42,200	42,620	43,050	43,480
6	43,400	43,830	44,270	44,710
7	44,700	45,150	45,600	46,060
8	46,100	46,560	47,030	47,500
9	47,500	47,980	48,460	48,940
10	51,200	51,710	52,230	52,750

Master's Degree

1	33,700	34,040	34,380	34,720
2	36,700	37,070	37,440	37,810
3	39,700	40,100	40,500	40,910
4	43,800	44,240	44,680	45,130
5	45,100	45,550	46,010	46,470
6	46,400	46,860	47,330	47,800
7	47,800	48,280	48,760	49,250
8	49,200	49,690	50,190	50,690
9	50,600	51,110	51,620	52,140
10	54,300	54,840	55,390	55,940

FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULES

	9/04	9/07	9/08	9/09
1	34,800	35,150	35,500	35,860
2	35,500	35,860	36,220	36,580
3	37,900	38,180	38,470	38,850

LONGEVITY INCREMENT

Increase the Longevity increment by: \$200 (\$20 per month) effective September 1, 2007.

The longevity increment shall be as follows:

	9/07
10 month employees	\$2,200
11 month employees	\$2,420
12 month employees	\$2,640

1 TRANSCRIPT OF PROCEEDINGS

2 - - -

3 PITTSBURGH BOARD OF PUBLIC EDUCATION
 4 SPECIAL LEGISLATIVE MEETING
 5 FRIDAY, JANUARY 25, 2008
 6 6:10 P.M.
 7 ADMINISTRATION BUILDING - BOARD ROOM

8 - - -

9 BEFORE:

10 WILLIAM ISLER, BOARD PRESIDENT (Via Telephone.)
 11 THERESA COLAIZZI, FIRST VICE PRESIDENT
 12 THOMAS SUMPTER, SECOND VICE PRESIDENT
 13 HEATHER ARNET
 14 MARK BRENTLEY (Via Telephone.)
 15 JEAN FINK
 16 SHERRY HAZUDA
 17 FLOYD McCREA
 18 RANDALL TAYLOR (Via Telephone.)

19 - - -

20 ALSO PRESENT:

21 MR. MARK ROOSEVELT	DR. PAULETTE PONCELET
22 MR. LAWRENCE BERGIE	MR. IRA WEISS
23 MR. PETER J. CAMARDA	MR. RICHARD R. FELLERS
24 MS. LYNN TURNQUIST	DR. DERRICK LOPEZ
25 MR. FRANK G. CHESTER	MS. LISA FISCHETTI
DR. J. KAYE CUPPLES	MR. CHRIS BERDNIK
MS. JODY SPOLAR	MS. EBONY PUGH

26 - - -

27 REPORTED BY: EUGENE C. FORCIER
 28 PROFESSIONAL COURT REPORTER

29 COMPUTER-AIDED TRANSCRIPTION BY
 30 MORSE, GANTVERG & HODGE, INC.
 31 PITTSBURGH, PENNSYLVANIA
 32 412-281-0189

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ORIGINAL

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

2 MS. COLAIZZI: All right.

3 Good evening, ladies and gentlemen, I would
4 like to welcome you this evening to the January 25th,
5 2008 special legislative session of the Pittsburgh
6 Board of Education.

7 Would you all please stand, rise and salute
8 the flag.

9 (Salute to the flag.)

10 MS. COLAIZZI: Thank you.

11 Before we begin, I would like to ask
12 Mr. Weiss for a roll call, please.

13 MR. WEISS: Mrs. Arnet?

14 MS. ARNET: Present.

15 MR. WEISS: Mr. Brentley?

16 MR. BRENTLEY: I'm here.

17 MR. WEISS: Mrs. Colaizzi?

18 MS. COLAIZZI: Here.

19 MR. WEISS: Mrs. Fink?

20 MS. FINK: Here.

21 MR. WEISS: Mrs. Hazuda?

22 MS. HAZUDA: Here.

23 MR. WEISS: Mr. McCrea?

24 MR. MCCREA: Here.

25 MR. WEISS: Mr. Sumpter?

1 MR. SUMPTER: Present.

2 MR. WEISS: Mr. Taylor?

3 MR. TAYLOR: Here.

4 MR. WEISS: Mr. Isler?

5 MR. ISLER: Present.

6 MR. WEISS: All present.

7 MS. COLAIZZI: Thank you.

8 As you know, this evening, before you, we
9 only have one item, and if there is any comments from
10 Board members, we would like to take that at this
11 point.

12 We would like to start with Miss Arnet. If
13 you have any comments, just begin.

14 MS. ARNET: I just want to thank the
15 Superintendent, and all of the negotiating team, and
16 the School Board members who were so involved,
17 especially Mrs. Colaizzi, for their effort to make
18 sure that we could come to agreement with the union in
19 a way that would keep our kids and our teachers in
20 school.

21 So I just want to thank everyone for all of
22 their work.

23 MS. COLAIZZI: Thank you.

24 Mr. Brentley, do you wish to make a
25 comment?

1 MR. BRENTLEY: Yes.

2 I just want to but out a special thank you
3 to Mr. Tarka for his professionalism.

4 During the course of the sensitive
5 negotiations, there were a lot of things put out over
6 the radio, mostly propogandas and untruths, and had he
7 responded to some of those things, it could have
8 gotten pretty nasty.

9 And so he kept his professional level and,
10 as a Board member, I appreciated that, and he kept all
11 of his negotiations where they should have been, on
12 the inside.

13 So I just want to say thank you, for him,
14 for the professionalism in helping make this come
15 true.

16 MS. COLAIZZI: Thank you, Mr. Brentley.

17 Mrs. Fink, do you have any comments?

18 MS. FINK: Just to say, a job well done by
19 everyone.

20 Thanks again, Theresa.

21 MS. COLAIZZI: You are welcome. Thank you.

22 Mrs. Hazuda.

23 No?

24 Mr. McCrea.

25 MR. MCCREA: I would like to echo my

1 colleagues' comments about the job well done by
2 yourself and the other staff, but also remember, a
3 good contract is one nobody likes, and I think we
4 found it.

5 Thanks.

6 MS. COLAIZZI: Thank you.

7 Mr. Sumpster.

8 Mr. Taylor, would you like to make a
9 comment?

10 MR. TAYLOR: Can you hear me?

11 MS. COLAIZZI: Yes, sir, we can.

12 MR. TAYLOR: Again, I wanted to thank
13 the -- again, the negotiating team, and the members of
14 our Federation of Teachers, you know, for all of their
15 hard work in this endeavor.

16 Now, particularly, I thank our chair,
17 Mrs. Colaizzi, I know that you put a lot of hard work
18 and hours into this.

19 And I certainly think this is an example of
20 how Board members need to work as much as they can to
21 learn about the issues that we are working with.

22 And I have always encouraged Board members
23 to pick one particular area of expertise that they can
24 be someone that other Board members can look to for
25 some guidance and some leadership.

1 So I particularly wanted to commend you on
2 your efforts, because I happen to know how hard that
3 you worked on it.

4 But I also just wanted to, you know, say to
5 our taxpayers of the city, that it is becoming more
6 difficult, you know, financially, for this District,
7 and I do think that we have to speak out as
8 citizens about the financial condition of the
9 District, and the fact that we are going to -- but we
10 have been able to, you know, pay as well as any School
11 District in this region.

12 That is becoming more and more difficult,
13 as every year passes.

14 So for those kinds of conversations you
15 were talking about, about the funding, and the way
16 Pennsylvania funds education, and other things, I
17 think that those, you know, continue to need to be
18 discussed, and I hope that the taxpayers and parents
19 of this city will communicate that to their elected
20 officials in Harrisburg, that the issue of funding in
21 Pennsylvania must be corrected.

22 Thank you, very much.

23 MS. COLAIZZI: Thank you.

24 Mr. Isler, do you have any comments?

25 MR. ISLER: Yes, Mrs. Colaizzi.

1 I want to thank you, because once again you
2 have helped to resolve what could have been a very
3 nasty issue for the School District of the City of
4 Pittsburgh.

5 I think the team members that you have from
6 the Board, as well as the Superintendent, and
7 Jody Spolar, and Mike Palombo and Mr. Tarka and his
8 team, have done a very good job, to help us continue
9 to move this District forward.

10 So I want to thank you and everybody else
11 who was involved.

12 MS. COLAIZZI: Thank you.

13 Mr. Sumpter.

14 MR. SUMPTER: Thank you.

15 Very quickly, I just want to extend a thank
16 you to Chris Berdnik, and his staff, for all of the
17 burning the midnight oil with us, and providing
18 support for us, and I really do appreciate that.

19 MS. COLAIZZI: Thank you.

20 Mr. Roosevelt, do you wish to comment?

21 MR. ROOSEVELT: Thank you, Mrs. Colaizzi.

22 It will be repetitive.

23 I want to thank you for sticking with it
24 all the way.

25 I want to thank all three Board members for

1 staying the entire night.

2 I want to apologize to Mr. Isler for the
3 chair that was provided by the state, in which he fell
4 off of at about 4:00 o'clock in the morning.

5 And I won't comment on anything else other
6 than that.

7 And I also agree with Mr. Sumpster's
8 comments that Mr. Berdnik and his staff were extremely
9 helpful, all through the night, and Miss Spolar and
10 Mr. Palombo, thank you, very, very much.

11 This is an example of when people work
12 together, and stay together, and hold together, a good
13 result came.

14 And it didn't always look like that was
15 going to happen, so thank you, to everybody.

16 And, also to the PFT, because they, too --
17 you know, it takes two to bend, when the bending needs
18 to be done, and at the time when everybody needed to
19 show flexibility, to where it really would have been a
20 disaster, they, too, came to the table, and showed the
21 flexibility that was necessary.

22 MS. COLAIZZI: Thank you.

23 And, just for the record, Mr. Isler may
24 have provided the chair, but it was you that fell off.

25 MR. ISLER: Thank you, Mrs. Colaizzi, for

1 your honesty.

2 MS. COLAIZZI: You are welcome, Mr. Isler.

3 And I would like to also, if there is no
4 more comments from the floor -- is there anybody else
5 has anything?

6 I, too, would like to add my own comments
7 if I may.

8 As the chair of the Board's negotiating
9 committee, I feel it is important to share some
10 perspective this evening, not only for myself, but
11 also on behalf of this Board, the District, the
12 taxpayers, the residents and, most importantly, all of
13 our children who represent the future of this city.

14 As we continue our journey to excellence,
15 it is extremely important to keep all branches of the
16 District in sync with the mind set that it is all
17 about our children.

18 Perhaps our largest branch is that of our
19 educators, who directly reach the District's children
20 daily.

21 They have a tremendous duty and ability to
22 actually mold their future, to be bigger, better and
23 brighter than past generations.

24 The role teachers play should never be
25 taken lightly.

1 When we are in the midst of contract
2 negotiations, with any of the unions, we must always
3 maintain a delicate balance, making sure we consider
4 all interests of all stakeholders.

5 The slightest tip of the scale in any
6 direction, can be disastrous for all stakeholders.

7 Settling a contract is not an easy task to
8 accomplish, nor should it be a rushed process.

9 Both sides must come to the table with
10 realistic goals and objectives, and an understanding
11 of the other's needs and wants.

12 Without these very basic ingredients, you
13 can be assured there will be nothing to gain at all.

14 Both the PFT and our District recognized
15 the challenges and the benefits of the bargaining
16 process, and after nearly a year of determination from
17 both sides, we were able to reach an agreement that
18 benefits all concerned, without any disruption to our
19 uphill journey to excellence.

20 At this time it is appropriate to
21 personally recognize and thank some very special
22 people who, without their dedication to this process,
23 this particular contract settlement could not have
24 been reached.

25 First allow me to thank my Board colleagues

1 for their continued support and trust in me as the
2 chair of this committee, and for giving me the ability
3 to do what the committee was commissioned to achieve.
4 That alone speaks volumes to me personally, and I
5 thank you from the bottom of my heart.

6 We, as a Board, must acknowledge the PFT
7 for their work and efforts on behalf of the
8 membership, our teachers.

9 Thank you, John Tarka, and your team, for
10 recognizing what we have at stake in our District, and
11 for doing the right thing for teachers, and for our
12 school system that's in the midst of reform.

13 This Board, that represents the people of
14 Pittsburgh, is very proud and grateful to all of those
15 who were involved in these negotiations.

16 To Superintendent mark Roosevelt, whose
17 impatience to get this done exhausted everyone around
18 him, his fear of losing even one day of education for
19 the students is proof of his commitment to our
20 children, as it should be.

21 To our staff, who worked continuously,
22 without ever complaining, many thanks.

23 Jody Spolar, our executive director of
24 employee relations, was the key to all knowledge on
25 the contracts and proposals brought to the table.

1 Chris Berdnik, our CFO, and his
2 unbelievable, dedicated, and tireless staff, for their
3 ability to crunch numbers, even in the wee hours of
4 the morning. They are to be commended.

5 Our labor legal counsel, Mike Palombo, who
6 has now completed his first contract with this
7 District, should be more than commended for his
8 abilities to just tolerate me. His negotiation
9 abilities are superior, and second to none. We are
10 very fortunate to have him.

11 I would like to again thank the committee,
12 Mr. Isler and Mr. Sumpter, for joining us in the
13 20 hour Marathon meeting that was not only productive,
14 but somewhat amusing.

15 Please keep in mind that when a contract
16 agreement is reached, in order for it to be
17 successful, both sides, it must be first and foremost
18 fair; both sides win, and both sides lose; in effect,
19 both sides compromise. That is the true description
20 of a good contract process.

21 The morale a contract settlement brings can
22 make the difference in the results of work it
23 represents.

24 I personally believe that as difficult as
25 this contract was to resolve, both parties tackled

1 very difficult issues that have been looming over us
2 for a long time. The result of this effort speaks for
3 itself.

4 With all of that being said, I am truly
5 pleased to bring to you this contract under my
6 committee for consideration, so that we can look
7 forward to labor stability, and Excellence for All,
8 throughout the District.

9 Mr. Weiss, may we have a roll call, please.

10 MR. WEISS: This is on the Human Resources
11 Report, which you have before you, which is the
12 settlement agreement and accompanying schedules.

13 Mrs. Arnet?

14 MS. ARNET: Yes.

15 MR. WEISS: Mr. Brentley?

16 MR. BRENTLEY: Abstain.

17 MR. WEISS: Mrs. Colaizzi?

18 MS. COLAIZZI: Yes.

19 MR. WEISS: Mrs. Fink?

20 MS. FINK: Yes.

21 MR. WEISS: Mrs. Hazuda?

22 MS. HAZUDA: Yes.

23 MR. WEISS: Mr. McCrea?

24 MR. McCREA: Yes.

25 MR. WEISS: Mr. Sumpter?

1 MR. SUMPTER: Yes.

2 MR. WEISS: Mr. Taylor?

3 MR. TAYLOR: Yes.

4 MR. WEISS: Mr. Isler?

5 MR. ISLER: Yes.

6 MR. WEISS: The report's approved, eight
7 yes, one abstention.

8 That completes the business this evening.

9 MS. COLAIZZI: Thank you.

10 Seeing that there is no other business
11 being brought before this Board, do I have a motion to
12 adjourn?

13 MR. ISLER: So move.

14 MS. HAZUDA: So move. Oh, bill.

15 MS. COLAIZZI: Do I have a second?

16 MR. SUMPTER: Second.

17 MS. COLAIZZI: This meeting is adjourned.

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19 (Thereupon, at 6:24 p.m., the Special
20 Legislative Meeting was concluded.)

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

I, Eugene C. Forcier, the undersigned, do hereby
certify that the foregoing fourteen (14) pages are a
true and correct transcript of my stenotypy notes
taken of the Legislative Meeting held in the
Pittsburgh Board of Public Education, Administration
Building, Board Room, on Friday, January 25, 2008.

Eugene C. Forcier, Court Reporter

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