

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

MINUTES

Meeting of: September 9, 2008

Call of the Meeting: Special Legislative Meeting

Members Present: Mrs. Colaizzi, Jean Fink, Sherry Hazuda,
William Isler, Floyd McCrea, Thomas Sumpter and
Randall Taylor

Members Absent: Heather Arnet and Mark Brentley

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

September 9, 2008

SPECIAL LEGISLATIVE AGENDA

ROLL CALL

Personnel Report

1. Adoption of the following salary schedules, with accompanying Narratives, effective January 1, 2007 through December 31, 2010:

Roll Call

- AFSCME, Local 297
- AFSCME, Local 2924

New Business

Roll Call

We are an equal rights and opportunity school district.

9/9/08

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 effective January 1, 2007 through December 31, 2010.

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Mark Roosevelt', with a long, sweeping flourish extending to the right.

Mark Roosevelt
Superintendent of Schools

NegotAFSCME**

SECRETARIAL-CLERICAL SALARY SCHEDULE
CALENDAR YEAR CLERICAL SCHEDULE

January 1, 2007

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	\$2,927.63	\$2,993.38	\$3,059.13	\$3,124.93	\$3,190.68	\$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

SECRETARIAL-CLERICAL SALARY SCHEDULE
CALENDAR YEAR CLERICAL SCHEDULE

January 1, 2008

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$2,046.26	\$2,114.03	\$2,181.75	\$2,249.45	\$2,317.40	\$2,385.11	\$2,452.84	\$2,520.56
	ANNUAL	\$24,555.17	\$25,368.35	\$26,180.96	\$26,993.42	\$27,808.82	\$28,621.29	\$29,434.02	\$30,246.77
2	MONTHLY	\$2,167.36	\$2,235.23	\$2,303.04	\$2,370.69	\$2,438.48	\$2,506.19	\$2,574.00	\$2,641.82
	ANNUAL	\$26,008.29	\$26,822.81	\$27,636.45	\$28,448.32	\$29,261.80	\$30,074.26	\$30,888.04	\$31,701.82
3	MONTHLY	\$2,228.89	\$2,296.90	\$2,364.62	\$2,432.31	\$2,500.06	\$2,567.82	\$2,635.51	\$2,703.20
	ANNUAL	\$26,746.66	\$27,562.81	\$28,375.42	\$29,187.72	\$30,000.76	\$30,813.80	\$31,626.11	\$32,438.41
4	MONTHLY	\$2,296.90	\$2,364.62	\$2,432.31	\$2,500.06	\$2,567.82	\$2,635.51	\$2,703.24	\$2,770.95
	ANNUAL	\$27,562.81	\$28,375.42	\$29,187.72	\$30,000.76	\$30,813.80	\$31,626.11	\$32,438.86	\$33,251.45
5	MONTHLY	\$2,372.69	\$2,440.60	\$2,508.28	\$2,576.07	\$2,643.76	\$2,711.47	\$2,779.33	\$2,847.20
	ANNUAL	\$28,472.22	\$29,287.18	\$30,099.36	\$30,912.83	\$31,725.13	\$32,537.60	\$33,351.96	\$34,166.34
6	MONTHLY	\$2,446.71	\$2,514.48	\$2,582.18	\$2,649.94	\$2,717.59	\$2,785.41	\$2,853.18	\$2,920.96
	ANNUAL	\$29,360.52	\$30,173.73	\$30,986.17	\$31,799.22	\$32,611.09	\$33,424.88	\$34,238.21	\$35,051.55
7	MONTHLY	\$2,526.71	\$2,594.44	\$2,662.24	\$2,729.94	\$2,797.69	\$2,865.46	\$2,933.16	\$3,000.87
	ANNUAL	\$30,320.57	\$31,133.32	\$31,946.82	\$32,759.26	\$33,572.30	\$34,385.50	\$35,197.95	\$36,010.41
8	MONTHLY	\$2,608.86	\$2,676.59	\$2,744.38	\$2,812.06	\$2,879.86	\$2,947.54	\$3,015.28	\$3,083.02
	ANNUAL	\$31,306.29	\$32,119.04	\$32,932.53	\$33,744.70	\$34,558.32	\$35,370.49	\$36,183.39	\$36,996.27
9	MONTHLY	\$2,879.86	\$2,947.54	\$3,015.45	\$3,083.18	\$3,150.90	\$3,218.68	\$3,286.40	\$3,354.11
	ANNUAL	\$34,558.32	\$35,370.49	\$36,185.45	\$36,998.20	\$37,810.81	\$38,624.15	\$39,436.74	\$40,249.35

**SECRETARIAL-CLERICAL SALARY SCHEDULE
CALENDAR YEAR CLERICAL SCHEDULE**

January 1, 2009

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$2,107.65	\$2,177.45	\$2,247.20	\$2,316.94	\$2,386.92	\$2,456.66	\$2,526.42	\$2,596.18
	ANNUAL	\$25,291.83	\$26,129.40	\$26,966.39	\$27,803.22	\$28,643.08	\$29,479.93	\$30,317.04	\$31,154.17
2	MONTHLY	\$2,232.38	\$2,302.29	\$2,372.13	\$2,441.81	\$2,511.64	\$2,581.37	\$2,651.22	\$2,721.07
	ANNUAL	\$26,788.54	\$27,627.49	\$28,465.54	\$29,301.77	\$30,139.65	\$30,976.49	\$31,814.68	\$32,652.87
3	MONTHLY	\$2,295.76	\$2,365.81	\$2,435.56	\$2,505.28	\$2,575.07	\$2,644.85	\$2,714.57	\$2,784.30
	ANNUAL	\$27,549.06	\$28,389.69	\$29,226.68	\$30,063.35	\$30,900.78	\$31,738.21	\$32,574.89	\$33,411.56
4	MONTHLY	\$2,365.81	\$2,435.56	\$2,505.28	\$2,575.07	\$2,644.85	\$2,714.57	\$2,784.34	\$2,854.08
	ANNUAL	\$28,389.69	\$29,226.68	\$30,063.35	\$30,900.78	\$31,738.21	\$32,574.89	\$33,412.03	\$34,248.99
5	MONTHLY	\$2,443.87	\$2,513.82	\$2,583.53	\$2,653.35	\$2,723.07	\$2,792.81	\$2,862.71	\$2,932.61
	ANNUAL	\$29,326.39	\$30,165.80	\$31,002.34	\$31,840.21	\$32,676.88	\$33,513.73	\$34,352.52	\$35,191.33
6	MONTHLY	\$2,520.11	\$2,589.91	\$2,659.65	\$2,729.43	\$2,799.12	\$2,868.97	\$2,938.78	\$3,008.59
	ANNUAL	\$30,241.34	\$31,078.94	\$31,915.76	\$32,753.20	\$33,589.42	\$34,427.63	\$35,265.36	\$36,103.10
7	MONTHLY	\$2,602.52	\$2,672.28	\$2,742.10	\$2,811.84	\$2,881.62	\$2,951.42	\$3,021.16	\$3,090.89
	ANNUAL	\$31,230.19	\$32,067.32	\$32,905.22	\$33,742.04	\$34,579.47	\$35,417.07	\$36,253.89	\$37,090.72
8	MONTHLY	\$2,687.12	\$2,756.88	\$2,826.71	\$2,896.42	\$2,966.26	\$3,035.97	\$3,105.74	\$3,175.51
	ANNUAL	\$32,245.48	\$33,082.61	\$33,920.51	\$34,757.04	\$35,595.07	\$36,431.60	\$37,268.89	\$38,106.16
9	MONTHLY	\$2,966.26	\$3,035.97	\$3,105.92	\$3,175.68	\$3,245.43	\$3,315.24	\$3,384.99	\$3,454.74
	ANNUAL	\$35,595.07	\$36,431.60	\$37,271.01	\$38,108.15	\$38,945.13	\$39,782.87	\$40,619.84	\$41,456.83

SECRETARIAL-CLERICAL SALARY SCHEDULE
CALENDAR YEAR CLERICAL SCHEDULE

January 1, 2010

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$2,160.34	\$2,231.89	\$2,303.38	\$2,374.86	\$2,446.60	\$2,518.08	\$2,589.58	\$2,661.09
	ANNUAL	\$25,924.13	\$26,782.64	\$27,640.55	\$28,498.30	\$29,359.16	\$30,216.93	\$31,074.97	\$31,933.02
2	MONTHLY	\$2,288.19	\$2,359.85	\$2,431.43	\$2,502.86	\$2,574.43	\$2,645.91	\$2,717.50	\$2,789.10
	ANNUAL	\$27,458.25	\$28,318.18	\$29,177.18	\$30,034.31	\$30,893.14	\$31,750.90	\$32,610.05	\$33,469.19
3	MONTHLY	\$2,353.15	\$2,424.95	\$2,496.45	\$2,567.91	\$2,639.44	\$2,710.97	\$2,782.44	\$2,853.90
	ANNUAL	\$28,237.79	\$29,099.43	\$29,957.35	\$30,814.93	\$31,673.30	\$32,531.67	\$33,389.26	\$34,246.85
4	MONTHLY	\$2,424.95	\$2,496.45	\$2,567.91	\$2,639.44	\$2,710.97	\$2,782.44	\$2,853.94	\$2,925.43
	ANNUAL	\$29,099.43	\$29,957.35	\$30,814.93	\$31,673.30	\$32,531.67	\$33,389.26	\$34,247.33	\$35,105.21
5	MONTHLY	\$2,504.96	\$2,576.66	\$2,648.12	\$2,719.69	\$2,791.15	\$2,862.63	\$2,934.28	\$3,005.93
	ANNUAL	\$30,059.55	\$30,919.95	\$31,777.40	\$32,636.22	\$33,493.80	\$34,351.57	\$35,211.33	\$36,071.11
6	MONTHLY	\$2,583.11	\$2,654.66	\$2,726.14	\$2,797.67	\$2,869.10	\$2,940.69	\$3,012.25	\$3,083.81
	ANNUAL	\$30,997.37	\$31,855.91	\$32,713.65	\$33,572.03	\$34,429.16	\$35,288.32	\$36,146.99	\$37,005.68
7	MONTHLY	\$2,667.58	\$2,739.08	\$2,810.65	\$2,882.13	\$2,953.66	\$3,025.21	\$3,096.69	\$3,168.17
	ANNUAL	\$32,010.94	\$32,869.00	\$33,727.85	\$34,585.59	\$35,443.96	\$36,302.50	\$37,160.24	\$38,017.99
8	MONTHLY	\$2,754.30	\$2,825.81	\$2,897.38	\$2,968.83	\$3,040.41	\$3,111.87	\$3,183.38	\$3,254.90
	ANNUAL	\$33,051.62	\$33,909.68	\$34,768.52	\$35,625.97	\$36,484.95	\$37,342.39	\$38,200.61	\$39,058.81
9	MONTHLY	\$3,040.41	\$3,111.87	\$3,183.57	\$3,255.07	\$3,326.56	\$3,398.12	\$3,469.61	\$3,541.10
	ANNUAL	\$36,484.95	\$37,342.39	\$38,202.79	\$39,060.85	\$39,918.76	\$40,777.44	\$41,635.34	\$42,493.25

SECRETARIAL-CLERICAL SALARY SCHEDULE
BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2007

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	\$2,323.04	\$2,385.02	\$2,446.63	\$2,508.66	\$2,570.38	\$2,632.17	\$2,693.97	\$2,755.78
	10 ANNUAL	\$23,230.40	\$23,850.24	\$24,466.25	\$25,086.56	\$25,703.77	\$26,321.68	\$26,939.73	\$27,557.77
	10.5	\$24,459.52	\$25,112.16	\$25,760.76	\$26,413.89	\$27,063.76	\$27,714.36	\$28,365.11	\$29,015.85
	11	\$25,688.64	\$26,374.07	\$27,055.27	\$27,741.22	\$28,423.75	\$29,107.04	\$29,790.50	\$30,473.94
9	MONTHLY	\$2,570.38	\$2,632.00	\$2,693.97	\$2,755.86	\$2,817.51	\$2,879.25	\$2,941.13	\$3,003.01
	10 ANNUAL	\$25,703.77	\$26,320.01	\$26,939.73	\$27,558.61	\$28,175.09	\$28,792.54	\$29,411.31	\$30,030.06
	10.5	\$27,063.76	\$27,712.60	\$28,365.11	\$29,016.74	\$29,665.84	\$30,315.95	\$30,967.46	\$31,618.95
	11	\$28,423.75	\$29,105.20	\$29,790.50	\$30,474.87	\$31,156.58	\$31,839.37	\$32,523.62	\$33,207.84

SECRETARIAL-CLERICAL SALARY SCHEDULE
BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2008

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,864.11	\$1,927.53	\$1,991.17	\$2,055.00	\$2,118.50	\$2,182.15	\$2,245.73	\$2,309.30
	10 ANNUAL	\$18,641.07	\$19,275.33	\$19,911.66	\$20,549.96	\$21,184.96	\$21,821.53	\$22,457.25	\$23,092.97
	10.5	\$19,627.37	\$20,295.19	\$20,965.19	\$21,637.26	\$22,305.86	\$22,976.11	\$23,645.46	\$24,314.82
	11	\$20,613.67	\$21,315.05	\$22,018.71	\$22,724.56	\$23,426.75	\$24,130.69	\$24,833.68	\$25,536.67
2	MONTHLY	\$1,977.58	\$2,041.43	\$2,105.22	\$2,168.75	\$2,232.49	\$2,296.19	\$2,359.81	\$2,423.43
	10 ANNUAL	\$19,775.76	\$20,414.31	\$21,052.24	\$21,687.47	\$22,324.91	\$22,961.86	\$23,598.08	\$24,234.29
	10.5	\$20,822.10	\$21,494.43	\$22,166.12	\$22,834.96	\$23,506.12	\$24,176.77	\$24,846.66	\$25,516.53
	11	\$21,868.43	\$22,574.55	\$23,279.99	\$23,982.44	\$24,687.33	\$25,391.69	\$26,095.23	\$26,798.77
3	MONTHLY	\$2,035.58	\$2,099.46	\$2,163.23	\$2,226.65	\$2,290.55	\$2,354.22	\$2,417.85	\$2,481.47
	10 ANNUAL	\$20,355.76	\$20,994.56	\$21,632.26	\$22,266.49	\$22,905.54	\$23,542.24	\$24,178.47	\$24,814.69
	10.5	\$21,432.78	\$22,105.38	\$22,776.82	\$23,444.61	\$24,117.47	\$24,787.86	\$25,457.75	\$26,127.64
	11	\$22,509.81	\$23,216.21	\$23,921.39	\$24,622.73	\$25,329.41	\$26,033.48	\$26,737.04	\$27,440.58
4	MONTHLY	\$2,099.46	\$2,163.23	\$2,226.65	\$2,290.55	\$2,354.22	\$2,417.85	\$2,481.44	\$2,545.04
	10 ANNUAL	\$20,994.56	\$21,632.26	\$22,266.49	\$22,905.54	\$23,542.24	\$24,178.47	\$24,814.43	\$25,450.39
	10.5	\$22,105.38	\$22,776.82	\$23,444.61	\$24,117.47	\$24,787.86	\$25,457.75	\$26,127.36	\$26,796.97
	11	\$23,216.21	\$23,921.39	\$24,622.73	\$25,329.41	\$26,033.48	\$26,737.04	\$27,440.30	\$28,143.55
5	MONTHLY	\$2,170.79	\$2,234.28	\$2,298.08	\$2,361.97	\$2,425.37	\$2,488.99	\$2,552.62	\$2,616.24
	10 ANNUAL	\$21,707.89	\$22,342.75	\$22,980.80	\$23,619.72	\$24,253.72	\$24,889.93	\$25,526.16	\$26,162.38
	10.5	\$22,856.46	\$23,524.91	\$24,196.72	\$24,869.44	\$25,536.99	\$26,206.86	\$26,876.75	\$27,546.63
	11	\$24,005.02	\$24,707.06	\$25,412.63	\$26,119.16	\$26,820.25	\$27,523.79	\$28,227.34	\$28,930.89
6	MONTHLY	\$2,240.35	\$2,304.10	\$2,367.52	\$2,431.19	\$2,495.03	\$2,558.61	\$2,622.31	\$2,686.02
	10 ANNUAL	\$22,403.50	\$23,040.95	\$23,675.18	\$24,311.89	\$24,950.32	\$25,586.05	\$26,223.13	\$26,860.21
	10.5	\$23,588.87	\$24,260.05	\$24,927.84	\$25,598.23	\$26,270.44	\$26,939.81	\$27,610.60	\$28,281.39
	11	\$24,774.24	\$25,479.15	\$26,180.49	\$26,884.58	\$27,590.57	\$28,293.57	\$28,998.06	\$29,702.56
7	MONTHLY	\$2,315.36	\$2,379.17	\$2,443.07	\$2,506.51	\$2,570.29	\$2,633.97	\$2,697.54	\$2,761.12
	10 ANNUAL	\$23,153.60	\$23,791.67	\$24,430.71	\$25,065.07	\$25,702.88	\$26,339.73	\$26,975.44	\$27,611.15
	10.5	\$24,378.66	\$25,050.49	\$25,723.34	\$26,391.26	\$27,062.82	\$27,733.37	\$28,402.71	\$29,072.06
	11	\$25,603.72	\$26,309.31	\$27,015.97	\$27,717.46	\$28,422.76	\$29,127.00	\$29,829.98	\$30,532.96
8	MONTHLY	\$2,392.73	\$2,456.58	\$2,520.02	\$2,583.92	\$2,647.49	\$2,711.13	\$2,774.79	\$2,838.45
	10 ANNUAL	\$23,927.31	\$24,565.75	\$25,200.24	\$25,839.16	\$26,474.88	\$27,111.33	\$27,747.92	\$28,384.50
	10.5	\$25,193.31	\$25,865.53	\$26,533.59	\$27,206.31	\$27,875.67	\$28,545.79	\$29,216.06	\$29,886.33
	11	\$26,459.30	\$27,165.30	\$27,866.93	\$28,573.46	\$29,276.45	\$29,980.25	\$30,684.21	\$31,388.15
9	MONTHLY	\$2,647.49	\$2,710.96	\$2,774.79	\$2,838.54	\$2,902.03	\$2,965.63	\$3,029.37	\$3,093.10
	10 ANNUAL	\$26,474.88	\$27,109.61	\$27,747.92	\$28,385.37	\$29,020.34	\$29,656.32	\$30,293.65	\$30,930.96
	10.5	\$27,875.67	\$28,543.98	\$29,216.06	\$29,887.24	\$30,555.81	\$31,225.44	\$31,896.49	\$32,567.52
	11	\$29,276.45	\$29,978.35	\$30,684.21	\$31,389.11	\$32,091.28	\$32,794.55	\$33,499.33	\$34,204.08

SECRETARIAL-CLERICAL SALARY SCHEDULE
BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2009

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,920.03	\$1,985.36	\$2,050.90	\$2,116.65	\$2,182.05	\$2,247.62	\$2,313.10	\$2,378.58
	10 ANNUAL	\$19,200.30	\$19,853.59	\$20,509.01	\$21,166.46	\$21,820.51	\$22,476.18	\$23,130.97	\$23,785.76
	10.5	\$20,216.19	\$20,904.04	\$21,594.14	\$22,286.38	\$22,975.03	\$23,665.40	\$24,354.83	\$25,044.27
	11	\$21,232.08	\$21,954.50	\$22,679.28	\$23,406.30	\$24,129.56	\$24,854.61	\$25,578.69	\$26,302.77
2	MONTHLY	\$2,036.90	\$2,102.67	\$2,168.38	\$2,233.81	\$2,299.47	\$2,365.07	\$2,430.60	\$2,496.13
	10 ANNUAL	\$20,369.03	\$21,026.74	\$21,683.81	\$22,338.09	\$22,994.66	\$23,650.72	\$24,306.02	\$24,961.32
	10.5	\$21,446.76	\$22,139.27	\$22,831.10	\$23,520.00	\$24,211.31	\$24,902.08	\$25,592.05	\$26,282.02
	11	\$22,524.48	\$23,251.79	\$23,978.39	\$24,701.91	\$25,427.96	\$26,153.44	\$26,878.09	\$27,602.73
3	MONTHLY	\$2,096.64	\$2,162.44	\$2,228.12	\$2,293.45	\$2,359.27	\$2,424.85	\$2,490.38	\$2,555.91
	10 ANNUAL	\$20,966.43	\$21,624.40	\$22,281.23	\$22,934.48	\$23,592.71	\$24,248.51	\$24,903.82	\$25,559.13
	10.5	\$22,075.76	\$22,768.55	\$23,460.13	\$24,147.94	\$24,841.00	\$25,531.50	\$26,221.48	\$26,911.46
	11	\$23,185.10	\$23,912.70	\$24,639.03	\$25,361.41	\$26,089.29	\$26,814.49	\$27,539.14	\$28,263.80
4	MONTHLY	\$2,162.44	\$2,228.12	\$2,293.45	\$2,359.27	\$2,424.85	\$2,490.38	\$2,555.89	\$2,621.39
	10 ANNUAL	\$21,624.40	\$22,281.23	\$22,934.48	\$23,592.71	\$24,248.51	\$24,903.82	\$25,558.86	\$26,213.90
	10.5	\$22,768.55	\$23,460.13	\$24,147.94	\$24,841.00	\$25,531.50	\$26,221.48	\$26,911.18	\$27,600.88
	11	\$23,912.70	\$24,639.03	\$25,361.41	\$26,089.29	\$26,814.49	\$27,539.14	\$28,263.50	\$28,987.86
5	MONTHLY	\$2,235.91	\$2,301.30	\$2,367.02	\$2,432.83	\$2,498.13	\$2,563.66	\$2,629.19	\$2,694.73
	10 ANNUAL	\$22,359.13	\$23,013.03	\$23,670.22	\$24,328.31	\$24,981.33	\$25,636.63	\$26,291.94	\$26,947.25
	10.5	\$23,542.15	\$24,230.65	\$24,922.61	\$25,615.52	\$26,303.09	\$26,993.07	\$27,683.05	\$28,373.03
	11	\$24,725.18	\$25,448.27	\$26,175.01	\$26,902.73	\$27,624.86	\$28,349.50	\$29,074.16	\$29,798.81
6	MONTHLY	\$2,307.56	\$2,373.22	\$2,438.54	\$2,504.13	\$2,569.88	\$2,635.36	\$2,700.98	\$2,766.60
	10 ANNUAL	\$23,075.61	\$23,732.18	\$24,385.44	\$25,041.25	\$25,698.83	\$26,353.63	\$27,009.82	\$27,666.02
	10.5	\$24,296.54	\$24,987.85	\$25,675.67	\$26,366.18	\$27,058.56	\$27,748.00	\$28,438.91	\$29,129.83
	11	\$25,517.47	\$26,243.52	\$26,965.91	\$27,691.12	\$28,418.28	\$29,142.37	\$29,868.00	\$30,593.64
7	MONTHLY	\$2,384.82	\$2,450.54	\$2,516.36	\$2,581.70	\$2,647.40	\$2,712.99	\$2,778.47	\$2,843.95
	10 ANNUAL	\$23,848.21	\$24,505.42	\$25,163.63	\$25,817.02	\$26,473.97	\$27,129.92	\$27,784.70	\$28,439.48
	10.5	\$25,110.02	\$25,802.00	\$26,495.04	\$27,183.00	\$27,874.71	\$28,565.37	\$29,254.79	\$29,944.21
	11	\$26,371.83	\$27,098.59	\$27,826.45	\$28,548.98	\$29,275.45	\$30,000.81	\$30,724.88	\$31,448.95
8	MONTHLY	\$2,464.51	\$2,530.27	\$2,595.63	\$2,661.43	\$2,726.91	\$2,792.47	\$2,858.04	\$2,923.60
	10 ANNUAL	\$24,645.13	\$25,302.72	\$25,956.25	\$26,614.33	\$27,269.13	\$27,924.67	\$28,580.36	\$29,236.04
	10.5	\$25,949.11	\$26,641.49	\$27,329.60	\$28,022.50	\$28,711.94	\$29,402.17	\$30,092.55	\$30,782.92
	11	\$27,253.08	\$27,980.26	\$28,702.94	\$29,430.66	\$30,154.75	\$30,879.66	\$31,604.74	\$32,329.80
9	MONTHLY	\$2,726.91	\$2,792.29	\$2,858.04	\$2,923.69	\$2,989.10	\$3,054.60	\$3,120.25	\$3,185.89
	10 ANNUAL	\$27,269.13	\$27,922.90	\$28,580.36	\$29,236.93	\$29,890.95	\$30,546.01	\$31,202.46	\$31,858.89
	10.5	\$28,711.94	\$29,400.30	\$30,092.55	\$30,783.86	\$31,472.48	\$32,162.20	\$32,853.38	\$33,544.55
	11	\$30,154.75	\$30,877.70	\$31,604.74	\$32,330.79	\$33,054.01	\$33,778.39	\$34,504.31	\$35,230.20

SECRETARIAL-CLERICAL SALARY SCHEDULE
BASIC, EXTENDED, AND MODIFIED CLERICAL SCHEDULES

January 1, 2010

LEVEL	STEP	1	2	3	4	5	6	7	8
1	MONTHLY	\$1,968.03	\$2,034.99	\$2,102.17	\$2,169.56	\$2,236.60	\$2,303.81	\$2,370.92	\$2,438.04
	10 ANNUAL	\$19,680.31	\$20,349.93	\$21,021.74	\$21,695.62	\$22,366.02	\$23,038.08	\$23,709.24	\$24,380.40
	10.5	\$20,721.60	\$21,426.65	\$22,134.00	\$22,843.54	\$23,549.41	\$24,257.03	\$24,963.70	\$25,670.37
	11	\$21,762.88	\$22,503.36	\$23,246.26	\$23,991.45	\$24,732.79	\$25,475.97	\$26,218.15	\$26,960.34
2	MONTHLY	\$2,087.83	\$2,155.24	\$2,222.59	\$2,289.65	\$2,356.95	\$2,424.20	\$2,491.37	\$2,558.54
	10 ANNUAL	\$20,878.26	\$21,552.41	\$22,225.91	\$22,896.54	\$23,569.53	\$24,241.99	\$24,913.67	\$25,585.35
	10.5	\$21,982.93	\$22,692.75	\$23,401.88	\$24,108.00	\$24,816.60	\$25,524.63	\$26,231.85	\$26,939.07
	11	\$23,087.60	\$23,833.09	\$24,577.86	\$25,319.45	\$26,063.66	\$26,807.28	\$27,550.04	\$28,292.79
3	MONTHLY	\$2,149.06	\$2,216.50	\$2,283.83	\$2,350.78	\$2,418.25	\$2,485.47	\$2,552.64	\$2,619.81
	10 ANNUAL	\$21,490.59	\$22,165.01	\$22,838.26	\$23,507.84	\$24,182.53	\$24,854.72	\$25,526.42	\$26,198.11
	10.5	\$22,627.66	\$23,337.76	\$24,046.63	\$24,751.64	\$25,462.03	\$26,169.78	\$26,877.02	\$27,584.25
	11	\$23,764.73	\$24,510.51	\$25,255.01	\$25,995.44	\$26,741.53	\$27,484.85	\$28,227.63	\$28,970.40
4	MONTHLY	\$2,216.50	\$2,283.83	\$2,350.78	\$2,418.25	\$2,485.47	\$2,552.64	\$2,619.78	\$2,686.93
	10 ANNUAL	\$22,165.01	\$22,838.26	\$23,507.84	\$24,182.53	\$24,854.72	\$25,526.42	\$26,197.83	\$26,869.25
	10.5	\$23,337.76	\$24,046.63	\$24,751.64	\$25,462.03	\$26,169.78	\$26,877.02	\$27,583.96	\$28,290.90
	11	\$24,510.51	\$25,255.01	\$25,995.44	\$26,741.53	\$27,484.85	\$28,227.63	\$28,970.09	\$29,712.56
5	MONTHLY	\$2,291.81	\$2,358.84	\$2,426.20	\$2,493.65	\$2,560.59	\$2,627.76	\$2,694.92	\$2,762.09
	10 ANNUAL	\$22,918.11	\$23,588.36	\$24,261.98	\$24,936.52	\$25,605.86	\$26,277.55	\$26,949.24	\$27,620.93
	10.5	\$24,130.71	\$24,836.42	\$25,545.68	\$26,255.91	\$26,960.67	\$27,667.90	\$28,375.13	\$29,082.35
	11	\$25,343.31	\$26,084.48	\$26,829.39	\$27,575.31	\$28,315.47	\$29,058.24	\$29,801.01	\$30,543.78
6	MONTHLY	\$2,365.25	\$2,432.55	\$2,499.51	\$2,566.73	\$2,634.13	\$2,701.25	\$2,768.51	\$2,835.77
	10 ANNUAL	\$23,652.50	\$24,325.48	\$24,995.08	\$25,667.28	\$26,341.30	\$27,012.47	\$27,685.07	\$28,357.67
	10.5	\$24,903.96	\$25,612.54	\$26,317.57	\$27,025.34	\$27,735.02	\$28,441.70	\$29,149.89	\$29,858.08
	11	\$26,155.41	\$26,899.60	\$27,640.06	\$28,383.39	\$29,128.74	\$29,870.93	\$30,614.71	\$31,358.48
7	MONTHLY	\$2,444.44	\$2,511.81	\$2,579.27	\$2,646.25	\$2,713.58	\$2,780.82	\$2,847.93	\$2,915.05
	10 ANNUAL	\$24,444.42	\$25,118.06	\$25,792.72	\$26,462.45	\$27,135.82	\$27,808.17	\$28,479.32	\$29,150.47
	10.5	\$25,737.78	\$26,447.06	\$27,157.41	\$27,862.58	\$28,571.58	\$29,279.50	\$29,986.16	\$30,692.82
	11	\$27,031.13	\$27,776.06	\$28,522.11	\$29,262.71	\$30,007.34	\$30,750.83	\$31,493.00	\$32,235.18
8	MONTHLY	\$2,526.13	\$2,593.53	\$2,660.52	\$2,727.97	\$2,795.09	\$2,862.28	\$2,929.49	\$2,996.69
	10 ANNUAL	\$25,261.26	\$25,935.29	\$26,605.16	\$27,279.69	\$27,950.86	\$28,622.79	\$29,294.87	\$29,966.94
	10.5	\$26,597.83	\$27,307.53	\$28,012.84	\$28,723.06	\$29,429.74	\$30,137.22	\$30,844.86	\$31,552.49
	11	\$27,934.41	\$28,679.77	\$29,420.52	\$30,166.43	\$30,908.62	\$31,651.66	\$32,394.86	\$33,138.04
9	MONTHLY	\$2,795.09	\$2,862.10	\$2,929.49	\$2,996.79	\$3,063.82	\$3,130.97	\$3,198.25	\$3,265.54
	10 ANNUAL	\$27,950.86	\$28,620.97	\$29,294.87	\$29,967.85	\$30,638.22	\$31,309.66	\$31,982.52	\$32,655.36
	10.5	\$29,429.74	\$30,135.31	\$30,844.86	\$31,553.45	\$32,259.29	\$32,966.26	\$33,674.72	\$34,383.16
	11	\$30,908.62	\$31,649.64	\$32,394.86	\$33,139.05	\$33,880.36	\$34,622.85	\$35,366.91	\$36,110.95

**TENTATIVE AGREEMENT REACHED
BETWEEN
THE SCHOOL DISTRICT OF PITTSBURGH AND
AFSCME LOCAL 297
FOR CURRENT CONTRACT EXPIRATION DECEMBER 31, 2006**

The parties have agreed to recommend for ratification this Tentative Agreement consisting of the following changes to the collective bargaining agreement between the School District of the City of Pittsburgh and AFSCME Local 297, which expired December 31, 2006:

1. **Food Service Worker Oven Differential.** The parties have agreed to revise Article 14, Section 5., B., to state that the oven assignment shall be offered to the employee with the most building seniority.
2. **Reporting Time.** The parties have agreed to revise Article 15, Section 4, to require that both first and second shift employees report back to work following an absence by 2:00 p.m. the preceding workday.
3. **Coal-Firing Schedules.** The parties have agreed to eliminate Article 17, Section 5. B.
4. **Promotions.** The parties have agreed to eliminate the second sentence of Article 18, Section 2.A. (3). The District will provide a letter to the Union confirming its willingness to provide training on the electronic application process for those interested.
5. The parties have agreed to revise Article 17, Section 5. C., to provide as follows:

Overtime at Cupples Stadium on Saturdays and Sundays will be offered to Athletic Field Caretakers I and II, and Laborers I and II in the Labor Landscape Section on a rotating basis. Overtime on Monday through Friday will be offered to Laborers I and II of the Labor Landscape Section on a rotating basis. However, the Field Caretaker regularly assigned to a field shall always be given the first option to work overtime scheduled at his/her field.
6. **Seniority.** The parties have agreed to add a new section Article 18, Section 2. C. (5) to provide "Transfer sheets in the Food Service Department shall be updated and posted every six months."
7. The parties have agreed to include reference to the previously created assistant labor landscape foreman in the agreement.
8. The parties have agreed to revise Article 17, Section 1, A., to establish that the workweek shall begin at 12:01 a.m. on Monday.

9. **Seniority.** The parties agreed to add a new Section 3 to Article 18 as follows:

Section 3.

Positions which are filled on a temporary basis for more than ninety (90) days in the Food Service Center, except those held by an employee on leave, shall be posted and filled on a permanent basis.

10. **General Provisions.** The parties have agreed to add a new Section 12 to Article 25, as follows:

Section 12.

Any Food Service Center work pertaining to Accelerated Learning Academy (ALA) schools will be offered in seniority order and mandated in reverse seniority order.

11. **Uniforms, Protective Clothing, and Hand Tools.** The parties have agreed to revise Article 27, Section 3 to read as follows:

Section 3.

Effective January 1, 2008, the uniform allotment for Food Service employees shall be one hundred twenty-five (\$125.00) dollars annually. Uniforms may be purchased by a provider of the employee's choice or a provider designated by the District.

12. The parties have agreed to incorporate an article in the Agreement on severing employment to provide as follows:

Employees who are unable to either return to their regular position or obtain another regular position within the District within two (2) years of absence due to illness, injury or other approved leave of absence, shall have their employment terminated. Said two (2) years will run from the last date the employee actually worked unless the employee returns for a period in excess of sixty (60) calendar days in which event the employee's two (2) year time period shall commence anew.

It is the intent of the parties to comply with the Americans with Disabilities Act (ADA). Should any provision of this section be found to be in conflict with this law, the requirements of the ADA will prevail.

[NOTE: The parties have agreed that employees currently absent due to illness, injury, or other approved leave of absence as of the date of ratification shall not be affected by this language. Rather, it shall apply to employees whose absence begins after the date of ratification.]

13. The parties have agreed to incorporate a provision in the contract on disability retirement to provide: "*Employees approved for a disability retirement must sever their employment with the District two (2) years after the effective date of the disability retirement.*"

[Note: Employees who have been approved for a disability retirement as of the date of ratification shall not be affected by this language. Rather, it shall apply to any employee who has an effective date of disability retirement after the date of ratification.]

14. The parties have agreed to increase the longevity payment under Article 14, Section 3 effective with the ratification of this agreement to \$27.69 per pay.
15. The parties have agreed to revise Article 11 to provide that new hires after the date of ratification shall receive 12 sick days (for 12 month employees); 11 sick days (for 11 month employees); and 10 sick days (for 10 month employees).
16. The parties agree to revise Article 5, Section 1, to establish a 4.25 hour workday for Food Service Workers hired after September 30, 2007. Employees hired on or before September 30, 2007 shall have a one-time option to continue with the 3-hour workday minimum or move to the 4.25 hour workday. This opportunity will be extended once during the 30-day period after ratification.
17. **Term.** The term of the agreement shall be four (4) years from January 1, 2007 through December 31, 2010. All provisions of this settlement shall be prospective except where another date is specified.
18. **Wages.** Wages shall be increased across the board by 3% effective January 1, 2008, 3% effective January, 1 2009, and 2.5% effective January 1, 2010.
19. **Health Care.**

- a. The parties shall implement the same lifestyle returns program currently in effect for administrators, teachers and other professional employees effective for calendar year 2009.
- b. Premium Contributions – For the HMO, the parties agree that effective with contributions beginning in December 2009 for 2010, the annual Keystone HMO premium contribution shall be a percent of pay determined each year as follows:

Each September 1, a census of the employees receiving health care in Locals 297 and 2924 shall be produced and an aggregate employee contribution for the entire group will be calculated utilizing the formula applicable to PFT paraprofessional employees (5% of premium and 20% of any premium increase at the individual level; 3% of premium and 20% of any premium increase at the multi-party levels; Employees to be responsible for 20% of any increase beginning with the increase effective 2010, payable beginning in December 2009).

The aggregate amount, as determined above, shall then be converted to a flat percentage of pay to be deducted from the pay of each employee so that the total amount produced by the

percentage of pay shall be as close as mathematically possible to the aggregate amount calculated under the formula.

Continuing forward, the formula to set the aggregate premium amount each year shall be the 5% or 3% of the total premium in addition to the 20% of increase from a base year of 2009.

The parties also agree that the PPO 250/500 deductible plan offered by the District shall be implemented effective January 1, 2009 and employees selecting this plan will contribute towards its cost by paying .75% of wages at the individual level and 1% of pay at the multi-party levels.

TENTATIVE AGREEMENT REACHED

BETWEEN

**THE SCHOOL DISTRICT OF PITTSBURGH AND
AFSCME LOCAL 2924**

FOR CURRENT CONTRACT EXPIRATION DECEMBER 31, 2006

The parties have agreed to recommend for ratification this Tentative Agreement consisting of the following changes to the collective bargaining agreement between the School District of the City of Pittsburgh and AFSCME Local 2924, which expired December 31, 2006:

1. The parties have agreed to incorporate an article in the Agreement on severing employment to provide as follows:

Employees who are unable to either return to their regular position or obtain another regular position within the District within two (2) years of absence due to illness, injury or other approved leave of absence, shall have their employment terminated. Said two (2) years will run from the last date the employee actually worked unless the employee returns for a period in excess of sixty (60) calendar days in which event the employee's two (2) year time period shall commence anew.

It is the intent of the parties to comply with the Americans with Disabilities Act (ADA). Should any provision of this section be found to be in conflict with this law, the requirements of the ADA will prevail.

[NOTE: The parties have agreed that employees currently absent due to illness, injury, or other approved leave of absence as of the date of ratification shall not be affected by this language. Rather, it shall apply to employees whose absence begins after the date of ratification.]

2. The parties have agreed to incorporate a provision in the contract on disability retirement to provide: "*Employees approved for a disability retirement must sever their employment with the District two (2) years after the effective date of the disability retirement.*"

[NOTE: Employees who have been approved for a disability retirement as of the date of ratification shall not be affected by this language. Rather, it shall apply to any employee who has an effective date of disability retirement after the date of ratification.]

3. The parties have agreed to revise Article 18 to provide that new hires after the date of ratification shall be entitled to the following sick leave:

- (1) Basic School Year – Ten (10) days per year
- (2) Extended School Year – Ten(10) days per year
- (3) Modified Calendar Year – Eleven (11) days per year
- (4) Calendar Year – Twelve (12) days per year

4. The parties have agreed to add the title Payroll Specialist to the Level 9 Job Classifications set forth in Appendix A.
5. The parties have agreed to revise Article 25, Section 4 D. to increase the longevity increment from \$60.00 to \$70.00 effective with the ratification of this agreement.
6. **Wages.** Wages shall be increased across the board by 3% effective January 1, 2008, 3% effective January 1, 2009 and 2.5% effective January 1, 2010.
7. **Health Care.**
 - a. The parties shall implement the same lifestyle returns program currently in effect for administrators, teachers and other professional employees effective for calendar year 2009.
 - b. Premium Contributions – For the HMO, the parties agree that effective with contributions beginning in December 2009 for 2010, the annual Keystone HMO premium contribution shall be a percent of pay determined each year as follows:

Each September 1, a census of the employees receiving health care in Locals 297 and 2924 shall be produced and an aggregate employee contribution for the entire group will be calculated utilizing the formula applicable to PFT paraprofessional employees (5% of premium and 20% of any premium increase at the individual level; 3% of premium and 20% of any premium increase at the multi-party levels; Employees to be responsible for 20% of any increase beginning with the increase effective 2010, payable beginning in December 2009).

The aggregate amount, as determined above, shall then be converted to a flat percentage of pay to be deducted from the pay of each employee so that the total amount produced by the percentage of pay shall be as close as mathematically possible to the aggregate amount calculated under the formula.

Continuing forward, the formula to set the aggregate premium amount each year shall be the 5% or 3% of the total premium in addition to the 20% of increase from a base year of 2009.

The parties also agree that the PPO 250/500 deductible plan offered by the District shall be implemented effective January 1, 2009 and employees selecting this plan will contribute towards its cost by paying .75% of wages at the individual level and 1% of pay at the multi-party levels.

8. **Article 22 – Transfers and Promotions:**

The parties have agreed to revise Section 2.C. to read as follows:

To be eligible for a transfer or promotion, an employee must have served at least six (6) months in the position from which he/she is bidding unless the only employees bidding for the transfer or promotion have served less than six (6) months in the position from which they are bidding, and/or,

unless the only employees bidding were involuntarily transferred or demoted for economic reasons to their current position . . .

9. The hourly wage rate for evening and summer posted opportunities, excluding summer school, for secretarial-clerical employees shall be as set forth during the term of this agreement: \$10/hour effective 1/1/07, increasing to \$12/ hour effective on the ratification date of this settlement agreement.
10. **Term.** The term of the agreement shall be four (4) years from January 1, 2007 through December 31, 2010. All provisions of this settlement shall be prospective except where another date is specified.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TRANSCRIPT OF PROCEEDINGS

- - -

PITTSBURGH BOARD OF PUBLIC EDUCATION
SPECIAL LEGISLATIVE MEETING
TUESDAY, SEPTEMBER 9, 2008
5:44 P.M.
ADMINISTRATION BUILDING - BOARD ROOM

- - -

BEFORE:

WILLIAM ISLER, BOARD PRESIDENT
THERESA COLAIZZI, FIRST VICE PRESIDENT
THOMAS SUMPTER, SECOND VICE PRESIDENT
JEAN FINK
SHERRY HAZUDA
FLOYD McCREA
RANDALL TAYLOR

- - -

MEMBERS ABSENT:

HEATHER ARNET
MARK BRENTLEY

ALSO PRESENT:

MR. MARK ROOSEVELT DR. LINDA LANE
MR. IRA WEISS MR. PAUL GILL
MR. DERRICK LOPEZ MR. LAWRENCE BERGIE

- - -

REPORTED BY: LIANA S. DUDEK
PROFESSIONAL COURT REPORTER

- - -

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

- - -

 ORIGINAL

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

2 MR. ISLER: Good evening, ladies and
3 gentlemen. I would like to call the September 9,
4 2008 Special Legislative session to order.

5 Could you all please rise so we may salute
6 the flag.

7 MR. ISLER: Mr. Weiss, may we have a roll
8 call vote?

9 MR. WEISS: Ms. Arnet?

10 Mr. Brentley?

11 Mrs. Colaizzi?

12 MS. COLAIZZI: Here.

13 MR. WEISS: Mrs. Fink?

14 MS. FINK: Here.

15 MR. WEISS: Ms. Hazuda?

16 MS. HAZUDA: Here.

17 MR. WEISS: Mr. McCrea?

18 Mr. Sumpter?

19 MR. SUMPTER: Present.

20 MR. WEISS: Mr. Taylor?

21 Mr. Isler?

22 MR. ISLER: Present.

23 MR. WEISS: There are now six members
24 present. Mr. McCrea has arrived.

25 MR. ISLER: Thank you. I want to

1 apologize. I said a roll call vote. My
2 colleague, Mr. Sumpter, told me I was jumping the
3 agenda, and I am.

4 There's one item on the agenda tonight.
5 It's the personnel -- for the personnel report.
6 It's the adoption of the salary schedules for the
7 company narratives for AFSCME Locals 297 and
8 2924. Their contract's effective January 1, 2007
9 through December 31, 2010.

10 Are there any questions, comments by any of
11 the board members?

12 Mrs. Colaizzi.

13 MS. COLAIZZI: I simply just want to take
14 the opportunity to tell you that this has been a
15 difficult time doing this contract this time
16 around. However, I think in the end we have come
17 to an agreement that is beneficial to both to
18 district and to the employees. I can't say that
19 everything's perfect, and I don't think anybody
20 else can, but I can say that everybody's quite
21 happy with this contract and we've worked very
22 hard and we've been able to make some good
23 strides in both groups.

24 So I want to thank everybody who was a part
25 of this, and I especially need to thank

1 Mr. Palumbo, our negotiator, and Ms. Spolar who
2 have worked very, very closely and hard with us.
3 Thank you.

4 MR. ISLER: Thank you, Ms. Colaizzi.

5 Mr. McCrea.

6 MR. McCREA: I want to echo Mrs. Colaizzi's
7 thank you and also want to thank her for her
8 diligence and her hard work. I know it's not
9 easy. Thank you.

10 MR. ISLER: Any questions or comments?

11 Mr. Weiss, can we please have a roll call
12 vote on the item on the personnel report for this
13 evening?

14 MR. WEISS: For the record, I will note
15 that Mr. Taylor is present.

16 MR. ISLER: Thank you.

17 MR. WEISS: Mrs. Colaizzi?

18 MS. COLAIZZI: Yes.

19 MR. WEISS: Mrs. Fink?

20 MS. FINK: Yes.

21 MR. WEISS: Ms. 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 7 to 2.

7 MR. ISLER: Thank you.

8 MR. WEISS: I'm sorry. There's two
9 absent.

10 MR. ISLER 7-0.

11 MR. WEISS: I'm sorry. 7-0.

12 MR. ISLER: We want to again thank
13 Mrs. Colaizzi, Ms. Spolar, Mr. Palumbo,
14 Mr. Sumpter I know attended the final session and
15 everybody else for making this happen.

16 Any other items to be brought before the
17 board at this time?

18 Hearing none, move to adjourn?

19 MR. McCREA: So moved.

20 MR. ISLER: Second?

21 MS. COLAIZZI: Second.

22 MR. ISLER: Meeting's adjourned. Thank
23 you.

24 (Thereupon, at 5:48 p.m., the Special
25 Legislative Meeting was concluded.)

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

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

I, Liana S. Dudek, the undersigned, do hereby
certify that the foregoing twenty-five (5) pages are a
true and correct transcript of my stenotypy notes
taken of the Special Legislative Meeting held in the
Pittsburgh Board of Public Education, Administration
Building, Board Room, on Tuesday, September 9, 2008.

Liana S. Dudek RPR

Liana S. Dudek, Court Reporter
