

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

MINUTES

Meeting of: October 15, 2008

Call of the Meeting: Special Legislative Meeting

Members Present: Heather Arnet, Mark Brentley, Mrs. Colaizzi,
Jean Fink, Sherry Hazuda, William Isler, Floyd
McCrea, and Thomas Sumpter

Members Absent: Randall 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**

October 15, 2008

SPECIAL LEGISLATIVE AGENDA

ROLL CALL

Personnel Report

1. Adoption of the following salary schedule, with accompanying narrative, effective January 16, 2007 through January 15, 2011:

Roll Call

- Pittsburgh Building & Construction Trades Council, AFL-CIO

New Business

Roll Call

10/15/08

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 schedule with accompanying narrative effective January 16, 2007 through January 15, 2011 for:

Pittsburgh Building & Construction Trades Council, AFL-CIO

Respectfully submitted,

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

Mark Roosevelt
Superintendent of Schools

AGREEMENT

**By and Between the Pittsburgh Board of Public Education
And
The Pittsburgh Building & Construction Trades Council, AFL-CIO**

The parties have agreed to recommend for ratification the following terms and conditions for a successor agreement to the collective bargaining agreement that expired on January 15, 2007:

1. **Term.** The term of the agreement shall be four (4) years with effective dates January 16, 2007 through January 15, 2011.

2. **Wages.**

Effective January 16, 2008, the wage rates in Appendix A shall be increased three (3%) percent.

Effective January 16, 2009, the wage rates in Appendix A shall be increased three (3%) percent.

Effective January 16, 2010, the wage rates in Appendix A shall be increased two and one half (2.5%) percent.

3. **Health Care.**

- a. The parties shall implement the same lifestyle returns program as will be in effect for teachers and other professional employees in calendar year 2009.
- b. Premium contributions. Effective January 1, 2010, employees shall contribute toward the cost of health care as follows:

Keystone HMO:

Individual – 5% of premium and 20% of any premium increase

Family – 5% of premium and 20% of any premium increase

Employees will be responsible for 20% of any increase beginning with the increase effective for 2010, payable beginning December 2009.

PPO 250/500:

Individual - .75% of wage

Family – 1% of wage

- c. The parties agree to implement health care benefits for domestic partners in accordance with the administration of domestic partner benefits for teachers and other professional employees.

4. **Article 8, Sick Leave.** The parties agree that for employees hired after the date of ratification of this Agreement, Section 1 shall be revised to provide that employees employed on a full calendar year basis shall be entitled to absence without loss of pay for twelve (12) working days per year of employment, these days to be cumulative indefinitely usable without restriction, unless otherwise provided.

5. **Severing Employment.** 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 with 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 requirement of 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.]

6. **Disability Retirement.** 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.]

[Note: The Seniority Provision will be revised to similarly reflect the revisions concerning severing employment and disability retirement.]

7. The position of General Foreman, added to the unit as of January 16, 2006, shall be incorporated in Appendix A.

8. Article 5 section 4.b shall be revised to confirm the ability of the school district to establish shift work during the school year. The first sentence of Section 4.b shall be revised to provide:

“The employer may from time to time (which shall be interpreted to include the actual school year) schedule employees ...”

BUILDING AND CONSTRUCTION TRADES
SALARY SCHEDULE

SHOP MECHANICS
Regular Employees

Trade	0%	3%	3%	2.5%
	<u>1/16/07</u>	<u>1/16/08</u>	<u>1/16/09</u>	<u>1/16/10</u>
Building Laborer	\$22.52	\$23.20	\$23.90	\$24.50
Carpenter	\$25.55	\$26.32	\$27.11	\$27.79
Carpenter Foreman	\$26.92	\$27.73	\$28.56	\$29.27
Carpenter Shop Foreman	\$26.38	\$27.17	\$27.99	\$28.69
Cement Finisher	\$25.60	\$26.37	\$27.16	\$27.84
Electrician	\$26.39	\$27.18	\$28.00	\$28.70
Electrician Foreman	\$27.75	\$28.58	\$29.44	\$30.18
Masonry Restoration	\$24.66	\$25.40	\$26.16	\$26.81
Mortar Mixer	\$23.04	\$23.73	\$24.44	\$25.05
Ornamental Iron Worker	\$26.02	\$26.80	\$27.60	\$28.29
Painter*	\$24.32	\$25.05	\$25.80	\$26.45
Painter Foreman	\$25.69	\$26.46	\$27.25	\$27.93
Painter Shop Foreman	\$25.13	\$25.88	\$26.66	\$27.33
Plasterer	\$25.83	\$26.60	\$27.40	\$28.09
Plumber	\$25.51	\$26.28	\$27.07	\$27.75
Plumber Foreman	\$26.88	\$27.69	\$28.52	\$29.23
Roofer	\$24.83	\$25.57	\$26.34	\$27.00
Sheet Metal Worker	\$25.42	\$26.18	\$26.97	\$27.64
Sheet Metal Foreman	\$26.79	\$27.59	\$28.42	\$29.13
Sheet Metal Shop Foreman	\$26.23	\$27.02	\$27.83	\$28.53
Steamfitter	\$25.51	\$26.28	\$27.07	\$27.75
Refrigerator Foreman	\$26.88	\$27.69	\$28.52	\$29.23
Steamfitter Foreman	\$26.88	\$27.69	\$28.52	\$29.23
General Forman	\$31.44	\$32.38	\$33.35	\$34.18

* If Dry Wall Finisher is used, the rate is the same as Painter.

Crew leaders on any shift will receive a \$.50 an hour differential.

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TRANSCRIPT OF PROCEEDINGS

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PITTSBURGH BOARD OF PUBLIC EDUCATION
SPECIAL LEGISLATIVE MEETING
WEDNESDAY, OCTOBER 15, 2008
6:16 P.M.
ADMINISTRATION BUILDING - BOARD COMMITTEE ROOM

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BEFORE:

WILLIAM ISLER, BOARD PRESIDENT
THERESA COLAIZZI, FIRST VICE PRESIDENT
THOMAS SUMPTER, SECOND VICE PRESIDENT
HEATHER ARNET
MARK BRENTLEY
JEAN FINK
SHERRY HAZUDA
FLOYD McCREA

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MEMBERS ABSENT:

RANDALL TAYLOR

ALSO PRESENT:

MR. MARK ROOSEVELT	DR. LINDA LANE
DR. PAULETTE PONCELET	MR. LAWRENCE BERGIE
MR. JANET BURKARDT	MR. PETER J. CAMARDA
MR. RICHARD R. FELLERS	MS. LYNN TURNQUIST
MR. DWIGHT LAUFMAN	DR. DERRICK LOPEZ
MR. FRANK G. CHESTER	MS. LISA FISCHETTI
DR. JERRI LIPPERT	MR. CHRIS BERDNIK
DR. N. KODMAN	DR. JEANNINE FRENCH
DR. JANIS RIPPER	MS. JULIA STEWART

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REPORTED BY: MELISSA L. FENSTER
PROFESSIONAL COURT REPORTER

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PITTSBURGH, PENNSYLVANIA
412-281-0189

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 ORIGINAL

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

2 MR. ISLER: Good evening, ladies and
3 gentlemen, and welcome to the October 15, 2008
4 Pittsburgh Board of Education Special Legislative
5 Session.

6 Would you all please rise, so we may salute
7 the flag.

8 (Pledge of Allegiance recited.)

9 MR. ISLER: Thank you.

10 Secretary, please call the roll.

11 MS. BURKARDT: Ms. Heather Arnet?

12 (No response.)

13 MS. BURKARDT: Mr. Mark Brentley?

14 MR. BRENTLEY: Here.

15 MS. BURKARDT: Let the record show

16 Ms. Arnet is here.

17 Mrs. Theresa Colaizzi?

18 MRS. COLAIZZI: Here.

19 MS. BURKARDT: Mrs. Jean Fink?

20 MRS. FINK: Here.

21 MS. BURKARDT: Mrs. sherry Hazuda?

22 MS. HAZUDA: Here.

23 MS. BURKARDT: Mr. Floyd McCrea?

24 MR. MCCREA: Here.

25 MS. BURKARDT: Mr. Thomas Sumpter?

1 MR. SUMPTER: Present.

2 MS. BURKARDT: Mr. Randall Taylor?

3 (No response.)

4 MS. BURKARDT: Mr. William Isler?

5 MR. ISLER: Present.

6 MS. BURKARDT: Total number of directors
7 present is eight, one director absent.

8 MR. ISLER: Thank you.

9 There is only one item to be brought before
10 the Board this evening. It is a personnel item.

11 It is the adoption of the salary schedule
12 with accompanying narrative effective June 16,
13 2007 through January -- I'm sorry -- January 16,
14 2007 through January 15, 2011.

15 It is the Pittsburgh Building and
16 Constructions Trade Agreement.

17 Mrs. Colaizzi, do you want to say anything
18 at this time?

19 MRS. COLAIZZI: Yes. Thank you.

20 I would like to first thank Ms. Spoller and
21 Mr. Palumbo.

22 We made a great team, and I'm very
23 grateful. We should all be very grateful for the
24 work that they put in.

25 We now have settled all of our contracts,

1 and we have to look forward to three years of
2 labor peace, which means we can really now
3 concentrate on what we are really here to do,
4 which is educating our children and our future,
5 so I would like to thank all of my colleagues for
6 supporting me and helping us get this taken care
7 of.

8 Thank you.

9 MR. ISLER: Thank you, Mrs. Colaizzi.

10 And behalf of the Board, I want to thank
11 you and the team.

12 Mrs. Butler, do you want to add anything at
13 this time?

14 MRS. BUTLER: No.

15 MR. ISLER: Mr. Brentley?

16 MR. BRENTLEY: Just a clarification with
17 this agreement, have we at all discussed the
18 project labor agreement?

19 There is nothing in there concerning the
20 labor --

21 MR. ISLER: This is not connected in any
22 way, shape or form.

23 MR. BRENTLEY: Thank you. That's all I
24 need to know.

25 MR. ISLER: This is just purely the

1 bargaining agreement with the bargaining.

2 MR. BRENTLEY: Thank you.

3 MR. ISLER: Any other questions?

4 (No response.)

5 MR. ISLER: Hearing none, if we could
6 please have a roll call.

7 MRS. ARNET: Yes.

8 MS. BURKARDT: I got it.

9 Mr. Mark Brentley?

10 MR. BRENTLEY: Yes.

11 MS. BURKARDT: Mrs. Theresa Colaizzi?

12 MRS. COLAIZZI: Yes.

13 MS. BURKARDT: Mrs. Jean Fink?

14 MRS. FINK: Yes.

15 MS. BURKARDT: Ms. Sherry Hazuda?

16 MS. HAZUDA: Yes.

17 MS. BURKARDT: Mr. Floyd McCrea?

18 MR. MCCREA: Yes.

19 MS. BURKARDT: Mr. Thomas Sumpter?

20 MR. SUMPTER: Yes.

21 MS. BURKARDT: Mr. Randall Taylor is
22 absent.

23 Mr. William Isler?

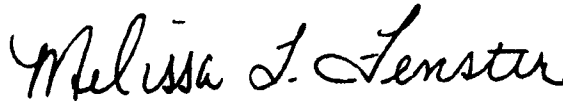
24 MR. ISLER: Yes.

25 MS. BURKARDT: The vote passes eight, with

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

I, Melissa L. Fenster, the undersigned, do hereby certify that the foregoing six (6) 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 Wednesday, October 15, 2008.



Melissa L. Fenster, Court Reporter

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