

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

MINUTES

Meeting of: June 14, 2010

Call of the Meeting: Special Legislative Meeting

Members Present: Mark Brentley, Theresa Colaizzi, Jean Fink, Sherry Hazuda, William Isler, Floyd McCrea, Sharene Shealey, Thomas Sumpter and Dr. Dara Ware Allen

The following matters were received and acted upon.

Actions taken are recorded following the reports.

We are an equal rights and opportunity school district.

THE BOARD OF PUBLIC EDUCATION

PITTSBURGH, PENNSYLVANIA 15213

**Administration Building
341 South Bellefield Avenue**

SPECIAL LEGISLATIVE AGENDA

June 14, 2010

ROLL CALL

A. HUMAN RESOURCES REPORT

- 1. Approval of Settlement Agreements with Pittsburgh Federation of Teachers for:** **[Roll Call]**
 - **Teachers and Other Professionals**
 - **Paraprofessionals**
 - **Technical-Clerical Employees**
- 2. Personnel Changes** **[Roll Call]**

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 expires on June 30, 2010:

A. Length of Agreement

This five year agreement will be in effect from July 1, 2010, through June 30, 2015.

B. Wages

1. All teachers and other employees who are on or reach the top step of the salary schedule shall receive a \$1500 increase each year of the tentative agreement.
2. In each year that the District attains AYP during this agreement, teachers at the top step will receive a \$1000 bonus.
3. Increments for Steps 1-9 will receive increases at each step annually over the course of the five years of the tentative agreement. Amounts of the increase are reflected in the salary schedules provided.

C. Health Care Benefits

All current health care benefits provided in the teachers medical insurance continue for the term of this tentative agreement without new cost to the employee or reduction or interruption of benefits.

D. Retirement Issues

1. Post Retirement health care insurance continues without interruption or reduction for the duration of this agreement.
2. Teachers who provide notice by January 15 of each year of the intent to retire at the end of the school year shall receive a \$500.00 supplement in their final pay.
3. Effective January 1, 2011, the Board and the PFT will implement an Enhanced TSA Severance Pay plan that utilizes a 403(b) structure to maximize tax savings and flexibility for retirees. This plan would replace the current Article 130, Severance Pay, Section 7, withdrawal options.

STAR

E. Students & Teachers Achieving Results (STAR) PPS School-Based Performance Pay Plan

PPS schools that create a culture of collective problem-solving in order to achieve significant gains in student achievement as compared to schools State-wide or, in the case of PPS secondary schools, demonstrate significant student growth, will be rewarded for those efforts in the District's STAR Schools Plan. District and PFT representatives, including practicing teachers, will engage in preparation and planning during the 2010-2011 school year for the launch of STAR Schools plan at the start of the 2011-2012 school year. Planning will encompass refinement of the provisions below, as well as implementation details. Preparation and planning will also occur to determine how to include the district's three special education center schools, Conroy, McNaugher, and Pioneer. Consideration will also be given for the inclusion of the Student Achievement Center in the STAR Plan.

Provisions:

1. The annual growth in student achievement of PPS schools will be compared, by level, to the growth of schools in Pennsylvania as verified annually by the PA Department of Education. PPS schools that fall within the top 15% of the rank-ordered PA schools for growth, by level, will receive a school team bonus to be distributed to PFT-represented staff. In the case of secondary schools, significant student growth will be determined by multiple measures and may be based on relative growth.
2. STAR school staff may provide consultation in subsequent years to other schools attempting to achieve similar results.
3. It is the intention of the STAR Schools plan to reward at least eight (8) schools a year. Accordingly, if there are fewer than eight (8) schools in the top 15% of State-wide growth, then PPS school(s) up to that number will be identified in order of student growth, as long as such schools are within the top 25% of growth in the State, by level. Schools identified in this manner may receive a pro-rated bonus to distribute.
4. The total STAR School team bonus will be determined by the sum of:
 - The number of PFT-represented fulltime professional staff X \$6000
 - The number of PFT-represented paraprofessionals and technical-clerical personnel X \$2000
 - The number of PFT-represented professionals who are assigned to the school for at least one (1) day will be added using the following pro-rated amounts:
 - 1 day per week - \$1200
 - 2 days per week - \$2400
 - 3 days per week - \$3600
 - 4 days per week - \$4800
 - 5 days per week - \$6000
5. The following template is provided as a model that STAR Schools may follow to distribute the school team bonus (identified in number 4 of this section):
 - PFT-represented fulltime professionals will receive \$6000
 - PFT-represented paraprofessionals and technical clerical will receive \$2000.
 - PFT-represented professionals who are assigned to the building for at least one (1) full day will receive a pro-rated amount as follows:
 - 1 day per week - \$1200
 - 2 days per week - \$2400
 - 3 days per week - \$3600
 - 4 days per week - \$4800
 - 5 days per week - \$6000

VIEW

6. If a STAR School prefers to distribute an anticipated bonus differently than set forth above, the school leadership team may prepare a proposed distribution method and submit such distribution method to PEP by November 1 of each year. The PEP Steering Committee will notify the STAR school whether or not the proposed distribution method is approved. The presumption will be to approve proposed distribution methods unless a good faith concern is present. If a proposed distribution method is not approved, an alternate plan may be brought forward from the STAR school within 30 days of the rejection or the school may use the "standard" distribution plan set forth above.
7. During the 2010-2011 school year, a team of six center school teachers and three administrators, along with technical assistance from a number of outside agencies, will convene in order to plan a system by which our three PPS center schools (Conroy, McNaugher and Pioneer) can be included in this school-based program. This program will focus on measurable gains in student achievement, job and life planning, and placement and collaborative efforts with families and communities.

F. VIEW (Voluntary Incentive Earnings at Work) from Pittsburgh Pay Program for Current Teachers in Positions Requiring Certification and Employed as of June 30, 2010

Following an exhaustive review of individual performance pay plans across the country, it is clear that policy is most definitely ahead of the research in the individual performance pay arena. Therefore, the VIEW from Pittsburgh Pay Program will be a voluntary program for current teachers. During the 2010-2011 school year, a team of twelve teachers and two administrators will work together after school hours to study individual performance pay programs and to refine the pilot Pittsburgh VIEW Pay Program. VIEW design team members will be chosen through nomination of teachers from schools and all school levels will be represented. PFT participants will receive a stipend for their involvement. The VIEW Pay Program must be a thoughtful and long-term project planned and launched by our own teachers with District support over a carefully scheduled and monitored time line. If more than the maximum number of teachers volunteer to participate in the pilot program, a random selection of volunteers will take place.

Teachers at the top of the salary schedule who choose to participate in and are selected for the limited pilot plan will relinquish the negotiated increment at the top of the salary schedule. In place of those increments, 40% of the bonus will roll to the base salary schedule annually. For tenured teachers on internal steps of the salary schedule, step advancement will continue, and no portion of the earned bonuses would roll to the salary step.

At the conclusion of the pilot VIEW Pay Program, participating teachers will have the option of continued participation in the plan or returning to the traditional salary schedule. Teachers returning at the top of the scale will retain the earned portions of the bonus identified as increment. Teachers on internal steps of the salary schedule will continue step advancement on the schedule. Pilot participants may continue or exit at the end of the pilot. Those entering the successor plan to the pilot will not be permitted to opt out.

The range of the VIEW Pay Program bonus will be up to a maximum of \$8,000 per volunteer annually.

2011-2012 School Year

Up to 75 PPS teachers will volunteer to participate in the pilot program that is developed. The 14-person design team will troubleshoot and provide oversight.

2012-2013 School Year

In the 2012-2013 school year, the number of teachers will increase to 125 piloting the program. The 75 from the 2011-2012 school year will continue. The 14-person design team will continue to troubleshoot and provide oversight.

VIEW**2013-2104 School Year**

In the 2013-2014 school year, the number of teachers will increase to 175 piloting the program. The 125 from the 2012-2013 school year will continue. The 14-person design team will continue to troubleshoot and provide oversight.

2014-2105 School Year

In the 2014-2015 school year, the number of teachers will increase to 225 piloting the program. The 175 from the 2013-2014 school year will continue. The 14-person design team will continue to troubleshoot and provide oversight. The scope and criteria for individual performance pay beyond the pilot will be confirmed with input from the planning team during the final year of the pilot.

The template for the VIEW Pay Program is as follows:

SECTION 1***MANDATORY COMPONENT*****Demonstration of Student Growth through Value Added Measures or Student Learning Outcomes**

If a teacher chooses to participate in the VIEW Pay Program, he/she must demonstrate the ability to grow student achievement. Teachers in all subject areas will be eligible to volunteer. For teachers who teach core subjects, a value-added model of calculating student achievement will be available to them. For those teachers who do not have such testing data available to them, Student Learning Outcomes will be designated by the VIEW Pay Program design team (composed of fourteen teachers and two administrators.) Student Learning Outcomes are defined as "explicit statements describing knowledge, skills, abilities, and attitudes that a student will be able to demonstrate at the end (or as a result) of his or her engagement in a particular lesson, course, or program."

SECTION 2***CHOICE COMPONENTS***

Teachers will have the option to choose one option from each of the following categories. The VIEW Pay Program Design Team will have the ability to change, shorten, or add to the following template during the 2011-2012 planning year:

EXEMPLARY TEACHING PRACTICE**CHOOSE ONE**

(actual choices to be determined and defined)

1	Redefined Learning Walk Team Visits/Observation Scores
2	Rise Rubric Review
3	Distinguished Accomplishment in Supported Growth Year
4	Instructional Technology Recommendation for a Career Ladder Position
5	Demonstrated Knowledge and Understanding of Student Data and Its Capabilities in Student Growth
6	Local, State or National Recognition or Award Based on Exemplary Teaching Skills or Practices

VIEW

COLLABORATIVE LEADERSHIP**CHOOSE ONE**

(actual choices to be determined and defined)

1	Peer Reaction and Recommendations
2	Additional Building Level Responsibilities and Roles
3	Exemplary Practices in Collaborative Efforts
4	Student/Parent Satisfaction/Reaction Survey
5	Paperwork Effectiveness and Accuracy Review
6	Innovative Programs Linking Classroom and Community

EXTENSIONS OF PROFESSIONALISM**CHOOSE ONE**

(actual choices to be determined and defined)

1	Professional Development Hours Accrued after School Hours
2	Providing Professional Development in School or in Other District Settings that Leads to Development of or Continuous Improvement in District Initiatives
3	Providing Professional Development at the State or National Level Focusing on School Based Gains in Student Achievement or Best Practices Exemplifying District Initiatives
4	Published Piece in a Professional Publication Documenting Work Focused on Student Gains and School or District Initiatives
5	Leadership Role or Documented Active Participation in Educational Organization at the Local, State or National Level

G. AYP Bonus

In each year that the District attains AYP during this agreement, teachers at the top step will receive a \$1000 bonus.

H. Enrichment Period (EP) Teachers

- Teachers who opt to teach and are offered one (1) or two (2) additional classes falling outside the normal teacher work day shall receive the following Enrichment Period (EP) teacher stipend as follows:

EP 1 (teaches 1 extra class):	\$3500
EP 2 (teaches 2 extra classes):	\$7000

These extra periods may come about because a school chooses to offer additional courses beyond the normal school day, thus elongating the student day or because the school is on a shift schedule and the teacher does not shift, but teaches one (1) or two (2) additional periods beyond the basic teacher work day. An Enrichment Period shall be a one hour period that meets Monday through Thursday weekly.

Career Ladder

2. Prior to the development of agreed upon measures of effective teaching for the purposes of selection of EP teachers, interim criteria for the selection of these teachers shall consist of an application, an interview, and a portfolio review. Preference will be given to qualified teachers who teach in the school where the enrichment period(s) is being offered.
3. It is agreed that the District shall have the right to hire supplemental teachers to teach individual courses, likely scheduled at the conclusion of the traditional school day, in subject areas where there is a desire for certain course offerings, such as foreign language, but barriers exist to scheduling such courses within the traditional school day. Any teachers hired solely for such supplemental class offerings will not supplant PFT-represented teachers and will be used only after it has been determined that PFT-represented teachers are unavailable or unable to teach such classes. Such teachers will be represented by the PFT.

I. Career Ladder Provisions

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. Career Ladder positions will be a promotional opportunity for teachers based on Career Ladder selection criteria and process. In all cases, such teachers will have a proven record of advancing student learning, possess appropriate certification, and have teaching experience commensurate with individual Career Ladder role requirements. They will receive additional compensation, as well as additional responsibilities and status. Right of return is not applicable.
2. Teachers may apply for several Career Ladder positions, but they may only hold one (1) position at a time.
3. Career Ladders positions will have Career Ladder differentials for the responsibilities associated with the roles. Annual differentials for Career Ladder positions are as follows:
 - \$13,300 Clinical Resident Instructors (207 workdays/eight hour day)
 - \$12,200 Turnaround Teachers (198 workdays/eight hour day)
 - \$11,300 ITL2s (202 workdays/eight hour day)
 - \$ 9,300 Learning Environment Specialists (197 workdays/eight hour day)
 - \$ 9,300 Promise Readiness Corps (197 workdays/eight hour day)
 - (+ Cohort Bonus)
4. All Career Ladder positions will have a term of three (3) years, except for the PRC where the term will be two (2) years encompassing the 9th to 10th grade loop. Voluntary transfers during the Career Ladder term will not be honored.
5. A fifth domain of the RISE Rubric, containing the leadership qualities and role responsibilities specific to Career Ladder roles, will be developed collaboratively by the RISE Design Team. Principals will use the "Five Domain Rubric" to evaluate the performance of Career Ladder teachers in their buildings. During supported growth years, only the fifth Career Ladder Domain will be used for the formal evaluation process. Career Ladder teachers must have a preponderance of proficient and distinguished performance in the fifth domain in order to continue, from one year to the next, in a Career Ladder Role. Career Ladder teachers not meeting this standard for continuance will be considered as displaced teachers in order to obtain a position for the subsequent school year.
6. Career Ladder teachers who wish to continue in the role for a subsequent term and who have met the expectations and standards for the position, including the maintenance of the effective status, must confirm a desire to fulfill a new term in order to continue.

Seniority - Career Opportunities

7. In order to accommodate Career Ladder positions, vacancies at the school occurring through attrition will not be filled. If additional openings are necessary to accommodate the placement of Career Ladder positions, they will be obtained through the offer of involuntary transfers for current teachers at the school (accepted in reverse building seniority order i.e., most senior first). Any remaining positions needed would occur through the use of building seniority displacements.
8. All Career Ladder roles will have an eight hour day. The eight hour day may be implemented flexibly depending on the career ladder role responsibility.

J. Seniority Issues Related to Career Opportunities

1. Specific seniority-related provisions for each Career Ladder position are as follows:

- a) **Promise Readiness Corps (PRC)**

Special category seniority will be established for the PRC Career Ladder positions within buildings. The special category seniority will not be applicable across school buildings. Reductions in force within a high school will be specified as occurring within the PRC Career Ladder Corps or within the non-PRC teaching staff. System seniority shall be applied in the case of furloughs. All PRC teachers are considered full PRC teachers (i.e. 60% of teaching schedule or 3/5 periods or 50% of teaching schedule if 3/6 periods). Beginning in the 2011-2012 school year, Career Ladder PRCs will not have building seniority but will have special category seniority. Teachers who are selected for the PRC career ladder role for the 2012-13 school year will receive one (1) year of special category seniority for the 2011-12 school year.

- b) **Clinical Resident Instructors (CRIs)**

The CRIs at the Teachers Academies will have special category seniority by school. Reductions in force, if necessary, will occur by special category seniority within the CRI pool and by building seniority within the resident staff. All teachers at the Academies will be considered teachers at a new school and have special category and (resident) teacher building seniority applied accordingly. Should the application of this separate "certification/seniority" for CRIs cause the layoff of any teacher with more seniority, who otherwise would have displaced a CRI, such teacher(s) will be placed in a full-time substitute position (or equivalent temporary position) without a change in salary or a break in service.

- c) **Instructional Teacher Leaders II (ITL2s)**

ITL2s will have special category seniority, by certification, District-wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied. Every three (3) years, the number of ITL2s in the District may be adjusted in response to enrollment changes, etc.

- d) **Learning Environment Specialists (LESs)**

LES will have special category seniority, by certification, District-wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied. Every three (3) years, the number of LES in the District may be adjusted in response to enrollment changes or other factors.

- e) **Turnaround Teachers (TATs)**

TATs will have special category seniority District-wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied. Every three (3) years the number of TATs may be adjusted in response to enrollment changes, etc.

2. Additional Seniority Considerations

- a) The language of Article 30, Section 12.c, shall be observed for teachers who are displaced from Career Ladder positions. A displaced Career Ladder teacher's seniority shall revert to the building seniority he or she possessed prior to his or her movement to the Career Ladder position. A teacher displaced from his or her Career Ladder position shall not have right of return.

- b) In the event of school closings, Career Ladder teachers will be considered as displaced teachers but will have first right to any vacancies which occur in the Career Ladder role from which they were displaced due to school closings.
- c) If a career ladder teacher is displaced from a school due to a reduction in force, then he or she will have a right to fill a vacancy at the school for which he or she is qualified as an involuntary transfer, but may not cause an existing teacher to be displaced.
- d) At the end of a Career Ladder term, if the professional chooses not to continue in the Career Ladder position, he or she will have a right to fill any vacancy for which he or she is qualified at the school as a voluntary transfer but may not cause an existing teacher to be displaced. If there is not a vacancy at the school or if the professional chooses not to remain at the school, he or she will have the rights of a displaced teacher.
- e) It is intended to have a PRC at the High School Teachers Academy. If it is possible, it will be a looping PRC. If not, it will provide teaming and advising. CRIs may not also be PRC Career Ladder teachers. Implementation details regarding a PRC at the Academy will be developed by the PFT and PPS.

K. Clinical Resident Instructors (CRIs)

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. Clinical Resident Instructors will be effective teachers chosen to be faculty at the Academy who will teach a reduced course-load and serve as mentors and instructional coaches to new and experienced teachers.
2. Clinical Resident Instructors (CRIs) will work fifteen (15) additional days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
3. CRIs will work an eight hour day.
4. Professional development delivery or participation beyond the eight hour work day will be compensated at workshop rate or the existing rate for those leading professional development.
5. CRIs will have a summative role in the evaluation of new teachers.
6. CRIs will participate in pre and post visit conferences with the building principal at the beginning and end of the six (6) week emersion for experienced teachers and provide formative feedback that does not carry weight in a RISE summative evaluation.
7. The ITL2s at the Academies will have a modified role to ensure that it does not overlap with the CRI role responsibilities. There may be fewer ITL2s at the Teachers Academies.
8. Certified new teachers who attend the Academies will have an eight hour work day but shall not receive the Extended Day Differential. Visiting teachers will have a 7 hour 16 minute work day unless they have an eight hour work day at their home school and will fulfill those responsibilities to the extent possible from the Academy.
9. Certified new teachers who attend the Academies will be required to attend an up to five (5) week summer induction paid at workshop rate.
10. Certified new teachers who do not attend the Academies will work a seven (7) hour 16 minute day and will be ten (10) month employees who will attend an up to five (5) week summer induction program paid at workshop rate.

ITLs
PRC

11. Alternative certification candidates attending the Academies will be paid a first year teacher salary, but will be required to work a full school year plus up to ten (10) weeks of summer induction.

L. Instructional Teacher Leaders 2 (ITL2s)

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. Secondary ITL2s will be effective, content-expert (Science, Math, Social Studies, ELA) teachers in 6-12 and 9-12 schools who formatively evaluate content peers in their school, design and deliver customized PD based on formative evaluations, and summatively evaluate content peers in other schools.
2. K-8 ITL2s will be effective teachers who support interventions, formatively evaluate peers in their school, and summatively evaluate peers in other schools focused predominantly on literacy and math.
3. ITL2s will provide formative evaluations within their own building in the context of the coaching relationship.
4. Following the initial year of the start of the Career Ladder position, ITL2s will assume summative evaluation responsibilities for teachers within the ITL2s area of expertise within the established clusters of similar schools.
5. A sample ITL2 teaching schedule by school configuration can be viewed at pft400.org.
6. All ITL2s will work an eight (8) hour day.
7. All ITL2s will work ten (10) additional days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
8. ITL2s will not: serve as responsible teacher, serve as an activity coordinator, assign coverages, schedule parent-teacher conferences for other teachers, mediate teacher-to-teacher conflicts, mediate teacher-to-administrator conflicts or serve as an administrative assistant.
9. An annual peer review of an ITL2 will be conducted by his/her respective teachers for the ITL2's use.
10. Current ITLs will be identified as ITL1s and will continue in their established roles and to receive their stipends until June, 2012. Upon implementation of Career Ladder ITL2s, some ITL1s will continue, if selected through the current process, and will earn the current ITL differential.
11. ITL2s will begin their Career Ladder role in the 2012-2013 school year. ITL1 positions will remain in content areas not addressed by the ITL2 position.

M. The Promise-Readiness Corps (PRC)

The following provisions will be embedded in the collective bargaining agreement for teachers:

1. PRC's will be teams of 6-8 effective and motivated teachers, (linked with approximately 100-120 9th and 10th grade students in a cohort) who will provide intensive, hands-on academic and personal support in 9th grade, then follow students to 10th grade in all 9-12 High Schools.
2. The PRC in a school will consist of one or more teams of teachers, counselors, and social workers, who utilize looping, teaming, and advisory as support for an assigned cohort of students to the 11th grade Promise-Ready, as measured by student academic achievement, attendance and course credits earned.

PRC

3. The following shall apply to the PRC Career Ladder role responsibilities of looping, teaming and advising:
 - a. Teachers in the PRC will loop from the 9th to 10th grade.
 - (1) Any daily teaching schedule adjustments in order to accomplish this will be made using provisions currently in the collective bargaining agreement.
 - (2) Efforts will be made to minimize the number of courses for which the PRC teacher must prepare.
 - b. PRC teachers will work an eight (8) hour day. The additional time will be used for teaming and collaboration and will be added to the beginning of the teacher work day.
 - c. For the purpose of a minimum implementation of the advisory component:
 - (1) Each cohort subgroup shall have a maximum of twenty (20) students per PRC teacher.
 - (2) Each PRC teacher shall meet with his/her students a minimum of twice per week.
 - (3) The advisory meetings may involve whole group, small groups, or individuals.
 - (4) Advisory time may take place during a PRC teacher's duty period.
4. In order for a PRC teacher to earn a PRC teacher Career Ladder differential, a minimum of the teacher's assignment must be 60% in the PRC or 50% if the teacher has an exceptional schedule. Counselors and Social Workers will not receive the PRC teacher Career Ladder differential but shall be eligible to receive a PRC cohort bonus.
5. The following shall apply regarding the PRC cohort bonus:
 - a. The bonus will use value-added modeling (VAM) of a team's contribution to student progress over the two (2) year looping cycle. The bonus will be based on better than expected results in student academic achievement, attendance and course credits earned. A calculation of a sample two-year cohort bonus is provided as an attachment.
 - b. A cohort bonus can be earned by the members of the PRC and other teachers who teach a minimum of 60% 9th and 10th grade classes or 50% 9th and 10th grade classes if they have an exceptional schedule.
 - (1) The cohort bonus will be an amount per person, pro-rated consistent with the cohort bonus formula.
 - (2) All PRC teachers can earn up to 100% of the calculated bonus pro-rated based on the percent they teach in the 9th and 10th grade.
 - (3) All non-PRC teachers can earn up to 50% of the calculated bonus pro-rated based on the percent they teach in the 9th and 10th grade.
 - (4) Increased student-to-teacher ratio can result in a proportionally higher earned bonus.
 - c. Voluntary or involuntary leaves of absence (LOA) will affect the cohort bonus amount according to the LOA provisions in this agreement.
 - d. Teachers will receive a pro-rated cohort bonus when a loop is disbanded involuntarily. The bonus will be calculated based on where the students are at the completion of their 9th grade year in the event of a school closing or other major disruption after one (1) year of the loop.
 - e. The cohort bonus potential earning cycle will start the year that a team of teachers is assigned to their 9th grade student cohort.
 - f. The earned cohort bonus will be paid out in a lump sum during the first semester of the school year following the completion of the two (2) year looping cycle. Payment will be made in a separate check to eligible active or retired employees.
 - g. The earned cohort bonus will be paid every two (2) years.

**Turnaround Teachers
Learning Environment Specialist**

6. Each PRC team will have an annual assessment to evaluate group effectiveness, considering evidence of student growth and other measures, in order to improve team success in subsequent years.
7. Any PRC teacher who receives an unsatisfactory rating will not be eligible to receive a cohort bonus and will not be allowed to continue as a member of a PRC team.
8. The provisions above shall apply to non-Career Ladder PRC teams during the 2010-11 and 2011-12 school years. Additionally, the following will apply:
 - a. The PRC Career Ladder differential will not be paid to non-Career Ladder PRC teachers.
 - b. Teachers participating in the PRC during the 2010-11 and 2011-12 school years are making a two-year commitment and thus are not eligible for applying for any Career Ladder opportunity for the 2011-12 school year or any voluntary transfer.
 - c. Teachers who are selected for the PRC Career Ladder role for 2012-13 school year will receive one (1) year of special category seniority for the 2011-12 school year.
 - d. Any earned cohort bonus calculated for the combined 2010-11 and 2011-12 school years will be doubled.
 - e. The building seniority of any teacher who is not selected for a Career Ladder role for the 2012-13 school year will not be affected by his/her participation on the PRC during the 2010-11 and 2011-12 school years.

N. Turnaround Teachers

1. Turnaround Teachers will be teachers, effective in both content delivery and student engagement, deployed to be cultural change agents in low-performing classrooms for 3 year assignments in K-5, K-8 and middle schools.
2. The normal four member Turnaround Teacher team will be filling three (3) teaching positions at the school of assignment.
3. Turnaround Teachers shall be relieved from duty assignments in order to provide for planning time.
4. Turnaround Teachers will serve on school leadership teams.
5. Turnaround Teachers will work an additional six (6) days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
6. Turnaround Teachers will work an eight (8) hour day.

O. Learning Environment Specialist (LES)

1. Each LES will be an effective teacher with strong classroom management skills, demonstrated interpersonal skills, and respect of peers and administrators.
2. The LES will work an additional five (5) days annually. Such days may be scheduled flexibly but in all cases must be scheduled by March 1 of the preceding school year.
3. The LES will work an eight (8) hour day and will teach no less than two (2) periods and no more than four (4) periods a day.
4. The LES will work in high-needs schools (defined by school data).

5. The LES will participate on school based teams (i.e. SAP/Core Teams, Discipline Committee) to ensure that TLE school based goals and objectives are being met. May lead certain teams as necessary.
6. The LES will help teachers improve their teaching practice through modeling and/or guidance.
7. The LES will review school data on a monthly basis to identify training and support needs.
8. The LES will participate in training opportunities (during summer months if possible) to be up to date on current techniques in student behavior management and other related topics.
9. The LES will work closely with the Teaching and Learning Environment leadership team to design and implement school-based strategy.
10. The LES will provide work with Student Service staff to assist in providing professional development sessions for teachers on specific classroom organization, behavior management, and other related strategies.

P. Focus on Transfer Opportunities for Early Childhood Level II and Level III Teachers

In recognition of the certification requirements, curricular responsibilities, and the tenure milestone, the opportunity for transfer of a teacher in the Early Childhood program to a school age (K-12) position will be subject of a District/PFT focus group during the 2010-2011 school year. This group shall make recommendations for implementation in the 2011-12 school year.

Q. High School Start Times

Effective no later than the start of the 2011-12 school year, some, or all, high schools shall have an adjusted starting time for teachers and students so that teachers with extended day responsibilities may fulfill those responsibilities prior to the start of the student day, thus allowing for a common end to the teacher workday. This will permit Career Ladder teachers, and others working an eight (8) hour day, to also serve as athletic coaches, club sponsors, and in other positions that extend beyond the normal school day.

R. Separate Checks for Coaches and Discussion of ePay

It is the intention of the parties to pay athletic coaches and PRC bonuses in a separate check. In addition, the parties recognize the value of implementing more effective and environmentally responsible methods of providing payroll stubs. Accordingly, the parties will meet to discuss possible implementation of ePay.

S.

Salary Schedules and Step 10a to 10b transition

Annual salary increases are in place for every step of every salary schedule in the Professionals' Collective Bargaining Agreement. Movement from step 9 to step 10a and then to 10b occurs in the same manner as in the previous contract. A teacher who moves from step 9 to step 10a will remain at 10a for six months of the work-year before moving to step 10b. For Example, if a teacher had been at step 10a for three working months when the current contract ends, then that teacher has only three working months remaining before moving to step 10b in the new contract.

SALARY SCHEDULE FOR TEACHERS

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	37,120	37,620	38,120	38,620	39,120	39,620
2	38,850	39,350	39,850	40,350	40,850	41,350
3	40,300	40,800	41,300	41,800	42,300	42,800
4	41,620	42,120	42,620	43,120	43,620	44,120
5	43,070	43,570	44,070	44,570	45,070	45,570
6	44,490	44,990	45,490	45,990	46,490	46,990
7	45,800	46,300	46,800	47,300	47,800	48,300
8	47,150	47,650	48,150	48,650	49,150	49,650
9	48,630	49,130	49,630	50,130	50,630	51,130
10a	61,975	62,875	63,775	64,675	65,575	66,475
10b	75,800	77,300	78,800	80,300	81,800	83,300

Master's Degree

1	39,210	39,710	40,210	40,710	41,210	41,710
2	41,110	41,610	42,110	42,610	43,110	43,610
3	42,800	43,300	43,800	44,300	44,800	45,300
4	44,100	44,600	45,100	45,600	46,100	46,600
5	45,500	46,000	46,500	47,000	47,500	48,000
6	46,930	47,430	47,930	48,430	48,930	49,430
7	48,170	48,670	49,170	49,670	50,170	50,670
8	49,420	49,920	50,420	50,920	51,420	51,920
9	50,790	51,290	51,790	52,290	52,790	53,290
10a	65,045	65,945	66,845	67,745	68,645	69,545
10b	79,800	81,300	82,800	84,300	85,800	87,300

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

10b applies thereafter

SALARY SCHEDULE FOR COUNSELORS

Master's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	39,510	40,010	40,510	41,010	41,510	42,010
2	41,410	41,910	42,410	42,910	43,410	43,910
3	43,100	43,600	44,100	44,600	45,100	45,600
4	44,400	44,900	45,400	45,900	46,400	46,900
5	45,800	46,300	46,800	47,300	47,800	48,300
6	47,230	47,730	48,230	48,730	49,230	49,730
7	48,470	48,970	49,470	49,970	50,470	50,970
8	49,720	50,220	50,720	51,220	51,720	52,220
9	51,090	51,590	52,090	52,590	53,090	53,590
10a	65,345	66,245	67,145	68,045	68,945	69,845
10b	80,100	81,600	83,100	84,600	86,100	87,600
11	80,400	81,900	83,400	84,900	86,400	87,900
12	80,700	82,200	83,700	85,200	86,700	88,200
13	81,000	82,500	84,000	85,500	87,000	88,500
14	81,600	83,100	84,600	86,100	87,600	89,100

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

10b applies thereafter

SALARY SCHEDULE FOR PSYCHOLOGISTS

Master's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	45,800	46,300	46,800	47,300	47,800	48,300
2	47,230	47,730	48,230	48,730	49,230	49,730
3	48,470	48,970	49,470	49,970	50,470	50,970
4	49,720	50,220	50,720	51,220	51,720	52,220
5	51,090	51,590	52,090	52,590	53,090	53,590
6a	65,345	66,245	67,145	68,045	68,945	69,845
6b	80,100	81,600	83,100	84,600	86,100	87,600
7	80,400	81,900	83,400	84,900	86,400	87,900
8	80,700	82,200	83,700	85,200	86,700	88,200
9	81,000	82,500	84,000	85,500	87,000	88,500
10	81,600	83,100	84,600	86,100	87,600	89,100

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

6b applies thereafter

SALARY SCHEDULE FOR SOCIAL WORKERS

Master's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	39,510	40,010	40,510	41,010	41,510	42,010
2	41,410	41,910	42,410	42,910	43,410	43,910
3	43,100	43,600	44,100	44,600	45,100	45,600
4	44,400	44,900	45,400	45,900	46,400	46,900
5	45,800	46,300	46,800	47,300	47,800	48,300
6	47,230	47,730	48,230	48,730	49,230	49,730
7	48,470	48,970	49,470	49,970	50,470	50,970
8	49,720	50,220	50,720	51,220	51,720	52,220
9	51,090	51,590	52,090	52,590	53,090	53,590
10a	65,345	66,245	67,145	68,045	68,945	69,845
10b	80,100	81,600	83,100	84,600	86,100	87,600
11	80,400	81,900	83,400	84,900	86,400	87,900
12	80,700	82,200	83,700	85,200	86,700	88,200
13	81,000	82,500	84,000	85,500	87,000	88,500
14	81,600	83,100	84,600	86,100	87,600	89,100

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

10b applies thereafter

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
10b	76,700	78,200	79,700	81,200	82,700	84,200

SALARY SCHEDULE FOR SCHOOL NURSE PRACTITIONERS AND DENTAL HYGIENISTS

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	37,420	37,920	38,420	38,920	39,420	39,920
2	39,150	39,650	40,150	40,650	41,150	41,650
3	40,600	41,100	41,600	42,100	42,600	43,100
4	41,920	42,420	42,920	43,420	43,920	44,420
5	43,370	43,870	44,370	44,870	45,370	45,870
6	44,790	45,290	45,790	46,290	46,790	47,290
7	46,100	46,600	47,100	47,600	48,100	48,600
8	47,450	47,950	48,450	48,950	49,450	49,950
9	48,930	49,430	49,930	50,430	50,930	51,430
10a	62,275	63,175	64,075	64,975	65,875	66,775
10b	76,100	77,600	79,100	80,600	82,100	83,600
11	76,400	77,900	79,400	80,900	82,400	83,900
12	76,700	78,200	79,700	81,200	82,700	84,200

Master's Degree

1	39,510	40,010	40,510	41,010	41,510	42,010
2	41,410	41,910	42,410	42,910	43,410	43,910
3	43,100	43,600	44,100	44,600	45,100	45,600
4	44,400	44,900	45,400	45,900	46,400	46,900
5	45,800	46,300	46,800	47,300	47,800	48,300
6	47,230	47,730	48,230	48,730	49,230	49,730
7	48,470	48,970	49,470	49,970	50,470	50,970
8	49,720	50,220	50,720	51,220	51,720	52,220
9	51,090	51,590	52,090	52,590	53,090	53,590
10a	65,345	66,245	67,145	68,045	68,945	69,845
10b	80,100	81,600	83,100	84,600	86,100	87,600
11	80,400	81,900	83,400	84,900	86,400	87,900
12	80,700	82,200	83,700	85,200	86,700	88,200
13	81,000	82,500	84,000	85,500	87,000	88,500
14	81,600	83,100	84,600	86,100	87,600	89,100

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

10b applies thereafter

SALARY SCHEDULE FOR SCHOOL TO WORK TRANSITION TEACHERS

Master's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	41,410	41,910	42,410	42,910	43,410	43,910
2	43,100	43,600	44,100	44,600	45,100	45,600
3	44,400	44,900	45,400	45,900	46,400	46,900
4	45,800	46,300	46,800	47,300	47,800	48,300
5	47,230	47,730	48,230	48,730	49,230	49,730
6	48,470	48,970	49,470	49,970	50,470	50,970
7	49,720	50,220	50,720	51,220	51,720	52,220
8	51,090	51,590	52,090	52,590	53,090	53,590
9a	65,345	66,245	67,145	68,045	68,945	69,845
9b	80,100	81,600	83,100	84,600	86,100	87,600

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

9b applies thereafter

**SALARY SCHEDULE FOR 12 MONTH / CALENDAR YEAR
PFT-REPRESENTED PROFESSIONALS**

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	45,900	46,400	46,900	47,400	47,900	48,400
2	47,450	47,950	48,450	48,950	49,450	49,950
3	48,800	49,300	49,800	50,300	50,800	51,300
4	50,050	50,550	51,050	51,550	52,050	52,550
5a	63,450	64,350	65,250	66,150	67,050	67,950
5b	77,300	78,800	80,300	81,800	83,300	84,800

Master's Degree

1	48,600	49,100	49,600	50,100	50,600	51,100
2	49,700	50,200	50,700	51,200	51,700	52,200
3	51,050	51,550	52,050	52,550	53,050	53,550
4	52,300	52,800	53,300	53,800	54,300	54,800
5a	67,100	68,000	68,900	69,800	70,700	71,600
5b	82,400	83,900	85,400	86,900	88,400	89,900

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

5b applies thereafter

SALARY SCHEDULE FOR ADJUNCT TEACHERS

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	36,570	37,070	37,570	38,070	38,570	39,070
2	39,050	39,550	40,050	40,550	41,050	41,550
3	40,590	41,090	41,590	42,090	42,590	43,090
4	41,730	42,230	42,730	43,230	43,730	44,230
5	42,960	43,460	43,960	44,460	44,960	45,460
6	44,720	45,220	45,720	46,220	46,720	47,220
7	46,260	46,760	47,260	47,760	48,260	48,760
8	47,500	48,000	48,500	49,000	49,500	50,000
9	52,080	52,580	53,080	53,580	54,080	54,580
10	60,380	60,880	61,380	61,880	62,380	62,880

PRESCHOOL SALARY SCHEDULES

Sign Language Interpreter

	9/09	9/10	9/11	9/12	9/13	9/14
1	26,170	26,670	27,170	27,670	28,170	28,670
2	27,970	28,470	28,970	29,470	29,970	30,470
3	29,570	30,070	30,570	31,070	31,570	32,070
4	32,660	33,160	33,660	34,160	34,660	35,160
5	33,900	34,400	34,900	35,400	35,900	36,400
6	37,190	37,690	38,190	38,690	39,190	39,690

Certified Therapy Assistance (COTA) & Physical Therapy Assistants

	9/09	9/10	9/11	9/12	9/13	9/14
1	26,170	35,000	35,500	36,000	36,500	37,000
2	27,970	37,000	37,500	38,000	38,500	39,000
3	29,570	39,000	39,500	40,000	40,500	41,000
4	32,660	41,000	41,500	42,000	42,500	43,000
5	33,900	43,000	43,500	44,000	44,500	45,000
6	37,190	48,000	48,500	49,000	49,500	50,000

Family Services Specialists, Special Services Coordinators, Parent Involvement Volunteer Coordinators, Health Coordinators, Nutrition Specialists

	9/09	9/10	9/11	9/12	9/13	9/14
1	36,580	37,080	37,580	38,080	38,580	39,080
2	39,050	39,550	40,050	40,550	41,050	41,550
3	40,590	41,090	41,590	42,090	42,590	43,090
4	43,530	44,030	44,530	45,030	45,530	46,030
5	44,760	45,260	45,760	46,260	46,760	47,260
6	49,450	49,950	50,450	50,950	51,450	51,950

PRESCHOOL SALARY SCHEDULES (cont.)

Preschool Teachers (Early Childhood), Level II

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	31,940	32,440	32,940	33,440	33,940	34,440
2	35,030	35,530	36,030	36,530	37,030	37,530
3	38,120	38,620	39,120	39,620	40,120	40,620
4	41,210	41,710	42,210	42,710	43,210	43,710
5	42,450	42,950	43,450	43,950	44,450	44,950
6	43,680	44,180	44,680	45,180	45,680	46,180
7	45,030	45,530	46,030	46,530	47,030	47,530
8	46,470	46,970	47,470	47,970	48,470	48,970
9	47,910	48,410	48,910	49,410	49,910	50,410
10	51,720	52,220	52,720	53,220	53,720	54,220

Master's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	33,690	34,190	34,690	35,190	35,690	36,190
2	36,780	37,280	37,780	38,280	38,780	39,280
3	39,870	40,370	40,870	41,370	41,870	42,370
4	44,100	44,600	45,100	45,600	46,100	46,600
5	45,440	45,940	46,440	46,940	47,440	47,940
6	46,770	47,270	47,770	48,270	48,770	49,270
7	48,220	48,720	49,220	49,720	50,220	50,720
8	49,660	50,160	50,660	51,160	51,660	52,160
9	51,110	51,610	52,110	52,610	53,110	53,610
10	54,910	55,410	55,910	56,410	56,910	57,410

PRESCHOOL SALARY SCHEDULES (cont.)

Preschool Teachers (Early Intervention Special Education), Level III

Bachelor's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	37,120	37,620	38,120	38,620	39,120	39,620
2	38,850	39,350	39,850	40,350	40,850	41,350
3	40,300	40,800	41,300	41,800	42,300	42,800
4	41,620	42,120	42,620	43,120	43,620	44,120
5	43,070	43,570	44,070	44,570	45,070	45,570
6	44,490	44,990	45,490	45,990	46,490	46,990
7	45,800	46,300	46,800	47,300	47,800	48,300
8	47,150	47,650	48,150	48,650	49,150	49,650
9	48,630	49,130	49,630	50,130	50,630	51,130
10	52,750	53,250	53,750	54,250	54,750	55,250

Master's Degree

	9/09	9/10	9/11	9/12	9/13	9/14
1	39,210	39,710	40,210	40,710	41,210	41,710
2	41,110	41,610	42,110	42,610	43,110	43,610
3	42,800	43,300	43,800	44,300	44,800	45,300
4	44,100	44,600	45,100	45,600	46,100	46,600
5	45,500	46,000	46,500	47,000	47,500	48,000
6	46,930	47,430	47,930	48,430	48,930	49,430
7	48,170	48,670	49,170	49,670	50,170	50,670
8	49,420	49,920	50,420	50,920	51,420	51,920
9	50,790	51,290	51,790	52,290	52,790	53,290
10	55,940	56,440	56,940	57,440	57,940	58,440

New Teachers**Career Ladder Salary Schedule for New Teachers Effective July 1, 2010**

1. This schedule replaces the bachelors and masters teachers salary schedules. All other current PFT professional salary schedules shall continue.

This schedule:

- Provides opportunity for accelerated earnings for teachers
- Provides higher earning potential for teachers, exceeding \$100,000 per year
- Recognizes and rewards differences in teacher practice based on multiple measures accumulated across years and grounded in student growth
- Enables teachers at Professional Growth levels 3 and 4 to assume roles, via Career Ladders, that reward them for working with the highest need students and taking on additional responsibilities
- Allows the opportunity to recognize tenure as a milestone
- Makes implementation manageable through fixed cycles and clear decision points
- Maintains a familiar step-format

Academy	Step A	\$39,000			
Pre-Tenure	Step 1	\$40,000			
	Step 2	\$41,000			
	Step 3	\$42,000			
	Step 4	\$43,000			
Tenure milestone and Level-decision year					
Tenure	Step 5	\$50,000	\$55,000	Additional Level-decision years	
	Step 6	\$52,000	\$58,000		
	Step 7	\$54,000	\$60,000	Additional Level-decision years	
	Step 8	\$56,000	\$64,000		
	Step 9	\$58,000	\$67,000		
	Step 10	\$60,000	\$70,000	\$75,000	\$80,000
				\$85,000	\$90,000
				\$95,000	\$100,000
				\$105,000	\$110,000
				\$115,000	\$120,000
				\$125,000	\$130,000
				\$135,000	\$140,000
				\$145,000	\$150,000
				\$155,000	\$160,000
				\$165,000	\$170,000
				\$175,000	\$180,000
				\$185,000	\$190,000
				\$195,000	\$200,000
				\$205,000	\$210,000
				\$215,000	\$220,000
				\$225,000	\$230,000
				\$235,000	\$240,000
				\$245,000	\$250,000
				\$255,000	\$260,000
				\$265,000	\$270,000
				\$275,000	\$280,000
				\$285,000	\$290,000
				\$295,000	\$300,000
				\$305,000	\$310,000
				\$315,000	\$320,000
				\$325,000	\$330,000
				\$335,000	\$340,000
				\$345,000	\$350,000
				\$355,000	\$360,000
				\$365,000	\$370,000
				\$375,000	\$380,000
				\$385,000	\$390,000
				\$395,000	\$400,000
				\$405,000	\$410,000
				\$415,000	\$420,000
				\$425,000	\$430,000
				\$435,000	\$440,000
				\$445,000	\$450,000
				\$455,000	\$460,000
				\$465,000	\$470,000
				\$475,000	\$480,000
				\$485,000	\$490,000
				\$495,000	\$500,000
				\$505,000	\$510,000
				\$515,000	\$520,000
				\$525,000	\$530,000
				\$535,000	\$540,000
				\$545,000	\$550,000
				\$555,000	\$560,000
				\$565,000	\$570,000
				\$575,000	\$580,000
				\$585,000	\$590,000
				\$595,000	\$600,000
				\$605,000	\$610,000
				\$615,000	\$620,000
				\$625,000	\$630,000
				\$635,000	\$640,000
				\$645,000	\$650,000
				\$655,000	\$660,000
				\$665,000	\$670,000
				\$675,000	\$680,000
				\$685,000	\$690,000
				\$695,000	\$700,000
				\$705,000	\$710,000
				\$715,000	\$720,000
				\$725,000	\$730,000
				\$735,000	\$740,000
				\$745,000	\$750,000
				\$755,000	\$760,000
				\$765,000	\$770,000
				\$775,000	\$780,000
				\$785,000	\$790,000
				\$795,000	\$800,000
				\$805,000	\$810,000
				\$815,000	\$820,000
				\$825,000	\$830,000
				\$835,000	\$840,000
				\$845,000	\$850,000
				\$855,000	\$860,000
				\$865,000	\$870,000
				\$875,000	\$880,000
				\$885,000	\$890,000
				\$895,000	\$900,000
				\$905,000	\$910,000
				\$915,000	\$920,000
				\$925,000	\$930,000
				\$935,000	\$940,000
				\$945,000	\$950,000
				\$955,000	\$960,000
				\$965,000	\$970,000
				\$975,000	\$980,000
				\$985,000	\$990,000
				\$995,000	\$1,000,000
				\$1,005,000	\$1,010,000
				\$1,015,000	\$1,020,000
				\$1,025,000	\$1,030,000
				\$1,035,000	\$1,040,000
				\$1,045,000	\$1,050,000
				\$1,055,000	\$1,060,000
				\$1,065,000	\$1,070,000
				\$1,075,000	\$1,080,000
				\$1,085,000	\$1,090,000
				\$1,095,000	\$1,100,000
				\$1,105,000	\$1,110,000
				\$1,115,000	\$1,120,000
				\$1,125,000	\$1,130,000
				\$1,135,000	\$1,140,000
				\$1,145,000	\$1,150,000
				\$1,155,000	\$1,160,000
				\$1,165,000	\$1,170,000
				\$1,175,000	\$1,180,000
				\$1,185,000	\$1,190,000
				\$1,195,000	\$1,200,000
				\$1,205,000	\$1,210,000
				\$1,215,000	\$1,220,000
				\$1,225,000	\$1,230,000
				\$1,235,000	\$1,240,000
				\$1,245,000	\$1,250,000
				\$1,255,000	\$1,260,000
				\$1,265,000	\$1,270,000
				\$1,275,000	\$1,280,000
				\$1,285,000	\$1,290,000
				\$1,295,000	\$1,300,000
				\$1,305,000	\$1,310,000
				\$1,315,000	\$1,320,000
				\$1,325,000	\$1,330,000
				\$1,335,000	\$1,340,000
				\$1,345,000	\$1,350,000
				\$1,355,000	\$1,360,000
				\$1,365,000	\$1,370,000
				\$1,375,000	\$1,380,000
				\$1,385,000	\$1,390,000
				\$1,395,000	\$1,400,000
				\$1,405,000	\$1,410,000
				\$1,415,000	\$1,420,000
				\$1,425,000	\$1,430,000
				\$1,435,000	\$1,440,000
				\$1,445,000	\$1,450,000
				\$1,455,000	\$1,460,000
				\$1,465,000	\$1,470,000
				\$1,475,000	\$1,480,000
				\$1,485,000	\$1,490,000
				\$1,495,000	\$1,500,000
				\$1,505,000	\$1,510,000
				\$1,515,000	\$1,520,000
				\$1,525,000	\$1,530,000
				\$1,535,000	\$1,540,000
				\$1,545,000	\$1,550,000
				\$1,555,000	\$1,560,000
				\$1,565,000	\$1,570,000
				\$1,575,000	\$1,580,000
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				\$1,605,000	\$1,610,000
				\$1,615,000	\$1,620,000
				\$1,625,000	\$1,630,000
				\$1,635,000	\$1,640,000
				\$1,645,000	\$1,650,000
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				\$1,665,000	\$1,670,000
				\$1,675,000	\$1,680,000
				\$1,685,000	\$1,690,000
				\$1,695,000	\$1,700,000
				\$1,705,000	\$1,710,000
				\$1,715,000	\$1,720,000
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				\$1,735,000	\$1,740,000
				\$1,745,000	\$1,750,000
				\$1,755,000	\$1,760,000
				\$1,765,000	\$1,770,000
				\$1,775,000	\$1,780,000
				\$1,785,000	\$1,790,000
				\$1,795,000	\$1,800,000
				\$1,805,000	\$1,810,000
				\$1,815,000	\$1,820,000
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				\$1,835,000	\$1,840,000
				\$1,845,000	\$1,850,000
				\$1,855,000	\$1,860,000
				\$1,865,000	\$1,870,000
				\$1,875,000	\$1,880,000
				\$1,885,000	\$1,890,000
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				\$1,905,000	\$1,910,000
				\$1,915,000	\$1,920,000
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				\$1,935,000	\$1,940,000
				\$1,945,000	\$1,950,000
				\$1,955,000	\$1,960,000
				\$1,965,000	\$1,970,000
				\$1,975,000	\$1,980,000
				\$1,985,000	\$1,990,000
				\$1,995,000	\$2,000,000
				\$2,005,000	\$2,010,000
				\$2,015,000	\$2,020,000
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				\$2,085,000	\$2,090,000
				\$2,095,000	\$2,100,000
				\$2,105,000	\$2,110,000
				\$2,115,000	\$2,120,000
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				\$2,635,000	\$2,640,000
				\$2,645,000	\$2,650,000
				\$2,655,000	\$2,660,000
				\$2,665,000	\$2,670,000
				\$2,675,000	\$2,680,000
				\$2,685,000	\$2,690,000
				\$2,695,000	\$2,700,000

Advancing across levels will be determined in one of two methods, whichever method moves the most teachers to a higher level, so long as no teachers advance who have not achieved an acceptable student growth standard. A teacher can only advance one level at a given level decision.

Method 1:

Attain desired levels of performance on components of effective teaching practice that are predictive of success in roles such as Career Ladders. Teachers and administrators who are trained and certified in recognizing effective teaching will, collaboratively, evaluate teaching performance. The components and methods and standards for assessing components of effective teaching practice will be developed by the District and Federation during the 2010-2011 school year.

And

Attain *desired* student growth standard. A group of PPS and PFT representatives will be charged with exploring and making recommendations for the appropriate thresholds of "acceptable" and "desired" levels of student growth that are used.

Or

Method 2:

Top 20% of teachers in the same level of step cohort at same decision point based on student growth.

C. Experienced hire placement guidelines

1. **Step placement**
The step placement of newly hired teachers, with experience, shall be based upon a Salary Schedule Placement Rubric.
2. **Determination of first opportunity for level advancement**
The year for the first opportunity for level advancement will be established at the point of hire for experienced hires.

Experienced hires will be required to have three years of student growth measures, either in Pittsburgh Public Schools or from another district, in order to have an opportunity for level advancement. No level advancements will be made prior to the 2014-15 school year.

Day to Day Substitutes

As necessary to attract and retain effective day-to-day substitute teachers, the daily rates for day-to-day substitute teachers may be increased following discussion between the District and the Federation.

T. Administration of the Five-Year Agreement

All other Articles and terms of the 2007-2010 Teachers/Professionals Collective Bargaining Agreement shall continue in effect, except those amended or otherwise affected by the provisions of this five-year Agreement.

Visit the PFT website at pft400.org for additional information on Qualification and Selection Process for Career Ladder Roles, PRC Bonus Requirements, PRC Cohort Bonus Sample, CRI Daily Teaching Schedules and Teaching Schedules of ITL2s.

SETTLEMENT AGREEMENT

By and Between

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

And

Pittsburgh Board of Public Education

For

Paraprofessionals 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 expires on June 30, 2010:

Term:

This agreement is for five years, from July 1, 2010, through June 30, 2015.

Wages:

- a. All Paraprofessional employees will receive a 2% increase to salary effective with the start of the 2010-2011 school year.**
- b. All Paraprofessional employees will receive a 2% increase to salary effective with the start of the 2011-2012 school year.**
- c. All Paraprofessional employees will receive a 2% increase to salary effective with the start of the 2012-2013 school year.**
- d. All Paraprofessional employees will receive a 2% increase to salary effective with the start of the 2013-2014 school year.**
- e. All Paraprofessional employees will receive a 2% increase to salary effective with the start of the 2014-2015 school year.**

All Paraprofessional employees will receive five 2% increases. When the cumulative effect of the raises is calculated, the total growth is an over 12% increase over the term of the new contract.

Health Care:

All current health care benefits provided in the paraprofessionals medical insurance continue for the term of this tentative agreement without new cost to the employee or reduction or interruption of benefits.

Students and Teachers Achieving Results (STAR) – PPS School Based Performance Pay Plan:

School based paraprofessionals are included in the STAR Plan.

PPS schools that create a culture of collective problem-solving in order to achieve significant gains in student achievement as compared to schools State-wide or, in the case of PPS secondary schools, demonstrate significant student growth, will be rewarded for those efforts in the District's STAR Schools Plan. District and PFT representatives, including practicing teachers, will engage in preparation and planning during the 2010-2011 school year for the launch of STAR Schools plan at the start of the 2011-2012 school year. Planning will encompass refinement of the provisions below, as well as implementation details. Preparation and planning will also occur to determine how to include the district's three special education center schools, Conroy, McNaugher, and Pioneer. Consideration will also be given for the inclusion of the Student Achievement Center in the STAR Plan.

Provisions:

1. The annual growth in student achievement of PPS schools will be compared, by level, to the growth of schools in Pennsylvania as verified annually by the PA Department of Education. PPS schools that fall within the top 15% of the rank-ordered PA schools for growth, by level, will receive a school team bonus to be distributed to PFT-represented staff. In the case of secondary schools, significant student growth will be determined by multiple measures and may be based on relative growth.
2. STAR school staff may provide consultation in subsequent years to other schools attempting to achieve similar results.
3. It is the intention of the STAR Schools plan to reward at least eight (8) schools a year. Accordingly, if there are fewer than eight (8) schools in the top 15% of State-wide growth, then PPS school(s) up to that number will be identified in order of student growth, as long as such schools are within the top 25% of growth in the State, by level. Schools identified in this manner may receive a pro-rated bonus to distribute.

4. The total STAR School team bonus will be determined by the sum of:

- The number of PFT-represented fulltime professional staff X \$6000
- The number of PFT-represented paraprofessionals and technical-clerical personnel X \$2000
- The number of PFT-represented professionals who are assigned to the school for at least one (1) day will be added using the following pro-rated amounts:

1 day per week - \$1200
2 days per week - \$2400
3 days per week - \$3600
4 days per week - \$4800
5 days per week - \$6000

- 5. The following template is provided as a model that STAR Schools may follow to distribute the school team bonus (identified in number 4 of this section):**

PFT-represented fulltime professionals will receive \$6000

PFT-represented paraprofessionals and technical clerical will receive \$2000.

PFT-represented professionals who are assigned to the building for at least one (1) full day will receive a pro-rated amount as follows:

1 day per week -	\$1200
2 days per week -	\$2400
3 days per week -	\$3600
4 days per week -	\$4800
5 days per week -	\$6000

- 6. If a STAR School prefers to distribute an anticipated bonus differently than set forth above, the school leadership team may prepare a proposed distribution method and submit such distribution method to PEP by November 1 of each year. The PEP Steering Committee will notify the STAR school whether or not the proposed distribution method is approved. The presumption will be to approve proposed distribution methods unless a good faith concern is present. If a proposed distribution method is not approved, an alternate plan may be brought forward from the STAR school within 30 days of the rejection or the school may use the "standard" distribution plan set forth above.**
- 7. During the 2010-2011 school year, a team of six center school teachers and three administrators, along with technical assistance from a number of outside agencies, will convene in order to plan a system by which our three PPS center schools (Conroy, McNaugher and Pioneer) can be included in this school-based program. This program will focus on measurable gains in student achievement, job and life planning, and placement and collaborative efforts with families and communities.**

403-B (Severance Pay):

The Board and the PFT will implement as Enhanced TSA Severance Pay plan that utilizes a 403(b) structure to maximize tax savings and flexibility for retirees. This plan would replace the current Article 49 Severance Pay, Section 7, regarding withdrawal options.

PSE – Special Education:

Article 44 – Special Provisions Regarding Conroy and McNaugher and Pioneer Education Centers' Intramural Programs

Add new Section 2.

2. Considering the physical component of the disabilities of students at the Pioneer Education Center, more assistance must be allotted. Therefore, there shall be twenty (20) workshop hours made available for paraprofessional employees who are involved in the preparation for and participation in Special Olympics.



SETTLEMENT AGREEMENT

By and Between

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

And

Pittsburgh Board of Public Education

For

Technical-Clerical Employees 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 expires on June 30, 2010:

Term:

This agreement is for five years, from July 1, 2010, through June 30, 2015.

Wages:

- a. All Technical-Clerical employees will receive a 2% increase to salary effective with the start of the 2010-2011 school year.
- b. All Technical-Clerical employees will receive a 2% increase to salary effective with the start of the 2011-2012 school year.
- c. All Technical-Clerical employees will receive a 2% increase to salary effective with the start of the 2012-2013 school year.
- d. All Technical-Clerical employees will receive a 2% increase to salary effective with the start of the 2013-2014 school year.
- e. All Technical-Clerical employees will receive a 2% increase to salary effective with the start of the 2014-2015 school year.

All Technical-Clerical employees will receive five 2% increases. When the cumulative effect of the raises is calculated, the total growth is an over 12% increase over the term of the new contract.

Health Care:

All current health care benefits provided in the technical-clerical medical insurance continue for the term of this tentative agreement without new cost to the employee or reduction or interruption of benefits.

Students and Teachers Achieving Results (STAR) – PPS School Based Performance Pay Plan:

School based technical–clerical employees are included in the STAR Plan.

PPS schools that create a culture of collective problem-solving in order to achieve significant gains in student achievement as compared to schools State-wide or, in the case of PPS secondary schools, demonstrate significant student growth, will be rewarded for those efforts in the District's STAR Schools Plan. District and PFT representatives, including practicing teachers, will engage in preparation and planning during the 2010-2011 school year for the launch of STAR Schools plan at the start of the 2011-2012 school year. Planning will encompass refinement of the provisions below, as well as implementation details. Preparation and planning will also occur to determine how to include the district's three special education center schools, Conroy, McNaugher, and Pioneer. Consideration will also be given for the inclusion of the Student Achievement Center in the STAR Plan.

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403-B (Severance Pay):

The Board and the PFT will implement as Enhanced TSA Severance Pay plan that utilizes a 403(b) structure to maximize tax savings and flexibility for retirees. This plan would replace the current Article 30 Severance Pay, Section 7, regarding withdrawal options.



HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

June 14, 2010

From the Superintendent of Schools
to
The Board of Public Education Directors:

The following personnel changes are recommended for the action of the Board.

A. Resignations

<u>Name</u>	<u>Position</u>	<u>Date</u>	<u>Reason</u>
1. Polinsky, Gary	Project Manger	06-21-10	Personal
2. Chester, Frank	Chief Talent Management Officer	09-13-10	Personal
3. Bergie, Lawrence	Chief Information Officer	06-30-10	Personal

B. Transfer From One Position to Another With Change of Salary

<u>Name and Position</u>	<u>Salary per Month</u>	<u>Date</u>	<u>Reason</u>
1. Pastor, Marni Director IV, Office of Talent Management to Director I, Office Of Talent Management	\$8,339.95 (001-18)	06-15-10	Transfer

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TRANSCRIPT OF PROCEEDINGS

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PITTSBURGH BOARD OF PUBLIC EDUCATION
SPECIAL LEGISLATIVE MEETING
MONDAY, JUNE 14, 2010
7:39 P.M.
ADMINISTRATION BUILDING - BOARD COMMITTEE ROOM

- - -

BEFORE:

THERESA COLAIZZI, BOARD PRESIDENT
THOMAS SUMPTER, FIRST VICE PRESIDENT
WILLIAM ISLER, SECOND VICE PRESIDENT
DARA WARE ALLEN
MARK BRENTLEY
JEAN FINK
SHERRY HAZUDA
FLOYD McCREA
SHARENE SHEALEY

- - -

ALSO PRESENT:

MR. MARK ROOSEVELT	DR. LINDA LANE
DR. PAULETTE PONCELET	MR. IRA WEISS
MR. PETER J. CAMARDA	MR. CHRISTOPHER BERDNIK
MR. FRANK G. CHESTER	MS. LISA FISCHETTI
MR. CHRISTOPHER BERDNIK	

- - -

REPORTED BY: MELISSA L. FENSTER
PROFESSIONAL COURT REPORTER

- - -

COMPUTER-AIDED TRANSCRIPTION BY
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PITTSBURGH, PENNSYLVANIA
412-281-0189

- - -

ORIGINAL

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

2 MRS. COLAIZZI: Thank you. Good evening.

3 As advertised, the purpose of tonight's Special
4 Legislative Session is to ratify the tentative
5 Collective Bargaining Agreement with the Pittsburgh
6 Federation of Teachers, as well as to consider other
7 personnel matters.

8 Before we begin, I would like to ask the
9 Solicitor for a roll call please, Mr. Weiss.

10 MR. WEISS: Dr. Allen.

11 DR. ALLEN: Present.

12 MR. WEISS: Mr. Brentley.

13 MR. BRENTLEY: Here.

14 MR. WEISS: Ms. Fink.

15 MRS. FINK: Here.

16 MR. WEISS: Ms. Hazuda.

17 MS. HAZUDA: Here.

18 MR. WEISS: Mr. Isler.

19 MR. ISLER: Present.

20 MR. WEISS: Mr. McCrea.

21 MR. MCCREA: Here.

22 MR. WEISS: Mr. Sumpter.

23 MR. SUMPTER: Present.

24 MR. WEISS: Ms. Shealey.

25 MS. SHEALEY: Here.

1 MR. WEISS: Mrs. Colaizzi.

2 MRS. COLAIZZI: Here.

3 MR. WEISS: All members present.

4 MRS. COLAIZZI: Thank you.

5 The agenda for the human resource report is
6 before you. Please note that we will have two
7 different roll calls. The first roll call will be for
8 Item No. 1, which deals with our tentative settlement
9 with the Pittsburgh Federation of Teachers, and the
10 second roll call will be for Item No. 2, which
11 involves several personnel changes.

12 Before opening the floor to comments from
13 my colleagues on Item No. 1, I would like to share a
14 few opening remarks. After chairing the Board's
15 negotiation committee for the past eight years, I am
16 delighted that Ms. Shealey agreed to serve as the
17 Board's chair of negotiations during this year of my
18 presidency. I'm sure she's just very excited that I
19 had her do that, but you should be excited.

20 This is great. This is like -- I have a
21 speech in front of me, but I can't do it. I just have
22 to say what I have to say.

23 This is probably the greatest mark in
24 history that we will ever see in our lifetime. This
25 wasn't done from just the top sitting together and

1 coming together with just a bunch of demands on either
2 side, but this was talking to people that actually
3 work on the ground every day with these students
4 knowing what they needed and really realizing that
5 this is about educating these kids and not about
6 always the financial end of the day.

7 And taking those people that are down on
8 the ground and bringing them to the table, well, it
9 created something that I don't think anywhere in this
10 history of the United States of America has ever been
11 done, so we should all be very, very proud.

12 Mr. Roosevelt, Mrs. Spolar, I know you've
13 worked intensely. Mr. Tarka, Billy, Sylvia, Nina,
14 Mar, George, Sharene, you yourself and even myself,
15 I'm very, very proud to be part of this moment. I
16 congratulate you, and I personally would like to
17 applaud all of you if I may.

18 (Applause.)

19 MRS. COLAIZZI: This is a great moment.

20 And, Ms. Shealey, I figured at this point,
21 maybe you would like to have a comment.

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

23 On behalf of the Board, I want to thanked
24 Pittsburgh Federation of Teachers President
25 John Tarka and his negotiating team for their courage

1 and leadership they've shown throughout this process.
2 I also wanted to recognize all the PFT membership for
3 ratifying these landmark five-year agreements.

4 Now, we have five years to focus on our
5 work together and to make the changes that we must
6 to dramatically improve our children's academic
7 performance and their opportunity to benefit from
8 the Pittsburgh Promise.

9 This contract goes a long way in continuing
10 to build the culture of excellence that we all expect
11 from ourselves, from our employees and from each and
12 every one of our students, and I want to thank you all
13 for the work you've committed to for the benefit of
14 this entire City.

15 Thank you, Mrs. Colaizzi.

16 MRS. COLAIZZI: Thank you.

17 I would open the floor now to any other
18 Board member that would like to make a comment, and
19 I'll start at that end with you, Dr. Allen. Any
20 comments?

21 DR. ALLEN: Thank you, President Colaizzi.

22 I just want to join in as has already been
23 said by President Colaizzi and Ms. Shealey, the
24 Superintendent has been commended and his team for
25 getting us to this point with putting forth a

1 promising and innovative plan, so thank you again for
2 that.

3 I think tonight we really need to pause and
4 commend the leadership of the Pittsburgh Federation of
5 Teachers with John Tarka and the rest the leadership
6 team.

7 And then also I want to thank our teachers
8 for the work that they do and for this courageous step
9 forward. It really was a courageous step on their
10 part, and we need to make sure that it's stated.

11 And I want to also share my excitement
12 about the plan. There's so much of this plan that I
13 think we really can be proud of. Parts of it that are
14 particularly exciting to me are about how we're
15 incentivizing highly effective teachers in high need
16 areas and combining that with career opportunities,
17 you know, turn around schools, around the Promise
18 Readiness core. There's many more things to say about
19 that, but that's exciting.

20 And then differentiating the performance
21 evaluation so that teachers get real feedback about
22 their performance. When you put your best foot
23 forward, you want to hear more than, hey, this is
24 satisfactory or this is not satisfactory. You want to
25 hear comments. You want to hear specific comments

1 about what you're doing, that it's working well and
2 then constructive feedbacks about what you can do to
3 improve.

4 And so with that, I will be quiet and just
5 say that I think we all going forward since we have
6 this momentous occasion really at the end when we
7 think about success is that we want to hold each of
8 us, all of us accountable to the execution of this
9 plan. We have a great plan.

10 Now, you know, even more hard work begins
11 in executing the plan, and it takes a community-wide
12 effort, and we'll have to support each other to do
13 it.

14 Thank you.

15 MRS. COLAIZZI: Thank you, Dr. Allen.

16 Mr. Brentley.

17 MR. BRENTLEY: Yes. I have a question. I
18 would like to just make sure I get an opinion from
19 Mr. Weiss.

20 Mr. Weiss, it is my understanding that I
21 would by law have to abstain on this contract?

22 MR. WEISS: No. You are permitted to vote
23 on the ratification. There's no prohibition against
24 your voting.

25 MR. BRENTLEY: Okay. So an employee who

1 has a relative who is a member of this bargaining unit
2 would not be viewed as a conflict of interest?

3 MR. WEISS: No. Act 195 makes it clear
4 that such a person may vote.

5 MR. BRENTLEY: Thank you very much.

6 My comments are I just want to once again
7 raise the white flag. I am concerned about the issue
8 of equity. I'm concerned about the issue of
9 measurables on how we can accurately measure the
10 performance of our great, great staff here, and then
11 the biggest issue that I'm concerned about is the
12 affordability. Who's counting? Who's counting?

13 Wonderful, wonderful, great movements and
14 great ideas, but how do we as a District make sure
15 that we can afford it along with all of these other
16 initiatives that are on the table?

17 I've raised issues in the past, and my
18 biggest issue here is once again the speed in which we
19 were moving, the lack of full community involvement --
20 full community buy-in.

21 Yes, I know we have a wonderful performance
22 here today, but are the parents and the community, are
23 they really in tuned to what could possibly happen
24 here? So I am just raising my concern.

25 I will be abstaining on this issue. I will

1 ask again for this Administration to please find a way
2 to slow things down. It is not that anyone is against
3 anything. We as a community need to be able to get
4 our arms around the issue. Secondly, we just heard at
5 a Public Hearing while it's a wonderful, wonderful
6 issue we're doing here, but we still have quite a few
7 victims in this community that we have not addressed
8 their concerns. Let's find a way to go back and
9 address those concerns.

10 So I will be abstaining. Thank you very,
11 very much.

12 MRS. COLAIZZI: Thank you, Mr. Brentley.

13 Mrs. Fink.

14 MRS. FINK: I too want to congratulate
15 everyone who took part in this contract, and I think
16 it was a lot of hard work. I know how much my
17 colleagues put into it. I'm sure I know how much all
18 of you put into it.

19 And I just want to say one perhaps
20 cautionary thing. The academic strategies that we're
21 all looking at will make our children's minds smart,
22 but the arts will make their souls rich, and please
23 don't lose the arts in all of this.

24 MRS. COLAIZZI: Thank you, Mrs. Fink.

25 Ms. Hazuda.

1 MS. HAZUDA: I just want to real quickly
2 say thank you, thank you, thank you, thank you. This
3 is such an exciting day in Pittsburgh, it is.

4 And maybe people in the community aren't
5 all aware of it, but there are such good things
6 happening, and they're already happening, and this
7 just takes us over to -- and there's so much hard work
8 ahead, but this is just so exciting, so I just want to
9 thank everyone. That's all.

10 MRS. COLAIZZI: Thank you.

11 Mr. Sumpter.

12 MR. SUMPTER: Thank you, Mrs. Colaizzi.

13 First of all, I want to thank the Union for
14 your ratification. I want to thank the Administration
15 for the time on both parts, of the Union and the
16 Administration, the time that was put into working on
17 the grant, to putting things in place because if you
18 can think back to last year, even before that, we were
19 just talking about starting off on this journey,

20 There's still a lot of work to be done.
21 There's still some funding that has to be put in
22 place. This is another hurdle, another piece of the
23 puzzle that's been put in place, but a lot of good
24 things have happened in this Pittsburgh School
25 District over the last five years, and you can see how

1 everything is just coming together step by step, year
2 by year putting a lot of innovative, new, different
3 items in place.

4 And just it's refreshing to know that we
5 finally negotiated student achievement. We weren't
6 just there for the dollars. We were actually there
7 for the children, and that's refreshing to know.

8 There's a lot of work that still needs to
9 be done, but it just goes to say that I believe that
10 we all are in the right place at the right time to do
11 thing right thing. Thank you.

12 MRS. COLAIZZI: Thank you, Mr. Sumpter.

13 Mr. Isler.

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

15 Thank you, Ms. Shealey. Thank my fellow Board members
16 for their comments.

17 As we continue the Promise --

18 And, Ms. Hazuda, there are not good things
19 going on. There are great things going on. I mean, I
20 have to just -- you know, you're my favorite, but, you
21 know, we just have to get there and say there are
22 great things. In just an article today I believe is
23 Newsweek citing one of our high schools as one of
24 eight high schools in Western Pennsylvania that's
25 really achieved. It's one, and we're going to have

1 more as we go on.

2 To your team, what you've brought and to
3 you and your leadership, you're a personal friend, but
4 a hell of a leader, and I thank you.

5 And I thank all six of you who are
6 representing all the teachers tonight that are
7 supported by all the parents and community members in
8 the green shirts. It's all the teachers that we have
9 to recognize and support and work with, and I think
10 you've been very, very specific about that as leaders
11 of that organization.

12 We want great teachers for all of our great
13 children, and we do expect and want Excellence for
14 All, but thank you for continuing the Promise.

15 MRS. COLAIZZI: Thank you, Mr. Isler.

16 Mr. McCrea.

17 MR. McCREA: There's not much left to say
18 by the time you get to the end of the table, so let
19 the guy with the least amount -- okay.

20 I also want to add to the thanks from my
21 colleagues to both teams on both sides. Great job.
22 Well done. Let's hit the ground rolling, and let's go
23 forward. Thank you.

24 MRS. COLAIZZI: Mr. Roosevelt, do you have
25 anything you would like to say?

1 MR. ROOSEVELT: This was a very unusual
2 process, and I think it's really worth noting the
3 spirit with which you guys came to this work, and I am
4 proud to work with you. I am proud that we have
5 changed the way of different groups within the
6 Pittsburgh Public Schools and the way we relate to
7 each other so that we've become in a much realer sense
8 colleagues in solving problems for children, and
9 that's the way it should be.

10 I get rather ill with people saying that we
11 all ought to be fighting, the Board and the
12 Superintendent, the Union and the Superintendent.
13 That's small thinking from small minds. What we ought
14 to be doing is working together to solve the problems
15 of our children, and, boy, did you guys evidence
16 that.

17 I'm very grateful. I'm proud to work with
18 you. I'm proud to call you friends, and you did
19 something, and I thank you.

20 MRS. COLAIZZI: If there are no other
21 questions or comments at this time, Mr. Weiss, may we
22 have a roll call, please.

23 MR. WEISS: This is a roll call on Item 1,
24 which are the three Collective Bargaining Agreements.

25 Dr. Allen.

1 DR. ALLEN: Yes.

2 MR. WEISS: Mr. Brentley.

3 MR. BRENTLEY: Abstain.

4 MR. WEISS: Mrs. Fink.

5 MRS. FINK: Yes.

6 MR. WEISS: Ms. Hazuda.

7 MS. HAZUDA: Yes.

8 MR. WEISS: Mr. Isler.

9 MR. ISLER: Yes.

10 MR. WEISS: Mr. McCrea.

11 MR. MCCREA: Yes.

12 MR. WEISS: Ms. Shealey.

13 MS. SHEALEY: Yes.

14 MR. WEISS: Mr. Sumpter.

15 MR. SUMPTER: Emphatically, yes.

16 MR. WEISS: Mrs. Colaizzi.

17 MRS. COLAIZZII: Absolutely.

18 MR. WEISS: The item is approved eight yes,
19 one abstention.

20 MRS. COLAIZZII: Thank you.

21 (Applause.)

22 MRS. COLAIZZII: I would like to call the
23 Board's attention to the human resource report in
24 front of you.

25 If there are any questions or comments,

1 Mr. McCrea.

2 MR. McCREA: As is my norm with personnel,
3 I want to thank all of our employees that are working
4 for the military, and today is Flag Day by the way, so
5 we have an extra thank you for that.

6 And there's a thing about I'm a Little
7 Teapot, but we're not going to get into that.

8 Thank you.

9 MRS. COLAIZZI: Thank you.

10 Seeing no more -- I'm sorry. Mr. Brentley.

11 MR. BRENTLEY: Yes. Ms. Colaizzi, I will
12 be abstaining on this item as well. You don't accept
13 resignations from key department heads and key
14 employees 20 minutes before the meeting without an
15 opportunity to really dig down and to talk and to
16 understand why and to get their suggestions and
17 recommendations and so on, so I'm abstaining for that
18 issue alone.

19 It would be helpful to as a Board member,
20 as a director to get information early, to talk about
21 it early and to really know before items are placed
22 before us, and so I just feel like I don't know all
23 I need to know and it would be unfair for me to vote
24 and to move forward on both items, Item A, as well as
25 Item B.

1 I've grown pretty close to some, and at the
2 very least, a heads up and some time and an
3 opportunity to discuss things would have been very,
4 very helpful, not 15 or 20 minutes before the actual
5 vote, so I'll be abstaining on both items. Thank
6 you.

7 MRS. COLAIZZI: Thank you, Mr. Brentley.

8 Anymore questions or comments?

9 (No response.)

10 Seeing none, Mr. Weiss, may we please have
11 a roll call.

12 MR. WEISS: Just to make this clear, this
13 is Item A2 on the agenda, and it's Items A and B on
14 your human resources report.

15 Dr. Allen.

16 DR. ALLEN: Yes.

17 MR. WEISS: Mr. Brentley.

18 MR. BRENTLEY: Abstain.

19 MR. WEISS: Mrs. Fink.

20 MRS. FINK: Yes.

21 MR. WEISS: Ms. Hazuda.

22 MS. HAZUDA: Yes.

23 MR. WEISS: Mr. Isler.

24 MR. ISLER: Yes.

25 MR. WEISS: Mr. McCrea.

1 MR. McCREA: Yes.

2 MR. WEISS: Ms. Shealey.

3 MS. SHEALEY: Yes.

4 MR. WEISS: Mr. Sumpter.

5 MR. SUMPTER: Yes.

6 MR. WEISS: Mrs. Colaizzi.

7 MRS. COLAIZZIZI: Yes.

8 MR. WEISS: The item is approved eight yes,
9 one abstention.

10 That completes the items on the agenda,
11 Mrs. Colaizzi.

12 MRS. COLAIZZIZI: Thank you.

13 If there is nothing more to come before
14 this Board this evening, move to adjourn.

15 MR. ISLER: Moved.

16 MR. SUMPTER: Second.

17 MRS. COLAIZZIZI: Second by Mr. Sumpter.

18 This meeting is adjourned.

19 Thank you for joining us, and
20 congratulations again.

21 - - -

22 (Thereupon, at 7:59 p.m., the Special
23 Legislative Meeting was concluded.)

24 - - -

25

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

2 I, Melissa L. Fenster, the undersigned, do
3 hereby certify that the foregoing seventeen (17) pages
4 are a true and correct transcript of my stenotypy
5 notes taken of the Special Legislative Meeting held in
6 the Pittsburgh Board of Public Education,
7 Administration Building, Board Room, on Monday, June
8 10, 2010.
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Melissa L. Fenster

Melissa L. Fenster, Court Reporter

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