

THE BOARD OF PUBLIC EDUCATION

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

SPECIAL LEGISLATIVE AGENDA

March 7, 2011

ROLL CALL

A. HUMAN RESOURCES REPORT

- 1. Approval of Settlement Agreements with: [Roll Call]**
 - **AFSCME Local 297** – Effective January 1, 2011 through December 31, 2015
 - **Pittsburgh Building and Construction Trades Council** – Effective January 16, 2011 through January 15, 2016

- 2. Personnel Changes [Roll Call]**

3/7/11

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

From the Superintendent of Schools
to
The Board of Public Education

Directors:

Your Committee on Human Resources recommends the adoption of the following salary schedules with accompanying narratives as follows:

- AFSCME Local 297 - Effective January 1, 2011 through December 31, 2015
- Pittsburgh Building and Construction Trades Council – Effective January 16, 2011 through January 15, 2016

Respectfully submitted,

Linda S. Lane
Superintendent of Schools

TENTATIVE AGREEMENT

BY AND BETWEEN
AFSCME LOCAL 297
AND
PITTSBURGH BOARD OF PUBLIC EDUCATION

The bargaining committees for the parties have agreed to recommend for ratification the following changes to the collective bargaining agreement that expired December 31, 2010:

1. **Term.** The term of the agreement shall be five (5) years with effective dates of January 1, 2011 through December 31, 2015.

2. **Wages.** There shall be an across the board wage increase effective January 1, 2011 of 2%.

Effective January 1, 2012 wages shall be increased 2%

Effective January 1, 2013 wages shall be increased 2%

Effective January 1, 2014 wages shall be increased 2%

Effective January 1, 2015 wages shall be increased 2%

3. **Health Insurance.** The agreement shall be revised as necessary to reflect the previous agreement of the parties to add UPMC as a health provider/plan option.

4. **Clearances.** Effective no sooner than with the start of the 2011-12 school year, AFSCME represented employees who have been employed at least three (3) years, may be requested as a condition of continued employment, no more than once every three (3) years, to obtain and submit clearances under Acts 34 and 151. These clearances will be maintained in the employees' personnel files. The cost of obtaining the clearances will be borne by the District.

5. **Grounds.** The parties will replace the phrase "Labor Landscape" with the word "grounds" throughout the contract and add the positions of Grounds Equipment Operator I; Grounds Equipment Operator II; and Grounds Foreman to the salary schedules attached to the agreement as Appendix A.

6. **Article 14, Section 5B** shall be revised to provide that individuals working the oven must obtain and maintain an Allegheny County Health Department Food Safety Certification.

7. **Article 18, Section 2A.6** shall be amended to add Custodian III to the list of "Employees classified in this position" for purposes of permitting a Custodian III to bid on a Custodian I position.

8. **Article 14, Section 5A** shall be deleted.

9. **Article 17, Section 2** shall be revised to delete any reference to coal schedules.

10. **Article 25** shall be revised by adding a Section 13 which will provide as follows:

“Employees holding a position or assigned to a location where there is an expectation that they will operate a piece of machinery will be afforded training on that piece of machinery.”

11. **Article 7, Section 2C.(2)** shall be revised by increasing the amount of the maximum reimbursement from five dollars (\$5.00) to seven dollars fifty cents (\$7.50).

12. **Article 21, Section 8** shall be revised by deleting Section G.

13. The District advised of its intent to combine the job duties of the Stores Clerk III, the Storekeeper I, and the Automotive Equipment Operator I, all of which are in the Food Service Department only. The combined position shall be titled Equipment Operator/Storekeeper. Effective upon date of implementation of this new position it shall be paid at the rate of \$22.70 per hour in 2011. (This is the Storekeeper I rate of \$22.26 effective 2010 increased by the 2% raise effective 1/1/11.)

14. The District shall have the right to create and fill Automotive Equipment Operator I, Automotive Equipment Operator II, Auto Mechanic I and/or Auto Mechanic II positions with a CDL requirement. Employees who have a CDL and hold an Automotive Equipment Operator or Mechanic position shall indicate their interest for such positions by signing a list to be established for 1) Transportation Automotive Equipment Operators; 2) Mechanics, or 3) Grounds Automotive Equipment Operators. The position will be offered in seniority order from the aforementioned list based on operational needs. An employee awarded such a position shall receive a seventy-five cent (\$.75) per hour increase over his/her base rate.

The provisions of this Tentative Agreement are prospective only except for wages which are retroactive to January 1, 2011 as set forth in Paragraph 2 above and the addition of UPMC as a provider/plan option as set forth in Paragraph 3 above.

TENTATIVE AGREEMENT

BY AND BETWEEN
THE PITTSBURGH BUILDING AND CONSTRUCTION TRADES COUNCIL
AND
THE PITTSBURGH BOARD OF PUBLIC EDUCATION

The bargaining committees for the parties have agreed to recommend for ratification the following changes to the collective bargaining agreement that expired December 31, 2010:

1. **Term.** The term of the agreement shall be five (5) years with effective dates of January 16, 2011 through January 15, 2016.

2. **Wages.** There shall be an across the board wage increase effective January 16, 2011 of 2%.

Effective January 16, 2012 wages shall be increased 2%

Effective January 16, 2013 wages shall be increased 2%

Effective January 16, 2014 wages shall be increased 2%

Effective January 16, 2015 wages shall be increased 2%

3. **Health Insurance.** The agreement shall be revised as necessary to reflect the previous agreement of the parties to add UPMC as a health provider/plan option.

4. **Clearances.** Effective no sooner than with the start of the 2011-12 school year, employees who have been employed at least three (3) years, may be required as a condition of continued employment, no more than once every three (3) years, to obtain and submit clearances under Acts 34 and 151. These clearances will be maintained in the employees' personnel files. The cost of obtaining the clearances will be borne by the District.

5. **Article 17, Section 4, Severance Pay.** This Section shall be revised by deleting Subparagraph G. thereby eliminating the alternative severance pay option.

6. The Board and the Union will explore implementation of an enhanced TSA severance pay plan that utilizes a 403(b) structure to maximize tax savings and flexibility for retirees.

7. The parties agree to incorporate into the Leaves of Absence Article of their Collective Bargaining Agreement (Article 9), language on Maternity Leave consistent with the provisions applicable to AFSCME represented employees.

The terms of this Tentative Agreement shall be prospective except as to wages in 2011, which are retroactive as is set forth in Paragraph 2 above and for the addition of UPMC as a provider/plan option as set forth in Paragraph 3 above.

BUILDING AND CONSTRUCTION TRADES
SALARY SCHEDULE

SHOP MECHANICS
Regular Employees

Trade	<u>1/16/11</u>	<u>1/16/12</u>	<u>1/16/13</u>	<u>1/16/14</u>	<u>1/16/15</u>
Building Laborer	\$24.99	\$25.49	\$26.00	\$26.52	\$27.05
Carpenter	\$28.35	\$28.92	\$29.50	\$30.09	\$30.69
Carpenter Foreman	\$29.86	\$30.46	\$31.07	\$31.69	\$32.32
Carpenter Shop Foreman	\$29.26	\$29.85	\$30.45	\$31.06	\$31.68
Cement Finisher	\$28.40	\$28.97	\$29.55	\$30.14	\$30.74
Coordinating Foreman	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48
Electrician	\$29.27	\$29.86	\$30.46	\$31.07	\$31.69
Electrician Foreman	\$30.78	\$31.40	\$32.03	\$32.67	\$33.32
Masonry Restoration	\$27.35	\$27.90	\$28.46	\$29.03	\$29.61
Mortar Mixer	\$25.55	\$26.06	\$26.58	\$27.11	\$27.65
Ornamental Iron Worker	\$28.86	\$29.44	\$30.03	\$30.63	\$31.24
Painter*	\$26.98	\$27.52	\$28.07	\$28.63	\$29.20
Painter Foreman	\$28.49	\$29.06	\$29.64	\$30.23	\$30.83
Painter Shop Foreman	\$27.88	\$28.44	\$29.01	\$29.59	\$30.18
Plasterer	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01
Plumber	\$28.31	\$28.88	\$29.46	\$30.05	\$30.65
Plumber Foreman	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27
Roofer	\$27.54	\$28.09	\$28.65	\$29.22	\$29.80
Sheet Metal Worker	\$28.19	\$28.75	\$29.33	\$29.92	\$30.52
Sheet Metal Foreman	\$29.71	\$30.30	\$30.91	\$31.53	\$32.16
Sheet Metal Shop Foreman	\$29.10	\$29.68	\$30.27	\$30.88	\$31.50
Steamfitter	\$28.31	\$28.88	\$29.46	\$30.05	\$30.65
Refrigerator Foreman	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27
Steamfitter Foreman	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27
General Forman	\$34.86	\$35.56	\$36.27	\$37.00	\$37.74

* 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.

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

March 7, 2011

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. Transfer From One Position to Another Without Change of Salary

<u>Name and Position</u>	<u>Position</u>	<u>Date</u>
1. Nancy Kodman	Executive Director Strategic Initiatives to Executive Director Academic & Operations Integration	03-08-11
2. Derrick Lopez	Assistant Superintendent Secondary to Assistant Superintendent Strategic Initiatives	03-08-11
3. Rhonda Taliaferro	Assistant to the Deputy Superintendent to Executive Director Strategic Initiatives	03-08-11

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. Pete Camarda Executive Director Budget Development, Management and Operations to Acting Chief Operating & Financial Officer	\$11,500.00 (CHS-01)	03-08-11	Reclassification
2. Jeannine French Assistant Superintendent K-8 to Chief of School Performance	\$11,500.00 (001-01)	03-08-11	Reclassification

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

March 7, 2011

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

<u>Name and Position</u>	<u>Salary per Month</u>	<u>Date</u>	<u>Reason</u>
3. Jerri Lippert Chief Academic Officer to Chief Academic Officer	\$11,833.33 (CHA-01)	3-08-11	Reclassification
4. Christiana Otuwa Assistant Superintendent ALA & Middle to Assistant Superintendent Secondary	\$10,750.00 (001-01)	03-08-11	Reclassification
5. Barbara Rudiak Assistant Superintendent K-5 to Assistant Superintendent K-5	\$10,750.00 (001-01)	03-08-11	Reclassification
6. Jody Spolar Chief of Performance Management to Chief Human Resources Officer	\$11,500.00 (CHS-01)	03-08-11	Reclassification

We are an equal rights and opportunity school district.

HUMAN RESOURCES REPORT OF THE SUPERINTENDENT OF SCHOOLS

ADDENDUM A

POSITIONS OPENED AND CLOSED

March 7, 2011

GENERAL FUNDS

It is recommended:

1. That the following position(s) be closed, effective on the date indicated:

	<u>POSITION</u>	<u>NUMBER</u>	<u>DATE</u>	<u>LOCATION</u>
a)	Deputy Superintendent	1	03-08-11	Office of the Deputy Superintendent
b)	Superintendent Assistant for Special Projects	1	03-08-11	Office of the Superintendent
c)	Academic Specialist	1	03-08-11	Office of the Deputy Superintendent
d)	Chief of Talent Management	1	03-08-11	Office of Talent Management
e)	Senior Program Officer	1	03-08-11	Curriculum, Instruction and Professional Development

2. That the following position(s) be opened, effective on the date indicated:

	<u>POSITION</u>	<u>NUMBER</u>	<u>DATE</u>	<u>LOCATION</u>
a)	Assistant Superintendent Middle & K-8 Schools	1	03-08-11	School Performance
b)	Executive Director	1	03-08-11	Human Resources
c)	Executive Director	1	03-08-11	Curriculum, Instruction and Professional Development

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TRANSCRIPT OF PROCEEDINGS

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PITTSBURGH BOARD OF PUBLIC EDUCATION
SPECIAL LEGISLATIVE MEETING
MONDAY, MARCH 7, 2011
5:54 P.M.

ADMINISTRATION BUILDING - BOARD COMMITTEE ROOM

- - -

BEFORE:

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

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BOARD MEMBERS ABSENT:

MARK BRENTLEY

ALSO PRESENT:

DR. LINDA LANE	MR. DERRICK LOPEZ
DR. PAULETTE PONCELET	MR. MARK CAMPBELL
MR. IRA WEISS	MR. PETER J. CAMARDA
MS. CHRISTIANA OTUWA	DR. JEANNINE FRENCH
MS. CAROL BARONE-MARTIN	DR. JERRI LIPPERT
MS. LISA FISCHETTI	MS. JODY SPOLAR

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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 MS. HAZUDA: Good evening, ladies and
3 gentlemen, and welcome to the March 7, 2011 Pittsburgh
4 Board of Public Education Special Legislative Meeting.

5 Would everyone please rise, so we can
6 salute the flag.

7 (Flag saluted.)

8 MS. HAZUDA: Before we begin this evening,
9 I would like to ask everyone to please turn off all
10 cell phones and pagers.

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

12 MR. WEISS: Dr. Allen.

13 DR. ALLEN: Present.

14 MR. WEISS: Mr. Brentley.

15 Mrs. Colaizzi.

16 MRS. COLAIZZI: Yes.

17 MR. WEISS: Mrs. Fink.

18 MRS. FINK: Here.

19 MR. WEISS: Mr. Isler.

20 MR. ISLER: Present.

21 MR. WEISS: Mr. McCrea.

22 MR. McCREA: Here.

23 MR. WEISS: Ms. Shealey.

24 MR. Sumpter

25 MR. SUMPTER: Present.

1 MR. WEISS: Ms. Hazuda.

2 MS. HAZUDA: Here.

3 MR. WEISS: There are seven present.

4 MS. HAZUDA: Thank you, Mr. Weiss.

5 The first item on the agenda this evening
6 is the approval of settlement agreements with AFSCME
7 Local 297, effective January 1, 2011 through
8 December 31, 2015 and Building Trade and Construction
9 Trade's Council, effective February 16, 2011 through
10 January 15, 2016. We will be voting on these
11 two agreements with one vote.

12 Are there any questions or discussions at
13 this time? Mrs. Colaizzi.

14 MRS. COLAIZZI: I just want to make a quick
15 statement as the chair of the negotiations committee.
16 I would like to state that this is a very nice
17 contract for both sides. It's a five-year contract
18 for each group. It keeps us very stable in the next
19 five years. At least we know that our employees and
20 us are in agreement, so it's a good thing, and I'm
21 hoping that this Board will support this.

22 Thank you.

23 MS. HAZUDA: Thank you, Mrs. Colaizzi.

24 Mrs. Fink.

25 MRS. FINK: No.

1 MS. HAZUDA: Mr. Isler.

2 MR. ISLER: Thank you, Ms. Hazuda.

3 Ms. Spolar, are there any changes in the
4 contracts since we last met with you last Monday?

5 MS. SPOLAR: Jody Spolar, Office of Human
6 Resources.

7 No, there are not.

8 MR. ISLER: Thank you.

9 Thank you, Ms. Hazuda.

10 MS. HAZUDA: Thank you, Mr. Isler.

11 Mr. McCrea.

12 MR. McCREA: I wanted to thank the team for
13 a job well done, and I'm glad to see collective
14 bargaining is alive and well.

15 MS. HAZUDA: Mr. Sumpter.

16 MR. SUMPTER: No comment. Thank you.

17 MR. WEISS: The minutes will reflect that
18 Ms. Shealey has arrived.

19 MS. HAZUDA: Thank you, Mr. Weiss.

20 MR. WEISS: So she is present.

21 MS. HAZUDA: Okay. Ms. Shealey has said
22 she's okay, so no questions.

23 So if no further questions, Mr. Weiss, can
24 we have a roll call, please.

25 MR. WEISS: We were voting on both

1 Collective Bargaining Agreements.

2 Dr. Allen.

3 DR. ALLEN: Yes.

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: Yes.

16 MR. WEISS: Mrs. Colaizzi.

17 MRS. COLAIZZI: Yes.

18 MR. WEISS: The agreement is approved eight
19 yes and one absent.

20 MS. HAZUDA: Thank you, Mr. Weiss.

21 The second item before us this evening is
22 the approval of personnel changes.

23 Are there any questions or discussion at
24 this time? We'll start with Dr. Allen.

25 DR. ALLEN: Yes. I support Dr. Lane's

1 decision for restructuring the organization where she
2 sees the needs and encourage that we review the
3 proposed structure in the next 100 days or so as we
4 talked about previously.

5 Thank you.

6 MRS. COLAIZZI: I just want to echo those
7 same thoughts and also that we do evaluate this in
8 100 days.

9 Thank you.

10 MRS. FINK: I'm good. Thank you.

11 MR. ISLER: Thank you, Ms. Hazuda.

12 I too want to echo my colleagues' support
13 of Dr. Lane's organizational chart and also commend
14 her for taking the lead in being much more cost
15 conscience in these days, weeks and months and
16 probably years ahead. Thank you, Dr. Lane.

17 Thank you, Ms. Hazuda.

18 MS. HAZUDA: Thank you.

19 Mr. McCrea.

20 MR. McCREA: I just want to thank the
21 Superintendent and the staff and wish them all the
22 best.

23 MS. HAZUDA: Ms. Shealey.

24 MS. SHEALEY: No.

25 MS. HAZUDA: Mr. Sumpter.

1 MR. SUMPTER: No.

2 MS. HAZUDA: There being no further
3 questions, Mr. Weiss, can we have a roll call vote
4 please.

5 MR. WEISS: Let the minutes be clear that
6 you're voting on this human resources report, which
7 consists of Parts A and B, and you're also then voting
8 on Addendum A as well, so I want to make the minutes
9 clear what we're voting on.

10 MR. ISLER: Thank you.

11 MR. WEISS: Dr. Allen.

12 DR. ALLEN: Yes.

13 MR. WEISS: Mrs. Colaizzi.

14 MRS. COLAIZZI: Yes.

15 MR. WEISS: Mrs. Fink.

16 MRS. FINK: Yes.

17 MR. WEISS: Mr. Isler.

18 MR. ISLER: Yes.

19 MR. WEISS: Mr. McCrea.

20 MR. MCCREA: Yes.

21 MR. WEISS: Ms. Shealey.

22 MS. SHEALEY: Yes.

23 MR. WEISS: Mr. Sumpter.

24 MR. SUMPTER: Yes.

25 MR. WEISS: Ms. Hazuda.

1 MS. HAZUDA: Yes.

2 MR. WEISS: The motion's approved eight yes
3 and one absent.

4 That completes the business on the call of
5 the meeting.

6 MS. HAZUDA: Thank you, Mr. Weiss.

7 Having no more business at this time, the
8 Special Legislative Session is adjourned.

9 MRS. COLAIZZI: Second.

10 MS. HAZUDA: Thank you. Sumpter and
11 Colaizzi. Keeping me honest as usual.

12 (Inaudible.)

13 MS. HAZUDA: We don't need to. Okay.

14 So we're going to adjourn, and I am going
15 to call for a five-minute recess before we begin
16 our --

17 (Inaudible.)

18 MS. HAZUDA: We don't need it. All right.

19 So I'm going to adjourn, and we'll start
20 our committee meeting.

21 - - -

22 (Thereupon, at 6:00 p.m., the Special
23 Legislative Meeting was concluded.)

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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 eight (8) 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 Monday, March 7, 2011.

Melissa L. Fenster

Melissa L. Fenster, Court Reporter
