



Policy Workshop – February 12, 2018

Expect great things.



Workshop Topics

- Project Labor Agreement Proposal
- Policy 302 – Employment of Superintendent / Assistant Superintendents
- Policy 907 – Food Services

Compare: Board Policies and Administrative Regulations (ARs)

Policy: The actions of a school board that set general goals and specific objectives and establish parameters for acceptable procedures for the operation of the school district; a course of action

- Policies tell: what is wanted, why, how much, and who is delegated responsibility
- “What to do?”
- Requires Board vote for adoption

Compare: Board Policies and Administrative Regulations (ARs)

Regulation: The mechanics and administrative detail needed to put a policy into effect; may include step-by-step procedures and assign specific responsibility

- Regulations tell: how, by whom, where and when
- “How to do?”
- Developed by District staff to carry out day-to-day policy implementation
- Presented to Board as information item

Project Labor Agreement

- Proposed Project Labor Agreement (PLA)
- Parties:
 - Pittsburgh Public Schools (“Owner”)
 - Construction Manager
 - Pittsburgh Regional Building and Construction Trades Council (“Building Trades”)
 - Building Trades affiliated Craft Unions (“Unions”)
- Project Threshold: \$150,000
- Term: 3 Years, then Year-to-Year

Project Labor Agreement

Highlighted Provisions:

- Applies to on-site construction work
- Applies to any successful bidder without regard to whether employees of the bidder are members of a union
- Contractors/subs execute and comply with PLA or Letter of Assent
- No-strike, no-lockout provisions

Project Labor Agreement

Highlighted Provisions, Continued

- Creates Project Joint Administrative Committee
- Unions are recognized as sole and exclusive bargaining representatives of all craft employees working on Projects
- Job referral system to be operated in a nondiscriminatory manner
- Dispute resolution procedure

Project Labor Agreement

Highlighted Provisions, Continued

- Jurisdictional dispute provision
- Work classification; payment of prevailing union wage and benefits
- Hours, overtime and holidays
- Employee drug testing

Superintendent / Assistant Superintendent Policy

Policy 302: Employment and Evaluation of Superintendent/Assistant Superintendents

- Act 55 of 2017 Updates
- Deadline for notification on renewal of contract changed from 150 days to 90 days prior to expiration of contract
- Automatic contract renewal if deadline is missed limited to one year, one time

Superintendent / Assistant Superintendent Policy

- Board has authority to retain Assistant Superintendents for a term of 3-5 years or consider other candidates
- Board may now also opt to retain Assistant Superintendent through the term of the sitting Superintendent
- Provides for appointment of an Acting Superintendent or Assistant Superintendent to fill a vacancy for not longer than 1 year

Food Services

Policy 907 – Food Services

- Nondiscrimination
- Non-program foods
- Alignment with standards of School Breakfast Program, National School Lunch Program and Special Milk Program
- Annual policy notification
- Special dietary needs
- Community Eligibility Provision (CEP) Program
- Food safety program and safety inspections



Discussion / Questions