

**UPPER ST. CLAIR BOARD OF SCHOOL DIRECTORS  
SPECIAL BOARD MEETING**

**FRIDAY, APRIL 8, 2016 - 7:15 P.M.  
CENTRAL OFFICE BOARD ROOM**



Customizing Learning,  
Nurturing Potential...  
**Delivering Excellence**

Notice having been advertised and posted and members duly notified, a meeting of the Board of School Directors was held on April 8, 2016 in the Central Office Board Room.

School Board Members in attendance:

Mrs. Buffy Z. Hasco, President  
Mrs. Angela B. Petersen, Vice President  
Mrs. Amy L. Billerbeck  
Mrs. Barbara L. Bolas (via speaker phone)  
Mr. Phillip J. Elias  
Mr. Patrick A. Hewitt  
Mr. Frank J. Kerber  
Mr. Harry F. Kunselman  
Mr. Louis P. Mafrice, Jr.

School personnel in attendance:

Dr. Patrick O'Toole, Superintendent of Schools  
Dr. Sharon Suritsky, Assistant/Deputy Superintendent  
Dr. John Rozzo, Assistant Superintendent  
Ms. Frosina Cordisco, Director of Business & Finance  
Mrs. Mary Ann Stabile, Stenographer  
Mr. Robert Prorok, Solicitor

**CALL TO ORDER/PLEDGE OF ALLEGIANCE (Hasco)**

Mrs. Hasco called the meeting to order at approximately 7:15 p.m.

**READING OF THE MISSION**

Mr. Elias read the following School District Mission Statement:



*Developing lifelong learners and responsible citizens for a global society is the mission of the Upper St. Clair School District, served by a responsive and innovative staff who in partnership with the community provides learning experiences that nurture the uniqueness of each child and promotes happiness and success.*

## **SHARED BELIEF STATEMENT #2 FROM STRATEGIC PLAN**

Mr. Kunselman read the following Shared Belief Statement #2 from the Strategic Plan:

*We believe that:*

*The involvement of the parents and community in the schools is critical to the education of students and sets an example for children to grow as responsible citizens.*

## **RESIDENTS' COMMENTS (REGARDING AGENDA ITEMS ONLY)**

There were no residents' comments at this time.

## **APPROVAL OF AGENDA (Hasco)**

MOTION: By Kerber: I move that the Board approve the agenda as presented. Seconded by Bolas, and carried on unanimous voice vote.

## **APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH USC EDUCATION ASSOCIATION (O'Toole)**

Mrs. Hasco stated that the Board met in executive session on Friday, April 1 regarding a proposed settlement in the negotiations with the Upper St. Clair Education Association (USCEA), which was reached approximately five months prior to the expiration of the current contract. She added that the USCEA members met on Thursday, April 7 to hear a report from the executive committee regarding the bargaining agreement and ratified the agreement earlier this evening. Mrs. Hasco explained that negotiations and bargaining sessions were held over a four-month period and both the USCEA and School District representatives worked many hours on proposals and counter proposals.

Dr. O'Toole commended the union's bargaining team that included professional staff members, Mr. Walt Michalski, PAFT representative, and Mr. William Gehrlein, USCEA president. He stated that during the negotiations they always kept in mind what was best for the students and the community and that he was very proud of the working relationship with the union. Dr. O'Toole thanked Mr. Jim Haggerty, solicitor and labor attorney, for assisting in fostering an attitude of collaboration. He also thanked Dr. Suritsky and Dr. Rozzo commenting how fortunate he was to have them on the School District's negotiating team and thanked the building and Central Office administrative leadership for their assistance in the process.

Mr. Haggerty thanked Dr. O'Toole, Dr. Suritsky and Dr. Rozzo for their leadership of the School District's bargaining team. He noted that the trust that they have from the USCEA members was a huge factor in being able to accomplish agreeing on a new bargaining agreement long before the current contract expires in August 2016. Mr. Haggerty stated that the new bargaining agreement would go into effect on the first day of teacher responsibility for the 2016-17 school year, avoiding a strike or disruption to the beginning of the school year.

Mr. Haggerty reviewed the significant terms of the agreement noting that there is a salary increase of 4.7% in year one and 1.8% increase in years two through six. He explained that in 2012 the union members took a significant salary cut when the School District was impacted by large cuts in state and federal funding, as well as the pension crisis. He noted that the cuts were in the middle of a five-year contract and many union members took salary concessions of more than \$15,000. Mr. Haggerty stated that the union members will continue to contribute to health insurance with yearly increases of 16% of the premium increases each year. Two in-service training days have been added, as well as new language that increases administrative scheduling flexibility, the elimination of a retirement incentive, and wording that strengthens the School District's use of technology and on-line learning to benefit a high quality education for the students. Mr. Haggerty noted that this is the sixth professional staff contract that he has negotiated for the School District and that the contract is a reasonable settlement for all concerned, including the professional staff members, School District, students, parents, and community.

MOTION: By Petersen: The Superintendent recommends and I move that the Board approve the Upper St. Clair Education Association Collective Bargaining Agreement for the 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, and 2021-22 school years AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING. Seconded by Mafrice, and carried on unanimous roll call vote.

Mrs. Petersen thanked everyone who participated in the negotiations and for keeping the best interests of the students uppermost in their mind.

Mrs. Hasco thanked her fellow Board members for approving the collective bargaining agreement with the USCEA. On behalf of the Board of School Directors, Mrs. Hasco thanked the association leadership, bargaining committee, and union membership. She stated that it is evident that they all care deeply for the students and providing them with a quality education.

#### **MATTERS OF INFORMATION - SUPERINTENDENT & ADMINISTRATION**

Dr. O'Toole reminded Board members that the Committee of the Whole meeting next week will be held on Tuesday, April 12.

#### **ADJOURNMENT**

It was moved, seconded, and carried on unanimous voice vote that the meeting adjourn at approximately 7:29 p.m.

Buffy Z. Hasco, President  
BOARD OF SCHOOL DIRECTORS

Frosina C. Cordisco, Secretary  
BOARD OF SCHOOL DIRECTORS

Submitted by: Mary Ann L. Stabile  
School Board Stenographer