

Terms of Tentative Agreement between the Pittsburgh-Mt. Oliver Intermediate Unit #2 and Pittsburgh Federation of Teachers

The parties tentatively have agreed upon the following terms, subject to ratification by both parties:

- The term of the new Collective Bargaining Agreement shall be two years, effective July 1, 2020 through June 30, 2022
- Article 13 shall be amended as follows:

ARTICLE 13 – WORKING CONDITIONS AND RELATED MATTERS

~~A.~~ The parties agree that during the term of this Agreement they will jointly review and discuss all matters related to the items listed below:

1. ~~Class size/e~~Case loads
2. Program design changes
3. Scheduling
4. Paperwork

Such discussions do not require agreement to be reached before changes may be implemented. But the parties agree to pursue these discussions in good faith and to implement those improvements or changes in the above where mutual agreement is achieved.

~~B. — Teachers 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 24 and 151. These clearances will be maintained in the teacher's personnel file. The cost of obtaining the clearances shall be borne by the IU.~~

- Article 9, Section A, 2 shall be amended as follows:

ARTICLE 9 – SENIORITY AND LAYOFF

Suspension, as used within this Article, means layoff. All layoffs shall be on a basis of IU seniority since most recent date of hire, subject to applicable certification criteria as provided below:

A. The IU operates various programs funded by different sources. Professional employees of the IU continue to be governed by the IU personnel policies, including the IU salary schedule, except as amended by this Agreement. Employees, therefore, may be moved from one program to another, regardless of funding if realignment is necessary. Employees have the opportunity to choose to move from one program to another if open positions exist. Any employee who

participates in realignment, by choice or reassignment, must have the proper certification to assume any position.

1. All available positions in all programs will be posted by July 31 each year, except if the availability of a position(s) is not known by that date. Positions opened after July 31 will be posted no later than the following July 31.
 2. If an employee's teaching assignment is lost, he/she will be notified ~~by June 30th, or~~ within thirty (30) calendar days of the Pittsburgh Board of Education's (PBE) formal approval of its Title I Non-public Budget or within thirty (30) calendar days of the adoption of the Commonwealth's budget identifying the Act 89 allocation, whichever is later ~~earlier if possible~~. The IU shall provide the PFT with notification, in writing, of PBE's approval of the Title I non-public budget within five (5) business days. Nothing herein shall preclude earlier notice of layoffs, if possible. Teaching assignments are lost because of program budget cuts, school closings, enrollment declines, or movement of schools from one program to another.
 3. All professional employees with the proper certification may bid on any open position. Employees who have lost their assignments may bid if a position is open within their program. Such employees may also bid on open positions in other programs. If no positions are open within a program and an employee who has lost an assignment in that program does not wish to bid on an open position in another program, that employee may select a position within the program occupied by a teacher with the least seniority in that program.
 4. Employees will continue to be considered for a position for which they bid on the basis of experience, seniority, a satisfactory teacher evaluation, and academic background and preparation. All such factors being reasonably equal, seniority will prevail.
 5. Employees still without positions after Subsection 3 above is applied must choose, based on seniority, from one of the remaining open positions.
- All bargaining unit employees shall move one step on their respective salary schedule in each year of the Agreement, with movement for the current 2020-2021 school year retroactive to the start of the school year.
 - Bargaining unit employees at Step 15 prior to the 2020-2021 school year shall receive a one-time, bonus payment (not added to salary) of \$1400.00 in the first year of the Agreement. All other Bargaining unit employees shall receive a one-time, bonus payment (not added to salary) of \$400.00 in the first year of the Agreement.

- Bargaining unit employees at Step 15 prior to the 2021-2022 school year shall receive a one-time, bonus payment (not added to salary) of \$1000.00 in the second year of the Agreement.
- Beginning in the 2020-2021 school year, Steps 8, 9, and 13 of the Master's Degree, Master's Equivalent, Bachelor's Degree +30 Credits salary schedule shall be increased as follows:
 - Step 8 shall be increased from \$58,176 to \$58,366;
 - Step 9 shall be increased from \$59,671 to \$60,117;
 - Step 13 shall be increased from \$71,564 to \$72,570
- All retroactive and bonus payments due to bargaining unit members pursuant to this Tentative Agreement for the 2020-2021 school year shall be paid within thirty (30) calendar days following ratification of this Agreement by both parties. All bonus payments due to bargaining unit members pursuant to this Tentative Agreement for the 2021-2022 school year shall be paid with the first paycheck for that school year.

The above represents the complete terms of the parties' Tentative Agreement. All terms/provisions of the Collective Bargaining Agreement not referenced herein shall remain unchanged and in full force and effect for the term of the new Agreement. This document shall be construed as if mutually drafted by the parties.

For the PMOIU2:

LINDA M. BAEHR

For the PFT:

Nina Esposito-Visgitis

By:

Name: [Signature]

Title: ASSISTANT TO THE Ex Director

Date: May 12, 2021

Name: Nina Esposito-Visgitis

Title: President

Date: May 12, 2021