

2011 – 2012 NTA / NCSB Collective Bargaining

Minutes Meeting 5

August 3, 2011 Meeting

The fifth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on August 3 at the Team Center at the District School Board Office in Fernandina Beach at 4:00 PM.

The bargaining teams reviewed the contents of Issues and Solutions Document 4 for 7/20/11. Corrections were made to Issue 1 (Teacher Evaluation) and Issue 2 (Reduction in Force) and Issues and Solutions Document 4 for 7/20/11 was approved as corrected.

The teams discussed Issue 3 regarding resolving questions that may arise from the implementation of the new teacher evaluation system this year. Components of the process that require timelines and processes not used in the past and interpretations of various elements of the new system were identified as areas of concern that may create problems this year. It was agreed that problems with the process should be addressed with the principal. In addition, meetings between the director of personnel and members of the committee that created the new process will be held periodically throughout the year to identify where problems have been reported. Pursuant to Article VII, the full evaluation committee will review the results of these meetings and make recommendations for amendments to the system and report to the bargaining teams by April 1 of changes needed in Article VII.

Additional contractual issues were discussed regarding the conduct of association business, how “bumping” during RIF occurs, and requirements under law regarding the sick leave bank. The school board chief announced to the teams that new teachers who have no acceptable experience and who are newly employed by the district for 11 -12 will be placed at step 0 and all other new teachers will be placed at a step equal to experience less one year.

At the next meeting, on Tuesday, August 9, all non economic issues should be resolved and discussion on salary schedule structure will begin.

The meeting scheduled for August 17 will be moved to Tuesday, August 16 at 4:00. If NESPA can be present at that August 16 meeting, the finance director will be requested to make a presentation on the budget to the bargaining teams as well. The meeting between the NTA and School Board bargaining teams will resume after the presentation.

Schedule: The next meeting will be held on Tuesday, August 9 at 4 PM at the Team Center as previously scheduled. The meeting after next has been moved to Tuesday, August 16 (from August 17) at the Team Center in Fernandina Beach at the District School Board Office.