

## **2011 – 2012 NTA / NCSB Collective Bargaining**

### Minutes Meeting 6

August 9, 2011 Meeting

The sixth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on August 9 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 5 for 8/3/11. A correction was made to Issue 1 (Teacher Evaluation) and Issues and Solutions Document 5 for 8/3/11 was approved as corrected.

The teams discussed the solution to Issue 3 regarding resolving questions that may arise from the implementation of the new teacher evaluation system this year. The written solution to the issue was amended to provide more guidance with regard to the role of the principal, NTA and district office relative to resolving concerns. Issues 1, 2, 3, 5, and 6 were approved for preliminary agreement.

The statute relative to the Sick Leave Bank (Issue 7) and its legislative history were reviewed. The chief negotiators agreed to research case law pertaining to separate plans for each unit.

The sign in process at Southside Elementary (Issue 4) utilizing thumbprints as opposed to a check-in sheet was discussed. Concerns about the security of the thumbprints, how the information would be used, and how the system would be implemented were voiced. The committee recommended that the faculty at the school raise the issues with the principal at a future faculty meeting.

A discussion in workshop mode was conducted on the structure of the salary schedule and the challenges of the new Performance Pay System (Economic Issues 4 and 5). The law requires that the Grandfathered schedule (the current schedule) must have a stronger component on performance – such as, achieving a specific evaluation rating in order to be eligible for a step.

It was noted that the average step value of the current schedule was \$683. The lowest value is \$100 and the highest is \$1290. In order to be in compliance with the law, if the current schedule is kept in the same format with the same incremental values for steps, the Performance Pay schedule must have adjustments for HE teachers at a higher value than \$1290. The school board will not be able to afford such a schedule in the future. Therefore, the current schedule must somehow be modified before 2014 to reflect much lower incremental values. The committee briefly brainstormed ways of achieving this. The discussion will continue at the next scheduled meeting.

At the next meeting, on Tuesday, August 16, the NTA will meet from 4:00 to 5:00 and then, at 5:00, both teams, NESPA and NTA will meet with the director of finance who will provide information on the 2011 – 12 budget. The meeting will be held at the Team Center in Fernandina Beach at the District School Board Office.