

## 2011 – 2012 NTA / NCSB Collective Bargaining

### Minutes Meeting 7

#### August 16, 2011 Meeting

The seventh meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on August 16 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 6 for 8/9/11. Minor corrections were made to Issues and Solutions Document 6 for 8/9/11 and it was approved as corrected.

Agreement was reached on the issue of sign-in process, Issue 4.

A brainstorming discussion was conducted on the structure of the Grandfather Salary Schedule and how adjustments could be made to such a schedule based on performance. The role of the Entry Level Schedule was reviewed and it was noted that the Entry Level Schedule would be only for initial placement, not for ongoing payment of salaries. The methodology of providing adjustments to ranges of salaries as opposed to movement by steps was discussed. The teams were encouraged to think outside of the box and think in terms of adjustments to salaries and not in terms of steps. Analyses of grouping salaries by range will continue to be done.

It was reported that a sample table on approval of advanced degrees had been developed. Per the discussion in economic issue 3, the director of personnel will review ideas on parameters in the table with the superintendent and then with the NTA president and NEFSU director. In addition, a report on the history of the legislation on sick leave pool was provided. More discussion will occur in the future.

The meeting with NTA was adjourned at 5:10 and a budget workshop was convened with participation by the administration, NTA, and NESPA representatives. The director of finance, Sue Farmer, reviewed all budget documents with the participants and noted that, as a result of several years of reductions of revenue from the state, there was no unreserved fund balance this year and only \$400,000 from our proshare (BCBS) available for non-recurring purposes. She also reported that it has been brought to her attention from state sources that districts may be faced with an additional 2% cut next year. She also pointed out that projected FTE increases for Nassau have not yet materialized and the budget will need to be adjusted to reflect this.

#### Future Meetings:

**NESPA** announced they would notify the administration when they were ready. The administration asked for two weeks notice, if possible, in order to be able to comply with requirements for publication.

**NTA** announced five meetings to be posted. All meetings between the NTA and NCSB teams will be held at the Team Center in Fernandina Beach at the District School Board Office.

- NTA: Wednesday, August 24 at 4:00 for teams and 4:30 for the public meeting.
- NTA: Tuesday, September 13 at 4:00 for teams and 4:30 for the public meeting.
- NTA: Tuesday, September 20 at 4:00 for teams and 4:30 for the public meeting.
- NTA: Wednesday, October 5 at 4:00 for teams and 4:30 for the public meeting.
- NTA: Tuesday, October 11 at 4:00 for teams and 4:30 for the public meeting.