

2011 – 2012 NTA / NCSB Collective Bargaining

Minutes Meeting 9

September 13, 2011 Meeting

The ninth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on September 13 at the Team Center at the District School Board Office in Fernandina Beach at 4:30 PM.

The minutes for the meeting of 8/24 were read and approved.

The bargaining teams reviewed the contents of Issues and Solutions Document 8 for 8/24/11. A correction was made to issue 2 in the wording of Article XII B. It was noted that the article pertained to involuntary transfers and not reduction in force, which is referenced in the next article, Article XIII. A clause that references RIF appeared to be out of place and irrelevant, and was removed.

A review of issues that should be marked as resolved was conducted and all issues, except salary schedules, including structure, adjustments, and differentiated pay, are now identified as having preliminary agreement.

A discussion of differentiated pay and the differences between the categories required by law in the Grandfather Schedule and Performance Pay Schedule (2014) were identified. It was agreed that little need to be done to our current plan to comply with the law.

The NTA brought to the attention of the administration that two lawsuits pertinent to our proceedings are now pending as a result of the 2011 Legislative Session: the lawsuit on the 3% FRS deduction and a new lawsuit to repeal SB 736 provisions as unconstitutional. NTA / NCSB issues that have been discussed and have been resolved or are pending were compared to the provisions of SB 736 and identified as being directly, indirectly, or not impacted by the outcome of the lawsuit in the future.

Issues relating to evaluation that are contained in the Agreement would not be affected as amendments to the language were not that substantial. The evaluation procedure (not actually reflected in the contract) would be subject to correction and revisiting through the evaluation committee. There was general agreement that the new system provided necessary changes and the research was well grounded and regardless of the outcome of the lawsuit, they would continue with implementation. The only difference might be the addition of time to ensure proper consideration of needed modifications.

The issue of reduction in force and the new requirement to use only program needs and evaluation ratings as the sole determiners of retention would be on the list by the NTA to be revisited. Also on the list would be the use of specific degrees for advanced degree supplements.

Language requiring a Performance Pay Schedule by 2014 would be made null and void if the lawsuit prevails as it is dependent on the statutory mandate. The issue of the Grandfather Schedule and use of performance and the methodology for making adjustments would not be affected.

On the issue of availability of funds for the 2011 – 12 schedule, the NTA pointed out that without a funding incentive to implement the new adjustment concept currently being considered, it would be

difficult to come to an agreement. A bonus for this year was discussed by the administration as a possible incentive and would inquire about the possibility. The NTA stated that would not be enough; the incentive would have to directly apply to the implementation of the schedule. The NTA pointed out that teachers and others had suffered a 3% decrease in their salary (FRS deduction) this year and, despite having jobs, this deduction coupled with no increment and a lack of economic support for a new schedule would not help us reach agreement.

Future Meetings:

All meetings between the NTA and NCSB teams will be held at the Team Center in Fernandina Beach at the District School Board Office. These times and dates are subject to change but will be noticed if there are any changes.

- 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.