

## 2011 – 2012 NTA / NCSB Collective Bargaining

### CORRECTED

#### Minutes Meeting 10

#### September 20, 2011 Meeting

The tenth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on September 20 in the Team Center at the District School Board Office in Fernandina Beach at 4:30 PM.

The minutes for the meeting of 9/13 were read and modifications and amendments were made. The minutes were then approved as corrected.

The bargaining teams reviewed the contents of Issues and Solutions Document 9 for 9/13/11. A correction was made to Economic Issue 1 in the phrasing of a comment made at the last meeting and a typographical correction was made in Issue 2. The IS 9 for 9/13 was then approved as corrected.

The teams engaged in a discussion regarding a proposed new methodology for making salary adjustments and how it would work. Tables, spreadsheets, and model schedules were reviewed by the teams. Because paying increments requires a minimum appropriation, we have been exploring alternatives that are designed to deal with adjustments in salaries in a different manner. The models illustrated how adjustments would be made beginning in 2012 – 13 including how the use of an “Entry Level Schedule” to establish base salaries would create a more logical schedule for new employees. It was shown that if such a model had been in place this year, the model would actually have cost less than the current schedule, yet it still would provide a good adjustment for all base salaries. In addition, contrary to the current schedule and methodology, the new model would eliminate the need to have an absolute minimum recurring appropriation available before bargaining on raises could begin and the present cap on a maximum salary would be eliminated. The rules for implementing the model were discussed including a rule that unsatisfactory teachers would not receive an adjustment under the proposed model. In response to a state audit finding last year, this rule is designed to put the new model in compliance with the law that has been in place for years that the schedule must be based primarily on performance.

The NTA brought to the attention of the administration that there had been requests for consideration for one or two supplement changes. These will be discussed at a meeting of the Supplement Committee and brought back to the table for discussion.

#### 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: Wednesday, October 5 at 4:00 for teams and 4:30 for the public meeting. CANCELLED~~

~~NTA: Tuesday, October 11 at 4:00 for teams and 4:30 for the public meeting. CANCELLED~~

NTA: Wednesday, November 2 at 4:00 for teams and 4:30 for the public meeting.