

2011 – 2012 NTA / NCSB Collective Bargaining

Minutes Meeting 10

November 2, 2011 Meeting

The eleventh meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on November 2 in the Team Center at the District School Board Office in Fernandina Beach at 4:30 PM.

The minutes for the meeting of 9/20 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 10 for 9/20/11. A correction was made to Economic Issue 1 in the phrasing of a comment made at the last meeting. The IS 10 for 9/20 was then approved as corrected.

The Director of Personnel Services distributed the Department of Education approved evaluation system for instructional personnel.

The teams received a proposal from the administration for the methodology for paying salaries beginning in 2012 – 2013. The proposed methodology includes the institution of a “leveled” salary schedule with differences between step values that increase in value in a more logical manner; freezing salary values for those salaries that exceed the value of the new schedule; and adjustments to the new schedule step values for those who qualify through evaluation ratings. New salary step values on the new schedule would become the new base salary for those receiving the adjustment.

The NTA expressed concern for salary improvement for those whose salaries would be frozen. The administration asked for input and suggestions with regard to this issue and asked members of both teams to identify other areas of the concept that need clarification or correction. The administration suggested that the specific details within the broad concept of the proposal are not set in stone and that the administration is open to suggestions and new ideas. The parameters for new ideas need to include the concepts of smoothed steps, performance and horizontal adjustments.

The administration announced that there is no reserve in the budget for increment movement for 11 – 12 but a bonus of \$300 is available upon acceptance of the schedule plan.

The NTA questioned the administration’s and school board’s position that funds are lacking for an incremental step movement this year. They cited the multiple reserves in the budget. The NTA questioned the realization of an FTE shortfall and whether or not the McKay Scholarship reserve was not an excessive amount. They also questioned whether or not a shortfall would exist next year.

The administration explained that each reserve had a specific purpose and only one or two of the reserves had flexibility. They stated that flexibility was dependent on property tax receipts and FTE shortfall. They also explained that students expected for the 11-12 school year had not shown up and the state has more students enrolled statewide than estimated so a small proration was expected this year which will cut into Nassau’s reserves. For next year, the estimates for the general revenue

statewide were about \$1.2 billion short of expectations. This likely will result in further cuts in education next year.

The NTA stated they disagreed with the administration's assessment of the budget reserves. They said they would notify the administration when they would be prepared for another meeting.

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: NTA will advise the administration with regard to next meeting. The meeting date, time, and place will be publicly noticed when details are available.