

2011 – 2012 NTA / NCSB Collective Bargaining

Minutes Meeting 12

February 29, 2012 Meeting

The twelfth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on February 29 in the Team Center at the District School Board Office in Fernandina Beach at 5:00 PM.

The bargaining teams were provided documents from the School Board negotiator including a summary paper of SB 736 based on the detailed chart previously distributed, a list of terms relating to the discussion on salary schedules by the NTA and School Board bargaining teams, and a copy of the section on compensation from Florida Statutes, s. 1012.22(1)(c) with highlights for easy reference.

The School Board team cited that the goal of bargaining this year is agreement on a successor agreement to the 2008 – 2011 Agreement. To that end, the team suggested getting closure on all issues except economics, i.e., tentatively agreeing (“TA”) on all issues resolved in the IS document to date and all articles of the expiring agreement that have not been the subject of negotiations to date before discussions on supplements and compensation continue.

The NTA agreed but stated that one of the issues on the list of potential TA’s is Instructional Personnel Evaluation and, before tentatively agreeing on that issue, they requested a position from the administration as to the status of teacher evaluation in the absence of a ratified article on evaluation. The School Board chief negotiator stated that, by law, the 08 – 11 contract terms continue in the absence of a new successor agreement. The 08 - 11 Instructional Personnel Evaluation Article includes an evaluation committee that has the authority to create and amend the evaluation system and to implement it upon the Superintendent’s recommendation and approval by the School Board. In addition, a Memorandum of Understanding was executed on the system the committee developed. The Board chief stated that the revised evaluation article in the TA package only contained minor nomenclature and philosophical changes and does nothing to diminish or change the authority of the committee. Therefore, he did not see that the lack of ratification should impact the evaluation process – in fact, the process was initiated at the beginning of the year and continues to be implemented. Both the chief negotiators of the NTA and of the School Board stated they believed a suggestion by the State to ratify the evaluation system and article as a separate ratification from the rest of the contract probably was not legal. They stated that ratifying contract in a bifurcated manner would be illegal.

The NTA stated that some issues have arisen with the implementation of the new system. They reiterated the need for continuing collaboration between the administration and the union to ensure that issues are addressed as they arise. They praised the work of the Personnel Director but were concerned about the State requirement regarding immediate implementation that created some unforeseen circumstances. Both the NTA and administration stated their concerns that the legislation did not provide for a systematic implementation plan. The legislation (736) passed in April required a brand new system to be created by 67 school districts, including rules, policy, procedures, and forms all grounded in research and required this system to be put in place for full implementation for the entire 11 – 12 school year. It is unheard of to require this kind of implementation without a year to develop a system and a year to pilot the system to work out any ‘bugs.’ It was noted that this system is very high

stakes: it is to be used to determine the employment of teachers, the termination of teachers and the payment of teachers.

The administration agreed there were challenges and that they, along with the superintendent and the principals were working toward solutions to these problems. The NTA cited concerns among many anxious members and asked how the predecessor contract and the IS document would help them get solutions. The School board team encouraged the President to utilize the authority found in the predecessor and successor evaluation article along with the solution found in issue 3 of the IS document.

The package containing issues 1 – 7 of the IS document and the package containing all articles of the predecessor agreement with the exception of those articles and sections amended in the IS document and the sections on Differentiated / Supplemental Pay and compensation were TA'd by both chief negotiators. The chief negotiators also TA'd economic issue 3 on Advanced Degrees and the article on insurance. The issue pertaining to Term of Agreement was held until the next meeting.

The next meeting was set for March 12 at 5:00.

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: Monday, March 12 at 4:15 for teams and 5:00 for the public meeting.