

2011 – 2012 NTA / NCSB Collective Bargaining

Minutes Meeting 13

March 12, 2012 Meeting

The thirteenth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on March 12 in the Team Center at the District School Board Office in Fernandina Beach at 5:00 PM.

The minutes of the February 29 meeting and the IS document 12 were approved.

The NTA provided the school board's team with their counter offer to the Board's offer made on November 2, 2011. The NTA offer requested a full increment, 3% improvement on the schedule, \$600 bonus to those returning teachers who were assigned to the top of the schedule in 10 – 11 and changes in certain supplement contests as well as additional supplement requests.

The NTA presented information related to the current budget as well as information from state financial reports showing that the district had accumulated large fund balances. Based on their analysis, they suggested that the NCSB reserves in the current budget could be amended to pay for their compensation package.

The Board's team explained that the reserves initially adopted by the school board in the budget had been under constant review by the Finance Officer and, as a result, the school board had been able to make compensation proposals. The large fund balances, they stated, are reflected in the current budget and are the reason the school board has not had to make further cuts in the budget. In fact, the budget reflects an appropriation of \$3.2 million more than the revenue received from the state. Furthermore, the Legislature has reduced revenue to the school board by \$4.981 million since 07-08 and the school board has chosen to continue funding jobs created by the Jobs Bill which has not been renewed. The Jobs Bill recurring costs are \$2.289 million. These lost revenues and recurring expenditures have been balanced by the balances in Nassau's budget as reflected in state financial reports.

The Board's team made a counter offer of an increment effective on the date of ratification for those who had a satisfactory or above evaluation rating in 10 -11, and a \$300 bonus for those returning teachers who were at the top in 10-11. They dropped their proposal that had been included in their November 2 offer to require all returning teachers to be placed on a new methodically proportioned Entry Level Schedule (ELS) in 12-13. However, the offer of a partial increment and bonus at the top is conditioned on acceptance of the new ELS in 12-13 for new teachers to the district. The ELS schedule would not be subject to vertical incremental adjustment: only horizontal adjustments, based on negotiations, for those with an evaluation rating of Highly Effective (HE) or Effective (E). The current schedule would continue to be available for returning personnel. However, returning teachers would have the option of being placed on the new ELS schedule. The Board's team stated that all supplement changes except for vocal music at the middle school level would have to be reviewed by the school board.

The NTA countered with a modified proposal that included the same offer as their first proposal except the 3% improvement to the schedule was amended to 1%.

The Board's team said they appreciated the movement but could not agree to that modified proposal. The Board's team stated they had been given permission to modify the effective date of the increment of the Board's last offer to the 99th day with all other terms of that offer still available.

The NTA countered with a proposal to drop their schedule improvement request and to accept the Board's offer with the condition that the school board also provide a \$200 bonus to all personnel not receiving the \$300 bonus at the top of the schedule.

The Board's team said they had no authority to modify its proposal any further but would meet with the school board to review the NTA's last proposal and seek further direction.

The next meeting was set for either March 26 or April 10 at 5:00, depending on the date of the meeting with the school board.

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: EITHER: Monday, March 26 or Tuesday, April 10 at 4:15 for teams and 5:00 for the public meeting.