

2011 – 2012 NTA / NCSB Collective Bargaining

Minutes Meeting 14

April 10, 2012 Meeting

The fourteenth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on April 10 in the Team Center at the District School Board Office in Fernandina Beach at 5:00 PM.

The minutes of the March 12 meeting and the IS document 13 were approved.

The Board's team discussed the NTA's proposal regarding supplements that was part of the NTA economic offers and stated that most of the proposed changes would have to wait for 12 – 13 negotiations. However, the Board's acceptance of the addition of the Vocal supplement at the middle school level was confirmed by the Board but the amount of the supplement would need to be adjusted to reflect the proportion that was normally applied to HS versus MS supplements of this type. The Board's team then requested that a TA (tentative agreement) on supplements be approved. The NTA agreed.

The Board's team then reviewed the three offers that had been made by each team on economics since November 2. The third offers from the Board and from the NTA had been made verbally and each side agreed these needed to be clarified. The Board's team presented copies of the last written proposals (offers # 2) made at the March 12 meeting and the Board's team and NTA reviewed the details of each.

The Board's chief then presented a written version of the Board's third verbal offer to clarify the proposal. The proposal was the same as the Board's second written offer except that the step placement for the increment would be on the 99th day of the year as opposed to the date of ratification as was the case in the Board's offer 2. The 3rd offer still included a bonus of \$300 for those who had been at the top of the schedule last year as well as this year and the requirement that acceptance of a new entry level schedule (ELS) for instructional personnel newly employed for the 12 – 13 school year must be a condition of the offer.

The NTA clarified that their 3rd offer in counter to the Board's 3rd offer did not include acceptance of the ELS. Their offer accepted the Board's step placement offer, dropped their earlier schedule improvement request, and asked for an additional \$200 bonus for all persons including those at the top. Those who were at the top last year as well as this year would then be eligible for a \$500 bonus.

There was discussion as to the history and need for the new ELS. The Board reiterated its position that the request that returning persons be placed on the new ELS that had been part of its first offer in November had been dropped. Only persons new to the district would be placed on the schedule. The NTA asked for clarification of the status of those returning from leave and the Board's team stated they would not be placed on the new ELS unless they voluntarily decided to do so – which would also be the case for any returning person.

The NTA stated its concern about embarking on a new concept and not wanting to commit to something so different from the norm. The Board's team reminded the NTA that there were two concerns and goals that were being addressed with the ELS: first, the impending 14 – 15 deadline for performance pay and our likely inability to pay any step at the current levels at that time due to the limitations placed

on us by law; and, second, the agreed - to attempts in the past decade to realign our schedule to make the incremental distances between steps more logical and manageable. The Board's team explained that there are two common ways of transitioning to a new proportioned schedule. One way is to place everyone on a new schedule based on current step placement and freeze salaries until the schedule catches up and the other is to place only new persons on a proportioned new schedule and allow the old (current) schedule and the new schedule to coexist until all persons are off the old (current) schedule. It is the latter, stated the Board, which this proposal (#3) would accomplish. The Board stated that both goals –preparing for 14 – 15 and the adoption of a more proportioned schedule – would be accomplished.

The NTA continued to voice concerns about what impact the concept of only horizontal movement on the ELS would have in the future. They stated it was an unknown and untried concept and they were concerned about being tied to the concept without further study. The Board's team stated that the Board's intent was to adopt horizontal adjustments for the purpose of creating a schedule that did not have a minimum starting cost in order to improve everyone's salary. However, the Board's team stated, there is a realization that adjustments may need to be made that will result in modifications and policy changes in the future as with many things new. The Board's team stated that the Professional Compensation language that had not been put on the table but was being reviewed by the NEFSU director and the NTA President was very broad in its requirements and definitions and, through bargaining between the Board and NTA, changes could be possible if both sides decided a different direction was needed. The NTA asked what kind of protection for new persons could be put in place for next September if the teams decided there was a need to review the concept. The Board's team stated that an MOU could be issued to restrict how experience would be used to assign steps until negotiations were completed for 12 – 13.

The Board's team then presented its new offer #4 and explained the details. The offer still included the step placement on the 99th day and the requirement of acceptance of the new ELS with horizontal adjustments. The offer included the same \$300 bonus for those who had been assigned to the top step in 10 -11 as well as in 11 – 12 but accepted in part the NTA's request for a \$200 bonus for all others including those assigned to the top step in 11 – 12 for the first time. The proposal would not, however, add the new \$200 bonus to those already eligible for the \$300 bonus – those at the top in 10 – 11 and 11 – 12.

The NTA agreed to the Board's offer with the understanding that changes could be made if, during 12 – 13 negotiations, the parties determined a modification needed to be made. The Board's team agreed but stated its expectation is that each person of both teams must make a concerted effort to attend meetings on performance pay, must become as knowledgeable as possible about concepts that would help Nassau achieve its goal, and must actively participate in brainstorming ideas. The NTA agreed and the Board's offer # 4 was TA'd. The Professional Compensation language will be reviewed at the next meeting scheduled for Monday, April 23 at 4:30 at the NCSB office.

Next Meeting:

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, April 23, at 4:30 for the public meeting.