

2012 – 2013 NTA / NCSB Collective Bargaining

Minutes Meeting 6

January 9, 2013 Meeting

The sixth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on January 9 in the Team Center at the District School Board Office in Fernandina Beach at 5:00 PM.

Present were: Mike Dale (NTA chief), Beverly Kurak, Carol Anne Young, Melissa Stokes, and Nicole Sipka for the NTA and Martin Miller (NCSB chief), Suzanne Davis, and Edward Turvey for the NCSB.

The Minutes and Issues and Solutions documents for the December 12 meeting were read and approved with a correction to the list of attendees in the minutes and to a title in the Issues and Solutions document by the team.

The teams reviewed the status of the remaining open non economic issues.

Issue 1, Mediation, was closed as NA (no agreement) after the NCSB chief announced that the Board and Superintendent would not agree to a modification to the NTA grievance procedure to include a voluntary mediation step. The Board and Superintendent want to review how the mediation step will be implemented in the NESPA contract before considering it for the NTA contract. They felt there was a greater need for the mediation step in the NESPA contract.

Issue 2, Bereavement Leave, was discussed with regard to language. A proposal was introduced by the NCSB chief and reviewed by the teams. After discussion of the criteria for approval and a few modifications, the language was approved. The NCSB chief will seek approval of the Superintendent before agreeing to a full TA (tentative agreement). A PAL (preliminary agreement with language) will be assigned to the issue.

Issue 3, Planning Periods, was discussed by the NCSB chief. He reported that the issue was discussed extensively by the Board and they were very pleased that the teams were pursuing more planning time for teachers. The proposal of early release time was discussed by the Board, according to the NCSB chief, but he reported that they and the Superintendent were concerned about parent reaction and other issues related to the early release. He reported that the Superintendent's suggestion of a brainstorming session with the NTA on how to secure more time was agreed to by the Board. This brainstorming proposal was agreed to by the bargaining teams. A PA (preliminary agreement) was assigned to the issue but the NCSB chief said the issue would be reopened should a solution during brainstorming be identified that would require language.

Issue 9, Reduction and Retention Criteria, was next discussed by the teams. The teams agreed that the administration could utilize numerical ratings of teachers for the current year evaluation when making reduction decisions. They also suggested that additional criteria be identified to be used when first year teachers without a prior evaluation are being considered for reduction. In addition, the NTA asked that the location of a RIF be reviewed next year. The NTA was concerned that a teacher with a lower evaluation in a subject or grade area might actually be employed at another worksite than where the RIF is being considered. The administration stated there were concerns with that idea as it could be a

monumental task to track every teacher in the district in a RIF situation. But, the administration agreed to review the concern. The issue was assigned a PA.

Issue 10, Technical Language Problems re Posting, was next discussed. The NCSB team stated that there was inconsistent language in the article with regard to time frames. In some places in the language there are references to “days” and in other places to “work days.” Both teams agreed to use “work days” where appropriate for consistency. A PAL was assigned to the issue.

The NCSB chief then reported that there had been some budget issues relating to proration in the FEFP. Our budget’s “cliff” reserve of \$1.2 million had been reduced by \$300,000. The NTA chief stated he had met with the finance director and received the same information. The NCSB chief stated that both the Board and Superintendent would like to find the money for increments but were not optimistic at this point.

The NCSB chief also reported that he had changed his mind relative to his position last year that limited salary increases to horizontal step improvements. He said he had done some research and had talked to many district personnel and union officials in other districts and has concluded that limiting increases only to horizontal movement could result in morale issues. He stated he was still exploring ways to make increases that would be “budget friendly” and yet feasible in both the grandfather and performance pay schedules. He was hopeful that there would be a way to reduce the large incremental values in the grandfather schedule so that current employees could enjoy increases after the implementation of the performance pay schedule.

The meeting was adjourned until the next meeting on January 28 at 5:00 for the public meeting at the Team Center.

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, January 28 at 5:00 for the public meeting.
- Monday, February 4 at 5:00 for the public meeting.
- Monday, February 25 at 5:00 for the public meeting.