

2012 – 2013 NTA / NCSB Collective Bargaining

Minutes Meeting 7

February 4, 2013 Meeting

The seventh meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on February 4 at the Full Service School in Yulee at 5:30 PM. The meeting place had to be changed so that team members could attend another meeting in Yulee.

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

The minutes and Issues and Solutions documents for the January 9 meeting were read and approved.

The teams reviewed the status of the remaining open non-economic issues. The Board chief stated that the Board and Superintendent had approved the language on Bereavement Leave and the teams then agreed on all Non-Economic Issues 1 – 10.

The Board chief then announced that the Board had authorized an economic offer as the result of the Superintendent and the finance officer reviewing the budget in January. There were sufficient funds to now proceed with economics. The Board is conditioning the offer upon the acceptance of two schedule related proposals.

The first is to modify the grandfather salary schedule so that it can be made compatible with any future requirements to enable the transfer of teachers on the grandfather salary schedule to move to the performance pay schedule. Because the law will not permit these individuals' salaries to be adjusted in a greater amount than the Highly Effective teachers on the performance pay salary schedule, the salary value from the grandfather salary schedule must match a salary that will potentially exist on the performance pay schedule. Therefore, the Board needs to amend the salary values of the grandfather salary schedule to values divisible by \$50. No one will be reduced as the result of this amendment.

The second condition is the approval of the creation of a performance pay committee to review and make recommendations on the restructuring of the grandfather schedule to make it compatible with a future performance pay model and to enable the grandfather salary schedule to be affordable with regard to paying increments. In addition, the committee is tasked with reviewing and recommending structures and rules for the implementation of a performance pay schedule. The committee will have to pay close attention to legislation that may amend some of the provisions of s. 1012.22, FS.

The teams agreed to the two proposals.

The Board chief then placed the Board's economic proposal on the table. The proposal includes a retroactive payment of the increment for 11 – 12 experience, the payment of a one-time bonus of \$600 for those teachers on the grandfather schedule who were assigned to the top of the schedule in 11-12 and who have returned to the district this year. In addition the Board offered a refund of \$450 to each employee enrolled in the district's health insurance plan.

The NTA chief countered with a suggestion that some of the bonus dollars be used to provide additional remuneration to those teachers on steps at the beginning of the schedule and requested consideration for a supplement for middle school baseball as recommended by the Supplement Committee last year.

The Board chief stated he had no authority to accept either of the two proposals. However, he stated that the reconfiguration of the beginning of the grandfather salary schedule could be taken up by the Performance Pay Committee but he cautioned the team that, since all new teachers are being placed on the entry level salary schedule, there would be no need for the first few steps in the future.

The Board chief also stated that, with regard to the baseball supplement, this could be added to the IS document with a solution that the feasibility of adding this supplement be taken up by the 13 – 14 bargaining teams.

The NTA agreed to this proposal. The Board chief then announced that he had not yet been able to get the approval by the finance officer on the exact language of the economic proposals. He said he would secure her approval, and if some tweaking needed to be done, this could take place at the meeting for the signing of the documents. The settlement document was amended to include these two suggestions and was signed.

Having reached agreement on the 2012 – 13 contract, the teams adjourned for the 2012 – 2013 contract year.