

## **2013 – 2014 NTA / NCSB Collective Bargaining**

### Minutes Meeting 2

September 18, 2013 Meeting

The second meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on September 18 at 5:30 P.M. at the Full Service School in Yulee.

Present were, Mike Dale (FCSU director and chief); Beverly Kurak, Carol Anne Young, Melissa Stokes, Nicole Sipka, and Jim Richards for NTA; and Martin Miller (NCSB chief), Dr. Edward Turvey, Kristi Simpkins, and Suzanne Davis for the NCSB.

The minutes for the September 16 meeting were read and approved.

The NTA chief presented a list of issues to be discussed during the 13 – 14 negotiations session. These issues include contract issues Planning Periods (Article VI), Annual Contract Language (Article IX), and Pre Planning / Workshops (Article V) and non contract issues Evaluation Committee, Duty Free Lunch and three others to be determined. The NCSB chief announced the issues the Board's team wished to discuss which include a technical change for the date for annual sick leave pay out (Article XIV A 1. h.), a technical correction in the title for the teacher certificate reference in the Professional Compensation article, advanced degree section (Article XVII B. 3), a concern about the restrictions on teachers going on extended leave (Article XIV C. 2.), the definition of base salary for the purpose of Terminal Sick Leave (Article XVII G.), and an economic issue pertaining to Tech Contacts.

After discussion on the NCSB issue relating to providing a consistent annual payout day for accumulated sick leave, both teams agreed to change the June 20 date to June 30. The teams also agreed to the technical correction in the reference to the Florida teacher certificate in Article XVII B. 3.

The teams discussed the NTA noncontract issues relating to the evaluation committee and duty free lunch. The NCSB team agreed that the evaluation report should have been provided by April 1 per the Agreement. After a discussion on how the duty free lunch periods are administered, the administration agreed to address with the principals how to assist the kindergarten teachers with their children so these teachers can have time to eat and agreed to review instances where teachers may be directed to attend RTI or IEP meetings during their lunch periods.

The NTA contract issue of planning time was discussed and a survey of teachers was presented that reflected that teachers' planning was a more important school issue (49%) than all of the other 13 issues reported. In addition, teachers considered planning more important than pay as a contract negotiations issue by 44% to 28%. The administration stated they would survey schools to determine how planning was scheduled in the schools. There was also a brief discussion regarding early release days. The administration stated that this was a very hot issue and that while it was not well-received last year as a solution, they would inquire again.

The NTA chief discussed the issue of providing annual contract teachers a sense of security with regard to being reappointed. SB 736, passed in 2011, eliminated the professional service contract effective July 1, 2011. In its place, a modified annual contract provision was inserted into law. This new annual contract terminates at the end of each year and may only be renewed if the Superintendent

recommends the teacher to another contract and the Board agrees. The teacher may not be reappointed if the teacher has received a series of unsatisfactory or needs improvement ratings on his/her evaluations. The NTA argued that renewal should be provided if the teacher receives a highly effective or effective rating. The NCSB chief stated that this would provide a type of continuing contract not permitted by law. The Board chief said the laws addressing such a continuing process and reappointment were specifically struck from the statutes by the Legislature.

The NTA contract issue relating to pre-planning and workshops was discussed next. The NTA suggested the calendar for pre-planning be designed so that only one day could be used for the purpose of informing teachers about new rules and procedures and that the October in-service day be moved to pre-planning for the purpose of providing all of the in-service for pre-planning on one day. These changes would permit teachers a majority of their pre-planning time to be teacher-determined planning.

The meeting was adjourned until Monday, October 7 at 5:30 at the Team Center in Fernandina Beach.

**Next Meeting:**

All future 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, October 7 at 5:30 P.M. for the public meeting.  
Monday, October 14 at 5:30 P.M. for the public meeting.  
Monday, October 21 at 5:30 P.M. for the public meeting.