

2013 – 2014 NTA / NCSB Collective Bargaining

Minutes Meeting 4

October 14, 2013 Meeting

The fourth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on October 14 at 5:30 P.M. at the Team Center in Fernandina Beach.

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 October 7 meeting were read and approved. The IS document was amended to make a technical correction on page 3 (Issue 1 perception reference) and to replace “In Service” with “Professional Development” on page 5 (Solution of Issue 3). The IS document was approved as amended.

The Board chief announced that the School Board had authorized the team to discuss details for Issue 1 (Planning), Issue 4 (Sick Leave Donations), Issue 9 (Extended Leave Employment Restrictions), and Issue 10 (Terminal Leave Daily Rate of Pay Calculation).

The teams discussed issues and parameters for a committee to review the implementation of a weekly early release day beginning next year (Issue 1). The initiative would be loosely based on a similar plan in St. Johns County and would provide approximately one hour of additional planning for teachers on a weekly basis. District personnel would review state requirements for minimum student hours at each school, the logistics of releasing students early, and a plan to communicate to the community current and new requirements in curriculum and assessment. The Board stated that their intent is to not allow the plan to reduce regularly scheduled planning time for teachers.

The teams next discussed the implementation of a sick leave donation plan (Issue 4). Parameters established in law as well as examples of parameters included in other district contracts were reviewed.

Issue 9, employment restrictions while on extended leave, was discussed with suggestions for language. The teams suggested that this go back to the Superintendent for review as they were not certain it would do what he had hoped.

The teams approved definitions for daily rate of pay for persons employed on or after July 1, 2011 (Issue 10) and reviewed all other open issues for completion. The Board chief reported to the team that their request for language to provide reappointment priority under s. 1012.335, FS, for annual contract personnel who are rated HE or E under s. 1012.335, FS, was denied by the Board (Issue 2).

The teams next began to consider components for salary schedule changes for 13 – 14 and 14 – 15. The Board chief presented a plan to utilize the legislated allocation for teacher pay for the purpose of providing a \$2,000 across the board increase in base salary for all HE and E teachers as well as a transition to a \$300 incremental performance salary schedule that would enable teachers on the grandfathered schedule to receive increases for ratings of E and above. Annual contract personnel would be on the same schedule but would be able to receive greater increases for HE as provided by law. The Board proposal does not include incremental increases for this year.

The NTA provided their proposal to provide an increment for all teachers: a \$2,100 across the board increase in the base salaries of all HE and E teachers as well as a transition to a new performance pay schedule with \$750 increments. The cost of the NTA schedule would also be paid by the legislated allocation but the Board would have to provide additional funding for the proposal.

The differences between the two proposals were discussed and the teams agreed to adjourn the meeting until Monday, October 21 at 5:30 for the public meeting.

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 21 at 5:30 P.M. for the public meeting.