

2013 – 2014 NTA / NCSB Collective Bargaining

Minutes Meeting 6a

November 13, 2013 Meeting

The sixth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on November 13, 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 21 meeting were read and two technical amendments were made. The minutes were then approved as amended. One correction was made to Issue 1 (Planning Period) of the IS document. The correction broadened the research by the Teacher Planning Review Team to other districts in addition to St. Johns County. The IS document was approved as amended.

The Board chief announced that the reason for the cancellation of the November 4 meeting was due to a pending executive session with School Board.

The NTA and Board teams discussed the possibility of a seven period day at the secondary level. The NTA team expressed their request that, if the Board were to implement a plan, one of the periods should be reserved for teacher planning.

The Board chief made an insurance proposal on behalf of the Board. The proposal would provide a one-time \$450 premium refund similar to the refund provided in 2012 – 2013. The refund would be made available for those currently employed in Nassau who are enrolled in a Nassau County School Board group health insurance plan other than the Blue Options High Deductible single coverage plan. The Board chief proposed that a Memorandum of Understanding (MOU) be executed so that the refund could be placed in the hands of teachers as soon as possible. The MOU would be contingent on ratification of the entire agreement and, by law, the benefit would have to be repaid to the district should ratification fail.

The NTA chief stated that the FEA legal counsel had advised service unit directors that a Memorandum of Understanding would be considered bifurcation of the contract and would not be permissible. The Board chief stated that the wording of the MOU protected against bifurcation by rendering the benefit null and void if ratification of the agreement were to fail. The NTA declined the MOU. The Board chief stated he would look into the concern but, in the meantime, he stated that the language proposal for the contract article from the Board would essentially be the same as the MOU wording of the benefit with minor adjustments for dates.

The Board chief then presented a counter proposal on salary. The proposal would increase the Board's last proposal on the state allocation for teachers to \$2100 but would maintain the \$300 incremental difference between step values on the new schedule. The NTA team stated they were pleased that the Board had increased its proposal but they had concerns about the number of steps on the schedule. The Board chief stated the steps should not be viewed as experience steps. The smaller value of incremental differences made the schedule more affordable and made its implementation as a performance pay adjustment model more feasible. A teacher could be moved several step values on the

schedule for HE attainment, for example, he said. The NTA stated that it would be difficult to sell as members still had a mindset regarding steps and movement.

The teams set the next meeting for Monday, December 9 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, December 9 at 5:30 P.M. for the public meeting.