

2013 – 2014 NTA / NCSB Collective Bargaining

Minutes Meeting 8a

January 13, 2014 Meeting

The eighth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on January 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 December 9 meeting were read and a request to clarify that the \$2100 and \$2200 adjustments that were part of the proposals made by each side are the state allocation was approved. The IS document for December 9 was approved.

The Board chief announced that the meeting scheduled for December 16 had to be cancelled due to a death in the family. He stated he appreciated the condolences from team members and the team's understanding.

The Board proposal on Tech Contacts (Econ Issue 3) was presented with specific recommendations. The Board proposal changes the name to "Technology Coach," provides additional allocations for larger schools and sets the supplemental pay at \$1200 for each school. The proposal was discussed and agreed upon.

The Board chief presented a modified proposal for the salary schedule and transition recommended by the School Board. Several modifications had been made. One was a redesigned transition grandfather schedule and performance / entry level schedule. The new design is intended to eliminate the culture of teacher salary schedules that allows teachers and administrators to draw conclusions about future values for salaries. The design should help move us away from thinking in terms of "step movement" which will be eliminated. The second modification was the inclusion of two sets of specific rules for implementing the schedules in 2014 – 2015 in the event the law remains unchanged and for implementing the schedules in the event the legislature postpones implementation of the schedules. The Board has authorized the previously proposed two year commitment of \$1000 adjustments for HE and \$500 adjustments for E rated teachers on the performance schedule and \$500 adjustments for HE and E rated teachers on the grandfather schedule to apply to the new transition schedule that uses multiples of \$500.

After a caucus, the NTA chief announced that his team would not be able to accept the proposal. The NTA chief offered a new proposal for smoothing the current grandfather schedule which included the movement of values now assigned to experience levels of 5 through 14 multiple incremental values and additional incremental increase for levels 15 through 29. He stated that this would not eliminate the uneven values that exist in the schedule but would provide some smoothing and allow teachers now assigned to these experience levels to be closer to the \$59,100 value that would be created at the top of the grandfather schedule with the state allocation adjustment. The Board chief stated this would have to be analyzed further. However, he said that this schedule creates an enormous increase for a few people and would not be within the budget provided for the schedules. He also reminded the teams that there will not be a stable maximum value that will be permanent on the schedule. With the new system, adjustments will be made yearly to that value, as well as to everyone else's values and each

adjustment will vary depending on each person's evaluation. A structured schedule will not likely exist in the future.

Upon return from a second caucus, the NTA chief presented an alternative to the previous NTA proposal that would only shift levels 15 through 29 additional incremental values. The Board chief restated his original concern that the cost would exceed the parameters provided but he would have it analyzed. He stated he had hoped the NTA would consider seriously the proposal the Board had made. The NTA chief announced that the NTA was concerned that the legislature would be postponing the implementation of the new system and would rather wait to discuss any changes. The Board chief stated he would have to receive further direction from the Board.

The Board chief stated that due to two impending surgeries, the next meeting would likely be at a time in February. He said he would be in touch with the NTA chief to get that scheduled after the surgeries and a Board meeting. The meeting was adjourned until notification by the chiefs.

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: To Be Announced.