

2014 – 2015 NTA / NCSB Collective Bargaining

Minutes Meeting 2
May 7, 2014 Meeting

The second meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on May 7 at 5:30 P.M. at the Team Center in Fernandina Beach.

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

The minutes for the April 23 meeting were read and approved. The IS for April 23 was amended to correct a statement in the discussion on salary schedules in Econ Issue 1. The comment that referred to a \$600 incremental schedule proposed by the Board in the prior year negotiations was amended to read a \$500 incremental schedule. The IS was approved as amended.

The Board chief distributed a copy of a brief summary of passed legislation. He remarked that the issue of postponing performance pay was not passed by the 2014 Legislature nor was it amended on any legislation that passed. He also stated that he had been in touch with the superintendents' association and the staff of the Senate Education Appropriations Committee and they were not aware of any discussion of an effort by the DOE Commissioner to issue a legal advisory that the implementation of 1012.22 could be delayed.

The Board chief discussed the Board's responses to the issues brought to the table by NTA. He reported that Issue 2, Renewal Consideration, re the use of criteria to allow the renewal of annual contracts for HE and E rated teachers, was not accepted by the Board or administration because they had no evidence of a problem in this area. The NTA team was advised that the new annual contract had only been in effect for a couple of years and, if there were problems, these should be documented and discussed with the principal and the district administration. The NCSB team stated that the evaluation system should be reviewed to determine if the Instructional Practice portion was accurately identifying weak teachers. The NTA chief stated they still had concerns that employment decisions might be made in an arbitrary manner and that they would monitor the situation.

The Board chief reported to the teams that, re Issue 3, Workplace Environment, school board policy 2.83, Air Monitoring Agreement, required immediate response when a complaint was received. With regard to Issue 4, Teacher of Record, the Board chief stated that everyone is concerned about this issue. The administration said that absenteeism is reviewed by the state and a transitional formula is used for these students. The staff stated the ISS situation must also be looked at to determine whether or not students sent to ISS in some cases should be suspended and placed in Nassau's Virtual School Program.

The Board chief next addressed Issue 5, Bereavement Leave. He stated that the administration was concerned about increased financial liability if the benefit were to be opened up to everyone regardless of each person's leave balance. The NCSB team reminded everyone that the benefit was originally intended to help those teachers who have exhausted their leave in order to take care of their spouses who might have a terminal illness.

The Board chief next discussed the salary schedule issues and distributed several documents. One document was for the purpose of ensuring the accuracy of his understanding of the NTA proposal which the NTA confirmed. A second document was for the purpose of demonstrating the greater flexibility for

utilizing a schedule with smaller increments of \$300 instead of \$600 which would provide larger adjustments for teachers within a given budget. The third document was an outline of ideas that would permit combining the adjustments for transition to a new schedule with variable adjustments for evaluation that would comply with the law.

The teams reviewed dates for future meetings and adjourned until the next meeting at 10:30 for the public meeting on June 3 at the School Board 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: Tuesday, June 3 at 10:30 A.M. for the public meeting.