

2014 – 2015 NTA / NCSB Collective Bargaining

Minutes Meeting 3
June 3, 2014 Meeting

The third meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on June 3 at 10:30 A.M. at the Team Center in Fernandina Beach.

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

The minutes for the May 7 meeting were read and amended to correct the attendees (remove Kristi Simpkins from the list) and to correct the spelling of "ISSUES." The amended minutes were then approved as amended. The IS for May 7 was approved as read.

The Board chief reported that after further analysis of the Board model he had distributed at the prior meeting, he had discovered a serious error in his logic which will mean the cost for the model will be higher than first thought. The concept he had proffered, that the transition adjustment could be included in the evaluation adjustment that is required under statute, was incorrect. The transition would have to be a separate adjustment and cost due to a structural impact if done otherwise.

He then distributed a corrected spreadsheet that reflected a separate calculation for 12 month teachers and psychologists (as opposed to a single calculation that included 10 month, 12 month, and psychologists) and evaluation ratings that the finance officer felt would be more accurate.

The Board chief provided an amended general Board proposal that would provide the transition to a new schedule to be effective on the first day of the instructional personnel's respective contract year and the evaluation adjustment to be effective after data is received from the state and final ratings assigned to teachers.

The NTA team inquired as to the intent of the Board with respect to the application of multiple steps for specific individuals on the Grandfathered schedule for the purpose of recognition of career earnings. The Board chief stated that neither he nor the Board completely understood the purpose of this concept and did not feel it was appropriate.

The NTA team explained the concept was to provide some improvement for individuals who had been in the system and were looking forward to their retirement based on the highest five years of their career. The Board's team indicated they now understood their goal but pointed out that a person is vested only after a specified period of time and any calculation for correcting an individual's earnings for the purpose of anticipated retirement should be based on that.

The Board chief stated he could not assume that the Superintendent or Board would agree to this proposal but that he would do some calculations so that the Board could have the benefit of knowing the possible cost of such a factor.

The Board chief presented a single page document that provided a conceptualization of the goal of salary negotiations for 2014 - 15. The document was amended by the NTA to include a statement recognizing the need to discuss their concern regarding the retirement factor in addition to transition and evaluation adjustment. The document was agreed upon as amended.

The Board chief then distributed a table of models based on a \$300 incremental placement schedule. He stated that the Board was proposing the transitional adjustment to the new \$300 incremental schedule on the first day of the contract year for all instructional personnel and Model 2, 1 for fall evaluation adjustments that would provide one step for HE and E rated teachers on the Grandfathered schedule and two steps for HE rated teachers on the Performance schedule and one step for E rated teachers. The NTA team stated this was insufficient and must include the retirement adjustments. The Board chief said he would be meeting with the Board and was concerned that any consideration for a retirement adjustment would not be affordable.

The Board chief stated that there was concern related to insurance for 14 – 15. Rates had again increased and there was no way of knowing how the insurance benefits would play out this coming year as a result of another employee group's benefits continuing to be unresolved. . He stated that the Board's intent is to insure all employee groups are equally benefited with regard to insurance but, because another group had not yet settled its 13 – 14 contract and had not entered into 14 – 15 negotiations, there was no way of knowing what would be fair for the NTA. He proposed that language be placed in the contract that would trigger cumulative benefits for the teachers upon resolution of benefits for the other employee group. The NTA chief agreed to the proposal.

The meeting was adjourned until 10:30 for the public meeting on Tuesday, June 24 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 24 at 10:30 A.M. for the public meeting.