

2014 – 2015 NTA / NCSB Collective Bargaining

Minutes Meeting 4
June 24, 2014 Meeting

The fourth meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on June 24 at 10:30 A.M. at the Team Center in Fernandina Beach.

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

The minutes for the June 3 meeting were read and approved as read. The IS document for June 3 was reviewed and two corrections were made in the discussion section of the Economic issue 1 regarding another district's plan and regarding a typographical error in the same section. The IS was then approved as corrected.

The Board chief stated that the Board's non-economic issue 6 regarding RTTT would not be addressed as the administration had resolved the problem.

The Board chief stated he had proposals covering compensation, differentiated pay, and language that related to Insurance, Compensation Article, and the Term of Agreement. He distributed and discussed a proposal from the Board that reflected the elements that had been agreed upon at the last meeting and fell within the parameters on cost that had been approved by the School Board. The proposal included, for 2014 – 15, transition to a \$300 incremental Grandfather and Performance placement schedule; corrections on the placement schedule after the transitional placement for grandfathered PSC / CC teachers who, in 13-14 were assigned to salary values at levels 10 through 29; and an additional one level correction on the Grandfather and Performance placement schedules for all levels (does not include Entry Level teachers); and, for 2015 – 16, evaluation adjustments based on ratings reflecting 14 – 15 evaluations for the Performance schedule of \$1200 (four levels) for Highly Effective ratings and \$600 (two levels) for Effective ratings and, for the Grandfather schedule, \$600 (two levels) for Highly Effective or Effective ratings. These adjustments for 15-16 would be available provided the School Board does not declare a financial emergency.

After a caucus, the NTA chief offered a counter proposal that would accept the Board's proposal for 14-15 as presented but requested that the \$600 adjustment for 15-16 for the Effective-rated teachers on the Performance schedule and for the Highly Effective / Effective-rated teachers on the Grandfather schedule be increased to \$900. In exchange, the NTA chief said they would drop their proposal for the AC renewals.

After a caucus, the Board chief stated that the last counter proposal from the NTA was too costly for 15-16. The Board chief then countered with the same original proposal except that the corrections for the Grandfather schedule for those PSC / CC teachers assigned to salary values in 13-14 at levels 17 through 29 would be increased an additional level more than the earlier Board proposal and an additional correction for those on 30 would also be provided.

After a caucus, the NTA chief stated that the language for AC protection was more important than an additional level correction as counter-proposed by the Board's chief. He stated they would maintain their first counter proposal that accepted the Board's first counter proposal made today with the

provision that the AC renewal language be accepted, as well as their counter proposal to increase the Performance E and Grandfather HE / E adjustment increases to \$900 for 15-16 as an alternative.

After a caucus, the Board chief stated they could not afford the increased cost of the NTA's counter position on 15 – 16 and could not accept the language on AC renewal. He said that since the NTA had rejected the Board's last counter offer that added additional corrections, the counter offer would be withdrawn. He said the Board's team could do nothing more and that they would go to the Board with the NTA's offers.

The Board chief said that due to Board members' vacations, he did not know when he would be able to schedule an executive session. The teams tentatively set 10:30 on Thursday, July 10, at the Team Center, for the next meeting. The meeting may be cancelled, if needed, depending on scheduling an executive session.

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: Tentatively set for Thursday, July 10 at 10:30 A.M. for the public meeting.