

2014 – 2015 NTA / NCSB Collective Bargaining

Minutes Meeting 7

March 2, 2015 Meeting

The seventh meeting between the Nassau Teachers Association and Nassau County School Board bargaining teams was held on March 2 at 6:00 P.M. at the Team Center in Fernandina Beach

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

The minutes and the IS documents for the November 5 meeting were read and approved after being amended to remove references to another district's salary schedule.

The Board chief distributed a settlement document containing the proposed Professional Compensation Article, Insurance Article, Term of Agreement, Schedule Appendices, and Differentiated Pay schedules. He stated that it was similar to the October document except that some amendments had been made to clarify language and to make corrections required by law. He re-explained the proposal in detail and answered questions. Regarding the requirement that PSC and CC personnel relinquish their contracts in exchange for an AC contract, the teams agreed on an amendment to clarify that the notice by the PSC and CC teachers would take place prior to April 1 and the new AC would be in effect on July 1 of the following contract year.

After returning from a caucus, the NTA chief presented a counter proposal. The proposal did not address the NCSB language or structure. However, presuming the proposal would utilize the same structure and implementation procedures as the Board's offer, it would differ as follows:

1. Prior to the transition to the new schedules in 14-15, all current personnel shall be awarded a year of experience, if eligible, on the current Grandfather and ELS schedules;
2. Each person advanced for experience would also receive a \$900 bonus.
3. In 15-16, adjustments on the Performance Schedule shall be \$900 for HE rated personnel and \$600 for E rated personnel. On the Grandfather schedule, the adjustments shall be \$600 for both HE and E rated personnel.

The NTA proposal also would require waiver language regarding the use of the FSA and FSA-related test scores in the determination of Teacher Evaluation ratings for 15-16. The waiver would apply to salary adjustments and terminations.

Both teams discussed the problems related to the FSA including the lack of field testing in Florida, the knowledge that the test was developed in Utah and, based on information we have, the majority of Utah students who took the test failed, and the implementation issues this week in Florida. The Board chief said he was sympathetic to their concerns and knew that several other districts had ratified waivers in their contracts.

However, the Board chief said he would not recommend that the Board-adopted and DOE-approved evaluation system be amended with any waiver and would not recommend that the student data scores be waived completely. The Board chief said he would only consider seeking direction to amend the contract with a waiver for 15-16 only to allow the use of the prior two year average of student data scores (12-13 and 13-14) in lieu of the 14-15 student data score if the two-year average were to be greater than the score derived from the FSA or FSA-related tests. The use of test scores from other

assessments not related to the FSA would not be impacted by the waiver he would propose, the Board chief said.

The Board chief addressed the NTA proposal stating he was absolutely certain that a \$900 bonus, costing well over \$700,000 would not be approved. He also said he did not believe there would be approval for adjustments next year considering we have still not been able to appropriate 3% for our required reserve fund.

The meeting was adjourned until the next meeting scheduled for Monday, March 23 at 5:00 for the teams and 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, March 23 at 5:30