

## **2012 – 2013 NESPA / NCSB Collective Bargaining**

Minutes Meeting 6b

February 5, 2013 Meeting

The sixth meeting between the Nassau Educational Support Personnel Association (NESPA) and Nassau County School Board bargaining teams was held on February 5 at the Yulee Middle School at 5:30 PM.

Present were, Mike Dale (NESPA chief), Rick Lucas, David Nease, Marian O’Neal, and Julie Crews for NESPA and Martin Miller (NCSB chief), David Buchanan, and Suzanne Davis for the NCSB.

The teams reviewed the minutes and Issues and Solutions document for the January 22 meeting. The documents were approved without correction.

The teams reviewed the proposed language for the mediation step in the grievance process (Non-Economic Issue 1). The teams revised several clauses but made no substantial changes in the recommended process. The amended language was agreed upon and Issue 1 was assigned a PAL.

The teams next reviewed all remaining questionable agreements in the IS document including Non-Economic Issues 2, 3, 6, and 9. All were cleared for approval.

The NCSB chief next reviewed the Economic Issues that are non-salary related (Non Econ Issue 2) that were raised at the last meeting. He reported that the School Board and Superintendent were interested in both issues – custodians designated as lead and paraprofessionals covering classes for teachers. The Board has asked the Superintendent to discuss the issues with the principals and determine if either issue warrants additional review and consideration. The Board has asked the Superintendent to draw up a job description and/or a plan for the implementation of these proposals if he deems them to have merit. In the meantime, the Board has requested these two issues be postponed until 13 – 14 negotiations.

The NESPA team agreed to the request to defer these issues.

The NCSB chief addressed the maintenance step issue (Econ 3) and reiterated the Board’s position that this issue should be a part of a larger review of all categories in keeping with the Board’s previous and current responses on the issue. The NCSB chief suggested that a review is needed of other districts and the private sector to determine equity in all positions. The NESPA team believed there was enough evidence in the private sector to warrant additional steps now. The NCSB team stated that a review of the data should provide this evidence and that this is what the teams should consider doing. The NCSB team also shared concerns that there is a need to review exactly what each technician was assigned to do – was there enough work in each skilled area to support additional steps? The NCSB team again stated that equity among all groups was its concern.

The NCSB chief presented the Board’s proposal for economics. The proposal included a retroactive placement for 11-12 experience, a \$300 bonus for those at the top who are not eligible for an increment, and a refund of \$450 for each person enrolled in the health insurance plan for 12-13.

After a caucus, the NESPA team countered with a proposal that included a 3% increase on all salary schedules except the maintenance schedules, a retroactive placement for experience, a \$600 bonus for those at the top, a \$450 refund for 12-13 insurance premium, and, for maintenance, an increased value for step 16 plus the addition of step 17 on the maintenance schedules for 13 - 14. In addition, the proposal includes a \$5 per hour (maximum of \$30 per day) for paraprofessionals who substitute for absent teachers. The NESPA proposal also asked for the formation of a committee to review all schedules. The NESPA chief apologized for not having an analysis available for the proposal. He stated that he had not anticipated the Board would be making an offer and said a cost analysis would be forthcoming.

The Board chief pointed out that the request for a committee review, while an excellent idea, would have to be approved by the superintendent. The NCSB chief also stated that asking for a review while demanding an increase of steps for the very schedule under consideration contradicted the need for the committee review. He said the proposal would be reviewed with the Superintendent. However, because it obviously exceeds available funds and the parameters provided by the Board, it was unlikely we would be able to agree with the request.

The next meeting will be scheduled after the review of their proposal. A possible meeting date was tentatively scheduled for February 25 immediately following the NTA meeting that is already scheduled on that date. Confirmation of a date and time will be communicated once they are identified.

**Next Meeting:**

All meetings between the NESPA and NCSB teams will be held at the Yulee Full Service School unless otherwise noted. These times and dates are subject to change but will be noticed if there are any changes.

NESPA: Pending review.