

SPECIAL MEETING – JANUARY 4, 2012

The Invocation was offered by Chuck Kelley; the Pledge of Allegiance was led by Cathy Thigpen.

The School Board of Okaloosa County met in Special Session on January 4, 2012, at Niceville High School, 800 E. John Sims Parkway, Niceville, Florida.

PRESENT: Rodney Walker, Chairman
Cathy Thigpen, Vice-Chairman
Cindy Frakes
Chuck Kelley
Melissa Thrush

Alexis Tibbetts, Superintendent
C. Jeffrey McInnis, Esq., Attorney to the Board

The Chairman called the meeting to order at 6:00 p.m. for the purpose of conducting a collective bargaining impasse resolution hearing.

Motion to approve the Agenda was made by Mrs. Thigpen, seconded by Mrs. Frakes and carried unanimously.

Chairman Walker asked Mr. McInnis to explain the order of the proceedings. Mr. McInnis stated that the Board was in session to conduct a quasi-judicial proceeding to resolve final issues of impasse regarding the collective bargaining contract of the School District. The two parties of the contract are the School District and the Okaloosa County Education Association (OCEA). The parties have been allotted thirty minutes each to make their presentations. During that time frame each party may present whatever relevant information and testimony it desires and may bring forward any witnesses it chooses to present testimony. Because this is a quasi-judicial proceeding and involves a contract which is negotiated between the two parties, those are the parties that will be speaking on this issue. Once each party has finished its presentation the matter will be brought back to the School Board for its deliberations and to make a final decision. The School District will make its presentation first since it declared the impasse and the Association will then make its presentation.

The Chairman called on attorney Mike Mattimore to present for the School District. Mr. Mattimore stated that all issues of impasse have been resolved with the exception of the Instructional Salary Schedule. He presented information and arguments in support of the School District's position on the impasse issues. He presented the following recommendations for the School District's position on resolution of the impasse issues (Exhibit 12-1):

Supplements for Advanced Degrees: Masters - \$2100; Specialist - \$4200; and Ph.D. - \$6300

Step Increase: That the annualized salary for instructional employees would remain at the levels for 2010-2011; Employees would advance one step but that step would be defined as the equivalent of that employee's 2010-2011 compensation

Mr. Mattimore presented a proposed motion with attached salary schedule for the Board's consideration to implement the District's position (Exhibit 12-3).

The Chairman recognized Greg Butler and Karen Peek to present for the OCEA. They each presented information and arguments in support of the Association's position as to the impasse issues. They presented the following recommendations for the Association's position on resolution of the impasse issues (Exhibit 12-2):

Supplements for Advanced Degrees: Masters - \$2400; Specialist - \$4400; and Ph.D. - \$6400

Step Increase: Payment of the step increase for 2011-2012 and a one-time payment of \$1000 to instructional employees at the top step of the instructional salary schedule

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At the request of the Association, the Chairman recognized three teachers to provide testimony for the Association’s position.

Each party having concluded its presentation, the Chairman asked for comments and questions from the board members. Mrs. Rita Scallan, Chief Financial Officer, and Mr. Mike Foxworthy, Chief Officer for Human Resources, responded to questions from board members. At the conclusion of the Board’s deliberations the following motion to resolve matters at impasse between the School District and the OCEA was made by Mr. Kelley, seconded by Mrs. Thigpen and carried unanimously:

It is moved that the Okaloosa County School District resolve the impasse in negotiations between the Okaloosa County Education Association and the School District of Okaloosa County for the 2011-2012 collective bargaining agreement by adopting the position of the Okaloosa County School District with regard to the amount of supplements for advanced academic degrees and salary schedule step increases to be reflected as Appendix G as follows (Exhibit 12-3):

Supplements for Advanced Degrees shall be in the following amounts
for instructional personnel hired on or after July 1, 2011

Masters Degree	\$2100.00
Specialist Degree	\$4200.00
Ph.D. Degree	\$6300.00

Instructional Salary Schedule

All instructional personnel shall advance a step in seniority but their annualized salary at the new seniority step shall be at the rate the personnel received in 2010-2011 at their previous step. Therefore, there will be no increase in annualized compensation for step advancement during the full 2011-2012 academic year.

There being no further business, and upon motion being duly made and seconded, the meeting was adjourned at 7:35 p.m.

Teresa Epperson, Recorder

ALEXIS TIBBETTS, Ed.D.
SUPERINTENDENT AND
CORPORATE SECRETARY

RODNEY L. WALKER
CHAIRMAN OF THE BOARD