

Poway School Employees Association

Board of Directors Meeting

12245 World Trade Drive, Suite H
San Diego, CA 92128

MINUTES for October 24, 2018

BOARD OF DIRECTORS QUORUM CALL/MEMBERSHIP MEETING CALL TO ORDER 4:47 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Kim Carroll, Vice President Lorie Sherman, Secretary Sue Thomas, Treasurer Nancy Schiffer, Parliamentarian Nancy Brundrett, Member At Large Susan Hartman, Member At Large Lonn Paul, Member At Large	
OTHERS PRESENT	
Ricardo Ochoa, PSEA General Counsel, Jan Williams, Kristine Song, Davin Erikson, Luanne Hook, Roberta Markey, Shelley Fleming, Marcelle Ouellet, Alexis McGruder, Michelle Testa, Christine Robinson, Ilona Kerr, Janet Alkema, Carmen Aguilar, Berdi Meehan, Heidi Huisman, Arthur Hall.	

REPORT OUT FROM CLOSED SESSION

No closed session.

REVIEW/APPROVAL OF MINUTES

Motion to read and approve the minutes from the last Board of Directors meeting held on September 24, 2018. Motioned by: Susan Hartman; Seconded by: Nancy Brundrett. Vote to approve is Ayes: 8, Noes: 0, Abstentions: 0. Motion: carries unanimously.

PRESIDENT REPORT

A conversation on new laws and what effect they may have on unions were discussed. Site representatives will begin receiving information to pass along to fellow members.

VICE PRESIDENT REPORT

Kim Carroll gave an update on the October 9, 2018 Strategic Safety Planning Committee. Some concerns and ideas are to possibly train the noon duty staff and to have additional campus

security. There was also a conversation about having a social worker at each campus. Cameras and security equipment installation has been completed at some sites. The committee will meet again on November 9.

GENERAL COUNSEL REPORT

PERB Charges

- **DBAC Direct Dealing ULP** – PSEA filed an unfair labor practice charge against the District for illegally bypassing PSEA by discussing negotiable items with PSEA-represented employees in the “District Budget Advisory Committee”. On October 1, 2018, PERB issued a complaint against the District and has scheduled a settlement conference. If PSEA and the District are unable to settle the case at the settlement conference, PERB will set the case for trial.
- **Vacation Accrual ULP** – This case involves the District’s unilateral changes to vacation accruals at the beginning of the 2016-2017 school year. PERB has issued a complaint against the District and the parties are exploring potential settlement prior to setting the case for trial.
- **Social Media ULP** – In early 2016, PSEA filed a PERB charge against the District for intimidating an employee who complained about her working conditions on Facebook. PERB issued a complaint against the District and the parties tentatively settled the matter in early 2017 and put the case on hold pending a final settlement agreement. As part of the settlement, PSEA and the District will conduct a joint training for supervisors and PSEA site representatives over the rights and restrictions on social media postings by employees.

TREASURER REPORT

Sue Thomas read the Treasurers report. A hard copy is on file at the PSEA office.

SECRETARY REPORT

None.

PARLIAMENTARIAN

None.

MEMBER AT LARGE

None.

COMMITTEE UPDATES

Health and Welfare:

A Memorandum of Understanding was signed between the district and PSEA in early October. PSEA entered negotiations with the goal of ensuring that employees receive the same level of benefits without extra costs. You will happy to hear that health and welfare benefits costs were negotiated within a dollar from last year!

Social and Recreation:

The PSEA Holiday party will on Friday, December 7th, from 5:00 p.m. – 8:00 p.m. This year the party will be held at Koi Zen Winery, located at 12225 World Trade Dr., Suite P (behind the union office). We will have a gourmet food truck and a gourmet dessert truck. You must be a current PSEA member to attend this event.

Election Committee:

The Board approved a timeline for PSEA officer elections. The positions up for election are the position of Vice President, Secretary, and two Member-at-Large positions. You can find the timeline on PSEA's website, or simply ask your site representative for a copy. You must be a PSEA member to run for office or vote.

Special Education Advisory Committee:

Davin Erikson, a PSEA member from Garden Road Elementary has joined SEAC and we are very appreciative for his time and his willingness to participate. Greg Mizel, Assistant Superintendent of Student Support Services will be our guest speaker for our November 14 PSEA Board meeting. He will explain SEAC and identify volunteer sites. Forums have been held at high school sites, with middle school sites scheduled for 10/31 and elementary sites scheduled for 11/6.

Political Action Committee (PAC):

Thank you to the PSEA members that have volunteered their time to walk neighborhoods and distribute fliers for our PSEA endorsed candidates that are running for the PUSD school board.

Scholarship Committee:

PSEA received twelve applications for scholarships for the Fall of 2018. Six applicants were awarded scholarships in the amount of \$1000.00 each. Congratulations and we wish you success in all your education endeavors. The next PSEA scholarship opportunity will be April 15 thru May 17, 2019. Please click on the link to find out more information <https://www.poway-psea.org/member-resources/scholarships/>. Remember, you must be a PSEA member to participate.

SITE REP/MEMBER COMMENTS

Some members asked when they will be able to view the PSEA/PUSD contract that was ratified in May and approved in June of this year. We just received the draft copy from the District and are currently going through the contract and expect a printed booklet soon. In the meantime, you may view the tentative contracts for both Units I and II, on the PSEA website.

GENERAL ORDERS/BOARD RESOLUTIONS

GO2018-10-01: Approval of PSEA Board/Membership meeting calendar for remainder of the 18/19 school year. Motioned by: Nancy Brundrett; Seconded by: Lonn Paul. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

GO2018-10-02: Approval of up to \$2500.00 for the 2018 PSEA Member Holiday Party. Motioned by: Lonn Paul; Seconded by: Nancy Schiffer. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

GO2018-10-03: Approval to replace IT/Phone support for the PSEA offices. Motioned by: Kim Carroll; Seconded by: Sue Thomas. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

GO2018-10-04: Approval to add firewall software to all computers/laptops for the PSEA offices. Motioned by: Susan Hartman; Seconded by: Kim Carroll. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

GO2018-10-05: Approve the means and manner of voting for the upcoming PSEA Officer Elections. Motioned by: Susan Hartman; Seconded by: Kim Carroll. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

GO2018-10-06: Approve expenses in an amount not to exceed \$640.00 for a PSEA representative to attend the Merit Conference. Motioned by: Susan Hartman; Seconded by: Kim Carroll. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

GO2018-10-07: Approval for allocation of funds for a bookkeeper in an amount not to exceed \$1000.00. Motioned by: Susan Hartman; Seconded by: Kim Carroll. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

BR2018-10-01: Reserve the Right to Provide Union Representation. The Board of Directors of the Poway School Employees Association hereby gives authorization to the President to adopt a policy regarding representation of non-members. Motioned by: Susan Hartman; Seconded by: Kim Carroll. Ayes: 8, Noes: 0, Abstentions: 0. Motion carries unanimously.

ADJOURNMENT

5:40 p.m.

It was moved by Susan Hartman, seconded by Nancy Brundrett to adjourn the meeting. Meeting adjournment was approved by unanimous consent.

ATTEST:

_____ Date: _____