

Poway School Employees Association

Board/Membership Meeting
12245 World Trade Drive, Suite H
San Diego, CA 92128

MINUTES for January 17, 2018

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 4:49 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Lorie Sherman, Secretary Eileen LaLone, Treasurer Marcelle Ouellet, Parliamentarian Nancy Brundrett, Member At Large Susan Hartman, Member At Large Kim Carroll, Member At Large Lonn Paul, Member At Large	
OTHERS PRESENT	
Ricardo Ochoa, Roberta Markey, Shelley Fleming, Sue Thomas, Davin Erickson, Nancy Schiffer, Luanne Hook, Daniela Gregaro, Michelle Testa, Debra McDonald, Leila Yekranyian, Heidi Huisman, Robby Boyd, Angelica Porado, Deya Wilson, Janet Alkema, Yoenda Dornan, Jann Williams	

MEMBERSHIP MEETING

SPECIAL GUESTS

Mission Federal Credit Union provided dinner from Rubio's for our members. Mission Federal Credit Union gave an overview of some of the special things they do for school district employees. One of the great perks they offer is an auto loan which can be tailored so that you may go without making auto payments when you are on summer break.

MEET THE CANDIDATES

The candidates running for board positions in this year's election were on hand to introduce themselves and answer questions from the membership. Candidates for Treasurer were Eileen LaLone and Sue Thomas. Candidates for Member-at-Large Positions were Nancy Brundrett, Susan Hartman. Arthur Hall was unable to attend.

MEMBER COMMENTS

Some members said they were not able to access historical data in the new Professional Growth website. The IT staff is aware of the issue and is working on fixing this. Professional Growth Day flyers will be sent out on Monday and there are many classes to choose from. The membership also had a discussion on working conditions in Special Education. Specifically, the dissolution of ASC classes across the District was discussed. Courtney was told by Special Education that the decision to eliminate the ASC classes was made a couple years back by a committee in the Special Education Department. The Special

Education Advisory Committee (SEAC, formerly called FCMAT) has met twice to review services to students with disabilities and focuses on how we can best improve those services across the District. The SEAC is comprised of approximately 35 representatives from PSEA, PFT, District management, and one representative from the Community Advisory Committee for Special Education. We will continue to update the membership on the direction of the SEAC meetings. In the meantime, make sure you continue to document incidents and report injuries to Workers Compensation within 24 hours. Be sure to keep a copy of the reports for yourself.

ADJOURNMENT

5:28 p.m.

It was moved by Lonn Paul, seconded by Marcelle Ouellet to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

BOARD MEETING

REPORT OUT FROM CLOSED SESSION

No closed session.

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Board of Directors meeting held on December 15, 2017, with one correction (~~Membership Meeting~~ to be replaced with Holiday Party). Motioned by: Nancy Brundrett; Seconded by: Susan Hartman. Motion: carries unanimously.

Motion to read and approve the minutes of the Special Board meeting held on December 6, 2017, as written. Motioned by: Lonn Paul; Seconded by: Marcelle Ouellet. Motion: carries with 8 yes votes and 1 abstain, due to their absence at the Special Board meeting.

BOARD REPORTS:

GENERAL COUNSEL REPORT JANUARY 2018

Ricardo gave an overview of what PSEA is working on in the legal realm. Negotiations update is that we are in the second year of contract negotiations mainly due to the massive changeover at the district. The good news is that there is stability and it appears that those involved feel it is quite possible that we may come to an agreement in the near future.

PERB Charges

- **No Contact Directive III ULP** – This case involves an unlawfully broad “no contact directive” issued to an employee under investigation. PSEA had previously filed, and resolved, two charges against the District for issuing these no-contact directives, but the District continues to issue these unlawful directives. On November 29, 2017, the Public Employment Relations Board (“PERB”) issued a Complaint against the District for this third incident and the parties are in the process of scheduling an informal settlement conference in this matter. If the case does not settle, PERB will schedule a trial sometime in Spring or Summer of 2018.
- **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 case will go to trial before a PERB Judge on February 26, 2018.
- **Hourly Sick Leave ULP** –In early November 2017, after both PSEA and the District submitted evidence and arguments, a PERB Judge agreed with PSEA that the District broke the law when it

unilaterally imposed a cap on sick leave accrual on hourly substitutes and limited term employees in PSEA Unit I. Under this ruling, those hourly employees whose sick leave accrual was illegally capped will now have their lost sick leave days restored. The District and PSEA have agreed that the District will also rescind its cap on sick leave usage by hourly substitutes and limited term employees in PSEA Unit I, and that neither side will appeal the PERB Judge's decision. PSEA is monitoring the implementation of this settlement agreement.

PRESIDENT'S REPORT

Courtney and Eileen went to the Governor's Conference in Pomona and gave an update. The outlook is much better than expected. The Governor is very focused on having a rainy-day fund. The district is including classified staff in the LCAP forums which is quite a positive change. PSEA encourages classified staff to attend their site meetings.

TREASURERS REPORT

Operations Checking Account:
Beginning Balance: \$164,871.98
Income: \$49,788.14
Expenses: \$39,602.31
Ending Balance: \$175,057.81

SECRETARY REPORT

Lorie gave a run down of what is left regarding the timeline of the election process. There is a secure ballot box available during tonight's meeting. Otherwise, ballots must be mailed to the PSEA office and postmarked no later than January 22, 2018. The ballots will be counted in the PSEA office on January 29, 2018 and the results will be posted on the PSEA website the following day.

PARLIAMENTARIAN REPORT

The Bylaws Revisions 2017 were approved by the Board and ballots were sent to the membership to ratify it.

MEMBER AT LARGE REPORTS

Lonn Paul – Nothing to share out. Kim Carroll – Still many issues with paystubs and a reminder to the membership to keep looking over your paystubs. Susan Hartman – Also hearing about payroll issues, specifically, vacation and sick hours that are incorrect. Susan also issued a reminder for the IA's that the teacher is not your supervisor.

COMMITTEE UPDATES

Election - The Election Committee will meet on Monday, January 29th, to count ballots. The membership is invited to watch.

DBAC - Mr. Ron Little was disbanding the committee because the budget was looking better. However, should the Governor's budget outlook change for the worse, the DBAC committee will reconvene.

District Technology Committee – IT persons, teachers, parents, students, custodial, very diverse group on the committee of about 40 people. Currently we are going through all the programs that we have and whether they are used to their full potential and/or whether they are used at all. So far, we have only had one meeting. PSEA will keep the membership posted as more meetings take place.

GENERAL ORDERS

1. GO2018-01-01: Motion to appoint Kim Carroll as PSEA Vice-President; Motioned by: Marcelle Ouelett; Seconded by: Susan Hartman; Motion: carries with 4 yes votes and 3 no votes.

BOARD RESOLUTION

1. BR2018-01-01: The PSEA Board of Directors has authorized the President to contract services with 858 Custom Graphics. Motion to approve BR2018-01-01; Motioned by: Susan Hartman; Seconded by: Lonn Paul; Motion: carries and is unanimous.
2. BR2018-01-02: Preferred Vendor Roger Tso, Residential Wholesale Mortgage. Roger Tso requested to be a preferred vendor to the PSEA membership. The Board of Directors voted unanimously to not go forward with BR2018-01-02; as the Board would like to revisit the Preferred Vendor policy. Motion: dies.

ADJOURNMENT

6:32 p.m.

It was moved by Marcelle Ouellet, seconded by Lonn Paul to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:

Lorie Sherman, PSEA Secretary

Date: _____

APPROVED