

Poway School Employees Association

Regular Meeting of the Board of Directors
PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for December 17, 2015

QUORUM CALL/CALL TO ORDER 4:55 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President Linda Farmer, Vice President Eileen LaLone, Treasurer Marcelle Ouellet, Parliamentarian Nancy Brundrett, Member at Large	Doug Nicoll, Member At Large, excused Susan Hartman, excused Kim Carroll, excused Yoenda Dornan, excused
OTHERS PRESENT	
Ricardo Ochoa, Karen Kaufman, Shelly Fleming, Robby Boyd, Roberta Markey, Kim Muslusky, Sue Thomas, Teri Johns, Daniela Gargaro, Betty Morse, Tovah Myslabodski, Stephanie Allensworth	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last and Board meeting: Motioned by: Linda Farmer; Seconded by: Marcelle Ouellet. Motion: carried.

INSTALLATION OF OFFICERS

Vice President Linda Farmer installed our new officers: Lynnette Turner, President; Eileen LaLone, Treasurer; Marcelle Ouellet, Parliamentarian; Nancy Brundrett, Member at Large; and Susan Hartman, Member at Large. Thank you to these individuals for their willingness to serve the Membership.

SPECIAL RECOGNITION

A celebration was had for Mary Jo Stollfuss, who was PSEA's very first elected Treasurer and who retired from PUSD in December. Mary Jo was instrumental in establishing PSEA's accounting infrastructure and document policy. She worked tirelessly for the Members, always cheerful and calm. We celebrate her long career with PUSD. She will be greatly missed.

FINANCIAL ADVISOR REPORT

None.

President's Report

The President reported:

Current Issues and Labor Relations Updates:

- We will be meeting with the District this Friday to work through our grievance regarding the reduction of vacant positions without negotiating with PSEA. We have identified a list of about 12 positions who will be entitled to be made whole since they were hired at a reduced assignment than their predecessor, i.e., lower work day or work year.
- Received notice that Learning Support has discussed the future of libraries and library staff with Superintendent's Cabinet. The Cabinet has approved that meeting and planning for the libraries should be prioritized in the budget, with discussions between all stakeholders beginning in March. PSEA will be a part of those discussions.
- PSEA and the District reached a temporary agreement regarding Transition Program Instructional Assistants at Abraxas who are six hour (or less), allowing them to waive their duty free lunch in lieu of a working lunch, thereby reducing their work day by one-half hour. We understand that there may be other sites and Instructional Assistants who would desire this type of schedule, which is currently disallowed by our contract. We will work out the bigger contractual language for all employees in our upcoming bargaining sessions. The Transition Program Instructional Assistants at Abraxas requested this as they are out in the field with their students and taking a lunch was impractical and extended their day.
- 11 days in winter break.
- We discussed the difficulty the new work year calendar presents, in that it shortens the preparation time for front offices before students arrive. We requested that at a minimum, the elementary offices which are minimally staffed be allowed to close to the public (i.e., no registration) for the last week in June and the first week in August to allow undisturbed time for close/open preparations. The District agreed to close for the last week in June, and the first four days of August, Monday through Thursday, with Friday of the first week open for two hours. A notification should be forthcoming soon.
- We discussed the recent email circulated to all administrative assistants regarding the duties of processing volunteers and how these were once duties of the Volunteer Coordinator, a position that was laid off during the lean budget years (2003-2009). PSEA is requesting that these duties be taken off the plate of the current employees and re-examine the restoration of Volunteer Coordinators.
- We announced that PSEA intends to start up a voluntary political contribution fund for employees who wish to contribute to political action that affects our unit. We worked through language for a deduction card and hope to have that roll out before the next payroll cutoff date of March 8th.
- Touched briefly on the two outstanding PERB charges regarding Social Media and notification of employees when their emails are accessed.
- Tracy Hogarth, Associate Superintendent of Personnel, announced her June 30, 2016 retirement today. We have been dealing directly with Tracy since our inception, either in her capacity as a Human Resource Director or the Associate Superintendent. In recent times, the relationship has been strained and PERB filings have increased and we wonder if this situation influenced her decision. Nonetheless, Tracy has served the District since 1996 and her contributions to PUSD are many. We wish her well in her retirement.

Vice President's Report

The Vice President reported:

Linda attended the past Personnel Commission meeting, where a number of positions are being reclassified: (Department Operations Technician in Special Ed, Programmer Analyst I, Publications Technician, Senior Publications Technician and Vehicle Maintenance Supervisor). The new Personnel Commission Director, Corrie Amador, is making progress with reclassifications but feels there are too many. She put forth a plan to the Commissioners to hire two new positions to handle and run continuous reclassifications for the 2016-17 school years.

Potential Benefits for members: Linda went to See's Candy to see about discounts. She brought back information about plans; some require \$500 minimum sales and/or are run as fundraisers.

Secretary's Report

Nothing to report.

Treasurer's Report

Our newly elected Treasurer, Eileen LaLone, presented the following reports for:

DECEMBER 2015:

Starting balance: 267,949.83

Income: 35,040.67

Expenses: 17,591.81

Ending balance: 285,398.69

JANUARY 2016:

Starting balance: 285,398.69

Income: 35,604.41

Expenses: 51,338.06

Ending balance: 269,665.04

The President ordered the report of the Treasurer to be filed.

New Member total: 971 (dropping a little)

Parliamentarian's Report

On 1-27, Lynnette Turner and Marcelle Ouellet attended the Student Services of California (SSC) workshop on the January budget of the Governor. It was an informative and interesting experience; there are five pages of acronyms! Overall, a very positive outlook was presented for the budget this next year, even with SSC's conservative projections.

Members at Large Reports

Doug Nicoll reports: Absent.

Susan Hartman reports: Nothing to report.

Kim Carroll reports: A member had report that Westview has subcontracted an outside contractor for a school dance without offering the work to any of the current Campus Security Specialists first. Kim is investigating.

Nancy Brundrett reports: Nothing to report.

GENERAL COUNSEL REPORT

General Counsel, Ricardo Ochoa, reported on the status of the following PERB Charges:

- Dress Code Charge: District has responded to our PERB charge over the unilateral adoption of an ESS Dress Code, and we are still litigating that issue.
- Email Access Charge: The District has until February 16 to respond to our PERB charge for breaching a settlement agreement not to access our emails without letting affected employees know. We did discuss this issue at Labor Relations and might be able to resolve it.
- Social Media Charge: The District has until February 26 to respond to our PERB charge for discouraging employees from discussing workplace concerns on social media. No indication yet whether the District will seek to resolve it or litigate it.
- Sunshine Charge: District is complying with the terms of the settlement agreement, including by publishing the Notice in the Chieftain and on the Board's website, and by emailing it to all District employees.
- Direct Dealing Charge: District has complied with the terms of this settlement agreement by emailing all PSEA-represented employees a plain-English notice explaining the settlement.
- No Contact Directive Charge: District has complied with the terms of this settlement agreement by emailing all PSEA-represented employees a plain-English notice explaining the settlement.

GENERAL ORDERS

MO2016-02-01 Officer Release Time. Authorization of Eileen LaLone to take up to 12 hours of union leave of absence to perform the duties of PSEA Treasurer for the remainder of this academic year (2015-2016). Motion by Susan Hartman; second by Marcelle Ouellet; motion carries unanimously.

COMMITTEE REPORTS

None reported.

UNFINISHED BUSINESS

The issue of paying stipends for PSEA Board of Directors was brought up again. Lynnette asked for volunteers to form a research committee and report back to the Board at the next meeting.

NEW BUSINESS

Site Representative questions: Nancy Brundrett asked for a list of sites who are still missing Site Representatives for recruitment efforts; Karen Kaufman was introduced and welcomed as the Site Representative at Deer Canyon.

EXECUTIVE SESSION

The Board adjourned to Executive Session; resuming shortly thereafter.

There was nothing to report.

Next Board of Directors Meeting Date: March 15, 2016 at 4:45 p.m.

ADJOURNMENT

It was moved by Linda Farmer; seconded by Eileen LaLone to adjourn the meeting at 5:54 p.m.
Meeting adjournment was approved by unanimous consent.

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____

Unapproved