Poway School Employees Association

## Regular Meeting of the Membership and

*Board of Directors*

# PSEA Administrative Offices

**13378 Poway Road, Poway, CA 92064**

### MINUTES for May 16, 2016

**EXECUTIVE SESSION CALL TO ORDER**

#### The Board called Executive Session to order at 3:04 p.m. and adjourned at 3:32 p.m.

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#### BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 3:32 p.m. A quorum was established.

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| BOARD OF DIRECTORS | |
| PRESENT | ABSENT, |
| Lynnette Turner, President  Yoenda Dornan, Secretary  Eileen LaLone, Treasurer  Marcelle Ouelett, Parliamentarian  Doug Nicoll, Member At Large  Susan Hartman, Member At Large  Kim Carroll, Member At Large  Nancy Brundrett, Member At Large | Linda Farmer, Vice President excused |
| OTHERS PRESENT | |
| See sign in sheet, Ricardo Ochoa, Janet Alkema, Stephanie Allensworth, Roberta Boyd, Mary Brister, Stephany Brown, Elvira Canales, Betriz Cruz-Rivera, Courtney Davis-Martin, Laura Estremera, Joyce Fleming, Daniela Gargaro, Lynn Grindstaff, Luanne Hook, Rosalinda Koch, Joseph LaLone, Roberta Markey, Katharine Meyer, Patricia Moayedi, Eileen Murray, Kim Muslusky, Tovah Myslabodski, Gina Nocito, Loriann Pourhosseini, Nancy Prutzman, Carolynn Saracino, Nancy Schiffer, Patricia Sellers, Linda Sewyck, Janice Simpson, Michelle Testa, Ritchard Thompson, Alison Thompson, Evangelina Villagomez, Isabel Wagner, Susan Warriner, Linda Whitaker, Leila Yekrangian | |

**REPORT OF COUNSEL ON EXECUTIVE SESSION**

There was nothing to report.

### Review of Minutes

Motion to read and approve the minutes of the last Executive Board meeting: Motioned by: Susan Hartman; Seconded by: Nancy Brundrett. Motion: Denied. (Treasurer’s report contained calculation errors; Reports will be reviewed and corrected and brought back to the June Board of Directors meeting.)

**President’s Report**

The President reported:

* Negotiations going well so far. Have signed off another tentative agreement on Article 16 regarding how to deal with incoming Public Records Act requests and be able to notify employees of potential access of their emails by the District.
* Plenty of employee issues taking front and center stage. Eileen LaLone and I take on most of them and Courtney Martin has stepped in a time or two, especially when training might be the solution to the problem. We are doing well in this area and, in fact, recently saved a few positions.
* We will begin the summer office schedule as of June 13, 2016, open from 8:30 a.m. to 12:30 p.m., Monday through Friday. I will personally be out of the office from the 11th through the end of June, returning in July to continue with representation, negotiation and administrative planning.

**Vice President’s Report**

The Vice President reported: None.

**Treasurer’s Report** SDCU bank operational account

Starting balance: 51,334.92

Income: 35,883.75

Expenses: 17,421.05

Ending balance: 69,797.62

The president ordered the Treasurer’s Report be filed.

New Member total: 970

**Secretary’s Report**

The Secretary reported: None.

**Parliamentarian’s Report**

The Parliamentarian reported:

* I have held the Library Media Technician position at Shoal Creek Elementary school for almost 12 years, and its staff, students and my fellow LMTs make it truly worthwhile. Unfortunately, in 2008, LMT hours were cut by 10 hours weekly (from 30 to 20) and District funds were no longer available. I believed as State funds returned and our unit became whole again, I would go back to 30 hours and receive a budget that would support our Learning Resource Centers into the 12st century. My assumptions were incorrect and it became clear with the addition of the newly created Literacy Media Resource Technician position (a job that is impossible to do on the existing 20 hours), the District considered LMTs and libraries no longer part of PUSD’s future.
* I love technology and wholeheartedly support the push for our students to become digital learners. That being said, I also believe our students learn to love reading with the support of parents, staff members and a fully functioning library. “Reading is the basis for knowledge”, to paraphrase a friend. These two goals are not mutually exclusive and the LRC can be the center for achieving these objectives. After many discussions among fellow LMTs, we realized the need to make ourselves more relevant.
* The adoption and implementation of Common Core State Standards became our reason for existing and, armed with that knowledge, we decided to make ourselves more visible. I became an active member in PSEA, gaining the Association’s support for our cause. Three years ago, the majority of LMTs completed the San Diego County Office of Education’s Instructional Media Resource Associate Certificate program and those newer to our ranks have since received the certification. Several of us attended last year’s LCAP meetings hoping to bring light to the inequalities between school libraries and the need to increase our hours to provide better service to our patrons. With the help of PSEA, we were able to approach Corrie Amador, Director of Personnel Commission. After several one on one meetings, Corrie provided a lengthy questionnaire, enabling us to describe our workload and our concerns. Armed with that data, Corrie was able to present recommendations to the Superintendent’s Cabinet. During this same period, LMT’s Alison Thompson and Christa McIntosh were meeting with Beth Perisic, Director of Learning Support Services. They discussed the importance of a District Library Plan and relevant Professional Development opportunities. Beth has also addressed the Cabinet on our behalf. We are now organizing our 2nd Pro-Growth Day just for elementary Library techs.
* Most recently, Alision Thompson entered the brilliant proposal, “Develop a District-wide Strategic Library Media Services Plan to Support District Technology Skills Scope and Sequence and the Common Core State Standards” in this year’s Innovation U competition. Alison’s efforts enabled LMTs to talk publicly about our vision for the future and the need for equality among school sites. We supported her entry and it finished in 2nd place.
* There are no guaranties we will be successful but through our efforts and the support of PSEA, Corrie Amador and Beth Perisic, we stand a much better chance.

**Members at Large Reports**

Doug Nicoll reported:

I received no comments or suggestions regarding our proposed budget for 2016-17. I asked, but there was little interest. Either folks don’t care, or they think we’re doing an okay job.

Technology Steering Committee – Working on the Framework for Technology; preparing the draft for presentation to the School Board (new meeting date, June 22).

IT LAN Administrator reorganization committee has accepted the LAN proposal for a new organization method that will increase productivity, accountability and teamwork. IT management heaped praise on the employee leadership effort. I wish that was the model everywhere.

Several folks have had questions about the SEIU decertification and what it means to us.

Nancy Brundrett reported:

There is a huge need for Pro-Act training on campus. A Behavior Specialist came to watch what was happening, but would not get involved and did not offer to help the situation. They stated would not help because they were there to observe for placement. Concern is: Teacher and Principal witnessed physical behavior and the Special Ed Instructional Assistant was not trained, yet no one helped who was trained. IA’s are taking on a lot of physical behaviors.

Susan Hartman reported:

At Westview there is a Diastat order on campus and only a couple of employees are trained. The student’s mom doesn’t want the order, yet there is an order. 911 is the call after Diastat is given. Mom/parents need to re-do medical orders so no one is at risk. Make sure you speak with your supervisor on what support is provided on the protocol for administration.

Kim Carroll reported:

Employee Question: What about sub coverage? What should they say, what do they need.

Employee Question: Where can employees find out, as jobs come up, what does the position multi cert for? Not getting clear answers from Personnel Commission.

Employee concern: Many positions need a week longer to complete their work. Suggestion was to come to PSEA so we can negotiate a longer work year for them.

#### GENERAL COUNSEL’S REPORT

Counsel reported: None.

**GENERAL ORDERS**

1. GO2016-05-01; Motion to approve the Budget for 2016-2017 fiscal year as presented; Motioned by: Doug Nicoll; Seconded by: Marcelle Ouelett. Discussion opened request for technology support for office computers. Motion amended to add $6,000.00 for IT support with a review of cost vs. need in six month. Motion: carries.
2. MO2016-05-01; Motion to approve initial start-up contribution to the RESPECT Political Action Fund to open on July 1, 2016 with allocation of $17,000.00 previously approved in April, 2015; Motioned by: Susan Hartman; Seconded by: Eileen LaLone; Motion: carries.
3. MO2016-05-02; Motion to approve full time release for President and Treasurer to conduct the business of the Association; Motioned by: Doug Nicoll; Seconded by: Marcelle Ouelett; Motion: carries.

#### COMMITTEE REPORTS

**Scholarship Committee**

#### The Scholarship Committee did have a meeting to schedule a time and place to review all applications. That meeting is to be held on June 4, at 10:00 am. Notices will go out the week of June 6, and winners will be notified on Monday, June 6, 2016 by phone.

### unfinished business

Stipends for Officers…did not discuss/tabled

### New Business

Summer Leadership Workshop & Training

* Lynnette would like to hold a Leadership training and planning session for Board Members in July. Will turn in timesheets for the day for those not on contract during July. Want to look at July 25, 26, 27, 28 or 29. Full day. Lynnette will send out an invitation to board members

### adjourn to membership meeting

Motion by Yoenda Dornan; second by Susan Hartman. The regular meeting of the Board was adjourned at 4:45 p.m.

#### MEMBERSHIP MEETING CALL TO ORDER 4:47 p.m.

CELEBRATION OF CLASSIFIED EMPLOYEES

* Lots of great work coming from classified staff
* See the work recognized through the EveryDay Heroes program and the Classified Employee of the Year program, but you can’t recognize people too much.
* Does anyone have a name they’d like to mention tonight?
* Giving away goodies tonight – don’t need to be here to win, but need to have your tickets in the right bin before you leave. All baskets will be given out at the end of the meeting.

Tiny bit of business-

* PSEA is growing and we need volunteers to staff our committees. If you are interested there are signup sheets on the tables. If you know someone who would like to participate, have them contact me via email.

**GUEST SPEAKER(S)**

Bruce Smith gave a presentation to the Members entitled Financial Literacy 101.

**MEMBERSHIP COMMENTS**

Members are encouraged to bring issues of concern or interest to the Board. This section of the agenda is for information purposes only; items requiring decisions will be placed on a future agenda for disposition.

The Membership asked the Board to consider the following items at an upcoming meeting:

* None mentioned

**GOOD OF THE ORDER**

* None
* Next Meeting Date: June 14, 2016.

### ADJOURNMENT

### It was moved by Susan Hartman, and seconded by Kim Carroll, to adjourn the meeting at 5:58 p.m. Meeting adjournment was approved by unanimous consent.

ATTEST:

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Yoenda Dornan, PSEA Secretary

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_