

# **Poway School Employees Association**

*Regular Meeting of the Board of Directors*  
**PSEA Administrative Offices**  
**13378 Poway Road, Poway, CA 92064**  
**MINUTES for October 14, 2014**

**QUORUM CALL/CALL TO ORDER 4:54 p.m.** A quorum was established.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Lynnette Turner , President	
Yoenda Dornan, Secretary	
Doug Nicoll, Member At Large	
Susan Hartman, Member At Large	
Linda Farmer, Vice President	
Marcelle Ouellet, Parliamentarian	
Mary Jo Stollfuss, Treasurer	
<b>OTHERS PRESENT</b>	
Ricardo Ochoa, Joy Fleming, Robby Boyd, Patricia Rice, Janet Alkema, Eileen LaLone	

## **REVIEW AND APPROVAL OF MINUTES**

Motion to read and approve the minutes of the last Membership and Executive Board meeting:  
Motioned by: Linda Farmer; Seconded by: Doug Nicoll. Motion: carried.

## **OFFICER REPORTS**

### **President's Report**

The President reported:

- Health & Welfare Update: We have signed an MOU regarding the one time, one year withdrawal of \$235,000 from our post retirement savings account (OPEB) to be used to supplement medical insurance premiums. With these funds, which are in addition to the contractual \$412k that we allocate to premium supplements, we were able to keep costs at the 2014 level for employee only coverage and reduce costs for the dependent and family coverage, as well as eliminate the tiered contribution structure where 8, 6 and 4 hour employees receive different amount. This was a welcome offer from the District, however, it is only one year. We continue our negotiations on rectifying the gross inequity between what the District contributes to teacher and management health care costs and what is contributing to ours. The post retirement account is adequately funded for PSEA at this time, at approximately \$6 million, but cannot be relied upon to continue funding premiums in the future.
- Negotiation Update: Not much to report. We haven't met with the District since our last meeting in September. We don't have anything on calendar until November. Since time is passing swiftly, we asked the District if we could get started on our Professional Learning Program where we have reached a tentative agreement. Rather than waiting for a full ratification of the contract, we proposed a Memorandum of Understanding for that new

Article. The District was reluctant and said they must check with the School Board before authorizing same.

- Current Issues:
  - Membership Month is in full swing. We are giving away movie tickets as an incentive for signing up as a new member or for recruiting members by our current members. It is encouraging to hear the positive feedback about PSEA from the new members.
  - We hosted a Meet & Greet for candidates Michelle O'Connor-Ratcliff, John Riley and Charles Sellers on Friday the 10<sup>th</sup>. It was a lot of fun, and the candidates were able to speak one on one with the members. Members asked great questions and expressed their concerns, and the candidates laid out their positions on our school district and the role of the Governing Board Member.
  - The Financial Incentive program is doing very well and we've awarded another \$1900 in reimbursements at the first of three review meetings. The next deadline and review meeting will be January 8<sup>th</sup>. Pass the word; there is plenty of funding right now. If you are taking courses related to your job or another job within the District, apply!
  - I put out a request for members for the Personnel Commission Task Force and received several volunteers. Once approved, the Task Force will set a first meeting date in November. I would like to recommend the following members to the Task Force: Susan Hartman, Christa McIntosh, Nancy Hall, Sharon Struck, Jan Williams and Eileen LaLone. Motion by: Mary Jo Stollfuss Second by: Linda Farmer Motion: carried.
- We meet with the District for Labor Relations this Thursday. At our last meeting on September 25<sup>th</sup>, we had many items still on the agenda left over from the meeting in August. Of those, there are still more items left over for this next meeting. It is discouraging. The progress to date on some of the more important items:
  - The District had denied extra hours to elementary LMT's who are constantly trying to do a 30 hr/week job in 20. We strongly emphasized that if the District needed to manage the LMT time that way, that was fine but do not look to volunteers or other employees to get the work done. That is against the Education Code and our contract. We received a recent email from Tracy Hogarth that says that at the two largest schools, Stone Ranch and Monterrey Ridge, the Superintendent's Cabinet has authorized extra hours for impacted times of the year to be used at the discretion of the Principal.
  - We had asked to be a part of the Evaluation process, but have now been excluded. The District would prefer that we only report problems to them and not be a proactive participant on the process, as is our teachers' union. If you have a problem with your evaluation, do not hesitate to contact an Employee Representative.
  - Regarding the Elementary level Administrative Assistants, we have been talking with the District for over a year about the heavy workload, management responsibilities and inequitable compensation. In June the District said that they would survey the Principals to discuss the work load. At the September meeting, we received the results of this survey and asked what the next steps would be. We were informed that there were no next steps, per se. After asking regarding the purpose of the survey if not to develop some solutions, the District then agreed to review the results.
  - We were assured that a salary study conducted by the Ewing Group would commence. Hopefully, sometime this school year.
  - We continue discussions regarding the District's practice of changing the work year/work hours of positions after they have been vacated and before a new

employee is hired (i.e., a 12 month employee separates from the District and the new hire is hired at 11 months). Related to this issue is that of a change in the position itself (i.e., an Account I retires and an Accounting Tech is hired to replace them). Our position is this violates the District's duty to negotiate regarding a lay off or reduction in hours. The District is providing past documentation, although it is hard to locate. We will be reviewing the documentation and meeting to determine a remedy.

- Talks on the issue of hiring substitutes when there is no vacant position or absent employee will be continued to a meeting where it is the sole agenda item. It is a complex issue and requires dedicated time.
  
- November 4<sup>th</sup> is coming soon. I encourage everyone who votes within the PUSD precinct to get out and vote. We, along with our SEIU colleagues, are endorsing the challengers O'Connor-Ratcliff, Riley and Sellers, because the School Board is has the final say on our labor issues and negotiations. As I mention above, the list is long and carries on from month to month. It's time for a change. AFT recommends/endorsed: Michelle Radcliff-O'Connor, and Charles Sellers.

#### **Vice President's Report**

The Vice President reported:

- Continues to attend the Personnel Commission meetings to see what changes are coming to PSEA members.

#### **Secretary's Report**

None reported.

#### **Treasurer's Report**

Starting balance: 416,560.90  
Income: 28,770.46  
Expenses: 65,932.35  
Ending balance: 379,399.01

#### **Parliamentarian's Report**

None reported. A thank you was said to Marcelle for doing such a great job on hospitality for members.

#### **Members at Large Reports**

Doug Nicoll reported: Doug took his first online class, it was very successful and easy to do. He has helped with employee's EASE concerns. He would like to propose to make communication one of our top topics for employees.

Susan Hartman reported: Susan attended an employee issue, which turned out to not be any issue. She was complimented by the Supervisor on how PSEA handled this situation.

### **GENERAL COUNSEL’S REPORT**

Ricardo Ochoa our General Counsel reported:

- Council touched base on 3 areas, Labor Relations situations; filling a PERB charge for an employee; and the Personnel Commission regarding two letters.

### **GENERAL ORDERS**

Motion to approve AXA Equitable as a Preferred Vendor of the Poway School Employees Association. Motion by: Linda Farmer; Second by: Marcelle Ouellet; motion carried.

### **COMMITTEE REPORTS**

#### **Scholarship Committee**

Chairperson Yoenda Dornan reported: PSEA had 23 applicants with only 2 not qualified this round. We awarded 6, \$1,000.00 scholarships. 4 of the awarded recipients were previous applicants that were not qualified before. The Scholarship Committee made a few more adjustments in the elimination process that was not needed previously. Looking forward to the Spring Scholarship awards. We added a new member to the committee, her name was miss stated in the previous minutes. New member to the committee is: Susie Warriner.

#### **Legislative Committee**

The Legislative Committee reported that the election and school board race is in full swing and there is a lot of chatter in the news about the candidates. We put together a phone banking event with our SEIU colleagues. It was fun to call our members in the PUSD voting precinct and talk about the candidates. We will do this again near the end of the month and before the election on November 4, and need more volunteers.

#### **GOOD OF THE ORDER:**

Kathy Webb had personal milestone for our family. Our son, James Webb was “pinned” on Monday, October 6 at the Poway Fire Department as a Firefighter/Paramedic. WOOHOO!

Janet Alkema’s father, Dr. Murray E. Fowler, will receive a Lifetime Achievement Award from the American Association of Zoo Veterinarians in October. Dr. Fowler, who died in May, was recognized as the father of zoological medicine, a term that he gave the specialty he launched at UC Davis School of Veterinary Medicine in 1967. As a result of his work, the university became the first in the United States to teach a veterinary course dedicated solely to the health of exotic animals. Dr. Fowler was widely regarded for his teaching, scholarship and clinical practices that have been used to train veterinarians at zoos and wildlife centers around the world. He wrote the first textbook on zoo animal medicine, now called *Fowler’s Zoo and Wild Animal Medicine, Vol. 8*.

### **UNFINISHED BUSINESS**

None.

### **NEW BUSINESS**

Suggestion was to promote Facebook and Twitter for members.

**ADJOURN TO CLOSED SESSION:** Was decided that no closed session was needed, moved to direct adjournment. 6:17 pm

**EXECUTIVE SESSION:**

**COUNSEL’S REPORT ON EXECUTIVE SESSION:**

Next Meeting Date: November 18, 2014

**ADJOURNMENT**

**6:17 p.m.**

It was moved by Marcelle Ouellet, seconded by Linda Farmer, to adjourn the meeting.

**Meeting adjournment was approved by unanimous consent.**

ATTEST:

\_\_\_\_\_  
Yoenda Dornan, PSEA Secretary

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

unapproved