

Poway School Employees Association

Regular Meeting of the Board of Directors
PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for December 16, 2014

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

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President Susan Hartman, Member At Large Mary Jo Stollfuss, Treasurer Yoenda Dornan, Secretary Doug Nicoll, Member At Large Marcelle Ouellet, Parliamentarian	Linda Farmer, Vice President: excused
OTHERS PRESENT	
Ricardo Ochoa, see signature sheet	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Executive Board meeting: Motioned by: Mary Jo Stollfuss; Seconded by: Doug Nicoll. Motion: carried.

OFFICER REPORTS

President's Report

The President reported:

It's been a very short month, with Thanksgiving and Winter Breaks limiting the amount of activities. I have been helping Jill Gonzalez, a Program Specialist in Special Ed, with finding facilities and getting registration running for the wonderful group of workshops and presentations she put together for the Instructional Assistants, Behavior Intervention I.A.'s and Interpreters for January 16th Professional Growth Day. Special Thanks to Jill for her efforts in ensuring that our Special Ed classified staff have a meaningful and enlightening day of learning!

We had a final negotiation session for the year on December 11th. At this time, the Negotiation Team has determined that there is not much more progress to be made on Health and Welfare, restoration of positions, vacations and salary range adjustments for administrative assistants. Further, the District has authorized only a 1% wage increase and appears to be holding firm to that amount. We proposed to accept that wage increase with a "me, too," provision allowing for additional salary increases should any other bargaining unit obtain such after we settle. However, the District Negotiation Team claimed it did not have authority for the "me, too," provision and must wait until the January 20th Board meeting to obtain authorization from the Board to approve.

We continue to work on several grievances, which are in the process of settlement, and other assorted employee representation issues as they arise. The Personnel Commission Task Force will be meeting

this coming Thursday (the 18th) and we will set our goals and timeline for the work of the Task Force. If anyone has questions about the Personnel Commission that they would like the Task Force to research, please feel free to contact me or any of the members on the team: Kim Carroll, Susan Hartman, Nancy Hall, Sharon Struck, Eileen Lalone, Jan Williams, Christa McIntosh and Yoenda Dornan.

Vice President's Report

The Vice President reported: No report.

Treasurer's Report

Starting balance: 381,996.38

Income: 32,562.29

Expenses: 5,309.41

Ending balance: 409,249.26

The president ordered the Treasurer's Report be filed.

New Member total: 852

Secretary's Report

The Secretary reported: No report.

Parliamentarian's Report

Marcelle Ouellet reported: Getting ready for the elections, members are to submit applications by this Friday, Dec. 19, 2014. Committee will review applications after their candidate and petition signatories' membership status is checked.

Members at Large Reports

Doug Nicoll reported that he has researched/used Linda.com: there are 10 licenses available for a 3 week time. His concern: there is no way to transfer license to another if it not a good time for you to use it. There is no support, and there is no way to review lessons that you have taken once you have taken them. There is also no communication to supervisors to help support employee while doing lessons (a 1/2 hour release time per day would be useful). There are records to show/reflect when a course is completed. Might turn out to be a way to offer a CLC class (Classified Learning Coop) to classified staff.

Susan Hartman reported: She sat in on an employee evaluation and it went pretty well. The Principal is willing to work with the individual. The employee and Susan checked where things are at now and it seems that things are good and the employee is able to follow the Principal's improvement plan.

GENERAL COUNSEL'S REPORT

Reporting for General Counsel was Ricardo Ochoa. Counsel reported:

- Negotiations. Started the wrap up on negotiations for this year, District is reluctant to finish. As a bargaining team, we made a decision to accept the proposed 1% cost of living increase, but are waiting on "me too" language. District wants to take it to the School Board for

approval and to look at the language. Starting in January, we will begin the next year's negotiations on contract reopeners and will revisit many of the same issues.

- Grievances. Two violations of the Weingarten rule and our contract. Able to resolve with the District.
- We have an unfair practice charge on file with PERB; they have issued a complaint however, it is missing some vital information. We will be following up with PERB regarding that, and preparing for a settlement conference in January.
- Hudson Notice. We have one non-member who objected to paying agency fees. for non-germane costs. That employee that will get approximately .35 cents a month after the dues amount is adjusted for only germane costs .

GENERAL ORDERS

1. MO2014-12-01; First Reading of full time release of a Board Member to assist with Association business; aligned with term of election; modifies budget by \$36,000
2. MO2014-12-02; Motion to adopt the job description for the Professional Learning Coordinator and policy governing the initial appointment of the Coordinator, and approve the appointment of Courtney Davis-Martin as Professional Learning Coordinator. Motioned by: Yoenda Dornan; Seconded by: Marcelle Ouellet; Motion: carried.
3. MO2014-12-03; Motion to approve full-time release of Lynnette Turner for the duration of the 2014-2015 academic year; and the occasional release of PSEA Treasurer, Member at Large, and Secretary, up to 8 hours per month, as approved in the 2014-15 budget adopted in May 2014. Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet; Motion: carried.

COMMITTEE REPORTS

Safety Committee

Safety Committee: Lynnette Turner, Marcelle Ouellet, Robbie Boyd, Steve Salvati, Greg Milligan, and David Hall met to work on the upcoming Professional Growth Day opportunity for safely-related classes. Greg and Steve have arranged for Keenan & Associates to send a facilitator on lifting and will also address mandatory reporting requirements. Connie Hawkins, Cindy Hicks and Greg are creating a workshop for Elementary School Administrative Assistants involving the disaster preparedness binders, and other frequently asked questions.

UNFINISHED BUSINESS

None.

NEW BUSINESS

None. Good of the Order commentary: Jan Hurley, a Librarian Media Technician from Poway High School is retiring and we will miss her!

Adjourned to Executive Session at 6:19 p.m.

EXECUTIVE SESSION

Minutes – PSEA Board of Directors

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Date: December 16, 2014

The Board began Executive Session at 6:26 p.m. and adjourned at 6:46 p.m. There was nothing to report.

Next Meeting Date: January 13, 2015 .

ADJOURNMENT: 6:46 p.m.

It was moved by Susan Hartman, seconded by Mary Jo Stollfuss, to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____