

Poway School Employees Association

Regular Meeting of the Membership and Board of Directors

PSEA Administrative Offices

13378 Poway Road, Poway, CA 92064

MINUTES for January 15, 2014

ORIGINAL

CALL TO ORDER 4:50 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, Present Linda Farmer, Vice President Mary Jo Stollfuss, Treasurer Yoenda Dornan, Secretary Courtney Davis Martin, Parliamentarian Doug Nicoll, Member At Large Susan Harman, Member At Large	
OTHERS PRESENT	
Marcelle Ouellet, Judy Hughes, Stephany Brown, Carolyn Buckner, Jane Lauderdale, Arlene Fleckenstein, Sue Thomas, Mary Lopez, Daniela Gergero, Terry Anne Walker, Janet Alkema, Patricia Rice, Joy Fleming,	

CELEBRATE WHAT'S RIGHT WITH PSEA

Lynnette Turner welcomed the members to the January Membership meeting. A clip from the video *Celebrating What's Right in the World* by motivational speaker and National Geographic photographer, Dewitt Jones, was shown. Mr. Jones tells us that "by celebrating what's right, we find the energy to fix what's wrong!" The following were presented as celebrations of what's right with PSEA:

PSEA has a mission statement, to promote the well-being of our members. We have set out objectives to do that good work: Representation, Communication, Negotiation and Community Building. Let's take a look at those objectives and celebrate the positive achievements we've made. We've impacted every objective in some way.

Representation: We celebrate that we have diligently and responsibly represented over 100 employees, and counseled many more, on issues ranging from contract violations to co-worker disagreements. Our grievance filings have been effective, yet few; this is a testament to the strength that we are building and to our ability to negotiate with management.

Communication: We have created a website to communicate with our members more efficiently. We've instituted an open door policy and hear every issue, no matter how small, no matter the topic.

We celebrate the many site representatives who act as a voice of the Association, who reach out to their co-workers with resources and information and are the chief communicators of the Association. We celebrate the members who have dedicated themselves to leading the Association; the Board of Directors. Three cheers for all those who will take on the extra work in the service of others.

this will be a good year financially. Of course, we will not know if everything will hold as it was presented today until the month of May when the Governor revises his budget.

- Negotiations on Re-openers. It is now time to be thinking of negotiations and what articles we intend to re-open. We will definitely re-open Article 14 Wages and Article 8 Health and Welfare, and we can re-open two others. The negotiation team is in the process of being created at this time.
- Professional Learning for All Staff. I have been participating since August on the Professional Learning team, which is a sub-committee for Superintendent's Cabinet. Our goal is to research what is the professional standard for a professional learning program and make recommendations to the Cabinet. Recently, we added more classified representatives to the team to make our conversations fuller and all-inclusive. Connie Hawkins, elementary administrative assistant at Midland and Jan Costa, Instructional Assistant at Mesa Verde are on the team, as well as SEIU representative Chris Sinclair. Also representing classified staff at the manager level is Tim Purvis, Director of Transportation. We are very excited about the work being done to bring the District's new goal and initiatives surrounding professional learning for all staff into reality.
- Interest-based Problem Solving (IBPS) re Staffing. Early next month, PSEA is scheduled to start IBPS sessions with the District. Currently, Tracy Hogarth and I have been working on a survey that we can send out to classified staff and others regarding how staffing is occurring at the sites. Specifically, we are trying to address the situation of having instructional assistants hired for 3 hour contracts when it appears that an IA is needed for at least six hours per day (often with the same student). Also, though, PSEA hopes to glean information about staffing needs where the workload has dramatically increased due to the cut backs of personnel and hours. More on this subject in the months to come.
- New Scholarship Program. Yoenda Dornan is working with a Scholarship Committee to create a new program for our PSEA members. As you will recall, we have been using up the monies that we had in our coffers when the CSEA Chapter 313 disbanded. We have awarded the last of that \$15,000 this past December. Yoenda and her team will be developing a new program to reward members and their family members for their desire to achieve an education through higher learning.

OFFICER REPORTS

Vice President's Report

The Vice President reported:

Linda Farmer attended the Personnel Commission meeting which became intense after a discussion regarding supervisory position layoffs. David Little questioned the 3 + 3 situation.

Treasurer's Report

Starting balance: 337,046.33

Income: 29,630.53

Expenses: 13,570.36

Ending balance: 353,106.50

The president ordered the Treasurer's Report be filed.

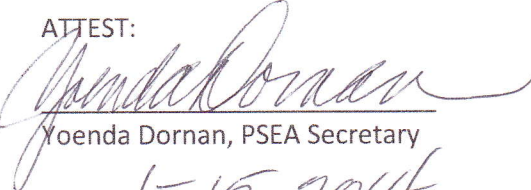
New Member total: 792

ADJOURNMENT

6:47 p.m.

It was moved by Linda Farmer, seconded by Susan Hartman, to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:


Yoenda Dornan, PSEA Secretary

Date: 1-15-2014