

# **Poway School Employees Association**

*Regular Meeting of the Board of Directors*  
**PSEA Administrative Offices**  
**13378 Poway Road, Poway, CA 92064**  
**MINUTES for April 14, 2015**

## AMENDED

**QUORUM CALL/CALL TO ORDER 5:10 p.m.** A quorum was established.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Lynnette Turner Yoenda Dornan Mary Jo Stollfuss Kim Carroll Susan Hartman Doug Nicoll Marcelle Ouellet	Linda Farmer, excused
<b>OTHERS PRESENT</b>	
Ricardo Ochoa, Courtney Davis Martin, Robby Boyd, Angela Mauro, Jan Costa, Angelica Porada, Judy Sova, Janet Alkema	

## **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 with changes. Motion: Approved; with change to Doug Nicoll remove "s" from his name.

## **OFFICER REPORTS**

### **President's Report**

The President reported:

- Current Issues:
  - A lot of rhetoric from PFT leadership this past month or so regarding the PFT, their interest-based problem solving method of bargaining (IBPS), and the perceived threat to IBPS they see from Board Member Kimberley Beatty. I published a Guest Column editorial in the Pomerado News Group papers in order to make sure that PSEA's voice was heard. Members can read the article on the Pomerado News website: <http://www.pomeradonews.com/news/2015/apr/09/guest-column-status-quo-unworkable-pusd-union/>. The teachers are planning to attend the April 20<sup>th</sup> school board meeting in a show of support for interest-based problem solving (they perceive it is threatened). I am asking the Members to also come to the meeting in support of the same type of transparent, data-driven negotiations for PSEA as our PFT colleagues experience.
  - Marc Houle has been conducting Retirement Seminars for our Members for several years now and is doing a wonderful job. Member feedback is overwhelmingly positive and appreciative. The information he presents on CalPERS is current and accurate, and

Members benefit from his strategies for planning retirement. Marc has submitted an application for PSEA Preferred Vendor status and I am recommending its approval. Motion to approve the Preferred Vendor application of Marc Houle, Plan Members Securities Corporation by Mary Jo Stollfuss; Seconded by Marcelle Ouellet; motion approved.

- We had asked to be consulted on the Local Control Accountability Plan (LCAP) process, as is required by Ed Code. As a result, another forum was convened for all bargaining units (PFT, PSEA and SEIU) on March 27<sup>th</sup>. It was a repeat of the Community Forums that were held around the District to gain the community's input. It was nice that the District ran a separate forum for us, however, it was not exactly what we had hoped for. We thought it would be good to meet with District Administration, discuss the LCAP process and its purpose, and then provide whatever input we might have from our labor/employee experiences of the past year. There was no place in the forum for such discussion or input. The questions were programmed for specific input, and those of us in attendance were allowed to address only one topic, not any others. As limiting as the forum was, we still did our best to get the PSEA voice into the conversation.
- Negotiations Update:
  - Our Sunshine Proposal to the District was read into the record at the March 10, 2015 School Board meeting. The District's Sunshine Proposal to PSEA was submitted for a first reading at a Special Meeting on March 20, 2015. It is set for a second reading and approval at the regularly scheduled meeting on April 20. Once approved, then we may begin negotiations for the 2015-16 school year.
- Labor Relations
  - Our last Labor Relations meeting was March 20<sup>th</sup>. At the meeting we discussed the following continuing and new issues:
    - Extending the work year for the Office Specialists in the Athletic Departments of our high schools. We have reviewed data that the Office Specialists required two weeks longer in their work year to accomplish their tasks. Mel Robertson, Associate Superintendent, spoke with Athletic Directors and Principals about the need and has decided there will be no change at this time. The Office Specialists have committed to working only their contract year and not accepting extra hours.
    - We discussed the Food & Nutrition (F&N) Accountant position which was downgraded to an Accounting Technician upon the vacancy of the incumbent. We asked for data regarding how many times F&N had done this downgrade and found that it had been done repeatedly in the past. Based upon this data, we requested that the Accountant position be restored, that the Personnel Commission hire for an Accountant, and were successful.
    - We asked about the status of the Salary Study which was to be completed in January. We were told that the District never said it would be done in January and there is no estimate of when it will be completed. This was a surprise to all of us on the Labor Relations team; we had clearly understood that the study had a proposed timeline of completion by January 2015. It was even more dismaying that now there is no end in sight.
    - We will be scheduling a meeting with the District regarding the determination of Limited Term Contracts, which arose out of our concerns over the hiring of "subs for nobody" in ESS. Although we have not yet met with the District, it is our understanding that the Personnel Commission is going ahead with the hiring of Limited Term contracts.

- Student Store Technicians was discussed, and the reduction of hours from 18 ½ hours per week to 6. We are currently researching the District's request.

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

The Vice President reported:

Absent

### **Secretary's Report**

- Contract Ratification. At our last meeting on March 17<sup>th</sup>, we were in the process of voting to ratify the tentative agreement with the District for the 2014-15 reopeners. We have successfully ratified that agreement, with a vote of 219 in favor, 3 opposed.

### **Treasurer's Report**

Starting balance: 416,533.49

Income: 32,833.18

Expenses: 15,865.25

Ending balance: 433,501.42

The president ordered the Treasurer's Report be filed.

New Member total: 887

### **Parliamentarian's Report**

- Marcelle reported that she attended several LCAP forums and gave input regarding equity of facilities and technology for all sites.

### **Members at Large Reports**

- Doug Nicoll reported LCAP: Felt railroaded, not enough time to discuss, did not feel that our unit's issues were addressed.
- Susan Hartman reported many conversations with teachers and what is going on with PFT. They believe that the health and welfare benefits should be equalized. Don't blame us. Their leadership should have known what to do, she is educated.
- Kim Carroll reported teachers don't know what to do at this point. Don't understand why the issue between PSEA and PFT. Some are afraid to ask their leadership.

### **GENERAL COUNSEL'S REPORT**

Reporting for General Counsel was Ricardo Ochoa. Counsel reported:

1. **"Sunshine" PERB Charge**: The District has now responded to our PERB charge regarding the failure to "sunshine" negotiations with PFT prior to starting 2014-2015 negotiations. The District concedes that it failed to follow state law but is raising various technical challenges to PSEA's charge. We will be responding to the District's arguments shortly.

2. **Substitute Unit Modification Petition** : The briefing is now complete on the District's appeal of the initial PERB ruling granting our petition to add substitute and limited term employees to our unit, and we are awaiting a final ruling by PERB.

### **BUDGET 2015-16**

First read of budget; of note:

- Reflect increased revenue from membership dues and interest
- Increased scholarship awards
- Reflect increased costs in rent and legal retainer
- Set aside money in reserve for political action
- Continued release time for President and Officers
- Increase release time for possible stipend for site reps

### **GENERAL ORDERS**

1. None

### **COMMITTEE REPORTS**

#### **Professional Learning Report**

Courtney Davis Martin reported the Professional Learning Program is well underway, a bit slow going but it is headed in the right direction. There is a Professional Learning Advisory Board that meets once a month. We are working on the Professional Partnership Program, which is accepting applications at this time; and beginning to define the Classified Learning Cooperative (CLC) program.

#### **Scholarship Committee**

Yoenda reported on the progress of the Scholarship committee. The new forms for the 2015-2016 were shared. Scholarships go live on April 15 and the application deadline is May 22, 2015 for this round of scholarships.

#### **Hospitality Committee**

A joint SEIU/PSEA family picnic in celebration of Classified Employees Week has been planned for May 16<sup>th</sup> at Lake Poway from 11 am to 3 pm. We will have good food and fun- a horseshoe tournament and face painting for the kids. The committee will meet on Tuesday, April 21 to finalize plans for the picnic.

### **UNFINISHED BUSINESS**

Committee to draft resolution for negotiations placed on hold.

### **NEW BUSINESS**

Suggest President reconvene the Legislative Committee.

**EXECUTIVE SESSION**

The Board decided that there was no need to adjourn to Executive Session. **no action/no session** There was nothing to report.

**ADJOURNMENT**

**6:32 p.m.**

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

Next Meeting Date: May 19, 2015.

ATTEST:

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

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