

Poway School Employees Association

Regular Meeting of

THE BOARD OF DIRECTORS

PSEA Administrative Offices – 13378 Poway Road, Poway, CA 92064

MINUTES for Tuesday, October 22, 2013

I. CALL TO ORDER 4:46 p.m.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President	Yoenda Dornan, Secretary
Linda Farmer, Vice President	
Mary Jo Stollfuss, Treasurer	
Courtney Davis Martin, Parliamentarian	
Doug Nicoll, Member At Large	
Susan Harman, Member At Large	
OTHERS PRESENT	
Ricardo Ochoa (General Counsel), Veronica Williams (General Counsel), Marcelle Ouellet, Joy Fleming, Robby Boyd, Janet Alkema	

II. REVIEW OF MINUTES:

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

III. OFFICER REPORTS:

Members had the opportunity for questions and answers after each officer report.

President's Report:

Lynnette Turner discussed the following topics:

- Current Issues

Currently, I am working on several employee issues. The calls have increased since the District put out the reminder to managers about our contract language regarding our Weingarten rights. Linda Farmer and I have worked on the insurance premium supplement to try to make the most of the dollars we negotiated from the post-retirement account and passed that information on to our Benefits Department for the upcoming open enrollment.

I am in the process of setting up the committee for the Educational Financial Incentive program.

Also in the same vein of professional learning, I have been working with the Superintendent's Professional Learning team to create a program and structure that will meet the District's new goal of professional learning for all staff.

Lastly, I am preparing to go to the PSEA office on full-time release. The work for the unit has increased so that it requires full time attention and I am excited to do this work. The office will

have new open hours rather than be by appointment and important issues will be able to be addressed instantly rather than take back burner until time can be found. Also, I look forward to having the time to come out to the sites and meet members and listen to concerns and ideas.

- Retirement Seminar Meetings

Next seminar on retirement will be held Saturday October 26th at the PFT office located in Rancho Bernardo. We will schedule another seminar in January.

- Meeting with Dr. Collins

One employee issue that has recently surfaced is the need for the elementary office staff workloads to be addressed. You may have heard that the District has opened up some dollars for office assistants in the elementary office and this is good news. There are some concerns though that the money was to be used for only new hires. We will be discussing this with Dr. Collins and presenting the position that the money should be used for extending the hours of the existing office assistants at whatever sites currently have them. If they do not have a current office assistant, then we support new hires (hopefully from a promotional opportunity).

Vice President's Report:

Linda attended the recent Personnel Commission meeting and continues to address PSEA's concern regarding hiring staff from outside PUSD. She also raised questions regarding the Personnel Commission's responsibility to train existing staff members and help promote them internally.

Secretary's Report:

Courtney Davis Martin presented on behalf of Yoenda Dornan. The timeline of the upcoming Board of Directors election including manner and means of voting was discussed in detail.

- Motion to approve the timeline and manner and means of voting as amended. Motioned by: Mary Jo Stollfuss; Seconded by: Susan Hartman; Motion: carried unanimously as modified.

Treasurer's Report:

- Starting balance: 295,896.10

Income: 29,254.22

Expenses: 15,832.63

Ending balance: 309,317.69

President reported the treasurer's report as filed.

- New Members: over 75 new member applications were received. Kudos to Karlyn Stone who brought in 10 new membership applications and Carolyn Bruckner who brought in 7 new membership applications!
- Mary Jo expressed her concern that not all members who brought in new applications had received their movie tickets as a result of the September incentive. If you or anyone you know has not received their movie tickets, please contact Mary Jo Stollfuss.

Parliamentarian's Report:

- The new bylaws are quite helpful in determining the election timeline. Thank you everyone that participated in the committee as well as voting in favor of the ratification.
- The new website was reviewed. We are hopeful to go live in the next week.

Members at Large Reports:

- Doug is continuing his work on the District Communications subcommittee. They are focused on the what and how employees wish to have communicated to them. He is hoping the committee will understand that knowing information prior to public knowledge will empower us as employees to respond better to public and parent inquiries.
- Susan shared the following concerns that members have expressed to her:
 - New HelpCounter system is very taxing to office staff. It takes an immense amount of time to assist visitors, staff and volunteers. It does not seem to provide the sense of security and safety that it was intended for. Some schools are choosing not to use it due to lack of employee resources.
 - Disappointment regarding lack of training and opportunities for classified professional growth. Some of the high schools offered training to classified employees, however employees were given very late notice and it was not well-organized or beneficial. Classified employees seem to feel as though professional growth is an afterthought for them. The teachers seem to be the focus and many high schools and middle schools have an on-site TOSA for teacher Professional Growth.
 - Member Marcelle Ouellet expressed her opinion of a disconnect in organizing training for classified employees. Library Media Technicians organized their own professional growth at which many principals seemed surprised at.

IV. GENERAL ORDERS:

- MO2013-10-22 Approval of office refrigerator as budgeted for in the 2013-2014 Association Budget. Motioned by: Susan Hartman; Second by: Linda Farmer; In favor of motion: five; opposed: one; Motion carried.

V. GENERAL COUNSEL'S REPORT:

- Counsel congratulated PSEA on its 3rd birthday.
- Update on pension reform as it pertains to state law. Next meeting is Friday, October 25, 2013 with District office. We are hoping to continue status quo and move forward.
- Final draft of audit was recently received. PSEA will now put the audit in a format that is presentable to members along with the Hudson notice.
- Employee evaluations with managers and awareness of Weingarten Rights have increased the number of employee calls lately.
- Counsel will be organizing a full day meeting to plan release time for President which will include prioritizing PSEA business.

VI. COMMITTEE REPORTS:

- None

VII. UNFINISHED BUSINESS:

- None

VIII. NEW BUSINESS:

- None

IX. ADJOURNMENT to closed session: 6:10 p.m.

X. CLOSED SESSION: 6:05 p.m.

- Nothing to report
- Meeting adjourned at 6:51 p.m.

Next meeting date: November 19, 2013.

ATTEST:

Courtney Davis Martin on behalf of
Yoenda Dornan, PSEA Secretary

Date: _____