

# Poway School Employees Association

## **Board of Directors and Membership Meeting/Holiday Celebration**

(offsite)

Kaminski's Barbeque and Grill  
12735 Poway Rd, Poway, CA 92064  
San Diego, CA 92128

### **MINUTES for December 15, 2017**

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 5:00 p.m. A quorum was established.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Courtney Martin, President Eileen LaLone, Treasurer Nancy Brundrett, Member At Large Susan Hartman, Member At Large Kim Carroll, Member At Large Lonn Paul, Member At Large	Lorie Sherman, Treasurer Marcelle Ouellet, Parliamentarian
<b>OTHERS PRESENT</b>	
Ricardo Ochoa, PSEA Counsel; Dr. Darshana Patel and Michelle O'Connor-Ratcliff, PUSD Board Members; and Corrie Amador, Director of Personnel Commission; PSEA members from various sites of PUSD.	

#### **REVIEW OF MINUTES**

Motion to read and approve the minutes of the last Board of Directors meeting held on November 15, 2017 as written: Motioned by: Susan Hartman; Seconded by: Kim Carroll. Motion: carries.

#### **COMMITTEE REPORTS**

**ELECTIONS:** Courtney Martin gave report on behalf of Secretary, Lorie Sherman: PSEA will be mailing out ballots for the upcoming elections on January 8, 2017. The PSEA Membership/Board meeting scheduled for January 17, 2018 will also have a "meet the candidates" forum.

#### **TREASURERS REPORT**

Operations Checking Account:  
Beginning Balance: \$144,389.53  
Income: \$51,210.31  
Expenses: \$30,727.86  
Ending Balance: \$164,871.98

#### **GENERAL COUNSEL REPORT**

##### PERB Charges

- **No Contact Directive III ULP** – This case involves an unlawfully broad "no contact directive" issued to an employee under investigation. PSEA had previously filed, and resolved, two charges against the District for issuing these no-contact directives, but the District continues to issue these unlawful directives. On November 29, 2017, the Public Employment Relations Board

("PERB") issued a Complaint against the District for this third incident and has scheduled an Informal Settlement Conference for mid-January. If the case does not settle by then, PERB will schedule a trial sometime in Spring of 2018.

- **Vacation Accrual ULP** – This case involves the District’s unilateral changes to vacation accruals at the beginning of the 2016-2017 school year. PERB has issued a Complaint against the District and the case will go to trial before a PERB Judge early next year.
- **Hourly Sick Leave ULP** –In early November, after both PSEA and the District submitted evidence and arguments, a PERB Judge agreed with PSEA that the District broke the law when it unilaterally imposed a cap on sick leave accrual on hourly substitutes and limited term employees in PSEA Unit I. Under this ruling, those hourly employees whose sick leave accrual was illegally capped will now have their lost sick leave days restored. The District and PSEA have agreed (pending School Board ratification on December 14) that the District will also rescind its cap on sick leave usage by hourly substitutes and limited term employees in PSEA Unit I, and that neither side will appeal the PERB Judge’s decision.

### **PARLIAMENTARIAN REPORT**

Courtney Martin gave report on behalf of Parliamentarian, Marcelle Ouellet: As you know, our Bylaws Review Committee have met several times throughout the year to review and update the Bylaws according to the needs of our membership and evolution within our association. I am pleased to announce that the Bylaws were reviewed and approved by our Board of Directors at a Special Board Meeting on December 6, 2017. The Bylaws will be mailed to the membership for ratification along with the candidate election materials in January. Thank you to our committee members – Yoenda Dornan, Lon Paul, Nancy Schiffer, and Deya Wilson for their time and dedication during this process. Thank you to Marcelle Ouellet and Ricardo Ochoa for facilitating the process.

### **GENERAL ORDERS**

1. GO2017-12-02: Motion to approve attendance for two PSEA Board Members at the School Services of California Governor’s Workshop, in an amount not to exceed \$1400.00; Motioned by: Eileen LaLone; Seconded by: Nancy Brundrett; Motion: carries.
2. GO2017-12-03: Motion to approve attendance for the CSPCA Conference in San Diego, in an amount not to exceed \$1125.00; Motioned by: Nancy Brundrett; Seconded by: Lon Paul; Motion: carries

Before Adjournment Courtney Martin, PSEA President, addressed the membership with the following message:

*“First, most of you know we are primarily a volunteer run organization. Whether you are board member, committee member, a site rep that attends meetings and disseminates information, or if you lend a listening ear to a co-worker in need, we are very grateful for all our members that make us a better and stronger labor union. A round of applause to all of you.*

*Next, let’s give a shout out to Jessica, Nancy, and Susan for organizing our holiday party and the adopt-a-family donations. Kaminski’s is a nice change of venue and I am quite proud to participate in the adopt-a-family program. I would also like to recognize Michelle O’Connor-Ratcliff and Dr. Darshana*

*Patel, two Board of Education Members and Corrie Amador, Director of the Personnel Commission. Thank you for joining us and for your support of classified employees”.*

**ADJOURNMENT**

**5:30 p.m.**

It was moved by Lon Paul, seconded by Nancy Brundrett to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:

\_\_\_\_\_  
Lorie Sherman, PSEA Secretary

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

DRAFT