

# **Poway School Employees Association**

## ***Regular Meeting of the Board of Directors***

12245 World Trade Drive, Suite H  
San Diego, CA 92128

### **MINUTES for March 13, 2018**

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 4:49 p.m. A quorum was established.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Courtney Martin, President Kim Carroll, Vice President Lorie Sherman, Secretary Sue Thomas, Treasurer Nancy Schiffer, Parliamentarian Nancy Brundrett, Member At Large Susan Hartman, Member At Large Lonn Paul, Member At Large	
<b>OTHERS PRESENT</b>	
Ricardo Ochoa, Shelley Fleming, Deya Wilson, Robby Boyd, Michelle Testa, Marcelle Ouellet, Hilda Chaiday, Christine Robinson, Roberta Markey, Janet Alkema, Laura Estremera, Angelica Porada	

#### **REPORT OUT FROM CLOSED SESSION**

No closed session.

#### **RECOGNITION**

The board thanked Marcelle Ouellet for her service with PSEA. Marcelle has been a true asset to the Association and she will be missed.

#### **REVIEW OF MINUTES**

Motion to read and approve the minutes of the last Board of Directors meeting held on February 13, 2018. Motioned by: Susan Hartman; Seconded by: Nancy Schiffer. Motion: carries unanimously.

#### **BOARD REPORTS:**

##### **GENERAL COUNSEL REPORT FEBRUARY 13, 2018**

Ricardo gave an overview of what PSEA is working on in the legal realm. Contract negotiations are in the second year, mainly due to the massive changeover at the district. The good news is that there is stability and it appears that those involved feel it is quite possible that we may come to an agreement soon.

- (or "DBAC") to circumvent negotiations with PSEA by discussing our working conditions with classified employees in DBAC meetings rather than at the negotiating table. PERB will investigate the charge and determine whether to issue a formal complaint against the District.

- **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, PERB issued a Complaint against the District for this third incident and the parties are scheduled to attend an Informal Settlement Conference on March 19, 2018. If the case does not settle then, PERB will schedule a trial sometime in Summer 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 was to go to trial before a PERB Judge on February 26, 2018. The district has asked for a continuance.
- **Hourly Sick Leave ULP** –In early November 2017, 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 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. PSEA is monitoring the implementation of this settlement agreement.
- **Social Media ULP** – In early 2016, PSEA filed a PERB charge against the District for intimidating an employee who complained about her working conditions on Facebook. PERB issued a complaint against the District and the parties tentatively settled the matter in early 2017 and put the case on hold pending a final settlement agreement. PSEA and the District are currently trying to reach agreement on the final terms of settlement. If those efforts are unsuccessful, PSEA will request that the case be reactivated and set for trial.
- **Negotiations** – Unit II negotiations team met today and reached three agreements. We continue to narrow down issues and there has been much progress on leave rights. Good news is that there is light at the end of the tunnel and hopefully we will be able to reach agreements in the next few months. Part of the delay has been getting the new district personnel up to speed.
- **SERP** – The district is still working on a proposal for a Supplemental Early Retirement Plan for classified employees. It is a bit more complicated for classified vs. certificated.

### **PRESIDENT’S REPORT**

The Personnel Commission has completed year one and has moved forward on Facilities, Grounds, Maintenance, and Transportation. Their findings will be presented to the school board at the April 19, 2018 Board of Education meeting. Year two studies are supposed to begin soon and for more information, please go to the PUSD website where you will find the review cycle listed. Courtney attended a Safety Forum at Mt. Carmel High School (which was filmed and can be accessed on PUSD’s website). The meeting was very informative, and a must see. Assistant District Attorney, Sherriff, and the Mayor of Poway were in attendance. The message seemed to hit home to parents, as they are the first point of contact with their children. The district has set aside money for safety.

### **VICE PRESIDENT’S REPORT**

Strategic Technology Committee meets on March 20<sup>th</sup> – on the agenda is a computer refresh and Kim will be looking for items that were talked about. There is hope that the meeting will be productive. Kim

and Courtney both were present for the Classified and Volunteer of the Year recognition dinner. It was a great way to celebrate employees and volunteers with #TEAMPUSD.

### **SECRETARY REPORT**

Our election committee members will be meeting to explore new possible election means and methods. We are striving for electronic voting and/or more accessible voting locations throughout the district.

### **TREASURERS REPORT**

None

### **PARLIAMENTARIAN REPORT**

None

### **MEMBER AT LARGE REPORTS**

Nancy Brundrett brought up that some employees have questions and concerns about receiving letters from the Special Education department telling them they have been transferred. There seems to be an increasing number of transfers taking place which is causing lack of continuity for students and staff, along with lowering employee morale.

Also, Nancy has heard that some sites have adopted a “sign in/sign out” book to track timeliness of employees. The tracking seems to be for certain classified employees and not used at all for certificated employees.

Lonn Paul sat in on a Transportation “in-service” presented by Homeland Security which included an interesting discussion on transportation security. On March 1, 2018, in the early hours of the morning, Homeland Security conducted a security assessment on PUSD’s transportation department. The department did much better than the average when it comes to security.

Susan Hartman relayed a message from Darshana Patel who is one our school board members. Darshana has asked that we let her know of any school site safety concerns you have and/or ideas to make your school site safer.

### **MEMBER COMMENTS/QUESTIONS**

A member had a question about reasonable assurance of employment letters. The reasonable assurance of employment letter is something the district started to do with unemployment issues. The letter makes the employee ineligible to apply for unemployment during district recesses.

A member had a question regarding involuntary transfers. Please let Arthur Hall know should you have any questions. You can contact him at [ahall.psea@gmail.com](mailto:ahall.psea@gmail.com).

Hospitality committee provides food for our meetings. Please let us know if you have any food/dietary restrictions.

### **ADJOURNMENT**

**5:56 p.m.**

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

ATTEST:

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

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