

**Poway School Employees Association**  
**Board of Directors Meeting**  
**12245 World Trade Drive, Suite H**  
**San Diego, CA 92128**

**MINUTES for February 13, 2019**

**QUORUM/CALL TO ORDER 4:48 p.m.** A quorum was established. Full Board present.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Courtney Martin, President Kim Carroll, Vice President Yoenda Dornan, Secretary Nancy Schiffer, Parliamentarian Sue Thomas, Treasurer Susan Hartman, Member At Large Phil Benedict, Member At Large Arthur Hall, Member At Large Nancy Brundrett, Member At Large	
<b>OTHERS PRESENT</b>	
Cat Cusack, Tania Rowe, Davin Erickson, Luanne Hook, Shelley Fleming, Ester Berry, Marcelle Ouellet, Ilona Kerr, Janet Alkema, Heidi Huisman, Ricardo Ochoa (list on file in PSEA office)	

**REVIEW OF MINUTES**

Motion to read and approve the minutes of the January 16, 2019, Board of Directors meeting as amended: Motioned by: Susan Hartman; Seconded by: Nancy Schiffer; Approved as amended.

**SWEARING IN OF NEW BOARD MEMBERS**

- The new and a continuing Board Member took the oath of office to serve a two year term: Kim Carroll, Vice President; Arthur Hall, Member At Large; Phil Benedict, Member At Large; Yoenda Dornan, Secretary.
- Celebration of outgoing Board Members: Thank you to Lorie Sherman and Lon Paul for serving on the PSEA board. PSEA appreciates your time and service.

**OFFICER REPORTS**

**PRESIDENT'S REPORT**

The President reported:

Current Issues:

- District meeting/closed session to select the new Personnel Commission director.
- Personnel Commission director resigned on February 12, 2019.
- Custodial Classification review status update.
- 3 Commissioners are moving forward on March 4, 2019. Han Christian Sison.

**VICE PRESIDENTS REPORT**

The Vice President reported:

- The last Safety meeting was in January.

- At Poway High School this past week they an Active Shooter drill. For safety: flight in this situation.
- Safety measure: The District is installing cameras at sites, and reviewing all safety measures that need to be in place.

### **GENERAL COUNSEL'S REPORT** (Ricardo Ochoa)

#### **Employee Issues**

- **Dress Code II ULP** – Last summer, Business Support Services announced to employees in the Finance Department a new “summer dress code” and announcing that the prior “dress code” would resume in August. PSEA objected that the District did not negotiate any such dress code, and asked the District to rescind the memo and clarify that there is no such dress code. The District failed to meaningfully rescind the dress code, and PSEA has now filed a PERB charge over the District’s unilateral adoption of a dress code. This is the second PERB charge that PSEA has been forced to file in the last four (4) years over the District unilaterally adopting a dress code for PSEA-represented employees.
- **Vacation Accrual ULP** – PSEA and the District have reached a proposed settlement agreement of this PERB charge. The District’s Governing Board will vote tomorrow (January 17) on whether to approve the settlement. If approved, the District will pay all contracted Unit I employees a one-time payment equal to one two days of pay (roughly between 0.5% and 1% of salary), depending on the length of an individual’s contracted work year.

#### **PERB Charges**

- Dress Code Charge: 30 day pause, waiting on District response.

### **TREASURER REPORT**

- **Audit:** There are different levels of audit review needed by businesses. It depends on whether spending is mostly germane or not germane. Per our newly ratified By Laws, PSEA changed from a Fall Audit, to a Yearly Review to save on cost since the Hudson notice is no longer necessary.
- Presented the Annual PSEA Financial review.
- The Auditors had no recommendations for change.

The president ordered the Treasurer’s Report be filed.

### **SECRETARY REPORT**

None reported

### **PARLIAMENTARIAN REPORT**

None reported

### **MEMBERS AT LARGE REPORT**

None reported

### COMMITTEE REPORTS

- Congratulations to Tania Rowe as our new Professional Learning Coordinator. She was introduced at the meeting to everyone. On February 1, there were Pro-Grow classes available throughout the district. Creekside hosted the Noon Duty employee training. It was well received that there were classes already in place for them to attend. Tania is looking forward to the next Professional Growth day.
- Please connect with Nancy Brundrett if you would like to be involved with planning Classified Employees week.
- The Health and Welfare Committee have met and are looking at other ways to off-set health costs for employees. This will be a primary focus in Negotiations.
- (COSA) Classified on Special Assignment position, is a new classified job that has been posted.

### GENERAL ORDERS

1. GO2019-02-01; Motion to approve Negotiations Committee Appointments for Unit I; Linda Farmer, Diane Zimmerman, Doug Crooks, Yoenda Dornan, Courtney Martin, Ricardo Ochoa; and the Negotiations team for Unit II; George Haughelstine, Phil Benedict. Motioned by: Nancy Schiffer; Seconded by: Arthur Hall; Motion: carried.
2. GO2019-02-02; Motion to approve the Labor Relations Committee Appointments for Unit I and Unit II; Linda Farmer, Diane Zimmerman, Doug Crooks, Yoenda Dornan, Kim Carroll, Courtney Martin, Ricardo Ochoa, George Haughelstine, Phil Benedict. Motioned by: Arthur Hall; Seconded by: Nancy Schiffer; Motion: carried.
3. GO2019-02-03; Motion to approve sponsoring the PUSD Foundation Golf Tournament with a beverage cart. Not to exceed: \$2500.00 Motioned by: Nancy Brundrett; Seconded by: Arthur Hall; Motion: carried.


### EVENT CALENDAR

- April 6, 2019 Retirement Seminar 9:00-11:00 am, PSEA office
- April 8, 2019 Personnel Commission Meeting, Community Room
- April 10, 2019 PSEA Board Meeting 4:45-6:30 pm
- April 11, 2019 School Board Meeting, 6:00-8:00 District office, Community Room
- April 15-19, 2019 Spring Break

### ADJOURNMENT 5:32 p.m.

It was moved by Arthur Hall, seconded by Susan Hartman, to adjourn the meeting. **Meeting adjournment approved unanimously.**

ATTEST:

  
Yoenda Dornan, PSEA Secretary

Date: 3-19-19

Next Meeting: Tuesday, March 19, 2019