

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

MINUTES for March 19, 2019

QUORUM/CALL TO ORDER 4:45 p.m. A quorum was established. Full Board present.

BOARD OF DIRECTORS	
PRESENT	ABSENT
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	<div style="font-size: 4em; opacity: 0.3; transform: rotate(-45deg); pointer-events: none;">Approved</div>
OTHERS PRESENT	
Tania Rowe, Janet Alkema, Berdi Meehan, Heidi Huisman, Hilda Chaiday, Jann Williams, Kristine Song, Davin Erickson, Kristine Schneider, Luanne Hook, Shelley Fleming, Marcelle Ouellet, Michelle Testa, Christine Robinson, Angelica Porada, Ricardo Ochoa (list on file in PSEA office)	

REVIEW OF MINUTES

Motion to read and approve the minutes of the March 19, 2019, Board of Directors meeting as written: Motioned by: Susan Hartman; Seconded by: Sue Thomas; Approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

Current Issues:

- Personnel Commission appointed joint Commissioners, Margaret Wyant & Hans Christian Sison, with current Commissioner, David Little.
- The new Personnel Commission Director is, Scott Pilch .
- PSEA sent our Sunshine Proposal to the District, we will start Negotiations next week for both units.
- Our main focus will be wages and benefits for all employees.
- Discussed OPEB use each year to offset costs with H&W, the District wants to move this money.
- Please take the time to take the Benefits survey, as this provides important feedback.

VICE PRESIDENTS REPORT

The Vice President reported:

- None reported

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 Payout** – PSEA and the District have reached a proposed settlement agreement of this PERB charge. The District’s Governing Board voted on January 17 to approve 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: District Office dress code during summer.

TREASURER REPORT

- Beginning Balance: \$269,735.34 as of Feb. 13, 2019
Income: \$ 36,340.11
Expenses: \$ 25,777.52
Ending Balance: \$280,297.93 as of March 19, 2019

The president ordered the Treasurer’s Report be filed.

SECRETARY REPORT

None reported

PARLIAMENTARIAN REPORT

None reported

MEMBERS AT LARGE REPORT

- Arthur Hall: Working on a lot of cases with District employees
- Susan Hartman: nothing to report
- Phil Benedict: nothing to report
- Nancy Brundrett: Hearing a lot of concern about the minimum wage going up, how will this affect the Noon Duty employees and our internal alignment?
Concern about IA’s going to camp with Special Ed. students and their compensation. Track your time, submit your timesheet to your Supervisor. Add mileage if you drive yourself.

COMMITTEE REPORTS

- Please connect with Nancy Brundrett if you would like to be involved with planning Classified Employees week. Week of May 22, 2019.

GENERAL ORDERS

1. GO2019-03-01; Motion to approve two attendees to the Governor’s Budget Meeting. Motioned by: Susan Hartman; Seconded by: Kim Carroll; Motion: carried.
2. GO2019-03-02; Motion to approve Labor Leadership Skills Certificate Program-online. cost: \$597.00 Motioned by: Susan Hartman; Seconded by: Nancy Schiffer; Motion: carried.
3. GO2019-03-03; Motion to approve the renewal of Ochoa Legal services with a savings of \$12,000.00 per year. (PSEA has not utilized the full retainer fee this past year.) Motioned by: Susan Hartman; Seconded by: Arthur Hall; Motion: carried.

MEMBER COMMENTS

- Question: Will there be more Pro-Act renewal sessions offered? PSEA will have classes later in May.
- Why are classified not included in the Principal’s Effectiveness Survey? This is in the PFT contract.
- Teachers have UBC meetings with Principal’s (Union Building committee), does PSEA have anything like this? Yes! SRC (Site representation Committee) You can combine the two if both parties agree.


EVENT CALENDAR

- April 10, 2019 PSEA Board Meeting 4:45-6:30 pm
- April 10, 2019 Unit I & Unit II Negotiations
- April 11, 2019 School Board Meeting, 6:00-8:00 District office, Community room
- April 15-19 Spring Break
- April 23, 2019 School Bus Driver’s Day
- May 9, 2019 School Board Meeting
- May 20-24, 2019 Classified Employee week
- May 22, 2019 PSEA Board & Membership Meeting
- June 6, 2019 School Board Meeting
- June 18, 2019 PSEA Board Meeting
- June 27, 2019 School Board Meeting

ADJOURNMENT 5:46 p.m.

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

ATTEST:


Joenda Dornan, PSEA Secretary

Date: 4-10-19

Next Meeting: Wednesday, April 10, 2019

Approved