

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

MINUTES for February 10, 2021

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Nancy Hall, Treasurer Davin Erickson, Member At Large Phil Benedict, Member At Large Nancy Brundrett, Member At Large Pamela Contreras, Director of Employee Relations Ricardo Ochoa, General Counsel	Kim Carroll, Vice President (excused) Nancy Schiffer, Parliamentarian (excused)
OTHERS PRESENT	
List of other attendees on file in the PSEA office	

BOARD MEETING

QUORUM/CALL TO ORDER 4:48 p.m. A quorum was established.

REVIEW & APPROVAL OF MINUTES

- **January 12, 2020 Meeting Minutes** – *Motioned by:* Nancy Hall; *Second by:* Phil Benedict. Unanimously approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **Installation of Officers:**
 - **GO2021-02-01:** Appointment of PSEA Board Secretary – **Davin Erickson**.
 The President moved the review and approval of GO2021-02-01 to the top of the agenda.
Motioned by: Nancy Hall; *Second by:* Phil Benedict.
 All Officers present moved to approve, with the exception of Davin Erickson (former Member At Large) who abstained.
 - **Nancy Brundrett** sworn in by acclamation as PSEA Vice President.
 Unanimously approved.
 - **Phil Benedict** sworn in by acclamation as PSEA Member At Large.
 Unanimously approved.
 - All newly installed Officers recited the PSEA Oath of Office.
- **COVID-19 Vaccines:**
 - The District has been e-mailing letters to some employees for the purpose of affirming their eligibility to receive the vaccine under current state criteria.
 - Nurses, health technicians, teachers and support staff who work directly with students in Mild-to-Moderate or Moderate-to-Severe SPED programs, as well as some office staff and administrators have received letters.
 - There are reports of some administrators being turned away from receiving the vaccine at this time as they do not fit the state criteria for the current tier.
 - Bus drivers have not received letters at this time. Some ESS staff and pre-school staff have reported receiving letters. PSEA is working with the District to ensure all classified staff that meet the criteria under the current tier receive letters.
 - The current tier in the State's vaccine distribution system, Tier 1A, includes Health Care

Workers. The justification for our members to receive letters and vaccines at this time is based on the fact that anyone who serves medically vulnerable students is working in a health care-related capacity. The upcoming tier, Tier 1B, will include Educators and Child Care Workers.

- Some members have reported that the District's letters are not always being accepted at Kaiser and Sharp.
- **Re-Opening Schools:**
 - Elementary Schools have returned to on-site learning in the same fashion as they were prior to Winter Break (the AM/PM split-cohort model).
 - Secondary Schools will not be opening on-site until the county has been in the "red" tier for 5 consecutive days. San Diego County is currently still in the "purple" tier.
 - The School Board Meeting tomorrow will feature a presentation with the Re-Opening Plan.
- **Proposed COVID-19 Testing Site:**
 - The proposed central COVID-19 testing site in Rancho Bernardo will not happen. Instead, the District is advocating for the same proposed site to be used for vaccinations.
- **Workplace Exposures:**
 - COVID-19 cases continue to pop up at various sites, but not nearly at the same rate as we saw shortly after the Thanksgiving Break.
- **Sick Pay:**
 - In you fall ill from a COVID-19 exposure and deplete all your banked Sick Pay, contact PSEA to discuss further options.
- **Retirement Incentive:**
 - Currently, only Certificated Staff have been offered a supplemental retirement incentive – PSEA has fought for a similar incentive to be offered to Classified Staff. The District has brought in an outside party to analyze the cost results and data of such offerings in detail. Currently, it is the assessment of the District that a retirement incentive for Classified Staff is not a cost-saving measure.
- **Adult-Student Interaction Policy:**
 - It has been PSEA's assessment that the policy as written was restrictive to our Members' rights. After much work, we now have a signed resolution with the District. Expect a communication from James Jimenez clarifying the resolved policy in the near future.
- **Payroll Calculator:**
 - PSEA is still working with the District to create an employee-accessible Payroll Calculator. To address this, the District will be rolling out their Digital Schools online suite at some point in the future. The proposed online tool will allow employees to view detailed information on their wages and salary range placement.
- **Governor's Budget Workshop:**
 - PSEA Officers Courtney Martin and Phil Benedict attended the recent workshop. Phil Benedict will share further details during his Report later this meeting.
- **Out-of-Classification Work:**
 - If you feel you are concerned that the work being asked of you may be out of your job classification or you feel that you need more training to perform any newly-assigned duties, contact PSEA.

GENERAL COUNSEL'S REPORT

- **3 Current Unfair Labor Practice Charges:**
 - **Adult-Student Interaction** – This has been resolved with the District.
 - **Social Media** – PSEA is currently negotiating how to implement training for Site Representatives and Site Supervisors.
 - **Substitute Pay** – PSEA is still working out this concern with the District.
- **Other:**
 - If you see something that is a violation of contract or past practices or feels like a potential violation of rights, let PSEA know.

VICE PRESIDENT'S REPORT

The Vice President reported:

- The Vice President reported that she has returned to working on-site and it seems like the overwhelming majority of on-site support is from Classified Staff. She would like to thank all

Classified Staff for their hard work. Also, a few sites lack a dedicated Site Representative due to resignations or retirements – contact PSEA if you are interested. The Vice President would also like to acknowledge and thank all new Site Representatives.

TREASURER'S REPORT

Beginning balance:	\$258,758.84
Deposits/Credits:	\$11.18
Withdrawals/Debits	\$24,499.15
Ending Balance:	\$234,270.87

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

The Secretary reported:

- The Secretary reported that he is proud to serve PSEA in a new capacity and sincerely thanks all of our Members for their support.

PARLIAMENTARIAN'S REPORT

Absent.

MEMBER AT LARGE REPORT

- **Phil Benedict:**
Phil recently attended the Governor's Budget Workshop. Although he reported that the financial outlook for the state in the near future is better than expected, be prepared for a potentially more dire situation 3 years in.

COMMITTEE REPORTS

- **Professional Learning – Tania Rowe:**
Tania would like to thank everyone for a successful all-virtual Professional Growth Day on January 29. It featured many in-house presenters across 54 classes. Over 1,500 Classified Employees signed up for these classes.

GENERAL ORDERS

- **GO2021-02-01:** Appointment of PSEA Board Secretary – Davin Erickson.
Motioned for approval at the top of the Agenda (see President's Report above).
- **GO2021-02-02:** Approval of PSEA Annual Financial Review.
Motioned by: Nancy Hall; *Second by:* Davin Erickson.
Unanimously approved.
- **GO2021-02-03:** Approval of Board Authorizing the President to Enter into Facility Use Agreements.
Motioned by: Nancy Hall; *Second by:* Phil Benedict.
Unanimously approved.

BOARD RESOLUTIONS

- **BR2021-02-01:** Adoption of Update Conflict of Interest Policy.
Motioned by: Nancy Brundrett; *Second by:* Nancy Hall.
Unanimously approved.
- **BR2021-02-02:** Adoption of Whistleblower Policy.
Motioned by: Nancy Hall; *Second by:* Davin Erickson.
Unanimously approved.

NEW BUSINESS

None reported.

MEMBER QUESTIONS/COMMENTS

- A hard copy of the Annual Financial Review is available to view on file in the PSEA office.
- We would like to sincerely thank Kimberly Carroll, our previous Vice President, who has served PSEA since its inception. PSEA would like to celebrate her contributions during next month's meeting.

- PSEA would like to welcome Patricia Farrell as our newest Site Representative (Midland Elementary).
- PSEA membership gives you discounts – see our website for details. You must create a log-in to access these features.
- Next week is a 3-day work week.

EVENT CALENDAR

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|-----------------------------------|-------------|
| • School Board Meeting | February 11 |
| • Washington's Birthday (Holiday) | February 15 |
| • Lincoln's Birthday (Holiday) | February 19 |
| • Personnel Commission Meeting | February 22 |
| • PSEA Board Meeting | March 9 |
| • School Board Meeting | March 11 |

ADJOURNMENT OF BOARD MEETING 5:36 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: March 9, 2021