

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

MINUTES for June 9, 2021

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

BOARD MEETING

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

CLOSED SESSION

Nothing to report.

REVIEW & APPROVAL OF MINUTES

- **May 18, 2021 Meeting Minutes** – *Motioned by:* Davin Erickson; *Second by:* Phil Benedict. Unanimously approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **PSEA Negotiations**
 - PSEA is back at the negotiating table. We have spent a good amount of time working with the District focusing on amicable and professional ground rules to foster the most productive talks.
 - The two primary areas of focus are **Health & Welfare** and Wages, including the classification review cycle.
 - The current model for Health & Welfare requires that PSEA must return to the negotiating table each year to discuss terms and costs. In October or November, Members are informed about the status of these talks. Typically, there is an increase in the cost of these benefits each year that we must negotiate to keep our Members' out of pocket costs minimal.
 - In the 2020-2021 school year, there were minimal increases to existing plans thanks to your PSEA negotiations and few Members switched to other plans – possibly due to fears over switching doctors or plans during an active pandemic.
 - Management's Health & Welfare benefits follow a contractual model similar to the model followed by PFT for teachers – a consistent and sustainable model. Because PSEA must renegotiate each year, we would also like to look into a sustainable model that allows out of pocket cost increases to our members to remain manageable.
 - Many Members rely on the Opt-Out option or the Cash-To-Warrant feature as supplements to their income.
 - OPEB (Other Post-Employment Benefits) is a post-retirement account that is generally well-

funded and is often tapped into for additional funding to support Health & Welfare, a model that is not sustainable long term or supported by the District.

- PSEA has worked successfully toward equalizing the benefits of Units 1 & 2.
- Over the years, there has been an increase in the number of benefitted Employees, which in turn, increases our overall cost to fund these benefits.
- The District has expressed interest in reducing the Opt-Out and Cash-To-Warrant amounts (Opt-Out is currently capped at \$325 per month; Cash-To-Warrant is currently capped at \$250 per month).
- **From Our General Counsel**
 - The money needed to fund Health & Welfare last year was nearly double the amount that is contractually allocated. Therefore, we are definitely interested in a more sustainable model, which would alleviate concerns, as well as the “tug-of-war” with the District over this issue.
 - Open Enrollment is typically in October. The District has indicated that if we were to switch to a new model for Health & Welfare benefits, a new agreement would need to be in place by August, so they can pass along the changes and meet the September deadline set by Keenan, the insurance brokerage company that manages our health benefits.
 - The first day of negotiations was not until April 1, but discussions in earnest only started this month. The current Health & Welfare model depends upon a flat annual contribution from the District – a model which usually covers benefits for individual Employees who do not have any spouses, partners, or dependents insured on their plan (and some of those employees receive cash-to-warrant in addition to benefits), but results in an out-of-pocket cost for those who do. One of the options we are exploring is the possibility of moving to a model where the District’s contribution to health insurance differs based on whether someone chooses Employee Only coverage or chooses to insure their dependents. This would ensure more affordable coverage for families, without needing to ask the District for additional premium supplement every year, but might impact cash-to-warrant for employees who take District benefits. PSEA is always looking closely at the potential financial impact any changes could cause to any classification of Members, and therefore, negotiates from that position.
- **Retirement Seminar**
 - There is a retirement seminar scheduled on June 19 via Zoom, presented by financial advisor Marc Houle. This is a Members-only invitation. Further information will be sent out soon, but in the meantime if you have any questions, please email Karen Burns at PSEA.
- **Year-Two Classification Review**
 - The Personnel Commission has been working with their consultant to reach meaningful results regarding proper internal and external alignment of the salary schedule. For classifications fall within the second-year study, you may have received communications from the Personnel Commission if your job falls within the study. An announcement of the findings is expected on June 28. PSEA is working diligently to see this process through, and to ensure that the commission is acting independently.
- **PSEA Meeting Schedule**
 - The next PSEA Board Meeting is on August 24. We are hoping for a hybrid meeting model with more in-person participation, most likely the Site Representatives. PSEA is working on obtaining the proper equipment to make such hybrid meetings possible going forward. Members are invited to express their preferences for in-person, hybrid, or remote meetings using the chat feature.

VICE PRESIDENT'S REPORT

The Vice President reported:

- **Transfer Process**
 - PSEA has been receiving a lot of phone calls regarding the transfer process. Many from Instructional Aides, due to the many changes in Special Education in the coming school year. Change can be a positive thing.
- **2021-2022 Work Year Calendar**
 - The most recent draft from Courtney was passed along back in February to Sandra Huevo (Human Resources), who is no longer with the District. Now there is a draft in existence somewhere. PSEA understands the frustration.

TREASURER'S REPORT

The Treasurer's Report was delivered by The Secretary.

Beginning Balance:	\$192,642.51
Deposits/Credits:	\$39,006.05
Withdrawals/Debits	\$25,286.62
Ending Balance:	\$206,361.94

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

Nothing to report.

PARLIAMENTARIAN'S REPORT

The President reported:

- Currently vacant.

MEMBERS AT LARGE REPORTS

- **Phil Benedict:**
Negotiations Report: Phil expresses his thanks to all of our negotiations team who have worked so hard this year, but he can't stress enough that Members voicing their concerns and participation at District meetings is the key to our success.
- **Gale Ching:**
Gale is excited about making new connections with our Site Representatives. Stay tuned for new things coming in August!
- **Christine Robinson:**
Christine will report after the General Counsel's Report.

GENERAL COUNSEL'S REPORT

The General Counsel reported:

- **PERB Cases and Legal Proceedings:** There is still one current Unfair Labor Practice Charge in limbo. Meanwhile, we are looking into others regarding unilateral changes, intimidation of employees engaged in protected activities, and accommodations. As employees returned to in-person work, PSEA has been working hard as an active participant in these accommodation meetings. We are investigating and pursuing avenues to ensure that our Members' rights are being respected.

The President further reported at this time:

- **Members At Large:** PSEA is excited to have all four of our Member At Large Board positions filled. We had a meeting to discuss the roles and responsibilities of these Board Members with a new focus on Member outreach to the PSEA Site Representatives starting in August. We believe that more voices at our meetings is always beneficial.
- **Christine Robinson, Member At Large Report:** Nothing to report.
- **Virtual vs. In-Person Member Meetings:** The President thanks the Members for weighing in through the chat feature whether they are interested in PSEA Member/Board Meetings continuing next school year in the virtual format or in-person. A quick evaluation of the responses indicates approximately an 80% preference toward continuing the virtual format.

DIRECTOR OF EMPLOYEE RELATIONS REPORT

The Director of Employee Relations reported:

- **Evaluations:** The contract language regarding Employee Evaluations is laid out in Article 11 of our contracts. If you are going to an evaluation, be sure to take a PSEA Employee Representative with you. You have the right to stop a meeting and reconvene at a later date with a Representative present. You also have the right to review your evaluation prior to the meeting (Article 11.8.1 & 11.8.2). Also, if an evaluation shows areas of improvement, a supervisor must be providing support and feedback prior to the evaluation.

COMMITTEE REPORTS

- **Professional Learning – Tania Rowe:**
Thank you to everyone who completed the survey. The Learning Letter was sent out today with a link for that survey, for those who still wish to participate. Free online resources for Classified Employees are available on the PSEA website under Professional Learning – Resources.

- **Scholarship Committee Report – Gale Ching:**
The Scholarship Committee met last week, and recipients of the latest scholarship awards were decided. Letters were sent out to the winners. Remember, more memberships mean more scholarships!

GENERAL ORDERS

None reported.

NEW BUSINESS

None reported.

MEMBER QUESTIONS/COMMENTS

None at this time.

- **From The President:** We are all looking forward to the summer break. Enjoy the sunshine and time with your families. The PSEA Office is closed in July, but we do check email. Thank you!

EVENT CALENDAR

- June 18, 2021 Last Day of the 2020-2021 School Year
- June 22, 2021 School Board Meeting
- June 28, 2021 Personnel Commission Meeting
- July 4, 2021 Holiday – Independence Day
- August 24, 2021 PSEA Board Meeting

ADJOURNMENT OF BOARD MEETING 5:38 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: August 24, 2021