

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

MINUTES for January 12, 2021

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Kim Carroll, Vice President Nancy Hall, Treasurer Nancy Schiffer, Parliamentarian 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	N/A
OTHERS PRESENT	
List of other attendees on file in the PSEA office	

MEMBERSHIP MEETING

QUORUM/CALL TO ORDER **4:49 p.m.** A quorum was established.

WELCOME & HAPPY NEW YEAR

- PSEA welcomes our Members back and wishes them all a very Happy New Year.

PSEA OFFICER ELECTION RESULTS

- Two candidates for the PSEA Board of Directors have won their respective elections by acclamation and will be sworn in to their new terms at the February 10 Member meeting.

JUST FOR FUN

2021 “Banned Word List” from the Lake Superior State University website:

1. Cororavirus/COVID-19/'Rona
2. Social Distancing
3. We're all in this together
4. In an abundance of caution...
5. In these uncertain times
6. Pivot
7. Unprecedented
8. Karen
9. Sus
10. I know, right?

COVID-19 RELATED UPDATES

Reopening Schools in Phases:

- The Superintendent recently sent an e-mail (January 11) regarding a phased reopening plan for District schools.
- Even with minimal staffing, there are still new cases of COVID-19 on campuses.
- The School Board will meet on Thursday (January 14) at 6:00 p.m. to further discuss the plan.
- The phases of the current plan are as follows:
 1. **January 19** – Full-Day Preschool & ESS reopen.

2. **February 1** – Elementary schools and Special Education programs (Preschool through Adult Transition) reopen using the AM/PM split cohort model.
 3. **February 17** – Middle Schools and High Schools reopen.
- Through social media, many parents have expressed that they are not in favor of the delay to reopen schools.
 - Some of the available COVID-19 testing sites designated specifically for staff testing have been closed.
 - The District has approved the use of a centralized location at the Palomar College campus in Rancho Bernardo for the testing of asymptomatic staff members. More information to come.
 - A rotating schedule of testing staff in “waves” will be rolled out soon that will specify which employees can get tested in each wave.

Out-of-Classification Work:

- The Superintendent has reached out via e-mail describing the potential need for Middle and High School employees to help support Elementary School staffing needs.
- Some classified employees at some sites are still being assigned out-of-classification work. If you work out of classification for 5 days within a 15 day period, you should fill out an Out-of-Classification Form and provide the appropriate start and end dates of such work.
- There is still a huge staffing shortage at the Middle and High School levels (Instructional Aides needed for in-person support). If you are interested in extra hours in a different classification, apply through Personnel Commission.

Leaves:

- FFCRA (Families First Coronavirus Response Act) has expired. This Act provided additional leave for employees who were quarantined due to a Coronavirus illness or exposure, and it also addressed provisions when an employee needed additional child care due to these circumstances. PSEA will work with the District through Labor Relations to address leaves available for staff.

PUSD COVID-19 Prevention Plan (Adapted from OSHA Emergency Standards):

- PSEA is participating in a joint discussion with District Management and PFT regarding COVID-19 standards.

2021 MINIMUM WAGE UPDATE

- Minimum Wage has increased from \$13 to \$14 per hour. Next year it will increase to \$15.
- Wage negotiations will resume later this month.
- The Classification Review Cycle is now moving forward under Personnel Commission.

OTHER SUBJECTS

- **Health & Welfare** – We will need to change the model to something more sustainable.
- **Payroll Calculator** – PSEA has asked the District for an online Payroll Calculator to be created for employees, so they may determine and verify their appropriate wages on their own.
- **Leaves** – PSEA will be revisiting leave allocations and calculations to ensure that they are more comparable to those of other bargaining units.
- **The Governor's Budget Workshop** – The workshop is this Friday (January 15). From PSEA, Courtney Martin and Phil Benedict will attend.
- **Retroactive Pay** – The last retro pay from the 2019-2020 negotiations was disbursed as part of the December 2020 paycheck. Contact PSEA if you did not receive this.

MEMBER QUESTIONS/COMMENTS

- PSEA asked the District in July 2020 to consider an Early Retirement plan for classified employees. Teachers have one; we are still pursuing one ourselves. The disparity may be due to the District's belief that there is a clear cost savings with offering such a plan to credentialed employees.
- Discussion regarding Minimum Wage and compression of the salary schedule.
- If the current reopening plan comes to pass and you are not able to work on site, please talk to PSEA.
- There is a dire need for on-site support, particularly with over 150 Instructional Aide positions vacant. Part-time employees can go through the Personnel Commission to sign up to work as a

substitute for additional paid work. An e-mail sent to parents and employees asked for community volunteers to work in temporary positions. However, volunteers will not be taking the place of regular, paid employees. PSEA will work with the District to ensure clarification regarding this and follow up communication will be sent out jointly. No employee will work in a vacant limited or full time position without compensation.

- FMLA (Family and Medical Leave Act) allows employees to take time off to take care of family members, but features very strict guidelines as to how it can be used and which employees are eligible to use it.
- The various Full-Day Preschool and ESS programs throughout the District are scheduled to reopen on January 19, 2021.
- The District is required to report District COVID-19 case data to PSEA.

BOARD MEETING

QUORUM/CALL TO ORDER 5:43 p.m. A quorum was established.

REVIEW & APPROVAL OF MINUTES (November & December)

- **November 18, 2020 Meeting Minutes** – *Motioned by:* Nancy Hall; *Second by:* Phil Benedict. Unanimously approved.
- **December 19, 2020 Meeting Minutes** – *Motioned by:* Davin Erickson; *Second by:* Nancy Hall. Unanimously approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **COVID-19 Vaccine:**
 - Go to the San Diego County website (sandiegocounty.gov) for all the latest information. This site describes the planned tiers for the distribution of the vaccine. The District projects that the tier that includes school employees will likely happen sometime in the spring – some reports say as early as February. Teachers do not have priority access to the vaccine over other school employees.

GENERAL COUNSEL'S REPORT

- **3 Current PERB (Public Employment Relations Board) Charges:**
 - **Substitute Pay** – PSEA had an informal conference with District Management last Thursday (January 7) regarding substitute pay (for Unit 1, not Unit 2). Substitutes should be paid at the rate of the job they are substituting for. There seems to be some progress toward an agreement.
 - **Adult-Student Interaction Board Policy**– PSEA is working on a supplemental agreement regarding employees, particularly to address those under the age of 25 and those who have children in the District.
 - **Social Media** – PSEA and the District are creating a PowerPoint presentation for training purposes.

VICE PRESIDENT'S REPORT

None reported.

TREASURER'S REPORT

Beginning balance:	\$247,100.89
Income:	\$45,627.83
Expenses:	\$33,969.88
Ending Balance:	\$258,758.84

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

Currently vacant.

PARLIAMENTARIAN'S REPORT

None reported.

MEMBERS AT LARGE REPORTS

- **Davin Erickson:**
None reported.
- **Phil Benedict:**
None reported.
- **Nancy Brundrett:**
Nancy will be hosting a Supporting Inclusive Practices workshop soon. If you are interested, please contact Nancy Brundrett.

COMMITTEE REPORTS

- **Professional Learning – Tania Rowe:**
There will be a 99% virtual Professional Growth program offered on January 29. It will feature many new classes. Expect a communication from Tania Rowe with more detailed information and how to sign up – possibly by the end of the week, but no later than Tuesday of next week (January 19).

GENERAL ORDERS

None reported.

NEW BUSINESS

- Be aware that this year's Ski Week in February is not a full week off. There are two days off for Washington's and Lincoln's Birthdays (February 15 and 19, respectively, see below).

EVENT CALENDAR

- | | |
|-----------------------------------|-------------|
| • School Board Meeting | January 14 |
| • Martin Luther King Jr. Day | January 18 |
| • Personnel Commission Meeting | January 25 |
| • Professional Growth Day | January 29 |
| • PSEA Meeting | February 10 |
| • Washington's Birthday (Holiday) | February 15 |
| • Lincoln's Birthday (Holiday) | February 19 |

ADJOURNMENT OF BOARD MEETING

5:59 p.m.

Motioned by: Phil Benedict; Second by: Nancy Hall.

ATTEST:

Davin Erickson, PSEA Member At Large

Date: _____

Next Meeting: February 10, 2021