

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

**MINUTES for November 16, 2021**

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Courtney Martin, President Nancy Brundrett, Vice President Davin Erickson, Secretary Nancy Hall, Treasurer Gale Ching, Member At Large Alberto Felix, Member At Large Christine Robinson, Member At Large	
<b>OTHERS PRESENT</b>	
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 4:46 p.m.** A quorum was established.

**CLOSED SESSION**

Nothing to report.

**REVIEW & APPROVAL OF MINUTES**

- **October 19, 2021 Meeting Minutes** – *Motioned by:* Nancy Hall; *Second by:* Alberto Felix. Unanimously approved.

**OFFICER REPORTS**

**PRESIDENT’S REPORT**

Our General Counsel reported:

- **Update on Negotiations**
  - We are currently in reopener negotiations with the District. Our three-year contract is set to expire next year. Each side may open one new article for discussion, in addition to Wages and Health & Welfare. The negotiations' focus this year is on **Health & Welfare**. This past year, the District has not been prioritizing Classified Employees or negotiating productively with PSEA. Negotiations typically begin in January; PSEA agreed to sunshine negotiations as of October 2020 (“sunshine” meaning that we make our proposals known through a public forum). However, it wasn't until April 2021, that we had our first negotiation meeting date. In addition to Health & Welfare, PSEA has also been focusing on Wages. **Wages** includes three components: **The Classification Review Cycle** (Years 1 & 2), **An Across-The-Board Increase** for all classified employees, and **The Minimum Wage Increase** from \$14 to \$15 per hour next year (most classified positions are above that threshold, but some in Food & Nutrition, ESS, Crossing Guards, and Noon Duties are below \$15 per hour), which includes discussing what to do about “wage compression” – what happens to the pay rate of positions already above the new minimum wage? There is also a huge retention and recruitment problem as many classified employees are feeling underpaid and overwhelmed. Regarding Health & Welfare, we have a one-year MOU (Memorandum of Understanding) with the District to address how the current model does not provide adequate coverage of dependents, and we will likely need to move toward a model that moves away from a flat-

dollar contribution per employee and toward a percentage contribution model. This would fix the premium supplement problem; however, we also want to minimize the financial impact to all our employees. PSEA is not finding current negotiations to be as productive as we had hoped for. The District cancelled yesterday's negotiations very last-minute and rescheduled for this coming Friday (November 19). It is imperative that we wrap-up these negotiations on Friday for any agreements to be on the School Board agenda in December. It is in our best interest to increase pressure at the negotiating table and for our Members to be more vocal when the District's posture becomes unproductive.

The President reported:

- **Next Steps**
  - The District cancelled our meeting on Monday; we will be moving forward with talks via Zoom tomorrow. What else can we do? Voice your frustration. The Transportation Department has been writing e-mails to the School Board. Within hours, PSEA received calls from Management in response to this action. You can attend a School Board meeting, fill out a Speaker Slip (the online form required for consideration to speak live at a Board meeting), or wear your PSEA green shirts to show that we stand together. If you organize, do it well. If you organize a Green Shirt Day at your site, take pictures and share online to show unity. Need green shirts? Contact PSEA – another order of shirts is coming in soon!

Our General Counsel reported:

- **Self-Organization**
  - Self-organization is important. Make your support for your Union very visible. It matters because the District will always set the agenda to match their interests, but truly fair and productive negotiations always conclude in a mutual agreement where both sides' needs are considered. Moving beyond the status quo requires pressure through the strength of our Membership. You are legally protected by your First Amendment rights and Labor Law to express your opinions regarding Management's positions. Pushback from Management means that the pressure is affecting them and we are doing our job. We have been thoughtful about putting forward proposals that we believe will get the job done. An agreement by Friday is possible; if not, we will be exploring next steps, including additional pressure and escalation. We have seen this sort of impasse before; we can overcome this with pressure. There are many labor movements happening across the country right now – this can work.

The President reported:

- **Green Shirt Monday**
  - Our "Green Shirt Monday" (November 15) was successful in that it brought visibility to our cause. PSEA sincerely thanks all of you! After the Thanksgiving break, we are looking for site representatives who might be interested in further face-to-face Member organization.

Our General Counsel reported:

- **Solidarity**
  - After Thanksgiving, we hope to pull together a strong ratification vote on the agreement we hope to make. We need to start the momentum now for further contract negotiations in January. PSEA represents over 2,300 contracted employees – the largest education union in the county next to San Diego Unified. We can overcome fear and apprehension with solidarity in numbers. Have faith that there are people who care about these issues. Our voices matter.

The President reported:

- **COVID-19 Vaccine Mandates**
  - The federal COVID-19 vaccine mandate is currently on hold, but the state mandate remains in effect. The state mandate requires each employee to provide proof of vaccination status or submit to regular testing. Questions? Talk to us.
- **Pro-ACT Training**
  - The Pro-ACT training that was scheduled for Thursday (November 18) has been cancelled and will be rescheduled sometime in December.

## **VICE PRESIDENT'S REPORT**

The Vice President reported:

- **January Pro-Growth Day with a SPED Focus**
  - The January 31, 2022, Pro-Growth Day will have a strong SPED (Special Education) focus.

We have a very special guest key-note speaker: Shelley Moore of the University of British Columbia, who will speak to PUSD about inclusion in the SPED setting. There will be limited seating at the Poway Center for the Performing Arts, but the event will also be live-streamed. Please pass the info along to your coworkers and we encourage you to go. Also, please see the following video link for a sample of Shelley Moore's work: <https://www.youtube.com/watch?v=AGptAXTV7m0>

### **TREASURER'S REPORT**

The Treasurer's Report was delivered by The Treasurer.

Beginning Balance:	\$161,661.25
Deposits/Credits:	\$42,069.93
Withdrawals/Debits	\$29,791.81
Ending Balance:	\$173,939.37

The President ordered the Treasurer's Report be filed.

### **SECRETARY'S REPORT**

The Secretary reported:

- The deadline to submit a Declaration of Candidacy for the upcoming PSEA Officer Elections is **Tuesday, November 30 by 3:30pm at the PSEA Office**. All relevant forms and information were communicated in a recent e-mail. The election runs from January 11 – 13, 2022, with five Board positions up for election: **President, Treasurer, Parliamentarian**, and two **Members at Large**. This is a great way to get more involved in your Union, but Members may also volunteer their time as part of the Election Committee. We welcome any help with polling, ballot counting, etc. Those interested may submit their names using the chat feature. Thank you.

### **PARLIAMENTARIAN'S REPORT**

- Currently vacant.

### **MEMBERS AT LARGE REPORTS**

- **Alberto Felix:**  
We are creating a standardized PSEA Bulletin Board, which will be made available to display at sites all over the District to promote PSEA events, participation, and visibility.
- **Gale Ching:**  
The Scholarship Committee will be meeting soon – it's on the December agenda. Interested in participating? Contact Gale Ching, PSEA Member at Large and Chairperson of the Scholarship Committee. We have plenty of applicants so far. The scholarship award is \$1000, which will be disbursed to selected recipients in May 2022.
- **Christine Robinson:**  
Nothing to report.

### **GENERAL COUNSEL'S REPORT**

The General Counsel reported:

- One active case on file against the District is an Unfair Labor Practice (ULP) charge. The District has been slow to respond, but we did receive a response earlier this month, so we are hopeful this will be resolved shortly. We have also recently initiated two more legal actions involving two related matters: the first is an EEOC (Equal Employment Opportunity Commission) charge pertaining to the violation of a Member's medical confidentiality; the other involves a ULP charge because that same employee was reprimanded for speaking up about employee rights (and instructed by a superior not to discuss such matters with coworkers). Employees have the right to discuss collective concerns. PSEA has frequently handled cases of intimidation; contact us if you are experiencing a similar situation. Be prepared to give specific details to build a stronger case. PSEA may also explore legal action if the District continues to show unwillingness to bargain in good faith at the negotiations table.

### **DIRECTOR OF EMPLOYEE RELATIONS REPORT**

The Director of Employee Relations reported:



- December 7, 2021 PSEA Board Meeting
- December 16, 2021 School Board Meeting
- December 20 – 31, 2021 Winter Break

**ADJOURNMENT OF BOARD MEETING** 6:01 p.m.

ATTEST:

\_\_\_\_\_  
Davin Erickson, PSEA Secretary

Date: \_\_\_\_\_

Next Meeting: December 7, 2021