

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

**MINUTES for December 13, 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 4:53 p.m.** A quorum was established.

**CLOSED SESSION**

Nothing to report.

**REVIEW & APPROVAL OF MINUTES**

- **November 16, 2021 Meeting Minutes** – *Motioned by:* Nancy Hall; *Second by:* Davin Erickson. Unanimously approved.

**OFFICER REPORTS**

**PRESIDENT’S REPORT**

The President reported:

- **Contract Ratification**
  - The details of our Tentative Agreement went out to our Members on Friday (December 10). Voting will begin on-site at the PSEA Office tonight from 5:30pm to 7:00pm, supervised by our Vice President, Nancy Brundrett. PSEA would like to thank the Members who volunteered to assist with polling at 11 different sites across the District. Counting of the votes begins at 3:30pm on Wednesday (December 15) with results announced on Thursday (December 16).

Our General Counsel reported:

- **2021 PSEA Reopener Agreement**
  - **Highlights of Tentative Agreement:**
    - Across-the-board salary increase of 4.0%.
    - \$1.3M toward Classification Review Cycles 3-6.
    - External salary study to be completed by summer 2022.
    - \$2M in additional guaranteed funding for Health & Welfare benefits.
    - Improved post-retirement benefits for Units I & II.
    - Less expensive dental/vision coverage for Unit I employees who opt-out of medical benefits.
  - **Salary Increase:**
    - Across-the Board salary increase of 4.0%:

- This is the largest single salary increase in PSEA's history.
- In the last 3 years (since July 1, 2018), PSEA has now secured across-the-board wage increases of nearly 10.4%.
- Retroactive to July 1, 2021.
- New salary will appear on February 2022 checks.
- Retro payments will be made on April 2022 checks.
- **Classification Review Cycle:**
  - Up to \$1.3M to fund Cycles 3-6:
    - Cycles 1 and 2 cost an average of \$250K each.
    - Cycles 3-6 will be done in the same manner as Cycle 2, focusing on internal alignment only.
  - External Salary Study by June 2022:
    - PUSD has agreed to commission an external salary study.
    - Completion date is estimated as June 2022.
    - This salary study will form the basis of our wage negotiations in the coming year.
- **Other Wage Adjustments:**
  - Unit II classifications moved to Unit I non-EPMC salary schedule, effective January 1, 2022:
    - Unit II classifications historically paid between \$0.05 and \$0.19 per hour less than Unit I classifications on the same range.
    - This raises Unit II salaries by an additional 0.38% on average.
  - Lowest paid classification increased, effective January 1, 2022, due to minimum wage going up:
    - Noon Duties, Crossing Guards, and Food & Nutrition Assistants I will be moved to Range 17.
    - Program Aide – ESS/ASES, Lifeguard/Swim Instructors and Food & Nutrition Assistants II will be moved to Range 18.
    - Food & Nutrition Assistants III will be moved to Range 20.
- **Health & Welfare:**
  - New Cost-Sharing Model:
    - District will pay 100% of cost for Employee Only coverage.
    - District will pay 80% of cost for Employee + 1 and Employee + Family.
    - Secures an additional \$2M in guaranteed funding for Health & Welfare benefits (previously PSEA was forced to negotiate for the funds on a year-by-year basis).
    - Stabilizes the premiums of employees who insure dependents.
  - Improved Post-Retirement Health Benefits:
    - Unit I employees will qualify for District-paid post-retirement benefits after 10 years of service (currently only qualify after 15) to match the current eligibility of Unit II employees.
    - Unit II employees will receive a greater District contribution after 15 years of service (80% instead of current 75%) and will receive an additional increase after 17 years (90% instead of the current 75%) to match what Unit I employees currently receive.
  - Other Improvements:
    - Unit I employees who opt-out will receive free dental/vision benefits for themselves and cheaper dental/vision benefits for their dependents (will pay only 20% of the cost, rather than the current 100%).
    - Employees in both Units I and II who do not qualify for District-paid retirement benefits will now be able to purchase those benefits after only 5 years of District service (instead of the current 10 years).
  - Participating Cash-To-Warrant:
    - Our current Health & Welfare model is the only one we know of that allows employees who take Employee Only benefits to also receive cash-to-warrant.
    - PUSD has made it clear for years that it wants to phase this out, and this year they have insisted on a phase-out as part of any agreement.
    - PSEA's focus was on how to minimize the impact of this on affected employees.

- Participating cash-to-warrant is currently capped at \$250/month (\$2,500/year).
- Employees who currently receive participating cash-to-warrant will still receive it in 2022 if they selected employee-only coverage.
- Employees who currently receive participating cash-to-warrant will have the choice of either taking a lump-sum buyout of 2¼ years of cash-to-warrant (up to \$5,625) in January 2023 or accepting a three-year phase down as follows:
  - 100% of their participating cash-to-warrant in 2023 (up to \$250/month or \$2,500/year).
  - 75% of their participating cash-to-warrant in 2024 (up to \$187.50/month or \$1,875/year).
  - 50% of their participating cash-to-warrant in 2025 (up to \$125/month or \$1,250/year).
  - Participating cash-to-warrant goes away starting in 2026.
- **Negotiations Next Year:**
  - Our Current Agreement Expires June 30, 2022.
    - PSEA will be back at the negotiating table in January fighting for more improvements in our successor agreements.
  - External Salary Study Implementation:
    - PUSD has not yet agreed to implement the results of the external salary study that it has commissioned. This will no doubt be one of the major focuses we have next year.

The President reported:

- **Negotiations**
  - Negotiations start again in January 2022. Any negotiated increases in wages for 22-23 would potentially kick in prior to the proposed change in the Health & Welfare model.
- **Classification Review**
  - We are on Year 3 of the Classification Review Cycle. See the Personnel Commission website for complete list of job families in each cycle.
- **Voting**
  - There are two separate votes for Unit I and Unit II. See PSEA's recent communications for places and times.
- **Late-Start Secondary School**
  - The District sent out a survey regarding recent California legislation that will likely change the daily start times of our secondary schools to a later time, and several elementary start times will be earlier. This raises staffing and busing concerns. We encourage you to take the survey as these changes will likely affect start and end times of many of our employees. The changes will take effect in August 2022 (next school year).
- **Breakfast for All**
  - Breakfast will be made available to students at all our schools, per recent federal legislation. There will be an impact on Custodial and Food & Nutrition staffing which we are working on in Labor Relations with Management.
- **Universal TK (Transitional Kindergarten)**
  - There will be changes in preschool in addition to a more integrated SPED focus. These changes further emphasize the need to review IA job duties in all classifications. There is much fluidity currently with IA I and IA II, and this will likely create more concern in this area.
- **Vaccine Mandates**
  - As of Wednesday (December 15), a new order from Governor Newsom takes effect that requires masks for everyone, regardless of vaccination status, in all indoor spaces. The vaccine testing/status mandates are still in effect. It appears the District has extended SPSL (Supplemental Paid Sick Leave – extended leave time for those who fall ill with COVID-19). More details to be sent out in January.

### **VICE PRESIDENT'S REPORT**

The Vice President reported:

- Nothing to report.

### **TREASURER'S REPORT**

The Treasurer's Report was delivered by The Treasurer.

Beginning Balance:	\$173,939.37
Deposits/Credits:	\$37,007.14

Withdrawals/Debits      \$29,172.57  
Ending Balance:          \$181,773.94

The President ordered the Treasurer's Report be filed.

### **SECRETARY'S REPORT**

The Secretary reported:

- The period to submit a Declaration of Candidacy for the upcoming 2022 PSEA Officer Elections has ended. Applications were received from several sitting Board Members. Due to no additional applications being submitted from other Members, there will not be a traditional election in January. The Board Members who were the only applicants in their respective categories will be declared winners by acclamation and sworn into their new terms at the February 2022 Board Meeting. A sincere thank you to those Members who stepped up and volunteered their services at the previous Board Meeting to assist with polling.

### **PARLIAMENTARIAN'S REPORT**

- Currently vacant.

### **MEMBERS AT LARGE REPORTS**

- **Gale Ching:**  
PSEA Site Representatives were recently e-mailed a folder of useful items to use at your sites. This included "Wear Green" signs, bulletin board ideas, etc.
- **Alberto Felix:**  
Absent.
- **Christine Robinson:**  
Absent.

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

The Director of Employee Relations reported:

- We are still seeing a lot of fluidity in Instructional Assistants' positions and plenty of out-of-classification work, which tends to be defined by IA's doing a range of duties more than 50% of the time that is not part of their job description. Five days or more within a 15-day period is considered out-of-classification. Also, if you are an IA reassigned to a different type of SPED class where IA's are paid more than in your previous classification, talk to us.

### **COMMITTEE REPORTS**

- **Professional Learning – Julianne Phillips:**
  - **Learning Letter:** The latest Learning Letter went out today! Big thanks to PSEA Member Debbie Nielsen for her help.

### **GENERAL ORDERS**

- None reported.

### **NEW BUSINESS**

- None reported.

### **MEMBER QUESTIONS/COMMENTS**

- None reported.

### **EVENT CALENDAR**

- December 16, 2021                      School Board Meeting
- December 20 – 31, 2021              Winter Break
- January 11, 2022                        PSEA Membership & Board Meeting
- January 13, 2022                        School Board Meeting
- January 17, 2022                        Holiday – Dr. Martin Luther King Jr.'s Birthday

- January 24, 2022 Personnel Commission Meeting
- January 31, 2022 Non-Student Day – Professional Growth Day

**ADJOURNMENT OF BOARD MEETING** 6:43 p.m.

ATTEST:

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

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

Next Meeting: January 11, 2022