

Poway School Employees Association
Membership & Board of Directors Meeting
12265 World Trade Drive, Suite E
San Diego, CA 92128
WEBINAR

MINUTES for January 16, 2024

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Nancy Brundrett, Vice President Davin Erickson, Secretary Christina Abosamra, Treasurer Beatriz Cruz-Rivera, Member At Large	Nancy Hall, Parliamentarian (excused) Shannon Reed, Member At Large (excused)
OTHERS PRESENT	
List of other attendees on file in the PSEA office	

MEMBERSHIP MEETING

CALL TO ORDER **4:45 p.m.** A quorum was established.

MEMBER UPDATES

The Vice-President reported:

- **Classified Employees of the Year**
 - A big shout-out to the Classified Employees of the Year, honored at the Starstruck Event. About 67 employees were recognized at the event held at the Rancho Bernardo Inn. This is very exciting! A big shout-out to these classified employees; 3 will move on to the county level. Thank you to Christina Abosamra and Nancy Brundrett for attending.
- **Site Reps**
 - A shout-out to all our amazing PSEA Site Reps. The next site rep meeting will be at the PSEA Office at 3:00pm on February 7. Please join us. I will stay later to go over all the info with everyone that cannot make it at 3pm.
- **New Members**
 - Shout-out to the District Office & Transportation for the highest number of Memberships to-date! And a big thank you to all our Site Reps for bringing in new memberships. Thank you, everyone! Even with turnover, our numbers are up. Trainings and orientations are helping to retain employees. In 2023 we gained 513 new PSEA classified staff. We have had a lot of employees leave the District, but we are keeping up with new memberships as employees see the value in membership and strength in numbers. We are looking forward to getting together on February 7 for the site rep meeting. Karen Burns is working on an easier method of letting you know who is a new employee on site. More to come on February 7.
- **Negotiations Updates**
 - We are trying to wrap up our successor contract. We already ratified our 5% wage increase for the 2023-2024 school year in February 2023 that we saw effective July 1, 2023. We are currently stalled on a few issues that I will be meeting with the Superintendent about tomorrow. More detailed information will be sent via email to Members.
- **Classification Review**
 - The appeals are moving forward although it is taking longer than anticipated. There were over 170 appeals filed by employees. The Personnel Commission hired another consultant to assist with the work since the EMS proposed job descriptions were

problematic in many areas. We want it to move forward but done well and thoroughly.

MEMBER QUESTIONS/COMMENTS

- **Cost of Living Going Up**
 - In a year and a half, we have made significant strides in wages although inflation continues to exceed our increases. Fast food minimum wage is going up, as well as the county wage. We need to do everything we can to move our wages up. This past year, we locked in our wage increase last February (2023). 5% took effect last July 1, 2023.
- **Family Health Benefits Increasing**
 - The disparity with teachers and managers for covering +1 and family is apparent. This is an area of focus in upcoming negotiations.
- **Overall Morale**
 - What can we do? We will brainstorm at our site rep meeting (February 7).

ADJOURNMENT OF MEMBERSHIP MEETING

5:07 p.m.

***** 5-MINUTE BREAK *****

BOARD MEETING

QUORUM/CALL TO ORDER 5:14 p.m. A quorum was established.

REVIEW & APPROVAL OF MINUTES

- **December 12, 2023 Meeting Minutes** – The President moved to postpone the review of the Minutes until the next Board Meeting.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **Documentation**
 - Just a reminder – a lot more information and documentation from Members is helpful when we manage your case. The follow-through is also important. If you don't see a resolution or the resolution discussed, let us know. With the contract expired, the no-strike clause goes away. In addition, they cannot change employees' hours or location without negotiating with PSEA. We have found employees reduced in hours with a letter. If this occurs, reach out to PSEA.
- **Site Meetings**
 - We have met with many site reps to talk with PSEA employee groups and talk about contracts as well as any other areas of concern. Reach out to us if you would like to set one up.

VICE PRESIDENT'S REPORT

The Vice President reported:

- Several have reached out to us to hold meetings on site, "Job-Alike Meetings", on their late-start or early-release days. If you want to implement this, please reach out.

The President reported:

- If you are a 6-hour employee and a 7-hour position opens up on site and if you are interested, be sure to put yourself on the transfer list. We can work behind the scenes to support you. Don't wait until someone gets hired in that spot. Go to the Personnel Commission website and put in for a transfer now if you want more hours.

TREASURER'S REPORT

The Treasurer reported:

Beginning Balance:	\$203,119.18
Deposits/Credits:	\$39,364.90
Withdrawals/Debits	\$24,185.28
Ending Balance:	\$218,298.80

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

The Secretary reported:

- Stay tuned – a possible contract ratification vote is coming up in the near future. We will keep you posted on the latest developments.

PARLIAMENTARIAN'S REPORT

- Absent.

MEMBERS AT LARGE REPORTS

- **Shannon Reed:**
Absent.
- **Beatriz Cruz-Rivera:**
Nothing to report.

GENERAL COUNSEL'S REPORT

The President reported:

- **Grievances**
 - Filed a few grievances for out-of-class pay. Comes up often.
- **ULP's (Unfair Labor Practices)**
 - PERB recently issued a complaint regarding Company Nurse implementation. We have a hearing date set for March.
- **EEOC Charge**
 - 1 EEOC claim regarding an employee's confidential information being shared that is moving forward to discussing settlement.

DIRECTOR OF EMPLOYEE RELATIONS REPORT

The Director of Employee Relations reported:

- **Evaluations.** You have the right to a Union rep being present at your evaluation. That means an evaluation meeting will be postponed if the only times offered by your supervisor conflict with my availability. I always ask to see the evaluation at least two days in advance and I may decide I need more time to discuss the content of the evaluation with your supervisor. If your supervisor claims there is a hard deadline it must be done by, I will assert your rights and PSEA's rights. It's of little consequence to us if your supervisor procrastinated.

COMMITTEE REPORTS

- **Professional Learning – Melanie Rodriguez:**
 - Pro-Grow is January 29, and the class catalog was emailed to everyone on Friday. Registration opened this morning, and we already have classes that are full. Please register right away. In order to give everyone an opportunity to participate, please only register for what you plan on attending (no concurrent classes) and drop right away if you can't attend. We do cap zoom classes to allow for questions and engagement by participants. Most are not designed to be "webinars".
 - Education Financial Incentive has applications due next Monday, January 22nd. This is an opportunity for staff to be reimbursed up to \$500 per year for classes related to their position. Details can be found on the powaysea.org website under Professional Learning.
 - CLC's quickly filled up but we do have room in the Developing Student Leaders which is focused on developing leadership skills. While the emphasis is for staff working with Secondary students, all the skills can be applied personally and are essential life skills.
 - We will be launching more CLC's in mid-March.
- **Election Committee – Davin Erickson:**
 - Again, stay tuned for a possible upcoming contract ratification vote. We will let you know when the Election Committee's services are needed. Thank you to those who stepped up and volunteered to help.

GENERAL ORDERS:

- None reported.

NEW BUSINESS

- None reported.

EVENT CALENDAR

- January 18, 2024
- January 29, 2024
- January 29, 2024
- February 13, 2024

School Board Meeting
Non-Student Day – Professional Growth Day
Personnel Commission Meeting
PSEA Board Meeting

ADJOURNMENT OF BOARD MEETING

5:40 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: February 13, 2024