

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

MINUTES for April 16, 2024

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

BOARD MEETING

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

CLOSED SESSION

Nothing to report.

REVIEW & APPROVAL OF MINUTES

- **March 12, 2024 Meeting Minutes** – *Motioned by:* Beatriz Cruz-Rivera; *Second by:* Nancy Hall.
Unanimously approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **PSEA Bylaws**
 - Revisited the proposed changes to the PSEA Bylaws as presented at the April 2023 PSEA meeting. Thank you to the Bylaws Committee members for their time in updating and bringing the proposal forward. The Bylaws will be voted on by the Members at the same time as the Tentative Agreements.
- **Negotiations**
 - 2023-2024 Tentative Agreements for Unit I and Unit II were presented by the President. As a recap for those that haven't attended our meetings regularly, we started last year, January 2023. Negotiated a 5% raise in advance of the start of the 23-24 year, effective July 1, 2023 (last year) that was ratified by the Members in February 2023 and already being received in our paychecks. The rest of the Tentative Agreements need to be voted on for 2023-2024 so we may get back to the table for 2024-2025 reopener negotiations, if ratified. This will be a three-year contract. That said, we have reopener negotiations each year where we prioritize wages, health & welfare, and 2 more Articles. The Tentative Agreements, Summary of Changes, Proposed Bylaws Revisions, and voting details will be forthcoming soon after we reach out to our PSEA site reps for volunteers to host polling locations. The PSEA Negotiations Team is meeting this Thursday. Email them with your thoughts or proposed ideas for the next

round of negotiations.

- **MOU**

- Your Negotiations Team successfully entered into two Memorandums of Understanding (MOU) that were presented by the President. The first MOU covers commitments and timelines that need to be continued in support of PSEA Member needs. The second MOU addresses a process for which PSEA stakeholders need to be included in District-wide initiatives or management prerogatives that impact the workload or working conditions of our Members prior to rollout.

- **Questions from the Chat**

- *How does the state budget affect negotiations?*

Our General Counsel reported:

- Projected shortfall in the state budget. Recent announcement by the legislature to cut the shortfall. Expect a difficult budget year. Anticipate that the District will make proposals based on priorities. They need to retain and attract employees. Fast food hourly minimum wage is up to \$20 now. Still looking to push for compensation increases.

- *Classification Review appeals process – why does it take so long?*

The President reported:

- The Personnel Commission received over 200 appeals. The appeals review and process is moving forward. Once the appeals are completed, they are shared with PSEA for review and discussion with incumbents, where needed. While this process is taking quite a while with the volume of appeals due to the incomplete work by the consultant (EMS), it is important that there be adequate time given to PC to complete their studies effectively. Remember, if there is a salary increase recommendation, it becomes retroactive to July 1, 2023 according to our negotiated agreement.
- *Is the 2024-2025 work year calendar finalized?*
 - The calendar workdays were calculated by PSEA and given to HR. It initially had the incorrect number of days. It should be sent out by PSS soon.
- *Any word on gen-ed bus routes for next year?*
 - PSEA will be sending a survey to all Members that are Bus Drivers, Bus Aides, or Schedulers to collect their feedback. We will carry that feedback forward at our next IBB session with management. The Board will vote on budget cutbacks, including the status of general ed bus routes at the June 4 meeting.

- **Shout-Out**

- A shout-out to Shoal Creek for the highest number of new Memberships this month. Way to go, Rana!

VICE PRESIDENT'S REPORT

The Vice President reported:

- Nothing to report.

TREASURER'S REPORT

The Treasurer reported:

Beginning Balance:	\$257,253.04
Deposits/Credits:	\$45,139.48
Withdrawals/Debits	\$38,584.77
Ending Balance:	\$263,807.75

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

The Secretary reported:

- Nothing to report.

PARLIAMENTARIAN'S REPORT

The Parliamentarian reported:

- Nothing to report.

The President reported:

- We have a General Order to update the Bylaws. Periodically, we do Bylaws reviews. Board approval draft to go forward; waiting for contract ratification – each will be a separate vote but done at the same time. A few date amendments to be made to the Bylaws.

MEMBERS AT LARGE REPORTS

- **Shannon Reed:**
It seems everyone is doing a lot of positivity to help ease the workload.
- **Beatriz Cruz-Rivera:**
I want to emphasize the need to vote. Management looks at numbers and how strong the Membership is. PSEA makes lots of polling sites available. Come out and vote.

The President reported:

- It shows great support for our Negotiations Team!

GENERAL COUNSEL'S REPORT

Our General Counsel Reported:

- **2 Pending ULP's (Unfair Labor Practices)**
 - One is regarding drug testing protocols; the other is the unilateral implementation of Company Nurse. Both we have complaints issued; we are in settlement discussions.
- **2 New ULP's**
 - 2 new since last meeting. One involves the District changing employees' work locations and start/end times without negotiating. The other is the District unilaterally changing total contracted work hours without negotiating or following negotiated processes.
- **2 Grievances**
 - ASL interpreter – out of class pay. An IA II, resolved at step 3. The other is a group of employees' out of class pay. We will proceed to select an arbitrator.
- **EEOC Charge**
 - The District violated medical confidentiality repeatedly. Close to resolving.

DIRECTOR OF EMPLOYEE RELATIONS REPORT

The Director of Employee Relations reported:

- About the kinds of cases we handle, let's talk about the word "actionable." Actionable means there are sufficient grounds to act upon something. This includes issues with Workers Comp claims, violations of contract/board policy/the law, documented acts of discrimination, or acts that meet the legal definition of harassment – to name a few. It doesn't mean we can't help you through other concerns and issues, but it is your Union's job to represent you on actionable grounds; it becomes harder to find proper grounds when it's about personalities, communication styles, behavior, or feelings. We understand these can still be unacceptable situations, but your Union has more to move forward with to affect change when it's actionable.

COMMITTEE REPORTS

- **Professional Learning – Melanie Rodriguez:**
 - We are increasing the number of Mentors and applications are due on Friday. We are working to ensure we have representatives covering different sites and positions. We really need representatives from Transportation, Food & Nutrition, and ESS. We are also looking to fill gaps in the 4S Ranch area. Please submit your application. The slides from the PPP Mentor Program Information session can be found here:
<https://www.canva.com/design/DAFciCOLlcY/pLImX35PNPMaltxyhyRwgQ/view>
An email was sent to all classified staff with the Mentor application on April 3rd.
 - This school year, we have had more than 150 people participate in CLC's and 90% are first time participants. We are always looking at ways to grow this. In the works are a few CLC's that will be held over summer, and I am working on developing a self-paced online learning CLC to learn the Google Workspace Applications.
 - Alliant university is holding information sessions about getting your teaching credential and the \$5000 scholarship available. Information sessions are May 1 and May 14 at 4pm. Details can be found here:
<https://alliant.my.salesforce.com/sfc/p/#3i000000ErEA/a/R7000000Eqmj/AC5PSiFXRaWuuLb.GgOGrtNaPIIq80P.5arwHdkoaw0>

- The education financial incentive applications are due 5/22. This is for classes related to your current position that may be eligible for reimbursement up to \$500.
- **Scholarship Committee – Gale Ching:**
 - Important Dates:
 - April 15 – May 10: Applications accepted.
 - May 14: Scholarship committee meeting.
 - June 3: Winners notified.
 - June 7: Checks mailed out.
 - All information is available on the PSEA website.

GENERAL ORDERS:

The President reported:

- **GO2024-04-01:** Approval of Additional Members to the 2024 Scholarship Committee (Cindy Long and Stephany Brown – in addition to Courtney Martin, Gale Ching, Sue Thomas, and Brenda Chohan.)
Motioned by: Nancy Hall; *Second by:* Christina Abosamra.
Unanimously approved.
- **GO2024-04-02:** Approval of Updated Dates to Bylaws Draft, Previously Approved at April 2023 Meeting
Motioned by: Nancy Hall; *Second by:* Beatriz Cruz-Rivera.
Unanimously approved.

MEMBER QUESTIONS/COMMENTS

- None reported.

NEW BUSINESS

- None reported.

EVENT CALENDAR

- | | |
|------------------|---------------------------------|
| • April 18, 2024 | School Board Meeting |
| • April 29, 2024 | Personnel Commission Meeting |
| • May 9, 2024 | School Board Meeting |
| • May 21, 2024 | PSEA Board & Membership Meeting |

ADJOURNMENT OF BOARD MEETING

5:54 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: May 21, 2024