

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

MINUTES for June 11, 2024

BOARD OF DIRECTORS	
PRESENT	ABSENT
Nancy Brundrett, Vice President Davin Erickson, Secretary Christina Abosamra, Treasurer Shannon Reed, Member At Large	Courtney Martin, President (excused) Nancy Hall, Parliamentarian (excused)
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 lack of a quorum was established.

CLOSED SESSION

Nothing to report.

OFFICER REPORTS

PRESIDENT'S REPORT

The Vice-President reported:

- The President is currently attending a special personnel meeting. We are working with Members on the classification review/appeals process. This special meeting was requested by PSEA so we can move forward. We requested that Rebecca Lee, Director of the Personnel Commission, send an update to impacted employees notifying them of the status of their appeal if it has not yet gone forward.
- The PSEA Office is closed in July as we are all 11-month employees, but we will monitor the front desk for employee representation emergencies.

VICE PRESIDENT'S REPORT

The Vice President reported:

- Nothing to report.

TREASURER'S REPORT

The Treasurer reported:

Beginning Balance:	\$290,640.37
Deposits/Credits:	\$49,141.87
Withdrawals/Debits	\$23,739.54
Ending Balance:	\$316,042.70

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

The Secretary reported:

- Nothing to report.

PARLIAMENTARIAN'S REPORT

The Parliamentarian reported:

- Absent (excused).

MEMBERS AT LARGE REPORTS

- **Shannon Reed:**

Hope you are having a great summer. Nothing else to report. Come back after the summer energized.

GENERAL COUNSEL'S REPORT

Our General Counsel Reported:

- **5 Pending ULP's (Unfair Labor Practices)**
 - 3 resulted in a complaint, 2 are awaiting issuance of complaint. 1 of the 3 that resulted in a complaint is ready to go to trial.
 - 3 ULP's with complaints:
 - Drug testing.
 - Unilateral changes to transfers and changes of hours when the contract was expired.
 - Unilateral changes to the workers comp process – Company Nurse.
 - 2 Additional Charges (awaiting issuance of complaint):
 - Reducing employees' hours without going to PSEA to negotiate (direct dealing).
 - Unilaterally removing the workers comp specialist position and assigning the duties to a supervisor.
- **5 Grievances**
 - Three heading to arbitration.
- **1 EEOC Charge**
 - Alleging a violation of ADA – medical privacy. District did this twice (has been settled).
 - Result: compensation to the employee, reimbursement to PSEA for some of its legal fees, a notice to employees about confidentiality, and a protocol to deal with inadvertent distribution of medical info.

A quorum was established.

REVIEW & APPROVAL OF MINUTES

- **May 21, 2024 Meeting Minutes** – *Motioned by:* Shannon Reed; *Second by:* Christina Abosamra.
Unanimously approved.

DIRECTOR OF EMPLOYEE RELATIONS REPORT

The Director of Employee Relations reported:

- Whether you have time off this summer or not, find your happy place. Find something that makes you smile and helps you not sweat the small stuff. That's all.

COMMITTEE REPORTS

- **Professional Learning – Melanie Rodriguez:**
 - New mentors trained. We had a training session with 20 Mentors last month. Thank you to Amy Durschlag and Davin Erickson for attending and speaking.
 - There will be trainings offered for classified staff on the days we come back to work in August. Details will follow.
 - New CLC's launching for summer; others in the works – AI, Autism, and Google.
 - Ed financial – most applications and approvals ever (over 30 applicants).
- **Scholarship Committee – Gale Ching:**
 - Nothing to report.

GENERAL ORDER:

The President reported:

- **GO2024-06-01:** Approval of PSEA Board and Membership Meetings, August 2024 – June 2025
Motioned by: Davin Erickson; *Second by:* Christina Abosamra.
Unanimously approved.

NEW BUSINESS

- None reported.

MEMBER QUESTIONS/COMMENTS

The Vice-President addressed Member questions from the chat feature:

- Can we get the latest info from PSEA as a pdf, so we can place it on our PSEA bulletin boards?
 - Yes, we can do that.
- Many IA's would like to get together to discuss topics prior to the school year starting, perhaps at the PSEA Office. Can we do this?
 - I can talk with our Office Manager, Karen Burns, and I can work with you on this idea.
- IA's moving on to another site, retiring, etc. Some sites are reporting little to no recognition for these employees at the end of the year, while teachers were recognized for their work. What can be done to make this more inclusive?
 - Talk with your social committee, send a thoughtful email to them, or get involved in your social committee. There is strength in numbers.

EVENT CALENDAR

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|-------------------|------------------------------|
| • June 13, 2024 | School Board Meeting |
| • June 19, 2024 | Holiday – Juneteenth |
| • June 24, 2024 | Personnel Commission Meeting |
| • July 4, 2024 | Holiday – Independence Day |
| • July 29, 2024 | Personnel Commission Meeting |
| • August 27, 2024 | PSEA Board Meeting |

ADJOURNMENT OF BOARD MEETING

5:19 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: August 27, 2024