

Poway School Employees Association

Regular Meeting of
THE BOARD OF DIRECTORS and MEMBERSHIP
PSEA Administrative Offices – 13378 Poway Road, Poway, CA 92064

MINUTES for Wednesday, November 14, 2012

MEMBERSHIP MEETING:
CALL TO ORDER 4:57 p.m.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President	
Linda Farmer, Vice President	
Courtney Davis Martin, Parliamentarian	
Mary Jo Stollfuss, Treasurer	
Yoenda Dornan, Secretary	
Doug Crooks, Member At Large	
Susan Harman, Member At Large	
OTHERS PRESENT	
Ricardo Ochoa, see sign in sheet.	

POINT OF ORDER: Change the order of the meetings today to move Closed Session to between the Member meeting and the Board of Directors meeting; move General Counsel's report to occur before Officer Reports.

REVIEW OF MINUTES:

Motion to read and approve the minutes of the last Membership and Executive Board meeting:
Motedioned by: Susan Hartman; Seconded by: Mary Jo Stollfuss; Motion: carried unanimously.

GUEST SPEAKERS:

Introduction of Kimberley Beatty, new PUSD School Board Member.

Kimberley Beatty gave brief introduction and answered member questions. In response to a question about how she will be good for classified employees, Ms. Beatty responded she is an independent thinker and a good listener. She is committed to her position on the PUSD Governing Board for the next four years and will most likely want to run for re-election.

Jim Mahler, AFT President (American Federation of Teachers). Mr. Mahler shared the importance of political action by the membership as it pertains to local school board elections.

A few members expressed concern as to why the AFT was involved in PUSD the PUSD Governing Board election and why it was necessary to use negative statements on the mailers that the AFT created. The AFT feels classified staff need to have more respect in their work environment and has long been a supporter. They have the experience to run a successful campaign. Mr. Mahler stated that history has pointed out that elections are not won by being nice. The mailers may have been painful to hear, but unfortunately true.

MEMBER COMMENTS:

Members asked about why members did not vote on the political contribution for the school board race. The bylaws do not require a vote of the membership for such an expense. The merits of supporting a school board candidate were discussed at an open meeting in August and there were few members present.

It was suggested that a committee be formed to review the bylaws. The president stated that a Bylaw Advisory Committee had been created back in March of 2012. The Parliamentarian is chairperson and will begin the process of convening the committee.

ADJOURN TO CLOSED SESSION AT 6:00 P.M.

CLOSED SESSION: 6:00 p.m.

The Board went into Executive Session at 6:00 p.m. and adjourned at 6:15 p.m. There was nothing to report.

BOARD OF DIRECTORS MEETING:

QUORUM CALL/CALL TO ORDER 6:15 p.m. A quorum was established.

MEMBERSHIP COMMENTS: None.

REVIEW AND APPROVAL OF MINUTES: None. Approved at Membership meeting earlier tonight.

GENERAL COUNSEL'S REPORT:

Ricardo Ochoa shared:

- I. Discussion regarding probationary and sick leave status. According to the law that was put into effect in 2010 also known as "Kin-care law" employees may be able to use up to ½ of their sick leave for family members; family partnership leave; educational needs.
- II. Our grievance regarding service credits has been settled. The settlement will modify the contract to include up to 5 years of non-benefited service to the total "District service" and will, therefore, have to be ratified by the membership.
- III. 3 + 3 issue: Contract enforcement/employee support back pay: close to \$900,000. Work still to be done on errors from Phase I and the review of the Phase II numbers. Labor Relations meeting coming up where we are expected to set a timeline.

GENERAL ORDERS:

MO2012-11-01 Website Design and Development.

Tabled Motion from last meeting to approve the website design proposal of M. Swain. Ayes: 1; Noes: 2; Abstain: 1. Motion denied.

Motion by C. Davis-Martin to approve the proposal submitted by AshWebStudio in the amount of \$5,000 to design a new website for PSEA. Second by Y. Dornan. Ayes: 2; Noes: 1; Abstain: 1. Motion carried.

OFFICER REPORTS

President's Report:

The President reported:

- CalTURN Conference
 - Yoenda and I were to attend the CalTURN conference (the teacher's network regarding labor/management collaboration) on Thursday and Friday. We felt that due to the agenda being predominantly about teacher evaluations (hot topic) and the need of our sites, we are cancelling our attendance.
- Current Issues:
 - Tax exempt status with both the IRS and the FTB have been granted.
 - Audit is in full swing. The Treasurer is working lots of hours to make sure audit goes smoothly.
 - Linda and I will attend the third of five Personnel Commission Merit Academy sessions this Saturday in Downey.
- Survey Results
 - Pulled down in semi-summary form from the Survey Monkey website- a lot of "free" answers are not yet summarized. Of note is the question on what items concern you most. Survey Said- number one answer is wages, followed by benefits. Third highest concern- retirement!
 - An afternoon meeting in December to go over the survey results in depth is necessary. President will reschedule since December 5th is not a good date for anyone.
- Labor Relations Update
 - Last Labor Relations meeting was October 25th. We discussed:
 - Phase II of the 3+3 Settlement. There were quite a few people who received dollars in their July warrant that did not agree with the Settlement Agreement exhibit. And apparently, the district paid out the quarterly averaging portion of the settlement without our knowledge or signature on a settlement agreement in the August warrants. There are a lot of issues that we are following up on at this time.
 - A retirement issue grievance is close to being resolved- just needed a little more information to able to proceed.
 - We set a meeting date for a discussion with the District regarding Teachers subbing for instructional assistants and the leave of absence questions we had. A separate meeting is necessary due to the likely length of the discussions.
 - We placed the classified evaluation committee meetings back on the calendar.

Vice President's Report:

The Vice President reported:

- Linda attended the Personnel Commission meeting on October 29, 2012. At the meeting:
 - Jackie Schloeder was re-elected by Rosemarie Straight and David Foster to another term as the board member selected by both parties.
 - PSEA thanked the board for the Team PUSD and Classified Everyday Heroes program as a good program to recognize and show appreciation to classified staff for the hard work they do every day.
 - Agenda item to change the job description of the Behavior Intervention Instructional Assistant that was addressed to bring the position more into line with the actual duties.
 - The Board is considering changing Personnel Commission Rule 40.200.4 Who May Compete to include the following: Candidates may not reapply for the same classification for a period of ninety (90) calendar days from the closing date of the previous recruitment. Candidates who have previously been unsuccessful in an examination may not retake the examination for the same classification for a period of ninety (90) calendar days from the date of the previous examination. Linda brought up that she did not feel this would be fair to our members; however, Debby Wulff explained that it would be an unfair advantage for the employee to take the same test again as they would remember the questions. This item will be addressed again at the next Personnel Commission meeting in November.
- On November 1st, Laurie Olson and Linda attended the Contracting Out Committee meeting with Tracy Hogarth and Debby Wulff.
 - The District is still contracting out the positions of Occupational Therapist, Physical Therapist, Sign Language Interpreter, Student Health Care Specialist and Behavior Intervention Instructional Assistant. Linda questioned why we contract out the Behavior Intervention Instructional Assistant when that job description was just revised at the Personnel Commission meeting. It was explained that those outside contracted consultants provide individuals with a higher level of training to deal with the more violent students. Our own Behavior Intervention Instructional Assistants are trained and required to deal with that daily.
 - There was a pay rate investigation and they found the Occupational Therapists are paid at range 54 here and an equivalent of range 58 elsewhere, Physical Therapists range 31 here and range 39 elsewhere, Student Health Care Specialist range 35 here and range 39 elsewhere. Salaries we offer are not as competitive. In addition, there is a short window of opportunity for us to hire someone from one of the outside contractors due to their no-compete clauses in their contracts with the district. Linda asked whether we could do additional advertising for the positions using Linked-In and at the colleges up in the Los Angeles area where students go to school to become Occupational and Physical Therapists and they said they would certainly try that too.

Secretary's Report:

- Yoenda reported on the deadlines and procedures for the upcoming elections. Requested that anyone interested in running for an open Board of Director's seat needs to submit required

forms by November 30, 5:00 pm. Information and forms have been sent by email to members, and are posted on the website.

Treasurer's Report:

Starting balance: 201,683.97

Income: 171.72

Expenses: 17,979.08

Ending balance: 183,876.61

The president ordered the Treasurer's Report be filed.

New Member total: 716

Parliamentarian's Report:

None reported.

Members at Large Reports:

None reported.

COMMITTEE REPORTS

Scholarship Committee

- Applications are out for the CSEA Chapter 313 grant awards. The deadline is November 30. The application and rules can be found on our website

UNFINISHED BUSINESS:

None.

NEW BUSINESS:

None.

ADJOURNMENT: 7:07 p.m.

It was moved by Mary Jo Stollfuss, seconded by Linda Farmer, to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____