Poway School Employees Association

## Regular Meeting of

## **THE BOARD OF DIRECTORS**

## **PSEA Administrative Offices – 13378 Poway Road, Poway, CA 92064**

### MINUTES for Wednesday, June 19, 2013

**BOARD OF DIRECTORS MEETING:**

#### CALL TO ORDER 4:49 p.m.

|  |  |
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| BOARD OF DIRECTORS | |
| PRESENT | ABSENT |
| Lynnette Turner, President |  |
| Linda Farmer, Vice President |  |
| Yoenda Dornan, Secretary |  |
| Mary Jo Stollfuss, Treasurer |  |
| Susan Harman, Member At Large |  |
| Doug Nicoll, Member At Large |  |
| Courtney Davis Martin, Parliamentarian |  |
| OTHERS PRESENT | |
| Marcelle Ouellet, Janet Alkema, Joy Fleming | |

### Review of Minutes:

#### Motion to read and approve the minutes of the last Membership and Executive Board meeting: Motioned by: Doug Nicoll; Seconded by: Mary Jo Stollfuss; Motion: carried unanimously.

#### Officer reports

**President’s Report:**

Negotiations update:

* We just met with the district on Monday, June 17. We tentatively agreed to two more articles, 8 and 14.
* On 8, health and welfare, we managed to increase the cash to warrant cap for the participating members, obtain paid dental and vision for qualifying retirees, and get some more dollars to supplement healthcare premiums.
* On 14, the district agreed to reinstate our educational financial incentive program that was taken away a few years’ back. With a fund of $10k, people who take professional development courses can apply for reimbursement.
* We received a proposal for wages that equated to less than 1/3 of what the state legislature anticipated for cost of living adjustments. We found that extremely deficient and countered with something that’s more in line with the value we bring. We have been reduced in numbers and asked to do the same levels of service; we haven’t had an increase in years. We’re fighting for more cola.
* We are still working on the arbitration issue, wherein we are asking to be treated in the same way as our teachers with regard to grievance resolution, and we wish to eliminate the district’s ability to reduce employees’ hours unilaterally during the life of the agreement.
* The contract is set to expire June 30. We are hopeful to have a resolution by then. If we do, we will have meetings and do a mail ballot for ratification has we have done the past two years. If no agreement is reached, we will continue to work under an expired contract and resume negotiations in the fall.

Current Issues:

* We held a Labor Relations meeting last week, and have another meeting this Friday. Issues have been:

1. Safety- specifically we have been working on the District Office security from the open Café door.
2. We have finalized the errors that came out of the 3+3 Settlement and are at the end!
3. Miscellaneous employee issues for bus transportation aides and instructional assistants.

* Insurance Committee meeting today. Early in the game, anticipating Health Net to increase to the cap again so we are going out to bid for best solutions. Got to see a preview of the Affordable Care Act- makes your head spin. Anyone working over 30 hours or averages over 30 hours will need health insurance. Extremely interesting- more information to come in August.

**Vice President’s Report:**

* Linda Farmer attended the Personnel Commission Meeting and Sue Carmichael is retiring as PUSD Payroll Supervisor, and her replacement was hired from outside. No promotional advancement for PSEA employees.
* Linda missed the last School Board Meeting as she was on vacation.

**Secretary’s Report:**

* None reported

**Treasurer’s Report:**

* Starting balance: 271,224.44

Income: 29,203.84

Expenses: 15,964.45

Ending balance: 284,463.83

The president ordered the Treasurer’s Report be filed.

New Member total: 727…will be recalculated do to retirement for this school year.

**Parliamentarian’s Report:**

* The Board of Directors received the first reading of the ByLaw’s suggested amendments; this is to be sent to members for ratification in July.
* Our new website is done. Susan Hartman will be the webmaster with training from the website developing company. Additional Board members will receive the training also.

**Members at Large Reports:**

* Susan Hartman is working on employee relations for the sites. Would like to start a site rep. training system.
* Would like to start an employee membership drive in September.
* Doug Nicoll attended a couple of School Board meetings;
* One meeting was on the Bond Issue; this was a very good meeting. There was in depth discussion and up front speaking on what went wrong on previous bond issues.
* New School Board member has changed the Board’s perspective. Other School Board members are now starting to ask questions.
* Dr. Collins was surprised by some of the questions being asked.
* The School Board seems to have made a change for the better, a step that looks good for PSEA.

**GENERAL ORDERS:**

* MO-pulled do to further discussion on salary.
* MOTION was made to increase the allotted salary to $14,000.00; was made by Linda Farmer; seconded by Mary Jo Stollfuss. The increase in salary would reflect in the reduction of the litigation account.
* MOTION to appoint Susan Hartman to investigate salary range’s was made by Yoenda Dornan; seconded by Mary Jo Stollfuss.
* MOTION was made by Mary Jo Stollfuss; seconded by Susan Hartman; to create a hiring advisory committee. Committee will report to the Board their recommendations for hire.
* MOTION to appoint Mary Jo Stollfuss, Courtney Davis Martin, and Lynnette Turner to the hiring committee was made by Susan Hartman; seconded by Doug Nicoll.

#### GENERAL COUNSEL’S REPORT:

* None reported, counsel not in attendance.

**UNFINISHED BUSINESS:**

* None reported.

**NEW BUSINESS:**

* Board of Directors planning day and Board meeting on July 23, 2013 beginning at 9:00.
* Newsletter was discussed as communication for site reps. Doug Nicoll is now our newsletter editor.
* Yoenda Dornan suggested two Senior Scholarships be developed for our members. Amount of $5,000.00 each, criteria will be determined and process will be discussed.

**ADJOURNMENT:** 6:22 p.m.

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

ATTEST:

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Yoenda Dornan, PSEA Secretary

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