

**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, March 13, 2013**

**MEMBERSHIP MEETING:**

**CALL TO ORDER 4:45 p.m.**

| <b>BOARD OF DIRECTORS</b>   |  |
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| <b>PRESENT</b>  | <b>ABSENT</b>                          |
| Lynnette Turner, President  | Courtney Davis Martin, Parliamentarian |
| Linda Farmer, Vice President  |  |
| Yoenda Dornan, Secretary  |  |
| Mary Jo Stollfuss, Treasurer  |  |
| Susan Harman, Member At Large   |  |
| Doug Nicoll, Member At Large  |  |
|   |  |
| <b>OTHERS PRESENT</b>   |  |
| Ricardo Ochoa, Marcelle Ouellet, Mary Lopez, Roberta Boyd, Judy Andrews, Janet Alkema |  |

**REVIEW OF MINUTES:**

Motion to read and approve the minutes of the last Membership and Executive Board meeting:  
Motioned by: Linda Farmer; Seconded by: Susan Hartman; Motion: carried unanimously.

**OFFICER REPORTS**

**President's Report:**

Current Issues:

- Met with Superintendent John Collins for an update on current District events. Dr. Collins explained the new PUSD Innovation U idea- a mechanism for gaining employee input on important questions around the District. The first "challenge" question will be regarding safety of students and staff. The launch will be April 2<sup>nd</sup>. Dr. Collins also mentioned the opening in 2014 of the new K-8 school in the western section of the District. He said this would be a "school of choice" which means that students will apply to enter the school rather than be enrolled per residency. Sonya Wrisley is the principal of the new school and they should be hiring some staff sometime in or around fall of 2013. Dr. Collins said that the new school would be different than others per his vision of "doing school differently," and hoped that the school's staff will also embrace his vision. More to come on what "different" will mean. Finally, Dr. Collins asked about safety and hoped that all principals and administrators had spoken with their staff to gain their input on how to improve safety at the sites.

Negotiations Update:

- Negotiations ramp up this month, with five dates on calendar. Negotiations are going well. The mood at the negotiation table is very comfortable and productive. We anticipate that we will T.A. on several articles soon. Updates will be forthcoming as we progress through negotiations.

**Member Comments:**

The President was asked what a “TA” means. At the negotiation table it means a tentative agreement has been reached. Tentative Agreements stay tentative until all articles are finished and the membership ratifies the contract as a whole.

**Vice President’s Report:**

None reported

**Secretary’s Report:**

None reported

**Treasurer’s Report:**

Starting balance: 223,236.86

Income: 28,207.89

Expenses: 11,918.52

Ending balance: 239,526.23

The president ordered the Treasurer’s Report be filed.

New Member total: 727

**Parliamentarian’s Report:**

None reported

**Members at Large Reports:**

Member at Large, Doug Nicoll, attended the Special Board meeting of the school board. The discussion was regarding the investigation of the past school bond issue and reviewing proposals for a new School 39 Gap Bond.

Public Review (Jeff Mangum's group) and Consultant review Reports created a large number of questions and suggestions. This meeting was to set in place best practices in response to those questions and suggestions. Our Superintendent and his team requested direction from the School Board going forward. Also for consideration were the proposals for the new bond offering.

The board agreed that there needed to be more training and openness, but the majority of the board still seemed to feel this was a public perception issue. The new Board Member brought several good suggestions to the table. While there was some agreement that there needed to be a decoupling of the district’s advisors from the service and sales teams, there was a lot of resistance to a complete re-shuffle, citing efficiencies and familiarity as good things. It was brought up that the board needs to be rebuilding the public’s trust.

Secondly, the board put some of those suggestions in practice by reviewing multiple detailed bond proposals for filling in the funding gap for school 39. All of the suggestions were much more favorable to the district than the previous bond offering. All of the suggestions contained a well detailed listing

of the final costs to the district. The Superintendent and his team were instructed to move forward on the new bond offering.

Douglas' presentation included several observations about how the Board's deliberations went and his subjective take on the discussion.

Attached are Douglas' notes – And this is his disclaimer: These were taken while running the Audio Video for the meeting, so are not complete, and have several personal observations. Any omissions or mischaracterizations are entirely my own. See the School Board's posted minutes and Agenda for details of what was actually decided and the direction our Superintendent and his leadership team are taking forward.

**GENERAL COUNSEL'S REPORT:**

Ricardo Ochoa reported:

- There have been two reports that employees, who after an injury were sent home by their supervisor because they didn't want to accommodate the employees' injury needs. Your supervisor must find accommodations for you to work; this is a result of lack of information to managers. Please encourage employees to file any and all workers comp. claims. They need to fill out incident reports anytime an injury has occurred during their work hours, even if they do not wish to claim at this time. There is a one year statute of limitations in order to follow up on any compensation, and accommodations can be made while you are recovering from an injury (whether or not work-related).
- Negotiations started some good conversations regarding improving employee rights.
- Still working on the lifeguard/swim instructor issue as far as determining how the contracts will look; and the crossing guard issue as to which unit they will be brought into. We will be working on this in Labor Relations.

**COMMITTEE REPORTS**

**Hospitality Committee:**

Marcelle researched classified employee week recognition. She suggested a "thank you" for being an Association Member type of recognition was enough; people did not seem to want anything more. Perhaps gift cards or something like that. At some sites, the classified staff are treated well and they don't feel a need for any recognitions. At other sites, they are not even known by staff. Employees have voiced that they do not want a celebration for classified employee week, (picnic, BBQ, etc.).

Marcelle requested that site representatives need an updated site member list.

**GOOD OF THE ORDER:**

Reported by Roberta Boyd, her son Steven Boyd was promoted to Tech. Sergeant and has been stationed in Virginia at Langley Air Force Base.

Susan Hartman reported that her daughter made the Dean's list at Westview, and passed the WASC.

It was motioned by Linda Farmer, seconded by Susan Hartman, to adjourn the meeting for Executive Session.

**ADJOURN TO CLOSED SESSION AT 5:57 P.M.**

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**CLOSED SESSION: 6:03 p.m.**

The Board went into Executive Session at 6:03 p.m. and adjourned at 7:20 p.m. There was nothing to report.

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**BOARD OF DIRECTORS MEETING:**

**QUORUM CALL/CALL TO ORDER 7:21 p.m.** A quorum was established.

**MEMBERSHIP COMMENTS:** None reported.

**REPORT ON CLOSED SESSION:** No action items reported.

**GENERAL ORDERS:** NONE

**UNFINISHED BUSINESS:** None reported.

**NEW BUSINESS:**

- PSEA email, is everyone getting this? Is there time in the employee's work day to log on and check email? Doug Nicoll will check on accessibility.
- Doug suggests a "Public On-Line Forum" (for members only) that will give classified employees the opportunity to voice on subjects that may relate to their positions.

**ADJOURNMENT:** 7:24 p.m.

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

ATTEST:

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Yoenda Dornan, PSEA Secretary

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