

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, December 12, 2012

MEMBERSHIP MEETING:

CALL TO ORDER 4:47 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, Marcelle Ouellet, Sue Thomas, Christa McIntosh, Janet Alkema, Janet Barbo	

REVIEW OF MINUTES:

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

GUEST SPEAKERS:

Alfonso Johnson, Heather Ring, and Joe Bowers, AXA on Pension Reform.

- PERS was created 100 years ago and the pool of money for retirement is shrinking because our life span has increased. As it stands now, you receive 60% at 30 years of service, 70% at 35 years of service, and 95% at 38 years of service. Now you are paid on the average of your highest paid year.
- The change for retirement benefits that is being discussed would have you paid on a three (3) year average and your first retirement year would start at age 62. You could increase your retirement pay each year at a 2% rate until you reach the age of 72, when you would max out.
- More responsibility for retirement is being placed on employees personal retirement plan. You can find out more on CALPERS.gov

MEMBER COMMENTS:

Lynnette informed the members that our February retirement seminar is full with a waiting list, but that she will be holding another retirement seminar on March 16, 2013.

GOOD OF THE ORDER:

- Academic honors to Linda Farmer's daughter
- Susan Hartman's daughter just finished college
- Mary Jo Stollfuss is traveling to Idaho

- **ADJOURN TO CLOSED SESSION AT 5:06 P.M.**
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CLOSED SESSION: 5:08 p.m.

The Board went into Executive Session at 5:08 p.m. and adjourned at 5:30 p.m. There was nothing to report.

BOARD OF DIRECTORS MEETING:

QUORUM CALL/CALL TO ORDER 5:31 p.m. A quorum was established.

MEMBERSHIP COMMENTS: None.

REVIEW AND APPROVAL OF MINUTES: Approved at Membership meeting earlier tonight.

GENERAL ORDERS:

- a. Approval of amendment to the minutes of March 28, 2012, Board of Directors Meeting. Amended minutes from the Board of Directors meeting from March 28 2012, showed that the Bylaw Advisory Committee was created at that meeting. Also, the report of the President was left out. Minutes have been amended to reflect the motion and approval of Resolution BR2012-02-01, Bylaw Advisory Committee, and the President's Report. Motion to approve the amended minutes of the Board of Directors meeting of March 28, 2012.
Motioned by: Linda Farmer; Seconded by: Mary Jo Stollfuss; Motion: carried unanimously.
- b. Minute Order for Office Furnishings: MO2012-12-01 Approval of an amount up to \$2,500.00 to furnish the front office space, including but not limited to a desk, file cabinet, printer, external hard drive, and copy machine.
Motioned by: Linda Farmer; Seconded by: Mary Jo Stollfuss; Motion: carried unanimously.
- c. Minute Order for Attendees to Governor's Budget Workshop on January 16, 2013: MO2012-12-02. Approval of an amount up to \$500.00 for the attendance of two Board members at the SSC January Governor's Budget Workshop in Orange, California. Includes registration of \$175.00 each, meals and mileage expenses.
Motioned by: Mary Jo Stollfuss; Seconded by: Linda Farmer; Motion: carried unanimously.

OFFICER REPORTS

President's Report:

The President reported:

- Audit Report:
 - The audit is finished, has been reviewed and is being finalized. All indicators are positive and we have passed. There will be an official audit report, with recommendations, at the next meeting for the Board's review.

- Current Issues:
 - Our sunshine proposal to the District is due on or about January 1st. The Negotiation Team has met and is starting to prepare for negotiations to begin in February or shortly thereafter.
 - The final meeting for the Evaluation Committee is coming up. With the completion of the new evaluation forms, it will give employees the opportunity to be evaluated on their job and list other duties that we are completing that is not in our job description.
- Labor Relations Update
 - Last Labor Relations meeting was November 30th. At the meeting we discussed:
 - Finalizing the contract. Edits were made and signatures obtained. We are in the process of posting it to the website and running hard copies for site representatives.
 - The retirement grievance settlement. We have signed a tentative agreement pending ratification by the members. This agreement will modify the contract, specifically Article 8.7.1 The agreement adds language that states: “for retirements which take effect on or after June 21, 2012, the words ‘years of District service’ mean years of service in any of the District’s bargaining units or its management organization shall be counted for purposes of determining ‘years of district service’ under Article 8.7.1 of the Agreement between the District and PSEA.” The ratification will be done via mail ballot, and sent with the election of offices ballots in January, 2013.
 - 3 + 3 Grievance Settlement still ongoing. General Counsel will report.
 - Adobe Bluffs incident. A student at Adobe Bluffs is having difficulty with biting. This is being handled by the District. Reminder: if you are injured at work, even if by students, please file an incident report with your supervisor who is typically the principal. If you need to, see your physician and make sure that your supervisor is aware of your situation.
 - Security for the District Office. Members have requested that there be something done to secure the side entrance to the District Office, by The Café. The employee entrance is pass-protected, however, from The Café anyone can enter into the building. The District will be looking into options for this risk.
 - Malliga Tholandi gave a brief overview of the budget after the first interim report. There will be no cuts to the 12-13 budget due to the passing of Proposition 30. We are balanced but do have a structural deficit from reserves we borrowed in the beginning of the year. In 2013-14 there are no cuts predicted, but there is a need to work on the structural deficit of \$15 million. Malliga wants to achieve \$6 million in cuts for the 2013-14 year through sites working together. We do not yet know what that might look like.
 - Recommendation to Bylaw Advisory Committee. In March we created a Bylaw Advisory Committee but did not appoint members at that time. Lynnette recommended the following individuals who have volunteered to work on the

bylaws: Maria DeOcampo, Rhea Vigay, Dianne Zimmerman, and Lynnette Turner. Courtney Davis Martin, Parliamentarian, will lead as chairperson. Any of the Board of Directors who wish to participate should contact Courtney for the schedule of meetings and/or either attend or pass on input to the committee. Motion to approve the recommendation for the Bylaws Advisory Committee.

Motioned by: Mary Jo Stollfuss; Seconded by: Doug Crooks; Motion: carried unanimously.

Vice President's Report:

The Vice President reported:

- Linda attended the Personnel Commission meeting on Monday, November 26, 2012 along with Mary Jo Stollfuss. We let the Commission know we were opposed to the proposed changes to the Personnel Commission Rules & Regulations Rule 40.200.4 (regarding who may compete on an examination; where if someone failed a test they could not retest for the position for at least 90 days). We felt the change would hinder our members in their ability to advance. Despite our protests, the Personnel Commission did pass the change in wording as listed below:

As provided in Rule 40.100.4. Some examinations may be restricted to promotional candidates at the discretion of the Commission.

Candidates may not reapply for the same classification for the 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.

Secretary's Report:

- Yoenda reported that this election will be only between two candidates. Doug Crooks and Doug Nicoll; as they are both running for the Member At Large position on the Board. Their candidate statements are posted on the website; we will be having a "battle of the Dougs". The other two positions: Secretary and Vice President were uncontested: Yoenda Dornan; Secretary and Linda Farmer; Vice President win by acclamation.

Treasurer's Report:

Starting balance: 183,876.61

Income: 215.16

Expenses: 14,367.98

Ending balance: 169,723.79

The president ordered the Treasurer's Report be filed.

New Member total: 716

Legislative account balance:

October dues: 28,350.66

Expenses: 28,300.00

Ending balance: 50.66

Parliamentarian's Report:

Courtney reported on the progress of the website. While it is a slow process the company is in contact with her regarding the set up and functions that we need. She will be testing the site before it goes live.

Members at Large Reports:

None reported.

COMMITTEE REPORTS

Scholarship Committee

- Chairperson Jan Williams convened a judging panel and they have awarded five grants of \$500.
 1. Alyse Johns, daughter of member Terry Johns.
 2. Danielle Rubacky, daughter of member Gayle Rubacky.
 3. Nicole Thomas, daughter of member Sue Thomas.
 4. Isheeta Rahman, daughter of member Sultana Rahman.
 5. Dianna Culver, member.

GENERAL COUNSEL'S REPORT:

Ricardo Ochoa shared:

- I. General Council report on various issues relating to contract enforcement, employee representation, and negotiations.

UNFINISHED BUSINESS:

None reported.

NEW BUSINESS:

- Training Opportunities: Lynnette would like to gather input from members and the Board regarding member interest in training opportunities. I would like to form a task force; a group of interested people who want to talk about training and what, if any, assistance PSEA can provide in this area. Anyone interested in working on this project, please contact Lynnette.

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: _____

unapproved