

Poway School Employees Association

MEMBERSHIP MEETING

Wednesday, February 8, 2012

PSEA Office, 13378 Poway Road, Poway 92064

5:00 – 6:30 P.M.

CALL TO ORDER 5:02 P.M.

BOARD OF Directors	
PRESENT	ABSENT
President Turner, President Linda Farmer, Vice President Yoenda Dorman, Secretary Mary Jo Stollfuss, Treasurer Doug Crooks, Member at Large (2-Year) Heather Perry, Member at Large (3-Year)	Courtney Davis Martin, Parliamentarian
OTHERS PRESENT	
16 additional members present	

GUEST SPEAKERS

Mike and Lydia from Colonial Life: (one of our Preferred Vendors)

- Mike spoke on the voluntary benefits offered to our employees. High interest has been with disability insurance and how it helps replaces employees' income. This insurance is portable, meaning that these policies can move with you if you change jobs or move location, as it has worldwide coverage.
- You are able to design the policy to fit your needs and your budget. Flexibility is what Colonial Life does very well. The disability program has no offsets, all payment will come to you.
- Accident plans are designed to cover accidents where they cover sports accidents for kids or yourself, it will pay for car accidents benefits that you may not have coverage for. Possibly have these policies pre-taxed.
- Life insurance is available for dependants and yourself. You can cover only one person, not the whole family if you choose. Cancer insurance is also available, experimental drugs, travel to and from treatments, and pays much higher than regular disability insurance. There are three different types of life insurance available to everyone.
- All plans have a wellness plan embedded in them. Allows you to have one test without charge.

REVIEW OF MINUTES

Lynnette Turner made corrections to the minutes, adding Doug Crooks and Courtney Davis Martin as present. Deletions: End of site representative reports, old data: Logo contest winners and the Board actions as these were published in previous minutes. Motion to approve the minutes as amended: Susan Thomas; Seconded by: Kim Muslusky. Motion: carried.

OFFICER REPORTS

President's Report – Lynnette Turner

- Lynnette Turner shared that we are at the one year anniversary for the election of our Board. We started with just By-laws and now we have resolved or are resolving over 25 employee issues, grievances and a PERB charge, we have discount tickets, Preferred Vendors, an office, equipment and learned so much as we have grown. She will have her annual report with details on our growth at the next Board meeting.
- Lynnette spoke on building relationships with the District in preparedness for negotiations. The District approached us regarding the Interest Based Problem Solving training. The Board has attended two days IBPS with the District where we had simulations/scenarios to practice technique. We have one additional full day of training to work together and problem solve a real issue. The presenter was Kate McKenna, a retired teacher and past union president from northern California and New York. She is a consultant and is very qualified.
- Our PFT has invited us to join them at the CALTURN: California Teacher Union Reform Network. They share with other unions on progressive solutions to work out the difficulties with bargaining. Lynnette and Yoenda will attend and do our best to represent PSEA.
- Lynnette attended a presentation at the Midway where there was a keynote speaker, Steve Farber, who spoke on leadership. Everyone is a leader, and he promotes you to be happy and love what you do.
- Reminder we are coming up on the February break. Rollback days for 12-month employees, however, if you need to work that is something that you can negotiate with your boss. For employees under 12 months these are not rollback days and are mandated recess day. If you become ill during your vacation and need to change to sick leave, please let the Board know so we can follow up. This is an article of our contract that requires clarification.
- Lynnette openly invited the Personnel Commissioner to come and speak to our members where employees could ask questions and receive clear answers.

Vice President's Report – Linda Farmer

- Linda Farmer continues to attend the Personnel Commission meetings voicing concerns about outside hiring instead of using internal employees who are qualified. Seeking the most qualified candidate is the response. At this meeting, the Commission approved one employee's position upgrade after a reclassification study. The Senior Pubs Technician had a salary reallocation on the docket to approve and bring up with other comparable positions in similar districts.
- Linda attended the Board of Education meeting. John Collins reported on the budget and 7.5 million deficits, which is less than previously stated.
- Ordered discount tickets, but not received. Linda read off the list of tickets available.

Secretary's Report – Yoenda Dornan

None.

Treasurer’s Report – Mary Jo Stollfuss

- Treasurer Mary Jo Stollfuss reported income and expenses for the Association. The ending balance is \$137,017.66. The president ordered the Treasurer’s report to be filed.
- Mary Jo reported that we have 727 members to date.

PARLIAMENTARIAN’S REPORT: Courtney Davis Martin

None.

MEMBERS’ AT LARGE REPORT: Doug Crooks, Heather Perry

- Doug Crooks reported that he enjoyed the IBPS training and it opened his view and how to work to solutions. Nice to be in the same room as Bill Chiment and Tracy Hogarth in a friendly manner and he looks forward to this process.
- Heather Perry stated that John Collins shared that he has great working relationships with the other unions and wanted the same with PSEA.

GENERAL COUNSEL’S REPORT: Jim Cunningham, Esq.

- Counsel unable to attend. Lynnette Turner presented the PERB charge is still in process and a hearing will be scheduled towards the end of the month. This will be “all paper” and will not likely to require attendance by the parties.
- The 3 + 3 grievance is ongoing and we are continuing to collect data which adds employees that should be compensated. District is not disputing the issue; now it is more about how to handle the settlement. Communication to members will come out in March. We will also hold an informational meeting for those employees affected when the final settlements are made.

COMMITTEE REPORTS:

- Site Representatives
None.
- Legislative
Susan Hartman has located a website that is full of information for everyone. She will type links and send to the Board for the newsletter and/or website.

OLD BUSINESS:

None.

NEW BUSINESS:

- Calendar of 2012-23 start dates are still undecided. Ending dates are firm for 2011-12, but start dates for this unit must be negotiated.
- Request for negotiation team to look at longevity and health benefits for employees: Article 8

GOOD OF THE ORDER:

Michael Fox, past PUSD student, is currently staying with parents in Escondido and has created a website for Wounded Warriors...check it out!

ADJOURNMENT 6:48 P.M.

Motion to adjourn. Motion by: Linda Farmer; Second by: Doug Crooks. Motion: carried.
The next Membership meeting will be on Wednesday, March 14, 2012.

ATTEST:


Joenda Dornan, PSEA Secretary

Date: 2-8-12