

# **Poway School Employees Association**

*Regular Meeting of the Board of Directors*  
**PSEA Administrative Offices**  
**13378 Poway Road, Poway, CA 92064**  
**MINUTES for June 17, 2014**

**QUORUM CALL/CALL TO ORDER 4:45 p.m.** A quorum was established.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Lynnette Turner Yoenda Dornan Linda Farmer Mary Jo Stollfuss Doug Nicoll Susan Hartman Marcelle Ouellet	
<b>OTHERS PRESENT</b>	
See Sign In Sheet	

## **REVIEW AND APPROVAL OF MINUTES**

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

## **GUEST SPEAKER**

Marc Houle gave the Board a presentation on investment opportunities for the Association. Advice included our need to review our Financial Policy which is very limiting, and then to create a Financial Committee to determine the best choices for conservatively investing PSEA funds. The Board will place a second discussion on investment opportunities on the August Executive Board meeting agenda.

## **OFFICER REPORTS**

### **President's Report**

The President reported:

- The leadership team met with the District for an IBPS session regarding the establishment of more benefitted positions. It was a productive day- we identified our issues and found the common ground between us. We will look at the survey data and summarize it for use at our next session on June 27<sup>th</sup>.
- Numerous employee issues over the past month including one that exposed a potentially larger issue. We handled an issue for an ESS employee, which led to the discovery of the use of "substitutes" when there is not an open position or an absence. ESS hires people as "subs" for a time before they are hired as contracted employees. This means that while you are a sub, you are working without the benefits of the contract and then once you are hired, you start your probationary period even though you may already have worked for several months. We have approached the District with this issue and will be pursuing it in the fall when they have returned to work.

- Insurance Committee will meet Friday, June 20. We expect to hear about plan changes and their cost savings as well as what we can expect in terms of insurance rates for the 2015 year.

**Vice President's Report**

No report.

**Secretary's Report**

No report.

**Treasurer's Report**

Starting balance: \$420,905.38  
Income: \$31,026.42  
Expenses: \$12,082.79  
Ending balance: \$439,849.01

The president ordered the Treasurer's Report be filed.

New Member total: 794

**Parliamentarian's Report**

Marcelle Ouellet had no report.

**Members at Large Reports**

Doug Nicoll reported that he has been working on the survey summary for our IBPS session with the District regarding adding additional benefitted positions.

He attended the Governor's May Budget Revise workshop. Money is coming into K-12 at a rate not seen for many years. However, none of the State's windfall is going to districts. It is all going towards paying down the "wall of debt." Due to the way the state delivers funds to the districts via the Local Control Funding Formula (LCFF) block grants, Poway is not likely to see as much funding as other districts. Additionally, there is bad news for CalSTRS. Costs increase drastically for employers in the coming years (member contribution 10% over 3 years/district contribution rates by nearly 19% over seven years) and this is likely to be reflected in our own District's budget through cuts. -LCAP participation of Labor is not clearly defined. The district did include us in their planning day, but I'm not sure if that really meets the definition of "Consulting" as is called for in the law. While the changes here may be good overall, there is a concern that the benefits will not be visible enough in the short term to keep public support high. SSC recommends higher reserves and conservative revenue estimates for the next few years.

On the legislative front, it seems that teacher tenure is going, going.... Benefits and Minimum Wage laws are making their way through the state. -Pension reform is mostly from the "wrong" party and so isn't on the immediate horizon.

Susan Hartman reported she is working on employee issues at her site, and that June has been quiet so far.

### **GENERAL COUNSEL'S REPORT**

General Counsel did not attend tonight's meeting.

### **GENERAL ORDERS**

1. MO2014-06-01; Motion to approve registration fees for two attendees to Social Media classes; Motioned by: Mary Jo Stollfuss; Seconded by: Susan Hartman; Motion: carried.
2. MO2014-06-02; Motion to approve 5-year lease of copier and maintenance agreement in the amount of \$139.70 per month, per year; Motioned by: Susan Hartman; Seconded by: Mary Jo Stollfuss; Motion: carried.
3. MO2014-06-03; Motion to approve expense for office window coverings from 3 Day Blinds in the amount of \$475.75; Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet; Motion: carried.
4. MO2014-06-04; Motion to approve increasing the Membership Committee budget from \$250 to \$1,250 for the purposes of recruiting new members to the Association; Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet; Motion: carried.

### **COMMITTEE REPORTS**

#### **Scholarship Committee**

Chairperson Yoenda Dornan report that 9 people were awarded scholarships. The criteria looked reasonable but out of 23 applicants, 13 did not have all of the requested documents. The Committee would like to add to the criteria so that people who have not yet registered for classes but have enrolled and intend to register will be able to provide the proper documents. Also, all applications must be received by mail, not dropped by the office or sent to Committee members. The application should be changed to reflect this.

#### **Legislative Committee**

The Legislative Committee met with candidates Marc Davis and Todd Gutschow regarding their qualifications for PUSD Governing Board. The interview with Mr. Gutschow was cut short and will be continued at a future date. Additional candidates will be interviewed as they become known. The Committee will present its findings and recommendations at the August 2014 Executive Board meeting, or at a special meeting of the Board if required.

#### **Negotiation Committee**

There is one more negotiation date set with the District this school year, June 25, 2014. The District and Negotiation Team are setting calendar dates in August for future sessions as it is anticipated that we will not settle our open Articles before June 30. Progress is slow; we are waiting on the District to determine its budget with regard to talks on wages and benefits. Open issues include vacation accrual, summer school assignments, Health and Welfare benefits, wages and restoration of positions laid off in prior years.

#### **Membership Committee**

The Membership Committee is looking at summer for recruitment of ESS program aides and will be meeting to determine a process for a fall membership drive.

### **UNFINISHED BUSINESS**

None.

**NEW BUSINESS**

Proposed Meeting Calendar for 2014-2015:

- August Executive Board: August 12, 2014
- September Membership & Executive Board: September 16, 2014
- October Executive Board: October 14, 2014
- November Executive Board: November 18, 2014
- December Executive Board: December 16, 2014
- January Membership & Executive Board: January 13, 2015
- February Executive Board: February 10, 2015
- March Executive Board: March 17, 2015
- April Executive Board: April 14, 2015
- May Membership & Executive Board: May 19, 2015
- June Executive Board: June 16, 2015

Motion to approve meeting calendar for 2014-15 by: Yoenda Dornan; Seconded by: Susan Hartman;  
Motion: carried.

Discussion of the need for a summer strategic planning session of the Executive Board. No decision was made.

Membership Drive: Discussion on repeating the month of September as Member Month, offering movie ticket incentives to all members who bring in members into the Association. No decision was made.

**EXECUTIVE SESSION**

The Board had no business to conduct in Executive Session.

**ADJOURNMENT**

**6:25 p.m.**

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

ATTEST:

\_\_\_\_\_  
Yoenda Dornan, PSEA Secretary

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