

Poway School Employees Association

*Regular Meeting of the Membership and
Board of Directors*

**PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for September 16, 2014**

MEMBERSHIP MEETING CALL TO ORDER 4:47 p.m.

MEMBERSHIP COMMENTS

The following membership comments are to be addressed at the next meeting of the Board of Directors on October 14, 2014: None.

NEGOTIATION UPDATE

General Counsel Ricardo Ochoa presented:

- We have reached agreement on half of the open issues
 - We have negotiated some great improvements
 - Most of the progress was reached early on.
 - Since July 1, we have only reached agreement on one item – Professional Learning
- The District is very resistant on the remaining items, which are all economic:
 - Restoration of hours and positions: The Superintendent promised, in his LCAP report, to make progress on this front, but Personnel is saying they don't have any authority from the School Board to offer any restoration of hours or positions
 - Health & Welfare: not only did we learn that the District gives PFT and APSM way more health insurance benefits than us (by covering more of the premiums), but we also recently learned that the District promised PFT they would not have their health costs increase during the financial crisis, whereas our out-of-pocket costs have continued to rise. The District admits classified employees are getting less than others, but says it has no authority from the School Board to make any improvements.
 - Vacations: The District is below other Districts in what it offers for vacation benefits. It literally offers the bare minimum allowed by law during the first 3 years of employment. No other school district offers so little in the first three years. The District concedes it could pay for an improvement with the interest that it earns on its cash reserves, but is insisting that any improvement here be taken out of our wage increase
 - School Admin Assistant Range Adjustment: We are pushing the District to fix the inequity of the Elementary Admins making less than the Middle School Admins, and the Middle School Admins making less than the High School Admins. The District so far has not agreed to make the compensation more equitable.
 - Cost of Living Increase: We are insisting that our cost of living increase not be reduced to pay for the District fixing the inequities in Health & Welfare, Vacation, or School Admin Assistants.

- Next steps:
 - We are continuing to negotiate with the District and hoping to make some progress.
 - The District keeps on saying that the School Board is not agreeing to fix the current inequities.
 - If we can't change the school board's mind, then we need to change the school board. This means the November elections will be very important for our negotiations.

ELECTIONS NOVEMBER 2014

President Lynnette Turner shared that in November there will be three open positions for the Poway USD Governing Board. Since the Governing Board has the final say on our wages, benefits, workforce (hiring and firing), and all things that make PUSD a great place to work, November's elections give us an opportunity to influence the makeup of the Board, thereby influencing our own work lives. Incumbents Marc Davis and Todd Gutschow are running for reelection, and there are six challengers.

After the last Governing Board election in 2012, we heard from our members regarding PSEA's participation in political activity. Comments ranged from the few who did not support political endeavors of any kind to a substantial number of members who supported political activity where our interests are directly affected, such as the Governing Board. All members were concerned about transparency and open disclosure about the process.

PSEA's Board of Directors heeded the input of the members. A specific amount of \$30,000 was set aside for political activity and was approved through a two-reading process in April and May of 2014. A Legislative Committee was formed of six members who developed interview questions to vet candidates and met several times during the summer months to make sure all candidates who so desired the endorsement of PSEA were interviewed. The Committee prepared a detailed report to the Board of Directors regarding their interview findings and their recommendation for the November election and submitted the report at the August 2014 Board of Directors meeting. The Committee retained the services of a political consultant to develop a mailing campaign and has committed to reviewing any voter mailers prior to mailing for fair and honest representations about the candidates.

The Legislative Committee recommended, and the Board of Directors approved, the endorsement of three challengers to the open seats on the PUSD Governing Board: Michelle O'Connor-Ratcliff, John Riley and Charles Sellers. All three candidates spoke intelligently about the issues facing our school district and showed a willingness to consult with PSEA when making decisions that affect us all. Michelle, John and Charles were astonished as the Committee explained the inequities between APSM/Teachers and PSEA classified staff with regard to health insurance premiums and felt it should be rectified. They each expressed a desire to open two-way communication with employees, through site visits and open-door policy, to enhance their knowledge base about what's working and what's not. Each of the candidates understood the classified service and valued our contributions to the success of students. They all have students attending school in the district and therefore have a vested interest in seeing Poway Unified stay maintain its top-ranked status in education.

If you are a voter within the Poway Unified School District jurisdiction, PSEA’s Board of Directors encourages you to vote! Don’t let an opportunity to directly influence your workplace pass you by.

GOOD OF THE ORDER

- We welcomed new member, Katherine Thompson today! She is an Instructional Assistant II at Sundance.
- Lynnette Turner shared her 20-something son has finally launched and moved to an apartment in Vista. The nest is almost empty.
- Linda Farmer moved her son out to UCSD, and her daughter to UCLA. Exciting college days.
- Happy Birthday to Janet Alkema, who came to our meeting on her birthday!

ADJOURNMENT TO THE BOARD OF DIRECTOR’S MEETING

By motion of Linda Farmer and with a second by Mary Jo Stollfuss, the Membership Meeting was adjourned at 5:45 p.m.

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 5:55 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President	Susan Hartman, Member At Large (excused)
Linda Farmer, Vice President	
Mary Jo Stollfuss, Treasurer	
Yoenda Dornan, Secretary	
Doug Nicoll, Member At Large	
Marcelle Ouellett, Parliamentarian	
OTHERS PRESENT	
Ricardo Ochoa	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Board of Directors meeting: Motioned by: Linda Farmer; Seconded by: Doug Nicoll. Motion: carried.

GUEST SPEAKERS

Ana Amato and Joe Bauers from AXA Financial submitted their application to become a Preferred Vendor. They explained what they can offer members regarding retirement and financial planning. They fit your plan to your needs. They have sound financial and are licensed in many areas so can provide complete service. They hope to be able to provide free consultations to our members.

OFFICER REPORTS

President's Report

- Lynnette reported that our auditors, Duffy, Kruspodin LLC, are working on our yearly audit and we should have reports back soon.
- We renewed our office lease for another three years. It's hard to believe that PSEA has been going strong for four years now.
- Lynnette attended the School Board Meeting 9-15-14. Of interest:
 - There was a presentation on restructuring the Capital Appreciation Bond.
 - Classified Employees of the Year Linda Cialeo and Michelle Testa received their plaques.
 - Superintendent reported about launching the school year with a challenge to all sites. Answer the question of HOW to accomplish three District goals for Alternative Programs and Pathways; Organizational review of our technology districtwide; and integrating technology into the classroom. The Superintendent is encouraging sites to use Design Thinking to meet the challenge.

Vice President's Report

The Vice President reported:

Linda and Lynnette attended the Personnel Commission meeting on September 8th. The Personnel Commission has been considering two rule changes regarding the use of substitutes. PSEA had objected to both rule changes in August due to the fact they are directly related to our grievance regarding the use of Limited Term Substitutes and hiring substitutes in ESS when they are not "substituting" for anyone, and our PERB unit modification adding substitutes into the unit. In August, we asked that they table these items until after the District and PSEA have negotiated the issues. To approve changes at this time would be premature and would prejudice our ability to negotiate for our members. The Personnel Commissioners postponed the items for another reading to October.

This September meeting, however, the Personnel Commission brought forward one of the rule changes as an action item and approved the change in a 2 to 1 vote, even though it had previously stated it would hold the matter until October. Very disappointing and we will be researching what action to take against the Commission's improper interference.

Treasurer's Report

Starting balance: 429,773.32

Income: 99.34

Expenses: 13,311.76

Ending balance: 416,560.90

Note 1: August dues are set aside for the political activity account, hence the low income amount this month.

Note 2: The above report is for the month of August. Due to absence of the Treasurer, the Reports for June and July were also presented to the Board of Directors. The president ordered the Treasurer's Reports be filed.

New Member total: 810

Secretary's Report

The Secretary reported: none.

Parliamentarian's Report

The Parliamentarian reported: none.

Members at Large Reports

Doug Nicoll reported: none.

Susan Hartman reported: none.

GENERAL COUNSEL'S REPORT

Counsel reported working on the following issues:

- Reductions in vacant positions
- ESS sub misclassification
- Retaliation claim against a PSEA member
- Various wage claims
- Personnel Commission issues
 - Rule changes re ESS sub misclassification
 - Issues re Director independence

GENERAL ORDERS

1. GO2014-09-01. Motion to approve increasing the legal retainer paid to Ochoa Legal Group to \$11,000 per month; Motioned by: Linda Farmer; Seconded by: Mary Jo Stollfuss; Motion: carried unanimously.
2. BP2014-09-01. Motion to approve the Litigation Policy, as amended. Motioned by: Linda Farmer; Seconded by: Marcelle Ouellet; Motion: carried unanimously.
3. MO2014-09-01. Motion to approve the expense of the purchase of a computer and software for the office, in an amount not to exceed \$1,500; Motioned by: Doug Nicoll; Seconded by: Mary Jo Stollfuss; Motion: carried unanimously.

Point of order. Move Membership Drive from Unfinished Business.

The President asked for a decision on whether or not to conduct a Membership Drive in October. The Board approved launching the Membership Drive, with the same incentives offered (movie tickets) as was done in September of 2013's Membership Drive.

COMMITTEE REPORTS

Scholarship Committee

Yoenda Dornan shared that Nancy Schiffer would like to excuse herself from the committee this application period. In her place, she has recruited Sharon Struck. Motion to approve the recommendation of the Secretary to add Sharon Struck to the Scholarship Committee. Motion: Mary Jo Stollfuss; Seconded by: Doug Nicoll; Motion: carried unanimously.

Safety Committee

The President reports that the Safety Committee was established in last year's contract but hasn't yet gotten off the ground. PSEA's Labor Relations team followed up on the Committee and has a date set for the first meeting. District representatives to the Committee are Steve Salvati and Greg Milligan from Risk Management. Lynnette would like to recommend Robbie Boyd and Marcelle Ouellet to represent PSEA with her on the Committee. Motion to approve the recommendation of the President to of the President to add Robbie Boyd and Marcelle Ouellet to serve on the Safety Committee, with Doug Nicoll as an alternate. Motioned by: Yoenda Dornan; Seconded by: Linda Farmer; Motion: carried unanimously.

UNFINISHED BUSINESS

- Financial Committee: The President is seeking members with experience and/or interest in modifying our current Financial Policy and making a recommendation to the Board of Directors on investment of PSEA funds. If you would like to participate on this committee, please contact Lynnette Turner at lturner@psea.sdcoxmail.com .

NEW BUSINESS

- Discussion of creating a Personnel Commission Task Force to review the numerous issues raised by members regarding Commission protocol and procedures. The President will seek volunteers.
- Lynnette asked the Board to consider placing another officer on full time release to assist with employee representation and other related business tasks. There are more calls for assistance than ever, which is an affirmation that members trust their concerns will be addressed by PSEA. The amount of activity suggests that another body in the office is greatly needed. Consider for future Board action.

ADJOURN TO EXECUTIVE SESSION

The Board adjourned to the Executive Session at 7:30 p.m.

EXECUTIVE SESSION CALL TO ORDER

The Board called Executive Session to order at 7:30 p.m. and adjourned at 7:48 p.m.

REPORT OF COUNSEL ON EXECUTIVE SESSION

The Board has authorized the filing of litigation, if necessary, over the District's denial of extra hour wages due to an employee at Monterrey Ridge and the improper action of the Personnel Commission regarding its recently adopted rule change.

Next Meeting Date: October 14, 2014.

ADJOURNMENT

7:50 p.m.

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

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____

Unapproved