

# **Poway School Employees Association**

*Regular Meeting of the Board of Directors*  
**PSEA Administrative Offices**  
**13378 Poway Road, Poway, CA 92064**  
**MINUTES for March 17, 2015**

**QUORUM CALL/CALL TO ORDER 4:50 p.m.** A quorum was established.

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Lynnette Turner Marcelle Ouellet Mary Jo Stollfuss Doug Nicoll Kim Carroll Susan Hartman	Yoenda Dornan, excused Linda Farmer, excused
<b>OTHERS PRESENT</b>	
Ricardo Ochoa	

## **REVIEW OF MINUTES**

Motion to read and approve the minutes of the last Executive Board meeting: Motioned by: Doug Nicoll; Seconded by: Marcelle Ouellet. Motion: carried.

## **OFFICER REPORTS**

### **President's Report**

The President reported:

Current Issues

- Recently, the PFT leadership sent out various email communications to their site representatives and members regarding PSEA's unfair labor charge filed with PERB. The charge is made against the District for delaying settlement of our negotiations and for illegally pursuing negotiations with the PFT without "sunshining" their proposal to the public. The effect of PSEA's charge was to stop PFT's negotiations process until the District appropriately noticed the public. Based on PFT's correspondence which has been forwarded by various PSEA members around the District, it appears that they are angry that PSEA's actions have stopped their negotiations. Further, they have issued several incorrect and/or misleading statements about PSEA's recent 1% salary increase, the reasons that the District contribution to our Health & Welfare benefits is less than it is for teachers, our CalPERS contributions, and several other items. I have tried to contact PFT's president, Candy Smiley, to discuss the misstatements and have been rebuffed. Because PFT continues to retrieve its information from second-hand sources rather than firsthand in-person conversations, it is likely that the misinformation from PFT representatives and teachers will continue. Members are advised to contact the PSEA office for answers to any questions you may have about what you are hearing at your sites.

Our quarrel has never been, nor is it now, with our PFT colleagues; it is with our District and our treatment in negotiations.

- Personnel Commission Task Force has met and is summarizing responses to the feedback survey sent out to all PSEA unit members.

#### Negotiation Update

- We have reached a tentative agreement with the District, finally. Voting commenced today to ratify the agreement and the PSEA Board of Directors support a “yes” vote. The agreement is not perfect, but it is the best that we can accomplish at this point. Our new Sunshine Proposal for the 2015-16 fiscal year was presented at the March 10<sup>th</sup> School Board meeting. The District also sunshined a proposal to PSEA, however, it was pulled from the agenda along with the proposal to the PFT. We do not know why, but anticipate that we will get a green light to begin negotiations with the District sometime in April, after the April School Board meeting.
- Time for Questions and Answers regarding the 2014-15 Tentative Agreement was opened to the membership.

#### **Vice President’s Report**

The Vice President reported:

None.

#### **Treasurer’s Report**

Starting balance: \$399,469.57

Income: 32,541.16

Expenses: 15,477.21

Ending balance: 416,533.49

The president ordered the Treasurer’s Report be filed.

New Member total: Approximately 866 plus 15 new members today!

#### **Secretary’s Report**

Reporting for absent Yoenda Dornan was Lynnette Turner. The Contract Ratification Vote is taking place today. All forms (attached) and processes were approved at the March 11, 2015 special meeting of the Board of Directors. Ballot counting will occur tomorrow, March 18, 2015 and results will be reported out to the membership and the District shortly thereafter.

#### **Parliamentarian’s Report**

None.

#### **Members at Large Reports**

Doug Nicoll reported: The IT department has been surveying employees on customer service, and will be interviewing a few PSEA leaders re same; Doug attended the Board meeting on March 10<sup>th</sup>; Doug is still reminding members to report their concerns but most people are dug in for the remainder of the year; Doug will be attending the next Personnel Commission advisory review committee meeting on March 19 at 2pm.

Susan Hartman reported: The first of our campus security staff have finished class offered by the District pursuant to Ed Code. Consensus was that it wasn't needed, and they all passed the test. It was offered to other campus security from outside districts as well; Susan is trying to get members but there are concerns about the lack of a decent cost of living.

Kim Carroll reported: Kim is trying to answer questions about the PFT statements that are being sent to teachers; trying to educate both classified and teachers about the claims. Kim is also hearing from people concerned about the copays and deductibles going up.

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

Reporting for General Counsel was Ricardo Ochoa. Counsel reported:

- PERB Charge regarding the administrative assistants who were mandated to attend a BSS in-service, and the subsequent surveillance amendment. We have settled that; the District will send out an email to all PSEA employees: District will no longer go into people's email without notification and the District will not be allowed to keep people from attending PSEA functions on release time.
- Substitute unit modification petition. We won the petition, but the District has appealed. This could delay us up to a year before we can add those folks to our unit. We don't believe the appeal has much merit; the District is now spending more money on a frivolous appeal.
- PERB Charge regarding District not providing sunshine agreement to PFT. Have not yet seen district response; it is due April 1st. This is a violation against the public, and it remains to be seen what the remedy will be.
- Grievances: 3 major policy grievances- reductions in hours (they've already conceded we are just figuring out how many times they've done it), ESS subs for no one, and reduction in vacant positions.

### **GENERAL ORDERS**

1. MO2015-03-03; Motion to Approve the registration and attendance of two Board members at the SSC Governor's May Revise workshop, including mileage; Motioned by: Susan Hartman; Seconded by: Doug Nicoll; Motion: carried.

### **COMMITTEE REPORTS**

#### **Scholarship Committee**

None.

### **UNFINISHED BUSINESS**

None.

### **NEW BUSINESS**

Doug Nicolls brings up a discussion on IBPS for negotiations. We agree that it can be a very positive way to collaborate. We want to be included in the sharing of information and transparency regarding

District finances. We will create a committee that pursues drafting a resolution regarding an inclusive Team PUSD.

**EXECUTIVE SESSION**

The Board adjourned to the Executive Session at 6:18 p.m. and adjourned at 6:50 p.m. There was nothing to report.

Next Meeting Date: 4/14/15.

**ADJOURNMENT**

**6:53 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:

\_\_\_\_\_  
Lynnette Turner for  
Yoenda Dornan, PSEA Secretary

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