

Poway School Employees Association

Regular Meeting of the Board of Directors

12245 World Trade Drive, Suite H
San Diego, CA 92128

MINUTES for February 13, 2018

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 4:49 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Kim Carroll, Vice President Lorie Sherman, Secretary Sue Thomas, Treasurer Nancy Schiffer, Parliamentarian Nancy Brundrett, Member At Large Susan Hartman, Member At Large Lonn Paul, Member At Large	
OTHERS PRESENT	
Ricardo Ochoa, Shelley Fleming, Heidi Huisman, Berdi Meehan, Hilda Chaiday, Robby Boyd, Roberta Markey, Angelica Porado, Carmen Aguilar, Janet Alkema, Cat Cusach,	

REPORT OUT FROM CLOSED SESSION

No closed session.

CERTIFICATION OF ELECTION RESULTS AND INSTALLATION OF NEW BOARD OF DIRECTORS

The Board Secretary read the certified election results of the 2017/2018 PSEA Election.

- President: Courtney Martin (uncontested)
- Parliamentarian: Nancy Schiffer (uncontested)
- Treasurer: Susan Thomas won with 87 votes
- Member-at-Large: Nancy Brundrett won with 114 votes
- Member-at-Large: Susan Hartman won with 111 votes
- Bylaws Ratification 2017 was approved by the membership with 172 yes votes and only 4 no votes.

Motion to certify and approve the election results was motioned by: Kim Carroll; Seconded by: Nancy Brundrett; Motion: carries unanimously. The new board members took the Oath of Office and were sworn in by the Secretary.

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Board of Directors meeting held on January 17, 2018. Motioned by: Susan Hartman; Seconded by: Kim Carroll. Motion: carries unanimously.

BOARD REPORTS:

GENERAL COUNSEL REPORT FEBRUARY 13, 2018

Ricardo gave an overview of what PSEA is working on in the legal realm. Contract negotiations are in the second year, mainly due to the massive changeover at the district. The good news is that there is stability and it appears that those involved feel it is quite possible that we may come to an agreement soon.

PERB Charges

- **DBAC Direct Dealing ULP** – On January 29, 2018, PSEA filed a charge against the District with the Public Employment Relations Board (“PERB”) for using the “District Budget Advisory Committee” (or “DBAC”) to circumvent negotiations with PSEA by discussing our working conditions with classified employees in DBAC meetings rather than at the negotiating table. PERB will investigate the charge and determine whether to issue a formal complaint against the District.
- **No Contact Directive III ULP** – This case involves an unlawfully broad “no contact directive” issued to an employee under investigation. PSEA had previously filed, and resolved, two charges against the District for issuing these no-contact directives, but the District continues to issue these unlawful directives. On November 29, 2017, PERB issued a Complaint against the District for this third incident and the parties are scheduled to attend an Informal Settlement Conference in this matter in mid-March. If the case does not settle then, PERB will schedule a trial sometime in Summer of 2018.
- **Vacation Accrual ULP** – This case involves the District’s unilateral changes to vacation accruals at the beginning of the 2016-2017 school year. PERB has issued a Complaint against the District and the case will go to trial before a PERB Judge on February 26, 2018.
- **Hourly Sick Leave ULP** – In early November 2017, after both PSEA and the District submitted evidence and arguments, a PERB Judge agreed with PSEA that the District broke the law when it unilaterally imposed a cap on sick leave accrual on hourly substitutes and limited term employees in PSEA Unit I. Under this ruling, those hourly employees whose sick leave accrual was illegally capped will now have their lost sick leave days restored. The District and PSEA have agreed that the District will also rescind its cap on sick leave usage by hourly substitutes and limited term employees in PSEA Unit I, and that neither side will appeal the PERB Judge’s decision. PSEA is monitoring the implementation of this settlement agreement.
- **Social Media ULP** – In early 2016, PSEA filed a PERB charge against the District for intimidating an employee who complained about her working conditions on Facebook. PERB issued a complaint against the District and the parties tentatively settled the matter in early 2017 and put the case on hold pending a final settlement agreement. PSEA and the District are currently trying to reach agreement on the final terms of settlement. If those efforts are unsuccessful, PSEA will request that the case be reactivated and set for trial.

PRESIDENT’S REPORT

Courtney gave an update on the Personnel Commission and we are hopeful that the classification and compensation study for year one, which includes a Facilities Series, Grounds Series, Maintenance Series, and Transportation Series will go forward at the next Personnel Commission meeting on March 5, 2018. There was a group discussion on the Social Media ULP, specifically, the employees right to freedom of speech. We are still working with the district to finalize a training for site representatives and managers. Courtney also gave an update regarding Negotiations for both Unit I and Unit II.

VICE PRESIDENT'S REPORT

Technology Committee's second meeting was February 13, 2018 and a top priority is training and knowing how to use the various programs out there.

SECRETARY REPORT

The Secretary thanked everyone for their help on the Election committee and for coming in to count ballots. We are already looking ahead to the next election cycle and will discuss various ways to update and/or improve the voting process.

TREASURERS REPORT

Operations Checking Account:

Beginning Balance:	\$175,057.81
Income:	\$52,106.16
Expenses:	\$20,303.05
Ending Balance:	\$206,860.92

PARLIAMENTARIAN REPORT

Nancy Schiffer, being just sworn in, did not have a report. Nancy will come by the PSEA office and pick up materials that will assist her in her new role as PSEA Parliamentarian.

MEMBER AT LARGE REPORTS

Susan Hartman wanted to remind everyone to check their paystubs for accuracy. LCAP site meetings are still taking place. Please attend at your sites as it is very important to show solidarity. Also, the deadline to complete surveys is March 2, 2018. Susan also spoke about Workers' Compensation issues and emphasized how important it is to fill out incident reports and injury reports ASAP.

GENERAL ORDERS

GO2018-02-01: Motion to end officer release time for outgoing board member on March 2, 2018;

Motioned by: Susan Hartman; Seconded by: Nancy Schiffer; Motion: carries unanimously.

GO2018-02-02: Motion to approve Web based QuickBooks program at a cost of \$300.00; Motioned by: Kim Carroll; Seconded by: Nancy Brundrett; Motion: carries unanimously.

GO2018-02-03: Motion to authorize board member release time for Lorie Sherman, Secretary, for up to 16 hours per month, and board member release time for Sue Thomas, Treasurer, for up to 20 hours per month; Motioned by: Nancy Brundrett; Seconded by: Sue Thomas; Motion: carries unanimously.

GO2018-02-04: Motion to accept and approve the 2017/2018 PSEA Election results. Motioned by: Kim Carroll; Seconded by: Susan Hartman; Motion: carries unanimously.

GO2018-02-05: Motion to authorize Lorie Sherman up to 2 hours per day, for a period not to exceed 3 months, for the purpose of providing office support to PSEA. Motioned by: Nancy Schiffer; Seconded by: Sue Thomas; Motion: carries unanimously.

ADJOURNMENT

6:13 p.m.

It was moved by Lon Paul, seconded by Susan Hartman to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:

Lorie Sherman, PSEA Secretary

Date: _____

APPROVED