

Poway School Employees Association

Regular Meeting of the Board of Directors
PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for February 13, 2017

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

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President, Courtney Martin, Vice-President Eileen Lalone, Treasurer Lorie Sherman, Secretary Marcelle Quellet, Parliamentarian Nancy Brundrett, Member at Large Susan Hartman, Member at Large Lonn Paul, Member at Large	Yoenda Dornan
OTHERS PRESENT	
Ricardo Ochoa, Joy Fleming, Linda Farmer, Luanne Hook, Teri Johns, Hilda Chaiday, Stephanie Allensworth, Bruce Dunlap, Janet Alkema, Sue Thomas, Bridgette Padilla, Robby Boyd, Nick Lombardo, Karen Santiago.	

REPORT OUT FROM CLOSED SESSION

None.

REVIEW AND APPROVAL OF MINUTES

Motion to read and approve the minutes of the last Executive Board meeting of January 23, 2017:
Motioned by: Linda Farmer; Seconded by: Eileen LaLone. Motion: carries.

INSTALLATION OF OFFICERS

Officers took the Oath of Office. Courtney Martin, Vice President, Lorie Sherman, Secretary, Susan Hartman, Member at Large and Lonn Paul, Member at Large.

Linda Farmer and Doug Nicoll were honored with a plaque of appreciation. Yoenda could not attend the meeting but sent a personal message that reads:

It has been my honor to work with all of you. I have enjoyed each of you, your personalities, and opinions. I admire all your dedication, hard work, and supportive ideas that has formed PSEA to what it has become. You have shown me different ways of looking at things, different ways to proceed to the most beneficial solution, and how to work together for the greater good. Thank you all for being such a great team to work with.

I am not quitting PSEA; I will still be active with Negotiations, as a Site Rep., Chair of the Scholarship Committee, and part of the Bylaws Committee. I might even surprise you someday and run for a position on the Board again.

I value each one of you and the time you are giving to PSEA to make it great!

With great appreciation,

Yo

REPORT UPDATE

Courtney Martin gave an update of scholarship committee. They are preparing the forms for the spring scholarship program.

Lynnette spoke about the budget cuts that she mentioned in the Board Report. Interim Business Associate Superintendent says the county wants very specific cuts. Lynnette met with district officials and she was asked what PSEA was willing to cut. The district asked for a priority list. Linda declared that we are not prepared or willing to answer that question without first talking to our members. Lynnette suggested that the Superintendent ask the boots on the ground and she also suggested they speak with accounting staff at school sites. Frustration exists due to inaccurate reporting from various media agencies. PSEA would like to know what the amount of cuts actually are so that we can examine the issue more in-depth.

Courtney went over a survey that will be going out to members. The survey will be anonymous in nature and will have a wide array of questions regarding our members' workload, staffing, compensation, etc. There will be an area for members to expand their responses. The survey is a work in progress and a draft was provided. Suggestions to the survey were discussed.

General Counsel shared they just received some news via email and PERB has issued formal complaints for the Unilateral Vacation Change and Hourly Sick Leave unfair labor practice charges. PERB has agreed that we have met the criteria for trial and we are awaiting word from district.

SITE REPRESENTATIVE SHARE-OUT

Teri Johns, mentioned how well the teachers at her site organize themselves and have a united front and a discussion followed. Ideas on how to rally the members were also part of the discussion.

Hilda Chiaday, mentioned that her site members do not have adequate access to computers to fill out the online survey. Hilda requests that members be provided hard copies. Courtney will accommodate the request.

Miscellaneous share out included:

- Ways to cut budget, waste, and excess. What about the budget reserves?
- How many stipends do the school sites have? Is there data that breaks it down? If stipends are cut, then teacher work should go away.
- The district needs to share this budget information in other ways besides email. Not all employees check their emails.

- It is about priorities and will, and whether the Board have the will to do the right thing.
- In regards to survey, what are the things you are most willing to resist and what will you do to ensure those things are preserved? The survey is intended to start a conversation with people and get information to the members.
- There has been a history of cutting classified and members want to resist. We are hearing that members are overworked and underpaid.
- PSEA must be organized. We will resist pay cuts, furlough days and feel that the district should take more of budgetary hit than classified.
- We must mobilize. It starts with Site Representatives getting the message out because many of the employees do not know what we are up against. We must get our message out. Site reps know the pulse of their sites and must seek out those members who are uninformed.
- Ricardo explained mobilizing and focusing on the folks in the middle who feel helpless. We need to let members know what they can do.
- PSEA has been very successful with the Personnel Commission, the School Board and Grievances in the last several years.
- Lynnette will speak on history of cuts at the upcoming School Board meeting. It has been rumored that a big announcement will be made during the meeting. Possibly in regards to a decision on a new superintendent. We need a physical show of support.

MEMBER COMMENTS

None.

GENERAL ORDERS

1. First read for research and retention of a professional outside organizational consultant, not to exceed \$4,000.00 per month. No action taken.

GENERAL BUSINESS

Lynnette to explore the idea of retaining a budget analyst to go over the numbers that the district presents us.

EVENT CALENDAR

Next Meeting Date: March 20, 2017.

GOOD OF THE ORDER

None.

ADJOURNMENT

6:01 p.m. It was moved by Susan Hartman, seconded by Marcelle Quellet, to adjourn the meeting. Meeting adjournment was approved by unanimous consent.

ATTEST:

Date: _____

Lorie Sherman, PSEA Secretary