

AMENDED MINUTES
Poway School Employees Association

Regular Meeting of the Board of Directors
PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for March 15, 2016

QUORUM CALL/CALL TO ORDER 4:56 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President Eileen LaLone, Treasurer Yoenda Dornan, Secretary Marcelle Ouellet, Parliamentarian Susan Hartman, Member At Large Kim Carroll, Member At Large Doug Nicoll, Member At Large Nancy Brundrett, Member At Large	Linda Farmer, Vice President excused
OTHERS PRESENT	
Shelly Fleming, Joy Fleming, Kim Muslusky, Karen Kaufman, Stephanie Allensworth, Roberta Markey, Roberta Boyd, Judy Andrews, Mary Brister, Nancy Schiffer, Luanne Hook, Janet Alkema, Angelica Porado, Daniela Gargaro, Ricardo Ochoa	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Executive Board meeting as amended: Motioned by: Yoenda Dornan; Seconded by: Susan Hartman; Doug Nicoll abstained (not in attendance last meeting) Approved as amended.

OFFICER REPORTS

President's Report

The President reported:

Current Issues:

- Recently, I had the opportunity to represent PSEA on the selection committee for the Classified Employee of the Year. On February 24th, we went to announce and congratulate this year's Employees of the Year, Nancy Dannhauser of Student Attendance and Welfare and Christa McIntosh of Stone Ranch. These are two very deserving employees and honoring them was a very special experience. We have so many talented employees!
- We continue to experience a large volume of employee issues coming forward, including performance evaluations, work place/coworker environment, subcontracting out of PSEA work and general "know your rights" information.

- There still are concerns surfacing around working with physically aggressive students. Finding a balance between student need and employee safety is complex but it can be done. You are encouraged to come forward so that PSEA can work collaboratively with your school site to create a safe environment for all.
- In Labor Relations, we made progress on asking the District to look into the site duties of managing volunteers and the position of Volunteer Coordinator which was eliminated in the budget cut years; securing substitute coverage for attendees at the Enrollment in-service for offices that were short-staffed; and clearing up confusion around the new ESY job application process. (If you want to work ESY during summer, you apply on the Personnel Commission website. Decisions on where you work and with who will be decided as always by the Special Ed department. No testing needed.)
- We continue to work with the District to resolve the “Vacant Positions” grievance. We are drafting a settlement proposal. The District has asked that we be conscious of their desire to minimize the financial remedy due. We are working on creative solutions and an agreement that will ensure that the effects of all position changes (reductions in hours, months, etc.) are negotiated with PSEA first.
- I met with Dr. Collins last week. It was very productive and we again discussed the value of open communication at the negotiation/labor relations table. I cited the advantages to having open brainstorming of solutions, rather than caucuses in secluded rooms. PSEA invited the District to engage in this type of collaboration. Dr. Collins refers to this as IBPS (Interest Based Problem Solving) and agreed it is successful. I assured Dr. Collins that we can have these conversations even with attorneys in the room; our respective attorneys add to the conversation and keep our agreements legally doable.
- We had a Fiscal meeting with Malliga Tholandi last week. It was very informative, and we started working on scenarios to determine what PSEA classified staff's proverbial piece of the pie looks like. Malliga will be retiring in June but we hope to set our processes in place before she leaves us. We emphasized again how important it is to PSEA that we participate in larger all-stakeholder conversations about the fiscal data, to determine what constitutes the pie and everyone's fair share.
- Also at our IBPS meeting, we learned that Noreen Walton from the Superintendent's office will be contacting PSEA to schedule a one-on-one session regarding the Local Control Accountability Plan (LCAP) update Process. The District has held meetings with community members, staff and parents. Also, an Innovation U challenge is ongoing and that is an excellent way for employees to weigh in on District priorities. PSEA looks forward to the opportunity to provide input on how we fit into the District goals and the LCAP process from the bargaining unit perspective.
- You may have noticed we added a desk and some cabinets to our office. Eileen LaLone, our new Treasurer, has been working in the office for the last several weeks on part time release. It is wonderful to have her here assisting with the daily operations and taking on some very important business duties, such as our insurance and investments. We are definitely growing.
- With regard to growth, I'm happy to say that our coworkers in the Operations Support Services (SEIU) have filed a decertification petition with the Public Employees Relations Board (PERB) last Thursday. The District, SEIU and PSEA were notified. The PERB office will schedule a vote where our coworkers will decide, like we did in 2010, whether they wish to stay with SEIU, join up with PSEA or have no union at all. The District has posted the requisite notice, and the timeframe will be approximately two to three months for the process. We should know before or during summer whether not they will be joining us.

Vice President's Report

The Vice President reported:
None reported: absent

Treasurer's Report

Starting balance: 61,981.04
Income: 35,347.56
Expenses: 16,057.00
Ending balance: 81,271.60

The president ordered the Treasurer's Report be filed.

New Member total: 971

Secretary's Report

None reported

Parliamentarian's Report

None reported

Members at Large Reports

Doug Nicoll reported: During our last meeting Doug was at a new Technology Steering Committee. Doug also is on [the LAN Reorganization Committee](#). We reviewed the LCAP research, also met with the student committee to add all of the information. There are a lot of questions about SEIU's decertification, quite a bit of excitement about that.

Susan Hartman reported Kim and her have been working on employee issues at their site.

Kim Carroll reported have been hearing wonderful things about the partner program. They like to know who to ask and it gives them a direction of contact. Even Principals are asking about the partnership for contact information.

Nancy Brundrett reported has had employees say that they don't have time to check emails. When are they supposed to be able to check this? Is it in our contract. Lynnette spoke with Rich Newman & Eric Lehew and our tech. committee bringing this up as a big concern.

PROFESSIONAL DEVELOPMENT COORDIANTOR REPORT

[Courtney Davis Martin reminded us of the importance of responding to District surveys as I have experienced first-hand how the district uses all input gathered to form visions and plans going forward, such as LCAP goals and Tech & Learning Plan. Your voice is important.](#)

GENERAL COUNSEL'S REPORT (Ricardo Ochoa)

Employee Issues

- Investigating fairness of an evaluation of a long-term employee

Grievances

- Reductions in Vacant Positions grievance: Negotiating a settlement with the District
- Pre-Probationary Period grievance: Calculating damages, will negotiate a settlement next

Litigation

- Friedrichs v CTA update.

PERB Charges

- Dress Code Charge: District has responded to charge, we are waiting for PERB to decide on the issuance of a complaint.
- Social Media Charge: District has responded to charge, we are waiting for PERB to decide on the issuance of a complaint.
- Email Access Charge: District has responded to charge, we are waiting for PERB to decide on the issuance of a complaint. We are also exploring the possibility of a settlement.

GENERAL ORDERS

1. MO2016-03-01; Motion to approve expense for two attendees to SSC Governor's May Budget Revise workshop in Escondido, CA, not to exceed \$400; Motioned by: Yoenda Dornan; Seconded by: Susan Hartman; Motion: carried.
2. MO2016-03-02; Motion to approve purchase of office furnishings for additional staffing, not to exceed \$1,250; Motioned by: Marcelle Ouellet; Seconded by: Eileen LaLone; Motion: carried.
3. MO2016-03-03; Motion to approval contract of Scott & Cronin for set up and maintenance of PSEA voluntary political contribution RESPECT Fund, not to exceed \$5,000 annually; Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet; Motion: carried.
4. MO2016-03-04; Motion to rental of storage space, at approximately \$87 per month; Motioned by: Marcelle Ouellet; Seconded by: Eileen; Motion: carried.
5. MO2016-03-05; Motion to purchase a new laptop for the President's use for PSEA Board business, not to exceed \$800.00. Motioned by: Yoenda Dornan Second by: Susan Hartman Motion: carried

COMMITTEE REPORTS

Scholarship Committee: Yoenda shared the new dates and information that will be posted on the PSEA website for the June and October Scholarships 2016-2017. Motioned by, Nancy Brundrett second by, Doug Nicoll; motion approved

Yoenda mentioned that Chaparral is hosting a CPR/First Aid on March 30 with only a few spots left. This is a District approved trainer, with the American Red Cross course and card.

UNFINISHED BUSINESS

Stipends for Board of Directors. The committee to research the issue of providing stipends has not yet met, although some data has been gathered. We anticipate we will be able to provide some information and possibly a recommendation in time for annual budget preparation.

NEW BUSINESS

None reported

EXECUTIVE SESSION adjourned to Executive Session 6:13 pm

The Board adjourned to the Executive Session at 6:13 p.m. and adjourned at 7:20 p.m.

- Nothing to report.

Motion to adjourn, Marcelle Ouellet; second: Kim Carroll

Next Meeting Date: April 19, 2016..

ADJOURNMENT

7:25 p.m.

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

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____