

Poway School Employees Association

Regular Meeting of the Board of Directors
PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for August 11, 2015

QUORUM CALL/CALL TO ORDER 4:48 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President Marcelle Ouellet, Parliamentarian Linda Farmer, Vice President Susan Hartman, Member At Large Doug Nicoll, Member At Large Yoenda Dornan, Secretary	Mary Jo Stollfuss, Treasurer/excused. Kim Carroll, Member At Large/excused
OTHERS PRESENT	
Courtney Davis Martin, Roberta Boyd, Eileen LaLone, Janet Alkema, Jan Simpson, Nancy Brundrett,	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Executive Board meeting: Motioned by: Susan Hartman; Seconded by: Doug Nicoll. Motion: approved.

OFFICER REPORTS

President's Report

The President reported:

- Negotiation Update.
 - Negotiations resumed on August 5, 2015. At our last session in June, the District's negotiation team had given us an offer of \$3 million dollars with which we were to determine our priorities and present a proposal. The items that we have outlined as important are Health & Welfare inequity, Restoration of Positions, progress on the low salaries that were identified in the Ewing Salary Study, and increase in accrual of vacation. The District presented us with a cost-out for our 'asks' in the approximate amount of \$10 million to accomplish everything. While the \$3 million is a very significant offer, the Negotiation Team had no easy time determining how to make the most of the offer.

After much deliberation, discussion of the lack of merit in the salary study (i.e., done without an accompanying classification study, an odd assortment of positions chosen to study, and relationships established between one position and another that did not seem appropriate), and some number crunching now that new, more reliable data was available for medical premium costs, we developed and presented a comprehensive proposal on August 5th.

Our proposal sought to change our Health & Welfare (Article 8) in significant ways, such as eliminating the tiered structure for 8, 6 and 4 hour employees and equalizing district contributions to the entire unit as they do for the PFT. We sought to redirect a previous salary increase that was deposited to our post-retirement medical account (OPEB) and put it back on the salary schedule. We want to increase the amount available to supplement premiums and reduce the out of pocket costs to be in line with what our PFT colleagues are paying, resulting in substantial increases in take-home pay for benefitted employees if accepted.

We proposed an increase in days accrued for the 0-3 year employees that would help with the situation of mandatory recesses forcing days off without pay. We asked for commitment to a schedule of interest-based problem solving meetings throughout the year to identify and either restore or create positions to relieve the burden of having lost so much manpower in 2003-2008, as well as a monthly fiscal meeting to discuss the district's budget health in the same way as the PFT, to establish a benchmark for classified employees and determine our "share of the pie."

The remainder of the \$3 million offered we proposed to be allocated to the salary schedule across the board. We deemed the salary study to be wrought with problems (method, recommendations, and resulting hierarchy structural changes) and proposed instead that we have a commitment to having the Personnel Commission conduct a continuous reclassification study – 20% of the unit in each year for a 5-year cycle. This way, we could achieve a COLA this year and within five years, everyone in the unit will have had a thorough and complete classification study with accompanying salary review, as opposed to adopting a potentially flawed study at this time.

- Current Issues.
 - Personnel Commission Director. We have a new Director in the Personnel Commission. Ms. Corrie Amador comes to us from San Dieguito Union High School District. I have met with Corrie several times and am impressed with her knowledge and expertise. She has several ideas that I believe will address some of the concerns we have identified in our Task Force survey of last year and seems very positive about working with the unions. Corrie is an advocate of promoting from within and training employees to become promotable. We welcome her to the District and look forward to working with her.
- Progress on Insurance Benefits for Members.
 - I have been able to make contact with Five Rings Financial Services and they are in the process of searching out some options that PSEA may be able to provide to our members. More to come next month.

Vice President's Report

The Vice President reported:

Linda shared Insurance information: Kaiser has a 5% reduction in cost...Atena 3% rate increase, with a rate cap that can't raise any higher than 12%. Unfortunately our Pharmacy has a 29.8% increase.

Increases are per individual on Atena. There will also be a 3.4% increase dental cost for TMJ service, and a 4.4%-13.5% vision. No updates on life insurance. We are having a 15.1% increase overall. Linda will continue to go to meetings and keep us informed.

Treasurer's Report

The Treasurer was absent. The reports will be available at the next meeting in September.

New Member total: 873. Our numbers dropped a little after June as is to be expected. We have lots of new faces joining our worksites this month and next. The numbers are expected to rise accordingly.

Secretary's Report

None reported

Parliamentarian's Report

None reported

Members at Large Reports

Doug Nicoll reported LANs are very grateful for increase in hours. Hopefully a calmer start to school because of extended hours. There is a new Director in ESS/Preschool, and she has expressed an interest in equalizing her employees.

Susan Hartman reported that Admins/Office staff should turn in timesheets even if they are not signed by the Administrator. They can be processed without the signature, and it would be better than having an employee miss out on a paycheck. Lynnette will be addressing this in Labor Relations. Susan also asked for list of her sites new employees to.

Kim Carroll - none reported

MARC HOULE/FINANCIAL ADVISOR REPORT

PSEA currently has a balance on hand of \$450,000.00, which is held in an account for a rainy day. Currently, our money is not gaining much in a money market account. Our money should be invested, until needed. We have very conservative policy, wherein we need to keep a certain amount liquid, and the rest can be invested longer term. Only FDIC insured investment companies, and we do not have to worry about taxes as we are a non-profit organization. Proposal is to place \$150,000.00 in a money market account; \$99,900 in three staggered Certificates of Deposit; \$100,000 in a Russel Fund, and the final \$100,000 in an AXA SIO fund (Structured Investment Options).

Motion to adopt the investment proposal as recommended by: Linda Farmer, Second by: Marcelle Ouelett. Vote: 1 abstain, 4 yes; Motion carried.

Marc mentioned to review the President of our Association's salary. Suggestion was to do a study on her job duties and review accordingly. He also strongly suggested that the Board receive a stipend for sitting on the Board and their list their assigned duties. The responsibility that the Board Members bear deserves compensation. Marc said that when he was President of PFT he paid his Board.

GENERAL COUNSEL'S REPORT

Reporting for General Counsel was absent.

Counsel reported: none reported

GENERAL ORDERS

None.

COMMITTEE REPORTS

Social and Recreation Committee

The PSEA-SEIU Family Picnic that was cancelled due to a weird phenomenon known as “rain” has been rescheduled to Saturday, September 19, 2015. This time, we were able to get the softball field reserved, so in addition to a horseshoe tournament, we will have a softball game! Brush up your skills, all weekend warriors!

Professional Learning

Courtney hosted a two day workshop on Professional Learning. Our Presenter, Mary Ann Rannells, was a great addition to the start of the Partnership Program. 15 participants attended (5 Partners and 10 “alternates”), they received very professional training, tool kits and forms to get started.

Courtney has created a welcome packet for new employees, but will be on a time crunch to get them to the employees before a month passes. With the Welcome Packet it is a perfect time to recruit new members.

Professional Growth day on Monday, August 14, has been arranged by LSS. IA's are asked to attend with the teachers or work in the classrooms under the direction of the classroom teachers. PSEA was not included or involved in any discussion on this Pro Grow day activities.

Courtney had lunch with the new PC Director, Corrie Amador; it is exciting that she is interested in hosting a class on testing and she is willing to go over tests with employees. Corrie seems very motivated to jump right in and correct some longstanding issues.

Scholarship Committee

Yoenda will update the Scholarship dates for the end of this school year. A survey will go out to the member for scholarship adjustments and to see if any new needs that we are not aware of are out there.

UNFINISHED BUSINESS

Site Representative Plan. We discussed and determined at our June meeting to adopt a pilot program of elected Site Representatives. The launch date for the program is August 17, 2015. Lynnette will be sending out notice and following up in person at the sites to encourage participation in the new process.

NEW BUSINESS

- We have our fall officer elections coming up: President, Treasurer, Parliamentarian and two Members at Large. Just a reminder that we'll need our documents and process approved at our September meeting; or no later than October.
- Membership Drive – September 2015. Should we do this? Motion to approve a September membership drive with the incentive of a movie ticket for both new employee and recruiting member by Yoenda Dornan; seconded by Susan Hartman; Motion: carries.

EXECUTIVE SESSION

The Board adjourned to the Executive Session at 6:22 p.m. and adjourned at 6:32 p.m. There was nothing to report.

Next Meeting Date: September 15. It will be our Membership *and* Board of Directors meeting.

ADJOURNMENT

6:33 p.m.

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

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____