

Poway School Employees Association

Regular Meeting of the Membership and the Board of Directors
PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for September 15, 2015

MEMBERSHIP MEETING MINUTES

CALL TO ORDER at _4:55_ p.m.

INSTALLATION OF SITE REPRESENTATIVES –

The following individuals were installed as representatives for their sites tonight. Their term of service is one year. Their primary responsibility will be to bring information back to their colleagues after meetings of the Board. We welcome them, and thank them for their service. Each site rep. did receive a packet to help members with questions. All PSEA Meeting dates are listed. We are asking site reps. to come to meetings and relay the information back to your site members. Please refer any bigger issues to the PSEA office for member help. The packet has a list of your sites current members, and who is not a member...September is membership month. Bring in a new member, and you both will receive a movie ticket. Also included in the packet you have a professional partner program. In the packet was also information to add to site bulletin boards.

Name:	Site
Les Peabody	Twin Peaks Center
Stephanie Allensworth	PUSD District Office
Kim Carroll	Westview HS
Susan Hartman	Westview HS
Eileen Lalone	Poway HS
Kim Muslusky	Mt. Carmel HS
Susan Thomas	Abraxas
Joy Fleming	Twin Peak MS
Katharine Bowman	Oak Valley MS
Jessica Whitney	Meadowbrook MS
Janet Alkema	Black Mountain MS
Shelley Fleming	Westwood ES
Angelica Porada	Valley ES
Mary Brister	Sundance ES
Robbie Boyd	Stone Ranch ES
Marcelle Ouellet	Shoal Creek ES
Ester Berry	Rolling Hills ES
Luanne Hook	Painted Rock ES
Daniela Gargaro	Monterey Ridge ES
Kim Melvin	Los Penasquitos ES
Nancy Brundrett	Highland Ranch ES
Kristine Song	Del Sur ES
Barbara Hamilton	D39c

Yoenda Dornan

Chaparral ES

SPEAKERS -

Corrie Amador, our new Personnel Commission Director was to attend this evening, but took ill and was unable to come. Corrie has been with the District for several months now, and was selected as Director in replacement of Debby Wulff, who retired in June. Corrie has many years of experience in the Personnel Commission and brings with her not only knowledge of rules and regulations, but a positive attitude about the work of the classified staff and their value to the District. She has begun weekly meeting with both the SEIU and PSEA president, believing that good communication with the bargaining units is essential. She has been making site visits and will continue to do so for several more weeks. We welcome her and look forward to inviting her to a future meeting so that members will have a chance to meet her.

Courtney Davis-Martin, Professional Learning Coordinator.

http://prezi.com/rpyw57e3www0/?utm_campaign=share&utm_medium=copy

You can go to this link to see all the information regarding Professional Development.

Courtney gave a Presentation with Professional Development Goals in mind.

COMMITTEE REPORTS

Yoenda Dornan, Chairperson for the Scholarship Committee.

Yoenda shared: The Scholarship committee launched a survey to understand any new needs for the Scholarship process or criteria. The committee met on Sept. 9, 2015, and reviewed the results in detail.

Marcelle Ouellet, Chairperson for the Benefits and Recreation Committee

Picnic: Family picnic 11:00-3:00 at Lake Poway, Taco bar with all the fixings and soda, bring a dessert to share. Rain or shine the event will go on. Kids activities, horseshoe, softball game, and there will be music. Please RSVP, come and join in the fun.

Retirement Seminars – October and November are full. In years previous, we have held seminars with Mark Houle as the presenter Oct 10 and Nov 10 CAL Pers are full this time. We will hold more in the Spring of 2016.

OFFICER REPORTS

Negotiation Update. Deferring to our labor counsel, Ricardo Ochoa.

Ricardo shared:

- The District has offered PSEA \$3 million in what we refer to as “Equity Pot” in order to rectify many inequities we have identified during negotiations. We anticipate will reach a tentative agreement on the comprehensive package next session, 9/24/15

- H&W Changes, including the elimination of a tiered structure for district contributions. All employees (8, 6, 4 hour) will receive same contribution from District, and we will be able to sustain our post retirement funds.
- Opt out cash to warrant will increase and will no longer be tiered by hours worked.
- Redirecting funding so allow for purchase of dental and vision for the Opt Out employees to come from the district, rather than from their cash to warrant.
- Large amount of money (\$1 million) previously sent to our retirement savings (OPEB) will be redirected to supplement the premiums for the basic plan.
- Almost \$639K will be designated for converting 3 hour instructional assistants to 6 hour, working together to identify where the need is based on students. This should result in approximately 30 benefitted positions.
- Vacation increase to employees in the first four years of employment from 10 to 12 days, reducing the amount of AWOP days during district recesses.
- Allowing employees to cash out up to 2 weeks of excess vacation each year.
- Language regarding adding our newest members, the limited term and substitute employees due to winning our PERB unit modification.
- Fiscal IBPS sessions with the district, in the way that has long been happening for our teachers, regarding the district's fiscal health.

We had the salary study to see that 97% of our Association was underpaid, but found that the survey was not accompanied by a classification study so it had many concerns. Which positions were benchmarked and that was not a true study. We have proposed that a 5 year ongoing salary study be done. We suggested that a position be added in the Personnel Commission for this task. District said no, the PC has the right to add personnel. We redirected the money that would be earmarked for this, to salary. It will equate to somewhere between 2.5 and 3% across the board.

PRESIDENT'S REPORT

Current Employee Issues.

- There have been quite a few employee issues. While we don't discuss the details or names of employees, it is important for members to know that there are basic rights that you are entitled to. Namely, you are entitled to have a union representative at a meeting that could potentially result in discipline. Your supervisor needs to tell you that before you go into a meeting. If that does not happen, and the meeting starts to become unpleasant or take a downward turn, you may stop the meeting and ask for representation. Additionally, if you feel that you are going to have a negative evaluation, the District has always permitted you to have a representative present. It can be very beneficial to you to have a second set of ears at such a meeting; they can be emotional and become hard to stay focused.
- Everyday Heroes has started up again. If you know of a colleague who deserves a mention for the extraordinary job that they do, take a quick minute to enter their name with the Personnel Commission. There is a website dedicated to reporting the great work of your classified coworkers.

School Board Meetings.

Lynnette has been attending these meetings on a regular basis. They are interesting and often the way we hear important information such as budget reports. Last meeting was difficult in that there was a verbal confrontation between the Superintendent and a member of the community. I found this to be very difficult to sit through; there was much yelling, shouting, input from members of the audience, many of whom were our teachers and our administrators. I'm not sure why people think they should shout out in a public meeting; it is very improper and certainly no way to resolve difficult issues. I suggest that all members try to make a meeting or two to observe what is happening at the board level. The conduct of Board members and the Superintendent is dysfunctional to say the least, and this last time, embarrassingly improper and in violation of common rules of order. If you cannot attend, all Board meetings are live streamed and videotaped and may be accessed off of the PUSD website.

VICE PRESIDENT REPORT

Linda: none

SECRETARY'S REPORT

Yoenda: none

TREASURER'S REPORT

Starting balance: 465,538.54

Income: 30,398.22

Expenses: 59,228.60

Ending balance: 434,008.20

The president ordered the Treasurer's Report be filed.

New Member total: 886 and climbing. September is Membership Month and applications come in daily!

PARLIAMENTARIAN REPORT

Marcelle: none

MEMBERS AT LARGE

Doug Nicoll reported: thank you for increasing LAN work year

Susan Hartman reported: put Tuesday Talk in their mailbox with a personal note from Susan. On

Legislative committee: education in the state: educate our state website; ed source website

Kim Carroll reported: questions coming up for Oct Pro grow for secondary sites, what will be offered?

GOOD OF THE ORDER

Lynnette Turner: First grandchild in December

Linda Farmer: Linda's daughter whose sorority is Alpha Gama Delta does community service

Sharon Sharp retired last week. Linda Bradbury is retiring this Friday

Eilene Lalone: Her daughter is getting married on July 31st, on Ilene's anniversary too!

3 weeks getting married LuAnn

Kathy Bowman: daughter is coming home after being gone for 5 years for two weeks

ADJOURN TO BOARD OF DIRECTORS MEETING at 6:40 pm

BOARD OF DIRECTORS MEETING MINUTES

QUORUM CALL/CALL TO ORDER 6:52 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner, President Linda Farmer, Vice President Mary Jo Stollfuss, Treasurer Marcelle Ouellet, Parliamentarian Yoenda Dornan, Secretary Susan Hartman, Member At Large Kim Carroll, Member At Large Doug Nicol, Member At Large	
OTHERS PRESENT	
Ricardo Ochoa, Joy Fleming, Kathy Bowman, Kim Muslusky, sue Thomas, Robby Boyd, Christa McIntosh, Eileen LaLone, Kim Call, Shelley Fleming, Nancy Schiffer, Stephanie Allensworth, Kim Melvin, Daniele Gargaro, Leila Yelerangian, Janet Alkema, Luanne Hook, Roberta Markey, Hien Tina Luu, Patricia Sellers, Kris Song, Ester Berry, Jessica Whitney, Angelica Porada, Courtney Martin, Nancy Brundrett, Les Peabody	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Executive Board meeting, as amended: Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet. Motion: carried.

MEMBERSHIP COMMENTS

GENERAL ORDERS

none.

UNFINISHED BUSINESS

none.

NEW BUSINESS

none

EXECUTIVE SESSION 6:55

none

Next Meeting Date: October 20, 2015. Board of Directors meeting.

ADJOURNMENT

It was moved by : Linda Farmer_, and seconded by _Susan Hartman_, to adjourn the meeting at ___7:15__ p.m. Meeting adjournment was approved by unanimous consent.

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____

unapproved