

Poway School Employees Association

*Regular Meeting of the Membership and
Board of Directors*

**PSEA Administrative Offices
13378 Poway Road, Poway, CA 92064
MINUTES for May 20, 2014**

MEMBERSHIP MEETING CALL TO ORDER 5:00 p.m.

HONORING CLASSIFIED EMPLOYEES WEEK

The President welcomed the Membership. California's Legislature has proclaimed the week of May 18 through 24 as Classified Employees Week. The Legislature recognizes the important contributions that classified employees make to the successful education of students. Here in PUSD, not only do classified employees perform their varied duties in our business and site offices and classrooms, they also serve as mentors, role models and friendly faces to our students. And they do so extremely well! Here's to all PUSD Classified Staff- you make the wheels on the bus go 'round and 'round! Special thanks today for Marcelle Ouellet, Hospitality Chairperson, for making our Ice Cream Social a success!

PRESIDENT'S REPORT

The President reported:

- Negotiations. Currently we have participated in two sessions. Our session on Friday May 15th was cancelled due to the fires. Overall, things have been going very positively and our talks are very cooperative. We have tentatively agreed on several Articles. At our next session, we will be talking about vacation accrual and cash out, summer assignments and how they are assigned, and professional learning.
- The Governor has released his May revision to the state budget that was originally released in January 2014. The outlook for the state is good; revenues are rising. We do not know exactly how this will filter down to us at the District level but remain optimistic that this year will be better than we have seen in many years, for all of us. Doug and I will attend a workshop on Thursday, the 22nd, to hear from School Services of California on how the Governor's revision will affect school districts.
- The IBPS (Interest Based Problem Solving) team for PSEA will join with the District on Wednesday, the 21st, to discuss the creation of more benefitted positions. This meeting is pursuant to contract agreements reached last year on this subject. We look forward to coming up with mutually beneficial solutions to staffing issues.
- I was able to attend the PUSD Community Forum with PSEA's Legislative Committee member, Doug Crooks, on April 28th. We had the ability to listen to community members and employees regarding the District's Local Control Accountability Plan (LCAP), as well as provide input. The LCAP is a document that is required by the state to outline how the District will prioritize and spend funding in the coming years.

GUEST SPEAKERS

PSEA welcomed guest speakers from the Poway Unified Governing Board, Marc Davis and Todd Gutschow. Mr. Davis and Mr. Gutschow spoke of their work on the Governing Board over the past year and answered questions from the members.

Todd Gutschow shared his gratitude for the many things that classified employees deal with and thanked us for the work we do for PUSD during the year. He also mentioned thanks for enduring the past 6 years for tight budgets. This is Todd's eighth year on the PUSD Governing Board, and this was the first time he has been to a PSEA meeting. He commends our leadership during the first 3 years for PSEA. He feels a relationship of trust is building between the governing board and PSEA.

Marc Davis also shared his gratitude for what we do for our kids each day. He stated that budget numbers are getting better from the state of California, but it is being distributed in different ways than in the past. Categorical funds are being taken away and money is being allocated via LCFF (Local Control Funding Formula). Extra money is allocated based on English Language Learning and free/reduced lunch, however, most of PUSD's working money comes through the base LCFF grant. The LCAP (Local Control Accountability Plan) is a document that each district provides to the state to tell goals, priorities, and where are you spending your funding. All parents, students, classified, teachers, have their voice be heard, and Marc encourages everyone to let the Governing Board know what you are thinking.

Both Todd and Marc mentioned the return of Professional development dollars. PSEA's president has been talking about this for years, and her voice is being heard. There is a Professional Development Team working to build this goal; the Governing Board believes if staff grows together, we will grow in the right direction.

MEMBERSHIP QUESTIONS/COMMENTS TO MR. DAVIS AND MR. GUTSCHOW

(Note: the following is our best attempt to capture the thoughts of Mr. Davis and Mr. Gutschow in response to our questions, and not intended to serve as an official transcript of their answers nor are they accurate quotes.)

- Who are you meeting with to get the information that you bring to the board? The Board of Education collectively set goals, big level policies, and we hire and review (or could fire) the superintendent. Because of the Brown act, no more than 2 Board members can meet together at a time, and there can be no discussion regarding Board issues with more than one other member. All discussions should be in public not private. In the board meeting they vote on how the goals are carried out. They get a \$700.00 monthly stipend. The service is about the kids. As any political position, the Board members take a ton of abuse from the community for many different reasons.
- What made you wake up and want to run for Board member? Marc : Anyone who lives in the Poway community can run. You must have an interest in the school system, and I have 7 kids in the District. Wanted to share my business and financial background. Todd Gutchow: Believes in community; grew up on a dairy farm doing hard work and became successful, and believes that his success is due to teachers that influenced him. Has connections in the community and in business and thought he could help the District with his skill set. Ran for school board in 2006, and found out what it takes to run a school system.
- Minimum wages go up in July and possibly next year to \$13.00 per hour. If that happens, how do you see that affecting classified employees? Marc Davis: you have a leadership team that will negotiate that for you. The school board will sit down with the negotiation team to decide what we will do with the pot of money. Todd Gutchow: when things were tough you helped us, now that we have a little more funding we should help you. The "me too" clause will follow the lead of any association who settles before another.

- How long before negotiation issues come to you? Todd Gutchow: Negotiations come to them after that team meets, then brought to Board where they are “ok’d” and then back to you. Could take several months before the final is done. The Board does not meet in July. Formal meeting is once a month.
- What is the LCAP? Instead of the Governor telling us where we must spend the money, now they give us the money and we have to develop a plan. The County must approve how and where we are going to spend funds. We must spend money where we said we would. The state has defined goals in 8 categories and we must meet the goals.
- When preparing the LCAP, is there assistance for this? Like pension reform, are there a lot of changes from the state? Some staff has training for district staff and board members. Rules were issued in Jan. so there is a little bit of scrambling. Plan can be modified within the 3 year plan.
- Common Core provides for professional learning. Will there be training for classified? Will take away this as a good question for the June 6 special board meeting. Need to engage with the classified on what is needed.
- Very pleased that our district’s mission statement was changed to college or careers. Still, we don’t see as many shop or vocational classes at the HS. Poway has applied for a grant for \$15 million for trades and careers. We will see a change in jobs of the future (technical and such). We may have to have a choice of schools where kids can go to take specific classes because each high school cannot offer every choice. An evolutionary type of learning...on line, what will technology look like in the future?
- Does the District ever talk about the extension of instructional minutes so that students didn’t have to choose between meeting A-G requirements and electives? Trimesters address that issue without adding a 7th period class. Electives have declined...hopefully these will increase with the dollars that are coming in. We continue to look at blended learning and online classes at the HS level.
- Todd Gutchow: Design 39 is an exciting experiment with instructional models.

GOOD OF THE ORDER

- Door prize winners: Krystal A, Carolyn B, Christa M, Sharon F. Congratulations!

ADJOURNMENT TO THE BOARD OF DIRECTOR’S MEETING

Motion to adjourn the membership meeting by Pat Sellers, seconded by Linda Farmer. Meeting adjourned at 6:29 p.m.

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 6:45 p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Lynnette Turner Yoenda Dornan Mary Jo Stollfuss Linda Farmer Doug Nicoll Marcelle Ouellet	Susan Hartman, excused
OTHERS PRESENT	
See signature sheet	

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Executive Board meeting: Motioned by: Mary Jo Stollfuss; Seconded by: Marcelle Ouellet. Motion: carried.

OFFICER REPORTS

Vice President’s Report

The Vice President had nothing to report.

Treasurer’s Report

Starting balance: 403,512.79
Income: 30,268.66
Expenses: 12,876.07
Ending balance: 420,905.38

The president ordered the Treasurer’s Report be filed.

New Member total: 785

Secretary’s Report

The Secretary had nothing to report.

Parliamentarian’s Report

The Parliamentarian had nothing to report.

Members at Large Reports

Doug Nicoll reported “thanks for ice cream social!”
Susan Hartman: nothing reported.

GENERAL COUNSEL’S REPORT

General Counsel was not present at this meeting.

GENERAL ORDERS

1. Motion to approve the Budget for 2014-2015; Motioned by: Mary Jo Stollfuss; Seconded by: Linda Farmer; Motion: carried.
2. Motion to approve the recommendation of the President for the following committees:
Professional Learning: Connie Hawkins, Jan Costa, Linda Farmer, Jolie Napier and Lynnette Turner. Legislative Committee: Teri Johns (other four members approved last meeting).
Motioned by: Marcelle Ouellet; Seconded by: Doug Nicoll; Motion: carried.
3. MO2014-05-01, Motion for the approval of the purchase of office chairs in an amount not to exceed \$700; Motioned by: Linda Farmer; Seconded by: Mary Jo Stollfuss; Motion: carried.

COMMITTEE REPORTS

Scholarship Committee

Meeting next wed. May 28, to review applications.

Legislative Committee

Legislative Committee will be meeting in the next few weeks to review the agenda for the year. Also, there are three open seats on the Governing Board for PUSD; we will be creating questions and interviewing candidates to determine whether or not to make an endorsement recommendation to the PSEA's Board of Directors. June 11th, the committee will talk with Todd Gutschow and Marc Davis.

Professional Learning Committee

The Professional Learning Committee met recently and reviewed many options for Professional Learning programs from other school districts as well as input from members on training and development needs. They have submitted ideas to the Negotiation Team for a potential proposal on Professional Learning for PSEA classified employees. Ideas include a Teaching & Learning Cooperative-like learning pathway that will earn compensation; a partnership/mentoring program for new and probationary employees; the continuance and expansion of the financial incentive program; dedicated professional growth days; online/webinar/podcast training opportunities; job-alike sharing group meetings; and an Advisory Board and Coordinator to implement and monitor the program.

UNFINISHED BUSINESS

None.

NEW BUSINESS

None.

ADJOURN TO EXECUTIVE SESSION

The Board adjourned to the Executive Session at 7:35 p.m.

EXECUTIVE SESSION CALL TO ORDER

The Board called Executive Session to order at 7:36 p.m. and adjourned at 7:37 p.m.

REPORT OF COUNSEL ON EXECUTIVE SESSION

There was nothing to report.

Next Meeting Date will be a Board of Directors meeting, the last of the year: June 17, 2014. We will set the calendar for the 2014-15 meeting schedule at that meeting.

ADJOURNMENT

7:38 p.m.

It was moved by Mary Jo Stolfuss, seconded by Marcelle Ouellet, to adjourn the meeting. **Meeting adjournment was approved by unanimous consent.**

ATTEST:

Yoenda Dornan, PSEA Secretary

Date: _____