



Poway School Employees Association  
May 9, 2014

Negotiation Update No. 2

---

PSEA and the District met for the second day of 2014-2015 reopener negotiations on May 9, 2014.

PSEA presented its proposal on Article 14.18 (Education Financial Incentive), which proposed to expand the language to include the opportunity for unit members to apply for reimbursement for educational expenses that are related to *any position* within the District (the current language limits reimbursement to expenses for *position-related* expenses). PSEA also proposed that any unused portion of the Education Financial Incentive funds be carried over into the next fiscal year. The District was in support of these revisions, and a tentative agreement was reached on Article 14.18.

The District presented its proposal on Article 5.6 (Summer and Recess Assignments). The District explained that its proposal was designed to define more clearly the requirements needed for the summer school office support staff position. PSEA expressed agreement with the goal of providing greater clarity regarding the pre-requisites for the position, but shared its concerns with the particular proposal made by the District, and specifically the potential it might exclude otherwise qualified candidates. PSEA also suggested that there might be additional positions available for summer work to handle the data entry associated with elementary school enrollment. As a result of the discussion, the District indicated it would go back and revise its proposal.

Discussion continued around PSEA's proposal on Article 7 (Vacation). The District did not offer a counter-proposal at this session, but acknowledged that our unit's vacation accrual rates might merit some adjustments. The District also indicated it wanted to explore the merits of PSEA's proposal to expand employees' ability to cash out excess accrued vacation. The District indicated it would aim to have a counter-proposal ready in time for our next negotiation session.

We held preliminary discussion on professional learning for PSEA classified staff, which the District has already committed to funding in an amount equal to 0.44% of PSEA's total unit salaries (currently approximately \$172,000/year). PSEA has been working with the District's subcommittee on professional learning and has also held group discussions with classified staff surrounding professional growth and training. We presented our ideas to the District and sought input as to the District's goals. PSEA's vision is to develop a program of education and training opportunities, compensated learning, and probationary employee guidance in a way that allows the funding to reach the entire unit. We indicated we would propose contract language at our next negotiation session.

Negotiations continue on Thursday May 15. Among the topics on the agenda will be will be Article 5.6 (Summer and Recess Assignments), Article 7 (Vacation), and Article 14.19 (Professional Learning). Discussions regarding wages and health and welfare will be held until after both parties can analyze the Governor's May Revise to his proposed state budget, which was issued on May 13.

*The PSEA Negotiation Team is continuing to advocate for the interests of classified employees in a determined yet respectful manner, and we are pleased that the atmosphere of mutual respect which PSEA has been working on building with the District has continued into these reopener negotiations. As always, however, our ability to win improvements for classified employees depends on having an active and engaged membership. If you have not yet signed a PSEA membership application, be sure to contact your PSEA Site Representative, or call the PSEA office at (858) 859-7968.*