



THURSDAY TALK!

12-18-2014

- **Nominations for PSEA Board of Directors.** Just a reminder that nominations for PSEA officers are closing this Friday, at 5:00 p.m. If you are interested in running for office, please complete and submit a declaration of candidacy form and your signed petition to the PSEA office by the deadline. (www.poway-psea.org/member-resources, 2015 Officer Elections).
- **PSEA Members can Vote.** One of the most important benefits of becoming a PSEA Member in Good Standing is voting. Soon, we will have Board of Director elections and a contract to ratify. In order to vote for the officers, you must have your membership application in to the PSEA office by December 31, 2014. No time like the present to become a PSEA member!
- **Education Financial Incentive.** The deadline for submitting your request for reimbursement for the Educational Financial Incentive program is January 8, 2015. If you are a permanent unit member who will be taking a class, workshop or training that will enhance your current job (or one within the District), you may qualify for the Educational Financial Incentive program. Go to our website (www.poway-psea.org) to download the rules and application.
- **Negotiation update.** The Negotiation Team met with the District last week to finalize our negotiations for this year. The District has offered a 1% wage increase. They have declined our proposals on Health & Welfare improvements, vacation accrual, restoration of positions, and restructuring of the site administrative positions. We do not feel that there will be any further movement on these proposals and have given the District a proposal to accept the 1% wage increase. We included a "me too" provision so that if any other bargaining unit should gain more than a 1% wage increase, we will be given the equivalent increase. In an unusual step, the District was unable to authorize the "me too" provision at our meeting. Instead, they are deferring to the Governing Board for final authority, which will not come until the Board meets on January 20th. We have no further negotiation sessions planned. Although the District was immovable on our proposals to rectify the important issues of equity, such as Health & Welfare costs, we were clear with the District that we intend to continue our pursuits in the next round of negotiations. Our Sunshine Proposal is due to the District in time for the January 20th Board meeting and we intend to reopen the discussions where we left off this session.
- **January 16th Special Education Trainings.** Soon, the Special Ed department will release a flyer of professional learning opportunities created for Instructional Assistants, Behavior Intervention IA's and Interpreters for January 16th. You will need to register online for these courses and will need your Novell Logins to be active. If you did not sign your Acceptable Use Policy within the first three weeks of school (Aug-Sept), your account may not be active. Please contact the IT Help Desk to get your account reactivated so you can register for these great classes!
- **Happy Holidays!** The PSEA office will be closed for the winter recess, December 22 through January 1. We hope you all enjoy the holidays with your families and friends and have a very restful break. See you next year!

Strength in Unity

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