

Poway School Employees Association

Regular Meeting of the Board of Directors
PSEA Administrative Offices
12245 World Trade Drive, Suite H
San Diego, CA 92128

MINUTES for November 15, 2017

BOARD OF DIRECTORS QUORUM CALL/CALL TO ORDER 4:47p.m. A quorum was established.

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Eileen LaLone, Treasurer Lorie Sherman, Secretary Marcelle Ouellet, Parliamentarian Nancy Brundrett, Member At Large Susan Hartman, Member At Large	Kim Carroll, Member At Large (attended another meeting offsite on behalf of PSEA) Lonn Paul, Member At Large
OTHERS PRESENT	
Ricardo Ochoa, Luanne Hook, Davin Erickson, Deya Wilson, Shelly Fleming, Robby Boyd, Angelica Porada, Sue Thomas, Hilda Chaiday, Yoenda Dornan, Berdi Meehan, Janet Alkema, Heidi Huisman, Arthur Hall, Mary Bristor, Michelle Testa.	

REPORT OUT FROM CLOSED SESSION

None.

REVIEW OF MINUTES

Motion to read and approve the minutes of the last Board of Directors meeting held on October 18, 2017 as written: Motioned by: Eileen LaLone; Seconded by: Susan Hartman. Motion: carries.

Motion to read and approve the minutes of the Special Board of Directors meeting held on October 25, 2017 as written: Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet. Motion: carries.

BOARD UPDATES

President's Report:

Courtney gave an update on the Classification Reviews. The Personnel Commission has been directed to consider the Districts that they are currently using as comparisons for the salary study component of the Classification Reviews. The Personnel Commission Rules and Regulations state comparable school districts should be competitive. Currently and in the past, Personnel Commission has used many Districts in the Orange County area as they were deemed comparable since employees could commute. These Districts are Merit System Districts and service students in grades Kindergarten through 12 like Poway. The Ewing Salary Study conducted in 2015 also compared salaries to these Districts. The Personnel Commission will be looking at Districts in the San Diego area to use as salary comparisons for like jobs. This change has caused another delay in presenting the Classification Reviews that have been completed.

Negotiations has primarily been focused on Health and Welfare (see Health and Welfare Update email dated 10/26). Our next few sessions in December will be focused on the OPEB accounting errors.

Treasurers Report dated October 2017 for the November 15, 2017 Board Meeting:

Operations Checking Account:
Beginning Balance: \$126,584.00
Income: \$52,715.81
Expenses: \$34,910.28
Ending Balance: \$144,389.53

GENERAL COUNSEL REPORT 2017:

PERB Charges

- **Hourly Sick Leave ULP** – Great news! In early November, after both PSEA and the District submitted evidence and arguments, a Judge with the Public Employment Relations Board (“PERB”) agreed with PSEA that the District broke the law when it unilaterally imposed a cap on sick leave accrual on hourly substitutes and limited term employees in PSEA Unit I. Under this ruling, those hourly employees whose sick leave accrual was illegally capped will now have their lost sick leave days restored.
- the beginning of the 2016-2017 school year. PERB has issued a Complaint against the District and the case will go to trial before a PERB Judge on January 16, 2018.
- **No Contact Directive III ULP** – PSEA is continuing to prosecute this charge, which involves an unlawfully broad “no contact directive” issued to an employee under investigation. PSEA had previously filed, and resolved, two charges against the District for issuing these no-contact directives. The District has responded to PSEA’s charge, and PERB is evaluating whether to issue a complaint against the District and set this case for trial.

COMMITTEE UPDATES

Social and Recreation Committee - Nancy Brundrett and Susan Hartman gave a Holiday Party update. The party will be on December 15, 2017 and it will be held at Kaminski’s BBQ and Sports Lounge located at 12735 Poway Road, Poway, CA 92064. Nancy Brundrett will send out invitation to PSEA members. Adopt-A-Family program was discussed. Susan Hartman will do some research on the Adopt-A-Family options and Courtney Martin will send out a contact email.

Bylaws Review Committee – The draft of the revised bylaws, as edited, will be presented to the Board members. The committee is striving to have the bylaws ready so that our members can vote on them in the upcoming election.

Scholarship Committee – Yoenda Dornan, Committee Chair, gave an update on the Scholarship Committee and presented the Board with dates for the second round of PSEA’s 2017/2018 Scholarship program. The dates were approved by the Board (GO2017-11-01). Please keep an eye out for more information as the second round of the PSEA Scholarship program will start April 16, 2018 thru May 18, 2018; to be awarded in June 2018.

PSEA Elections - Information and Procedures for the 2018 Board Elections, job descriptions for those positions that are up for election, and Declaration of Candidacy and Nomination Petitions were emailed to all Office, Technical, Business Services and Paraprofessionals, as well as all Operations Support Services on November 27, 2017. During our meeting a sign-up sheet was circulated for anyone wishing to help during the PSEA Elections and/or be involved in the Election Committee.

GENERAL ORDERS

1. GO2017-11-01: Approve 2018 second round PSEA Scholarship Program dates/timeline. Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet; Motion: carries.

BOARD RESOLUTIONS

1. BR2017-11-01 thru BR2017-11-13: Approve various vendors that PSEA contracts with. Motioned by: Susan Hartman; Seconded by: Marcelle Ouellet; Motion: carries.
 - BR2017-11-01: Sandstrand Services, a janitorial company that services PSEA;
 - BR2017-11-02: Transparent I.T., an I.T. company that provides support to PSEA;
 - BR2017-11-03: Transparent VOIP, a phone services provider for PSEA;
 - BR2017-11-04: Empire Carpet, a carpet and flooring contractor for the PSEA office;
 - BR2017-11-05: Milmark Painting, a painting and trim company that provides services to the PSEA office;
 - BR2017-11-06: AT&T, a cellular phone carrier that provides services to PSEA;
 - BR2017-11-07: LEAF, a copier leasing company that provides services to PSEA;
 - BR2017-11-08: BCS, copies and maintenance provider for the PSEA office;
 - BR2017-11-09: LOT Management, a handyman company to service the PSEA office;
 - BR2017-11-10: CWS, an audio/video equipment and installation provider to service the PSEA office;
 - BR2017-11-11: Spectrum, an internet provider to service the PSEA office;
 - BR2017-11-12: Duffy Kruspodin, LLP., a CPA to service the PSEA office;
 - BR2017-11-13: Scott and Kronin, LLP., a provider that administers the PSEA PAC Respect funds for the PSEA office.

GENERAL BUSINESS

None.

ADJOURNMENT

6:10 p.m.

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

ATTEST:

Lorie Sherman, PSEA Secretary

Date: _____