

Poway School Employees Association
Membership & Board of Directors Meeting
12265 World Trade Drive, Suite E
San Diego, CA 92128
WEBINAR

MINUTES for October 17, 2023

BOARD OF DIRECTORS	
PRESENT	ABSENT
Courtney Martin, President Nancy Brundrett, Vice President Davin Erickson, Secretary Shannon Reed, Member At Large Beatriz Cruz-Rivera, Member At Large	Nancy Hall, Parliamentarian (excused) Christina Abosamra, Treasurer (excused)
OTHERS PRESENT	
List of other attendees on file in the PSEA office	

BOARD MEETING

QUORUM/CALL TO ORDER 4:46 p.m. A quorum was established.

CLOSED SESSION

Nothing to report.

REVIEW & APPROVAL OF MINUTES

- **September 20, 2023 Meeting Minutes** – *Motioned by:* Beatriz Cruz-Rivera; *Second by:* Nancy Brundrett.
Unanimously approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **Open House**
 - Open House at the PSEA Office will be October 19 from 3:30pm to 5:30pm. It's an opportunity to stop by and see our new office. It's located directly behind the old office. It will be mingling, talking, snacks, and drinks. Very informal.
- **New Director of Employee Relations**
 - Davin Erickson, also known as Madam Secretary, started in October as our new Director of Employee Relations, as well as continuing as Board Secretary. He's doing a great job and handling things so well. Thank you for your patience in this transition. He and I are going on plenty of calls and meetings together.
- **New Board Treasurer**
 - Christina Abosamra as our Board Treasurer is official. We swore her in at the last meeting. The Annual Financial Review w/ our CPA is coming up in a few months. Christina will help to keep us up with compliance.
- **Open Enrollment**
 - Open Enrollment is coming up. If your doctor is in the UCSD network, you probably received a letter from them. They have not renewed their contract with Anthem and there currently is not another carrier that will offer UCSD. This is cause for concern. We have reached out to Benefits and we're hopeful that this can be resolved. The contract with UCSD was extended by two months to accommodate negotiations. If you have a doctor in the UCSD network, please read your emails.
- **Negotiations**

- Bargaining begins on October 23, then again on November 2. Our Negotiations Team is meeting at the PSEA Office on Friday. The current contract has expired, but we locked in the wage increase ratified by our Members last February and effective July 1. We are hoping to complete final negotiations then move into reopener negotiations for 2024-2025 so we can focus on wages once again as top priority of our Members. We hope to put the negotiated gains forward for ratification plus the Bylaws revisions for a vote by our Members in the near future. The city of San Diego raised the city minimum wage (effective January 1, 2024) to \$16.85 per hour. School districts do not have to adhere to this – they are beholden to state minimum wage. The California fast food minimum wage goes up to \$20 per hour in April 2024. The disparity of wages for PUSD classified staff continues to grow, despite having negotiated over 21% average increases for our Members over the last 20 months. Staffing shortages also continue to be a big issue. We will be reopening Wages, Health & Welfare, plus one other item for negotiations. We bargain based on the feedback from our Members and our strength comes from our unity. If you know of anyone that is not yet a Member, encourage them to join PSEA today.
- **Classification Review**
 - Special Education Instructional Assistant I, II, and BIIA are being held up by Special Education Management. 168 appeals have been submitted so far. The Consultant only reviewed 153 job classifications. The District has sought guidance from another consultant to get through the appeals process. PSEA negotiated retro pay if the recommendation results in a pay increase, retroactive to July 1, 2023.
- **AB1699**
 - We discussed this Assembly Bill in the last few meetings. It made it to the governor's desk and was vetoed. It would have offered more opportunities to current employees to have preference in applying for new or full-time jobs within the District and required additional trainings to support promotional opportunities and retention.
- **SB553**
 - Workplace Violence Prevention Plan. Mandates unions to work with school districts to create violence prevention plans. Our General Counsel believes this would include dangerous situations regarding student behaviors.
- **Site Rep Meeting**
 - Thank you to our site reps who were able to attend. We used to have meetings in-person and it was great to reconvene in-person once again. This is a good opportunity for comraderie and getting to know each other. It's a great informal forum to discuss roles and issues. We want to address all concerns and to be sure the information is relevant to all job classifications. We will schedule our next meeting at the end of November/first week of December.
- **Questions from the Chat Feature**
 - **UCSD Doctors**
 - Yes, coverage with UCSD doctors has been extended by 2 months. According to Benefits, there are no other PUSD plans currently offering UCSD as an option and it is too late to change carries in time for open enrollment and benefits start date of January 1, 2024. We are hopeful UCSD and Anthem will be able to negotiate a fair contract that allows services to employees who utilize UCSD to continue.
 - **Open House**
 - A flyer was sent out and a newsletter regarding the PSEA Open House. Check your spam folder – sometimes messages go there.
 - **Bus Aides**
 - Regarding SB553, whatever is worked out (violence prevention plan) would apply to all employees.
 - **Changes to Kaiser**
 - Premiums have gone up, but we are not aware of any changes in coverage/services. Keenan brings us in after January 1 to look into costs for the following year.
 - **Employee Injuries from Student Encounters**
 - Is Workers' Comp applicable?

Our Member at Large, Beatriz Cruz-Rivera reported:

- Don't see how it isn't applicable. If you are at work and hurt, you need to fill out an employee injury notice, whether you file a Workers' Comp claim or not.

The President reported:

- **Company Nurse**
 - You do not have to call. We have a ULP (Unfair Labor Practice) to address this as it was a change to how our members report injuries and made access to workers comp medical services very difficult. You can still fill out a Workers' Comp claim without calling Company Nurse. We hope to report back with an update on the ULP next month.

VICE PRESIDENT'S REPORT

The Vice President reported:

- We would love to see as many of you as possible at the PSEA Open House!

TREASURER'S REPORT

Excused absence.

The Secretary reported:

Beginning Balance:	\$172,976.32
Deposits/Credits:	\$37,849.81
Withdrawals/Debits	\$32,137.63
Ending Balance:	\$178,688.50

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

The Secretary reported:

- PSEA Elections are coming up. Many positions up for election: President, Treasurer, Parliamentarian, and 2 Members at Large. If you are interested or know someone who might be, more information will be sent out later this month, the timeline, procedures, and an application. Also, we're looking for volunteers for the Election Committee. You may volunteer to help out however you can: work at a polling station, help count votes, etc. If you are interested, put your name in the chat or contact me by email at: davinerrickson@powaysea.org

PARLIAMENTARIAN'S REPORT

The Parliamentarian reported:

- Excused absence.

MEMBER AT LARGE REPORT

- **Beatriz Cruz-Rivera:**
Have been checking up with Members to make sure their Member info is up to date and that bulletin boards have the latest info. Going out to visit many sites. PFT (the teachers' union) has a high percentage of membership – it would be beneficial for negotiations for us to go in with a very strong membership.

GENERAL COUNSEL'S REPORT

Absent. The President reported:

- **ULP (Unfair Labor Practice)**
 - We have one ULP regarding Company Nurse.
- **Drug-Testing Policy**
 - We had our first informal hearing with the District. They implemented a policy they did not negotiate with PSEA. We also have an upcoming meeting to discuss the internal process and policies. We will report back next month.
- **Pending Grievances**
 - Extra work not offered to PSEA Members. We have a resolution. An affected Member will be made whole.

DIRECTOR OF EMPLOYEE RELATIONS REPORT

The Director of Employee Relations reported:

- Just started last week. I'm hitting the ground running with many cases, meetings, trainings, and paperwork. Thank you all for your patience and support.

COMMITTEE REPORTS

- **Professional Learning – Melanie Rodriguez:**
 - Mentor training on the 10th – coaching and development. We have assigned 140 mentees.
 - Launching new CLC's. Includes "Developing Student Leaders."
 - CLC Squared starts tonight. Hop on at 6:00pm.
 - A new Learning Letter was sent out.
 - Requested new facilitators – got a great response.

MEMBER AT LARGE REPORT

- **Shannon Reed:**
Thanks to Beatriz. Missed the site rep meeting due to being ill. Will start going out to sites next week. Talk to me about issues you want covered in our meetings.

GENERAL ORDERS

The President reported:

- **GO2023-10-01:** Manner and Means of Voting for Upcoming Officer Elections
Motioned by: Nancy Brundrett; *Second by:* Shannon Reed.
Unanimously approved.

NEW BUSINESS

- None reported.

MEMBER QUESTIONS/COMMENTS

The President reported:

- **Zoom Training for IA's**
 - A site reported a directive from a principal that employees must be on campus for a Zoom training to get paid.

The Vice-President reported:

- An IA at Mt. Carmel reported that the principal gave the OK to Zoom from home. These trainings are part of a series for IA's. Trainings are on Wednesdays. 8 to 8:45am for secondary schools. Great turnout. It's authentic collaboration. IA's were told they must be on-site to get paid. Shout-out to Amy Durschlag for bringing this to our attention. We have been communicating with leadership the importance of this training. Elementary school trainings are 1:45 to 2:45pm. If you haven't heard about this, reach out to us. Only 4 sessions for the whole year in October, November, December, and February. If you would like us to come to your site to share the info, reach out; we'd love to. 4 sessions for elementary, 7 sessions for secondary.

The President reported:

- PSEA is focused on retaining employees. The foundation of retention is good training. Nancy Brundrett is working with bus aides to get them access to the information.

The Vice-President reported:

- Anyone can attend who works with students.

The President reported:

- **Prescription Carriers**
 - Meeting with Keenan. They look at all health and welfare plans well in advance of open enrollment each year and share at the Benefits Committee meetings comprised of management reps, PSEA reps and PFT reps. PFT reported problems with getting prescriptions filled. We have not heard this from our Members until one recent report. When you have issues that go unresolved or difficulty accessing your PUSD benefits, please email one of the PSEA Benefits Committee Members so we can advocate for you.

Sandie Garrett, PSEA Negotiations Team, reported:

- We have worked extensively to remedy problems with EmpiRX. Going forward, you will see fixes in enrollment, how to order prescriptions, and length of time to fill them. PSEA Members should be more vocal about what concerns them so we can take that to the

negotiations table.

The President reported:

- If you want us to negotiate something specific, let us know. EmpiRX issues – please email Courtney or Sandie.
- **Checks from Anti-Union Organizations**
 - Fake-looking checks are going out to Members from anti-union organizations, along with literature. We haven't seen any more since a wave of them earlier this year. They want to discourage unions and union efforts, mostly to block larger political contributions and take away employee rights. The stronger we are, the more unified we are. The information they sent out was not factual or accurate. Anti-union organizations are just that – they want to disband unions, so employees have no say in wages, leaves, or any other contractual benefit that is provided through having a union.

The Vice-President reported:

- **More About IA Training**
 - We do an online newsletter after each IA training session.

The President reported:

- **Dental and Vision**
 - Should not be impacted. An issue that was reported by some retirees in Unit I was based on a new "rule" of having to choose between medical or dental & vision. It was in fact, not a rule and rectified after PSEA got involved. If you are experiencing problems, let us know. Our contract and negotiated benefits span across many aspects of employment and working conditions. It is difficult for everyone to know and interpret everything accurately. Always feel free to ask/verify with PSEA if something doesn't sound right.

EVENT CALENDAR

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|---------------------|------------------------------|
| • October 23, 2023 | Personnel Commission Meeting |
| • November 9, 2023 | School Board Meeting |
| • November 10, 2023 | Holiday – Veterans' Day |
| • November 14, 2023 | PSEA Board Meeting |

ADJOURNMENT OF BOARD MEETING 5:48 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: November 14, 2023