

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

MINUTES for March 12, 2024

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

BOARD MEETING

QUORUM/CALL TO ORDER **4:45 p.m.** A quorum was established.

CLOSED SESSION

Nothing to report.

REVIEW & APPROVAL OF MINUTES

- **February 13, 2024 Meeting Minutes** – *Motioned by:* Nancy Brundrett; *Second by:* Beatriz Cruz-Rivera.
Unanimously approved.

OFFICER REPORTS

PRESIDENT'S REPORT

The President reported:

- **Budget**
 - A recent email message was sent to all employees by the Interim Superintendent, Greg Mizel, about the budget. Mr. Mizel announced no layoffs in the upcoming school year. Our PSEA President, Courtney Martin, met with Mr. Mizel to discuss the state of the District and potential implications of California's foreseen budget deficit, as well as many of the concerns that PSEA Members express regularly. We have a myriad of long-standing issues on our plate that need to be resolved, in addition to budget and spending concerns (which impacts our ability to improve wages). The President shared the budget presentation that was presented at the PUSD Board of Education meeting. This presentation included the District's proposed tiers for reducing expenditures. The main area in the tier 1 list that would impact our Members is the Board's interest in reducing general education bus routes. It was presented that, although parents pay for busing, the amount they pay does not cover the cost of the bus routes which impacts the general fund revenue. There are currently 24 Bus Driver vacancies. If the Board moves in that direction, there would not be any layoffs as committed to by interim Superintendent Mizel since the positions are currently vacant. More information, including a survey, will be sent to Bus Drivers in the coming weeks. The entire BOE meeting can be viewed here with the budget portion starting at 1 hour and 24 minutes:

<https://www.youtube.com/watch?v=em5ldRdetok> 1:24

- **Negotiations**

- The 2023-2024 successor negotiations are just about finalized. We were able to resolve our remaining issues (as shared by the President) favorably to our members. The goal is to present the final Tentative Agreements and ratification information at our next PSEA meeting on April 16 followed by an email to all Members. One member asked if we don't have a contract, are we vulnerable?

Our General Counsel responded:

- The risk of layoff is not affected (by the status of negotiations). We would need to negotiate new wage increases. The District is required by law to maintain the status quo with regard to working conditions. The challenge would be that we are not moving forward. The Grievance process continues, as does the arbitration process. Your right to appeal disciplinary action is part of the Personnel Commission's rules & regulations; it continues.

The President reported:

- One of the items in our CBA that falls away (when the current contract expires) is the District's ability to transfer employees or change working hours (start and end time, total number of hours) without negotiating with PSEA.
- **PSEA On-Site Q&A**
 - Please reach out to us if you want to coordinate a PSEA Q&A/training session at your site.
- **Classification Review**
 - It is moving forward. We are spending time with the incumbents to get their feedback and offer our support.
- **SPED Budget**
 - We have been looking at and tracking some of the SPED (Special Education) stats regarding the budget. The state does not give enough for SPED services; it encroaches on the general fund. There has been a \$3.8 million increase over the previous year in spending on outside agencies. We are also reviewing the amount the district currently spends on settlement agreements due to being out of compliance in providing services to students.
- **Personal Necessity**
 - We receive many questions regarding whether it is required to explain why you are using this type of leave. The most common use is for sick days and appointments for a spouse or family member, although this leave can be used for several other reasons noted in the CBA. The contract simply states, "circumstances which are truly unavoidable," which simply can be shared as the reason, if asked. Give us a call if you need guidance.
- **Labor Relations**
 - We are working on addressing workload issues and extra hours. Extra hours – be sure to put them on a time sheet. Some jobs have "call backs" in the job description. When this happens, an employee is entitled to at least 3 hours of pay.
- **Instructional Assistants Supporting TK (Transitional Kindergarten)**
 - "Instructional Assistant" is a job description. These positions support students in the general education classroom. Some are assigned to support TK. It is important to note there is no classification of TK IA and diapering or toileting is not part of the job description. IA can be placed at any grade level in a general education environment.
- **IT LAN Admins**
 - Update on increasing work year.
- **New Memberships**
 - A shout-out and a thank you to Creekside Elementary, Chaparral Elementary, Sunset Hills Elementary, and Stone Ranch Elementary for bringing in the most Memberships last month!

VICE PRESIDENT'S REPORT

The Vice President reported:

- Nothing to report.

TREASURER'S REPORT

The Treasurer reported:

Beginning Balance:	\$239,078.69
Deposits/Credits:	\$38,955.86
Withdrawals/Debits	\$20,781.51
Ending Balance:	\$257,253.04

The President ordered the Treasurer's Report be filed.

SECRETARY'S REPORT

The Secretary reported:

- Just wanted to clarify that “sick pay” is essentially personal medical time-off pay – it is to be used when you, the employee, are sick or have a medical appointment for yourself. Personal Necessity or Compelling Reasons should be used for sick days and appointments for family members and spouses.

PARLIAMENTARIAN'S REPORT

The Parliamentarian reported:

- Nothing to report – pending Board approval of appointment into new term later this meeting.

MEMBERS AT LARGE REPORTS

- **Beatriz Cruz-Rivera:**

I have talked to a couple of Members who brought up concerns. Occasionally, when they contacted the PSEA office, they felt their concerns are not always addressed in a timely manner. It's just Courtney and Davin who handle complex matters. Others PSEA leaders may be able to answer questions. Please feel free to contact me; be sure to send messages to my PSEA email. It's a volunteer organization, and that includes the Negotiations Team. We are more than happy to do the work.

The Vice-President reported:

Thank you. That's really important. Teachers get compensation for their Union work, and for fewer employees and job classifications. We are blessed to have Courtney.

The President reported:

We diligently do our best to respond to all Members that contact us as everyone is equally important. That being said, we do prioritize based on timelines and immediate impact, as well as injuries. Karen at our front desk is also a great resource for general questions.

- **Shannon Reed:**
Nothing to report.

GENERAL COUNSEL'S REPORT

Our General Counsel Reported:

- **1 New ULP (Unfair Labor Practice) Charge at PERB**
 - Regarding work location and start & end times without negotiation.
 - We are investigating a second ULP regarding changes in contracted work hours and direct dealing. There is also a potential third ULP regarding retaliation.
- **Arbitration**
 - 2 cases in arbitration, both regarding out-of-class situations that were appealed to arbitration.

DIRECTOR OF EMPLOYEE RELATIONS REPORT

The Director of Employee Relations reported:

- Document anything that doesn't seem right – an odd encounter with a coworker overstepping their boundaries or a passing conversation with a supervisor that seems disciplinary. Write it down, type it in an email – you never know when you might need to reference the incident again.

COMMITTEE REPORTS

- **Professional Learning – Melanie Rodriguez:**
 - Thank you. We had 1,694 seats filled for Pro-Grow Day. A great turnout. We had 48 offerings, 18 new. We are looking into options for September’s Pro-Grow Day. A new Learning Letter is coming soon. We have online classes available. We have 2 CLC’s developed by PSEA’s own Nancy B. and Christina. We are looking for more facilitators; if you are interested, let me know. The Educational Financial Incentive has seen a big uptick in participation. The due date is May 22. Orientation is going on. There are invites each week. The next one is on Thursday.

- **Scholarship Committee – Gale Ching:**
 - I’m going to make a flyer and send it to all site reps. The window for applications is April 15 to May 10 (the deadline). I will get the flyer out on Friday.

GENERAL ORDERS:

The President reported:

- **GO2024-03-01:** Approval of Process and Dates for the Scholarship Committee
Motioned by: Nancy Brundrett; *Second by:* Beatriz Cruz-Rivera.
Unanimously approved.

- **GO2024-03-02:** Approval of Appointment to Vacant Parliamentarian Board of Directors Position – Nancy Hall
Motioned by: Davin Erickson; *Second by:* Beatriz Cruz-Rivera.
Unanimously approved.
Our newly installed Officer recited the PSEA Oath of Office. Congratulations!

MEMBER QUESTIONS/COMMENTS

- None reported.

NEW BUSINESS

- None reported.

EVENT CALENDAR

- | | |
|----------------------|--------------------------------|
| • March 25, 2024 | Personnel Commission Meeting |
| • April 8 - 12, 2024 | District Recess – Spring Break |
| • April 16, 2024 | PSEA Board Meeting |
| • April 18, 2024 | School Board Meeting |

ADJOURNMENT OF BOARD MEETING 5:57 p.m.

ATTEST:

Davin Erickson, PSEA Secretary

Date: _____

Next Meeting: April 16, 2024