

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

**MINUTES for May 21, 2024**

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
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	
<b>OTHERS PRESENT</b>	
List of other attendees on file in the PSEA office	

***MEMBERSHIP MEETING***

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

**MEMBER UPDATES**

The President reported:

- **Happy Classified Employees Week!**
  - Shared a few videos of our interim superintendent, Greg Mizel, interviewing classified employees: Gayle McCormick and Miguel Granados-Vasquez. We want to take a moment to recognize all our classified employees. Special shout-outs from several Members to their coworkers. Through the classification review process, we have gotten to know so many people and what they do – there are over 243 job classifications total! More special shout-outs. Members were invited to put their own shout-outs in the chat feature. You are the glue that holds everything together – giving it 110%!

\*\*\*\*\* **Raffle Winners were announced throughout the meeting** \*\*\*\*\*

The President reported:

- As you know, we have an interim superintendent and there are members of the BOE (Board of Education) up for election. Darshana Patel is not running for her seat again. One candidate has asked to come here and speak to us: Dr. Devesh Vashishtha. Another candidate is Tim Dockery. Dr. Vashishtha reached out to us. We understand the importance of an upright BOE. We have a PAC (political action committee) – its funding does not come from dues. Voluntary contributors to the PAC will be contacted to form a committee to decide if they want to endorse a candidate. There are 2 seats up for election this fall – Cindy Sytsma and Darshana Patel. A group of parents want to recall the other 3. Everything rolls up to the top. The Board is above the superintendent.

The Treasurer reported:

- We met with Dr. Vashishtha and asked many questions. First impression – very positive. I like that he reached out to us.

The President reported:

- It's important when anyone recognizes that there are also non-teachers in a school District, but also when they seek us out. We represent almost twice as many employees as PFT.

The Vice-President reported:

- We saw him speak at the last four BOE meetings. The type of work he does shows a lot of caring. The way this recent event with our former superintendent was handled was concerning to the community. We are excited for “new blood” on the school Board.

The President facilitated:

- **Questions & Answers with Dr. Devesh Vashishtha**

- **The President:** Welcome, Dr. Devesh Vashishtha. We shared with our Members how you reached out to us. Please tell us a little more about yourself. Members may put their questions in the chat feature.
- **Dr. Vashishtha:** Thank you. It means a lot that you are taking the time to hear me. I am running for Trustee Area A. I have two children, ages 3 and 6. I work as a family physician at a community health center. I serve as an advocate for my patients. Unlike in many other countries, our country is less focused on preventative care. I navigate the complex bureaucracy of the healthcare system. Unlike the others, I have had interactions with management. I want to learn from you. I also seek your endorsement.
- **The President:** Thank you. We appreciate your emphasis on workers – your experiences and the ability to see through that lens. We are now open to questions.
- **The Vice-President:** I thought I heard you say society does not support prevention (in the healthcare system)?
- **Dr. Vashishtha:** Our country doesn't invest much in its primary care system. When you're underinvested, the workers do more jobs at once.
- **Member at Large, Beatriz Cruz-Rivera:** We've had other candidates come before PSEA saying they understand what classified employees are working toward, but when these candidates get voted in, they turn their backs on us. How can we trust what you say? It's a big responsibility to represent competing interests.
- **Dr. Vashishtha:** I appreciate the question. I think I'm an expert in health policy. I want to express an interest in learning about three main groups: voters, students, and employees. A Board member needs to know all three when signing off on policy. What I can promise – I honor and respect the role workers play. I believe all employees have a right to collective bargaining rights. I have one opponent who wants to outsource, fire, and cut costs. I have an invested interest in serving workers.
- **The President relays a question in the chat:** What do you see as the biggest problem in the District?
- **Dr. Vashishtha:** Mostly, we have the issue of no superintendent. We need to have someone without interpersonal problems. I've thought about what I would look for: an established track record. I advocate for refugee families, especially those from Haiti. Marginalized communities. For workers, I believe in a living wage, benefits, and vacation times.
- **The President:** Listening to the needs of classified staff. There is a need to talk to the people who do the work before implementing changes. Our BOE members tend to discourage public comments. There's a lack of fact-checking. The public speaker time was reduced from 3 minutes to 2. It creates the impression that they don't want to hear.
- **Dr. Vashishtha:** We don't want anyone to feel like they can't speak or share.
- **The President:** Fact-checking is important. If we reduce public comments, why do Board members not adhere to that? From the chat: can you give us an example of something you advocated for that went against your peers? We understand that the art of negotiation is best carried forth with heart and an understanding that we are in the business of people.
- **Dr. Vashishtha:** I helped us get us a case manager at our clinic to serve the Haitian migrant population. I spearheaded a work group to figure out how we can better serve through social support and care coordination. I stick with something and see it through. There was a lot of back-and-forth with the space administrator to get an admin on board with this; it was cost neutral.
- **The President relayed a question from the chat:** What is your personal connection to get involved (with PUSD)?
- **Dr. Vashishtha:** I represent two constituencies: parents of young children, and health care workers. We went through a pandemic; it is crucial to have a medical professional who is also a worker. I have attended about 15 Board meetings.
- **The President:** Thank you for speaking with us and seeking to speak with us. This

wraps up the Membership portion of our meeting.

**ADJOURNMENT OF MEMBERSHIP MEETING**

5:47 p.m.

\*\*\*\*\* 5-MINUTE BREAK \*\*\*\*\*

**BOARD MEETING**

**QUORUM/CALL TO ORDER** 5:55 p.m. A quorum was established.

**CLOSED SESSION**

Nothing to report.

**REVIEW & APPROVAL OF MINUTES**

- **April 16, 2024 Meeting Minutes** – *Motioned by:* Nancy Brundrett; *Second by:* Christina Abosamra.  
Unanimously approved.

**OFFICER REPORTS**

**PRESIDENT'S REPORT**

The President reported:

- **PSEA Contract/Bylaws Ratification Vote**
  - Thank you to all the volunteers who helped at our polling locations. Thank you to the Negotiations Team and the Bylaws Committee. We ratified our new contracts for both Units I and II and it was moved forward to the Board.
- **Negotiations**
  - Our Negotiations Team is meeting next week to finalize sunshine proposals. Then we're back at the table for wages, health & welfare, and two more Articles. Let us know if there is anything you would like to suggest.
- **Governor's Revised Budget Presentation**
  - Beatriz and I attended the 3-hour online Governor's revised budget presentation.
- **Workers Comp**
  - We have seen several issues in Workers Comp cases regarding pay, such as reports of industrial accident leave being reversed to personal sick pay. For pay issues, go to Digital Schools, and send the info to Davin.
- **Budget Proposals**
  - The BOE will review budget cut proposals at their next meeting – June 4. The main concern is the proposed reduction of general education routes. We have a commitment of no reduction in staff. We see several potential impacts on bidding and to the community that we are working through IBB to address. Members in Transportation are rallying to speak up at the June 4 BOE meeting.
- **ULP's (Unfair Labor Practices) and Grievances**
  - We have filed more ULP's and grievances this year than in past years. One involves transportation Policies & Procedures – we are filing our first grievance on this subject now that it is in the contract.
- **IBB (Interest-Based Bargaining)**
  - We spent time last week in IBB and made good progress that we hope to finalize and share out in the coming weeks.
- **Classification Review**
  - We still have remaining classification review appeals, although we have made good progress for most of the appeals this year, including finalizing several at our recent IBB meeting with management as we had several appeals with negotiable items.

**VICE PRESIDENT'S REPORT**

The Vice President reported:

- One thing: transfers. As a reminder, this is the season. Lots of turnover, new administrators – could affect your work. Advice: always have your transfer on file. It keeps your options open. It's not a negative thing; it's a smart thing. There will be changes and this creates more

opportunities for you.

### **TREASURER'S REPORT**

The Treasurer reported:

We met with an accountant in January to share our financial review. The conclusion: our finances are sound. In May, Courtney and I started to prepare the financial draft. Members are welcome to review all records.

Beginning Balance:	\$156,755.95
Deposits/Credits:	\$37,853.66
Withdrawals/Debits	\$20,012.27
Ending Balance:	\$174,597.34

The President ordered the Treasurer's Report be filed.

### **SECRETARY'S REPORT**

The Secretary reported:

- A shout-out once again to everyone who voted in our ratification vote. We had great participation. Thank you!

### **PARLIAMENTARIAN'S REPORT**

The Parliamentarian reported:

- A shout-out for our Membership accepting the revisions to the bylaws. It's a brave new world.

### **MEMBERS AT LARGE REPORTS**

- **Beatriz Cruz-Rivera:**

A few comments on Workers Comp. If you have a claim, when going to a doctor's appointment the District pays for the time there and up to 30 minutes travel time going there and up to 30 minutes travel time coming back. The doctor's visit information must be provided to your site and HR (a WSR – Work Status Report). You are required to ask for this information: time in, time out, the appointment's date, and the date of injury. This will be my last meeting – I have resigned from PUSD (last day is May 31). It's been great working with PSEA and at all the sites. I've been here since 2015. Again, it's important to document all relevant information (of your Workers Comp doctor's visits) for Risk Management.

The President reported:

You have been an amazing advocate for our Members. You are going to be missed.

- **Shannon Reed:**

A huge shout-out to all our site reps. Thank you for the time you put in. We appreciate you; you are valued. Workers Comp questions – doesn't hurt to ask a site rep.

### **GENERAL COUNSEL'S REPORT**

Our General Counsel Reported:

(Absent.) Nothing reported.

### **DIRECTOR OF EMPLOYEE RELATIONS REPORT**

The Director of Employee Relations reported:

- I want to talk about the concept of "enabling." It's always best to address concerns in a timely fashion – talk to your supervisor, reach out to payroll about pay issues, contact PSEA early in the process, etc. We always do what we can to help, but when an employee allows these things to go unchallenged, it's a form of enabling – the other party is encouraged to continue with the status quo or is simply unaware that it needs to change. Be the change you wish to see in the world... your world.

### **COMMITTEE REPORTS**

- **Professional Learning – Melanie Rodriguez:**

- CLC's were launched this morning. We are running Integrated Math 1a and 1b. Those two classes are part of this Fiscal Year. We will also be offering Developing Student Leaders

and that will count toward the next fiscal year. The courses are all full but put your name on the waiting list, as there is often a lot of movement in the first week of enrollment. We are working on adding more and they will be announced the week of June 12<sup>th</sup> if they get approved. The Google Workspace CLC had a ton of interest, and we are running a small test group. If the feedback is positive, we hope to launch a full cohort in the August/September timeframe. If anyone would like to facilitate a course (new or existing), please let me know.

- Education Financial Incentive Applications were due last week and we received 14 applications requesting more than \$5000. We will be reviewing applications tomorrow and letting people know what was approved. Next applications will be due in September.
- Mentor Program – we will have 20 mentors next year and will have them trained to ensure they are ready to kick off the new year. Thank you to everyone who applied. We have new hire orientations offered on the 1<sup>st</sup> Wednesday and 3<sup>rd</sup> Thursday but SPED orientation is on hold until the new school year due to low enrollment (not the season to hire SPED staff).
- Professional Growth Day is Monday, September 30<sup>th</sup>. If there are any classes you would like to see or facilitate, please let me know.
- **Scholarship Committee – Gale Ching:**
  - 2 Recipients were awarded \$1,500.00 each: Joshua Martin and Kamila Carter.
  - We had a total of 7 applicants. 4 did not turn in the required documentation; 1 application was received late.
  - The winners were notified on Monday, May 20<sup>th</sup>. They both were thankful and very happy to receive their scholarships.
  - Checks will be mailed out on June 9, 2024.

**GENERAL ORDERS:**

- None reported.

**NEW BUSINESS**

- None reported.

**EVENT CALENDAR**

- June 4, 2024                      School Board Meeting
- June 6, 2024                      Last Day of School
- June 11, 2024                     PSEA Board Meeting
- June 19, 2024                     Holiday – Juneteenth
- June 24, 2024                     Personnel Commission Meeting

**ADJOURNMENT OF BOARD MEETING**                      6:33 p.m.

ATTEST:

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Davin Erickson, PSEA Secretary

Date: \_\_\_\_\_

Next Meeting: June 11, 2024