

POWAY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
SPECIAL BOARD MEETING

March 20, 2015



District Office
Community Room
15250 Avenue of Science – San Diego, CA 92128
7:30 p.m.

At 6:00 p.m. there will be an open session to allow for public comment on the closed session agenda item below only, followed immediately by a closed session in the Board Conference Room.

CLOSED SESSION: CONFERENCE WITH LABOR NEGOTIATOR

Agent Negotiator: John Collins
PFT, PSEA, SEIU

A. PRELIMINARY FUNCTIONS

1. Call to Order 7:30 p.m.
2. Report Out of Closed Session
3. Members in Attendance

B. PUBLIC COMMENT

The Board will hear public comments on the agendized items only.

C. FIRST READING

1. Initial Proposal from Board of Education to Poway School Employees Association (PSEA) 2015-2016 – First Reading
2. Initial Proposal from Board of Education to Poway Federation of Teachers (PFT) 2015-2016 – First Reading

In compliance with the Americans with Disabilities Act, if you need special assistance, disability-related modifications, or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District's Governing Board, please contact the office of the District Superintendent at (858) 521.2700 [15250 Avenue of Science, San Diego]. Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with the meeting in appropriate alternative formats for persons with a disability.

Written materials relating to an item on this agenda that are distributed to the Poway Unified School District Board of Education within 72 hours before it is to consider the item at its regularly scheduled meeting will be available for public inspection at 15250 Avenue of Science, San Diego, during normal business hours. Such written materials will also be made available on the district website [www.powayusd.com], subject to staff's ability to post the documents before the regularly scheduled meeting.

D. ADJOURNMENT / NEXT MEETING

The next **regularly** scheduled Board Meeting will be held on **Monday, April 20**, at **6:00 p.m.** at the Poway Unified School District Office, 15250 Avenue of Science, San Diego.

TO: BOARD OF EDUCATION

MEETING DATE: March 20, 2015

FROM: John P. Collins
Staff Support:

AGENDA ITEM: C-1

**SUBJECT: INITIAL PROPOSAL FROM THE BOARD OF EDUCATION TO
POWAY SCHOOL EMPLOYEES ASSOCIATION (PSEA) 2015-
2016 - FIRST READING**

- Action
- Consent Calendar
- First Reading
- Information
- Presentation
- Public Hearing
- Roll Call Vote
Required

RECOMMENDATION:

First Reading.

DISCUSSION/PROGRAM:

This agenda item was tabled at the March 10, 2015, Regular Board of Education Meeting.

Poway Unified School District (PUSD) and Poway School Employees Association (PSEA) are currently negotiating the 2014-2015 school year Collective Bargaining Agreement. Although we are finalizing the current year, it is acceptable to make initial proposals for 2015-2016.

Article 21 – Term of Agreement of the PUSD/PSEA collective bargaining agreement provides each party the opportunity to reopen Article 8 – Health and Welfare Benefits, Article 14 – Wages, and two additional articles.

Under California Government Code Section 3547, the presentation and adoption of the District's initial proposal for contract negotiations with PSEA is a two-step process. First, it must be presented at a meeting of the Board of Education and then after a reasonable time to allow the public to become informed, at a second meeting of the Board, there will be a public hearing on the District's initial proposal and the Board would adopt its initial proposal. Tonight, the Board will make public its initial proposal to PSEA.

The initial proposal from the District is attached.

**INITIAL PROPOSAL FROM THE POWAY UNIFIED
BOARD OF EDUCATION
TO
POWAY SCHOOL EMPLOYEES ASSOCIATION**

March 10, 2015

Article 8 - Health and Welfare Benefits

Update any dollar amounts which have changed as a result of the 2014 plan year ongoing adjustments. Adjust language to support proof of other insurance coverage.

Article 14 - Wages

The District will make a proposal regarding wages after its evaluation of the impact of the Governor's proposed budget and its financial impact on the district.

TO: BOARD OF EDUCATION

MEETING DATE: March 20, 2015

FROM: John P. Collins
Staff Support:

AGENDA ITEM: C-2

**SUBJECT: INITIAL PROPOSAL FROM THE BOARD OF EDUCATION TO
POWAY FEDERATION OF TEACHERS (PFT) 2015-2016 -
FIRST READING**

- Action
- Consent Calendar
- First Reading
- Information
- Presentation
- Public Hearing
- Roll Call Vote
Required

RECOMMENDATION:

First Reading.

DISCUSSION/PROGRAM:

This agenda item was tabled at the March 10, 2015, Regular Board of Education Meeting.

Currently Poway Unified School District and Poway Federation of Teachers are in the third and final year of a Collective Bargaining Agreement which expires on June 30, 2015. It has been an expressed interest of both parties to extend this agreement, including revisions to the existing agreement, until June 30, 2018.

Under California Government Code Section 3547, the presentation and adoption of the District's initial proposal for contract negotiations is a two-step process. First, it must be presented at a meeting of the Board of Education and then after a reasonable time to allow the public to become informed, at a second meeting of the Board, there will be a public hearing on the District's initial proposal and the Board would adopt its initial proposal. Tonight the Board will make public its initial proposal to PFT.

The initial proposal from the District is attached.

Initial Proposal for Contract Negotiations

From Poway Unified School District

To

Poway Federation of Teachers

2015-2016

Article II - Duration of Agreement

The District proposes a three-year agreement to expire June 30, 2018, with specified reopeners during the term of the agreement.

Article III – Health and Welfare Benefits

The District proposes a continuation of the District's contribution per employee, using the formula and calculations as outlined in Section III – Health and Welfare Benefits.

Article VII – Hours of Employment and Article XI – Wages

In accordance with the current contract with PFT, Section II, the District will work with the Federation using the fiscal Interest-Based Solving model to begin negotiations of a proposal regarding wages.

Other

The parties will continue to meet to prepare an updated version of the Collective Bargaining Agreement, to include agreed upon Memoranda of Understanding and other minor changes to practice which have occurred. It should be noted that the current agreement Section II – Duration of Agreement provides that "Articles of this Agreement may be amended by mutual consent during the term of this agreement" and the District is committed to continuing its Interest-Based Problem Solving relationship with the Poway Federation of Teachers.