

**Unapproved Minutes of the Membership Meeting
San Diego County School Personnel Commissioners Association (SDCSPCA)**

Wednesday, September 3, 2008

Room 401

San Diego County Office of Education

6401 Linda Vista Road

San Diego, CA 92111

President Patricia Ridenour called the membership meeting to order at 12:05 noon.

Representatives from member districts present were:

Chuck Acrie, Marjorie Cosh, Bob Guerrero, Glen Hampton, Claire Jonaitis, John Land, Don Le May, TR Lin, Milt Loy, Amy Mitchell, Pat Ridenour, Sherry Rogers, Chuck Soper, Alicia Their, Jean Welsler, and Debby Wulff.

Accomplishments:

In roundtable, attendees briefly shared the accomplishments within each of their districts: Carlsbad, Escondido, La Mesa-Spring Valley, Poway, Oceanside, San Diego County Office of Education, and Vista.

Status of State Association:

President Ridenour reported that Jack Hayes would be retiring in late Dec. 2008 or Jan. 2009 as Executive Director. The Association will be recruiting for a new Executive Director and has asked Glen Hampton for assistance.

The last meeting of the State Association was 4/26/08. The next meeting is 9/27/08. So far, in the interim, there has not been an audit completed or a financial report filed even though there have been repeated inquiries. Due to the large amount of time between meetings, there is also a large amount of business that must be addressed at the 9/27 meeting, including a review of budget issues. Pat Ridenour reported that we received a letter of thanks from the State Association President acknowledging the \$500 contribution we made as a result of the poll taken earlier this summer.

Pat Ridenour read the e-mail response from Jeff Josserand regarding the funds raised from the Irvine Conference held in April 2008. In that e-mail, Mr. Josserand advised President Ridenour that he would not report the expenses or profits and advised that San Diego did not bear any of the risk and only contributed some guest speakers. In addition, he wanted to deduct for the cost of developing the web site for our chapter (which started at no cost to us as a piggyback to the web site of PCASC).

Mr. Loy brought up that in the past, the profits from regional conferences were shared proportionately with each Association (SoCal, Orange County, and San Diego) depending on the number of attendees represented. Of recent, San Diego is the only Association practicing this distribution. It was brought up that we should check the minutes to see if this an "official" practice, or a gentlemen's agreement.

There was an official motion by Milt, seconded by Glenn, and approved by members in attendance to send a formal demand letter requesting an official report with an audit and accounting of the budget and expenditures regarding the Irvine "joint" conference in April 2008.

It was noted that there are currently approximately 100 members of the State CSPCA, which has remained consistent for the past several years.

Officer Reports

The minutes of the June meeting were distributed and approved as presented. Ridenour noted that no applications were received for the Merit System Academy. Ms. Cosh distributed the Treasurers Report, which shows a balance in local checking account as of 8/31/08 is \$413.21 with an additional \$50 received since then for a total of \$463.21; and a savings account balance is \$3,400. Calexico and Poway Districts are yet to pay

their dues. The Treasurer's report was approved.

\$1,000 CSPCA money remains in the special account for the February 2009 Conference.

In response to an inquiry from Sherry Rogers, Pat Ridenour reported that she has received no update on the status of the Fallbrook Merit System election. Sherry reported that she had had some personal contacts with a representative from Fallbrook but also had no further information. Pat suggested that, whenever there might be any requests for input or assistance from districts such as Fallbrook regarding obtaining Merit System status, that the State Association be alerted to contact our regional association about that rather than assigning somebody from an entirely different region to come to our area to accomplish that. Such a practice has happened in the past, and the SD Regional Association has not been kept informed about what transpired. We have many very experienced and qualified people in the SDCSPCA who can serve that purpose when a need arises in the San Diego area. Pat will discuss this with CSPCA. There is a "Northern Membership Director" and a "Southern Membership Director" from the Southern Association. If we want a position added for the San Diego membership purposes, it will take a state bylaw change, which is a lengthy process. In the time being, we should still be able to handle local questions ourselves. Pat will report back.

Pat Ridenour advised that the San Diego chapter should consider to revising its regional bylaws to enable its members to conduct more business electronically via the Internet. With the rising cost of gasoline and travel, this option makes sense economically. TR Lin advised that several years ago he had success with the International Public Personnel Management Association Assessment Council in conducting business via the Internet. Glen Hampton to follow-up on adjusting the bylaws/guidelines and bring back for discussion.

Possibility of Sharing the NCLB Proficiency Written Test Results

Debby Wulff suggested that all the Merit Districts use the same NCLB competency test with questions provided by CODESP. The group was informally polled to compare the various components (i.e., English, Math, Ability to Assist, and Writing), the number of test questions, and the pass point (i.e., 70%).

It is concluded that Debby to follow with further survey with directors, and to provide a sample certificate and procedure to be used by the San Diego Merit Districts who wish to participate, so that applicants may take it from one district to another without having to retest, with the caveat that the district will still need to verify its authenticity (to avoid counterfeit or altered certificates).

2008 CSPCA Merit System Academy Fountain Valley Session

TR Lin gave a report on the Merit Academy. He advised that the Hayward academy netted \$1,200, and the Fountain Valley academy (currently with 37 new paid-registrants and 10 repeats, non-paid) for a net of \$6,000-\$8,000. The Merit System Academy has been very positive for CSPCA as a fundraiser and training tool.

Conference Planning for the 2009 State CSPCA Conference

Alica Their from the SDCOE reviewed the speaker line-up for the February 2009 conference at the Handlery Hotel in San Diego. TR advised that the contract has been signed with the hotel and that the keynote speaker Dr. Wayne Cascio agreed to participate if the Association paid for his travel, lodging and incidental expenses only—he would not take a fee. The conference was designed to offer two plenary (all attendees) sessions and six (6) concurrent breakout sessions, with three tracks.

TR Lin passed out the proposed budget for the conference with an estimated number of attendees between 160-200, conservatively. The negotiated nightly hotel room rate will be \$115. Discussion ensued about the anticipated revenue and an adequate and reasonable cost to cover expenses. 75 attendees paying full registration price of \$300, would gross \$22,500, plus another 75 attendees paying an early-bird registration price of only \$250 would gross \$18,750. In addition, it is anticipated that some attendees would come for just one day (at \$99 per day, not including the Saturday night banquet or Sunday brunch) for an anticipated gross \$15,840. The additional 50 guests anticipated to attend the banquet at \$45 each totaled \$2,250. The food and beverage expenses for 160 attendees, beginning with Friday breakfast and ending with Sunday brunch was estimated at \$27,599.00.

There was discussion about what the cost of registration should be for the one-day attendees. It was suggested that the price should be both affordable, and yet still encourage attendees to see the benefit of registering for

the entire conference.

Additional costs included: Audio visual (\$1,000), Speakers (\$3,000), Printing (\$1,000), Reception (\$4,000), Banquet entertainment (\$1,000), Favors (\$1,000), and Pre-conference expenses (\$1,000).

There was discussion as to whether we should also offer a continental breakfast on Thursday and Friday. In addition, although labor intensive to provide, TR Lin suggested that copies of PowerPoint presentations should be made available to conference attendees, included in the registration price.

TR Lin suggested that we solicit vendor sponsorship to subsidize the costs and allow them to set up a booth any of the conference days. Vendors could pay printing costs and/or favors, etc. Such vendors might include: companies that sell applicant tracking systems or offering consultation work for classification and compensation studies.

It was also discussed that honorary lifetime members would be able to attend at no cost. There would be further discussion among the committee members whether that would include the banquet. Pat Ridenour would get directions from the state Board.

There was discussion about entertainment/speaker at the Friday lunch. It was suggested that we contact a local high school to play music.

The conference logistics were moving forward and it was anticipated that we would have a flyer available for the 10/9/08 State Conference in San Jose, CA. The early-bird registrants cut-off would be by December 31, 2008 for the February 5-8, 2009 conference.

Future Meeting Topics

1. Fallbrook Election of the Merit System – offering assistance/advice
2. Details of the SDCSPCA-sponsored February 2009 Conference at The Handlery Hotel, San Diego
3. NCLB test info – Standardized Certificate and criteria to share among Merit Districts

The meeting was adjourned at 2:10 p.m. with a conference program planning committee meeting to immediately follow. The next meeting will be **December 3, 2008 at Noon in Room 307 at the San Diego County Department of Education.**

Respectfully submitted,

T.R. Lin
Secretary