

Minutes of the Membership Meeting (As approved 6/2/2010)

San Diego County School Personnel Commissioners Association (SDCSPCA)

Wednesday, March 3, 2010

Miramar Officers' Club

CALL TO ORDER

President Patricia Ridenour called the meeting to order at 6:55 p.m. and welcomed all in attendance. She introduced Amy Lawton, the new Director at Carlsbad; Jane Epele, widow of Dwayne Epele, for whom the new award is named; and Janice Evelyn, one of the panelists and Training & Development Coordinator at the University of San Diego.

Approval of the minutes of the December 3, 2009, as prepared by Secretary Welser, was moved by John Jarboe, seconded by Jerry Werby, and approved by members.

FINANCIAL REPORT

Treasurer Vic Garcia provided an update on the financial status of SDCSPCA. The reporting period started with a \$1,295.03 balance in the checking account. There were no deposits and two disbursements (\$62.60 to Milt Loy for awards and a check for \$200 to CSPCA to rectify an overpayment relating to the 2009 conference in San Diego). That leaves the organization with a checking balance on March 1 of \$1,032.43, with a pending disbursement of \$580.96 to MCAS Miramar for the dinner. Additionally, the organization has two savings accounts (\$129.36 and \$123.31) and a CD for \$5,014.97 for a total net worth of \$5,267.64

ANNOUNCEMENTS

President Ridenour reminded the group of the CSPCA website at www.meritsystem.org. She also reported on the CSPCA conference, which went smoothly with 120+ in attendance; she commended T.R. Lin for assisting with speakers.

President Ridenour also noted that the revised Bylaws were approved and that new CSPCA officers were elected for the coming year. They include: John Jarboe – President; Chuck Soper – Vice President; Victor Garcia – Marketing Director; and Ron Appel – President Elect. Ms. Ridenour noted that Bob Guerrero has one more year as Southern Membership Director and that she will continue in her capacity as San Diego Regional President. Thus, San Diego is well-represented at the State CSPCA level.

Jean Welser provided copies of the Merit System Scholarship application forms and cover letters for each district. They are due back by May 1, 2010, so that the recipient will have ample time to make his/her arrangements to attend the Merit Academy. Ms. Ridenour stated that the Academy would be held in August or September, though a date had not yet been set.

The next SDCSPCA meeting will be held at noon on June 2, 2010, at the San Diego County Office of Education.

EPPELE AWARD

Milt Loy provided the background for the first Epele Award. He described Dwayne Epele as one of the founding fathers of the San Diego association and as a community member who served Cajon Valley as both a school board member and a commissioner. Mr. Epele was also President of CSPCA and an Honorary Life Member.

The new Epele award was open to any Director or Commissioner in an SDCSPCA district who provided leadership and met the service criteria. The two nominees who reached the final selection process were both excellent individuals with impressive contributions. T.R. Lin, Director at La Mesa-Spring Valley, organized the Merit Academy and made

substantial contributions to several CSPCA and regional conferences. Marge Cosh, a former school board member and Commissioner in Vista, served as treasurer for both SDCSPCA and for multiple conferences.

The award was presented to Marge Cosh. Jane Epele assisted Milt Loy with the presentation. Mrs. Epele expressed her deep appreciation for the establishment of the award in remembrance of Dwayne Epele's commitment to the merit system and CSPCA. Marge Cosh stated that she considered it a privilege and honor to receive the first Epele award. She stated that she is now in Vista again and will be assisting Milt in the development of a recorded history for SDCSPCA.

ATTENDANCE AWARD

After the meal break beginning at 7:20 p.m., a drawing was held to break a tie between the two districts with the highest attendance – La Mesa-Spring Valley and Vista. La Mesa-Spring Valley received the award.

PROGRAM

Chuck, Program Committee Chair, introduced the distinguished panel. They are T.R. Lin, Director at La Mesa-Spring Valley, Janice Evelyn, Training & Development Coordinator at the University of San Diego, and Debby Wulff, Director at Poway Unified. The topic was how to provide training for classified employees in difficult economic times.

Debby Wulff described the 2000 task force and \$35,000 budget at that time for classified training at Poway Unified. That allowed Poway to have a Leadership Development Academy and many other programs. However, with a severely reduced budget, the elimination of professional development days with it, and no substitutes for training, Ms. Wulff has had to utilize other techniques and resources. She described such options as "job-alike" groups, using Lynda.com for training software, and providing ergonomics classes through County Office Risk Management.

T.R. Lin described his efforts to begin a training program when he first arrived at La Mesa-Spring Valley. At that time, he was able to persuade the Superintendent to provide a \$10,000 budget. Mr. Lin utilized Janice Evelyn to do a needs assessment survey. In developing the program, he also used resources such as CSEA trainers, Cuyamaca college, Risk Management, and internal staff. With the current budget crunch, the Superintendent needed the \$10,000 back. Subsequently, the unions were willing to subsidize the program. However, attendance hasn't been high this year because employees must attend on their own time and substitutes are not provided.

Janice Evelyn described her experiences at USD and at her prior place of employment, Los Angeles Unified School District. At USD, one person staffed the training function, making diligent use of resources important. Employees liked programs such as supervisory training, noontime financial planning sessions by trainers from the Society for Financial Awareness, newsletters, public speaking training through Toastmasters, wellness training from Kaiser, etc. She is now working on finding online training employees can do at their desks.

In subsequent discussion, speakers gave many additional suggestions. Debby Wulff has offered PERS retirement planning workshops, which have been well attended; T.R. Lin described offering collaborative workshops with Cuyamaca and free workshops from Horizon Health. Janice Evelyn noted USD is allowing sponsors to pay for ads in the training catalogue, which is providing additional training funds.

RAFFLE

The raffle was held: T.R. Lin won a basket of items, as did Jeanette Loy, Fil Sanchez won a floral arrangement, and Milt Loy won a sports memorabilia album for Jane Epele.

Thanks were given to Milt Loy and Vic Garcia for arranging the venue; the meeting was adjourned at approximately 9:15.