

PSA (Regular) Meeting Minutes  
Date: January 16, 2008  
Employee Lounge at the District Office

---

Executive President Chris Hoeffler the meeting at 2:10 pm. 43 attendees signed in. Ground rules were posted – quorum was established.

Officer report:

2008/09 salary proposal submitted to CPD and Governing Board.  
Board will make a decision in the next few months.

Treasurers Report:

\$19,374.60 in savings account  
\$24,746.23 in checking  
In process: Finalizing membership dues, should be available in February.

Approval of October Minutes:

Approved  
November Minutes are not available – coming soon.

Presentation:

“Workplace Conflict and Mediation”  
Presented by Mr. Fred Warren and Ms. Terry Sutter

Summary:

Most of us are involved in conflicts on a daily basis – this is an inevitable fact of life. In a conflict, two or more parties want something different from the other. Some conflicts can be serious and have a Legal aspect. However, most conflicts do not require a third party intervention.

In the workplace, there are two types of conflict: Interpersonal – when you don’t get along with a co-worker, and Substantive – a disagreement on how work gets done.

What is Mediation?

Mediation is a voluntary process that is fast, inexpensive, confidential, and improves communication. Everyone wins because a decision is made together and people are generally more satisfied with the results.

A Mediator is calm/neutral, offers a different mindset, and provides creative ideas for options and solutions.

Committee Reports:

Summer Conference – Stephen Zipperer  
It’s not official yet, but the Marriot at McDowell Mountain has been selected again for this year’s site. They did a great job last year. Stephen did quite a bit of

research and had some non-responses, no rooms available, etc. Next focus will be on scheduling speakers and formatting workshops. The dates are July 18 & 19, 2008 with the theme being “One Maricopa, Blazing New Trails”.

Anita Dusek – Policy Chair

The CPD Committee will meet with CEC Reps tomorrow (January 17<sup>th</sup>). PSD, PEL, & PSI have done a great job word-smithing their portion of the policy manual. New program called PEB = President Elect Bridge – If funding is available, PEB will provide up to (1) month replacement funds for President-elect to work and train with current President, allowing for a smoother transition.

All CPD is working in various areas to improve policies and procedures, clarification and clean-up, definitions, approvals for time and internal hires. All policy changes must be voted upon and approved by PSA and the Governing Board.

PSA receives \$4000 in tuition and \$2100 in travel for an annual Professional Growth benefit of \$6100.

PEL - no report

PSI - Darlene Hoeg

Financial transfers needed cleaning up when she took over. Details are still being worked out. Paperwork will be kept with Angelica Mihailova at the District Office. The committee began a tele-conference system. They've cleaned up the forms and enhanced the website to make it more user-friendly.

DAC - has not yet met this year

EBAC – Liz Buckton

Liz was not available, so Chris Hoeffler spoke on her behalf. She missed the meeting due to holiday, but Liz was there. Yes, EBAC will support increase in Core Buy-up plan.

FAC – Carmen Gonzales

Tuition increase will be at \$5.00 but amount of increase will remain open until State decides on their funding level to the district.

Service Committee – Erica Harp

Sent out email looking for volunteers to work on a service project for this semester.

Wrap up:

GWCC did a great job with the Holiday Luncheon. Will be held at PVCC next year. Plus/Delta – Speakers were good, but too short. Hope to have them back again. Acronyms that we toss around are overwhelming. It was suggested to display a poster with definitions, at each meeting, to help us understand acronyms. Meeting adjourned at 3:30pm.