

Reading Education Association Rep. Council Meeting

Thursday, December 7, 2017

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Executive Committee Members Present: Rebecca Titus, Wally Wilkinson, Lori Sherman, Lindsay Evans, Jeremy Lowther, Karl Ruch, Lisa Herbinko, Deb Redcay, Denise Solecki, Chrissie Stauffer, Dave Lombardi

Executive Committee Members Absent: Pete Karpew (excused)

Chair Committee Members Present: Denise Solecki, Lisa Herbinko, Karl Ruch, Laura Stauffer, Jen Mazur, Judy Triechler, Amy McMahan, Jennifer Brumbach

Chair Committee Members Absent: Sandy Madeira, Joe Okonski

Rep Council Members Present: Steve Hudak, Jacob Maurer, Jimmy Wright, Jaquella Alston, Jennifer Brumbach, Elizabeth Planner, Josh Stoica, Desiree Wagner, Brian Miller, Melanie Miller, Ryan Palm, Shanalyn Eckenrod, Andrea Mollura, Donna Broad, Stacy Fritz, Michelle Metz, Lori Snyder, Krista Cyran, Amy McMahan, Teresa Heckman, Kristin Moyer Ringler, Aaron Thompson, Ashley Weiss, Chrissie Stauffer, Stephanie Milch, Sarah Melzer, Jennifer Richards, Jeanette Voyer, Lori Moyer, Shannon Duff, Ashley Rambo, Jennifer Sell, Jen Fitzgerald

Rep Council Members Absent: Flora Quevedo, Jimmy Wright, Louisa Cintron, Carl Weston, Linda Criss, Tracey Semmel, Gerard Tyson, Joe Okonski, Kristen Morrissey, Chelsea Serpa, Christine Johnston, Christine Reichardt, Brooke Dower, Emil Weiss, Angel Moser, Sandy Madeira

PSEA UniServe Representative Present: John McKiernan

The meeting was called to order at 4:05 pm. by President Rebecca Titus at RMCTC.

- I. **Adoption of Agenda with Flexibility:** made by Aaron Thompson and 2nd by Ryan Palm.
- II. **Introduction of Guests:** no guests
- III. **Minutes (Deb Redcay)**
 - a. Additions/Corrections: none
 - b. Questions: none

- c. Approval: Approval of Rep. Council minutes from November 9, 2017, was made by Amy McMahon and 2nd by Brian Miller.

IV. **Treasurer's Report (Lisa Herbinko)**

- a. Additions/Corrections: none
- b. Questions: none
- c. Approval: made by Jen Brumbach and 2nd by Melanie Miller

V. **New Business**

- a. Pay the Bills: **Motion to pay bills made by Karl Ruch and 2nd by Denise Solecki.** Vote called, and motion approved. Bills will be paid.
- b. Meeting with Building Level Officers
- c. Officer Reports

- **Membership** – Denise Solecki – speaks for itself. She has New Member Forms for new teachers.
- **VP/Grievance** – Wally Wilkinson:
 - 1. Holding until teacher returns
 - 2. 04-resigned
 - 3. 07-moved to SAC
- **RHS** – Jeremy Lowther - speaks for itself.
- **RIHS** – Pete Karpew (excused) – n/a
- **Middle School** – Karl Ruch - speaks for itself

Special Education Coordinators from CCIU and BCIU—we had a grievance against 2 of them; Rebecca got a call from downtown—they are not RSD employees, but can discipline employees. If a member gets called into a meeting with these coordinators, let level VP know so someone can be present at meeting.

- **Elem. East** – Lindsay Evans – speaks to itself
- **Elem. West** – Lori Sherman:

- b. Act 55: we need to be on top of members, regarding Unsatisfactory or Needs Improvement. They need to let us know right away if they receive these ratings. Seniority is gone, so this can create an issue for veteran teachers. We can file grievances for Unsatisfactory Observations; if a teacher gets 2 Unsatisfactory observations in a row, they can be terminated.

District may look at observations from previous years

Members with an overall Needs Improvement rating can be put in the category of those to possibly be furloughed, if it becomes warranted.

District is not following their observation protocol. Administration must be having Pre- and Post-Observation conference. Let REA know if members are not having a Pre- or Post-Observation conference, as we can make this a SAC issue.

If observations are not taking place, please let Administrator know.

- **Elementary Special Services** – Chrissie Stauffer - speaks for itself. Members need to be more professional in emails.
- **Secondary Special Services** - Dave Lombardi - speaks for itself

D. Standing Committees

- a. **Communications** - Laura Stauffer (absent) – public Facebook page is up and running, please follow it.

The website is being migrated, please be patient.

- b. **Sick Bank** - Jen Mazur (absent)
- **Health and Safety** - Judy Treichler - speaks for itself; the reason for Pre-Authorization is in the contract (p. 10).
- **Membership** - Sandy Madeira (absent)
- **IPD** - Amy McMahon – speaks for itself
- **Labor Relations** - Jen Brumbach – no report
- **SAC** - Joe Okonski (absent)
- **PACE** - Lisa/Denise - speaks for itself

E. President's Report - Rebecca Titus:

- **Insurance:** with the packet there was vision paperwork for VBA. We had no In-Network or Out of Network Provider. With VBA there are actual In-Network Providers and Out of Network Providers. If you go to an In-Network Provider, you get an eye exam every year.

Go on VBA website and see if your eye doctor is a participating provider. If your eye doctor is not a participating provider, this is considered a loss of benefits. We need to know if members have eye doctors not in Network.

Lisa Magrowski has gone to buildings that have requested her presence.

We are looking at having a Joint Healthcare Meeting in January. Lisa Magrowski will be attending this meeting (she is very knowledgeable in this area).

- **Safety: at RIHS**—reps have been asked to put out a sign-up sheet to have members attend January School Board meeting. All building reps are being

asked to put a sign-up sheet for members interested in attending board meeting. We want to show School Board that we are united, and it is not ok for teachers to go into a building and feel unsafe. The more support we have, the better. Anyone willing to come to the January board meeting is asked to wear Black and Blue. We would like to have as many members as possible at the meeting.

- **Spirit Wear:** REA spirit wear store is up and running. All proceeds go to the REA scholarship fund. You can place your order by going to the REA website and clicking on the link. There is a comment section to put Local Pickup instead of having it shipped to your house.

VI. **Old Business**

VII. **PSEA Uni-Serve** (John McKiernan) – probably will be a bill proposed in Harrisburg that when you get a contract, it will have to be published for the public to view it for two weeks before the board can vote on it.

VIII. **Good of the REA**

a. **FMLA** – Alaska is the only state that requires FMLA. The district has to offer FMLA after the 5th day of absence.

b. **Eastern Region PSEA Read Across America Night with the Phantoms** – March 2nd at Allentown Phantoms. Tickets are \$18.00. Let Lori know at Lsherman@psea.org.

IX. **Adjournment**

Motion to adjourn meeting made by Melanie Miller and Josh Stoica. Meeting adjourned at 4:59.

X

Rebecca Titus
President, Reading Education Association