

Reading Education Association/Reading School District SAC Meeting,

Nov. 13th, 2018

REA Executive Committee Members Present: Joe Okonski, Lindsay Evans, Rebecca Titus, Karl Ruch, Desiree Wagner, Lori Sherman, Deb Redcay, Jeremy Lowther, Chrissie Stauffer, Wally Wilkinson

Administration Members Present: JuliAnne Kline, Jen Murray, Chris Celmer, Jesse Leisawitz

REA Executive Committee Members Absent: n/a

The purpose of the SAC is for REA and Administration to meet in a proactive setting to resolve potential issues and establish clear and concise district direction pertaining to scheduling, policies, procedures, and practices, while adhering to the Collective Bargaining Agreement and meeting the goals of the RSD Strategic Plan.

I. New Business:

A. District

1. Student comment section on the referral. (Wally) – **on the discipline referral, why do students get to give a statement? Part of due process calls for student's statement. Legally it is required – student has a right to give his/her side of story. In terms of investigations, it is better to have the student's statement from the time of the incident, so it can't change down the road.**

2.

B. Elementary

1. PVAAS data, SLO data & teachers on leave. (Lindsay) – **HOLD**
2. Frontline problems – who should a teacher contact? Not all positions are listed correctly. How do we get that fixed? Teachers are not all able log in to Frontline. What do they do? (Lindsay + Lori) – **teachers are not able to log into Frontline...they should email Sheryl Clemens for Professional Growth; and Crystal Lynch or Kelly Services directly. The email comes from Frontline**
3. After formal observation is completed, can changes be made to a teacher's rubric before the end of the school year? (Lindsay) – **HOLD**
4. Weapons policy – has this changed? (Lindsay) – **if a child brings a weapon to school, they should be expelled for a year. Is this the current policy? If so, why isn't it being followed? Chris Celmer commented that for grades 6 -12, in lieu of expulsions, district is doing alternate placements. There is no clarity for elementary level. The disciplinary action is very inconsistent as well.**

(HOLD FOR NOW – look at the policy and come back with an answer. Rebecca asked if there can be general guidelines, with some consistency).

5. Mandatory Professional Responsibilities and Music Specialists, Instrumental teachers, Art teachers. (Lindsay) – **there is no consistency with specialists and late-night conferences. JuliAnne will send a reminder to principals about this issue.**
6. Middle School transition – what is the plan with teacher movement? (Lindsay) – **HOLD**
7. Can there be more consistency with conference schedules (same late night, end times, PD schedule) (Lori) – **there is no consistency with late night conferences. The evenings were split due to translators. The PD piece will be fixed for next year, as there needs to be consistency.**
8. SLO - What do you do with your percentage when you have mute(s)? (Lori) – **HOLD**
9. PVAAS - What does the teacher do when they are listed as teaching Reading and Math, but they only teach one subject? Do they claim 0%? When does a teacher claim a different % for leaves? After 45 days? (Lori) – **HOLD**
10. Some Early Intervention kids were tested this summer even if they weren't enrolled. The students had a Permission to Re-evaluate was signed by the parent. Is there a team meeting with the BCIU prior to the start of the school year? This was done in the past. (Lori) – **HOLD**
11. Is there a district policy on children who have never been in school and start at the age of 6? Do they go to Kindergarten or do they go to first grade? (Lori) - **HOLD**

C. Middle School

1. Northeast Middle School facilities. (Karl) – **some rooms are still too hot. Teachers are in a hallway teaching a class due to classroom facility issues. Specific rooms were given to Chris Celmer, so he can have facilities check into it.**

2.

D. RIHS

1.

E. RHS

1. Class sizes (Desiree)—**9th grade academy – at beginning of year, class sizes were above 35; concern is overcrowding and does the school board have any suggestions to fix this? Desiree provided class size data from within the last month**

i. One thing looked at was using the magnet schools as the Knights Academy and keeping students back at RIHS.

ii. We need to look at October count for enrollment and come back with a more formal response.

iii. Rebecca asked for confirmation for a definite time frame with a response? Chris Celmer said he will have an answer after the holidays.

2. Special Education classrooms – **Jeremy commented that there are 4 Special Education teachers in 9th grade and 4 classes in the Upper Classrooms. 9th grade Special Education students are co-taught. Jeremy suggested perhaps looking at breaking up the co-teaching model and allowing those teachers to teach separate classes.**

• Jen asked if this was brought up to the Special Education meeting and Rebecca said no because Siobhan doesn't feel like she can make changes. Jen will have Siobhan Leavy talk to Jeremy and Desiree to try and find a solution. Jeremy commented that some resource teachers are content certified, so perhaps, they can be used to lower the Special Education numbers.

3. Collins writing folder reviews. (Jeremy + Desiree)- **the high school teachers' handbook says that the teachers can request a coach to help with the writing. Coaches have been putting data in PaEtep; this seems to be turning into an evaluation instead of coaching. At the faculty meeting, Mr. Turman posted names of teachers who have improved in the Collins writing. This violates the handbook P. 24, which states that...global results...no names... will be provided. Clarification needs to be provided regarding if this is an evaluative tool or coaching tool.**

4. Department head positions selected (Jeremy) – **Eric has autonomy to decide who he wants to be a department head. He is removing department heads and assigning new people. Department Head is mentioned specifically in the contract – establishes the title and the wage. This issue is tabled until January.**

5. How mentors are assigned (Jeremy) – **Eric has autonomy to this as well. Mentors must have tenure and 3 satisfactory observations. Some teachers are mentors for multiple new teachers.**

6. School security: students continue to prop open doors, allow other students in the building and roam the hallways. (Jeremy) – **doors are still unlocked; frequency of kids in the hallway; kids opening doors for anyone who is at the door; doors are propped open.**
 - *Chris Celmer commented he is open to suggestions as to how to alleviate this issue. Rebecca asked if money coming in from Act 5 can be used for locks on doors, extra security officers, etc. Citations are being issued to students; extra staff has been brought on to help with this issue as well. Chris Celmer is willing to look at options for those door hot spots (the top 5 doors). If Jeremy can get this information to Chris by Friday, he can give this information to Barry Marchut on Friday when he meets with him.*

7. Parking: teachers don't have spaces because of a lack of enforcement of non-teachers parking in the lots. (Jeremy) – **was brought up to Eric and he said he would deal with it after the construction was over. Teachers are counting cars in the AM...15-20 cars are still in the lot. Students are parking wherever they want, Eric and Security are not making kids park there.**
 - *Chris Celmer commented that he did have a conversation with the City regarding ticketing cars parked in school district lots. If we are having habitual issues, we can contact Police and they will try their best to handle the issues within 48 hours (students are parking on pit side; neighbors and auto shop on south drive). Teachers can also park at RIHS and carpool up to the HS.*

F. Special Education

1. Concerns with Special Education staffing. (Karl) – **Karl is going to set up meetings with Siobhan. Karl is concerned about the staff shortage with Special Education teachers and the amount of work being put on these teachers. IEP's and FBA's are getting longer, and it could be overwhelming to a new teacher, as it is overwhelming to a veteran teacher. Special Education teachers need the resources to get done what they need to do.**

- *JuliAnne Kline commented they reached out to Special Education teachers with Student Teachers, and only 1 teacher responded. Rebecca commented that if admin lets her know she can also get an email out to teachers. Any Special Education teachers who feel that their current student teacher would be a good candidate for RSD should email Stella.*

- II. Old Business – **Social Workers cannot do coverages? Jen Murray said the answer is No. Jeremy asked if they can do Study Halls? Jen will ask Ann.**

Other News: **Due to Jess DiBlasi's leave at the HS, administration will be assigned teachers to observe (JuliAnne, Jen, Siobhan). The protocol will still stay the same. Jen will let Jeremy what caseload they will be observing once they get the information.**

- II. Schedule – next SAC meeting will be scheduled later.

Respectfully submitted,

Khalid Mumin
Superintendent

Date

Joseph Okonski
REA, SAC chairperson

Date