

Reading Education Association/Reading School District

SAC MINUTES

Tuesday, February 4th, 2020

REA Executive Committee Members Present: Lindsay Evans, Lori Sherman, Joe Okonski, Jeremy Lowther, Karl Ruch, Rebecca Titus, Desiree Wagner

Administration members present: Dr. Mumin, Dr. Murray, Dr. Sanchez-Rivera, JuliAnne Kline, Jesse Leisawitz

REA Executive Committee Members Absent: Chrissie Stauffer, Wally Wilkinson

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.

Call to Order: 4:00 p.m.

I. Old Business

A. Special Education

Items 1-6 under Old Business, Special education was tabled and moved to special education meeting to be held on February 12th at the ROCC.

1. Caseloads over 100%
2. Continuum of service from building to building, placement to placement
3. Parents are asking why their child's IEP is not being followed.
4. What supports are there for regular ed teachers, due to the shortage of special ed?
5. Quota on the school psychologists for initial evals. Yet, we can't provide services for these students due to a shortage of teachers.
6. Where is the funding being used if we are not providing services to the students?

B. Elementary

1. Kindergarten prep on 4th & 5th Mondays – Lindsay Evans

A follow-up discussion was held regarding Kindergarten teachers and missed prep time on the 4th and 5th Mondays of the month. Dr. Murray suggested teachers stay until 3:00 p.m. to receive their additional 15 min. Contractually, teachers need to stay until 2:45 p.m. Suggestion was made to have other teachers cover breakfast for 15 min. Dr. Murray stated that breakfast coverage is not viable.

- *Dr. Murray stated they will re-examine the number of minutes.*

C. Vacancies in the district – Mr. Leisawitz

It was reported that there were currently 88 openings throughout the district. Special education vacancies account for majority of the openings. ESL vacancies are also an area of need. It was noted that administration is holding weekly interviews to fill the positions. Unfortunately, as candidates accept positions, current employees are either retiring or resigning from their positions.

II. New Business

A. District

- 1. Permission for REA to pursue obtaining grants for needed playground equipment.** – Rebecca Titus – It was noted that some of the elementary playgrounds need improved sliding boards. Ms. Titus offered to write a grant as an association to repair the slides. Concern was raised regarding other associations within the district and repair of the slides. It was noted that Barry's association would install the new slides. Cost per slide is \$20,000.

- *Dr. Mumin will review budget to possibly pay for slides through that method. He also suggested going through the forming Reading Education Foundation.*

B. REA

1. Elementary

- a. **Teacher lunches should not be used for compensatory time** – Lindsay Evans – Teachers are entitled to 30 minutes of duty-free lunch. An issue was brought up that at 13th and Union, the principal is using lunch as compensatory time. This is unacceptable. REA building reps did address this with the principal, but no solution was obtained. Ms. Evans requested that administration address this issue with the principal at the next Principal's meeting, and stress that lunch is not to be used as compensatory time.
- b. **Split class for and pay procedures** – Lindsay Evans – It was noted that pay from October 2019 to January 2020 has not been paid.

-It was reported that there was a delay in the printing of the forms; they are in the final stages to make them more user friendly. Wayne Gehrts would be the person to contact. Rebecca will send an email.

2. High School

- a. **Changing of student's attendance records at the high school and satellite campuses** – Jeremy Lowther/Rebecca Titus – Concern was raised that students were marked present when absent for the day. Administration is marking kids as present when they are not. This makes teachers accountable for those kids. Kids also need to go through the late

line to enter when late. Examples were provided to further explain the situation: 1 – Reconciliation is occurring when a student was at breakfast, missed homeroom, but is present the rest of the day. There would be a paper trail for this via the attendance secretaries. 2 – Administration told attendance secretaries to clean up absences when all periods were marked absent except for one. This move then made the student present the entire day. Issue is that the one class was more than likely a coverage for an absent teacher and attendance was not taken properly. Rebecca forwarded an email to administration which instructed Association members to fix attendance issues; Dr. Mumin noted the concern was raised at the School Board level and appreciated the Association's clarification of the issue.

- Administration will investigate the procedures, processes and directives surrounding this issue.

- b. Lack of payment for shopping for FCS food** – Jeremy Lowther Concerned was raised that FCS teachers are not getting paid for their time to purchase food for their classes. Purchases are made on weekly basis. FCS teachers use a family card to purchase the food. Administration stated they will investigate using an online system with delivery to the high school.

- Dr. Murray will talk to Mr. Turman about the submitted timesheets. FCS teachers must supply a list of foods they purchase or past receipts for administration's use to investigate an online system.

- c. Lack of repairs/safety issue on 2nd floor (see photos)** – Jeremy Lowther – Administration noted that the front elevator of the high school will be repaired. It is taking time due to finding parts for an older elevator. On the second floor outside room 214, the ceiling fell. The initial damaged occurred last year. Teachers reached out to the Association for help to get it fixed this year. Work orders were sent, and Rebecca was in contact with Mr. Campbell.

- Mr. Campbell stated that plaster above the drop ceiling needs repaired. Maintenance department will get on it tomorrow, 2/5/20.

3. General

- a. Concerns about multiple librarians in one building** - Rebecca Titus Concern was raised regarding the processes, procedures, and expectations for multiple librarians in one building. Glenside currently has two. Questions were raised as to who maintains the collection, orders books and other materials, and completes the inventory. Additionally, concerned was raised that open libraries are not done consistently nor

available librarians for students to access at times other than their scheduled class.

- Ms. Kline will meet with Department Heads to look at procedures to order books, book inventory, etc. She also noted that each librarian receives ten days for inventory and a stipend.

III. Adjournment – 4:45 p.m.

Next meeting: Tuesday, April 7th which is subject to change due to weather.





