

Reading Education Association
Representative Council Meeting

Thursday, November 5, 2020

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(Email and website are currently down)

Executive Board Members Present:

| | | |
|---------------------------|----------------|-------------------|
| Rebecca Titus | Jeremy Lowther | Joe Okonski |
| Wally Wilkinson | Lindsay Evans | Lisa Herbinko |
| Rebecca Guthier-Kline Deb | Karl Ruch | Jessica Steffy |
| Redcay | Aaron Thompson | Chrissie Stauffer |

Executive Committee Members Absent:

n/a

Committee Chairs Present:

| | | |
|----------------|-------------------|----------------|
| Laura Stauffer | Jennifer Ulrich | Judy Treichler |
| Jennifer Mazur | Shanalyn Eckenrod | |
| | Desiree Wagner | |

Committee Chairs Absent: None

Rep. Council Members Present:

| | | |
|-----------------|-----------------|---------------------|
| Steve Hudak | Lael Schwartz | Lori Snyder |
| Brian Benkert | Vicki Halferty | Teresa Heckman |
| Desiree Wagner | Duane Kring | Nate Henschel |
| Michael Metzger | Amy Anders | Ashley Weiss |
| Jacob Maurer | Josh Lambert | Nicole Slickers |
| Jaquella Koroma | Bonnie Fox | Ashley Curtis |
| Josh Stoica | Elizabeth Reach | Stephanie Milch |
| Kelly Snyder | Danielle Smith | Jamie Folk |
| Brian Miller | Sarah Frederick | Jeanette Voyer |
| Michele Ehrhart | Eileen Reardon | Heather Scholl |
| Shannon Duff | Tracey Therrien | Christine Reichardt |
| Kevin High | Jessica Chinae | Heather Shutter |
| Jen Brumbach | Michelle Metz | Sherry Katrinak |
| Mark Wurster | Julie Kehr | Dana Schaeffer |
| Jen Bard | Betsy Dries | Lauren Walton |

Deb Gingrich
Evan Jack

Kayla Middleton
Andrea Mollura

Rep. Council Members Absent:

James Wright

PSEA Uni-Serve Representative Present

John McKiernan

The zoom meeting was called to order at 4:00 pm. by President Rebecca Titus

- I. Adoption of Agenda with Flexibility – **motion to approve agenda with flexibility was made by Joe okonski and 2nd by Wally Wilkinson**

II. Introduction of Guests – John McKiernan

III. Minutes from Rep Council Meeting - attached

- A. Additions/Corrections – **n/a**
- B. Questions
- C. Approval – **motion to approve October Rep Council minutes was made by Lindsay Evans and 2nd by Ashley Weiss**

IV. Treasurer’s Report – Lisa Herbinko

- A. Addition/Corrections – **n/a**
- B. Questions: **n/a**
- C. Approval – **motion to approve Treasurer’s report was made by Aaron Thompson and 2nd by Jessica Steffy**

V. New Business

- A. **Pay the Bills -motion made by Judy Treichlder and 2nd by Lindsay Evans to pay the bills. Motion passes and bills will be paid**

VI. Officer Reports

- A. **Membership - Jessica Steffy**
 - a. Speaks for itself
- B. **High School VP - Jeremy Lowther**
 - a. Speaks for itself
- B. **Middle School VP East/West - Aaron Thompson/Joe Okonski**
 - a. Report speaks for itself
- C. **Middle School Special Services - Karl Ruch**
 - a. Report speaks for itself
- D. **Elementary East VP - Lindsay Evans**

- a. Report speaks for itself
- b. Remember to use the request entry button on Google Meets

E. **Elementary East VP** - Rebecca Guthier-Kline

- a. Report speaks for itself

F. **Elementary Special Service - Chrissie Stauffer**

- a. Report speaks for itself

VII. Chairperson Reports

A. Sick Bank (Jen Mazur)

- a. Report speaks for itself

B. Health and Safety (Judy Treichler)

- a. Report speaks for itself

C. Member Benefits (Jennifer Ulrich)

- a. Report speaks for itself

C. IPD (Shanalyn Eckenrod)

- a. Report speaks for itself
- b. Induction/mentor program
 - i. If any teachers have questions about the induction or mentor program, send them to Shanalyn.
 - ii. Shanalyn has the mentor packets if teachers need it

D. SAC (Desiree Wagner)

- a. If you have anything send to Desiree

E. Communications (Laura Stauffer)

- a. Report speaks for itself

VI. President's Report - Rebecca Titus

- A. Everything comes out on Monday messages

VII. UniServe Report - John McKiernan

A. Rep Training

- a. Know your contract - you are the first person a member contacts
- b. Contract enforcer
 - i. Know board policies
 - ii. Educate members about rights and responsibilities
 - iii. Understand contract & when a grievance is appropriate
- c. Organizer

- i. Promote and maintain membership
 - ii. Encourage participation within membership
 - d. Communicator
 - i. Two-way
 - 1. Members must know what the association is doing and what it offers them
 - 2. Present members concern to the leadership
 - e. Problem-solver
 - i. Help identify and solve problems
 - ii. Know when to seek additional help
 - f. Leader
 - i. People look to you as PSEA
 - g. Advocate
 - i. Support and defend members
 - ii. Sometimes you must attend a meeting to rep a member
 - iii. Help guarantee due process (Weingarten Rights) for each member
 - 1. Rights provided by Supreme Court
 - 2. Similar to 'Miranda' rights
 - 3. Right to representation at disciplinary meetings
 - a. Employees must request union representation but our contract states representation must be offered).
 - b. Meeting must be investigatory and disciplinary action could result from the meeting.
 - i. Calm the person down
 - ii. Be their advocate
 - iii. Help the member not to make things worse
 - iv. Keep them focused
 - v. Remind them to only answer questions posed
 - c. If you ask for representation and management refuses, we will file an Unfair Labor Practice
 - i. Member has right to not answer
 - ii. Don't leave the room
 - iii. Take good notes
 - d. Management has 3 options
 - i. Call off interview
 - ii. Stop questioning until the rep is present
 - iii. Ask the employee to waive his/her right to a union rep.
 - 1. Don't EVER agree to waive your rights to union representation
- h. Role of Union Rep at meeting
 - i. Ask for time
 - ii. Right to represent member
 - iii. There for observing
 - iv. If rep. Is in a meeting that seems like it will end up being a criminal meeting, then stop the meeting and let REA President and John know so they can follow the proper steps..
 - v. Advise members to answer questions truthfully

- vi. Management must inform the employee and union rep of the subject matter of the interview
- vii. Not entitled to a union rep every time a supervisor wants to speak with you
- viii. Members cannot refuse to meet with the supervisor when directed/ordered to do so.
- ix. Members are responsible for asking for union representation
- x. Don't consent to search of person or property
 - 1. Contact Rebecca so she can contact the proper people
- xii. Do not waive any rights

VIII. Old Business

- A. none

IX. Good of the REA

A. Holidays

a. **Because content planners put out holiday plans, the teachers can't put out any holiday materials.**

- i. Teachers can't use jack-o-lanterns, Christmas, etc.
 - 1. Principals needs to communicate with JuliAnne Kline about the content planner and the holiday materials

B. PASSA training

a. **School time has to be given for the training because it is a new program**

- i. The initial training should take about an hour
- ii. The follow up training may be held during the inservice days

C. **Teachers are being told they need to make progress reports for each student.**

- i. Rebecca commented that reps should go to Megan (AES) and have a conversation about time to do progress reports
 - 1. If this is something that is in the SIP plan, it has to be done.

D. **Column movement should have occurred; tuition reimbursement doesn't come out until November 15th.**

E. **PAETEP notes stay in PAETEP forever, but the notes can only be used for that current year.**

F. **Support Ed.**

- a. Falls under the appendix of the contract
- b. Training is occurring, but meetings are taking all of prep time
- c. This is taking away from common planning time for grade level
 - i. This will be brought up at SAC.

VI. **Adjournment** – motion made by Vicki Halferty and 2nd by Jamie Folk.

Meeting adjourned at 5:13 pm