

Reading Education Association
Representative Council Meeting

Thursday, March 4, 2021

REA Office
125 Morgantown Road
Suite 2
Reading, PA 19612
Email: president@readingea.com
Website: www.readingea.com

Phone: 610-374-7101
Fax: 610-374-3173

Executive Board Members Present:

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

Executive Committee Members Absent:

n/a

Committee Chairs Present:

Laura Stauffer	Shanalyn Eckenrod	Desiree Wagner
Jennifer Mazur		Judy Treichler

Committee Chairs Absent: None

Rep. Council Members Present:

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

Rep. Council Members Absent:

Vicky Halferty
Duane Kring

PSEA Uni-Serve Representative:

John McKiernan - present

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 Wally Wilkinson and 2nd by Aaron Thompson
- II. Introduction of Guests – n/a
- III. Minutes from Rep Council Meeting - February 2021
 - A. Additions/Corrections – n/a
 - B. Questions
 - C. Approval – motion to approve February Rep Council minutes was made by Jessica Steffy and 2nd by Lindsay Evans
- 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 Joe Okonski and 2nd by Lindsay Evans
- V. New Business
 - A. Pay the Bills - motion to pay the bills was made by Evan Jack and 2nd by Wally Wilkinson. Motion passes and bills will be paid
- VI. Officer Reports
 - A. Membership - Jessica Steffy
 - a. Speaks for itself
 - B. Grievance - Wally Wilkinson
 - a. Speaks for itself
 - C. High School VP - Jeremy Lowther
 - a. Speaks for itself
 - b. Be mindful of when posting on Social Media; no one should be posting while on school hours

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
- b. Multiple walkthroughs are permitted throughout the day.
 - i. The Special Education Department can do a walkthrough and give feedback.
 - 1. When giving feedback, if they comment about something they didn't see that was on the lesson plan, teacher can explain why something did/didn't happen
 - ii. The evaluation is done by the principal or assistant principal.
 - iii. All central admin and building admin can do walkthroughs

D. Elementary East VP - Lindsay Evans

- a. Report speaks for itself
- b. There has been a concern regarding Specialists lack of planning time when they have to sub for a classroom teacher. Some buildings do not have a dedicated day to day sub and some Specialists do not have enough planning time.
 - i. Something was said that Specialists filed a complaint, if reps hear something about that, let Lindsay know.

E. Elementary East VP - Rebecca Guthier-Kline

- a. Report speaks for itself
- b. Administrators may not ask reps for a list about who attended the building meeting. If it becomes a problem, contact an officer.

F. Elementary Special Services - Chrissie Stauffer

- a. Report speaks for itself

VII. Chairperson Reports

A. Communications (Laura Stauffer)

- a. Report speaks for itself

B. Sick Bank (Jen Mazur)

- a. Report speaks for itself

C. Health and Safety (Judy Treichler)

- a. Report speaks for itself

D. Intergroup Welfare (open - appointed to Jen Bard)

- a. Send information to school email - use Jen and not Jennifer

E. IPD (Shanalyn Eckenrod)

- a. Report speaks for itself with additions
- b. There is a program called the BUddy Program - teachers moving between buildings or moving into our district from another district.
 - i. Teacher approached to be a mentor or buddy teacher must be tenured.
- c. Level II Certification
 - i. One month should be appropriate for a principal to get the paperwork done. After the month is up the memos should speak to the principal for a status report.
 - ii. If there is no movement after 3 months, members need to speak to their building rep so it can be addressed by the union.

F. SAC (Desiree Wagner)

- a. SAC meeting will be held April 7th
 - i. Concerns to officers by March 23rd.
 - ii. Need agenda items by March 24th

VI. President's Report - Rebecca Titus

- A. Jen Ulrich resigned from her position as Intergroup Welfare and Rebecca would like to appoint Jen Bard to fill the position. **Motion to appoint Jen Bard as Intergroup Welfare Chairperson was made by Joe Okonski and 2nd by Dana Schaffer.**
- B. District did continue with FFCRA leave until June.
- C. Board Meeting is March 24th and we go out on Spring Break the week after.
 - a. If you travel out of state or country for pleasure, on spring break you must report travel to benefits and must quarantine for 10 days. If we go back in person, you will not be eligible for FFCRA.
 - i. Teachers will have to use sick time
 - ii. Email on February 24th from Lisa Magrowski states staff won't have to quarantine you if you have a negative test within 72 hours prior to returning to PA. Rebecca will check into this.
- D. At their next meeting, reps are asked to have a conversation with staff to get the "What if.." questions. They should then give this to their correct level officer.
 - a. We will compile questions and submit them to central administration if they are open to that.
- E. We need to gather class size numbers so when we go face-to-face we will know how the district will handle the large class sizes.
- F. Email Rebecca and copy Judy Treichler your building and classroom number if you had mold in your room before we left last March..
- G.

VII. UniServe Report - John McKiernan

- A. All of his districts other than Muhlenberg have been back
- B. Some teachers are using clear shower curtains in their room; district will provide PPE
- C. This will be a long process, but if children come back in the hybrid or traditional situation, the district has to file an attestation report. It is possible that one building can go remote, whereas other buildings in that district remain in person.
- D. Most districts have had about 65% of students return
- E. The problem with hybrid learning is the difficulty of the teachers having to teach to students face to face as well as remotely.
- F. Rules still apply with masks and distancing.
- G. Question arises - What have the districts done to get the buildings ready since they have been empty for a year.
- H. There has been much anxiety of teachers at the beginning when districts went from remote to hybrid and then hybrid to face to face.

VIII. Questions

- A. Why can't we call for a job action like Philly did?
 - a. PSEA wouldn't endorse it, as it is an illegal job action
 - b. Grounds for Termination
- B. What is AFT? American Federation of TEachers
- C. Why is it a violation of CBA?
 - a. There are specific parameters as to when we can issue a job action of any sort.
 - i. This is illegal because we didn't go through the proper steps
- D. If they don't follow through with the \$51 million can we use a lock out?
 - a. No we cannot
 - b. The \$51 million is not currently in the district funds so they have not started the repairs in the HVAC.
- E. Many assumptions are going on with the voluntary call back and vaccine push.
 - a. Doc and his team will notify the district staff with the recommendation they will present to the board. Ultimately the board has the final say.
- F. Is there any way we can verify that the district has met the CDC requirements before we go back into the buildings?
 - a. We can look at that.
 - b. If we look at the Health and Safety Plan, all of the mitigation efforts are on site and ready to go. The issue is the air quality of the buildings.
- G. Will there be daily temperature checks?
 - a. There will not be daily temperature checks as temperature is no longer a good indicator of the virus
 - b. Parents are supposed to check their child's temperature before coming to school.

- c. If a child shows symptoms during school, they go to the nurses' office for isolation and a full evaluation will be done.
 - H. What will the nurse's office look like when we move to face-to-face?
 - a. All nurse visits will be "call ahead"
 - b. There is a group A and group B of symptoms
 - i. If there is a student concern, then the teacher needs to call the nurse and ask for her to come down and get the student.
 - c. More autonomy of students regarding their health care
 - d. Priority of care; call first care
 - I. What about air quality issues?
 - a. Air quality will be skewed due to buildings not being open
 - J. Social Distancing Rules
 - a. 3 feet distances with dividers if 6 feet can't be done.
 - K. District will work on an FAQ once students return and an FAQ when just staff is in the building. This will help to ensure that procedures are the same across the board.
 - L. Will teachers be able to teach virtually if they need to be quarantined?
 - a. Rebecca assumes if teachers were exposed and quarantined they should be able to remotely teach.
 - M. Restroom Safety - addressed at SAC and Health and Safety
 - N. Will we get guidance on how to teach small groups once we are face to Face?
 - a. At this point in time, there is no conversation of student return.
 - b. The focus is on how many people will voluntarily return.
 - i. How well will this be received.
 - ii. How well will they be able to clean the rooms with all the people in the building.
 - c. The next step is mandatory staff return before they have students return.
 - O. Who will provide the individual containers for the students?
 - a. The district will provide these.
- IX. Old Business
- X. Good of the REA
- a. Notify downtown for life changing events, not just Capital Blue
 - b. If you take a half sick day for a vaccine send Lisa Magrowski proof of getting the vaccine and you will get your sick day back.
 - c. The J & J vaccines will be administered at the IU from 12 pm to 8 pm. Take a half sick day and have asynchronous plans for that day. Submit to Lisa proof you got the vaccine and you will be reimbursed for the time off.
 - d. Make sure members are seeking out reps before going to officers
 - e. If the students are in another country, is it a problem we are teaching them?
 - i. As long as the student is listed on the roster of the school district we teach in we must teach them. Their IEP must be followed and there is no issue with teachers.

- f. The nurses are making sure the CDC protocols are in place. We are benefitting from other schools and their trial and errors. The kids are just as anxious to return as we are, we need to be mindful and support each other. We are essential staff and we need to start thinking as essential staff. The nurses are following QA&I (Quality Assurance/Quality Improvement)

XI. **Adjournment** – motion made by Aaron Thompson and 2nd by Wally Wilkinson

Meeting adjourned at 4:57 pm