

Reading Education Association
Representative Council Meeting

Thursday, April 8, 2021

REA Office
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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	Desiree Wagner
Jennifer Mazur	Shanalyn Eckenrod
Jen Bard	Judy Treichler

Committee Chairs Absent: None

Rep. Council Members Present:

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

Rep. Council Members Absent:

Deb Gingrich
Kayla Middleton

PSEA Uni-Serve Representative:

John McKiernan - absent

The zoom meeting was called to order at 4:15 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 Joe Okonski
- II. Introduction of Guests – n/a
- III. Minutes from Rep Council Meeting -March 2021
 - A. Additions/Corrections – n/a
 - B. Questions
 - C. Approval – motion to approve March Rep Council minutes was made by Aaron Thompson 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 Jen Mazur and 2nd by Jess Steffy
- V. New Business
 - A. Pay the Bills - motion to pay the bills was made by Karl Ruch and 2nd by Lindsay Evans. Motion passes and bills will be paid
- VI. Officer Reports
 - A. Membership - Jessica Steffy
 - a. Speaks for itself with additions
 - b. Early enrollment started April 1st. Anyone who started 2021 and didn’t enroll; they can enroll now and get benefits but not pay dues until next year.
 - B. Grievance - Wally Wilkinson
 - a. Speaks for itself
 - C. High School VP - Jeremy Lowther
 - a. Speaks for itself with additions

- b. Do not email AP's with problems with other teachers. We need to work with members. Don't forget to use Conflict Resolution. (REA to REA and REA to RESPA)

B. Middle School VP East/West - Aaron Thompson/Joe Okonski

- a. Report speaks for itself
- b. Chain of command
- c. Share information with all of your reps and members

C. Middle School Special Services - Karl Ruch

- a. Report speaks for itself

D. Elementary East VP - Lindsay Evan

- a. Report speaks for itself with additions
- b. Every room should have a Hepa filter
- c. Elementary Duty Free Lunch
 - i. Our report time is 8:00 and we can leave and come back at 8:30
 - 1. If our duty free time goes to 8:30 how will it work
 - ii. Dr. Murray has given approval for teachers to take lunch 2:30 - 3:00 and leave the building at 2:30.
 - 1. Teachers won't come in during duty free time and prepare
 - 2. If principal refuses to do that - let Rebecca, Lindsay and Becky know; it will be addressed on a building to building basis
 - 3. Can a principal say teachers can't leave if they move it from 2:30-3:00?
 - a. Have the conversation with the principal and we will address appropriately. It will be building to building.
 - iii. RKAA teachers were told to attend a meeting at 7:25 and their day doesn't start until 8:50.
 - 1. It was a directive so they must follow it
 - 2. Ms. Davis must give comp time for the amount of time they were in the day
 - 3. If Ms. Davis does not give a response and members show up, Josh needs to give information to Wally to file a grievance
 - a. We need to get a response from Ms. Davis before we can file a grievance.
 - b. Moving forward - have a conversation with members that if it has been 24 hours and they

haven't received a response from Ms. Davis, they need to get the information to the REA officer.

E. Elementary East VP - Rebecca Guthier-Kline

- a. Report speaks for itself with additions
- b. If your specialists are losing their planning time due to subbing, they need to keep a record of it and forward it to the correct level officer.

F. Elementary Special Services - Chrissie Stauffer

- a. No report
- b. Progress reports due next week - make sure teachers talk to Lead Teacher
- c. IEP's must be done by May 15th. Talk to PC if you think you can't get it complete
- d. Make sure IEPs are in compliance, don't worry about reevaluations
- e. Some buildings are offering 4 days a week for LS and some buildings are offering 2. Make sure to talk to the principal and PC.

VII. Chairperson Reports

A. Communications (Laura Stauffer)

- a. No report

B. Sick Bank (Jen Mazur)

- a. Report speaks for itself

C. Health and Safety (Judy Treichler)

- a. No report
- b. They had a meeting over spring break; working on a list sent by members.

D. Intergroup Welfare (Jen Bard)

- a. When a member is receiving flowers sometimes the flower shop requests a phone number - please try to give Jen the phone number.
- b. Email is Jen not Jennifer

E. IPD (Shanalyn Eckenrod)

- a. Report speaks for itself

F. SAC (Desiree Wagner)

- a. SAC meeting will be scheduled for May 12th.

VI. President's Report - Rebecca Titus

- A. Get information to Rebecca in a timely manner
 - a. If a message is sent after 3:30 it will not be answered until the next day
- B. Election
 - a. We have nothing in our contract that allows or prohibits an on-line election
 - b. John agreed when we were virtual an on-line election was the way to go
 - c. Now that we are back in school, do we stay virtual or do a building vote
 - i. Reps bring ballots to the REA office in May Rep. Council
 - d. The voting would open up at 7:20 am and close at 4:20 pm the day of the vote
 - e. The three members on the committee have an REA day for tech support questions
 - f. If you log in and do not finish casting your vote, there is a one hour wait time before you can log back in and vote.
 - g. A link will be sent 5 days prior with log-in credentials; this is a way to remind people to vote.
 - h. Virtual election is a possibility for contract ratification if virtual election works out.
 - i. Questions/Concerns
 - i. With online we might get more member input
 - ii. Everyone wants to have safety protocols in place; if someone was in contact with someone positive with Covid, having a building election would have an issue with contract tracing.
 - iii. Members who quarantine may not have the ability to vote if we vote in building
 - iv. If we proceed with on-line voting, we should have tech support available.
 - v. Google form cannot be used because it is not secure
 - 1. We need to make sure it is one vote per member
 - 2. Members need to be in good standing.

Rebecca questioned to keep virtual - all but 1 approved. 1 opposed to virtual; 0 abstentions

VII. UniServe Report - John McKiernan (absent)

VIII. Questions

- A. What if univents are not operational?
 - a. If a room has a non-functioning univent email Rebecca and Judy and they will forward the room number and building name to Steve Franco and Dennis Campbell.
- B. Hepa Filters
 - a. Teachers were told hepa filters will only be placed in rooms with kids and not rooms without kids

- i. Have a conversation with the principal first then email Judy and Rebecca with the building name and room number so she can look into it.

IX. Old Business

A. Member was contract traced and was told she needs to be quarantined for 14 days

- a. she falls under FFCRA
- b. Lisa Magrowski needs to respond to email
- c. FFCRA leave and working remotely
 - i. If contact is outside of work - only option is to be out on FFCRA leave
 - ii. If exposure is work related, then you can work virtually
 - iii. $\frac{2}{3}$ pay is to care for dependent care
 1. Caring for someone who is self-quarantining
 2. Caring for child whose school or place is closed
 3. Is experiencing any other substantial condition

d. FFCRA

- i. It is 10 days with pay
 - ii. Can be used for up to 12 weeks
 - iii. Members who take FFCRA time for vaccination, time is shown .5 at the top and 1 full day was taken out.
 1. Rebecca will look into this
 - iv. Teachers may want to file for intermittent FFCRA leave if there is concern about having to watch their child.
 - v. Teacher was told she/he had to take 10 sick days prior to taking FFCRA leave to care for child due to school being closed
 1. Send Rebecca an email if the teacher is receiving this information from downtown.
 - vi. Teachers are emailing benefits regarding if FFCRA $\frac{2}{3}$ pay will affect their summer pay and not receiving an answer.
 1. Have them wait 48 hours and then send email again but cc Rebecca.
- e. District received their full amount of money so REA will be on top of them to be sure that the money is being spent appropriately.
- f. Hepa Filters
- i. They need to be changed after 3 months or 3,000 hours
 1. Is the district going to provide funds to replace the filters
 2. That money was earmarked for Hepa filters so she will be sure to ask that question.
- g. Attendance - some buildings are required to "sign-in" on a google doc when they come in.
- i. This is a principal discretion issue
- h. What happens if a child shows up on a day they are not to be in school
- i. The class can be moved to a larger space
 - ii. Classes can be split on an as needed basis

iii. Students can be moved to another cohort for the day

X. Good of the REA

XI. **Adjournment** – motion made by Desiree Wagner and 2nd by Jen Mazur

Meeting adjourned at 5:32 pm