

Vice-President's Report

September 2021

Act 13 - changes to the Educator Evaluation System

- Pre & Post Observation conferences are now MANDATORY i.e. LAW
- Professional Teaching Employees (tenured) 70% performance, 30% Student Performance Data
- Professional Non-Teaching Employees (tenured) 90% performance, 10% Student Performance Data
- Temporary Professional Teaching & Non-Teaching Employees (non-tenured) 100% performance
- “Challenge Multiplier” now used for Student Performance Data
- “Look Back” window for a second Needs Improvement reduced from 10 years to 4 years

Helpful places to look for answers:

CBA (our contract) - REA website “Resources” page or use this link:

<https://www.readingea.com/wp-content/uploads/2020/02/CBA-2019.pdf>

- Leaves of Absence; Working Conditions; Mandatory Professional Responsibilities; Insurance; Salary Schedule

RSD Employee Handbook - REA website “Resources” page or use this link:

<https://www.readingea.com/wp-content/uploads/2021/08/RSD-Employee-Handbook.pdf>

- Start/finish hours for each level; PD day hours; Progressive Discipline Policy;
 - Please note - the handbook is for ALL district employees so there may be reference to something that applies to other bargaining units but not REA, like vacation days

RSD Board Policies - RSD website “School Board; Board Policies” page or use this link:

<https://go.boarddocs.com/pa/reading/Board.nsf/Public> (be sure to click on “POLICIES” on the top, right of the page)

- Lesson Plan Policy (111); Evaluation of Employees (412, 413); Personnel Files (424); Student Discipline (218); Weapons (218.1)

RSD Code of Student Conduct Book - RSD website “Our District” page or use this link:

<https://www.readingea.com/wp-content/uploads/2021/08/Code-of-Conduct-English-Language.pdf>

- p. 11 - Faculty/Staff Rights & Responsibilities
- p. 15 - Teacher Appeals

Respectfully submitted by,

Lindsay Evans

REA VP/Grievance Officer

evansl@readingsd.org

reagrievance@readingea.com