

Reading Education Association
Representative Council Meeting

Thursday, October 6 , 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	Evan Jack	Lisa Herbinko
Nathan Henschel	Chrissie Stauffer	Joe Okonski
Deb Redcay	Lindsay Evans	Chrissie Stauffer
Dana Gerhart		
Beth Planer	Jessica Steffy	

Executive Committee Members Absent:

Aaron Thompson (ex.)

Committee Chairs Present:

Laura Stauffer	Jennifer Bard	Desiree Wagner
Jennifer Mazur	Shanalyn Eckenrod	Judy Treichler

Committee Chairs Absent:

Jennifer Mazur (ex.)

Rep. Council Members Present:

Ashley Weiss	Ashley Rambo	Bonnie Fox
Brian Benkert	Brian Miller	Christine Reichardt
Christina Davis	Dana Schaeffer	Danielle Smith
Dara Kluth	Deb Gingrich	Desiree Wagner
Duane Kring	Elizabeth Reach	Heather Scholl
Heather Shutter	Jimmy Wright	Jamie Folk
Jacquella Koroma	Jennifer Brumbach	Jen Sell
Jeremy Lowther	Jessica Rizzolo	John Reinhard
Josh Stoica	Karl Ruch	Kelly Fuller
Kelly Snyder	Kevin High	Kristen Roxberg
Krista Cyran	Lael Schwartz	Lauren Walton
Liza Hoppes	Mark Wurster	Megan Fox
Michael Metzger	Michelle Metz	Nicole Slickers

Patricia Swartz
Sarah Frederick
Shannon Duff
Sherry Katrinak

Sarah Frederick
Shannon Duff
Sherry Katrinak

Ashley Rambo
Josh Lambert
Josh Stoica
Lori Snyder
Jessica Rizzolo

Kristen Roxberg
Deb Gingrich
James Wright

Rep. Council Members Absent:

Jacob Maurer (ex.)	Jamie Petro	Jessica Chinaea
Josh Lambert	Kristin Moyer-Ringler (ex.)	Lori Snyder

PSEA Uni-Serve Representative:

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 Kevin High and 2nd by Brian Miller
- II. Introduction of Guests – None
- III. Minutes from Rep Council Meeting - September 2021
 - A. Additions/Corrections – Josh Lambert was present at that meeting but marked absent
 - B. Questions
 - C. Approval – motion to approve June Rep Council minutes was made by Joe Okonski 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 Jen Brumbach 2nd by Lindsay Evans
- V. New Business
 - A. Pay the Bills - motion made to pay the bills made by Mark Wurster and 2nd by Duane Kring. Motion passes and bills will be paid
- VI. Officer Reports
 - A. Membership - Dana Gerhardt
 - a. Speaks for itself

B. VP/Grievance - Lindsay Evans

- a. VP
 - i. Speaks for itself
- b. Grievance
 - i. Active Grievance
 - 1. CMS filed grievance
 - 2. Grievance accepted

C. High School VP - Jessica Steffy

- a. No report

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

- a. Report speaks for itself

C. Secondary Special Services - Beth Planer

- a. Report speaks for itself

D. Elementary East VP - Evan Jack

- a. Report speaks for itself

E. Elementary West VP - Nathan Henschel

- a. Report speaks for itself

F. Elementary Special Service - Chrissie Stauffer

- a. Report speaks for itself

VII. Chairperson Reports

A. Communications (Laura Stauffer)

- a. Report speaks for itself
- b. We are unable to access Members Only due to a computer issue. As soon as we get a fix it will be posted.

B. Sick Bank (Jen Mazur - absent)

- a. 1 day assessment (2nd pay in November)

C. Health and Safety (Judy Treichler - absent)

- a. Read her report

D. Intergroup Welfare (Jen Bard)

- a. Report speaks for itself

E. IPD (Shanalyn Eckenrod)

- a. Report speaks for itself

- b. Not sure if there will be modules
- c. Any questions about induction or mentors, let Shanalyn know

F. SAC (Desiree Wagner)

- a. SAC held yesterday - report should be coming out next month.

VI. President's Report - Rebecca Titus

- A. Report speaks for itself
- B. RVA teachers - should be reporting to home reps with any questions or concerns

VII. UniServe Report - John McKiernan

A. Role of Reps

- a. Eyes and ears of members
- b. There to catch potential grievances
- c. Leader, advocate, mobilizer

B. Important Knowledge

- a. Know the contract
- b. If not sure if issue is a contract violation, then bring it up so it can be clarified
- c. If the school board passes a policy that changes the contract, we have 120 days to meet and discuss.
- d. Keep an eye on policies
- e. Past Practices
 - i. Has to be long standing, acknowledged by both parties, clear and consistent

C. Grievances

- a. Arbitration - when a neutral state approved judge comes in and listens to both sides; they are retired lawyers, judges.
- b. HR issues - if something seems off with an HR issue, bring it up
- c. Labor board certified
 - i. We can allow the district to sub contract if we can't fill the positions but it must be documented.
- d. Observation and Training (ES and MS will be trained on Monday PD)
- e. Mandatory Reporting
 - i. We are mandatory reporters and must report something that we think crosses the line.

D. Mental Health

- a. Sick bank; sick leave; sabbatical

E. Union Threats

- a. Bill 1332 says that school districts have to put all curriculum on internet for parents to review them
 - i. Working its way through government
- b. Money given to private or charter schools

F. What can I do as a union advocate

- a. Your job is as an equal for the member you are there with

- b. If you get called in a meeting to assist a member and it becomes criminal, stop the meeting immediately and call Rebecca.
 - i. No lawyer/client privilege
- c. Just being there as a set of ears and eyes - helps keep the principal in check
- d. Goal - acceptable resolution
- e. Can always ask for a break for member

G. Weingarten Rights

- a. Members can try to request the rep they want if it is a disciplinary meeting
- b. If a member goes into a meeting that isn't disciplinary then becomes disciplinary, they can stop the meeting and request a rep.

IX. Old Business - n/a

X. Good of the REA

- A. Constitution and Bylaws revisions - approved 398 to 18
- B. Change in wording of revision of Constitution and Bylaws regarding term of President. Jeremy Lowther proposed the following change to the Bylaws:

- a. In case of presidential vacancy and the time remaining on the presidential term is greater than one school year, the Vice President shall be the acting president of the Association for a time period not to exceed 45 calendar days. The vacancy will be made known to all members within 48 hours by posting on the REA website. Intent to run forms will be accepted during the first 14 calendar days after the posting of the vacancy. All names of members seeking to run for this position will be posted on the REA website. A new election will be held no less than 10 days, but no longer than 15 days after the closing date of accepting intent to run forms. The newly elected president will then assume the position before the end of the 45 day time period.

In the event no one submits an intent to run form or the unexpired term is less than 1 school year, the Vice-President shall be president of the association and shall fulfill the unexpired term of the president. If the vice president is unwilling or unable to serve as President of the association, a member shall be nominated and elected by the executive council. (The Executive Council will look first at grievance experience within the REA, then attendance of PSEA Grievance school at Gettysburg College, and finally at REA officer experience when submitting nominations.)

- i. The motion to change the wording of the by-laws was made by Jeremy Lowther and 2nd by Karl Ruch.
- ii. Discussion
 - 1. Jeremy wants to keep bylaws consistent.

2. Why wasn't this brought up at September Rep. Council? - Jeremy - doesn't know why it wasn't.
 3. Vote in September was pushed off - we are making a push to include our members. It should have been added and if we vote as a Rep. Council, we are undermining our membership.
 4. The point of the timing is everything has been done through email; we had a rep council vote. We either have the discussion now or wait until next constitution and bylaws
 5. When we made the change the person would be appointed, not elected. We voted for the VP and now we want to change it (this seems to invalidate the vote we just had).
 6. What is the purpose of this vote? It is Jeremy's job as a rep to bring questions to Rep. Council on behalf of membership.
 7. Changing the by-laws is a big step. If we put someone else in this position, they might not have the experience.
 8. this is to keep consistency with the by-laws
- iii. Lisa called the question
1. Vote taken to add the above wording to the By-laws and Constitution
 - a. 11 - yes
 - b. 36 - no
 - c. 4 - Abstentions
 2. Motion defeated

C. Hiring situation

- a. District currently has a weekly standing day for hiring Special Education - will be included in the Monday meeting.
- b. Jessica Steffy will be sitting in on the meeting regarding the hiring of the new principal.

XI. **Adjournment** – motion made by Jeremy and 2nd by Jaquella

Meeting adjourned at 5:28pm

Respectfully Submitted,

Deb Redcay,
REA Secretary