

Reading Education Association
Representative Council Meeting

Thursday, January 7, 2020

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	Beth Planer	Jessica Steffy
Aaron Thompson	Evan Jack	Lisa Herbinko
Nathan Henschel	Chrissie Stauffer	Joe Okonski
Deb Redcay	Lindsay Evans	Chrissie Stauffer
Dana Gerhart		

Executive Committee Members Absent:

n/a

Committee Chairs Present:

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

Committee Chairs Absent: None

Rep. Council Members Present:

Ashley Weiss	Bonnie Fox	Brian Benkert
Brian Miller	Christina Davis	Dana Shaffer
Danielle Smith	Dara Kluth	Desiree Wagner
Duane Kring	Elizabeth Reach	Heather Scholl
Heather Shutter	Jacob Maurer	Jamie Petro
Jamie Folk	Jacquella Koroma	Jen Brumbach
Jen Sell	Jeremy Lowther	Jessica Chinaea
John Reinhard	Karl Ruch	Kelly Fuller
Kelly Snyder	Kevin High	Kristin Moyer-Ringler
Krista Cyran	Lael Schwartz	Lauren Walton
Liza Hoppes	Mark Wurster	Megan Fox
Michael Metzger	Michelle Metz	Nicole Slickers
Sarah Frederick	Patricia Swartz	Sherry Katrinak
Teresa Heckman	Shannon Duff	Steve Hudak
Tracey Therrien	Vicki Halferty	

Rep. Council Members

Absent:

Ashley Rambo	Kristen Roxberg
Josh Lambert	Deb Gingrich
Josh Stoica	James Wright
Lori Snyder	
Jessica Rizzolo	

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 Jessica Steffy and 2nd by Aaron Thompson
- II. Introduction of Guests – None
- III. Minutes from Rep Council Meeting - June 2021
 - A. Additions/Corrections – n/a
 - B. Questions
 - C. Approval – motion to approve June Rep Council minutes was made by Desiree Wagner and 2nd by Lindsay Evans
- IV. Treasurer’s Report – Lisa Herbinko
 - A. Addition/Corrections – n/a
 - B. Information - report is a little longer due to rep checks
 - C. Questions: n/a
 - D. Approval – motion to approve Treasurer’s report was made by Desiree Wagner 2nd by Lindsay Evans
- V. New Business
 - A. Pay the Bills - motion made by Aaron Thompson and 2nd by Jessica Steffy to pay the bills. Motion passes and bills will be paid
 - B. Operating Budget for the 2021-2022 School Year
 - a. Questions
 - b. additions/corrections
 - c. Motion to approve - Nathan Henshal and 2nd by Evan Jack
 - C. Direct Dues
 - a. Please remind every member to check their dues information
 - D. Google Docs
 - a. Is there a way to make the files easily accessible on google
 - E. HS Principal
 - a. What is the status of the HS principal search?
 - i. Rebecca will speak to Jesse about this to try and get an update.

VI. Officer Reports

A. Membership - Dana Gerhardt

- a. Speaks for itself
- b. Encourage any new teachers to join the union
- c. We are down about 60 members from the end of last school year to the beginning of this school year
- d. Membership list will be in packet when the By-laws and Constitution voting packet is sent.
 - i. Rebecca went through the entire database; some lists may have handwritten members

B. VP/Grievance - Lindsay Evans

- a. VP
 - i. Act 13 changes and alerts from PSEA
 - ii. Included links for places to find answers to questions members have. (contract; board minutes; student handbook; policy book)
 1. These links are on the REA Resources page
- b. Grievance
 - i. Lindsay has a link for updated Grievance request form on the website
 - ii. Active Grievance
 1. 2021-15 settled Level 1
 2. 2021-16 - Level II meeting was held yesterday
 - iii. No prep on first day of school
 1. Email Lindsay if you did not get prep on the first day regardless of what building you are in.
 - a. Reagrievance @readingea.com
 - b. This is a contractual violation - we will file a class action grievance and then hold it in abeyance, because it already occurred.
 - i. Members can't be given back this time
 - ii. Work it out that members will get that time back in a reasonable amount of time.
 - iii. Make it clear to principals they can't take prep on the first day of school
 - iv. Hopefully having a SAC meeting in October - we will take this to the meeting first to settle it quicker; if it isn't settled then, we will take it out of abeyance and file the grievances.
 - c. CMS - lunch is taking over a half hour and teachers are getting shortened prep

- d. Secondary level is the length of one period - if your prep is shortened due to lunch issues this will be addressed on an individual building issue.
- e. CMS - 2 periods make up 1 hour; what would prep be
 - i. If your periods 1-10 are 30 minutes long, members would be given 30 minutes.
- f. RAAA - period 3 was omitted the first day; they extended homeroom and auditorium so teachers having prep period 3 missed them.
- g. If 2 periods are linked to equal 1 hour then how much time is given (30 minutes or 60 minutes)
 - i. Brian Miller - prep for 30 minutes and PLC was 30 minutes; this was brought up to SAC and REA was told the prep time was 30 minutes.

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
- b. Building reps must host monthly meetings by the Thursday after rep. council
 - i. Send notes and attendance by Friday after Rep. Council to Rebecca at president@readingea.com.

E. Elementary West VP - Nathan Henschel

- a. Report speaks for itself
- b. Don't share passwords with building subs, as every building has a generic password for their sub.

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 looking to share information that members are doing in their classroom; we can only share faces of teachers.

B. Sick Bank (Jen Mazur)

- a. Report speaks for itself

C. Health and Safety (Judy Treichler)

- a. Report speaks for itself
- b. When messaging Judy - indicate building and room number; specific issue; did you talk to administrator; date someone came in to look at the issue.
- c. Facilities Department is prioritizing safety issues first and they do have a long list of requests.
- d. If the issue has lasted 5 days or more and is a safety issue, she is pushing the issue on.
- e. procedure of reporting (who talks to the custodian)
 - l. Teacher may email custodian and say "this is what is happening" and they should CC principal.
- f. Glenside RKAA rep should get a list of issues and send them to Judy and Rebecca.
- g. Dana Shaffer - when do we say enough is enough?
 - a. Rebecca stated that most of this is based on financial issues.
 - b. Rebecca will get back with Dennis Campbell to draft a statement so she can discuss it with staff (list of contractors and what they do; as well as what is their hierarchy of fixing things within the district).
- h. Even if the district gets outside contractors, they need to take bids and must take the lowest bid.
- i. Desiree - Dennis Campbell should have a spreadsheet of what has been done or when will be done and should be able to share that with Rebeccs so she can inform members when they have a question.

D. Intergroup Welfare (Jen Bard)

- a. Report speaks for itself
- b. A lot of sad things that happened this summer
- c. Send Jen any special occasions so she can send stuff out
- d. New teacher dinner - 8 teachers have responded
 - i. An email was sent out to all new hires encouraging them to enroll and information about the New Educator Dinner. Rebecca is asking all reps to reach out to new hires from last year (2020-21 school year)

1. John McKiernan; Tiffany Dollar; Ronnie Wenrich; Cal. Casualty
2. Deadline is September 17th to RSVP for the dinner
3. Dinner is September 29 at Mimmo's beginning at 4:30.

E. IPD (Shanalyn Eckenrod)

- a. Report speaks for itself

F. SAC (Desiree Wagner)

- a. Working on a SAC meeting for October 6th
- b. It will be in person at Administration building
- c. All items need to be submitted to her by September 27th.

VI. President's Report - Rebecca Titus

- A. Report speaks for itself

VII. UniServe Report - John McKiernan

- A. Allentown is also looking for a Superintendent
- B. Reading has reached out to the IU, which could mean Reading is staying local for a Superintendent
- C. Reading is only the district providing Administrative leave if member gets Covid due to school exposure
- D. New Evaluation System - take a look at it; hopefully it will be a little better
- E. Crazy Board meetings these past few months regarding masks and involving police and threats.
 - a. Two different types of exclusions of mask wearing
 - i. Medical Exemption
 - ii. Parental Exemption
 - b. The Department of Health has chosen to do nothing when parents have approached them regarding mask mandates.
 - c. Tamaqua, Tulpehocken and Hamburg have chosen to either ignore the mandate or allow letters for exemptions.
 - d. If mandate is not followed, this allows teachers, board members and superintendent to be sued on an individual basis

VIII. Constitution and Bylaws

- A. An email went out explaining how the election will occur, as well as when ballots will be collected.
 - a. Please hold the vote on Tuesday, September 14th
 - b. Please return the ballots to the REA office on Tuesday, September 14th.
 - c. Questions about Constitution and Bylaws
 - i. Position of the Counselor would be appointed
 - ii. Could we change Article 3 Section 16

1. Old Section 16 new section 17 - can this be changed to any vacancy left for more than one year would have a special election immediately following the vacancy
 - a. Jeremy motions and Jacquella 2nds motion: Should an executive board position become vacant and last longer than a membership year, could a special election be held instead of appointment
 - b. Discussion
 - i. An appointment doesn't give a fair representation for the membership to elect an officer.
 - ii. Desiree - do we have to put in a timeline?
 - iii. Rebecca said we would postpone the vote for two weeks.
 - iv. Jeremy - we would have to add language to state when a member needs to put their name in and campaign.
 - v. Rebecca - we could mirror the verbiage of Rep. council reps.
 - c. Amendment - in the case of vacancy of an executive board member, other than the president, a special election should be held instead of an appointment.
 - d. Jessica Steffy called the question.
 - i. Vote - 45 yes; 2 no; 1 abstention

IX. Old Business - no

X. Good of the REA

XI. Adjournment – motion made by Jen Mazur and 2nd by Vicki Halferty

Meeting adjourned at 5:42 pm

Respectfully Submitted,

Deb Redcay,
REA Secretary