

Reading Education Association
Representative Council Meeting

Thursday, October 6 , 2021

REA Office
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Executive Board Members Present:

Rebecca Titus	Nate Henschel	Lindsay Evans
Dana Gerhart	Aaron Thompson	Joe Okonski
Jessica Steffy	Lisa Herbinko	Deb Redcay
Chrissie Stauffer	Evan Jack	

Executive Committee Members Absent:

Elizabeth Planer

Committee Chairs Present:

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

Committee Chairs Absent:

n/a

Rep. Council Members Present:

Ashley Rambo	Christina Davis	Elizabeth Reach
Ashley Weiss	Dana Schaffer	Heather Scholl
Bonnie Fox	Danielle Smith	Heather Shutter
Brian Benkert	Dara Kluth	James Wright
Brian Miller	Deb Gingrich	Jamie Petro
Christine Reichart	Desiree Wagner	Jamie Folk
Vicki Halferty	Duane Kring	Kelly Snyder
Jacquella Koroma	John Reinhard	Kevin High
Jen Brumbach	Josh Lambert	Kristen Roxberg
Jen Sell	Josh Stoica	Kristin Moyer-Ringler
Jeremy Lowther	Karl Ruch	Krista Cyran
Jessica Chinae	Lael Schwartz	Mark Wurster
Jessica Rizzolo	Liza Hoppes	Michelle Metz
Megan Fox	Michael Metzger	Patricia Swartz
Sarah Frederick	Shannon Duff	Sherry Katrinak
Steve Hudak	Teresa Heckman	Tracey Therrien

Rep. Council Members Absent:

Jacob Maurer 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 Evan Jack and 2nd by Joe Okonski.
- II. Introduction of Guests – None
- III. Minutes from Rep Council Meeting - October 2021
 - A. Additions/Corrections – Patty was present
 - B. Questions
 - C. Approval – motion to approve October Rep Council minutes was made by Dana Gerhardt 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 Aaron Thomson and 2nd by Jessica Steffy.
- V. New Business
 - A. Pay the Bills - motion made to pay the bills made by Lindsay Evans and 2nd by Desiree Wagner. 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. Speaks for itself
 - C. High School VP - Jessica Steffy
 - a. Put report in prior to some situations happening
 - i. Glenside RKA

- ii. 1st round of principal interviews completed
- B. Middle School VP East/West - Aaron Thompson/Joe Okonski
 - a. Report speaks for itself
- C. Secondary Special Services - Beth Planer (absent)
 - a. Read her report
- 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
 - b. Sent an email to Chrissie Muirin and she responded - everyone should have gotten an email for a one week extension

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. NWMS - replace univent
 - b. NEMS - sewer gas - looking into that
 - c. Unprovoked assaults - that will be discussed by Rebecca
 - d. Much construction going on in the district - Rebecca will be sharing information with everyone as to what companies are being used.
 - e. Worker's Compensation
 - i. 2 members had their worker's compensation delayed; district is setting themselves up for a liability; members aren't getting the accommodations and treatment they need in a timely manner
 - 1. Desiree will give Rebecca the specific names so she can look at it with Lisa Magrowski.
 - f. The trailers at 12th and Marion are 40 degrees
 - i. They are aware of this and the district is waiting on a specific part
- D. Intergroup Welfare (Jen Bard)

- a. Report speaks for itself
- b. Jen will be adding a section for people that are out on medical illnesses for longer than 2 weeks.

E. IPD (Shanalyn Eckenrod)

- a. No report
- b. No information received about induction week or a replacement to induction week
- c. Haven't heard anything about Act 80 days
- d. Contact Shanalyn with questions about mentors, induction, Act 80, Level II.

F. SAC (Desiree Wagner)

- a. SAC minutes are in the Google folder
- b. Next meeting is December 8th in person
 - i. Get issues to officers on or before November 22nd

VI. President's Report - Rebecca Titus

- A. We have an election coming up (NTPE Officer)
 - a. We can decide to use in-person or on-line platform for voting
 - b. Laura Stauffer researched many on-line platforms
 - i. Association voting
 - 1. \$489
 - 2. 2 step authentication
 - 3. Email to each member with their credentials
 - 4. Feature to certify the results
 - 5. Opportunity for a one-time vote; we don't have to buy a 6 month or 1 year subscription
 - c. What is the preference - on-line or in-person vote?
 - i. Jessica Steffy - start looking into on-line voting due to issues that have been arising. If voting is on-line members have the opportunity to vote if they are not in the building
 - ii. Judy Treichler - is this completely handled by an outside vendor? Yes this is completely handled by a third party.
 - 1. It would open in the AM and close at the end of the school day (7 AM - 5 PM).
 - 2. They do all of the work and email us the results
 - iii. The \$489 is a one time vote; there are other platforms we can look at for the future if this works smoothly
 - 1. Rebecca can create a Google Form to share with Rep. Council that shows all of the platforms, their cost and subscription. Members will then choose on-line or in-person and cost options.
- B. NTPE intent to run forms are due at the REA office by November 15th
- C. Building meetings need to be held by the Wednesday after Rep. Council
 - a. How many members attended

- b. Synopsis of what was discussed
- c. Must send the report to Rebecca by Friday after Rep. Council meeting
 - i. Rebecca sees concerns of building members
 - ii. Rebecca can get information regarding the concerns of building membership
 - iii. Can be a link to a Google Doc; can be an email
 - iv. If there are no questions, Rebecca keeps the information on file and will not email back
 - v. If there are questions, she will respond to the questions with the desired answers
- D. Meeting will be held with district - they understand teachers are overwhelmed and frustrated
 - a. Rebecca will bring the information to the membership after this meeting occurs on November 15th.

VII. UniServe Report - John McKiernan (absent)

IX. Old Business

- A. Laverne University classes were approved - Jen O'Brien sent Rebecca the most up to date approved universities. (NOT SURE WHAT COLLEGE JEREMY SAID)
- B. Split classes
 - a. Some schools are splitting classes and stopping at 4 students
 - b. There are no guidelines as to how to split classes
 - c. Language says "5 or more from a single teacher" to get paid
 - d. This is applicable to all levels, not just elementary

X. Good of the REA

- A. Unprovoked assaults
 - a. Each incident needs to be looked at individually
 - b. Page 44 outlines the steps that should occur when an unprovoked attack occurs
 - i. Principals are to notify Rebecca if there is a staff assault
 - ii. Ask to sit down with admin and go over page 44
 - iii. This page is somewhat contradictory in itself
 - 1. First step says admin shall call police
 - 2. Fourth step says admin may call police
 - iv. Whether the student is regular ed. or special ed. effects this process
 - v. Please review page 44 with building members
 - c. Discipline and Dress Code Handbook
 - i. Offenses and possible consequences
 - 1. We still have the appeals process
 - 2. Take a picture and make a copy of the referral
 - 3. The administrator should be giving you the disposition

4. We can appeal the discipline that the administrator made
 - a. We document referral and consequence
 5. How do we appeal something when nothing is done?
 - a. We can pull out a prior mediation ruling and start there.
 6. Rebecca will share the steps on how to appeal a discipline and dress code violation
 7. There are some steps that can be taken if there is a violent Special Education student
 - d. Trying to have a meeting with Senator Schwank as to what can be done with teacher assaults at the state level.
- B. Covid Relief Pay
- a. How can the district determine if staff is infected at home or at school?
 - i. the district is looking at these on a case by case basis
 - b. If members test positive and follow the steps and feel they should be getting administrative leave, let Rebecca know.
- C. Has anyone talked to the district about the CDC guidelines?
- a. When Rebecca spoke with Jesse at the beginning of the year, he said they would look at this on a case by case basis.
 - b. Jesse never gave specific numbers for when buildings are to close due to lack of staff
 - i. we should have a concrete number stating if a building reaches a specific number then they close for the day
 - c. Covid - PD - if outside reps come in for PD, shouldn't some protocols or mitigation methods be put in place to ensure our members don't get exposed from these presenters.
- D. Section 30's
- a. Teachers are not getting paid for their Section 30's (12th and Marion)
 - i. According to the contract, a separate check is issued if Section 30's total over \$100
 - b. NEMS did not get any Section 30's
 - i. Let administrators know first so they can let payroll know; if it doesn't get resolved, then let Rebecca know.
 - c. HS Campuses need to reach out to their VP first; then Rebecca will reach out to Stephanie Hackash
- E. MOU for Lesson PLans
- a. Reconvening a lesson plan committee - they should be meeting this month; hopefully have an answer in December.

XI. **Adjournment** – motion made by Joe Okonski and 2nd by Desiree Wagner.

Meeting adjourned at 5:45 pm

Respectfully Submitted,

Deb Redcay,
REA Secretary