

Reading Education Association
Representative Council Meeting

Thursday, January 6 , 2021

REA Office
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Executive Board Members Present:

Rebecca Titus	Evan Jack	Joe Okonski
Nathan Henschel	Chrissie Stauffer	Jen Oakes
Deb Redcay	Lindsay Evans	
Dana Gerhart	Jessica Steffy	
Beth Planer	Lisa Herbinko	

Executive Committee Members Absent: n/a

Committee Chairs Present:

Laura Stauffer	Desiree Wagner	Jennifer Bard
Jennifer Mazur	Judy Treichler	

Committee Chairs Absent: Shanalyn Eckenrod

Rep. Council Members Present:

Ashley Rambo	Jamie Folk	Lauren Walton
Ashley Weiss	Jacquella Koroma	Liza Hoppes
Bonnie Fox	Jen Brumbach	Mark Wurster
Brian Benkert	Jen Sell	Megan Fox
Brian Miller	Jeremy Lowther	Michael Metzger
Christine Reichardt	Jessica Chinaea	Michelle Metz
Christina Davis	Jessica Rizzolo	Nicole Slickers
Dana Shaffer	John Reinhard	Patricia Swartz
Danielle Smith	Josh Lambert	Sara Frederick
Dara Kluth	Josh Stoica	Shannon Duff
Deb Gingrich	Kelly Fuller	Sherry Katrinak
Desiree Wagner	Kelly Snyder	Steve Hudak
Duane Kring	Kevin High	Teresa Heckman
Heather Shutter	Kristina Roxburgh	Tracey Therrien
Jacob Maurer	Krista Cyran	Vicki Halferty
James Wright	Lael Schwartz	

Rep. Council Members Absent:

Elizabeth Reach	Heather Scholl	Jamie Petro
Karl Ruch	Kristen Moyer-Ringler	Lori Snyder

PSEA Uni-Serve Representative Present:

John McKiernan

The zoom meeting was called to order at 4:30 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 Lindsay Evans
- II. Introduction of Guests – n/a
- III. Minutes from Rep Council Meeting - December 2021
 - A. Additions/Corrections – n/a.
 - B. Questions - n/a
 - C. Approval – motion to approve December Rep Council minutes was made by Jessica Steffy 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 Vicki Halferty and 2nd by Judy Treichler.
- V. New Business
 - A. Pay the Bills - motion to pay the bills made by Joe Okonski and 2nd by Jen Mazur. 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. Grievance forms can be filled out by a member or officer; the form must be sent to Lindsay and only she can fill out the official grievance form.
 - C. High School VP - Jessica Steffy
 - a. Report speaks for itself

- i. Reports have been filed regarding student cell phone usage and lack of student ID.
- B. Middle School VP East/West - Joe Okonski
 - a. Report speaks for itself
- C. Special Services - Beth Ploner/Chrissie Stauffer
 - 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
 - i. Keep up with class lists and sizes
- F. NTPE - Jen Oakes
 - a. Caseloads of NTPE members will be brought up to SAC

VII. Chairperson Reports

- A. **Communications (Laura Stauffer)**
 - a. Report speaks for itself
 - i. Members Only section of the website is now up and running
 - ii. if there are any issues with logging in, Let Rebecca know.
- B. **Sick Bank (Jen Mazur)**
 - a. Report speaks for itself
- C. **Health and Safety (Judy Treichler)**
 - a. Report speaks for itself
- D. **Intergroup Welfare (Jen Bard)**
 - a. Report speaks for itself.
- E. **IPD (Shanalyn Eckenrod) - absent**
 - a. Read her report
 - b. Due to many questions from newer teachers, Shanalyn is thinking of creating a google slide presentation which the newer teachers can watch.

F. SAC (Desiree Wagner)

- a. SAC will be held February, so please get Desiree information by end of January

VI. President's Report - Rebecca Titus

- A. Report speaks for itself
- B. Aaron Thompson resigned from his position
 - a. Intent to run forms will be sent out with Monday message and will be open for one month
 - b. If there is a contested election, there will be a paper and pencil vote
 - c. Because this is a MS position, only MS members vote
 - d. The day of election, the paper and pencil votes will be tallied by Executive Board members not at the MS level.
- C. Food Insecurity of our students and families
 - a. Rebecca spoke with Tiffany Dollar and discussed doing a food drive
 - i. Rebecca will send out information to reps first
 - ii. We will collect food for a month
 - iii. Rebecca will collect the food and donate it on behalf of REA to a local food bank.
 - iv. Heidi Trexler - questioned where the food will be stored in buildings due to mice. She will work with Rebecca to come up with some options.
- D. Friday we will be full remote
 - a. This is one of the days we can use that does not need to be made up
 - b. Beginning this week, several members reached out and expressed that their administrator(s) were working from home.
 - i. A decision was made that if teachers are home for any Covid related reason and can deliver instruction from home, they need to let Crystal Lynch know and their day will be converted from a sick day to an administrative day.
 1. Will downtown back date this? Rebecca will check with them to find an answer.
 2. Does this only pertain to virtual days or does this hold true for in-person days?
 - a. Based on the information Rebecca received, she believes this will be an option moving forward.
 - b. Rebecca doesn't know if this will apply to full in-person days, (students and staff).
 3. PA Etep
 - a. HS principal has stated that he will make a note in PA Etep if a member is out for Covid during a PD. Rebecca will look into this.
 4. Flexibility with lesson plans
 - a. There must be flexibility with lesson plans on the part of administration during walkthroughs, as some days it is difficult to modify lesson plans with the uncertainty of each day and coverages.

- E. District will not give a number as to when the entire district goes remote or individual buildings go remote.
 - a. They are looking at individual buildings.
 - i. Principals will look at absences and check to ensure they have coverages
 - ii. If they can't cover absences, they need to contact downtown and they will help make the decision if the building is to go virtual.

VII. UniServe Report - John McKiernan

- A. Teachers are moving between districts
- B. 3 schools are beginning to negotiate
- C. Strong push coming in from the state to keep in-person instruction
 - a. Muhlenberg remote Thursday, Friday, Monday
 - b. Catasauqua HS remote this week
 - c. Reading SD remote this week

IX. Old Business

- A. Lindsay - last Rep. Council a motion was made to remove members from their position regarding instances where alcohol is involved.
 - a. The motion is in violation of our constitution as Article 12, section 2 states, "Representative recall shall be signed by $\frac{2}{3}$ of the membership,"
 - i. Bylaws (Article 7, Section 8), if a member fails from their duties listed in Article 7, Section 5, the President or Executive Council can suggest removal.
 - b. Members said they were "ambushed" and "forced" to sign the contract
 - i. This is not warranted of PR&R charges
 - ii. Members were given the opportunity to rescind their signature
 - c. We are aware there is another petition circulating
 - i. These are some things to consider
 - 1. Two ways to remove an officer from position
 - a. By impeachment (Article 8, Section 4)
 - b. Through recall petition (Article 12 of Constitution)
 - ii. Successful removal vote
 - 1. If the petition goes through and Rebecca is removed from office, we refer to our bylaws (Article 3, section 16)
 - 2. If the recall is successful, there will be a period of time that the REA would be without a President
 - a. A president must have some type of grievance experience and we have about 10 or less members with this experience.
 - ii. Next year we begin Negotiations
 - iii. We have election of officers in the odd years

- X. **Good of the REA**
 - A. HS has 'ghost' caseloads again
 - a. Give Chrissie and Beth specific examples of this issue
 - b. There will be a Special Education meeting by the end of January
 - B. Dana
 - a. it was suggested that Rebecca speak with the school board regarding safety issues; has this occurred yet?
 - i. Regarding school board meetings, she can only speak on topics that can be voted on.
 - b. Has an MOU been created regarding split classes and the number of students received
 - i. If a teacher gets 3 students from one teacher and 2 students from another teacher, then that teacher should be compensated.
 - C. Special Education Grievance
 - a. The board will respond by January 26th
 - D. Jamie Folk - Quarantining
 - a. If a teacher is out due to quarantine, can other teachers from that grade level be made to help cover that class?
 - i. Yes, principals can do what they need to cover classes.
 - E. Lael Schwartz - CMS principal is beginning to organize periods to find coverages
 - F. Jen Oakes - what happens if NTPE members are pulled to cover a class
 - a. The covering teacher gets prep time when the absent teacher would have it.
 - b. NTPE teachers are not given a Section 30 when they are being pulled to cover for only a few hours at a time.
 - G. Jacquella - can Rebecca suggest an increase in section 30 pay?
 - a. When Rebecca put the member survey out in the past, this was not something that many members wanted as a priority.
 - b. Rebecca can put this question out again.
 - H. Chrissie - how can a member prove they got Covid at work?
 - a. Key guidelines that benefits uses are as follows:
 - i. Close contact is considered closer than 6 feet in a 15 minute period within a 24 hour period
 - I. Kevin - can we use the Paraprofessionals for coverages to help eliminate the need for more teachers?
 - a. This is something that was suggested; but the paras have more vacancies than REA.
 - b. COVID tracking - it is important to let benefits know about any coverage information (Specialists, pull in/pull outs)
 - J. The district can not make you take a covid test
 - K. Section 30's - REA is letting administration know they need to stop pulling teachers for meetings when we are short on staffing; the district has said they will use administrators to help with coverages.
 - a. District is pulling teachers for Safety Care training and making Special Education teachers cover the classes.
 - b. Why are we doing safety care with Covid protocols

- L. Do we have to say "Yes" to a coverage? Yes we do.
- M. Lack of consistency when notifying benefits regarding Covid issues
 - a. If a member is reporting any type of covid related issue to Lisa Magrowski, send it through email.
 - b. If you don't hear back within 24 hours, let Rebecca know.
- N. Kevin - is it possible to ask the district what CDC guidelines they are following
 - a. The Health and Safety plan is being looked at for the January Board meeting
 - i. There was a survey sent to all Berks County Superintendents regarding Covid protocols
 - ii. We should have a clear answer to new regulations and guidelines after the board meeting
- O. Beth - Special Education teachers are being pulled from their schedule to cover teacher absences.
 - a. If Special Education teachers are being pulled to cover classes, let Chrissie and Beth know, as they have to document this for legal purposes.

XI. **Adjournment** – motion made by Kevin Hlgh and 2nd by Jessica Steffy

Meeting adjourned at 5:42 pm

Respectfully Submitted,

Deb Redcay,
REA Secretary