

Reading Education Association
Representative Council Meeting

Thursday, September 8, 2022

REA Office
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Executive Board Members Present:

Rebecca Titus	Joe Okonski	Jeremy Lowther
Lindsay Evans	Nate Henschel	Chrissie Stauffer
Dana Gerhart	Teresa Heckman	Jennifer Oakes
Jessica Steffy	Deb Redcay	
Shanalyn Eckenrod		

Executive Committee Members Absent:

n/a

Committee Chairs Present:

Laura Stauffer	Kevin High	Vicky Halferty
Jennifer Mazur	Jennifer Bard	Judy Treichler

Committee Chairs Absent: Vicky Halferty

Rep. Council Members Present:

Aaron Thompson	Danielle Smith	Jessica Novak
Adam Gill	Dara Kluth	Jessica Rizzolo
Alana Jones	David Novello	Joell Koller
Amanda Bayer	Deb Ammerall	John Reinhard
Amber Marshall	Deb Gingrich	Josh Lambert
Ann Finn	Deb Redcay	Karl Ruch
Ashley Rambo	Duane Kring	Kelly Snyder
Ashley Weiss	Heather Shutter	Krista Cyran
Bonnie Fox	Ian Hirschtritt	Kristina Roxburgh
Brian Benkert	James Wright	Lauren Walton
Brian Miller	Jamie Folk	Liza Hoppes
Chrissie Stauffer	Jamie Petro	Mark Wurster
Christina Davis	Jaquella Koroma	Michael Metzger
Cindy Roberts	Jen Sell	Rebecca Alexander
Dana Gerhart	Jeremy Lowther	Shane Schlosberg
Dana Schaffer	Jessica Chinaea	Shannon Duff

Sherry Katrinak
Steve Hudak
Tracey Therrien
Trista Hanson
Tom Stabinski
Valarie Garvin

Rep. Council Members Absent:

Lael Schwartz
Nicole Slickers

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 Jessica Steffy and 2nd by Lindsay Evans
- 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 Ashley Rambo and 2nd by Nate Henschel
- IV. Treasurer’s Report – Lisa Herbinko - resignation received from Lisa 9/7/22
 - A. Addition/Corrections – n/a
 - B. Information -
 - C. Questions: n/a
 - D. Approval – motion to approve Treasurer’s report was made by Jen Mazur and 2nd by Ashley Rambo
- V. New Business
 - A. Pay the Bills - motion to pay the bills made by Jeremy Lowther and 2nd by Duane Kring. Motion passes and bills will be paid
 - B. Operating Budget for the 2022-2023 School Year
 - a. Questions
 - b. additions/corrections
 - c. Motion to approve - Dana Schafferl and 2nd by Duane Kring
 - C. Direct Dues
 - a. Please remind every member to check their dues information
- 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. Report speaks for itself

D. Middle School VP East - Shanalyn Eckenrod

- a. Report speaks for itself

E. Middle School VP West - Joe Okonski

- a. Report speaks for itself

F. Secondary Special Services - Jeremy Lowther

- a. Report speaks for itself

G. Elementary East - VACANT

H. Elementary West - Nate Henschel

- a. Report speaks for itself

I. Elementary Special Services - Chrissie Stauffer

- a. Report speaks for itself

J. NTPE - Jen Oakes

- a. Report speaks for itself

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. Report speaks for itself

D. Intergroup Welfare (Jen Bard)

- a. Report speaks for itself
- b. Anyone in membership can reach out to Jen

E. IPD (Vicki Halferty)

- a. No report

F. Labor Relations (VACANT)

G. SAC (VACANT)

H. PACE (Kevin High)

- a. Vote in November
- b. Make sure people have information
- c. On Kevin's report - information about PA governor race - story map link
 - i. Look at cuts district would receive under Mastriano's plan

VI. President's Report - Rebecca Titus

- A. Report speaks for itself
- B. Lisa resigned
 - a. Dana can not disseminate any funds
 - i. Motion for Dana to disseminate any funds was made by Lindsay Evans and 2nd by Judy Treichler.
- C. Rebecca would like to appoint Teresa Heckman to fill in for the remainder of the term for Evan Jack (number building)
 - a. Motion to appoint Teresa Heckman carries
 - b. Teresa Heckman sent out information to reps already

VII. UniServe Report - John McKiernan

- A. n/a

VIII. Constitution and Bylaws

- A. Constitution and Bylaws committee (Lindsay Evans and Team) made some revisions under Special Services Officer
 - a. Revisions were made a year ago; PSEA requires revisions every 5 years
 - c. PSEA reviewed bylaws after recall and second recall
 - d. Members can print off Bylaws and Constitution
- B. Discussion
 - a. Dana Schaffer- Special Services officer
 - i. Can we add a Special Services officer to represent each grade level (elementary, middle and HS officer)
 - 1. Lindsay - committee looked at the workload
 - a. EM - K-4
 - b. MS - 5-8
 - c. HS - High school and campuses
 - 2. Chrissie - when this position was first created, only one person was responsible for the entire district; when Karl

Ruch became an officer then a second position was added.

- a. Chrissie - no Special Education in PreK
 - b. Lindsay - "Karl said" was there wording?
 - c. Chrissie - discussion was made
 - d. Jeremy - PDE states that Elementary Special Education teachers must be K-6 certified and Secondary Special Education teachers are 7-12 certified.
 - i. Perhaps we need to consider adding an ESL officer
 1. Lindsay - committee discussed adding an ESL position; at this time it isn't necessary
3. Deb - why don't we have 3 positions?
 - a. Rebecca - we need to remember we are working for the staff, not the students
 4. Dana - if a member doesn't agree with the Special Education wording but agrees with other recommendations, how do they vote?
 - a. Lindsay - vote no if there is anything that wasn't liked
 5. Jeremy - grades 5 and 6 are run as more Elementary and grades 7 and 8 are run more on the MS level
- b. Dana Schaffer made a motion and Shannon Duff made a 2nd to:
 - i. revise position and instead of changing officers from 4 and below and 5 and above, the elementary officer would serve grades 6 and below and the high school officer would serve grades 7 and above.
 - ii. in bylaws take out Secondary and Elementary verbiage.
 - iii. If either officer is transferred to a grade level outside their language, they will remain in position until election.
 - iv. Amend motion to say that person can stay onto position until next election
 - c. Discussion on motion
 - i. Current proposed language says the Special Services officers should be Special Education certified
 1. Elementary Officer would be working in an Elementary building and responsible for grades K-4
 2. Secondary Officer would be working in a MS/HS building and be responsible for grades 5-12
 - a. Special Education Certified teacher work in grades 7 and above and in grades 6 and below
 - b. Shannon - all are different beasts with related to Special Education; that crossover line between 5 and 6 and 7 and 8 is huge and the officer really needs to know the areas

- i. 4 and below Special Education teachers don't know what is happening in MS. Elementary doesn't deal in that realm, they are not the best to represent 5-8.
 - c. Ashley Rambo - confused about revision
 - i. Joe - proposed revision is for changing the grade levels of the officers
 - ii. Lindsay - revision would be Elementary Special Services officer would serve grades 6 and below and Secondary Special Services officer would serve grades 7 and above.
 - d. Shannon Duff - questioned who will vote for the officers
 - i. Rebecca stated in the Bylaws it states all members would vote.
 - e. Call the vote - roll call vote taken:

Aaron Thompson (N)
 Adam Gill (Y)
 Alana Jones (N)
 Amanda Bayer (N)
 Amber Marshall (Y)
 Ann Finn (Y)
 Ashley Rambo (N)
 Ashley Weiss (N)
 Bonnie Fox (Y)
 Brian Benkert (N)
 Brian Miller (Y)
 Chrissie Stauffer (Y)
 Christina Davis (Y)
 Cindy Roberts (Y)
 Dana Gerhart
(ABSTAIN)
 Dana Schaffer (Y)
 Danielle Smith (N)
 Dara Kluth (Y)
 David Novello (Y)
 Deb Ammerall (Y)
 Deb Gingrich (Y)
 Deb Redcay (Y)
 Duane Kring (Y)
 Ian Hirschtritt (Y)
 James Wright
(ABSTAIN)
 Jamie Folk (Y)
 Jen Bard (Y)
 Jen Oakes (Y)

Jen Sell (N)
 Jeremy Lowther (Y)
 Jessica China (Y)
 Jessica Novak (Y)
 Jessica Rizzolo (Y)
 Joell Koller (Y)
 John Reinhard (Y)
 Joe Okonski (N)
 Josh Lambert (N)
 Judith Treichler (Y)
 Karl Ruch (Y)
 Kelly Snyder (Y)
 Kevin High (N)
 Krista Cyran (N)
 Kristina Roxburgh (Y)
 Laura Stauffer
(ABSTAIN)
 Lauren Walton (Y)
 Mark Wurster
(ABSTAIN)
 Michael Metzger (N)
 Rebecca Alexander (Y)
 Rebecca Titus (N)
 Shanalyn Eckenrod (Y)
 Shane Schlosberg (Y)
 Shannon Duff (Y)
 Sherry Katrinak
(ABSTAIN)
 Steve Hudak (N)
 Teresa Heckman (Y)

Tracey Therrien (Y)
 Trista Hanson (Y)
 Tom Stabinski (Y)
 Valerie Garvin (Y)

Voting Results

Yes - 39

No - 15

Abstentions - 5

PROPOSED BYLAWS WILL BE SENT OUT TWO WEEKS PRIOR TO OCTOBER VOTE!

- f. This proposal will be put out no less than 2 weeks prior to vote in October
 - 1. Lindsay - the committee will need to reconvene for other bylaws that need to be checked.

C. General questions

- a. Jeremy - Article 7 in bylaws says buildings must have a meeting the Friday after rep. Council; it should read: **the 2nd Friday after Rep. Council.**
- b. Jeremy - Article 9 Section 1 in Constitution states that whe 5 building members contact the union president, the president may hold a meeting. Shouldn't the may be changed to "will" Article 9 Section 1.
 - i. Article 9 Section 1 - change may to shall
 - ii. When does a special meeting need to be called?
 - 1. If something egregious is happening at 5 or 6 buildings.
- c. Shannon Duff - designations for Elementary/MS officer; when it comes down to voting there is no designation for East or West; how will we let members know they are voting for K-6 or 7-12.
 - i. Lindsay - wording will follow what exists in the current bylaws: Elections Article 8 section 9 - officers would be elected by their representing membership
 - 1. Jeremy - MS will vote for both Elementary and Secondary Special Services officer
- d. Laura Stauffer - are there special education teachers who cross grades?
 - i. Joe - at NWMS there are
 - ii. Central as well
 - iii. Dana said she had 8th graders
- e. Nate - a third officer should be considered
 - i. Lindsay - can't make the decision at this point
- f. Kevin High - will the roll call vote be made public to members at the buildings?
 - i. It will be posted on the website.

D. Motion made to elect a 3rd Special Services Officer, which would be known as the Middle School Officer was made by Jennifer Sell and 2nd by Aaron Thompson.

a. Jennifer - movement that takes place in MS would be unfair to ES and HS officer

b. Aaron - we have been reactive rather than proactive; we are not represented properly throughout all of the schools.

c. Discussion

i. Rebecca - what would the parameters be for MS? Will this position go into effect for this year or in May? Adding this position for next year will not change the budget this year.

ii. Dana - would this help out the budget if this position is created for next year?

iii. Amendment to motion - Rebecca

1. The MS Special Services Officer would be added with the election cycle of 2023
2. starting with 2023 rep. Council, the member holding this position would need to be at one of the 5 MS.
3. Language then would change to read Elementary Special Services Officer would be a staff member of an Elementary School grades 4 and below; The Middle School Special Services Officer would be a staff member of one of the 5 Middle Schools - grade 5-8; The High School Special Services Officer would be a staff member of the High School - grades 9-12.

a. Aaron Thompson does not agree with amended motion

b. The motion is seconded by Jeremy Lowther.

iv. Roll Call Vote Called:

Aaron Thompson (Y)
Alana Jones (Y)
Amanda Bayer (N)
Amber Marshall (Y)
Ann Finn (Y)
Ashley Rambo (Y)
Bonnie Fox (Y)
Brian Benkert (N)
Brian Miller (N)
Chrissie Stauffer (Y)
Christina Davis (Y)
Dana Schaeffer (Y)
Danielle Smith (Y)
Dara Kluth (Y)
David Novello (Y)
Deb Ammerall (Y)
Deb Gingrich (Y)
Deb Redcay (Y)
Duane Kring (Y)
Ian Hirschtritt (Y)

James Wright
(ABSTAIN)
Jamie Folk (Y)
Jen Bard (Y)
Jen Oakes (Y)
Jen Sell (Y)
Jeremy Lowther (Y)
Jessica Chineva (Y)
Jessica Novak (Y)
Jessica Rizzolo (Y)
John Reinhard (Y)
Joe Okonski (Y)
Josh Lambert (Y)
Judith Treichler (Y)
Karl Ruch (Y)
Kelly Snyder (Y)
Kevin High (Y)
Krista Cyran (Y)
Laura Stauffer (Y)
Lauren Walton (Y)
Mark Wurster (Y)

Michael Metzger (N)
Rebecca Alexander
(ABSTAIN)
Rebecca Titus (Y)
Shanalyn Eckenrod (Y)
Shane Schlosberg (Y)
Shannon Duff (Y)
Steve Hudak (N)
Teresa Heckman (Y)
Tracey Therrien (Y)
Trista Hanson (Y)
Tom Stabinski (Y)
Valerie Garvin (Y)

Voting Results

Yes - 45

No - 5

Abstentions - 2

PROPOSED BYLAWS WILL BE SENT OUT TWO WEEKS PRIOR TO OCTOBER VOTE!

IX. Old Business - n/a

X. Good of the REA

A. Bonnie Fox - Lesson Plans

a. Can a principal require both a hard copy and the plans on the Google Drive?

i. Rebecca - Per our CBA a hard copy should be on the desk; but the principal can ask for them to be placed somewhere else; but only one thing is required.

b. Sub Packets

i. request is for sub packet to be placed in the Google Drive and a hard copy

ii. Rebecca - try and push back on sub plans because of the lesson plan CBA agreement

B. Shannon Duff - iready training

a. Attended iready training in July hasn't been paid as of yet.

b. Rebecca - who did Shannon contact for payment?

i. No one yet but Karen Fineran and Lauren Poutosse were at the training and time sheets were collected.

ii. Rebecca - if you had teachers voluntarily agree to go to PD in July and did not receive payment yet, email Lauren and Karen and ask.

1. After 5 school days, if there is no response, contact Rebecca

c. Rebecca - Any type of PD over the summer, told you were going to get paid and didn't get paid - email Lauren and then Rebecca will contact payroll

i. Each person should send an individual email.

d. Shannon - could this be put in the monday message?? Rebecca will do that.

- e. Teresa - if signed up through Frontline then would be paid for that 2 hour training.
 - i. Teresa has been emailing Lauren and not receiving a reply.
 - ii. Rebecca commented to give them 5 days to respond and then email her.
- C. Brian Benkert - tuition reimbursement was denied because the member was reimbursed for 9 credits already.
 - a. Have the member inquire with Linda
- D. Jimmy - observation issue
 - a. Observations were given to a coworker to hand out to other co-workers
 - i. This would be a complaint
- E. Jimmy - will the union put out a message about metal detectors at HS due to gun issues they have been having
 - a. Rebecca - not at this time.
- F. Rebecca - Negotiations Survey
 - a. Rebecca assumed that membership would understand the question about benefits meant health, vision, dental insurance
- G. Dues \$977 - now is the time to change the way you pay the dues; EFT 18 pay periods; 1 time credit card payment; 2 credit card payments.

XI. **Adjournment** – motion made by Lindsay Evans and 2nd by Ashley Rambo.

Meeting adjourned at 6:32 pm

Respectfully Submitted,

Deb Redcay,
REA Secretary