

Reading Education Association
Representative Council Meeting

Thursday, October 6, 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	Judy Treichler
Jennifer Mazur	Jennifer Bard	

Committee Chairs Absent: n/a

Rep. Council Members Present:

Aaron Thompson	Deb Gingrich	Kristina Roxburgh
Adam Gill	Duane Kring	Lael Schwartz
Alana Jones	Heather Shutter	Lauren Walton
Amanda Bayer	Ian Hirschtritt	Liza Hoppes
Amber Marshall	James Wright	Mark Wurster
Anna Finn	Jamie Folk	Michael Metzger
Ashley Rambo	Jamie Petro	Nicole Slickers
Ashley Weiss	Jaquella Koroma	Rebecca Alexander
Bonnie Fox	Jen Sell	Shane Schlosberg
Brian Benkert	Jessica Chinaea	Shannon Duff
Brian Miller	Jessica Novak	Sherry Katrinak
Chrissie Stauffer	Joell Koller	Steve Hudak
Christina Davis	John Reinhard	Tracey Therrien
Cindy Roberts	Josh Lambert	Trista Hanson
Dana Schaffer	Karl Ruch	Valarie Garvin
Dara Kluth	Kelly Snyder	
Deb Ammerall	Krista Cyran	

Rep. Council Members Absent:

Danielle Smith
David Novello
Jessica Rizzolo
Tom Stabinski

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 Ashley Weiss and 2nd by Joe Okonski
- II. Introduction of Guests – None
- III. Minutes from Rep Council Meeting - September 2022
 - A. Additions/Corrections – name misspelled (change Ann Finn to Anna Finn)
 - B. Questions
 - C. Approval – motion to approve September 2022 Rep Council minutes was made by Jen Mazur and 2nd by Lael Schwartz
- IV. Treasurer’s Report – in the Google drive as of today
 - A. Addition/Corrections – n/a
 - B. Information
 - a. Moving forward Dana Gerhart will be responsible for paying bills and writing the Treasurer’s Report
 - b. Treasurer’s report is more detailed this month
 - C. Questions
 - a. Judy - is this the reason why the negatives are on the report
 - i. Dana - the yellow highlighted items are the ones in question
 - D. Approval – motion to approve Treasurer’s report was made by Lindsay Evans and 2nd by Jeremy Lowther
- V. New Business
 - A. Funds Discrepancy
 - a. Rebecca came aware of discrepancy with financial information on 9/7/2022
 - b. On 9/8/2022 Rebecca and 2 executive board members went to our financial institutions to verify account balances.
 - c. Financial information was sent to PSEA on 9/13/22
 - i. On 9/27/2022 PSEA concurred that funds had been misappropriated for non union purposes

- d. Financial documents were sent to the Berks County District Attorney and they opened a legal investigation into this matter
 - i. We will cooperate with all involved parties
- e. PSEA - we are bonded will be able to recoup the lost money, but it will be a lengthy process
- f. Current account balances, as of today, are reflected on this month's Treasurer's report
- g. If anyone is approached by social or digital media, offer no comment, direct all questions to Rebecca and notify her as soon as possible if approached.
 - i. Social media, digital media; REA underground
- h. Discussion
 - i. Karl - Are there enough funds to take care of expenses within the next 3 months?
 - 1. Rebecca - We can take care of our daily operating expenses
 - 2. We will not be reimbursing the district Rebecca's salary and benefits at the current time
 - a. We will repay once the bond company reimburses us
 - ii. No taxes were filed since 2014 **clarification IRS confirmed on 10/7/22 that our last 990 was filed in 2016
 - iii. Treasurer position will stay vacant until May
 - iv. Karl - why didn't the accounting firm who did our audits notice that the taxes were not filed?
 - 1. Rebecca can't answer this
 - v. Jen Oakes - when this will go out to the rest of the membership?
 - 1. Rebecca - she will send out a message tomorrow morning to the membership
 - vi. Jessica Chinae - moving forward, will there be parameters put in place so this doesn't happen again?
 - 1. Rebecca - we will be suggesting an overhaul of the Constitution and By-laws, with regards to the position and responsibilities of the Treasurer.
 - vii. Aaron - Audit - can we get clarity on possible consequences as it pertains to any individuals or REA as a union
 - 1. This is an open legal investigation; the authorities will be deciding consequences
 - viii. Aaron - Will we still be a union at the end of this?
 - 1. Rebecca - The only thing that would make us not a union is if we have a lot of membership drops
 - ix. Shannon - PSEA was involved with the audit; how did this begin

1. On 9/7 Rebecca became aware of discrepancies with accounts
2. On 9/8 she and 2 other executive board members went to credit unions to verify balances in accounts
3. PSEA did an audit and confirmed there was misappropriations of non REA funds
- x. Judy - as this investigation continues, will we see if we, as a union, should have been able to see discrepancies earlier.
 1. Rebecca - on Sep. 7th she was made aware of discrepancies on the Treasurer's report made for Rep. Council
- xi. Jen Oakes - we didn't file taxes since 2014 - how did that happen
 1. Rebecca can't answer
 2. Rebecca - we will have to take a very thorough look to ensure that something like this doesn't happen again
- xii. Rebecca - there will be lots of assumptions and rumors; she can't tell us not to speak to certain people, but be cognizant of what you are discussing and with who.
 1. This topic does not become "water cooler conversation"; if there are media outlets that put something out, DO NOT comment on this
 2. If members have questions, have them call Rebecca and leave a message. Reps shouldn't try and take this on themselves.
- xiii. When did the prior Treasurer take office?
 1. 2011.
- xiv. Lindsay - thanked Rebecca for being transparent.
- xv. Aaron - we have to represent the union when we go back to the buildings.
 1. WE are only as strong as we present ourselves.
 2. We have to try and stay together as a union and portray a positive face.
 3. We are the morale
 4. We are the ones who other members will be looking to for some answers to their questions; we need to continue to present ourselves as a union.
- xvi. Jen Bard - who do we direct questions, etc. to.
 1. Rebecca - direct everything to her
 - a. It is probably a matter of when, not if, the media gets a hold of this.

B. Pay the Bills - motion to pay the bills made by Jeremy Lowther and 2nd by Duane Kring. Motion passes and bills will be paid

C. Jess Steffy will be stepping down as HS Officer. A motion to approve Brian Benkert as the new HS Officer was made by Rebecca Titus and 2nd by Jess Steffy. Vote called and motion passed.

VI. Officer Reports

A. Membership - Dana Gerhardt

- a. Speaks for itself
- b. Sending out a final list of teachers in each building - list of people who were invited to join at some point and haven't joined yet
 - i. Touch base with them and find out if they want to be members
- c. Brian Miller - do we have any more PSEA bags?
 - i. Rebecca - yes she will drop them off to his school if he lets her know how many he needs

B. VP/Grievance - Lindsay Evans

- a. VP
 - i. No report
- b. Grievance
 - i. Speaks for itself

C. High School VP - Jessica Steffy

- a. No report

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
- b. Met with NE last week; meeting with NW next week
- c. SE and SO let Jeremy know if you want him to meet with Special Ed teachers

G. Elementary East - Teresa Heckman

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
- b. Make sure NTPE teachers have Jen's number
- c. Next Wednesday she will be holding an NTPE meeting

VII. Chairperson Reports

A. Communications (Laura Stauffer)

- a. Report speaks for itself
- b. She will check to ensure that all comments have to be approved prior to being posted on the Facebook page

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 (Vicki Halferty)

- a. No report

F. Labor Relations (VACANT)

G. SAC (VACANT)

H. PACE (Kevin High)

- a. Remember to vote

VI. President's Report - Rebecca Titus

A. Report speaks for itself

B. Insurance Premium

- a. Next year eligible members will be paid in one lump sum with first pay in October instead of not paying the premium like years past.

VII. UniServe Report - John McKiernan

A. n/a

VIII. X. Old Business - n/a

X. Good of the REA

- A. A Negotiations meeting was held last night; another one will be held on the 19th. Hopefully we will have a proposal after that day.
- B. Kristina - now that we have STEM in the buildings, is it an extra planning time for our teachers?
 - a. Rebecca will look into this and get back to everyone.
- C. Jamie Folk - some people are losing Math and ELA time due to STEM class. Is it possible to switch STEM class to computer time?

- a. Rebecca will get clarification of STEM information.
- XI. Next Meeting
- A. Next Rep. Council meeting will be in person at RMCTC on Tuesday, November 1st at 4:00.
 - B. Plan is to have Jeff Ney (PSEA Treasurer) attend to possibly answer any questions he can.

XI. **Adjournment** – motion to adjourn was made by Aaron Thompson and 2nd by Jen Mazur..

Meeting adjourned at 5:10 pm

Respectfully Submitted,

Deb Redcay,
REA Secretary