

Reading Education Association  
Representative Council Meeting

Thursday, December 8, 2022

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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
Shanalyn Eckenrod	Deb Redcay	

**Executive Committee Members Absent:**

Brian Benkert

**Committee Chairs Present:**

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

**Committee Chairs Absent: n/a**

**Rep. Council Members Present:**

Aaron Thompson	Duane Kring	Kristina Roxburgh
Adam Gill	Heather Shutter	Lael Schwartz
Alana Jones	Ian Hirschtritt	Lauren Walton
Amanda Bayer	Jamie Folk	Liza Hoppes
Anna Finn	Jamie Petro	Mark Wurster
Ashley Rambo	Jaquella Koroma	Nicole Slickers
Ashley Weiss	Jen Sell	Rebecca Alexander
Bonnie Fox	Jessica Chinaea	Shannon Duff
Brian Miller	Jessica Rizzolo	Sherry Katrinak
Christina Davis	Joell Koller	Tracey Therrien
Dana Schaffer	Josh Lambert	Trista Hanson
Dara Kluth	Karl Ruch	Vicki Halferty
Deb Ammerall	Kelly Snyder	
Deb Gingrich	Krista Cyran	

Rep. Council Members Absent:

Amber Marshall	Cindy Roberts	Danielle Haubaker
David Novello	James Wright	Jessica Novak
John Reinhard	Shane Schlosberg	Steve Hudak
Thomas Stavitzski	Valerie Garvin	

PSEA Uni-Serve Representative Absent: John McKiernan

The meeting was called to order at 4:35 by Rebecca

- I. Adoption of Agenda with Flexibility – motion to approve agenda with flexibility was made by Vicki Halfertyi and 2nd by Kevin High
- II. Introduction of Guests – n/a
- III. Minutes from Rep Council Meeting - November 2022
  - A. Additions/Corrections – n/a
  - B. Questions
  - C. Approval – motion to approve November 2022 Rep Council minutes was made by Lindsay Evans and 2nd by Ashley Rambo
- IV. Treasurer’s Report
  - A. Additions/Corrections - Pittsburgh says \$243.80 should say \$241.80
  - B. Questions
  - C. Motion to approve treasurer’s report - Joe Okonski and 2nd by Teresa Heckman
- V. New Business
  - A. Motion to pay the bills was made by Lindsay Evans and 2nd by Nicole Slickers.
- 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 - Brian Benkert (absent)
    - a. Read his 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
  - i. IEPs must be written in Word

G. Elementary East - Teresa Heckman

- a. Report speaks for itself

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
  - i. Jen is going on leave in December, you can still send her information but cc Rebecca in the email.

E. IPD (Vicki Halferty)

- a. No report
- b. When she speaks to Julianne and she has information to share she will

F. Labor Relations (VACANT)

## G. SAC (VACANT)

## H. PACE (Kevin High)

- a. Speaks for itself

## VI. President's Report - Rebecca Titus

### A. Report speaks for itself

### B. Negotiations - any proposal does not go out to membership until we have a TA

- a. December 20th we have our next meeting

### C. Direct Dues

- a. 98% of our membership is good with direct dues

- b. Issues with withdrawing from checking accounts or credit cards

- i. You get an email from PSEA

- ii. Rebecca will follow up

- iii. If dues does not come out then you are dropped from direct dues and have to reenroll

- 1. It is important because then you can't vote

### D. Monthly Building Meetings

- a. Need something from reps each month to show a meeting was held

- i. Overall synopsis of what was discussed

- ii. Any questions

- iii. Due the Friday a week after Rep. Council

## VII. UniServe Report - John McKiernan (n/a)

## VIII. Old Business

### A. Dana - are we in Early Bird or regular?

- a. Rebecca - limited negotiations

- i. Traditional negotiations has to start by the end of January

- ii. We have limited items we are bringing to the district and they have limited items they are bringing to us

- iii. If we get to the point where they are not being productive we can modify and go into the traditional process we followed before

- b. Dana - is it possible to hold off negotiations until January so we can look through the entire contract?

- i. Rebecca - That is something we can look at but not until the timeline of the labor law

### B. Judy - the timeline is end of January

- a. Will the committee have someone from the labor board sit in and take notes?

- i. Rebecca - We aren't there yet, so Rebecca can't answer that questions

- ii. After the meeting in December she will have more of an answer.

- b. If there are more issues, wouldn't we want the person who takes notes there as early as possible
  - i. Rebecca - the mediator just takes notes
- c. Judy
  - i. With Early bird there is no mediator taking notes
  - ii. Wouldn't it be better to have someone sitting there taking notes the entire time
- d. Rebecca
  - i. That's why we have our own note taker
  - ii. The mediator doesn't participate in negotiations - they don't have the authority to make the district or association do something specific
- e. Judy
  - i. The mediator can say "I see this, and try to work things out"
- f. Rebecca
  - i. We had one meeting that was productive
  - ii. We have another meeting scheduled
  - iii. We will have more information after that meeting

#### X. Good of the REA

##### A. Jaquella - January 2nd as a PD day

- a. Rebecca reached out to the district
  - i. Noone caught it until recently that we have an Act 80 day
  - ii. New Year's Day falls on a Sunday
    - 1. Any employee who works that week observes the holiday on the 28th and 29th
  - iii. Feel free to mention it in your monthly meeting

##### B. Jen Bard - negotiations

- a. Is there talk of something substantial coming out of this contract?
  - i. There are many people at the top and don't want to lose money
- b. Rebecca
  - i. One thing you never want to do is make more steps on the contract
  - ii. There are several districts in the county in negotiations or settling a TA and have a nice percentage raise in their schedule; we have also made sure there is a focus on veteran teachers who have been here 15 + years.
    - 1. It is not typical to go through a salary schedule (year 1 step 1; year 2, step 2); years do not equate steps
    - 2. We are also focusing on a competitive starting salary and an acknowledgement for those teachers who have stuck it out.
- c. Dana Schaffer
  - i. District is hiring new teachers on the salary schedule as steps equal years of service
    - 1. Rebecca - the district makes the decision as to what step to put a new hire on

- ii. Dana - Do the people hiring understand that Step 5 doesn't equate to 5 years of service elsewhere?
- iii. Dana - can we renegotiate steps
  - 1. Rebecca - As the employer the district is allowed to change their hiring practices
  - 2. The district is allowed to direct their workforce as they see fit, as long as they are consistent
    - a. They can't hire someone with the same amount of years on different steps
    - b. If their practice is a 1:1 ratio, they can do this
- d. Judy Treichler
  - i. There are districts putting in their contracts for years to come, people coming in cannot be hired above a certain step
    - 1. Rebecca - it would take an individual to monitor that closely
      - a. It was felt that this language was working against future members so it wasn't included.

#### XI. Next Meeting

- A. Next Rep. Council meeting will be Virtual on January 5th

XI. **Adjournment** – motion to adjourn was made by Lindsay Evans and 2nd by Ashley Weiss

Meeting adjourned at 5:06 pm

Respectfully Submitted,

Deb Redcay,  
REA Secretary