

Reading Education Association  
Representative Council Minutes  
September 11, 2014

1800 North 12<sup>th</sup> Street  
Richmond Corporate Centre  
Reading, PA 19604

Phone: 610-374-7101  
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**Executive Board Members Present:**

Mitch Hettinger	Wally Wilkinson	Denise Solecki	Donna Franke	Lindsey Evans
Lori Sherman	Jenifer Gagliardi	Chrissie Stauffer	Amanda Yeakel	
Kari Plasha	Lisa Herbinko	Jennifer Mazur	Jen Bard	
Trudi Westley	Rik Immendorf	Sandy Madeira	Bob Gillespie	

**Executive Board Members Absent:** Deb Redcay

**PSEA UniServe Present:** Paul Gottlieb

**Building REP Members Present:**

Steve Hudak	Linda Criss	Stacy Fritz	Sandra Sharadin	Dana Puzio
Dave Dedman	Gerard Tyson	Bernadette Norton	Patti Loughery	Lauren Walton
Jim Wright	Joe Okonski	Patricia Hartman	Amanda Budwash	Ashley Solazzo
Jennifer Brumbach	Chris Meyer	Lori Snyder	Francine Lawrence	Jennifer Sell
Hillary Haubrich	Kristen Morrissey	Krista Cyran	Jennifer Richards	Kelly Fuller
Brian Miller	Craig Richards	Amy Crabbs	Rebecca Titus	
Michele Ehrhart	Donna Broad	Teresa Heckman	Pat Layos	

**Building REP Members Absent:**

Dave Hertzog	Josh Stoica	Mackie Wickert	Lori Moyer
Joseph Andrieux	Elizabeth Shumanis	Donna Fanelli	Christine Reichardt
David Craft		Steve Rossignoli	Jen Wocklish

The meeting was called to order at 4:05 pm by President Mitch Hettinger.

**Adoption of agenda with flexibility:** Motion made by Brian Miller and 2<sup>nd</sup> by Gerard Tyson.  
Vote called and motion approved.

**REA Standing Rules of 2014 rules for 2014-2015:** Motion made by Linda Criss and 2<sup>nd</sup> by Joe Okonski.  
Standing rules adopted.

**Introduction of guests:**

Ronnie Wenrich of Kade Margoles, REA retiree Connie Canfora, and Jen Oakes.  
Jen Oakes would like to speak to the group to personally thank Trudi Westley, Rik Immendorf, and Gerard Tyson for their help throughout the summer and all they do for the REA. They spent a lot of their own time with her over the summer and it was truly appreciated. Jen has the utmost respect for Trudi. She was by Jen's side every step of the way telling her what she should do. She was very supportive. The REA is extremely essential and it takes a lot of your time and it is truly appreciated.

**Approval of June 2014 REA Representative Council Minutes:** Motion made by Gerard Tyson and 2<sup>nd</sup> by Kari Plasha. Vote called and motion approved. June 2014 Representative Council Minutes approved as written.

**Officer and Committee Reports:**

**Treasurer's Report:** Lisa Herbinko

- Motion to accept the treasurer's report was made by Chris Meyer and 2<sup>nd</sup> Bob Gillespie; Vote called and motion approved.
- Motion made to pay the bills made by Rik Immendorf and 2<sup>nd</sup> by Joe Okonksi; Vote called and motion approved.

**UniServe Report: Paul Gottlieb**

- Newly hired RSD attorney is Jeffrey Sultanik. He is very difficult to deal with.
- The state mediator, Bill Cramer, who was assigned to us and the RSD make sure both sides are talking, has retired because due to his health. Bob Bernbomb replaced him. This is not good news for us.

**President: Mitch Hettinger**

- Report speaks for itself
- FACEBOOK: stay off it!!
- Building Rep: Thank You for serving!!
- Longevity Pay: excellent point

**Grievance: Rik Immendorf**

- Only thing outstanding is the appealed arbitration.
- Read the RSD school board electronics. Don't give your password to another teacher. Know the rules – follow them.

**Negotiations: Rik Immendorf**

- Year 3 without a contract
- President of school board telling we don't have the "b\*lls" to strike.
- Come to the October 1<sup>st</sup> general membership meeting. As of right now there are no scheduled negotiations meeting. Last meeting was October 2013
- Question by Gerard, Has there been any thoughts about filing now that we have a mediator? Rik replied that the board now supposedly has a negotiations teams. We are not at the point where we are going to discuss a strike. More information in regards to a strike and a strike authorization vote will be discussed at the general membership meeting on October 1<sup>st</sup>.
- "Is there any way to put pressure on the board to negotiate?" Wally is in charge of an organizing committee. He will address this.

**Membership: Denise Solecki**

- Report speaks for itself

**Labor relations: Bob Gillespie**

- Thank you to all of you who participates in the Labor Day Parade.
- Labor council sent a thank you note for purchasing an ad in the insert that reached over 72,000 homes.

**Member Welfare: Donna Franke**

- Report speaks for itself

**Health and safety: Sandy Madeira**

- Report speaks for itself
- Some members might be receiving letters from AFLAC. If you get a letter, call the payroll office.

**PACE: Amanda Yeakel**

- Phone bank October 30 from 4-6. One person from each building is needed.
- Looking for a BAC building action coordinator to help get

- October 1 general membership meeting. PACE envelopes and a PACE KIOSK machine will be available to make your donations.
- Register to vote!!!
- At the October rep council meeting flyers for tom wolf will be distributed that must be given out. They cannot be placed in mailboxes.

**Social: Jen Bard**

- Invitation for retiree's dinner. October 10<sup>th</sup> to Jen Bard at Riverside.
- Retirement Dinner is at Stokesay Castle
- The following people were honored at last year's retirement dinner: Mary Ann Gardener, Roberta Hart, Joann Shearer, Boris

**IPD: Lindsey Evans**

- Website for level 2 is on the report also on the REA website
- Elementary teachers ... sent Lindsay an email as to what you are expected to do for your level 2

**SAC: Kari Plasha**

- We have not heard back from the superintendent's office with dates. The list of concerns is growing.

**Organizing: Wally Wilkinson**

- We have names of people interesting in helping to organizing and pass info along to members
- Get info to public and to buildings.

**Elementary West: Lori Sherman**

- Breakfast in the classroom – we realize there are some concerns. Try to make it work. Let your principal know if there are any foods your kids don't like. The profits earned will be given to your building.
- Check your planning time...it cannot be in ten minute increments. Must be 180 minutes a week.

**Elementary East: Kari Plasha**

- Report speaks for itself

**Middle school: Wally Wilkinson**

- Report speaks for itself

**Citadel: Jen Gagliardi**

- Report speaks for itself

**High school: Trudi Westley**

- Report speaks for itself

**Special services: Chrissie Stauffer**

- Deb Dendas resigned. Her replacement has not been named.
- The FTE will be on the next month's report.

**New business**

- Sept 18 New Teacher Meeting. RSVP to the REA office rsvp office
- We are considering changing payroll deduction from 10 pays to 26: reduces the amount of taken out per pay as well as when someone goes out on leave their dues will be paid. This will be discussed at the general membership meeting.

- Audit: we are awaiting confirming from PSEA to find out if we do not collect local dues from fair share members to see if we do not have to conduct an external audit. An external audit costs us \$6500. We collect \$2700 from 30 people. Local dues from each fair share member is \$90 a person. Fair share members still pay 78% of total overall dues. NEA and PSEA but not their local dues. REA still represents them because it is contractual. REA is obligated to represent everyone. We have exclusive right to represent every member "Duty to fairly represent". What do they not get: don't get member benefits, personal legal service, uniserve, liability, Kades Marglois, etc. They must get a private attorney. Table a vote until after we gather more information from PSEA and other area locals.
- Motion made by Brian Miller to fill the open position of Communications Stephanie Ruiz Smith and 2<sup>nd</sup> Fran Lawrence. Discussion. None. Call to question. Vote called and motion approved.

### **Sick Bank: Jen Mazur**

#### Sick Bank Proposal:

- #2 Full union dues will be deducted at the start of your leave. If you take your leave in January, next pay your balance of dues will be taken out.
- #5 Pat Layos questioned why is it discriminatory? Jen explained if I need sick bank days and I ask Donna, she gives me days. Then I ask Gerard and he says no. I can sue him because that's discriminatory.
- #6 There is a cap of 70 days. We came up with 70 days because sick bank is like an insurance policy not a vacation. This number will get you to long term disability. We are thinking school days. So the magic number is 65. It is important to remember this does not automatically qualify you for LTD.
- #7 If you have 100 days in the bank and you use 70 this school year, then the other 30 you have carry over to the next school year and are added on to the days you receive next year.
- #8 If balance goes below 500 at the end of the year, there is a 2 day assessment.
- #13 HIPPA also REA to keep copies of doctor notes
- #17 Question: Can it be from the same doctor? Two physicians sign off if it is medically necessary at this time. Surgical...knee, bunion. Maternity is separate
- #18 Child bearing-the birth of a child. Up to 30 days for non-caesarean up to 40 days because it is major surgery. If you do not have the days between RSD and sick bank it is unpaid.
- #19 Workmans comp can be used for sick bank
- #21 When you apply for sick bank you have an approximate due date. You have a verification date and you must return that form after you have the baby.
- #22 Someone is out on sick bank but they are out and about. You should not have qualified for the days. They need to be returned.
- #23 Personal days do not need to be used
- #24 The purpose of this is because too many people are using sick bank and then dropping out. For example: they gave up 3 days but they used 30 days from the sick bank and then dropped out.

Sick bank called to question by Trudi Westley. All in favor. Opposed. None. Sick bank proposal passed.

Wally asked if we can get our balance of sick bank days. Jen said she will work on it with Priscilla.

**Announcements**

General membership meeting October 1<sup>st</sup>

Adjournment at 6:00

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Mitch Hettinger  
President, Reading Education Association