

Reading Education Association Rep. Council Meeting

Thursday, March 9, 2017

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Executive Committee Members Present: Mitch Hettinger, Rebecca Titus, Lori Sherman, Lindsay Evans, Trudi Westley, Wally Wilkinson, Jen Skoraszewski, Lisa Herbinko, Deb Redcay, Denise Solecki, Laura Stauffer, Jennifer Mazur, Sandy Madeira, Amy Crabbs, Donna Franke, Jen Bard, Brian Miller

Executive Committee Members Absent: Chrissie Stauffer (excused)

Rep Council Members Present: Steve Hudak, Jeremy Lowther, Jennifer Brumbach, Pete Karpew, Josh Stoica, Brian Miller, Melanie Miller, Ryan Palm, Joe Okonski, Camie Bertolet, Karl Ruch, Andrea Mollura, Stacy Fritz, Bernadette Norton, Michelle Metz, Lori Snyder, Krista Cyran, Amy Crabbs, Teresa Heckman, Aaron Thompson, Jen Bard, Ashley Weiss, Jennifer Yeager, Tracey Therrien, Andrea Curtis, Laura Stauffer, Lori Moyer, Christine Reichardt, Shannon Duff, Angel Mastellar, Danielle Goodman, Jen Fitzgerald, Ashley Rambo, Jennifer Sell

Rep Council Members Absent: Christy Hoffman, Flora Quevedo, Josh Stoica, Melisa Lake, Desiree Wagner, Tracey Semmel, Gerard Tyson, Kristin Morrissey, Jennifer Richards, Jeanette Voyer, Brooke Dower, Ted Robidas, Angel Mastellar (excused)

PSEA UniServe Representative Absent: John McKiernan

The meeting was called to order at 4:08 pm. by President Mitch Hettinger at RMCTC.

- I. **Adoption of Agenda w/flexibility**—adopted with flexibility by Melanie Miller and 2nd by Brian Miller.
- II. **Introduction of Guests**—n/a
- III. **(RC) Level Meeting with Officers (4:10-4:30)**—n/a
- IV. **Rep Council Minutes**—Wednesday, February 15, 2017
 - a. **Rep. Council Minutes**—Corrections to minutes: n/a.

Motion to accept minutes from Wednesday, February 15, 2017 was made by Pete Karpew and 2nd by Ryan Palm. Vote called and minutes approved.
- V. **Treasurer Report**—speaks for itself.

Motion to accept Treasurer's Report made by Melanie Miller and 2nd by Karl Ruch. Vote called and motion approved—Treasurer's Report accepted.

VI. New Business

1. **Motion to pay the bills made by Joe Okonski and 2nd by Amy Crabbs.** Vote called and motion approved—Bills will be paid.
2. **Prescription/Insurance Plan Concerns**—having health care issues; benefits are being misinterpreted; Co-insurance is 100%; the issue we are dealing with is out-of-pocket expense; issue with chiropractic (co-pay because it is now labeled a specialist); we are in constant discussions; 2 grievances out (1 for prescription and 1 for insurance).

Jeremy—member pays the first \$350 then nothing; **Mitch**—keep all medical receipts; Mitch confirmed that members would be reimbursed and he was told yes.

Brian—individual fight if member needs to take brand name vs. generic.

Rebecca—grievance is generic vs. brand name. We got the response back from the district which denied the grievance; John McKiernan filed the arbitration; PSEA and district have the list of mediators; this may be happening faster than we thought.

3. **Personal Days**—you can only use 5 personal days; if you have 6 you can carry one over to 17-18. If you don't use all your days—1 will get carried over and the rest will be paid out (\$95). They can be used in ½ day increments. **Can they be used on any day?** Principal is denying Act 80 days at Lauer's Park. Laura commented that if members take a Personal Day on an Act 80 day, it will be reflected on their DEBE form.

4. Other—issue with release time

Legal battle with Allentown Education Association and School Board member. PSER's took 15 years' worth of pension away from the Allentown union presidents. PSEA is fighting this battle, trying to get PSERS to back off.

PSEA is trying to get their years back and begin at a starting point. Arguments:

- it was part of collective bargaining
- Allentown asked their membership to increase their dues and pay for the full-time release. Allentown has no issue with full time release; they don't want to lose this.
- Everything we have done to keep full-time release is being threatened. PSER's is asking for full-time release president; half-time release days; member REA days.
- There must be discussion as to how we will continue; right now, increasing dues for 26 pays will pay back the district. Currently the district has not approached REA and asked for payback. Eventually this will become an issue for whomever is President.

VII. Old Business

1. **REA elections**—intent to run forms must be in REA office on 3/30 by 4:00 pm.

2. **Special Education Audit**—nothing to report because Chrissie is absent.

VIII. **PSEA UniServe Rep**—absent

IX. **(RC) COMMITTEE REPORTS..... STANDING COMMITTEE CHAIRPERSONS**

- **Communications Chair (Laura Stauffer)**—speaks for itself; asking for pictures of things doing in buildings; the pictures must be staff members only-no children.
- **Health and Safety Chair (Sandy Madeira)**—report speaks for itself. Administrators have not been showing up; the next meeting will take place in the building where facilities office is located.
- **IPD (Amy Crabbs)**—report speaks for itself.
- **Labor Council Chair (Stephanie Towles)**—report speaks for itself.
- **Member Benefits (Donna Franke)**—report speaks for itself.
- **PACE (Denise Solecki & Lisa Herbinko)**—report speaks for itself.
- **SAC (Brian Miller)**—report speaks for itself; next meeting is March 23rd.
- **Sick Bank (Jen Mazur)**—speaks for itself
- **Social (Jen Bard)**—report speaks for itself. Spring Fling is April 7th.

X. **Officer Reports**

- **Grievance (Rebecca Titus)**—report speaks for itself.
- **Special Education Services (Chrissie Stauffer--excused)**—she attended Special Education Conference this past weekend. Bernie Miller will be retiring in the fall. Had a Level 1 Grievance this week; strongly encouraging members to get in contact with Chrissie regarding caseloads. Do not put children's names on the paperwork. We have filed this grievance for years; we have contacted PDE; Bernie Miller has requested that we get as specific as possible and go teacher by teacher.
- **Membership (Denise Solecki)**—report speaks for itself. Currently 1158 members and 34 fair share.
- **Elementary East Officer (Lindsay Evans)**—report speaks for itself. Let Lindsay know when building meetings are.
- **Elementary West Officer (Lori Sherman)**—report speaks for itself. You must have lesson plans in plain sight. If you don't have lesson plans, you will get an unsatisfactory evaluation. Having it on your computer is not a hard copy—that is not the policy (Policy 111).
- **Middle School Officer (Wally Wilkinson)**—report speaks for itself. Wally added "reduction in pay for absence" section from the contract in his report. "At will" days exist and they can be denied.
- **RHS Officer (Trudi Westley)**—speaks for itself. Keystones are May 19th. Graduation is June 1st.
- **RIHS Officer (Jen Skoraszewski)**—speaks for itself.

XI. **President Report**—speaks for itself. Calendar on the back. Read the commentary.

XII. **Good of the REA**—meeting for June will take place on June 7th.

XIII. **Questions**

Referrals:

- not being given back to teachers; suggestion was to do it on the computer; suggestion was handwritten and make a copy of it so you have documentation that it was written.
- Rebecca commented that having a talk with administrator regarding receiving referrals back in 48 hours might be what it takes. This is documentation as to why the student isn't receiving a passing grade. The appeal procedure is in the dress code and handbook. Let the principal know we need referrals back within 48 hours regarding appeals process. Rebecca will make copies of the appeals process and get it sent out.

XI. **Adjournment**

Meeting adjourned at 5:25

X

Mitch Hettinger
President, Reading Education Association