

**Reading Education Association
Rep. Council**

Thursday, November 10, 2016

1800 N. 12th Street
Richmond Corporate Centre
Reading, PA 19604
Email: office@reaweb.org

Phone: 610-374-7101
Fax: 610-374-3173
Website: www.readingea.com

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

Executive Committee Members Absent: Stephanie Towles (excused)

Rep Council Members Present: Christy Hoffman, Jeremy Lowther, Jennifer Brumbach, Pete Karpew, Melisa Lake, Josh Stoica, Ryan Palm, Tracey Semmel, Gerard Tyson, Joe Okonski, Kristen Morrissey, Karl Ruch, Andrea Mollura, Donna Broad, Stacy Fritz, Bernadette Norton, Michelle Metz, Lori Snyder, Krista Cyran, Teresa Heckman, Aaron Thompson, Ashley Weiss, Jennifer Yeager, Tracey Therrien, Andrea Curtis, Jeanette Voyer, Lori Moyer, Christine Reichardt, Ted Robidas, Shannon Duff, Angel Mastellar, Danielle Goodman, Jen Fitzgerald, Ashely Rambo, Jennifer Sell

Rep Council Members Absent: Steve Hudak, Flora Quevedo, Desiree Wagner, Melanie Miller, Jennifer Richards, Chris Meyer, Brooke Dower

PSEA UniServe Representative Absent: John McKiernan

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

- I. **Adoption of Agenda w/flexibility**—adopted with flexibility
- II. **Introduction of Guests**—none
- III. **(RC) Level Meeting with Officers (4:10-4:30)**
- IV. **Rep Council Minutes**—Thursday, October 13, 2016
 - a. **Motion to accept minutes made by Pete Karpew and 2nd by Christy Hoffman.** Vote called and minutes accepted.
- V. **Treasurer Report**—speaks for itself. Lisa and Denise did an amazing job with the Audit! Special thanks to them for taking all the time they did on this.

Motion to accept Treasurer's Report made by Brian Miller and 2nd by Ryan Palm. 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 Karl Ruch.** Vote called and motion approved—Bills will be paid.
2. **Election 2016**—results are in
3. **Retro pay**—there was a missed application for the 15-16 school year for retro pay. The retro pay was based on new salary for 15-16 – retro pay; district took 14-15 salary – new pay. Column errors were made and longevity wasn't paid. 12/9 will be the fix date for the retro mistake. Mitch commented if members haven't received the correct pay they should contact Mitch and he can contact downtown.

Longevity has not been calculated yet; column errors are being fixed; calculation for 15-16 retro pay is being fixed. If the salary is wrong on the new pay let Mitch know.

Employees can go on Employee Access Center to find out their salary.

4. **Pension**—issue was successfully defeated in state.
5. **RSD Insurance Premiums**—district decided that they will not charge retro payment; not pro-rated to make up the money; moves forward from 11/11. Insurance premiums will change in January; then everyone will be put on the same plan.
6. **New pay starts tomorrow**—Please have building members check their pay: gross pay X 26 (16/17 salary step and column); the retro pay makes everybody whole to 11/11. If there are any concerns, have them email Mitch.
7. **Legal Letter**—regarding Karen McCree; from PSEA asking RSD to get involved and ask her to act professional during meetings. Members have the right to leave meetings if they feel they are being treated unprofessionally. If it happens, write it up every time and send it to Mitch so he can address it.

If a kid is out of control, don't put yourself in a situation where you can get hurt.

8. **Joint Healthcare Committee**—meeting held on 11/8. Prescription plan will allow members to go to more places than just CVS. New ID cards are coming for Health Care and Prescription.
9. **CBA**—John has the final documents; the board President and Mitch must sign it then it will be given to membership, hopefully by mid-December.
10. **American Education Week**—next week
11. **General Membership Meeting**—thanks to Wally and John for running the meeting.
12. **PSEA FRA Task Force**—Mitch attended a task force meeting this weekend.
13. **Night Conferences**—it is 4 hours; if they give you more than 4 hours then they give you comp time or \$27.00 an hour. MS has two night conferences this November (Monday and Tuesday). MS teachers are handing out report cards tomorrow. Teachers can respectfully refuse to work both nights and stay normal time on Wednesday. Mitch will send something downtown regarding the two nights of conferences.

14. **What groups are you allowed to be with in PSSA's? (NWMS).** Mitch will check into this. Lindsay commented in her building teacher can't be alone in their classroom; they can be in the same room with another teacher.

VII. Old Business

1. **PSEA Collective Bargaining Conference**—held on 10/21-10/22. Very good conference. Came away with some good information about re-structuring salary schedules. Plan is to start early bird talks; we do not want to go another 1,452 days without a contract; the district is all for fixing the salary schedule and have early bird talks.

VIII. PSEA UniServe Rep—absent

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

- **Communications Chair (Laura Stauffer)**—Reading Educators Facebook page is up and running again. Any negative, unprofessional or inappropriate comments will be deleted and that member will be blocked. The CBA will be put on the website.
- **Health and Safety Chair (Sandy Madeira)**—report speaks for itself. If a teacher is assaulted or injured, they must get themselves checked out and have it documented and on record.
- **IPD (Amy Crabbs)**—report speaks for itself; make sure teachers are checking on their Act 48 hours; level II's need to apply early. If you get transcripts, make sure you have an extra copy so you know what the district is getting.
- **Labor Council Chair (Stephanie Towles)**—Vaughn Spencer has bought the month of November in the Labor Council calendar to recognize REA and REA retired.
- **Member Benefits (Donna Franke)**—report speaks for itself
- **PACE (Denise Solecki & Lisa Herbinko)**—report speaks for itself
- **SAC (Brian Miller)**—speaks for itself. Next SAC meeting is 12/1.
- **Social (Jen Bard)**—report speaks for itself. Crab Barn is back open so she will look in to this for a future event.

X. Officer Reports

- **Grievance (Rebecca Titus)**—have had some meetings for 01, 02 and 03. 01 will be going into abeyance.
- **Special Education (Chrissie Stauffer)**—report speaks for itself. Audit is finished, but she hasn't seen it yet. Child Count is due tomorrow. Mitch will be pushing for larger stipend or \$27.00 per hour for them to write IEP's, with the next contract.
- **Membership (Denise Solecki)**—report speaks for itself. We have 1049 members. We have 1092 teachers—43 teachers that are not members. Denise has a list and would like current officers to talk to these people to try to get them to join the union.

- **Elementary East Officer (Lindsay Evans)**—report speaks for itself. Attendance during Act 80 days has not been great. If attendance continues to be poor, district will not have Act 80 days next year; they will go back to early dismissal days.
- **Elementary West Officer (Lori Sherman)**—report has some corrections regarding insurance.
- **Middle School Officer (Wally Wilkinson)**—report speaks for itself.
- **RHS Officer (Trudi Westley)**—speaks for itself.
- **RIHS Officer (Jen Skoraszewski)**—speaks for itself.

XI. President Report—speaks for itself.

XII. Good of the REA

- Packet information
 - ✓ ACE Training
 - ✓ Eastern Region Information
 - ✓ School Nurses report

XIII. Questions

XIV. Adjournment

Meeting adjourned at 5:22

X

Mitch Hettinger
President, Reading Education Association