

5. 9th GRADE ACADEMY

SEPTEMBER 2018 REPORT

We welcome the return of the 9th Grade Academy to the 4th floor at RHS! Teachers continue to settle into their rooms as well as getting to know their team. Additionally, teachers new to RHS, Glenside and JCC are learning the cultures of their buildings.

Of note, team leaders are being chosen. This will assist in the flow of communication between administration and team teachers.

As a reminder, Ryan Palm, R217 is the 9th grade building rep. He and I are available to assist you with any concerns.

Please contact Ryan or me if you are being asked to complete RRs that are overdue. Also, as many have come with concerns regarding class sizes, please know that we are investigating this. If you do not have a co-teacher for your learning support class or your ESL class, please let Ryan or I know.

Open House is September 5th from 6 - 8 p.m. Please plan to attend as this is contractual.

Don't forget to sign up for PSEA's Direct Dues.

Here is to a great year!

Respectfully submitted,

Desi Wagner, M.Ed.
9th Grade Officer

11. Communications Chair

September 2018

Welcome back! I hope everyone had a wonderful summer and a great start to the school year!

Please feel free to contact me at laura.a.stauffer@gmail.com with any questions about the website.

- We are experiencing some difficulties with the REA webpage. Until we are able to fix those difficulties, the reports for the monthly rep council meetings will now be found under the News section.
- Please like our public page: Reading Education Association!
- We want to share the awesome things you are doing in your classroom and school! Please send your photos with a brief blurb about what you are doing to laura.a.stauffer@gmail.com with the subject line "Photo for REA Facebook." Make sure there are NO STUDENTS in the photos. Also, if any staff other than yourself is in the picture, make sure you get that staff member's approval before sending it to me.
- Friend us on Facebook: Reading Educators. Please keep in mind that any comments that are inappropriate, unprofessional, negative, or otherwise considered unacceptable will be deleted. The person who made the comment will also be blocked from the page.
- All of the events/meetings for 2017-2018 are available on the website calendar.
- Contact information, updates, news and resources can be found on **readingea.com**.

Respectfully Submitted,

Laura Stauffer

7. Elementary East Officer Report September 2018

Contact information

- o email - evansl@readingsd.org, lindsaymeevans@gmail.com

Elementary teacher day is as follows –

- o Monday – 6 hours, 45 minutes (8-2:45)
 - o 45 minute meetings may be held on the first 3 **calendar** Mondays of each month, except in September when the meetings may be held on the first 3 **school** Mondays.
- o Tuesday – Friday – 7 hours (8-3)

As per Board Policy, elementary teaches should have 180 minutes of prep time each week. 2:30-3:00 can be considered prep as long as no duties are assigned during that time (duties include Monday meetings, door duty, dismissing students, etc.).

All members have the right to representation in any meeting with an administrator if there is even a HINT of disciplinary action. Remember to invoke your Weingarten rights.

It's time for SLO's again. The district has provided guidelines for SLO's in an effort to keep things consistent across the district. Please contact me with any questions, concerns, etc. We plan on continuing the SLO conversation with administration to keep things equitable and fair.

If you are given an unsatisfactory observation rating, contact your rep immediately.

I would like to attend your monthly meetings. Please let me know when they are!

Respectfully submitted by,
Lindsay Evans

8. September Report
Elementary West Officer

1. **New Rep Advice**- Take a notebook and write down all information when you are asked to represent someone in a meeting. ***Do not tell anyone private information that you heard in the meeting.***
2. **Email Address**- My email address is lshepherd@psea.org or you can call me at 610-914-4666.
3. **New Principals and VPs**- I would like to be at your first meeting if possible. Please let me know when you are meeting with your building administrators.
4. **REA Website**- Please visit our website at www.readingea.com.
5. **Class Size**- Please let me know if there is an issue of class size within your building. The district will look at numbers and make adjustments based on need and open classrooms within a building.
6. **Planning Time**- Please check your schedule and add up the time to see if you have 180 minutes of planning time each week. Keep in mind that your planning time can not be in 10 minute increments. The minimum time is 30 minutes.
7. **Protocol**- You will need to hold a meeting each month to go over the information given to you at the Representative Meeting. Post the reports on your REA bulletin board. Tell the teachers that they first go to you for help, you can contact me, and you or I will go to the president if needed. Post your name and room number on the REA bulletin board so your members know who to contact. If you don't know the answer, tell them you will look into it for them. Call/text/email me and I will help.
8. **Building Meetings**- I would like to know the dates for your meetings with your members each month. Please send me an email with that information as soon as possible. Thank you for accepting this very important role.
9. **Physicals**- You are eligible for one physical each year. You must get your physical prior to June 30th each year to get two months of your health insurance paid for by the district. The physical does not have to be a year and a day from your last visit.
10. **Reading Berks Schools Employees Credit Union**- Please let members know that we have a credit union located at 2120 Hampden Blvd. The phone number is 610-921-1003. You will need to go to the Credit Union to sign up as a new member. Call the number for business hours. The Credit Union is run by retired teachers. You can get money taken out for a savings account from your pay. It's the easiest way to save money.
11. **VOTE**- ***Remember to vote on Election Day, Tuesday, November 6th.***

Welcome back and I look forward to working with you this year!

Respectfully submitted,
Lori Sherman

3. *Grievance Chair*

September 2018 Monthly Report

Remember that all grievances go through your building rep, to your building officer, then to me. Your building rep will meet with your principal at level one. If you are not happy with the results we can take it to level two if we think it has merit or hold it in abeyance to see if things improve. It takes a vote from the executive board to take a grievance to arbitration. It costs the REA about \$2500 for an arbitration.

Active Grievance list

9/17 – 06/18

| | | |
|----------|---|--|
| G1718-16 | 10 th and Green Administration V REA | denied at level 2 |
| G1718-17 | RIHS and Administration V REA | Held in abeyance. |
| G1718-19 | Administration V REA | will be removed beginning next school year resolved at level 2. |
| G1718-23 | Southern Middle School and Stacey Barton V REA | denied at level 2 |
| G1718-24 | Southern Middle School and Stacey Barton V REA | denied at level 2 |
| G1718-25 | Tyson Schoener and Stacey Barton V REA | partially sustained and partially denied. Letter to be removed Aug 20, 2018. |
| G1718-26 | Glenside and Stacey Barton V REA | partially sustained and partially denied. Letter to be removed Aug 20, 2018. |
| G1718-27 | Tenth and Green V REA | awaiting level 2 answer |

8/18-6/19

| | |
|----------|---|
| G1819-01 | Director of Special Ed v REA |
| G1819-02 | 13 th and Green Administration V REA |
| G1819-03 | 10 th and Green Administration V REA |
| G1819-04 | RHS V REA |

Submitted Wally Wilkinson

Grievance officer

15. Instructional and Professional Development

September 2018

Respectfully Submitted by Amy McMahon

Welcome back! Have an awesome year!

Frontline Professional Growth:

Please continue to sign up for professional development sessions at least one day early on Frontline. This ensures that you will receive Act 48 credits. If you are not signed up online, you will not receive the credits.

Act 48:

It is your responsibility to make sure that your Act 48 hours are up to date. You should periodically check your Act 48 hours using the following website:

<https://www.perms.ed.state.pa.us/screens/wfpublicaccess.aspx>

Level 2 Certification:

Employees are responsible for applying for their Level 2 certification before 6 years of service. Level 2s take a long time to process, so make sure you apply early!

Visit the REA website for links to information about Level 2 certification. I can also assist you with any questions you may have.

In-Service Days:

Please let me know if you have any suggestions for professional development topics for future in-service days or if you have any instructional concerns. I will forward any suggestions to the PD Council.

Feel free to contact me at

mcmahona@readingsd.org or ac627332@gmail.com

with any questions!

2. REA Membership Report September 2018

Denise Solecki
Assistant Treasurer
(Membership Chair)

Welcome Back



If you have not joined the union then here are some GREAT reasons to join REA and stay a member.

- **\$1,000,000 liability coverage**
- **Job-related legal service**
- **A voice in educational decisions**
- **Two free half-hour personal legal consultations**
- **Your membership will give you discounts on dining, hotels, recreation, and entertainment, auto rentals, and much more.**

As the 2018-2019 school year begins so does the new contract. We need everyone to have their voice heard. Help me by talking to those in your building who are not REA members and share with them why you are a member and how it has helped you.

Note: If you have had any changes over the summer please contact me, or the REA office to keep us up to date. Or you can simply go on line at www.psea.org.

Respectfully submitted,
Denise Solecki

6. Middle School Officer's Report

September 6, 2018

Welcome back to the beginning of another school year. Please keep in mind the following points.

If at any time a REA member is in a position that may cause discipline, please invoke your Weingarten Rights. If possible an executive board member should be present during the meeting.

Remember to have a lesson plan every day and two skeleton plans available. Don't have a substitute or coverage come in to find no work for the class to do. Also, have an emergency lesson plan with worksheets with your team or secretary of the building.

Report all problems to your building representatives, so that they can forward them to me in a timely fashion, if they can't be handled in your building. If there is any reason you feel uncomfortable talking to your assigned rep, please feel free to contact me at: 610-914-9949 or karlcruchjr@gmail.com.

Section 30's- Remember, keep track of your coverages, if and when you are paid for them.

Respectfully submitted,

Karl Ruch ruchk@readingsd.org

Middle School Officer

13. REA Health and Safety Report

September 2018

- If you report a health and safety issue to me, please, indicate that you talked to administration, if possible give names and dates. Also, having a timeline helps. I need as many facts as possible to find assistance. The first question I get is has it been reported and to whom.
- Remember some services require preauthorization for Capital Blue. Please, read all information you received in the mail.
- Please, remember births and marriages must be reported promptly. Failure to do so could result in denial of benefits. Remember, if any employee gets married, the spouse must purchase coverage from their employer if it is offered.
- Also, remember to hand in your physical reimbursement form to save money. Submit the form to Denise Templin at the Benefits Office.
- If you have any questions or concerns please contact me or the REA office.
- Next meeting will be September 25, 2018

Respectfully Submitted,

Judy Treichler

Jgtlime27@verizon.net

12. Sick Bank
September 2018

There are **TWO (2) VERY IMPORTANT** items this month regarding Sick Bank:

ITEM 1: Per Statement of Purpose and Sick Bank Policy #3

The Sick Bank was started in the fall of 1985 as a means for Bargaining Unit Members to help colleagues who have extended illnesses. Only REA members are eligible to join the Sick Bank

3. Initial membership in the Sick Bank shall be voluntary for all Bargaining Unit Members of the REA.

If one chooses not to be a member of REA – not pay union dues - then that employee is NOT eligible to be a member of the Sick Bank. This also includes members that are currently in the Sick Bank. All accrued days in the Sick Bank will be lost, and if one would like to rejoin the Sick Bank, the employee will be starting over from the beginning as a new Sick Bank member.

ITEM 2: Per Sick Bank Policy #8

8. In the event the Sick Bank incurs a balance of less than five hundred (500) days at the end of a school year, a two (2) day contribution (assessment) will be taken the immediate following school year. In the event the Sick Bank incurs a balance of over one thousand (1000) days at the end of a school year, assessment will be waived for the following school year. Members will receive written notification via email about the contribution (assessment).

The final Sick Bank balance for the 2017-2018 school year was over 1,000 days. Therefore, **NO SICK BANK ASSESSMENT** will be taken for the 2018-2019 school year.

Please send your paperwork **DIRECTLY** to the REA Office.

- Email: office@readingea.com
- Fax: (610) 374-3173
- Snail Mail: Reading Education Association
Attn. Sick Bank
125 Morgantown Road Suite 2
Reading, PA 19611

Respectfully submitted,

Jennifer C. Mazur
Sick Bank Chairperson

10. President's Report- September 2018

president@readingea.com 610-374-7101

"When given the choice between being right or kind, choose kind." Wayne W. Dryer

Welcome back to another school year! We have a very busy year ahead of us. I want to thank each and every one of you for devoting your time and energy!

- **RSD Wi-Fi:** Please note that if you use RSD's wifi to log on to a personal device (cell phone) the district CAN track when you are logged on to internet sites, which sites you log on to, and how long you are on those sites. It is the recommendation of REA that you do **NOT** use RSD's wifi for anything other than your district issued laptop. It is also REA's recommendation that you do **NOT** go on any websites on your district issued laptop that are not for the sole purpose of instruction.
 - **Direct Dues:** All members are to be logged in to PSEA's Direct Dues system by September 7th! I will be devoting 3 days to each quadrant to help assist anyone who has difficulty enrolling. I will be available 30 minutes before school, 30 minutes after school, and over lunch. *REPS, please email me the time that works best for your building members. I will also be available to come during prep times on an as needed basis.
 - **September 10th, 11th, and 13th**-Northeast Quadrant
 - **September 14th, 17th, and 18th**- Northwest Quadrant
 - **September 19th, 20th, and 21st**- Southern Quadrant
 - **September 24th, 25th, and 26th**-Southwest Quadrant
 - **Gubernatorial Race: Here are the facts you need to know about Scott Wagner.**
 - *Wagner said the "real solution" to pension reform is to place "all employees into a 401(k)-type system," and called retired educators "greedy" for accepting the pension they paid for and earned.
 - *Wagner voted against every single state investment in public education during his time in office, calling such funding a "black hole." Wagner then attacked schools in Erie as "disgusting" after voting to defund them.
 - *Wagner promised to eliminate collective bargaining rights and force educators to pay for one-third of the cost of their health care.
- Please consider donating to PACE to help support Governor Wolf's re-election campaign. For every \$5 you donate before June 14th PSEA will enter you in to a drawing for \$5,000!!**
- **Negotiations:** Reminder that our second negotiations training will take place on September 11th starting at 4:30 pm in the RMCTC MULTI-PURPOSE room. Please RSVP to Rebecca (president@readingea.com) NO LATER than FRIDAY September 7th. Please be on the look-out for a negotiations survey sent to your HOME email.
 - **Communication:** Communication from the REA office will switch to 2 different platforms starting September 30th. The first line will be through the REMIND app. Directions on how to enroll are included. The second will be through email to your HOME email address from me at NoReplyLLT@psea.org. As we move in to negotiations we want to keep as much communication OFF district email as possible. As always, appropriate updates can be found on our Facebook page and website.

**Reading Education Association
Rep. Council Meeting
Thursday, June 7, 2018**

125 Morgantown Road
Suite 2
Reading, PA 19612

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

Executive Committee Members Present: Rebecca Titus, Wally Wilkinson, Lori Sherman, Lindsay Evans, Jeremy Lowther, Karl Ruch, Desiree Wagner, Lisa Herbinko, Deb Redcay, Chrissie Stauffer

Executive Committee Members Absent: Denise Solecki, Dave Lombardi

Chair Committee Members Present: Lisa Herbinko, Karl Ruch, Laura Stauffer, Jennifer Mazur, Sandy Madeira, Amy McMahon, Jen Brumbach, Joe Okonski

Chair Committee Members Absent: Denise Solecki, Judith Triechler, Holly Smith

Rep Council Members Present: Steve Hudak, Jacob Maurer, Jennifer Brumbach, Elizabeth Planer, Jaquella Alston, Melanie Miller, Ryan Palm, Gerard Tyson, Joe Okonski, Shanalyn Eckenrod, Victoria Halferty, Kristen Morrissey, Andrea Mollura, Donna Broad, Stacy Fritz, Michelle Metz, Chelsea Serpa, Krista Cyran, Lori Snyder, Teresa Heckman, Amy McMahon, Kristin Moyer-Ringler, Aaron Thompson, Ashley Weiss, Chrissie Stauffer, Sarah Melzer, Stephanie Milch, Jennifer Richards, Jeanette Voyer, Lori Moyer, Christine Reichardt, Shannon Duff, Sandy Madeira, Jennifer Sell

Incoming Rep Council Members Present: Karen Fineran, Michele Ehrhart (NEMS); Rebecca Guthier-Kline (Millmont); Kayla Middleton, Evan Jack, Deborah Gingrich (Amanda Stoudt)

Incoming Rep. Council Members Absent: Dana Puzio, Lauren Walton

Rep Council Members Absent: Flora Quevedo, James Wright, Louisa Cintron, Josh Stoica, Linda Criss, Carl Weston, Shannon Spohn, Brian Miller, Christine Johnston, Brooke Dower, Emily Weiss, Angel Moser, Jen Fitzgerald, Ashley Rambo

PSEA UniServe Representative Absent: John McKiernan

The meeting was called to order at 4:00 pm. by President Rebecca Titus

- I. **Adoption of Agenda with Flexibility** - motion made by Melanie Miller and 2nd by Kristin Morrissey
- II. **Introduction of Guests** – Lori McGovern, Hannah McGovern (winner of 2018 REA Scholarship)
- III. **Minutes (Deb Redcay)**
 - A. Rep. Council minutes from Thursday, May 9, 2018
 - B. Additions/Corrections—none
 - C. Motion to approve minutes made by Jen Brumbach and 2nd by Sandy Madeira.
- IV. **Treasurer's Report (Lisa Herbinko)**
 - A. Additions/Corrections
 - B. Questions
 - C. Approval to accept Treasurer's report made by Joe Okonski and 2nd by Ryan Palm.
- V. **New Business**
 - A. Pay the Bills – motion to pay the bills made by Gerard Tyson and 2nd by Miller.
 - B. Honor Outgoing Reps. and welcome New Reps.
 - C. Appoint Aaron Thompson as PACE Chairperson. All current chairs will remain.
 - D. Officer Reports

- i. **Membership** – Denise Solecki (absent)
- ii. **VP/Grievance** – Wally Wilkinson: speaks for itself.
- iii. **RHS** – Jeremy Lowther: Speaks for itself
- iv. **RIHS** – Desiree Wagner: speaks for itself.
- v. **Middle School** – Karl Ruch: at the beginning of next school year, or the end of this year, explain what a sick day, personal day and bereavement day is to membership. HR is very stern on when sick days are taken, especially if they are taken before or after a Personal Day. If a sick day is taken and not used as a sick day, HR is changing the day to an At-Will Day.
Rebecca commented members shouldn't be surprised if they get called downtown if administration notices a "sick day" pattern.
- vi. **Elem. East** – Lindsay Evans: report speaks for itself
- vii. **Elem. West** – Lori Sherman: report speaks for itself. Remind Level I certified teachers to remember to get their Level II certification in by required time.
- viii. **Special Services Elementary** – Chrissie Stauffer: speaks for itself; will be meeting with Siobahn next week.
- ix. **Special Services Secondary** – Dave Lombardi (absent)

E. Standing Committees (Committee meeting)

- ✓ **Communications** (Laura Stauffer) – speaks for itself
- ✓ **Sick Bank** (Jen Mazur) – speaks for itself; as of now no assessment will be taken for the next school year.
- ✓ **Health and Safety** (Judy Triechler absent) – read her report
- ✓ **Intergroup Welfare** (Sandy Madeira) – had a nice turnout for the Retirement Dinner.
- ✓ **IPD** (Amy McMahon) – speaks for itself
- ✓ **Labor Relations** (Jen Brumbach) – n/a
- ✓ **SAC** (Joe Okonski) – meeting on Tuesday; please get anything for SAC to officers so they can get it to Joe.
- ✓ **PSEA PACE** (Denise Solecki/Lisa Herbinko) - no report

D. President's Report

- ✓ Rep Council Meeting Dates for 2018-19
 - Need to reschedule the Negotiation Meeting.
- ✓ **District WIFI**- get off district WIFI with your personal devices. District can pull your WIFI usage anytime they want to. It is the recommendation of the REA to strongly get off the district Wi-Fi.

VI. Old Business

- If Principal did not do a formal observation what is the rating? The teacher is automatically a Satisfactory Proficient.
- Grievance filed regarding NWMS heat-what becomes of it? Rebecca commented the grievance becomes the property of the REA. Grievances that can happen from year to year to year are held in abeyance.

VII. PSEA Uni-Serve (John McKiernan) – absent

VIII. Good of the REA

- IX. **Adjournment** – motion to adjourn made by Jen Brumbach and 2nd by Aaron Thompson.
Meeting adjourned at 4:28 pm.

X

Rebecca Titus
President, Reading Education Association