



PROCEEDINGS
of the PSEA
House of Delegates

Dec. 3-4, 2021
Philadelphia, PA



**Proceedings
of the
House of Delegates**

Friday, Dec. 3, 2021

Invocation	1
Pledge of Allegiance	2
National Anthem	2
Land Acknowledgement	3
Introductions	3
Speaking/Voting Instructions.....	4
Announcements.....	6
Credentials and Elections.....	6
Constitution and Bylaws	7
Adoption of Minutes	7
Teacher of the Year.....	8
NJEA President.....	10
Member Spotlight	13
President's Report.....	15
Resolutions Committee Report.....	17
PSERS Report.....	17
Legislative Committee Report	19
Government Relations Report.....	19
PACE Report	22
PACE Winners.....	23

Saturday, Dec. 4, 2021

Announcements.....	24
Executive Director's Report	25
Dolores McCracken ESP of the Year	27
Treasurer's Report	30
Member Spotlight	33
Becky Pringle, NEA President.....	36
Credentials and Elections.....	39
Resolutions Report.....	39
New Business Items.....	40
Announcement of Candidates	47
PACE Drawings.....	47
New Business Resume.....	49

Attachment - Official Delegates

**First Business Session
Dec. 3, 2021**

PRESIDENT ASKEY: The hour of eight o'clock having arrived. The House of Delegates will come to order. Yeah, let's hear it. Yay! We're here. We're here. We're here. So, good evening. And well welcome. Thank you for joining us to do the work of this great union. So this is our first time coming together in person to conduct the House of Delegates in two very long years. And I can tell you it's been two years because this suit has been sitting in my closet for two years. I bought it for the December house that was canceled.

PRESIDENT ASKEY: So additionally, we are welcoming delegates far and wide who are joining us virtually. And thanks to a new technology, we are able to ensure that every delegate can take part in the house, even if they cannot be here in person. I know that this has been an exceptionally stressful school year for so many of you, pretty much to all of you. I am deeply grateful that you've taken the time to join us either in person or remotely for this House of Delegates. Bringing delegates together in person and remotely is certainly a new experiment, but we will do our very best to run this meeting as smoothly and efficiently as possible. Again, thank you for being here.

PRESIDENT ASKEY: So, on a more serious note, I would like to take a moment of silence for all our members who have lost their lives due to the COVID pandemic. So if we could take a moment of silence for those union siblings we lost. Thank you. And I would also like for us to take a moment and remember the victims of the school shooting that occurred this week at Oxford High School in Michigan. We need to keep students who were killed and the staff and students who were injured in our thoughts and in our hearts.

PRESIDENT ASKEY: We need to remember their families and everyone in their community, who are grieving today. And we need to remember that gun violence anywhere, but especially where children go to learn and dedicated people like you go to teach and serve students, is senseless and it's unacceptable. This has happened far too many times in our nation. And I know that you think about the possibility of these acts of violence happening in your

schools too. So in this moment, let's remember, let's hope, let's pray that this won't ever happen again. And let's be moved to action to say that this should never ever happen in any school, anywhere.

PRESIDENT ASKEY: So let's take a moment of silence for those students and that community. Thank you. So we'll begin with our invocation. It is my pleasure to introduce Reverend Bill Worley, conference minister of the Pennsylvania Southeast Conference of the United Church of Christ. Bill oversees the conference and the spiritual care of its 337 pastors who work in various ministry settings. And he serves on several UCC boards. Bill is a graduate of a place we know well, Gettysburg College and Lancaster theological seminary, having been ordained in 1994. A former Navy chaplain, and a veteran of the Iraq war Bill is an outdoor enthusiast and enjoys playing golf with his sons, Zach and Justin. Reverend Worley.

Invocation

REVEREND BILL WORLEY: Thank you. And good evening. In preparing this prayer, I have been chased around the hallways of my memories by the teachers whose lives, I'm sure I complicated as a student. And I wish I could have said to all of them who are gone now, how grateful I am and how much I love them. And I want to have that opportunity. So I wanted to thank you for giving me this moment to be here this evening, and to thank you for teaching our children and helping them to become people that they could not possibly imagine that they would become because of you.

REVEREND BILL WORLEY: As an ordained minister of the United Church of Christ, a relatively young Protestant denomination, we were the product of merged churches that were products of merged denominations, with this dream, that was Jesus' prayer, that we would all be one. For Jesus taught his students that they would always be stronger together than they would be apart. That was his deepest wish for them. And over the years, we developed this motto in essentials unity, and non-essentials freedom in all things charity. The essentials part was easy, love, hope,

peace, honesty. But those things are sometimes hard to live into.

REVEREND BILL WORLEY: And so the non-essentials, like the color of the carpet in the church, the time of worship, and who's going to be the administrator of the church's Facebook page, took prominence. And charity and kindness have gotten thin. The way forward to a better future is always back to those eternal essentials, the expression of which reveals the best of our humanity and the grace that keeps this world. And so by that grace, I invite you to join me in a spirit of prayer. Holy and eternal one, we come together from many different places, in many different moods, across time and space in the digital world and in this room.

REVEREND BILL WORLEY: We are parents and grandparents, sons, and daughters, we are teachers, education support professionals, higher education staff, retired educators, and college students preparing to become teachers, seeking to promote the general educational welfare of the state and its people. Tonight, we pray a blessing on this coming together. We have lived for too long by the pain of a pandemic that has sucked the very life out of us. And so, tonight we celebrate with you, Holy One, small, but significant victory of this being together. The best gift we have to do the work to which we are called is each other. And like each other or not our communities need us always to set aside what divides us so we can be sources of inspiration, and hope, and strength. We cannot acknowledge our own pain or celebrate or claim hope without expressing our deepest wish and our commitment to work toward a world that does not know the pain known tonight by the people in Oakland County, Michigan.

REVEREND BILL WORLEY: So whatever hope, or energy, or goodwill can travel on the wings of divine messengers from this place, we send them now to brothers and sisters, and siblings in places of pain tonight at Oxford High School. And finally, we pray a blessing on our coming together that our discerning and deciding will in always promote, protect, and advocate for our schools and students. We dedicate ourselves to the life-giving work that we intend to be the product of our time together, help us to live into the wisdom and knowledge that we work hard to impart to our students. And

may everything we say and do make real, the love and the grace that keeps this world in your most holy name we ask it. Amen.

Pledge of Allegiance

PRESIDENT ASKEY: Thank you, Reverend Worley, for being here with our delegation and opening our convention with your invocation. So this evening, the pledge will be led by Alex and Emma Rae Moll, children of Sarah Misner Moll, and a member of the MCIUEA, and PSEA staff member, Greg Moll. Alex is a fourth grade student at North Wales Elementary School. He loves playing baseball and football, fishing, and skiing. Alex plays both the guitar and trombone, and can be found drawing, reading, building Lego masterpieces, and playing video games in his spare time. Alex is excited to launch a new YouTube channel, which will marry his passions for gaming, Legos and playing guitar.

PRESIDENT ASKEY: Emma Rae is a second grader at North Wales Elementary School. She loves reading, solving logic, puzzles, and spending time with her family, especially her dog Cooper. Emma Rae is a talented pianist, who loves to sing and play songs from the Disney catalog. Emma Rae is known for her quick wit and is fiercely competitive in everything she does. The girl power runs deep with Emma Rae. So now we will now hear from Alex and Emma Rae.

(Pledge of Allegiance said)

National Anthem

PRESIDENT ASKEY: Go ahead. Give them a round of applause, please. So cute. So the National Anthem. Tonight, the National Anthem will be led by Shaleen Manning, a member of North Penn EA, Mideastern region. Shaleen has been a teacher in the North Penn School District for 18 years. And she holds a BS in biology and a master's in curriculum and instruction. She instills in her student is the idea that the race is not given to the swift, but to those that endure to the end.

PRESIDENT ASKEY: She hopes that her students learn lifelong lessons and skills in her classroom beyond content matter. Shaleen is also a singer, a songwriter, and has been an active member of the St. Thomas Gospel Choir

of Philadelphia for eight years. What matters to her as a musician is being a reflection of her beliefs. Before Shaleen begins the Anthem, I call your attention to www.psea.org/HOD2021, where the name of our member currently serving in the military is listed. This evening, we will dedicate the National Anthem to those who are actively serving our country and those who have given their service in the past.

Land Acknowledgement

PRESIDENT ASKEY: Wow! Thank you, Shaleen, for the beautiful rendition of the National Anthem. Our land acknowledgement this evening will be done by Perly Hadrick. Perly is a member of the Upper Merion EA, Mideastern region, and also serves on the statewide MAC committee. Perly is currently a school counselor in the Upper Merion Middle School. So we will now hear our land acknowledgement from Perley.

PERLY HADRICK: Greetings everyone. My name is Perly Hadrick, and I proudly represent UMAE at Upper Merion Middle School as a school counselor, and our Mideastern Region's Minority Affairs committee chair. I have the honor to share with you today our land acknowledgement. PSEA believes the importance of honoring the indigenous people to whom the land belongs. And as an organization, we are committed to the honest and historically accurate recognition of native people's contributions. Part of this land acknowledgement is meant to help us honor and respect the first peoples of this land. Another piece of this acknowledgement is to help us recognize how systemic and institutional systems of power have oppressed indigenous peoples. This piece does not serve as a place for blame and does not serve as the only voice for indigenous people. This is a respectful beginning to our journey and our first step towards celebrating and respecting the original occupants of this space.

PERLY HADRICK: I ask you to please allow yourself to be open and present as we mindfully bring up in thought. And in words to those who are indigenous to this land. We acknowledge that this land was inhabited for thousands of years by indigenous people. We honor and bring up to thought all the elders, past

and presents, first peoples of America. We honor the original people of what would become the city of Philadelphia, who were the Lenape. This is where they lived, this is where they hunt, this is where they fished. And these people cultivated the area around Philadelphia, along the banks of what is now the Delaware and Schuylkill River. To those people, we honor. And as educators serving our children, we are asked to take this time to reflect how to acknowledge and honor this truthful piece of our history as we share along with our students. Thank you.

Introductions

PRESIDENT ASKEY: So now we move on to a few introductions of some people who do a lot of hard work around here. So I will start off with vice president, Aaron Chapin. Our esteemed treasurer and keeper of the books, Jeff Ney. My partner around this place, our executive director, Jim Vaughan. Now also, now I'd like to introduce you to our board of directors. Before I start saying their names, we need to like really be grateful for the people I'm about to introduce. They are working so hard while they're also maintaining their classrooms, their cafeterias, wherever they work, and they serve children.

PRESIDENT ASKEY: And they do that, they experience many of the same frustrations that you do, and yet they have time to step up and serve this union. They're awesome people, and they deserve your gratitude. I'm telling you that right now. So with that, from Central Region, Melody Hassinger, Charles Dell, as we all know him, Del. Central-Western, Jolynn Young, Rich Washabaugh. From Eastern Region, Jena Brodhead, Shawn Kerbein, and Amy Hicks. Our ESP representatives to the board, Rudy Burrus, Mark Howshall, Cindy Lawn, Holly Harrington, and Peg Rockwell. Mideastern region is served by Alan Malachowski, Bill Senavaitis, and Debbie Lee. Midwestern, Brian Reiser, Rosetta Dufalla. Northeastern, Jennifer Agolino, Ellen Raguckas. Northwestern, Tracey Hart, Janice Pearson. Southeastern, Pam Brown, Gary Gittis, Mike Dehaut. Southern Region... Excuse me, the Southern region. I'll hear about it later, I'm sure. Jimbo Lamb, Ben Rugg, Cheryl Mattern, Rachel Curry. Southwestern, Melissa Brant, Joseph

Steeves. Western Region, David Taylor, Ray Milligan, our ethnic minority rep, Kizzy Nicholas, PSEA- Retired sends us Mary Moran, and Patsy Tallarico. The special ed liaison to the board is Victoria Rice Campbell. The SO representative to the board is Kelley Clouser. So let's go through some department presidents that serve on the board. Our higher ed is Mike Hricik. Administration and Supervision, Elizabeth Brill. Pupil services, Louis Tharp. Career and Technical Studies, Dave Namey. Student PSEA, Sabrina Shaller. IPD, Amy Lightner. HealthCare-PSEA, Sandi Zubek.

PRESIDENT ASKEY: And of course, there is our own keystone crew of NEA directors, Kevin Deely, Mollie Mumau, Dawn Blaus, Nancy Behe, Melissa Costantino-Poruben, otherwise known as MCP, in case she hasn't told you that yet. Maria Bennett, and Casey VanWhy. And now I'd like to also take a moment and recognize another group of hardworking individuals in this association. And that is our ESP division presidents. They are incredible representatives and incredible leaders for the ESP region. And their voices affect all of us. And they are champions for all of us. So saying that, our Central Division president is Anne Styborski. Central Western, is Wendy Sheeder. Eastern is Rosemarie Paolucci. Mideastern is Deneen Dry. Midwestern, Dan Paparella. Northeastern, Adam Lanza. Northwestern, Robin Evans. Southeastern, Denise Kennedy. Southern, Dwayne McArthur. Southwestern, Terry Pajak. Western, Delores Scales, otherwise known as, as we all know her, Dee. Parliamentarian and timekeeper, my best friend for the next 24 hours is Rick Burridge from Harrisburg.

Speaking/Voting Instructions

PRESIDENT ASKEY: So before we begin, I need to give a few instructions about how to be recognized to speak, and about how to vote. So you need to listen really carefully, whether you are here in person or are joining online via Lumi, you can also find detailed instructions about all of this on www.psea.org/HOD2021. So you can always look that up if you're confused about something. First, I'm going to go over some instructions for our delegates that are joining online. If you are

joining online, make sure you connect your computer audio to the Zoom meeting that is inside the Lumi platform.

PRESIDENT ASKEY: To do this, you need to click on the blue, join audio by computer. I'll say that again, join audio by computer button, that pops up on the right, right Zoom panel of the virtual platform. Since you are all logged in, you should see the info page on the left side of your screen, and the Zoom window on the right side of your screen. The info page on the left is used for viewing information we post, like new business items, entering the speaking queue and voting. The Zoom window is for participating in the house.

PRESIDENT ASKEY: Speaking. If you wish to speak, you should click on the messaging feature in the info page to place yourself in the queue. You should type in the reason for your request. And that's going to be very important folks, online. Listen to what I just said. You need to type in the reason for your request, or I cannot recognize you. Refer to the list of action terms. There is a list of action terms on the message board. When you are called on to speak, you should raise your hand in the Zoom platform. Just click participants, and then click the raise hand button.

PRESIDENT ASKEY: The production staff will enable your microphone and prompt you to unmute. At that time, turn on your camera if you wish to be seen by the delegates. And I would ask you to do just that. Please, make sure the delegates can see you. You will see a box to unmute yourself shortly. Unmute, introduce yourself, and begin speaking. When you're finished, the production team will mute your mic and turn off your camera, so that you have important part about how to vote. Voting. When a motion is offered that requires a vote, the motion on which we're voting will pop up on the left side of your screen. You will have 60 seconds to vote. And that's everybody guys, even those of you in the House. You got 60 seconds to vote. Click on your selection to cast your vote. You will see a confirmation of your vote on the screen.

PRESIDENT ASKEY: To change your vote, simply click on another selection. You may change your vote at any time while the voting period is open. Once the voting has closed, your

last vote will be submitted. So what happens if you're sitting home and you need help and you have a technical issue, like that never happens to us? If you have technical issues, please contact the help desk at helpdesk@psea.org. Say that again. Helpdesk, all one word, helpdesk@psea.org, or call 717-255-7089. I'll say that again. 717-255-7089, for technical assistance. So now here are some instructions for the delegates joining in person here in Philadelphia. For all of you joining in person, first of all, I'd like to address the chairs because there was some confusion. The chairs are set 3 feet apart.

PRESIDENT ASKEY: You may sit next to each other in those chairs, if you so wish. If not, you have the option to sit 6 feet apart. There's plenty of clickers for you. So if you can't find a clicker, go over to the desk over there and talk to them. So let's take a moment and make sure that your handheld voting devices are ready. So get those babies out. Voting delegates who are here in person should have a handheld device. Please be sure you have inserted your voting card into the top of your voting device, with the label facing you.

PRESIDENT ASKEY: Okay. The label must be facing you. I'm going to give you just a few seconds to get that going, because we're going to have a vote here. We're going to do some practice. Again, make sure that the label is facing you. And once you have that in there and the label is facing you, you're going to see a welcome message and your voting category/clash on the screen. Now, if you lost your voting card, it's not the end of the world. Please go to the registration table. The staff there will have one for you. To make sure your voting selections... To make your voting selections rather, use the track ball in the center of the device. Everybody see that? If you have someone struggling around you, give them some help. In this union, we have each other's backs.

PRESIDENT ASKEY: So just scroll through the list of options and click the track ball to make your selection. You can also press the number that corresponds to your selection. Once you've made your selection, the keyboard will confirm that you've submitted it. You can change. I'll take a moment here, because it sounds like some people are getting assistance

from their union siblings. Oh, good. Brighter lights. What's going on?.

PRESIDENT ASKEY: Now who put that question up before I asked it. That it was supposed to be a surprise. Come on now. So you've made your selection. The keyboard will confirm that you've submitted it. You can change your selection by clicking on or pressing the number of different voting options. When you're satisfied with your selection, press the green square to submit your vote. The keyboard will confirm your submission. Now, say you changed your mind, because we never do that around here either. Simply press the red triangle to cancel. That's all you have to do. Press the red triangle to cancel and select another option before the voting is closed. You will have 60 seconds to vote.

PRESIDENT ASKEY: Now, this is the first time we've used this process for both in-person and online delegates. So we're going to give it a try. For in-person delegates, if you experience issues during this practice vote, please raise your hand so that staff can assist you. Remember, I just said raise your hand, and that's all you need to do, and staff will be around to assist you. Online delegates, please contact the help desk at helpdesk@psea.org, if you are having difficulty. Or you can call 717-255-7089. All right, here we go. Please, wait until you hear me say, please vote now. Don't vote until you hear me say, "Please vote now." Test question, are the Philadelphia Eagles the best professional team in Pennsylvania? All I'll say is fly Eagles, fly. So anyhow, please vote now. You have 60 seconds to vote now.

PRESIDENT ASKEY: 10 seconds left in voting, 10 seconds left to vote. Voting has concluded. May we have the results of our test question? Are the Philadelphia Eagles the best professional team in Pennsylvania? Yes, 159... No, 216. The motion fails. All right.

PRESIDENT ASKEY: All right, okay. I knew that would be a little rowdy, but that's okay. So see simple, thank you for taking a moment to practice this process. Every delegate's vote matters, and we want to make sure that everyone is familiar with how this works.

PRESIDENT ASKEY: I am going to give you a heads up because as you know, we

have people that are not here tonight that are coming in tomorrow. We're going to repeat this vote with another test question. It won't be about football.

PRESIDENT ASKEY: One final note for delegates here in Philadelphia, the voting devices you just used need to stay in the ballroom. All right. So please, please, please don't take them with you when you leave this evening. Let me say that again. These devices need to stay in the ballroom. Just let them on your seat when you leave, let them on your seat. Please remove the card from your voting device before you leave. Take the card with you and bring it back tomorrow morning and leave your voting device. If I haven't said it before, I'll say it again. Leave your voting device on your chair.

Announcements

PRESIDENT ASKEY: Just a reminder for future planning, PSEA will be holding the May 2020 celebration of Excellence Awards Dinner at the May 2022 House of Delegates. Took us only two years to get that together. We will be presenting the Adler Friend of Education Award and the Human and Civil Rights Awards.

PRESIDENT ASKEY: PACE Delegates. It is always important to give to PACE. And for those of you, you who are not here with us in person, you can still give! you can still give. Just go to www.psea.org/pacehod remember www.org. No, I'm sorry. www.psea.org/pacehod. If you're joining online, make sure that you give there so that your distribution counts toward the prize drawings and registers you on the PACE scoreboard. Remember if you contribute before the close of the House, you're in our three \$500 drawings this weekend and the big prize a \$1,000. Ooh!

Credentials and Elections

PRESIDENT ASKEY: Report of the Committee, let's get some business done now. Report of the Committee on Credentials and Elections. The Chair recognizes Erica DeVos on behalf of the Credentials and Elections Committee to present the report.

ERICA DEVOS: Good evening and thank you Mr. President. Credentials procedures can be found on pages 16 through 18 of your program. A list of regions with a chart to enter

the number of Delegates is on page four of the program. The Credentials and Elections Committee certifies that as of 8:00 p.m. today, Friday, Dec. 3, 2021, there are 358 voting delegates for this House of Delegates.

ERICA DEVOS: The total number of certified voting delegates includes 310 delegates with the full right to vote, 22 delegates with a limited right to vote and 26 retired delegates with a modified right to vote. The number of delegates with a limited right to vote includes 0 student PSEA delegates. The total number of non-voting delegates is 9 making the total number of delegates attending this House 367. Of that number, 281 delegates are attending in person, and 86 delegates are participating remotely through the virtual meeting platform.

ERICA DEVOS: The Committee on Credentials and Elections finds and certifies that these persons are entitled to all the rights and privileges of this Convention pursuant to the PSEA Constitution and Bylaws.

ERICA DEVOS: The total number of full voting and limited voting Delegates by region is: Central-Western Region 17 full vote, 0 limited vote, 17 total Delegates. Central-Western Region 11 full vote, 3 limited vote, 14 total Delegates. Eastern Region 21 full vote, 2 limited vote, 23 total Delegates. ESP Region 25 full vote, 2 limited vote, 27 total Delegates. Mideastern Region 32 full vote, 1 limited vote, 33 total Delegates. Midwestern Region 7 full vote, 1 limited vote, 8 total Delegates. Northeastern Region 31 full vote, 1 limited vote, 32 total Delegates. Northwestern Region 11 full vote, 3 limited vote, 14 total Delegates. Southeastern Region 13 full vote, 0 limited vote, 13 total Delegates. Southern Region 47 full vote, 3 limited vote, 50 total Delegates. Southwestern Region 6 full vote, 3 limited vote, 9 total Delegates. Western Region 17 full vote, 0 limited vote, 17 total Delegates. PSEA retired 2 limited vote, 19 modified vote, 21 total Delegates. Headquarters 0 full vote, 0 limited vote, 0 total Delegates.

ERICA DEVOS: The Committee will present a report on Saturday with the final number of certified Delegates. Mr. President, as chairperson of the Credentials and Elections Committee and a Delegate to this Convention, I move adoption of the report of Credentials and

Elections with this the initial report of the number of certified Delegates.

PRESIDENT ASKEY: Thank you, Erica. On behalf Erica DeVos, on behalf of the Credentials and Elections Committee recommends that the report be adopted. So this does require a vote, get out those handheld devices and you can begin voting. You will have 60 seconds to cast your vote.

PRESIDENT ASKEY: This is like the longest 60 seconds in history.

ERICA DEVOS: It is.

PRESIDENT ASKEY: Now it's 10 seconds.

President Askey: Voting has concluded. And the motion has been adopted with the yes at 356, no 2.

Constitution and Bylaws

PRESIDENT ASKEY: Next we go on to the adoption of order of business. The Chair recognizes David Taylor, South Fayette, EA Chair of the Constitution, Bylaws and Rules Committee who will present. Okay. I'll pause. Go ahead. Go ahead.

PRESIDENT ASKEY: He will present the order of business proposed for this Convention on pages 8 and 9 of the official program and online at www.psea.org/hod2021.

DAVID TAYLOR: Thank you, Mr. President and good evening everyone. As Chairperson of the Constitution, Bylaws and Rules Committee and as a Delegate to this Convention, I move on behalf of the Committee the adoption of the order of business as published on pages 8 and 9 of the official program with flexibility.

PRESIDENT ASKEY: On behalf of the Constitution, Bylaws and Rules Committee, Chair, David Taylor recommends that the order of business, as published on pages 8 and 9 of the official program be adopted with flexibility for this House of Delegates. You can begin voting, you will have 60 long seconds to cast.

PRESIDENT ASKEY: 10 seconds left.

PRESIDENT ASKEY: Voting has concluded. You have adopted the order of business as printed on pages 8 and 9 of the program with flexibility.

PRESIDENT ASKEY: The Chair recognizes David Taylor, South Fayette, EA

Chair of the Constitution, Bylaws and Rules Committee, who will present the standing rules of procedure proposed for this House of Delegates, which can be found in the official program on pages 12 through 15 and on online at... Yes you guessed it at www.psea.org/hod2021.

David Taylor:

Thank you again Mr. President. As the Chairperson of the Constitution, Bylaws and Rules Committee and as a Delegate to this Convention, I move on behalf of the Committee the adoption of the standing rules of procedure as published on pages 12 through 15 of the official program.

PRESIDENT ASKEY: On behalf of the Committee Chair, David Taylor recommends that the standing roles of procedure for this House of Delegates as published on pages 12 through 15 of the official program be adopted. You can begin voting now. You will have 60 seconds to cast your vote.

PRESIDENT ASKEY: I'm also checking to see if I can shorten the 60 seconds of it. If I'm allowed to do that. Yeah. Right. I was waiting for someone to call that.

PRESIDENT ASKEY: 10 seconds.

Adoption of Minutes

PRESIDENT ASKEY: Voting has concluded. And the motion has passed to adopt the standing rules of procedure for the May 2021 House of Delegates. The minutes of the May 2021 House of Delegates were transcribed and posted on the PSEA website as part of the pre-mailing as mandated by NBI 6 from the December 2009 House of Delegates. I have a motion moved by Missy Brant, seconded by Jena Brodhead that the minutes of the May 2021 House of Delegates be dispensed with, and the minutes be approved as printed. You can begin voting.

PRESIDENT ASKEY: 10 seconds.

PRESIDENT ASKEY: Voting has concluded. And you have dispensed with the reading of the minutes. Thank you very much. All right.

PRESIDENT ASKEY: I call your attention to the status report of the May 2021 House of Delegates New Business Items. This report was posted on the PSEA website and is

part of your pre-mailing packet. In it you will find the follow-up action taken on the NBIs passed at the May 2021 House of Delegates.

Joe Welch – 2020 and 2021 Teacher of the Year

PRESIDENT ASKEY: Now we move on to remarks from our Teacher of the Year. So it is my pleasure. It is my great pleasure, because we've been waiting for this for two years now to now welcome Pennsylvania's 2020 and 2021 Teacher of the Year Joe Welch. Joe.

PRESIDENT ASKEY: Okay, hold on! I still have some more to tell you about him. Hold on now! So Joe is an eighth grade social studies teacher at North Hills Middle School in Pittsburgh. He was also named the 2018 History Teacher of the Year by the Gilder Lehrman Institute of American History. Joe has a gift for engaging his students in the classroom on field trips and even in remote instructional settings. He does so by helping his students connect the history they are learning to their own lives and encouraging them to care about the world around them.

PRESIDENT ASKEY: When his school district put a hybrid model in place last year, Joe viewed teaching in a remote setting as an opportunity rather than an obstacle. Using mobile devices, he took his students on virtual field trips along with other colleagues at North Hills Middle School, to teach live from various historic sites in Pennsylvania and Washington, DC. Joe also teamed up with colleagues to produce high-quality video lessons available to students without internet connections via the local PBS affiliate.

PRESIDENT ASKEY: These are just a few examples of Joe's commitment to giving back to both his students and his community. And for that, we thank him.

PRESIDENT ASKEY: Now please, now you can do it! Give him the warm PSEA welcome to our Teacher of the Year. Joe Welch!

JOE WELCH: Thank you President Askey. Good evening to my union brothers and sisters of PSEA!

JOE WELCH: Let me tell you, I'm thrilled to be here in Philadelphia in person with you, the most passionate, driven educators who always have each other's backs and always have

the best interest of our students at the forefronts of our minds.

JOE WELCH: And I want to thank President Askey and his team for the invitation to speak with you tonight. You know, as a history teacher, I always jump at the opportunity to come here to Philadelphia.

JOE WELCH: We always have, or we have all of the important sites from long ago. Independence Hall, the Constitution Center, Carpenters Hall, the Liberty Bell, Valley Forge and the Wells Fargo Center even has an ancient history exhibit if you want to go learn about the last time the Flyers won the Stanley Cup.

JOE WELCH: After that poll, President Askey, I figured it was safe for me to use that line. But in all seriousness, I'm thrilled to be here with you, especially after the last 20 months that we've all experienced.

JOE WELCH: I was named Pennsylvania Teacher of the Year in December of 2019. And I was just out to begin my quote, unquote tour in March of 2020. But circumstances obviously changed all of that, instead of visiting classrooms, college campuses and legislative offices around the state. I, just like everyone else in here, spent a lot of quality time behind a computer screen, sometimes learning what ceiling fans and foreheads look like.

JOE WELCH: So although in-person visits were very limited. What was still apparent, was the resolve of Pennsylvania's educators to be there for students to connect with them and to support their families.

JOE WELCH: When I was a child, I had an English teacher, back when I was in seventh grade, who would often use this quote "Character is who you are when nobody is watching." but would continue on and say, "But resolve is who you are when everyone is watching."

JOE WELCH: PSEA members have shown our resolve for students throughout this difficult time. But everyone has seemingly been watching too. You know in 2013 one of my predecessors as PA teacher of the year, Ryan Devlin shared right here at the House of Delegates that never before, and this was in 2013, had teachers been in the spotlight or faced the amount of pressure at any point prior. While

that was certainly true in 2013, let's stop and think about what has changed in the last eight years.

JOE WELCH: We've opened our classrooms and yes, for some of us we've opened our homes to our students and families. And even though we may have been, as I said earlier, experts on what those ceiling fans and foreheads might look like, what holds true is this. We kept showing up for our students, day after day, class after class, zoom meeting or Google meet after zoom meeting or Google meet. Our students relied on us, and we were there for them. But that was the 2021 school year. So as we started the 2021-22 school year, I was honestly excited. I thought that some routine might bring some level of comfort. That the unexpected shifts of 2020 were going to shift to a time where relief was coming for our educators. That the calvary was on the way.

JOE WELCH: Then on the first day of school in August, I realized perhaps that the world of education didn't quite have the same vision.

JOE WELCH: You see every year I take photos of students for their locker tags that hang above their lockers for my eighth-grade team. And everything started to seem right again. It was a sunny day in Pittsburgh, a rarity. We went outside, and everything was going smoothly. Students were smiling even below their stylish masks and first day of school outfits.

JOE WELCH: Then during my fifth period class, a student says, "Mr. Welch, I have something in my pocket that I would like to be in my picture. Can I take it out?" I responded "Well, it depends what it is." The student took that as affirmation to proceed, and the student took out a bearded dragon and proceeded to hold it up, ready to pose with it for the picture. And honestly, I was not sure if bearded dragons were a possible comfort animal, so I paused and I said, "Does anybody know that you have that here?" The student responds "No, but you seem chill." As my colleagues and some of my friends who are in the room can affirm, chill was not even in the top 1000 adjectives that one would use to describe me, but it made me realize at that point that we still have an unpredictable year ahead, and don't worry we made it sure that the bearded dragon made it home safe.

JOE WELCH: But just a day later, I was having a conversation with my nephew, and I asked my nephew Robbie, well, who was about to begin another school year. "Robbie, what do you like about school?" And I honestly, wasn't sure about the response that I would get after the last year. And he says, "Everything, I like everything about school." Not satisfied with that answer I prodded a little more. And I said "Robbie, there has to be something that you don't like, right?" And he says "Uncle Joe, you're right. I don't like missing school. I don't like being absent." For students like Robbie and so many others we are making a difference with our students, even in the toughest of times, even when the outside may say otherwise.

JOE WELCH: Because we connect with students, and we care for them. So again as a history teacher, I have a brief history lesson for you. In 1948, the Soviet Union blocked access to Berlin from the West and stay with me on this. But quickly U.S. and British pilots quickly improvised in order to start transporting supplies and goods into Berlin from the air. The whole ordeal, and you may have heard this line before, was expected to last for two weeks.

JOE WELCH: One man, Gail Halvorsen, who was an American pilot. He volunteered to airlift food into Berlin. One day after landing in Berlin, he started talking to a group of German children who are all lined up along a fence line. And he said to them, he was asking them how they were. And the German kid said, "Please do not give up on us." He wanted to give them something, but all he had were two sticks of gum. So he broke them up into little pieces and he handed them out, and he said, "The next time I fly overhead, look for my plane." So he goes back to his bunk and he starts making little parachutes, and he attaches to them chocolate bars.

JOE WELCH: From there, he began dropping these candy bars to the children of Berlin. A young girl at the time, Crystal Jon Vos said, "It wasn't important if we didn't get chocolate, what was important that this was something hopeful for us children." She continued, "You know, candy is candy, but it was the empathy, the thought, it was unbelievable that somebody did that."

JOE WELCH: How recent we reflected that we were just responding to a human need, dropping 23 tons of chocolate during an airlift that lasted not two weeks, but again this may sound familiar, 15 months.

JOE WELCH: Sound familiar? We do this for our students. We don't airdrop chocolate obviously, but we supply hope. We drop empathy. And we did and are doing that every day in our classrooms. Schools and teachers across Pennsylvania have held up to the weight that has continually been placed upon them. But the challenges continue to mount for teachers.

JOE WELCH: Some voices hope to move our educational system backwards to a previous era, rather than towards a more hopeful future. From judicial or legislative measures or challenges against measures to keep students and teachers safe. Legislative attempts to restrict curriculum, disparagement against initiatives to foster inclusivity, rising mental health needs, teacher retention issues, important conversations obviously need to be had.

JOE WELCH: But despite these challenges, I see hope. Teachers have always figured out ways to solve problems within our classrooms, but I'm confident because just as teachers make a difference every day inside the walls of our classrooms. We can make a difference every day in Boardrooms, policy discussions and the legislation that shapes Pennsylvania's schools.

JOE WELCH: My dad was a retired or is a retired North Hill School District teacher, a PSEA member for 32 years and a current PSEA retired member.

JOE WELCH: He was also a former school board member in the South Fayette Township School District. Seeing the positive impact that he was able to make by bringing his educator perspective and expertise into the policymaking level. I too, was inspired to seek local office and was recently elected to serve in the same school district where he served for 12 years.

JOE WELCH: Now as a PSEA member, I know that it's our Local Associations across PSEA that have always helped to ensure that the best interest of students are represented in local decisions. And I just want to take a moment to thank every Local Association Executive Board

for the work that you have done. And I think they deserve a warm round of applause.

JOE WELCH: I've been privileged to have a front row seat to watch how a local president has navigated this time. Not only undergoing a pandemic, but superintendent changes, negotiating MOUs, and recently had a new collective bargaining agreement approved for his teachers, all the while representing Western Region. And not only is he a former favorite teacher of mine, but he's a dynamic, unwavering powerful voice for Pennsylvania's teachers. And I want to take another moment and recognize Mr. David Taylor South Fayette Education Association President and Western Region President and congratulate him on his recent CBA.

JOE WELCH: So in closing to ensure that the best interest of all students, teachers and schools are preserved. Teachers need to not only be at the table where decisions are made, but we need to have a voice, but more importantly, have a vote in these decisions.

JOE WELCH: Teachers are increasingly taking the opportunity to run for local offices to advocate that our schools are places of equity, inclusivity, and hope. From School Boards to Advisory Committees from steering Commissions to Parent-teacher Organizations, teachers are the experts.

JOE WELCH: I believe, I know that teachers can do this work. Our colleagues and our students are counting on us. That's just one of the reasons that I look forward to joining my Local School Board this coming Monday, but it is time to trust teachers to be in the positions to make decisions, to advocate for our profession and for our students. We must do it. And I look forward to doing this work alongside you, inside and outside of the classroom. Thank you.

Sean Spiller, NJEA President

PRESIDENT ASKEY: Now we will have remarks. I have a special guest for us. As president of PSEA, I often have the privilege of meeting and talking with leaders of other state education associations. Hearing about the experiences of educators, specialists and support professionals from other states is always instructive and often quite inspiring.

PRESIDENT ASKEY: Today I'm thrilled. I am absolutely thrilled to welcome Sean Spiller, the President of the New Jersey Education Association. Sean is a high school science teacher in the Wayne Public Schools in Passaic County, New Jersey.

PRESIDENT ASKEY: He was elected president of NJEA this year, starting his term on September 1. Sean has served as an NJEA leader since 2013, when he was elected Secretary-Treasurer. Throughout his service to NJEA he has focused his leadership on helping members become more involved at the community level in confronting the challenges that affect what they do as educators, health care providers and support professionals.

PRESIDENT ASKEY: He sees the burdens placed on families with student debt, limited access to health care and underfunded communities as critical issues, and as NJEA president, Sean aims to strengthen public education in New Jersey by confronting systemic racism and building equity for social economic, gender, and sexual identity and racial justice.

PRESIDENT ASKEY: So Sean is here with us today to talk about what's happening in NJEA, how we can support each other and why this work we do is so important. So please give NJEA President Sean Spiller a PSEA welcome!

SEAN SPILLER: Well, good evening everyone.

SEAN SPILLER: Thank you. Good to see you. You know, it, it is a pleasure to be here. I certainly want to first start by thanking Rich and the whole team. Aaron, Jeff, Jim, all of you for giving me a few minutes to be here today.

SEAN SPILLER: It is so important as Rich said, it's so wonderful to share with one another. And oftentimes we have opportunities to see each other at conferences or other events and spaces and we talk about the great things happening in our states. But to have the opportunity to come and to listen to what you guys are engaging in, to share a little bit of what's happening across the river, it's really exciting for me, and I could not be more honored on behalf of the 200,000 members that I'm fortunate enough to be elected by, to be here today with you to talk a little bit out what's happening in Jersey.

SEAN SPILLER: So again, thank you to all of you for having me today. You know, it's exciting. We know that our strength as Rich noted, lies in what we believe in as unions. It's what brings us together. We know that we can build upon and learn from what each other are doing. And I think that's really a testament to everything that ties us together.

SEAN SPILLER: You know, when I have the opportunity to listen to your Teacher of the Year and Joe's talking about all the things that make a great educator, right? And he's talking about all the ways that we connect things to our students. It just resonates and inspires. And I think it's just an opportunity to say I don't care if you're in New Jersey or in Pennsylvania, you hear what makes great educators, it's about caring for our kids. And that's the big thing that unites us all. And that's what's so exciting about the work that we do. But we also know that there are challenges that we face, whether there's challenges in the pandemic, like he noted. And certainly, we all remember. Certainly, on the Jersey side as well, people said "Hey, you're going home for a weekend, and you'll bring some extra things". And all of a sudden look how long it's been, where we've been trying to get through this pandemic.

SEAN SPILLER: But the pandemic itself has laid bare a lot of the challenges that have always existed, but that we think that we need to address. And why is that? Well, it's because in New Jersey we focused ourselves as a justice-centered union. And what does that mean when we talk about a justice-centered union? It's about standing up for social, economic, racial, environmental, educational justice. It's making sure that we're fighting for our communities because we know that fight, that fight for better locals, better communities, better states, and a better nation is part of the core of our work. It's important. It's important because that has to be what we try and leave for our children, a better place, a better place than what we found.

SEAN SPILLER: We seek to elevate voices. We've learned this. In many opportunities that we try now, we try to elevate voices of those who've been marginalized to make sure that we hear everyone because that is how we create more inclusive schools. In New

Jersey from this commitment we've created the rise conference in REAL Movement. That's racial, equity, affirmation, and literacy. They're created to make sure that we're engaging everybody. We're trying to break down those limitations that people have faced. We're trying to introduce those to the association that have sometimes not found a way to engage. We're doing all we can to make sure that everyone's voice is heard, and everyone has a role to play. That's what it is to be a justice-centered union.

SEAN SPILER: And justice in our schools and our society is important. It's important for all of us, but I go back to literally what we've all been talking about, it's because it's important for our students, that student learning. And I'm sure you guys hear this as well. I can tell you often when we engage in this work and as president with 200,000 members who all have my email, phone numbers, I get the calls and people say, "Why are we so focused on this work? Or why is it so important?" Number one, it's because it's right. It's the right thing to do, and history will judge us on that. But number two, it's because it's part of our job. When our students are able to succeed better, we're able to bring them to the level of their highest achievement. That's our charge. It's because it's at the core of what means to be successful as educators that we've got to engage in this work. That's the why. It's about student outcomes. It's about giving them those opportunities. It's part of our core mission.

SEAN SPILLER: So yes, we've been focused on curriculum pieces like Holocaust and LGBTQ+ education. We've also focused in our state on the Amistad curriculum and making sure that the horror of the transatlantic slave trade is never forgotten, never disregarded, never glossed over, all of that is important. But we've also remained focused on the things that elevate our communities themselves in other ways, whether it be our pride program, showcasing the great work our students are doing, our educators are doing or connecting and involving the community into that work with over \$3 million in grants that we help to engage in that work.

SEAN SPILLER: We partner with organizations such as Sustainable Jersey for Schools, Work Environment Council, a number

of others to make sure our schools are healthy and safe. We saw that in the pandemic. When we had so many facility challenges and other pieces that we ran into, we needed those external partners to help us in the work that we did to lobby and argue for safe schools and an opportunity to return to something like we're enjoying now, in-person learning experiences for our students and educators. We work with elected officials, legislators. And I think that is why it is so important that we as educators are elected into these positions. We encourage our members to run for board of educations, to councils, to legislative office.

SEAN SPILLER: It's important that educators' voices are in the rooms where decisions are made. It's important because we know that that helps better student outcomes. It gets us what we need to be successful, and it allows us to protect the very things that can keep drawing people into the profession, good benefits, good pay, good opportunities to make sure you can engage and be decision-makers in your students' outcomes. Those things are all important to all of us, we know. But everything that we do, everything that we do engaging all these members, we still have to remember that we've got to make sure we always look through the lens of equity and equality.

SEAN SPILLER: It's tough work. It's not easy. Frankly, we might not always get it right the first time, but I'm proud of our members for stepping up and not stepping aside. New Jersey is a richly diverse state, yet our students often do not see themselves in their teacher in front of the room, in their bus driver, in their cafeteria worker. We've got to understand that and commit to a change. And that change does not have to be scary. And that change is not one verse after another. That change is about growing and becoming stronger and uniting. And that's where we all have to be.

SEAN SPILLER: We've created a members of color initiative in our association to make a sure that we create more opportunities for members to amplify voices and to grow and to recruit others into the profession. We're creating opportunities in leadership ladders to ensure that they can engage in leadership growth process and get the skills that they need to represent us at the association itself. We're proud

of our successes, but we also recognize that there's a lot of work that still has to be done. It only gets done if we all step in and we all lean forward together.

SEAN SPILLER: As much as I'd like to dream that my young kids will one day be in a world free from injustices, I know that that is probably not the case. We will all be fighting for this for our lifetimes and beyond, but the work that each of us do now makes a difference. It can move the needle, and we have a unique opportunity at this moment in history to put our fingers on that scale in an important way and bend that arc towards justice. So this is what our organization looks like. This is what we engage in. Yes, the standard work of collective bargaining, good contracts in our associations, making sure we've got good working conditions and facilities that can provide solid education, but it's about justice and equality in the school system and also in our communities. This is a justice-centered union.

SEAN SPILLER: So I will say this, my hope is that because of all of our work, this work itself will become less burdensome for future generations. So that is my commitment as the president of NJEA. Not that this work will be easy. It will not, but it will be manageable. It will be possible, and it will be attainable because each of us is part of something bigger. We are part of a union. We are part of the NJEA. We are part of the PSEA. We are part of the NEA and I do see our NEA president in the house, by the way, Becky Pringle. Rich, you guys got some juice here. You get the president of NEA in the house, okay, good for you.

SEAN SPILLER: But we've got to all do this together. So that is my ask, that when the times get tough, when it's difficult, when we hear those calls and those emails, whether it be from outside or within our own organization, people say, "This isn't our charge, stay in your lane. This isn't about teaching. This isn't about whatever they say." We've got to remain committed. We've got to remain focused. We've got to understand what the stakes are. And we've got to understand what we can do to help shape the outcome.

SEAN SPILLER: So I thank you, all of you my fellow union members for everything that you do, for the great work you do as

educators. I thank you for engaging in this work, advocacy. After long days when you should be able to go home and spend time with your family and friends or relax, here you are fighting for the association to make us stronger, and this is what it's all about moving forward. Thank you to each and every one of you and thank you for giving me a few minutes. I appreciate it.

PRESIDENT ASKEY: Thank you, Sean. It is so important that we start sharing with our neighbors because there's so many wonderful things going on in this association across the country, and we can learn from each other. Just like you do in your clusters at home and things like that, we can do it on a bigger level, and we can learn so much from NJEA. They can learn so much from us. And that's why I chose to invite Sean besides the fact he's a really cool guy. So I thought he'd be nice to have here. So let's give our fellow NJEA sibling another round of applause.

Member Spotlight

VICE PRESIDENT CHAPIN: Well, good evening, everybody. It is great to be back in Philly with all of you as well as those of you at home on the computers. Let's talk about Emily Nell. Emily Nell spent 14 years working as an independent artist and entrepreneur before returning to her alma mater Upper Dauphin High School last year to teach art. That experience along with two years spent teaching at a North Dakota Indian reservation out of college taught her a lot about the relationship between art and the community and the importance of giving back as an artist. So last year Emily launched an innovative and ambitious community art project called Step Up to Make a Difference. What she and her students accomplished is nothing short of extraordinary. I'll let Emily explain what her project was all about.

EMILY NELL: Step Up to Making a Difference was a community-wide project. It was the school coming together with the community as one to make a difference. So I had my students paint converse sneakers, and there were authors that wrote stories as to what they wanted to step up to, a character trait that they admired like step up to integrity. And we used this to drive a public art project that then became a benefit auction to raise nearly \$11,000 that we

then gifted to the Lykens Valley Children's Museum. I knew my students having this talent, having this natural gift in them. When I pitched them, they were right on board. I ended up choosing 17 authors and 17 artists, which then they went to work creating, embellishing their converse sneakers in the style of a master artist.

EMILY NELL: I have an example from one of the artists here, Gracie Garing chose the master artist Gustav Klimt. And she specifically focused on the piece, The Kiss. These shoes along with stories, so 17 authors, 17 artists were displayed in 17 local businesses. One of my artists actually she loves working in graphic art. She made our map of adventure, and all the 17 locations are there. So what this allowed was we actually made it an opportunity for people to win prizes. So if you went around and you got a stamp at each of the local businesses of this map of adventure, you would be placed to win some prizes yourself. You could have won a pair of converse sneakers. And it gave an opportunity to move the energy around to each of these locations so that people became aware of the project.

EMILY NELL: Step Up involved a very important theme, which is character building and that aligns with our school's discovery program. My students had a chance to express themselves through not only painting these shoes, but also the authors by writing stories. There's always going to be somebody stronger, smarter, more beautiful than them that it's important to focus on you and be the best you, you can possibly be. And I know my students did that with this project.

VICE PRESIDENT CHAPIN: Thank you. Thank you, Emily. LaDontay Bell has been winning praise and football games since 2016 as the head coach of the Chester Upland Clippers. Yes, that's right. He's also led his players through some tough unimaginable tragedies with the deaths of three team members over the last five years to gun violence. But instead of letting tragedy define them, under Coach Bell's leadership, the team has rallied in the memory of their fallen teammates. This season they made it all the way to the playoffs with a 7 and 4 record. For his steadfast leadership and commitment to student success both on and off the field, LaDontay was recently named the athletic

director for the district. Here's LaDontay Bell with his story.

LADONTAY BELL: Football has been a vehicle to help young men to strive to be better. I think that over the course of the years as a head coach, I've been through some situations. Losing three football players, it was very tough moment as a head coach. It's like losing a son. It was around the time, I believe after 2016, 2017 and a young man by the name of Zion Abdula, he came out for the football program. I immediately noticed how he was all about getting his peers involved in playing football. And he would say, "Coach, I have another one." Day after day he would bring more players into the locker room, "Coach, I have another one. I have another friend to play the game of football."

LADONTAY BELL: And that spirit was something that I really appreciated from Zion. And it's unfortunate that he was murdered in the streets. To really have that moment take place, it really drove me to really care for the players even more. I told myself that I had to love the players more. And so that's one of the reasons why to this day I take players to and from. We don't allow student athletes to walk home from practice. If it's my car, that's what I would do. I would take student athletes home.

LADONTAY BELL: However, it was Dr. Juan Barn who was the superintendent at the time who said to me at Zion's funeral, he said, "What is it that you need?" And I said, "Well, I need a van. I need transportation to take student athletes home." And a couple of days later he had given me keys to a van. And so we've been taking players back and forth, not allowing them to walk the streets to Chester just to make sure that they're safe. And another beautiful thing that we've been doing and that we're excited about with the football program is how we're pressing forward to make sure young men are moving to college. If it's a trade school, if it's college, whatever it may be, we just want to press that they see that they have potential.

LADONTAY BELL: And so in 2019 we had student athletes, we had 13 seniors, nine of which out of the 13 had gone on to play at the next level, play PSAC football. Actually not long ago we had two young men, two sons as we would call them who competed Bloomsburg and

Kyle University. They competed not long ago. And so we were able to see some of our players competing against one another at the next level. So that was a beautiful moment for us as coaches. So we're really appreciative of the games that we're making. We just want to make sure that we keep our why in front of us. Impressed with these young men.

VICE PRESIDENT CHAPIN: Let's give it up one more time for LaDontay and Emily. Thank you very much.

President's Report

PRESIDENT ASKEY: So now we'll move on to the report of the president. So good evening, fellow delegates and welcome to Philadelphia. It's been so long since I've been able to say those words. It's hard to fathom that two long years have passed since we last gathered together in person for a PSEA House of Delegates. So let me be the first to say it is great to be back. And I'm so happy to see so many of you gathered here this evening. And I'm just as pleased to see those of you joining this House as delegates remotely. I'm thankful that we have this technology that allows delegates near and far to come together and to take up the oh, so important business of our association.

PRESIDENT ASKEY: Each and every one of you has a fundamental role to play in this assembly. And we need you. We need you at the table here in Philadelphia and all across our great commonwealth. It's a big table, and there's plenty of room. So let's roll up our sleeve and let's get to work. The work we do in our public school classrooms, in our colleges, in our health care settings, that work is essential to the health of our communities and to our democracy. So too is the work we do within PSEA. And you, you as local and region leaders, you have a particularly important job serving as the face of this association to your members back home, to the teachers, the nurses, the support professionals who don't come to the House of Delegates. To those folks who may not understand all that we do behind the scenes at PSEA, you, you are that conduit.

PRESIDENT ASKEY: You are connecting all of us across Pennsylvania, from Erie to Montgomery County, up to the Lehigh Valley and across the great Northern Tier. You

are their go-to source when they have questions about their contract or what PSEA can do for them. You make this union strong. You make it effective. You make it a force to be reckoned with, a force for good. A force for generational change. Being part of something that is larger than any one of us, that is what it means to be a part of PSEA and to do this work that we do. Now, I realize, I realize that this work is so much harder these days. You and your colleagues, you're exhausted beyond words. I hear from our members every day and my heart breaks.

PRESIDENT ASKEY: We all hoped that this pandemic would be firmly in our rear-view mirror by this point. And so while we've made tremendous progress since March of 2020, there are still days that we just find ourselves spinning wheels, overwhelmed and depleted. But here you are, here you are tonight giving back to this profession, fighting for your schools and for your students. Even on your worst days, even on your worst days, you understand just how much this work we do matters to the students you educate and serve and to the communities that you make better. We work in a profession that makes all other professions possible. Your students have gone on to become great innovators, scientists, artists, advocates, and entrepreneurs. That is something you need to be so proud of. Pennsylvania is so lucky to have remarkable professionals like you.

PRESIDENT ASKEY: Oh, you can give yourself a better round of applause than that. Come on, let it go. Let it go. Pat yourself on the back. You are public education's most important resource. You could use a recess too, but PSEA will never ever forget that. Not as long as we're up here at this table. Fighting for what's right is never easy. That's true right now. And oh, so sadly there are anti-union politicians and special interests who see how exhausting this school year is. And you know what? They're taking advantage of it. They're trying their best to take advantage of it.

PRESIDENT ASKEY: For the past six months we've seen one bad bill after another being pushed by these people in Harrisburg. Legislation that disrespects our educators and support professionals, attacks our rights to collective bargaining and diverts state funding

away from our public schools when we need more resources, not less, to serve our students. We've even had lawmakers push a mandate on schools to post-curriculum materials online so that out-of-state extremists, and I have another word for them, can wage their culture war battles more easily here in Pennsylvania. So go ahead, go ahead. Some lawmakers want to create taxpayer funded tuition voucher programs and dramatically expand corporate tax breaks for private school scholarships. It's a disgrace and we're not going to let it happen.

PRESIDENT ASKEY: What's more, there are serious challenges facing our schools in our workforce today. Instead of tackling those problems, this is what certain state lawmakers are fixated on. But you know what? Every single one of those anti-union and anti-public education proposals has been stopped dead in its tracks in large part because of the advocacy of all of our PSEA members. You and your colleagues have logged tens of thousands of emails expressing our displeasure with those misplaced priorities. It is disappointing to see elected leaders turning their backs. Yes, they are turning their backs on the people they represent in order to push an ideological agenda supported by their billionaire donors. It's disappointing, but you know what? It's not surprising.

PRESIDENT ASKEY: So once again, it is up to the educators, the support professionals and health care workers to show them the way. We may even need to show a few of these guys the way to the exit door. Because unlike our opponents, PSEA wants to talk about real solutions to real problems. We want to do what's right for our schools, our students, and our communities. And that includes putting billions in federal dollars from the American Rescue Plan into action here in Pennsylvania. I was so surprised when I first heard this and I think you'll be surprised too, to hear that only a small number of Pennsylvania school districts have even applied for the American Rescue Plan funds to date. Let me say that again, only a small amount of Pennsylvania school districts have applied for the American Rescue Plan funds.

PRESIDENT ASKEY: So we're talking. Let me tell you what we're talking about. We're talking about \$5 billion, and I mean billion with a B in federal funding that can be used to...

Listen to this, this is what it can be used to do. It can alleviate the substitute teacher shortage. It can help hire more school counselors, nurses, and psychologists. It can help meet the academic and mental health needs of students struggling in this pandemic and get working on long overdue school building projects. PSEA is advocating at the state level to invest these funds to the benefit of all Pennsylvanians, but you know what? You can make a difference too. You've done it before, you need to do it again. A large slice of the American Rescue Plan funds is going directly to school districts. Okay? Take that in. This money's going directly to where you work and teach.

PRESIDENT ASKEY: If you haven't already, talk to your district leaders about the American Rescue Plan. Find out what they're thinking and encourage them to tap into these resources because now is the time to do it. The funding is there to solve many of the problems we're talking about, but we just need to act. And that's what we are all about here at PSEA, action, making a difference, being a force for good in our schools and in our communities. Even, yes, when it feels like everything is falling apart, we don't, let me say that again, we don't, and we won't stop fighting. We have been doing it for as long as I've been a member and we're not going to talk about that tonight. And this union will keep on doing it long after all of us are retired, because that's the great thing about PSEA.

PRESIDENT ASKEY: It lives on beyond us. It's a gift given by our forebears and then one that we need to bequeath to the next generation. But we can only do that if we have a next generation to pass it on to. That's why solidarity is so important. That is why you are so important. Let me say that again. That's why you, you are so important. You are the connection between this association and the hardworking men and women that you represent and work with. You may not think that it makes all that much of a difference, but I'll tell you, when new members know that you are a part of PSEA and that you are on their side, the next time they get one of those... Ooh, I can't say that word.

PRESIDENT ASKEY: The next time they get one of those opt out of your union

postcards in the mail. You know what they're going to do? Because they know who you are and they know what you do, they're going to toss that damn thing right in the fire. So my report to you tonight tells you that you are PSEA, and you make a difference and now is the time that we need to work harder and make a difference. So thank you for being here and for attending to the important business of this association, for being the face of PSEA at home and for walking on this path with me, because you know what? I could not do it without you. So have a wonderful House of Delegates. Thank you one and all. Thank you.

Resolutions Committee

PRESIDENT ASKEY: So let's go to the report of the Resolutions Committee. The chair recognizes Bob Guzik, chair of the Resolutions Committee. Bob.

BOB GUZIK: I always have to follow you. Thank you, Mr. President. Thank you, Mr. President. Good evening, fellow delegates. My name is Bob Guzik. I am a member of the Colonial Education Association, Mideast region and the chair of the PSEA Resolutions Committee. Tonight I am here to report that as advertised in the pre-mailing, the committee held a virtual open hearing during its meeting on November 22, 2021. As a result of that meeting the committee made two changes to the proposed resolution for December 2021, which I now bring to your attention. The committee withdrew proposed resolution new B PACE recommendations for further consideration and discussion.

BOB GUZIK: This committee proposed a new amendment to existing resolution B63 titled substitute education support professionals, which would add the following sentence, the association further believes that retired education support professional employees should be allowed to work as substitutes without any reduction of retirement benefits. Go ahead. That's the first time I think Resolutions has been clapped for, so thank you. The proposed resolutions for December 2021 that was included in the pre-emailing with these two adjustments is available on *psea.org*. And as President Askey said, I will repeat that, with those two adjustments is available on *psea.org*

and will be presented to the House tomorrow for discussion and action. I thank you for your time.

PRESIDENT ASKEY: Thank you, Bob. And thanks to all your committee for all the incredible work that they do. So I have the report of the Public School Employees' Retirement Board by Chris Santa Maria, PSERS trustee, and I believe it's microphone seven.

PSERS Report

CHRIS SANTA MARIA: Hello, Rich. Thank you very much.

PRESIDENT ASKEY: Hi, Chris.

CHRIS SANTA MARIA: Hi, Rich.

Fellow delegates, PSEA officers and board of directors, PSEA staff, and invited guests. I am Chris Santa Maria, a proud member of the PSEA Mideastern region and the Lower Merion Education Association. For the past two years it has been my privilege to serve as the chairman of the board of trustees of the Public School Employees' Retirement System, PSERS, your pension. I have been asked to deliver the semiannual report about the performance of the pension fund. A more detailed report from me can be found in your delegate materials, but I can summarize the highlights for you. 2020 was a great year for the funds investments. The net of fee performance for the year was 24.6%, which was the highest since 1985.

CHRIS SANTA MARIA: A record \$14.8 billion of excess returns was added to the fund, bringing it to a current value of \$72.5 billion. In doing so the fund moves steadily on a path to full funding for future obligations. We hope to reach that mark within the next 15 years, and a key component will be for the Legislature to continue to make the full actuarial funding each year. We are still recovering from a combination of the 2008 market collapse and 15 years of underfunding by the Legislature from 2001 to 2016. We must keep the pressure on the Legislature and the governor to make these annual funding commitments if we are to continue on a path to a strong and durable pension plan.

CHRIS SANTA MARIA: And now let me address what you've been reading in the papers. In my opinion, so much of what has been written so far has been 90% opinion held up by 10% fact and all of it packaged as news

reporting. Here are some facts that are already in the public domain, but not accurately reported. Last year, PSERS was ill-served by its top investment advisor, Aon, the second largest consulting firm in the industry with a mistake they have admitted making in the calculation we used to determine whether the risk share was triggered last December.

CHRIS SANTA MARIA: Using the numbers provided to us by Aon and certified by an outside accounting firm hired for that purpose, we approved a resolution that the risk share was not triggered and there would be no change in the member contribution rate. Upon learning of this mistake by Aon in February, we spent the next several weeks going back through the returns of the past nine years to see if the risk share had indeed been triggered. The recalculation showed that the risk share was to be triggered, and the board ordered the contribution rate for the affected classes to be raised.

CHRIS SANTA MARIA: The Board ordered the contribution rate for the affected classes to be raised according to the law. At the same time, we hired an outside law firm to conduct a comprehensive and independent investigation to determine precisely how this mistake came about. Shortly after our own investigation began, we were alerted that the Department of Justice was also launching an investigation into the risk share calculation. And adding to it, an investigation into our real estate investment in Harrisburg, near our headquarters. Two outside law firms were then hired to represent the Board and the System with lead attorneys who once served as federal prosecutors, including one as the U.S. attorney in the same Philadelphia office now investigating PSERS.

CHRIS SANATA MARIA: Both law firms strongly recommended that we not comment to the media while the investigations were ongoing. This is mainly to protect the independence of our own investigation. And to secure the cooperation of witnesses. I, along with most of the board have followed this advice and made no comments to the press regarding the investigations. However, despite this, leaks of confidential attorney-client discussions have found their way into print. I can't overstate how

reckless and irresponsible this is on the part of those speaking to the media. Our internal investigation is now reaching the end with a comprehensive report to be delivered to the board on January 18.

CHRIS SANTA MARIA: It is our intent to make all or nearly all of the report public following that briefing. As this investigation was, by design, conducted outside of PSERS with no specific updates to the board, I don't know what it will find and what recommendations it will make. I do know that had anything been found so far that presented a risk to the fund or was deemed to be illegal, the Board would have been notified right away, as well as the Department of Justice. Everything in our investigation will be shared with the DOJ as we have pledged to cooperate fully with their investigation from the beginning. Everyone hearing my voice tonight should know this, the PSERS board is committed to finding the reasons for the risk share mistake and to take any necessary measures to prevent it from happening again. We are aware of the unique undue stress this has caused some of our members and we are sorry.

CHRIS SANTA MARIA: The board is also committed to full transparency because our members and annuitants, as well as the general public, deserves to have trust in this pension. I'd like to finish by thanking my fellow active certified trustees, Jason Davis, and Sue Lemmo, our retired annuitant trustee Melva Vogler and our non-certified trustee, Debbie Beck, who is concluding her long and honorable service on the board this month. For their solid support for me and their determination to keep a strong voice for our members at the table. I'm also looking forward to welcoming to the board, our newest trustee Anne Monaghan, a support professional from Wallenpaupack School District, who will replace Debbie Beck starting in January.

CHRIS SANTA MARIA: And most of all, I'd like to thank the members of PSEA who have stood by me and fellow trustees over the past year, as we have faced unprecedented challenges, not to mention a lot of stress that has come with these unpaid, yet very important positions at the helm of our pension. I'm certain that with your continued support, the pension

promise made 102 years ago by this commonwealth will be kept for not only for us, but for our future generations of public school employees. And that Mr. President, concludes my report.

Legislative Committee Report

PRESIDENT ASKEY: Thank you Chris, and please accept our gratitude and pass that on to our colleagues on the Trustees board. So now we move on to the legislative committee report. Michael Cherinka, Chair of the Legislative Committee is with us this evening. Mike's going to present the legislative report. So Mike, I am calling on you. Where is he? Okay.

MICHAEL CHERINKA: Evening everyone. As much as I loved presenting this from my pink bedroom in my attic last year to you, I am much happier to see people in person, so thank you all for being here. Mr. President, Vice President and Treasurer and Director Vaughan, guest and fellow delegates, I am Mike Cherinka, President of Dallas Education Association, Chairperson of the Legislative Committee and a delegate to this House of Delegates. The legislative committee report can be found on pages 28 through 30 in your program booklet. The report is as dim and frustrating as our school year has been. So it's a very fun read.

MICHAEL CHERINKA: The committee was able to meet in person starting September. So that was nice after a steady stream of Zoom meetings all throughout last year. Even though Zoom is still an option, it was good to see so many people in person and I know we are all happy to be together once again. One thing that has become very evident to us was that we're now seeing a strong push by House and Senate Republican leaders to upend public education. One big reason for this is the political jockeying to become the top Republican in the Governor's race in 2022. This has led to bills like Senate Bill 1, House Bill 2054, 1332. And all those other fun bills that have come out as the legislators are using to help pad their political coffers.

MICHAEL CHERINKA: We as a committee are not very optimistic that we will see improvement in pro-public education legislation anytime soon. The one fortunate

thing we have going for us is a governor who can veto the bills that can and will negatively impact what we do as educators. Did I mention this was a dim report? So what can we do? What can we all do as educators, as delegates in this room to improve the climate around public education. Continue to do all you do for your students. Show that no matter what, we'll be resilient in our duties as educators. One last thing we could all do is to vote for pro-public education legislators and a pro-public education governor.

MICHAEL CHERINKA: I can't stress that enough. We have had so many bills come before us that have not been very easy to vote on. It's not been a simple support or a simple oppose. It's been a very support and less amended oppose, until amended support, with amendment, I mean, there's been all kinds of crazy positions we have taken, and the Board has upheld pretty much all of them, and they all know what they look like and they're not easy reads and they're not sometimes fun to read. But we take our jobs seriously on the Legislative Committee to make sure that the legislation coming across is to benefit all of us, all of our students, all of our support professionals in this commonwealth. At the bottom of page 30, you will see a list of the members of the Legislative Committee.

MICHAEL CHERINKA: When you see them, thank them for the commitment to making sure we consider all bills that can affect us and our students. Not only do I thank them, but I thank Kelli Thompson, our GR person on our committee for her guidance and hard work and Veronica Biegen for keeping us all in line and making sure everybody's hotel is in order and all the bills get paid and everything else. I think she's the one that really runs our committee. So I thank her immensely. I thank you all for your time, and I wish you and all your families a wonderful holiday season. Enjoy the rest of the House. And Mr. President, that concludes my very fun uplifting report.

Government Relations Report

PRESIDENT ASKEY: And we thank you for that fun and uplifting report, Mike. Let's hear it for Mike and the Legislative Committee. Now the next book report just seems to be

unnatural following Mike. So with that, we're going to move on to the Government Relations update with Dan Wiedemer. Dan is the Assistant Executive Director for PSEA's Government Relations division. He's going to provide us with the Government Relations update. So Mr. Wiedemer, the floor is yours.

DAN WIEDEMER: Thank you, President Askey.

PRESIDENT ASKEY: Come on. This guy works his butt off, his whole team does. Let's give him a round of applause.

DAN WIEDEMER: Yes. Thank you. Well, good evening delegates. Wow. It is nice to be together in person again. Do you know how many months it has been since? Yeah. Well, we'll get there. Give it a second. Do you know how many months it has been since I've gotten a hug from Helen Bonsall? So you might want to hold that for the next joke. So it's tradition for my December report to do this sort of naughty and nice list style and, Helen by the way, I'd like to say you made the nice list, but, I mean, who are we kidding?

DAN WIEDEMER: I'm not going to start the report lying to everybody. All right, let's see how everybody else fared though. Let's start here. School board elections, mostly naughty, in 2021. There is a ray of nice that I'm going to share with you momentarily here that's incredibly important. But for the most part, we all face pretty challenging times in 2021. And look, part of this we saw coming. You elect a Republican president. The next year is great for Democrats. You elect a Democratic president. The next year is great for Republicans. That's just the nature of the pendulum swinging, but I bet what you really felt and what I felt, is how much public education became part of the culture wars in a way that we have not experienced for quite some time. That was school closures. It was whether you wear a mask, it is what you were all teaching in schools.

DAN WIEDEMER: And that was really exploited by a group of people who have been seeking to divide us because they want to undermine public education. And look, you see a mask. It's not an ideological thing for you. It's a way to keep yourself safe and to keep your students safe and to keep your schools open. You teach history. It's not an ideological thing.

It's a subject. COVID is not ideological, it's a disease. But again, there is this collection of people who have been using it to divide us. And that just exploded to the forefront in 2021. And we're going to feel the effects of that for some time.

DAN WIEDEMER: We learned a lot of lessons from this election, though, right here in Pennsylvania, of course. But maybe even more importantly in Virginia, a little south where Republican Glenn Youngkin defeated former governor Terry McAuliffe. Now there was for sure, a lot of enthusiasm in Virginia over parental empowerment over school closures and I don't want to dismiss any of that, but you know what, Glenn Youngkin promised the voters of Virginia, the largest increase in public education funding and that commonwealth's history, number one, number two, a \$100 million program to find and recruit new teachers.

DAN WIEDEMER: In fact, he spent \$3 million campaigning on those issues on television ads and he led his victory speech talking about those two issues. And here's the ray of hope from these 2021 elections. People love their public schools. This was not anger at public education as an institution. This was anger at COVID. This was anger at circumstances that none of us could control. We were all doing our best. It was not about public schools. It was certainly not about public school employees. And I know, boy, you do not feel that all the time, but they love you too. We see it in poll, after poll. We test it all the time, aside from a small segment of folks who fall into that camp of wanting to divide us to weaken public education, they are incredibly supportive.

DAN WIEDEMER: It is not about undermining public education and anybody who takes what happened in 2021 and tries to apply the wrong lesson is going to regret it. And they are going to be sorely mistaken because the lesson was not about weakening public education. This may come as a shock to you, but Pennsylvania's legislators are missing the point of the 2021 election. You heard it from Mike. I don't need to go too far into all of this, but we faced just this past fall, a voucher bill, a bill that would require teachers to post all of their instructional materials online. That's your books. That's a newspaper article that you print out.

That's the brand of whiteboard markers that you are using in your classroom and not just post it, post it to a publicly available website so that everybody has the ability to judge you.

DAN WIEDEMER: And we faced just a couple of weeks ago, a house labor committee hearing that is even more concerning to me than the legislation that we have seen because it's the first time that they haven't even tried to hide what they're doing. This hearing was truly, I'm not exaggerating, a list of eight bills that the Commonwealth Foundation handed the committee designed to do one thing, and that was weaken public sector unionism.

DAN WIEDEMER: So all the problems that we have in Pennsylvania, maybe getting human beings in a school building, solving the sub-shortage, the supply chain crisis, all the things that the House Labor Committee could be focusing on and they took three, four hours dedicated, solely to legislation designed to weaken public sector unions. That is very troubling for us, but it's not going to stop us from focusing on our priorities. And look, we don't know how this is going to work out, but it's important for us as an organization, of course, to express our values, to fight for these things and that's why we've been directed by the organization's officers to do so. And I'll start with the first thing on this list, retirees do so much for PSEA, and there are people who retired, especially people who retired prior to 2001 who literally cannot live on their pensions.

DAN WIEDEMER: It's impossible. The math doesn't work, not even in enough to afford food and basic necessities. They deserve a long overdue COLA. We have a real pipeline problem in this commonwealth. The second thing we need to dedicate our attention to, not just the immediacy of the sub-shortage, though that's a crisis that we need to solve, but we have a longer term, bigger picture issue with the pipeline. It lacks diversity, it lacks people going into the field, and that's not going to be an easy solution, but it's one that we need to turn our attention to and of course, more funding that's more equitably distributed.

DAN WIEDEMER: President Askey talked about a big part of that. There's billions of dollars that is sitting there, that school districts can draw down now to address the challenges

that students are facing, and I'm hopeful that all of those things are going to be pretty important parts of the 2022, '23 state budget. So I'm going to close just talking about a couple of political items here.

DAN WIEDEMER: I would be remiss, given the lessons of 2021 if we didn't talk just a little bit about 2022, and you're going to hear more about this tomorrow from Jim Vaughan and certainly more from us in the near future on it. Attorney General, Josh Shapiro is our recommended candidate in the Democratic primary, who also happens to be the only Democrat running in the primary, but he is clearly on the nice list for a whole lot of reasons, and I want to share a very special one from us organizationally. And this is the first time we've had an attorney general who has approached issues related to crime and victimization from the lens of public educational opportunities. No one's taken to that office. Yes.

DAN WIEDEMER: He's also been incredibly vocal in calling for more health professionals in our school buildings, nurses, counselors, psychologists in every single building. And it's because of his work with the Safe2Say Something program where students could report in on an app anonymously, whether it was themselves considering self-harm, a friend, somebody who was considering acts of school violence, and the number of reports that flooded into that office showed the overwhelming need to meet students where they are and to provide services. So having an ally coming into the governor's office, frankly, I mean, that is the most important thing I think that we could tackle. So we are really excited about that. Now the Republican field, it's a little more complicated.

DAN WIEDEMER: There are some leading candidates there, there's Sen. Jake Corman, former Congressman Lou Barletta, Sen. Doug Mastriano. He got the biggest boos and Mike alluded to this as well. All of these folks are competing to be the favorite candidate of billionaire hedge fund manager, Jeffrey Yass, founder of Students First. Jeffrey Yass has threatened to spend up to \$70 million in this election. One person spending \$70 million in an election. And the reality of the situation is, none of these candidates have a path to the

nomination without being the favored choice of Jeffrey Yass. So they are all forced to position themselves the way that he wishes them to be positioned and probably not incidentally, and I mentioned that Josh Shapiro was our recommended Democrat.

DAN WIEDEMER: We invited every Republican candidate for governor and Senate to fill out a questionnaire and to meet with the PACE board, to share their vision for the future of Pennsylvania. We have to date received zero replies. And this is of course, a big part of the reason why... So we have a fight on our hands. And again, you are going to hear more and more about this. We have a real fight on our hands, but I just want to close by reiterating those lessons from 2021, one more time in the context of 2022. And I want to remind you of the last candidate for governor in Pennsylvania, who ran on an anti-public education platform in 2014. And that candidate was the first person to ever lose their re-election for Governor of Pennsylvania.

DAN WIEDEMER: So we're familiar with tough fights. We're familiar with tough circumstances. You have all been through much harder than this over the past 20, 22 months or so. So we've won those tough fights before. I think we're going to win them again in 2022, and I wish you a great remainder of the House. That's my report, President Askey.

PACE Report

PRESIDENT ASKEY: Ladies and gentlemen. There's a lot of locals that have worked very hard for PACE. And it's my honor to introduce the chair of our PACE board, Joe Scheuermann, to tell you more about that. So let's give him a round of applause.

JOE SCHEUERMANN: Thank you, fellow delegates. My name is Joe Scheuermann. I'm the Chairman of the PACE board, which is the Political Action Committee for Education. If you listen to the last two gentlemen who spoke, Mike Cherinka and Dan Wiedemer, you probably got a sense of the fact that we need to elect people in both Harrisburg and Washington who support public education and who support unions. Dan just spoke about the governor's race coming up. I've been standing in front of groups of people now for 20 years saying, really this

time it's the most important election. And at some point, people are going to think I'm making it up, because you can't make the same argument every time. But then you stop and look at what's at risk. If we don't elect a pro-public education governor, next year, we could be in a mess. There are meetings like this and states across the country with unions, just as strong as ours who met a few years ago and now they don't meet as union because they lost their right to bargain.

JOE SCHEUERMANN: We don't have the right to bargain because people think we're nice because they think we deserve it. We have it because we have political clout, and we helped elect people to office who believed in the rights of working people. And if you think that can't go away, look at Wisconsin. We're not better than them. We're the same as them and we're lucky enough to work in a state that hasn't outlawed unions yet. So I would beg all of you if you're sitting here and you don't know back in your local, how well do you give to our Political Action Committee? Find out. Because we have locals across the commonwealth who give a lot of money to our PAC. And we have locals who give very little, and usually it's just because no one there knows about it. I just served as a local president for 16 years and those folks are overwhelmed.

JOE SCHEUERMANN: But what we need is one motivated person in a local to go to their leadership and say, "Hey, I want to explain to our members what our political action committee does, and I want to raise more money." So I'm here now to recognize the individuals and the locals who last year during the 2021 school year gave the most to our Political Action Committee. So first the list of members, the highest donating members last year to our PAC, EA member was Brian Hower, ESP Yura Commodore, Student Kayla Fencil, Retired, Linda Weaver and associate member Ed Margolis. Please give those five people a round of applause.

JOE SCHEUERMANN: And then what we do is we set a goal for each local to say, we'd like you to try and raise a dollar a week from every member. So minimum we'd like members to give \$52 a year, a dollar a week. And we set that as a goal. And then we'd list the locals

across the commonwealth who reached the highest percentage of goal. And we break them into small locals, medium locals, and large locals. And we'd like to recognize six of those local unions. They are Northgate EA, Tussey Mountain EA, North Pocono EA, Wyoming Area EA, Stroudsburg EA, and Wallenpaupack EA.

JOE SCHEUERMANN: And to give you an idea of what some of them are doing. So we set a goal of \$52 a member. So Northgate EA raised 127% of that goal. They've done better than just convincing every member to give a dollar more, to give a dollar a week, they've done better than that. They're at 127% of their goal. And I said earlier, what we need is for people in their own locals to go back and convince their leadership, "Hey, we need to run a PACE drive. We need to educate members what our PAC is doing." So the three locals I'd like to recognize here, they ran a PACE drive last year, they explained PACE, and they increased PACE donations dramatically. Jenkintown EA increased their donations last year by 673%. Slippery Rocky EA increased by 579%. And IU #24 in Chester County increased 421%.

JOE SCHEUERMANN: And what it took was someone who attended a meeting, someone who attended a conference, someone who became committed and excited and interested and said, we could explain this to our members. We could tell our members what our PAC does, why it's important and why they should give. And you saw what happened, they had a dramatic increase. That's what we're hoping some of you walk out of here and do, that you head back to your local and say, "Hey, what the heck is PAC? What is PACE? What are we doing? Do we give to it?" Because I know as a local president, we have a lot of members who have no idea what our PAC does. Have no idea why they should be interested. But if we take the time to explain it to them, they get it.

JOE SCHEUERMANN: The last local to recognize, the local that gave more money last year than any other in our commonwealth was Central Bucks EA. So congratulations to them. Thank you to everyone who donates to our PAC. You are helping elect the people who believe in your mission, believe in your job and believe in

the right to unionize and collectively bargain. We are collecting money out at the table. We will be giving away money tonight and tomorrow. Thank you to all of you who donate to our PAC. That concludes my report.

PRESIDENT ASKEY: And let's just take a moment here. If you on serve on the NEA PAC, not the NEA. Sorry, Becky, I'm trying to take your job. If you serve on the PSEA-PACE board, would you please stand up and receive the gratitude of this body. So now it's time to read the short titles of new business items. During two virtual NBI office sessions, delegates had submitted five NBIs for consideration. We will have the opportunity during tomorrow's session to have delegates debate and vote on each of these NBIs.

PRESIDENT ASKEY: The following are the short titles of NBIs which have been submitted. Advocate for Inclusive and Diverse Educator workforce. Advocate for Academic Integrity. Form task force to review NBIs before business session, provide report on specialized instructional support personnel categories, Form Taskforce to explore solutions to substitute teacher crises. And that concludes our short titles. So we have a PACE drawing in a minute, but there's other things that have happened because of drawings and everything that they were having out in the lobby today.

PACE Winners

PRESIDENT ASKEY: So first I'm going to announce the four, \$100 winners of the PSEA Member Benefits vendor passport raffle. Winners will be contacted by Member Benefits to verify their mailing address and then the checks will be in the mail. So, and I think this is fixed. So the winners are, first \$100 goes to Allison Burriss. Wait for it. The second grand prize goes to her wife, Jodi Barksdale.

PRESIDENT ASKEY: Then Southern Region just doesn't give up, do they? No. Then there's Carol Yannity, gets \$100. So Southern Region is treating at the bar tonight. And then a fourth is Anne Marie Milligan. So congratulations to all those folks. I got to do everything around this place. So there's a beautiful basket of wine, everybody go, ooh, every go, ah. Tough, you can't have it. This was given by the SO table. And Lee Speers, you get

a basket of wine. If you take much longer, I'm taking a bottle.

LEE SPEERS: Thank you, Rich.

PRESIDENT ASKEY: Thank you, Lee.

And by the way, let's... The SO in case you're not aware is the union that represents the employees of PSEA who are absolutely among the most fabulous people that we have. All right. So PACE drawings. So we have a PACE drawing here for \$500 for the PACE fundraiser giveaway. As a reminder at the close of the House of Delegates on Saturday, there will be a drawing for three more \$500 prizes and one \$1,000 prize. Ooh and don't forget the region with the highest participation percentage gets a \$500 donation to the charity of their choice. So let's announce that winner, ready. And the winner is, spin that wheel Vanna. Oh, Deborah Williams. Hey Deborah. Yeah. All right. So before we recess one very important housekeeping item.

PRESIDENT ASKEY: Before you leave the ballroom, please remove the card from your voting device. Let's do that now just to make sure... Everybody pick their handheld device up, take the card down and put it someplace where you will not lose it, and then put your device down on the chair and leave it there. So you can tell I was an elementary music teacher. So take the card with you. Bring it back tomorrow morning and leave the device. Do not take the device with you. Okay. It will be here waiting for you tomorrow. So with that, we are now in recess until tomorrow morning at 10:30 a.m. Remember your caucuses. Goodnight, everybody.

Second Business Session

Dec. 4, 2021

PRESIDENT ASKEY: All right. We are back in session. Was not last night awesome? Was it not fun to be together, to listen to all these folks talk? It was just so great, and I just felt like we had our mojo going last night again, and it was really awesome. Today we get to hear Becky later on, so there's that, too. This is going to be a great morning. So good morning, delegates. Welcome back. And this morning, we're going to continue to do the work of the association. And I want to begin today by reminding you just how important that work is

and how vital you are to doing it and doing it well. You are representing 178,000 PSEA members today. That is a big responsibility. And I know you take that responsibility very seriously. Delegates, you are PSEA. This union simply can't function without you. Thank you for everything you do. And now, let's get to work. Yeah, you know what, you applaud for everybody else, applaud for yourselves this morning. Come on.

Announcements

PRESIDENT ASKEY: All right. I'm trying to wake you up here. Before we begin, I ask that you please review the instructions you were given during your region caucuses this morning, describing how to vote on motions and new business items and how to offer amendments to new business items. You can also find detailed instructions about this at wait for it, www.psea.org/hod2021. For delegates here in person, please be sure you have inserted your voting card into the top of your voting device. With the label facing you. You will see a welcome message and your voting category/class on the screen. If you have lost your voting card, it's okay. It's okay if you lost it, just go to the registration table and the staff there will have one for you.

PRESIDENT ASKEY: This is the first time we've debated and voted on new business items with delegates joining us both online and in person. So please have another look at the instructions and how the process works. And please, please be patient if delays, while we process the information. I'm going to tell you, there will be times where it seems like there is a pause in everything that's going on because we have to wait. So I want you to know why that's happening. Not because anything is going wrong, it's because to get from, sometimes, to get from somebody's home to this desk over here to this desk over here. And then finally to me, will take some time. So the work we're doing is important. We want to make sure we get it right. And that's what we're going to do. All right. It may just take a little more time than it normally does.

PRESIDENT ASKEY: So one thing we would like to ask related to amendments, if you would like to offer an amendment to a new

business item, you must, listen to this, because I can't do it any other way with this system, you must have your amendment language prepared at the time that you submit. All right. I'm not going to be able to help you find the words that you need to have things repeated and have put in. If you want an amendment, write it out now and be prepared, please. So, in fact, it would be helpful if you would complete and submit your language as soon as possible. If you know you want an amendment, go submit it now, go submit it now. If you are here in person, please go to the tech table right over here and submit your amendment, request to the staff at the table. All right. They will help you with the process and we'll print off a copy of your amendment for you. You will need to have the printed copy of the amendment with you when you report to a microphone to move your amendment.

PRESIDENT ASKEY: And for those of you that are joining us online, good morning, and you can submit your amendment through the Lumi platform. Please remember to include your amendment language and to provide your phone number so that staff can contact you with any questions. Please note that you will not preserve your space in the speaking queue until you have submitted your amendment language. So in other words, if you get on and you have not had your language prepared, you lost your place in line, and you go to the end of the line. And that's why I'm stressing, if you know you want an amendment, do it now. So if you have technical issues, please contact the help desk helpdesk@psea.org or call (717) 255-7089, for technical assistance. If you are here in the ballroom, feel free to find a staff member to assist you. And again, thank you for your patience.

PRESIDENT ASKEY: But I think we need to practice and we have to vote one more time. So voting is a great way to get us started this morning, I think. So here we go. And one notable change with today's votes we're going to allow 30 seconds for voting instead of 60, because I'm president and I can. And please wait until you hear me say, please vote now, though, to cast your vote. Okay? Wait for me to say, please vote now. Because it's not open until I say that. So the test question this morning is, do you own an ugly Christmas sweater? Click yes, if

you do, click no, if you don't, and please vote now. Aaron, are you timing?

VICE PRESIDENT CHAPIN: I didn't know we were doing it for fun.

PRESIDENT ASKEY: Okay. 10 seconds. Voting has concluded. So let's see who has an ugly Christmas sweater? Wow. 161 of you own an ugly Christmas sweater. Why aren't you wearing it? And 99 will not admit to having an ugly Christmas sweater. So thank you for doing that. Practice always makes perfect, and we want to be sure that everyone can vote properly. So now we have a bit of a serious thing to honor some of our colleagues with. Before we proceed with the business on the agenda, I just want to acknowledge those locals that have been on strike since the May 2021 House of Delegates. And if they are in the house, please stand up so that you can receive our warmth and gratitude for being the advocates you are. Shikellamy ESP. They were on strike from May 14 to May 28, 2021. Let's hear it for Shikellamy ESP. Redbank Valley EA. September 13 to October 20, just a short little strike there, huh? They were incredible. And the presidents of both associations did an incredible job leading their people during their time. So let's give those presidents a round of applause.

Executive Director's Report

PRESIDENT ASKEY: So now we're going to hear from my partner in crime, Jim Vaughan our executive director for his report to the delegation. This guy is a tireless, tireless worker for this association. He takes his job with extreme responsibility and sometimes I just sit in awe of the way his mind goes. I don't mean to embarrass him, but he just is scary smart. He is. He's just scary smart, sometimes. So with no further ado, please give the warmest welcomes to the man who helps me lead this organization. Jim Vaughan.

JIM VAUGHAN: I'm trying not to knock over the president's water. It's probably not good for my evaluation. Morning, delegates. It's great to be with you here in the room today. And also for those of you online, I'm glad you can be with us as well. You know, I got a little nostalgic as I was preparing for today's comments. So I went and I looked back at the last time we were all together and you know,

went back and looked over my speech and had wondered what I had talked about. And so you can imagine my surprise when I pulled up my comments and realized that this was the first picture I showed you in my comments. And it turns out, showing you a picture of a toilet was pretty prophetic for what the next two years would be like.

JIM VAUGHAN: Now my toilet anecdote aside, in December of 2019, what I did do was stand for you and proudly declared how well I thought PSEA took to planning and preparing. That we took the time as a staff to get our facts right, and to get everything in place before we moved forward with actions. Well, the universe has a way of humbling all of us, doesn't it? Because 97 days after I showed you a picture of a commode, I found myself on the phone with the governor's chief of staff, demanding that schools be closed in the face of an unknown virus with no cure. Now I don't need to rehash the last two years, and I don't need to tell you that COVID-19 upended everyone's plans. It's certainly affected you, and it certainly affected PSEA.

JIM VAUGHAN: It forced all of us out of our comfort zones and into a sustained level of acute crisis. It forced us into a reactionary stance, the stress of which has taken its toll on all of us. And while I can't possibly find the words to express how much I appreciate you, I want to thank you for all the ways you've persisted during this time for your schools, your students, and for your union.

JIM VAUGHAN: Today, though, I want to shift my focus and our focus to the future. How can PSEA reclaim our power and stop being at the effect of this pandemic? Now to do that, we need to look in the past just one more time. Does anyone remember Respect? All right. Hey, some people do. I didn't know if anybody would. That was an initiative approved by this body in December of 2018. And it was a clear vision from this organization about the importance and necessity of bringing respect and dignity back to your professions. And while initially it focused on increasing the minimum education salary, the program grew in scope to include diversifying and bolstering the educator pipeline and increasing mental health supports for students.

JIM VAUGHAN: In 2018, we knew then what the pandemic exposed for all. We have a teacher shortage. We have a staffing shortage. And it's getting worse. We have polling that indicates more than 25% of the education workforce is considering moving up their retirement due to the current conditions in their work environment, brought on by the pandemic. We are absolutely facing a crisis. You know it, you live it every day. And it's compounded by the fact that we have a lack of substitutes. You have lost planning periods, the ability to take breaks. Some of you don't even have time to use the restroom during the day. And that certainly is not acceptable. So with the direction set by your board of directors, right now, staff is attempting to take advantage of potential legislative opportunities to temporarily increase the pool of available substitutes. And if these opportunities don't pan out, because they are no guarantee, we'll continue to look ahead for the longer term to work with stakeholders, to work with policymakers and to work with the public to increase the number of individuals that are seeking to join the profession.

JIM VAUGHAN: In the meantime, there are advantages to be had during a labor shortage. And so our bargaining strategy staff work group is preparing for how we, and you can have a positive impact at the bargaining table in a world where too few individuals are available to fill open positions. And as new individuals come into our schools and our workplaces, regardless of what jobs they're performing, if they are in a bargaining unit, we want them to join PSEA. This is a priority.

JIM VAUGHAN: Now, unfortunately this year for a variety of reasons, our membership numbers are not where we would like them to be. Despite the fact that we have signed up 8,169 new members, we have also had slightly more than a thousand individuals drop their membership. In many ways, this is a reflection of our polarized world. And while it isn't a crisis, it's a problem we need to address because there is strength in numbers and strength increases our power. So I've created a cross organizational staff group charged with creating organization-wide plans, aimed at developing activities, resource materials, and messaging for local organizing campaigns to

sign up new members during the early enrollment window in 2022. And beyond that, we'll be creating a statewide template plan for your locals centered on new membership signups in the 2022-23 school year.

JIM VAUGHAN: The plans and materials this group creates and distributes will help you and your local associations turn new hires into PSEA members, retain members who are considering dropping their membership, and hopefully remind all PSEA members what we and you and your local associations do to support them. Whether it's bargaining contracts, protecting members' rights, or our member benefits, professional development and legal programs, together, we can show the value of this union.

JIM VAUGHAN: Now I stood on this stage for many years and talked to you about politics. And last night, Dan reminded us that it's time to start thinking about the 2022 election cycle. And I can understand why many of you don't really want to do that. If I'm being honest, I'm not even sure if I want to do it because politics is a difficult subject, and it feels even more so right now because our world is so polarized and divided along partisan lines. So I'm not going to stand here and I'm not going to tell you that the 2022 election for governor, U.S. Senate, and state legislative races is the most important election of our lives because Joe Scheuermann did that for me last night. But I mean, we have all heard that before, but the fact of the matter is it is an important, it's an election of importance for this union, because we do have a lot on the line.

JIM VAUGHAN: You heard about this. School choice, paycheck protection, literally the potential for your bargaining rights to be at risk. Our opponents that Dan had up on the screen last night, they're getting bolder and they're waiting for any opportunity to undermine you. But beyond just viewing it from a negative lens and stopping bad ideas, this election represents an opportunity to pursue a proactive agenda, to move us away from the defensive and reactive posture driven by billionaire ideologues and their minions who are in elective office. You can applaud for that.

JIM VAUGHAN: So that means you're going to be hearing a lot from us about these

elections. And it also means we're going to be asking for your help, but we going to be there as your staff, right alongside you, helping as well. And we do this because we know the public listens to you. Even though sometimes it feels like we're under attack, you as individuals in your communities are a trusted voice. And that means you can and have, and will have a dramatic impact, maybe even a pivotal one in the influence on the election for our next governor.

JIM VAUGHAN: And again, the staff of PSEA is going to be right alongside you, helping all of us find our voice together. Because if we stick together and vote together for a pro-public education candidate who shares our values, our beliefs and our priorities, we can hold onto the governor's office and we can ensure that public schools and our union remain strong and intact. And not just for today, but for into the future. For a future that holds promise. Because we are committed to putting in the work, to strategizing and implementing plans that support your ability to bargain good contracts, to have protections and better working conditions.

JIM VAUGHAN: And just as I said in 2019, planning is important. Plan, act, and adjust. That is what we can, must, and will do. And I commit to you that your staff will work alongside you to move forward an agenda that is not at the effect of the pandemic, but rather an agenda that seeks out opportunities, that demonstrates our power, that strengthens your voice, and an agenda that finds solutions. Delegates, thank you for being here today and thank you for being a part of this union. And I look forward to our future together. Thank you.

2021 Dolores McCracken PSEA ESP of the Year

PRESIDENT ASKEY: So this is one of my favorite parts of this morning. It's going to be my honor to introduce the 2021 Dolores McCracken PSEA Education Support Professional Member of the year Dee Scales. Many of you know Dee. And if you do, you know that this honor is so well deserved. Dee is a paraprofessional in the Woodland Hills School District in Allegheny County and a longtime leader in her local in PSEA. For the past 26

years, Dee has worked as a paraprofessional with students who have special needs. She has served in life skills, learning support, and emotional support classrooms. She currently works with students in an emotional support classroom in the Dickson Preparatory STEAM Academy.

PRESIDENT ASKEY: Dee is known by her colleagues for her dedication and ability to draw out the very best in her students. Dee is very active in her local union, the Woodland Hills Education Support Professionals Association, serving as vice president and grievance chair. She also serves as president of PSEA's Education Support Professionals Western Division and sits on PSEA's Racial Justice and Equity task force, PSEA's Resolutions committee, and PSEA's Credentials and Elections committee. So we get everything we can out of this wonderful lady. Outside of her school and union roles, Dee is very active in her home community of Braddock, volunteering with various community organizations, and I love this, just this year, winning an election as an at-large member of the Braddock Borough Council. You know, I have to say, after reading all of this, I'm tired. I going to need to go take a nap. I don't know how she does it. So please give a warm welcome to PSA's Education Support Professionals of the year, Dee Scales.

DEE SCALES: Now you're getting ready to make me teary eyed. Sorry. All right. Good morning, President Askey, fellow delegates, and guests. I'm extremely honored, overwhelmed with gratitude, to have been selected to receive the Dolores McCracken Support Professional of the Year Award. What an honor this is, not only for me, but for all support professionals across the state. This award is a validation for myself and all of my co-workers and ESPs across the great state of Pennsylvania for all the hard work and much needed work we put in day in and day out.

DEE SCALES: What this award does is it acknowledges all the great work that support professionals do. Not only in our schools, but within our communities. Support professionals are the heart and soul of the schools. Remember, this is a day that we will continue to celebrate Dolores and her historic work that she has done for PSEA and education support professionals in

the state of Pennsylvania. I've been employed with the Woodland Hills School District for 26 years, now. I lived in the community all of my life. We've been faced with any challenges, just like any other schools throughout the United States. Violence and mental health concerns have been on the rise due to the pandemic. Children come into schools today with the complex and varied needs that are barriers to learning. Schools are tasked with trying to meet those needs.

DEE SCALES: The love we have for our students is evident in the passion and dedication that we bring to work each day. These last couple of years have been a struggle for all of us due to the pandemic. We've lost members, not only to the virus, but to furloughs as well. We have many members who have been essential workers who continued to work throughout the entire pandemic. So, just our custodians and our maintenance workers -They are the front line. They are the front lines in keeping our buildings clean and safe. We have our cafeteria workers who continue to package the meals and take them out into the communities. We have the paraprofessionals who continue to learn new skills, such as myself with online learning. Some of us had to go in person and risk the lives of our families and our own safety to meet the academic needs and emotional needs of our children. That's just to name a few of the support professionals. There's a large amount of other support professionals, such as secretaries, bus drivers, monitors, etc.

DEE SCALES: So, support professionals are often on the front line and relying on their community ties to bridge the gap. I come from a family who have had many struggles throughout our lives. Nothing was easy for me growing up, having a mother who grew up in an orphanage because her mother passed away when she was a very young child. Due to my mother's struggles, my mother always instilled in me the value of family. When her sister passed away, my mother took in her children. She took them in as her own. Throughout the years, my mother would take in and feed any other adult and children that she felt like needed a place to stay or lay their head or a bite to eat. Even though we didn't have much to give ourselves.

DEE SCALES: With my upbringing, this has caused me to become humble and appreciative of the things that we often take for granted. My heart is always geared towards helping others. I love volunteering and helping anyone who needs help. In the past, I've fostered young ladies in the system who have had many challenges. Then I turned to fostering younger children. During that time is when two beautiful young ladies, McKayla and Raquel, they're over there on the side, were placed with me. They were so young, and they came to me with many challenges. They displayed so much hurt and pain due to being taken away from their biological family and then bounced around from foster home to foster home. That's unacceptable. It was then when I realized this was my true calling and that this is what I was destined to do.

DEE SCALES: Years later, I adopted them. And we celebrated our gotcha day with family and friends. From then on, the three of us had many days of hurt, tears, and struggles. But as you all know, love conquers all. My girls are excelling academically, emotionally, and mentally. They are continuing to strive on a daily basis. They are making friends and are living a healthy, normal life. Now they call me grandma. My sons Gary and Michael, they've been very supportive throughout the entire process and continued to do so today. Without them, none of this would've been possible.

DEE SCALES: My message to all of you is to wear your heart on your sleeve and treat one another and our students with kindness. You never know what one's circumstances may be. Lack of food, clothing, maybe they don't even have utilities, or even a lack of love in the home. The trauma from experiencing death, or maybe abuse in some kind of way, and many others' situations one may have gone through. At last, this accomplishment could not have been done alone. There are so many others who have played a major role and who are deserving to share in this award. I would like to share this award. I would like to thank my friend, Diane Crocco from the Food Service Department, from the Colonial School District for believing in me and nominating me in this honorable award. Thank you, Diane. Love you.

DEE SCALES: Thank you to my co-worker, Justin Courts-Dorfer, we call him Mr.

K. And our second lady of Pennsylvania, Giselle Fetterman, for the heartwarming letters of recommendation. Thank you to my amazing sons, Gary and Michael Scales for their unconditional love and forever support. And no matter what I choose to do in life to my sisters, Terry and Sherry. Terry and Sherry Hughes, who is always there for me at a drop of a dime with no questions asked. And my close family and friends who have been there with me every step of the way during this journey.

DEE SCALES: You know who you are. Thank you to my PSEA family, President Askey, Vice President Chapin, Treasurer, Jeff Ney. Executive Director, Jim Vaughan. My awesome ESP region president Rudy Burruss. Love you, Rudy. And the rest of the ESP board and family. The board of directors. And of course, my Western division family, David Taylor, you guys always welcome me to your EA meetings and within the Western Division community. I appreciate you all.

DEE SCALES: I can't end this without mentioning my grandchildren, because I got in trouble last time because I didn't mention their names. So here they are. Javonte, Michaela, Raquel, Taylor, Torian, Trew and Gianna. Granny loves you and know that I love you guys to pieces. To end this, just know that I will continue my efforts and the fight to advocate for our children, public education, and for our unions in hopes to bring forth positive change. I am humble and grateful. Thank you all.

PRESIDENT ASKEY: Be still everybody, be still. Sure. Come on guys. Let's go. They can wait.

DEE SCALES: Thank you. Thank you.

PRESIDENT ASKEY: All right. Thank you, guys. Thank you.

PRESIDENT ASKEY: Like I said, that's the favorite part of my morning. And I just need to follow up with. When we listen to the words of Dee, we have to be reminded that we have thousands of Dees in this association. So ladies and gentlemen, let's show our ESP members in this room and across the state, how important and needed they are to us.

PRESIDENT ASKEY: Okay. So as I said, when we started, we knew there was going to be a bit of a glitch from time to time. And when we did our voting earlier this morning,

there was some problems with online voting. The great people at Lumi immediately went to work, and we're pretty sure that it's fixed. But what we're going to do after the treasurer's report is we're going to go back and do another vote just so we can confirm that the problem has been fixed. So thank you for your patience with that. And those of you online, your vote is as important as everybody else's and they worked their tail off to make sure you could vote. So please thank you for your patience.

PRESIDENT ASKEY: All right. So. And now we're going to hear in a moment from our treasurer and then following the treasurer, we're going to hear our vice president talk about two more members. But before I do that, I need to tell you that I have the best two teammates anyone could have. These gentlemen, you need to know how passionate these gentlemen are about this association. About you. Everything for Jeff and Aaron goes back to the members and the needs of the members. Every conversation I have with these two, I won't say everyone, but some's not worth repeating, but every conversation I have with these two guys, they continually bring it back to you and our 178,000 members. It's an honor to serve with them. So let's hear it for the two of them right now.

PRESIDENT ASKEY: So with that, hey, Jeff, I hear you have a report for us. Jeff.

Treasurer's Report

TREASURER NEY: Yeah. Well, good morning delegates. Now for the exciting part of the House of Delegates. Thank you, President Askey. As I have mentioned in each of my treasurer's reports, speeches at the December Houses of Delegates, since I have, since I became treasurer in 2017, I am and remain truly honored and humbled to serve you and all of our valued members of our great union. And while this past two years have presented challenges and issues that we could never have imagined in 2017 or even two years ago, with the direction from you, our delegates, our members, we, PSEA, and the leadership guide our association through the pandemic and guide the Pennsylvania education community. These past two years, I am sure for all of us have been one

of the greatest learning experiences of our lives, both good and bad. We continue to face challenges in the classroom and as an organization, and we will continue to meet all of those challenges head-on and continue to support all of our PSEA members.

TREASURER NEY: I'm here today to provide a very positive report on the financial position of our great organization. Despite the unprecedented environment we are in and the impact of the pandemic on our organization and our members, our commitment to the financial stability of PSEA has never been greater and has never been more critical as we move forward. We have great respect for the financial commitment of each of our members, and we will continue to be excellent stewards of their and our financial resources. Our dedicated officers, members of the boards of directors, members of the budget committee, and our staff are all keenly aware of their role in utilizing those financial resources. As an organization, PSEA will continue to be proactive in responding to the challenges we face. And as your treasurer, I am particularly focused on those challenges which impact our membership, which in turn impacts our financial resources and long-term financial security.

TREASURER NEY: Every challenge we have faced in the past and will face in the future, we will be proactively attacking and advocate for our members. Our profession. And most importantly, our students. From a financial perspective, we have effectively managed our pension liability, the Janus Supreme court decision in 2018, and now this pandemic. We recognize that those well-funded anti-union groups from which we periodically receive mail and emails will not quietly go away and may even take advantage of the current political and economic climate as President Askey pointed out last night.

TREASURER NEY: I assure you that we will continue to commit the resources necessary to protect our union, our members, our profession, and again, our students. So let me get to the presentation, and the numbers.

TREASURER NEY: I will cover the highlights and I direct you to the treasurer's report. The audit financial statements for the fiscal year, which ended August 31 of '21 were

accepted by our audit committee and board of directors earlier this week. My presentation is a summary of that information. As your treasurer.

TREASURER NEY: My primary goal is and always will be maintaining the long-term fiscal stability and financial integrity of PSEA. We continue to implement the fiscal stability plan that has been in place for several years. It has been effective in managing our financial resources through previous challenges, and we believe those practices and core values will continue to be successful in meeting both our short- and long-term financial obligations and maintaining our reserves to ensure that this organization remains strong.

TREASURER NEY: Now, I'd like to walk you through some of the key financial figures and historical trends to give you a little better perspective and understanding of PSEA's current financial position and provide an explanation of why I remain extremely optimistic about the financial future of our organization.

TREASURER NEY: So as you can see on this slide, our overall revenue for the 2021 fiscal year remained relatively level with the prior fiscal year at \$80 million. Our investment income return realized in the 2021 fiscal years in our special purpose funds continued to be strong as our economy recovered from the pullback at the beginning of the recession. This is a result of steady, yet conservative investment policy set by your PSEA budget committee, and to take advantage of the solid equity markets. Even in a declining interest rate market, our investments have been well diversified to maximize our investment return. The remainder of our revenue budget, including our NEA reimbursement and the member benefits, was also consistent with prior year revenues.

TREASURER NEY: We did experience a decline in revenues related to conference events, which were held either virtually or not at all due to the pandemic. It is important to note that in our 2021 fiscal year, 80% of our total revenue stemmed from our membership dues. So it is critical to commit the necessary resources to maintain and, wherever possible, grow our membership. Over the previous three years, leading up to the 2021 fiscal year, PSEA was able to maintain our

membership levels despite the loss of fair share and the attacks from those well-funded anti-union groups. The 2021 membership year was a mixed bag with small increases in EA membership, but unfortunately a significant decline in our support professionals, primarily as a result of the pandemic and its impact on their work schedules and whether schools were open or virtual.

TREASURER NEY: The 2021 membership year resulted in the net loss of 1,287 active EA and ESP members. Again, this included a slight gain in our EA with a 288, but it was offset by a 1,575 decline in our ESP membership. Certainly the 2021 membership year presented great challenges in our membership retention efforts, particularly in our ESP ranks as a result of furloughs due to COVID. We will continue to commit the financial and human resources to ensure that we retain every member we currently have and strive to bring back those members who have been furloughed or elected to separate from PSEA. And we will continue to support our members to the largest extent feasible throughout the pandemic and post pandemic environment.

TREASURER NEY: As I previously noted, we have had a mild membership gain in our EA membership offset by a more significant loss in our ESP membership over the past year. On a positive note, our PSEA-Retired. Our PSEA-Retired group continues to grow and grow its memberships. And once again is showing membership growth of nearly 196 retired members. Congratulations, PSEA-Retired.

They have grown every year since 2000, and that trend continues this year. We recognize the great leadership and commitment of our PSEA-Retired and all of the PSEA retired members.

TREASURER NEY: Our general operating fund expenses for the 2021 fiscal year decreased by \$570,000 to \$66.1 million. This is primarily due to the impact of the pandemic on travel and conference expenses. Outside those expenditures directly impacted by all of the pandemic related issues, all of the general fund operating expenses are very consistent with budget and with our prior year levels. We have great respect for the dues dollars each of our

members pay and will continue to take those steps to control expenses and continue to enhance the efficiencies and the financial stability of our union.

TREASURER NEY: The net assets of the organization are greatly impacted by our staff pension liability. Since a rather severe year impact of the recession over 10 years ago, our pension liability, your board of directors, has aggressively addressed this and attacked the issue and has made substantial contributions into the staff pension fund to ensure the plan is properly funded. And I'm extremely happy to announce that our pension liability as of August 31, 2021, is no longer a pension liability, but it's a pension asset.

TREASURER NEY: We now have \$6.8 million in pension assets greater than our pension liability. That is a positive change of \$41.4 million during the 2021 fiscal year. The pension plan experienced solid investment returns and with a mild increase in the interest rate used to calculate the pension liability. The liability remains relatively level with the results in this very positive improvement of the pension liability. But we do understand that our economy remains fragile and the stock market, if anybody's been watching it the last couple weeks, remains inconsistent to say the least.

TREASURER NEY: So we will not rest on the successes of our past, particularly the successes of this past year, and we will remain vigilant in managing our pension. So what's the bottom line. Nine years ago, PSEA had net assets of a negative \$8.2 million. Today, we have net assets of \$147 million, which represents a \$155 million increase over the past nine years. While the numbers are incredibly strong on August 31, 2021, it has been a rocky road since our net assets have risen and fallen in conjunction with our pension liability. And this year is no exception.

TREASURER NEY: With a significant reduction in our pension liability in this fiscal year, our net assets will increase from \$87.7 million to \$147 million. That's an increase of \$59 million. This remarkable increase in our net assets is truly on the backs of our decline in our pension liability but from the past experiences that we have had, we recognize the volatility of investment markets and understand that these

numbers can swing the other way very quickly. We have taken steps to ensure that we have reserves should an economic pullback occur.

TREASURER NEY: I also want to point out that our current financial position was not achieved by luck. Difficult decisions were made to reach this point. And we clearly recognize that past performance is not indicative of future returns, particularly in the current economic environment. We recognize that the history can repeat itself and we could find ourselves in even more challenging financial times ahead. But rest assured that we will be prepared for those challenges ahead, and we will not rest on our past successes.

TREASURER NEY: We will continue to monitor all of our expenses closely, improve our efficiencies, and make more effective use of technology to improve services for our members. We strongly believe that we are on the correct path for long-term financial stability of this great organization. The operating strength ratio is an important indicator of our financial strength and relative liquidity. This ratio is a measure of our expendable assets which includes all of our assets except for property, compared to all of our liabilities. And this ratio generally trends in the same direction as our net assets. And as you would expect with the sharp decline in our pension liability, the operating strength ratio has increased to \$4.76. This means that we have \$4.76 for every dollar of liability. This is an extremely solid and respectable number. And I again reference back to nine years ago when we actually owed more than we owned, having only 83 cents for every dollar of debt. I will continue to do what is in my or our power to maintain this very important measure of our fiscal stability.

TREASURER NEY: We have reached this positive financial position by following a financial plan that was developed specifically to guide us through difficult times, although never envisioning a global pandemic when this plan was developed. But this approach, well-suited for the economic environment in which we find ourselves and will position our great union well to face these future challenges. We will continue to follow that plan as it has given us a firm path to ensure our long-term financial stability. I am confident that our commitment of our members,

our officers, our board of directors, our staff, we will continue on this path for both the short and long-term financial integrity of PSEA. Given the membership and revenue challenges we face this year and in the coming years, we must not deviate from this proven and effective strategy. And as your treasurer, I assure you that our resources will be used responsibly based on PSEA's mission, vision, values, and goals.

TREASURER NEY: I would also like to take a minute to talk about a few key points in PSEA's ongoing plan to increase participation of members who identify as black, indigenous and people of color. As you know, this is a very important priority for our NEA and also a priority for PSEA as demonstrated in the passage of the diversity equity and inclusion statement in May.

TREASURER NEY: As you know, from our NBI update in your registration packet, PSEA is moving forward with an equity audit, and this will be a topic in a report at our May 2022 House of Delegates. In addition, we continue to seek to achieve a goal set by NEA's 3.1g bylaw. NEA sets a goal for states to achieve delegate representation at the NEA RA that is at least equal to the proportion of identified BIPOC populations within the state. PSEA's Board of Directors annually approves a plan to achieve this goal and member engagement through the year.

TREASURER NEY: Obviously the COVID pandemic made it challenge meeting some of these objectives. However, we did move forward to them with the best of our ability, and we are proud to announce that we did make our 3.1g goal at this summer's NEA RA.

TREASURER NEY: Just yesterday, our board of directors approved PSEA's 2021-2022 3.1g plan with these key objectives for continued growth. First. Seek to engage BIPOC members by encouraging involvement in local PSEA and NEA activities. Use communication materials to show commitment to diversity. Show statewide commitment to racial and social justice and education, and to encourage members to self-identify.

TREASURER NEY: I would like to make a request that each of you can help us implement our 2021-22 plan by encouraging more members who are BIPOC to participate in

PSEA activities. The next time you're going to an event, invite a friend. It is an honor and a privilege and an incredibly rewarding challenge to be the PSEA treasurer. Our work goes on as we continue our efforts to move with this great association forward in these unique times, and we will continue to be the voice of public education and for our students.

TREASURER NEY: And as I conclude, I would like to thank the current members of the budget committee who volunteer so much of their time, knowledge, and talents on your behalf. And I ask that they please stand to be recognized. Jena Broadhead, Eastern Region. Pam Brown, Southeastern Region. Rachel Curry from the Southern Region. Holly Harrington from ESP Region. Debbie Lee, Mideastern Region. And David Taylor, Western Region.

TREASURER NEY: Thank you delegates for your attention. Thank you for all of your support and Mr. President. This concludes my report.

PRESIDENT ASKEY: Okay. Thanks Jeff. Now, as you know, we tested the voting system earlier and encountered a little bit of a glitch. We have fixed that problem, and now we are going to do another test. So the test question is, do you like pina colada? All right, please vote now.

PRESIDENT ASKEY: 10 seconds. Voting is closed. So let's see who likes an occasional pina colada. 228 say yes. 154 say no. I'm part of the no's, I have to tell you. It's too sweet for me. I like scotch. Thank you very much in case you want to buy me a drink. So I believe with those numbers, it looks like our problem was fixed. So we'll move on now. So once again, we would like to highlight our members and the great work that they are doing. Aaron, please introduce our next member spotlight.

Member Spotlight

VICE PRESIDENT CHAPIN: Thank you, President Askey. Good morning, everyone. And again, thank you, President Askey for the kind words. It truly is an honor serving as your vice president, working with Rich and Jeff and Jim, the entire executive team, as well as the board of directors. And just being able to be

with all of you in here this morning, it is a true honor of a lifetime to be your vice president.

VICE PRESIDENT CHAPIN: And let's get to talk about some more of our members, because you really are what makes our association just the best it can be. And the first person we're going to talk about this morning, it takes a certain kind of bravery to lock yourself in a basement every day with a group of hardened convicts, wielding sharp tools. Sounds kind of like my fifth grade classroom. But that's exactly what Robert Pavlovich does in his role as a carpentry instructor at Wayne County's Waymart State Correctional Institution. A member of the Correctional Institution Vocational Education Association, Rob started out as a corrections officer at the prison in 1991 before moving to the shop supervisor in 2000. Over the years, he has helped hundreds of prisoners gain certification as carpenters so they can become meaningful contributors to society after their release. And through it all, he's managed to keep himself and his students safe. I'm not sure how many of us could do what Rob does, but we can all be thankful this association includes members like him. Here's Rob Pavlovich.

ROB PAVLOVICH: I think a lot of people are really, really freaked out that I actually hand these guys saws and chisels and hammers. And I'm here dressed just like this, in between a dozen inmates by myself for two, three hours at a clip. That freaks a lot of people out that they don't think it's safe, but I'm doing this for well over 20 years and I've never had any issues, never had any problems. It's always been I think the opportunity for the guys to get a chance to train is very positive. They like that opportunity. And as you heard these guys saying, and the chance to work is good. The chance to get some legitimate skills and training.

ROB PAVLOVICH: The credentialization is gigantic. Being able to say that you have this level of training and you're capable of this and that. And I make sure these guys are ready. I make sure. Here in this shop, I go through the core curriculum, which is your first curriculum, bunch of safety, math, construction math, employability skills, things like that. And that's the first curriculum. And then I go into carpentry level one, wherein

carpentry level one, the guys do will do a floor system, wall system, ceiling system, roof system and be prepared to enter and work safely.

SPEAKER 1: It means the world to me. It means that I get the knowledge to go back out in the population, out in the street, to be a productive member of society out there. To learn a trade and be able to do something with my hands.

ROB PAVLOVICH: Occasionally, a guy will reach out, through the jail they'll reach out to me and want to report in on how they're doing out there in the real world. And that's very positive. In all my years doing this, rarely, if ever, have I seen one of my guys back in that's completed here. Most everybody stays out. I don't know whether it's just the value of learning how to use all of this stuff or the value of the curriculum, but nobody comes back. It's the oddest thing. It's the strangest thing. And that's very encouraging.

VICE PRESIDENT CHAPIN: Next up, Meg Pankiewicz. She has been committed to teaching authentic Holocaust history for 20 years. Even when it makes people uncomfortable, especially when it makes people uncomfortable. Because the truth isn't always convenient. Absolutely. And as an English and language arts teacher in the Canon-McMillan School District, Meg offers a Holocaust literature course to juniors and seniors. And her work recently earned her a prestigious Alfred Lerner Fellowship through Jewish Foundation for the Righteous. Meg was one of only 25 educators nationwide to receive this honor.

VICE PRESIDENT CHAPIN: Now unfortunately, not everyone appreciates her lessons. And she's had to deal with some shocking harassment from those who disagree with her efforts to teach unvarnished history, even receiving death threats at work. But she's never wavered in her focus on the truth. And it's made her even more resolved to sharing the lessons of this tragic event with her students and the world. Here's Meg with her story.

MEG PANKIEWICZ: My background began with Holocaust education when I was just finishing up my master's degree at Duquesne University. And I began volunteering at the Holocaust Center in Pittsburgh, Pennsylvania where I developed very close relationships with

Holocaust survivors. And this has really been the motivation and my drive throughout the past 20 years to dedicate my career to Holocaust education. I believe it is one of the most important things that we can focus on and teach our young students. I have seen firsthand how Holocaust and genocide education have changed the way they live their lives. They think differently, they act differently, they treat themselves and others differently. And I think it just creates a better society when people are much more knowledgeable on such a tragic event that really affected all parts of the world.

ME PANKIEWICZ: I have seen throughout the past five or so years, things really deteriorating with safety of students, with discrimination, and marginalization with certain students on social media. We've had several instances at my school district where students have been targeted. And I myself have received some backlash through hate email and anonymous voice messages on my classroom phone because I do spend so much time with Holocaust education.

MEG PANKIEWICZ: So I really think it's just an important aspect that the union takes an initiative to protect this kind of education and this kind of teacher training because it really starts with us. Educators are on the front lines of the hate that is occurring in our country, in our state. And we have a very powerful and noble position to really change the trajectory of society in a better way using history and making parallels from the past to the present.

VICE PRESIDENT CHAPIN: This morning and last night, we've heard some very remarkable stories and delegates, you are remarkable. I hope you know that. But I'm happy, I'm more than happy, to remind you. And you have remarkable stories to tell. Stories about the things that you do for your students every day. The things you do to teach them, help them, serve them, and prepare them to be the leaders of tomorrow. The work you do is truly the power of a great education.

VICE PRESIDENT CHAPIN: Now I know you didn't get into this profession for the accolades or the recognition, but you deserve both. And that's why PSEA wants to help tell your stories. Think about Lezlie DeVecchio-Marks. She's a counselor at the Shaler Area

School District and Pennsylvania's school counselor of the year.

VICE PRESIDENT CHAPIN: Lezlie makes it her mission to reinforce the value of tolerance, kindness, self-esteem, and positive body image in elementary school students she works with. Imagine that. And she does it in all kinds of creative ways. Whether it's through the no makeup day for staff, no name calling week, girls rock, or whatever else she can come up with, it's Lezlie's mission to nurture students so that they can grow up with confidence and conviction.

VICE PRESIDENT CHAPIN: Let me ask you this, how often have you gotten a call from a television network looking to give you an award? Well, that's what happened to Krista Pontius. Krista is an agriculture teacher at the Greenwood Middle High School in Perry County. Yeah, Southern region. So maybe you saw this. She got a call from ABC's *Live with Kelly and Ryan* Show. And while she was milking the cows on her dairy farm. Of course, she did. And well, *Live With Kelly and Ryan* was calling to tell her that she'd won the show's top teacher search competition. It was a very big deal; I believe this past May.

VICE PRESIDENT CHAPIN: Krista went on TV and she won \$10,000 for education programs in her school. And then she got another \$10,000 just for her. But what did she do with the \$10,000? She split it evenly among the 61 staff members in her building. Exactly. Krista figured, being the person she is, Krista figured the money would help cover school supplies teachers buy out of their own pockets. No wonder she won the top teacher search.

VICE PRESIDENT CHAPIN: Now here's an idea. Alec McKnight wanted to teach his students at Garrettford Elementary School in Upper Darby School District, about restorative justice. So what did he do? He set up a student court. Yeah, a full-blown court with students as advocates, defense attorneys, judges, and yes, the juries. Now the point of it, as Alec told us, is to litigate minor school infractions in front of a court of students' peers to teach them about right and wrong, making good choices, and the consequences of bad choices. And you know what? Alec's students not only learn these valuable lessons, they also love doing it.

VICE PRESIDENT CHAPIN: Inspiring, touching, emotional, amazing. That's what these stories are. And you have some just like them. These stories are your stories. You may not think so because you live this life every day, and you probably don't think your stories are at all a big deal, but they are. They are. You make a difference, and your stories make a difference because they inspire people to join this great profession. They make people aware of the incredible, remarkable work you do. And they remind everyone that public education is a profession to be respected, admired, and appreciated. So tell us your stories. Yes. Tell us your stories. Please share them with your local leaders. Your PSEA staff, even reach out to Rich, Jeff, send them to me. Or you can go onto www.psea.org/shareyourstory. And we will help you to tell them because your stories are worth telling.

VICE PRESIDENT CHAPIN: Thank you and thank you for all the amazing work you do. Have a great rest of the House, everyone.

PRESIDENT ASKEY: Thank you, Aaron. So along with all the great things I get to do in this job, this is one of my favorites. It is to introduce our next guest who really doesn't need any kind of an introduction. Becky Pringle is the President of the National Education Association and her roots run deep in Pennsylvania. She graduated from Girls High right here in Philadelphia which I got to visit with her this year and saw her senior picture. And spent most of her career teaching middle school science in the Susquehanna Township School District in Dauphin County.

Becky Pringle, NEA President

PRESIDENT ASKEY: Becky stepped up early in her career to play a role in her union. She has served as president of her local and in a host of leadership positions with PSEA. For more than 12 years, Becky had been a devoted advocate for high-quality education and for social and racial justice in various roles with NEA. As we know, Becky is a powerful voice for American educators and support professionals and the students we serve. And throughout this fall, she has taken her message on the road meeting with NEA members across the nation. She is our greatest cheerleader. And

whenever Becky addresses this House of Delegates, it certainly does not take her long to get us on our feet with cheering along with her. So delegates, please join me in welcoming our union sibling from Pennsylvania, our leader, NEA President and proud PSEA member, Becky.

BECKY PRINGLE: Can I just look at you? Can I just look at you? Oh. When I think of home, I think of a place where there's love overflowing. Yeah, that's right. Sing it, Stephanie Mills. Home. Oh, from the moment I stepped into this, our hotel, right? This is our hotel whatever name they give it, to the time I entered this ballroom last night and took my seat with my beloved Southern Region, to your greeting just now, that's how I feel. Even though I could sense it through the Zoom boxes all through last year, there's just nothing like being here with you now, together, in person, so I can look into your eyes, and you can look into mine.

BECKY PRINGLE: Thank you doesn't quite capture it. Those are the two words I always greet you with whenever I'm in your presence. But today, I just need to spend a moment expressing the depth of my gratitude and appreciation for your caring and your support, for your strength. And for that love that is overflowing. There is no place like home. PSEA, thank you for always welcoming me back.

BECKY PRINGLE: Rich, thank you for that warm ... Oh my goodness, and gracious introduction. I so appreciate your visionary and powerful, strong leadership. But most importantly, I appreciate your friendship. Thank you so much.

BECKY PRINGLE: And what an incredible team you have here, right? Right? Give it up for Aaron and Jeff. Oh my God. And Jim, oh my word. They've been showing off this weekend, right? Yeah, they have. What an incredible and powerful team. And I just have to take a moment, you have to indulge me. I need my NEA directors to stand up right now. Just stand up. I know that Rich introduced them last night, but I need you to give them a round of applause. They are incredible. They represent you so well across this country. Phenomenal, thank you, thank you, thank you, my fellow NEA board members.

BECKY PRINGLE: I am so excited by the work that PSEA and NEA have done together, and I am looking forward to the hard work and the fun adventures that we will have as we take on this next year. You know when I joined you virtually in May, I laid out for you the vision that I articulated for the NEA that we would unite not just our members but this entire nation. To lead a movement that reclaims public education as a common good, as a foundation of this democracy and then transform it into something it was never actually designed to be, a racially and socially just and equitable system that prepares every student, every student. Do you hear me? Every single student to succeed in a diverse and interdependent world.

BECKY PRINGLE: PSEA, you heard my articulation of that aspirational vision as the call to action I actually intended it to be. And you didn't just listen. You made it your own even though you were tired after giving your all to ensure a decisive election victory last year. Even though you were exhausted by this seemingly unending pandemic, you took hold of that vision, and you went to work making it so. We saw that, right? In all of those member highlights, Aaron, that was amazing. And you didn't stop. You helped to secure from the Biden administration, that historic investment in our schools and in our communities that Rich talked about yesterday.

BECKY PRINGLE: And NEA, established a multimillion-dollar ARP network that is providing resources and assistance and opportunities for something we actually haven't done before which is a cross-affiliate, local and state, cross-affiliate collaboration so that we can learn together, we can share our successes, as well as our learnings. And we can lead on the decisions that are made to address not just our current problems, but to actually plant the seeds for systemic change. You PSEA, helped NEA lead a coalition of over 200 organizations demanding that this government live up to its promise of student loan forgiveness. You did that. Because of you, we have secured relief for tens of thousands of educators, some right here in PA, right Rich?

PRESIDENT ASKEY: Yes, ma'am.

BECKY PRINGLE: Yes, indeed. Who were shouldering massive student loan debts.

And I know, I know that you are right now using your powerful voices and your influence so that we can push, push the Senate to pass President Biden's Build Back Better Plan that will expand those child tax credits. It will support the work that you heard Jim talking about that you're doing. Teacher and ESP recruitment and retention. And provide universal Pre-k and paid family leave and healthy schools for all of our students. I know that's the work you're doing.

PRESIDENT PRINGLE: I am especially proud of the way that you as local leaders have continued to work unceasingly and unapologetically to combat the inequities that the pandemic revealed and continues to worsen. You know that these inequities are steeped in systemic racism. That they have existed for generations. That they have hindered the learning of disproportionate numbers of our Black and Brown and Indigenous students. It has fueled anti-Asian hate. And is brutally and consistently marginalized under-served students and their communities. I know PSEA wasn't easy, but it was necessary work that this May House of Delegates did to adopt NBIT. Acknowledging that diversity and equity and inclusion are not optional but that they actually form the lifeblood of PSEA. By acknowledging that you have a responsibility to analyze the role that you have in perpetuating this inequitable structure beginning with your own practices and policies. You are setting a standard for the work each of us must do, as individuals, and as organizations, which begins by first examining ourselves and continuing to commit to building the capacity and the courage to act.

BECKY PRINGLE: That is why I know that you, PSEA, will continue to demand the racial and social justice that lay at the core of education justice. That's what you are doing, PSEA. I know that you will continue to stand strong as local leaders, as educators, to teach the truth about this nation's history and its current reality. The times when we have lived up to our powerful, aspirational promise, and the times that we have not.

BECKY PRINGLE: So I applaud you, my PSEA family, for the charges you have given to yourselves of choosing courage over comfort, vowing to practice respect and empathetic listening. Fostering personal and professional

growth and learning, fighting for the rights and respect of education professionals. You're preparing and you are positioning yourselves to do this priority work by harnessing the strength and the power of the largest labor union in this country, the National Education Association.

BECKY PRINGLE: For the past few months, as Rich said, I have had the honor and the opportunity of visiting schools across this nation to see your work up close, to hear directly from you, as our leaders and from our members, about the concerns you've surfaced and the challenges you face. I have heard about the opportunities you've created and the successes you've had. I was intentional about calling my tour, Joy, Justice, and Excellence because it described our collective experience when I met face-to-face with educators in Colorado, in Kentucky, in New Jersey, and Wisconsin, and New York, and Michigan, Iowa, Delaware, of course right here in Pennsylvania. Rich, join me. Oh my goodness, right Rich? For what was an inspiring and tear-filled learning experience where we had the opportunity to listen to teachers and students and paraprofessionals and counselors, principals and custodians, superintendents, association leaders, legislators.

BECKY PRINGLE: At our visit to Peirce Middle School in West Chester, we were both challenged and inspired. We left armed with ideas and creative strategies and unending sense of hope, and a whole lot of pride. In every state I've had the chance to visit, and I did the same right here in Pennsylvania. You all know I taught for over 30 years. But I will say to you what I've said to educators all over this country, I have never been more proud to be an educator than I am in this moment, in this moment, because of you. I had a chance to see the joy you find in incredible wins for your members and getting those much-needed supports for your students. I have seen you fight for justice in every single system that impacts our students and our schools, our educators, and our communities. You have done it because you want everyone to know that when we say every, we mean every. Every student, every educator, every school, will have what they need and what they deserve. Everyone. No question.

BECKY PRINGLE: We also met with educators who, with tears in their eyes, told

harrowing stories of being overworked and underappreciated. Local leaders like you who wondered if they could make it one more day of covering classes during their prep and lunchtime. Sandwiching more students into their already overcrowded classrooms because their colleagues fell ill to COVID or decided on Tuesday that they were going to retire on Wednesday. Or if as local president, you could get through one more night. You could get through one more night, comforting a member or writing an MOU or negotiating a contract or ... But woven through all of that I have seen the excellence Our members strive for every single day while continuing to balance those challenges with those triumphs, those needs with those aspirations. With every stop on my tour, I saw joy and justice and excellence. Organizing Guru Marshall argued that transformational vision occurs at the intersection of two factors: criticality, which is the perception of one of the world's pain and hope, a sense of the world's possibilities and promise. One without the other doesn't yield the energy for change.

BECKY PRINGLE: So PSEA, as we transition and transform, let us take time to do what we've done over these last few days, to commune and to heal in the spirit of Ubuntu, a south African term that talks about our humanness that is found through our interdependence and collective engagement and care for others. At this moment, with all of its demands and its infinite possibilities, I have no doubt that you, my PSEA family, will continue to do demonstrate the kind of hopeful, yet committed and determined, leadership that is now required of us all. We may not have chosen the time, but the time has chosen us. Congressman John Lewis could certainly have been talking to the leaders gathered in this room. This civil rights leader was absolutely talking to the millions of educators throughout this nation who have gone far above and beyond what should have been expected of them.

BECKY PRINGLE: I know that he was talking about my beloved PSEA. You repeatedly accept your responsibility as the people who have been chosen in this time. So PSEA, you can't back away from this fight because you have been called to do this work. You get to do this work. You get to do it in this moment. So, I

know you stand in your power. You will make your voices heard. You will continue to speak up. We, together, will demand justice and we will never ever forget that we are the NEA are PSEA and we will never ever give up. PSEA, we will prevail because of you. Thank you so much for all you do every day for our babies, for our colleagues, for this great organization, for this country. Thank you so very much. Thank you. I love you. There's no place like home.

PRESIDENT ASKEY: Just so you know, I purposely ... When I put together this agenda, I make sure her speech and my speech are far apart from each other. I'm waiting for a screen to come up, I believe. Thank you. All right. Becky, as always, thank you and thank you for everything you do. So now we go on to the final report of the committee on credentials and elections. The chair recognizes Carol Yanity of Cumberland Valley EA on behalf of the credentials and elections committee to present the final report of the credentials and elections committee

Credentials and Elections Committee

CAROL YANITY: Thank you, Mr. President. The Credentials and Elections Committee certifies that as of 10:30 a.m. today, Saturday, December 4, 2021, there are 492 voting delegates registered for the House of Delegates from a preregistration total of 579. The total number of certified voting delegates includes 439 delegates with a full right to vote, 22 delegates with a limited to vote and 31 retired delegates with a modified right to vote. The number of delegates with a limited right to vote includes zero student PSEA delegates. The total number of non-voting delegates is 12, making the total number of delegates attending this House 504. Of that number, 340 delegates are attending in person and 164 delegates are participating remotely through the virtual meeting platform. The Committee on Credentials and Elections finds and certifies that these persons are entitled to all of the rights and privileges of this convention pursuant to the constitution and bylaws.

CAROL YANITY: The total number of full voting and limited voting delegates by region is: Central region: 21 full votes, 0 limited votes, 21 total delegates. Central-Western

Region: 15 full votes, 3 limited votes, 18 total delegates. Eastern Region: 32 full votes, 2 limited votes, 34 total delegates. ESP region: 45 full votes, 2 limited votes, 47 total delegates. Mideastern region: 61 full votes, 1 limited vote, 62 total delegates. Midwestern region: 14 full votes, 1 limited vote, 15 total delegates. Northeastern region: 46 full votes, 1 limited vote, 47 total delegates. Northwestern region: 19 votes, 3 limited votes, 22 total delegates. Southeastern region: 54 full votes. 0 limited votes, 54 total delegates. The Southern region: 80 full votes, 4 limited votes, 84 total delegates. Southwestern region: 17 full votes, 3 limited votes, 20 total delegates. Western region: 35 full votes. 0 limited votes, 35 total delegates. PSEA-Retired 0 full votes, 2 limited votes, 31 modified votes. 33 total. Headquarters: 0 full votes, 0 limited votes, 0 total delegates.

CAROL YANITY: Mr. President on behalf of the Credentials and Elections Committee and a delegate to this convention, I move amendment to the report of the Credentials and Elections Committee with this final report of the number of certified delegates.

PRESIDENT ASKEY: So on behalf of the committee, Carol Yanity recommends that the report be adopted. Well, get your handholds ready since we're doing only 30 seconds, I want to make sure you're ready. All right. Vote. Yes, to accept the recommendation vote. No, if you do not wish to. You can begin voting. You will have 30 seconds, 10 seconds. A little PSEA elevator music. Voting has concluded. Yes: 364, No: zero, unanimous. What a surprise. So adoption of the Report of Resolutions Committee, I am calling on Bob Guzik, as Chair of Resolutions, once again, to give his report. Bob?

Resolutions Report

BOB GUZIK: Thank you, Mr. President. Good morning, fellow delegates, or I should say afternoon, afternoon at this time. My name is Bob Guzik. I am a member of the Colonial Education Association, Mideast Region and the chair of the PSEA Resolutions Committee. Resolutions are statements of belief of our association. The Resolutions Committee is composed of elected representatives from each PSEA region, including ESP, Student

PSEA, PSEA-Retired, each department, and an ethnic minority representative. The committee meets several times during the year and during each House of Delegates to review your PSEA resolutions. Changes proposed by the committee for your consideration are contained in the document you have with additions underlined and bold and deletions placed in brackets. Mr. President, I will move for the adoption of the proposed resolutions for December 2021 after reading the title of the new and changed resolutions proposed by the committee, including the two changes that were made at the committee's open hearing and meeting on November 22, 2021.

BOB GUZIK: If there's a hold on one or more resolutions, those resolutions will be put aside to consider separately. In order to place a hold on a resolution, an in-person delegate should report to a microphone where a staff member will take your information. Whereas delegates attending virtually should click the messaging icon in the upper left menu bar, type the word hold and the number of the resolution that you're placing on hold and click the arrow, send icon to submit the message. I will first repeat the two changes made last week for your clarification. The committee withdrew proposed resolution, new B PACE recommendations for further consideration and discussion. The committee proposed a new amendment to existing resolution B-63 titled "Substitute Education Support Professionals," which would add the following sentence. "The association further believes that retired education support professional employees should be allowed to work as substitutes without any reduction of retirement benefits."

BOB GUZIK: I will now read the titles of the resolutions to be added or amended by the proposed resolutions for December 2021.

BOB GUZIK: Goal area one: To promote the general educational welfare of the state, A-21 Gerrymandering.

BOB GUZIK Goal area two: To protect and advance the interest of members. B-7: PSEA Political Action Committee for Education PACE. B-61: substitutes for professional employees, B-63: substitute educational support professionals and a new B, concurrent live and synchronous virtual instruction.

BOB GUZIK: Goal area four: to advance educational standards, D-1: educators and the educational process. D-6: improvement of instruction. D 16: environmental education.

BOB GUZIK: Goal area five: to promote a positive educational environment that addresses the needs of the whole student E-5: psychological services and a new E, comprehension, a comprehensive school counseling programs. I will now pause for about 30 seconds to ensure that any holds are registered.

BOB GUZIK: Mr. President?

PRESIDENT ASKEY: There, there are no holds.

BOB GUZIK: Are there any holds?

PRESIDENT ASKEY: No. No.

BOB GUZIK: Okay. Hearing no holds as chair of the Resolutions Committee and as a delegate to this convention, I move on behalf of the Resolutions Committee, the adoption of the proposed resolutions for December 2021.

PRESIDENT ASKEY: Hearing no holds the motion has been properly moved to adopt the resolutions in all goal areas. We will now vote, so get a hold of those handhelds, on the option of the report of the Resolutions Committee. You can begin voting. You will have 30 seconds. Oh, I don't like that. It's here now. All right. So we'll give you a few extra seconds. Thank you for letting us know right away. I think ... 10 seconds. Voting is closed. 376 in favor of adopting, 6 not in favor, the motion passes. Thank you.

BOB GUZIK: Thank you, Mr. President. As a point of personal privilege, I would like to thank you, PSEA, for your support of our Resolutions Committee and especially the Resolutions Committee for their work on these resolutions. That will conclude the report of the Resolutions Committee for 2021 December.

PRESIDENT ASKEY: Thank you for your leadership, sir. It's much appreciated by all. Let's give him and his committee a great hand.

BOB GUZIK: Thank you everybody.

New Business Items

PRESIDENT ASKEY: All right. We have no unfinished business. So let's go to what we're here for: new business. Before I begin, I'd just like to give a couple of reminders. This is

going to be at a very slow pace. I want to give you a heads up because as I referred to earlier, it takes time for things to get from online or even from you to over there, to over here then to me. And so sometimes I'll be standing here waiting for something to happen and I appreciate your patience with it because we all know patience is a virtue.

New Business Item #1

PRESIDENT ASKEY: So with that, we're prepared to begin new business, ready, set, go. PSEA, New Business Item 1: PSEA will advocate for an inclusive workforce and support program across the state, including Pennsylvania Department of Education's aspiring to educate program in calling for the cultivation and diversification of the state's educator poll. I now recognize Drew Gingrich from Cornwall-Lebanon EA, Southern Region to move NBI 1. He is at microphone four.

DREW GINGRICH: My name is Drew Gingrich, Cornwall-Lebanon EA, and I move NBI.

PRESIDENT ASKEY: And the seconder Jody Barksdale of Harrisburg EA at microphone five.

JODY BARKSDALE: Jody Barksdale, Harrisburg EA second.

PRESIDENT ASKEY: Does the mover wish to speak?

DREW GINGRICH: A report analyzed and produced by Research in September 2018, based on data from the 2016-17 school year found the following high findings, only 5.6 of Pennsylvania's teachers are persons of color, and only 1.2% are men of color. Pennsylvania's gap between students of color, 33.1%. And teachers of color remained one of the most disparate in the country. And 55% of Pennsylvania public schools and 38% of all districts employ no teachers of color.

DREW GINGRICH: More recently, the Pennsylvania Department of Education has identified that 96% of our 120,000 teachers are white, making our state the least diverse educator workforce in the country. All students, and specifically students of color, benefit from an inclusive teaching workforce and community. For minority students, same race teachers lead to stronger academic performances and rigorous

coursework, better performances on standardized tests, improved attendance, fewer disciplinary referrals, when they have at least one same race teacher. An inclusive teacher workforce also benefits white students. Gloria Ladson-Billings, in a 2018 interview, said, "I want to suggest that there is something that may be even more important than Black students having Black teachers, and that is white students having Black teachers."

DREW GINGRICH: It is important for white students to encounter Black people who are knowledgeable and hold some level of authority over them. Black students already know that Black people have a wide range of capabilities. They see them in homes, neighborhoods, and their churches. They are their Sunday school teachers and their scout leaders, their coaches and family members. But what opportunities do white students have to see and experience Black competence? Knowing such disparities exist in Pennsylvania and the impact of such as disparities on all students, white and BIPOC, PSEA must embrace this moment by becoming actively involved in efforts to foster a more inclusive workforce. Thank you.

PRESIDENT ASKEY: Does the seconder wish to speak?

JODY BARKSDALE: Yes. Well, increasing teacher inclusivity will require culturally responsive work within many systems and structures within and outside of the educational space. PSEA must begin working to support the Pennsylvania Department of Education's Aspire to Educate program alongside the School District of Philadelphia, seven Philadelphia area colleges and universities, the local education, and the youth organizations.

JODY BARKSDALE: The goal of the Aspire to Educate program is to address the shortage of Pennsylvania teachers and the lack of diversity in the educator pipeline. Additionally, Aspire to Educate tends to equip teachers in the pipeline and current in-service teachers with knowledge, tools, and supports to be culturally responsive educators. So many question why Philadelphia given ... Sorry. I think I messed up. Yep. So many questions why PSEA would partner with the School District of

Philadelphia given they are a part of the American Federation of Teachers. To those I suggest that we see beyond our human creative boundaries to recognize the severity of the moment and share a commitment to do what is right for our students. Supporting this new business item is good for all students, improving academic and social, emotional outcomes, and begin to address a glaring teaching shortage problem that all teachers throughout the state are recognizing. Together we can build inclusivity, learning spaces that all school communities need. Thank you.

PRESIDENT ASKEY: Do we have somebody? Okay. We have no speakers in the queue. So we're going to go ahead and vote. So, get your little handhelds out or get ready to press that button at home. We will now vote on NBI 1, which appears on the screen. You can begin voting. You will have 30 seconds to cast your vote. 10 seconds. And voting has concluded.

New Business Item #2

PRESIDENT ASKEY: The new business item, number 1 has passed with 361 in favor and 20 not in favor. Let's move on to New Business Item 2: PSEA will advocate for and actively pursue policies and state legislation that emphasize academic integrity and empower teachers to teach authentic experiences, histories, identities, perspectives, stories, and voices without fear of disciplinary repercussion, retaliation, or termination. I now recognize Drew Gingrich of Cornwall-Lebanon EA of Southern Region to move NBI 2 at microphone four.

DREW GINGRICH: My name is Drew Gingrich, Cornwall Lebanon Education Association, and I move NBI 2.

PRESIDENT ASKEY: Michelle Rolko of Harrisburg EA at microphone five.

MICHELLE ROLKO: I second.

PRESIDENT ASKEY: Does the mover wish to speak?

DREW GINGRICH: Yes, please. In the fall of 2020, Pennsylvania received national attention when Central York School District School Board attempted to ban a list of books and educational resources that center the experiences, histories, identities, perspectives, stories, and voices of authors and filmmakers of

color. Since state legislation has been introduced that aims to ban the discussion and training regarding orientations of racism, conscious and unconscious bias, privilege, discrimination, oppression, and sexism. Most recently, campaigns and elections have been fueled by deception and laced with fear tactics and lies related to what is taught in our schools. And this has resulted in flip seats, from governor's mansions to school, board chairs. This was, and will continue to be, an orchestrated effort by outside political action groups, many with few or no ties to public education, who are funding in an effort to influence whose perspectives are taught and whose are not to influence what history is taught and what history is not.

DREW GINGRICH: However, any attempt to discourage the education of hard histories calls into question the very core of what we do, education and academic integrity. The International Center for Academic Integrity's mission is to cultivate cultures of integrity in academic communities and throughout the world, rooting in the fundamental values of honesty, trust, fairness, respect, responsibility, and courage. According to ICAI, many teachers, students and administrators embrace these principles of academic integrity because they know the goals of teaching, learning and research can only be accomplished in environments in which ethical standards are upheld. Does this not remain true when the history of our country and the world is challenging? Are we then exempt from the responsibility to tell our full story and the honesty of doing so accurately? Is it true only for people whose experiences, perspective, stories, and voices affirm and uphold dominant narrative? Are we then exempt from providing a fair and respectful education that is inclusive of all students?

PRESIDENT ASKEY: 10 seconds.

DREW GINGRICH: If we allow these erroneous and misinformed narratives about what is taught in schools to drive our decision-making, we are enabling those to remain comfortable-

PRESIDENT ASKEY: Time. Does the seconder wish to speak?

MICHELLE ROLKO: Yes. Whose experiences, perspectives, stories and voices are

we teaching? Who are we allowing to make decisions about public education? In reality, our schools have not only been not teaching hard history to the best of our ability, we have also been upholding dominant narratives that exclude so many of our students and the people of our country intentionally and unintentionally, explicitly, and implicitly. Referencing the research of Dr. Rudine Sims Bishop, all students deserve opportunity to see mirrors and windows in their educational journey. Mirrors, to validate their value worth and purpose; windows, to open the mind to worlds different from one's own. It is through mirrors and windows that students can see and experience a perspective different from their own, even when it is challenging and begin to exchange ideas and develop new knowledge, understanding our world in a more and complete way, and ready to become an agent for necessary change and transformation.

MICHELLE ROLKO: Understanding this reality is vital. It is vital that PSEA not only lobby against legislation and policy that limits those experiences, histories, identities, perspectives, stories, and voices are told and whose are marginalized, silenced and erased, but advocate on behalf of academic integrity, toward inclusive and representative curriculum. As the professionals in the room, we are individuals best suited to make decisions about what is taught inside of our classrooms, and it's our responsibility to uphold academic integrity and prevent the erasure and marginalization of exceptional communities and students. Voting to voting and support of this NBI stands ... importance of teaching history accurately and being sure that all students know their value, worth and purpose by the validation of their lives in our curriculum and coursework. Thank you.

PRESIDENT ASKEY: Do we have any speakers in the queue? No. All right. Right. We have no speakers in the queue, so now we will vote on NBI number 2, which appears on the screen. You can begin voting, you will have 30 seconds.

New Business Item #3

PRESIDENT ASKEY: 10 seconds. Voting has concluded. The motion to approve new business item number 2 has passed with

344 votes in favor, 39 votes opposing. New business item 3, PSEA shall form a task force with one active and one retired member from each region with the responsibility of reviewing all new business items prior to the new business session of each House of Delegates, to provide a report to the House on the educational relevance of all new business items. This task force will sunset after three years but may be extended for an additional two years by action of the PSEA Board of Directors. Any further extension of this task force will require authorization from the PSEA House of Delegates. I now recognize Randall Cloak of Armstrong EA, Central-Western Region to move NBI 3 at microphone six.

RANDALLE CLOAK: Randall Cloak, Armstrong Education Association, I stand today to move new business item number 3.

PRESIDENT ASKEY: And the seconder, Kevan Landstrom of Armstrong EA at microphone six.

KEVAN LANDSTROM: I second.

PRESIDENT ASKEY: Does the mover wish to speak?

RANDALLE CLOAK: Yes. Good afternoon, President Askey and fellow delegates. As we have discussed and heard this weekend, our power is in our numbers. As local leaders in Armstrong Education Association, we have suffered a 5% loss in our local membership since the beginning of this school year. That's the same number of delegates, it's a total of 18 people. It's the same number of delegates we have here this weekend from Central-Western Region. If all of Pennsylvania Education Association felt a 5% loss, that would be 8,900 members.

RANDALL CLOAK: When we asked our dropped members why they left, when we conducted a survey of existing members and asked them why they had negative implications or negative ideas about PSEA and NEA, the answer was resounding. Our positions that we take are not focused solely on education. If we speak of unity, if we speak of hearing all of our members, we need to listen to what they are saying. As leaders in our locals, as leaders at the State level, and as leaders at the National Education Association level, we must hear and be willing to take action when we ask our

members to voice their opinions. The purpose of this new business item is to form a task force to evaluate-

PRESIDENT ASKEY: 10 seconds.

RANDALL CLOAK: ... the educational relevance of new business items moving forward. Thank you, Mr. President.

PRESIDENT ASKEY: Kevan Landstrom. Would you like to speak to the motion?

KEVAN LANDSTROM: Yes, please.

PRESIDENT ASKEY: All right.

KEVAN LANDSTROM: Good

afternoon, everybody. So you may be asking yourself, what is educational relevance? We feel that should be left up to the committee if it is so moved and formed to determine what is educationally relevant. I would assume there would be a rubric of sorts, some sort of sliding scale, maybe a zero to 10. And then the next question you may have is, well, what happens if this committee determines that an NBI is not educationally relevant. Let's say it scores a two out of 10. Absolutely nothing happens to that NBI. It would be the same thing that is brought before you today that has the cost implication or suggesting that there would be an additional line on the new business item agenda that would have the educational relevance put on there. As it was said last night, we are here representing our brothers and sisters back home who are not with us. We are their voice. Our members do not necessarily feel represented in our district. Thank you.

PRESIDENT ASKEY: Thank you. There are speakers in the queue, I'm awaiting their names. Okay. We have Brad Zolnak from Woodland Hills EA speaking against NBI 3. Microphone one.

BRAD ZOLNAK: Good afternoon. My name is Brad Zolnak. I'm serving as a delegate to the Woodland Hills School District. Additionally, I serve as treasurer of the Western Region. And I'm speaking on behalf of the region regarding NBI number 3. As the result of our morning's caucus, we are collectively taking a stand against NBI number 3. This business item goes against the spirit of this great assembly, which is a deliberative body that considers ideas put forth by the members throughout the commonwealth. These ideas are

discussed, debated on their merit, and voted on by the assembly at large.

BRAD ZOLNAK: This business item would create an unnecessary filter between the delegation and the members that we seek to represent. If this NBI is adopted, a committee could put forth recommendations that would poison the well, undoubtedly influence our delegation. One time, Associate Justice of the Supreme Court Oliver Wendell Holmes, spoke about a marketplace of ideas. We're in a free society, ideas are debated on their merit. I'm seeking that we maintain the tradition of this body and not allow for a barrier to be created between the delegation and our membership. I'm asking that this body stand with the Western Region and vote down NBI number 3. Thank you.

PRESIDENT ASKEY: Thank you. When you are speaking in the mic, please do a favor, get close to the mic for us because between the mask and the folks online, we want to make sure that they hear every one of your important words. The chair recognizes Ben Rugg at microphone four from Cornwall Lebanon EA to speak against NBI 3.

BEN RUGG: Good morning. My name is Benjamin Rugg. I am President-elect of the Southern Region. I am president of the Cornwall Lebanon Education Association, but today I speak as an individual. As the president of a local where membership is very split in terms of political affiliation, I absolutely recognize the spirit with which this NBI is presented. I truly do. I have to balance my personal views with the views of what is best for my membership every single day. However, I rise today in opposition of NBI 3 based solely on the fact that I believe it removes the responsibility from this democratic delegation.

BEN RUGG: It is our responsibility to be present. It is our responsibility to represent our members' voices and belief systems. We were elected to do this. And it is our responsibility to speak up during discussion if and when we feel an NBI is out of bound or not educationally relevant. In my opinion, this NBI would result in influencing the vote of the delegation before debate ever takes place. We should allow the debate to unfold and allow our delegation to make up their own minds about

what is or is not educationally relevant. To be clear, my contention is not with the intentions of the mover and the seconder, it is with the proposed solution. What we need is for more locals to send delegates who can represent the views of their members and balance our discussion, our debate and as a result, the decisions that we make. Please oppose NBI three and encourage leaders from other locals with more moderate and conservative viewpoints to attend our meetings and improve our dialogue.

PRESIDENT ASKEY: The chair recognizes Joe Scheuermann from Hempfield Area EA to speak against NBI 3. Microphone seven.

JOE SCHEUERMANN: I appreciate the problem that the local leaders who propose this new business item face, but I agree with the last two speakers. I have faith in this group. I've come here for 20 plus years, and I've heard this group debate some very contentious topics. We've done it respectfully, we've done it well, we don't need another group to tell us how to think. So I ask you to put your faith in those of you who are elected to come here and defeat this new business item.

PRESIDENT ASKEY: The chair recognizes Del Fuller association of Mifflin County Educators, to speak against NBI three.

DEL FULLER: Del Fuller, Association of Mifflin County Educators speaking as an individual in opposition to NBI 3. If a task force is charged with determining the educational relevance of an NBI and reporting to the House prior to the mover and seconder, we will be allowing what happened or what appears to be a PSEA sanctioned task force to tell our deliberative body if PSEA approves or disapproves an NBI prior to floor debate. We should not create the perception to our members and the delegates that are here, that leadership has taken a position on an NBI. NBI 3 has the power to stifle debate. NBI 3 also undermines the democratic process of our deliberative body. A small group of 24 people will be charged with creating their definition of educational relevance. In creating this definition of task force, whom does not need to be an elected delegate will be capable of declaring any item not liked to be not relevant. We must not allow

24 people, appointed not elected to a task force to suffocate robust, debate on the floor. I urge you to oppose NBI 3. Thank you.

PRESIDENT ASKEY: There being no additional speakers, we will now vote on NBI number 3. So get out those handhelds, those in favor of NBI 3, click yes and those opposed, click no. You can be in voting. You will have 30 seconds to vote. 10 seconds. Voting has concluded. The motion to approve new business item number 3 has failed. 15 yes, 368 no.

New Business Item #4

PRESIDENT ASKEY: New business item 4. PSEA will review the definition of Specialized Instructional Support Personnel in the Every Student Succeeds Act of 2015. A report of the review will be provided to the Department of Pupil Personnel Services, the Special Education Board, and the Board of Directors for consideration of future potential future recommendations. I now recognize Renee Driscoll of Erie EA, Northwestern Region to move NBI 4 at microphone number five.

RENEE DRISCOLL: Hello, Renee Driscoll Erie Education Association, Northwest region. I move NBI 4.

PRESIDENT ASKEY: Marcia Tome of Erie EA number five, microphone five.

MARCIA TOME: Marcia Tome Northwest Region, Erie Education Association. I would like to second this motion.

PRESIDENT ASKEY: Does the mover wish speak?

RENEE DRISCOLL: Yes. Thank you, Mr. President. As a first-time House of Delegates attendee, the motion I'm making today is asking the Board to review the term Specialized Instructional Support Personnel as defined in the Every Student Succeeds Act of 2015 and recognized by the NEA. This term identifies and defines a group of specially trained professionals that provide highly skilled and specific services and interventions. The Every Student Succeeds Act identifies these qualified professionals that are involved in providing assessment, diagnosis, counseling, educational, therapeutic, and other services to support our students. According to the National Alliance of Specialized Instructional Support Personnel, this which is a coalition of provider

organizations originally formed following the adoption of what is now IDEA, the term Specialized Instructional Support Personnel was put into the Every Student Succeeds Act in order to clarify terminology, definitions, and roles of people-related services in order to adopt one single term of recognition for these professionals.

RENEE DRISCOLL: The use of the term Specialized Instructional Support Personnel is therefore more inclusionary and better represents a group of highly skilled PSEA members. Having PSEA identify these service providers by the term Specialized Instructional Support Personnel, you're acknowledging the depth and range of specialized services students receive within our schools. Additionally, these Specialized Instructional Support Personnel maintain credentials and licensure that allow these professionals to build school-based access for a list of allowable services. It's for this reason that I'm asking for the review of this term, Specialized Instructional Support as defined in Every Student-

PRESIDENT ASKEY: 10 seconds.

DEL FULLER:... Succeeds in order to align, define, and represent essential PSEA members.

PRESIDENT ASKEY: Marcia, do you wish to speak as the seconder?

MARCIA TOME: No, I do not. I don't think I could follow the first 10 delegates.

Business Item #5

PRESIDENT ASKEY: Let me find out if we have anybody in... There isn't? Okay. There being no additional speakers, we will now vote on NBI number four. Those in favor of NBI four, please click yes and those opposed to click no. So you can begin voting. You will have 30 seconds to cast your vote. 10 seconds. Voting has concluded. That music's going to run through my head all day. So the motion to approve new business item four has passed with 330 votes in favor, 46 not in favor. Moving on to new business item five. PSEA shall form a task force to explore the possible solutions to the substitute teacher crisis in the Commonwealth of Pennsylvania.

PRESIDENT ASKEY: Membership in this group should represent a diverse cross

section of our union including but not limited to members in urban, suburban, and rural districts. Solutions generated from this task force will be presented to the PSEA Board of Directors to consider potential future actions. This task force will sunset after three years but may be extended for an additional two years by the PSEA Board of Directors. Any further extension of this task force will require authorization from the PSEA House of Delegates. So the chair now recognizes Brad Pawlikowski of Bristol Township EA from Mideastern Region to move NBI five at microphone seven. Brad.

BRAD PAWLIKOWSKI: Brad Pawlikowski, Bristol Township EA, I move new business item number five.

PRESIDENT ASKEY: The chair recognizes Brandon Mason from Bristol Township EA to second NBI five also at microphone seven.

BRANDON MASON: Brandon Mason from Bristol Township EA, second the motion.

PRESIDENT ASKEY: Does the mover wish to speak?

BRAD PAWLIKOWSKI: Yes, please. The substitute teacher crisis is the number one issue I hear in my local. And I know that you hear it in your locals too. Our members are crying out for help. They are drowning in an ocean of one more thing, one more lost prep and one more coverage period. Burnout is in an all-time high and the question that is constantly raised is, what can PSEA do to help? Now we could just shrug our shoulders and say, "This crisis is impossible to fix," we could revel in our collective discontent, or we could wag our finger at the other side saying, "You made this mess, you clean it up."

BRAD PAWLIKOWSKI: But we know that's not going to work, or we could do what we do best. PSEA, we don't run away from the problem. Oh, no, we run towards the problem, and we get to work. If we put our collective minds together, there is no problem that we can't fix. So at the end of this house, we all need to be able to go back to our locals, to look our members square in the eye and say, "We see that you are struggling, we hear your cries for help, and we took action to fix it." Brothers and sisters, I urge that we pass NBI number five so that our union can get to work on solving this

crisis. Our members and our profession are always worth it.

PRESIDENT ASKEY: And that is Brad putting the spirit in spirited debate. So, does the seconder wish to speak?

BRANDON MASON: I'm going to spiritlessly decline.

PRESIDENT ASKEY: I love you guys so much. No? Wow. There being no additional speakers, we will now vote on NBI number five. Is someone screaming for a reason? One that you want to share? Oh, okay. No. There being no additional speakers, we will now vote on NBI number five. Those in favor of NBI five, click yes and those opposed, click no. You can begin voting. You will have 30 seconds to cast your vote. 10 seconds. Voting has concluded. The motion to approve new business item number five has passed with 304 yes and 83 no. So that concludes new business. And I just want to say, we did it without any technological glitches. Let's hear it. You know, we certainly have come a long way from that first thing that happened. So, let's go.

Announcement of Candidates

PRESIDENT ASKEY: Well, so first of all, we have announcement of candidates for the following offices to be elected in May 2022. Offices to be elected at the May '22 House of Delegates are as follows: for PSEA pension plan director, a one position for a three-year term, Brian Reiser, NEA state directors, there's two positions for three-year terms, Nancy Behe and Molly Mumau, NEA alternate state directors, six positions, one-year terms, nobody. Announcement of candidates for the PSEA-Retired elected statewide offices: PSEA-Retired president, Patsy Tallarico, PSEA-Retired vice president, Carl Rieffanaugh, PSEA-Retired second vice president, someone called none, PSEA-Retired IPD committee chair, Michael Evans and Terry Majors, PSEA-Retired legislation committee chair, Stephen A. Harmanos, PSEA-Retired resolutions committee chair, Philip T. Russo, PSEA-Retired PACE Director Anne C. Loeffler.

PACE Drawing Winners

PRESIDENT ASKEY: Now we move on to money. The chair recognizes Joe

Scheuermann to announce the PACE fundraiser giveaway. And let's give it up to Joe one more time for his leadership on the PACE Committee as he comes to the microphone.

JOE SCHEUERMANN: Thank you Mr. President and fellow delegates. At this House, we raised \$17,702. You know, several of us spoke about the importance of the upcoming governor's race but whoever's elected governor will work with a House and a Senate. And when you look at \$17,000, we will be able to identify a House race somewhere that is currently served by someone who dislikes you, someone who votes against your interests every day, and will be able to help fund a candidate running against that person. The money we raise here makes a difference, not just at the governor's level, but throughout the entire State.

JOE SCHEUERMANN: We'd also like to announce that at every House, we try and convince all our members to give. And at this House, we set up a competition to say, whichever region had the highest percentage of its attendees give, got to donate, or direct a \$500 donation to a charity of their choice. And while we all came here and tried to compete, most of us knew before we started that the Retired region would destroy us all, and they did. If we could convince all members to give like the retirees, we'd be swimming in money. So the Retired region is donating or directing a \$500 donation to the Central Pennsylvania Food Bank. And with that, we're going to spin the wheel four times. The first three times will be a \$500 winner. And the last time someone will win a \$1000. So with that, go ahead and spin it. Spin away.

PRESIDENT ASKEY: That wheel.

JOE SCHEUERMANN: There's our first \$500 winner, Peter Mireles. We are going to spin the wheel again for a second \$500 winner. Heather Kolanich, our second \$500 winner. We have one more \$500 winner, and it will be, Arthur.

PRESIDENT ASKEY: Art, you can buy a vow. Buy a vow.

JOE SCHEUERMANN: And just before we spin the last one, I want to make a note. If you have won or you win this last one, we don't hand you money today. You have a check coming from PSEA. It usually takes about two

weeks till it's there. And if it's not, I would hunt down Jeff Ney and say, "Where's my money?" One more spin. A \$1000 winner. And that person is, Brandi Rittenhouse. Thank you to everyone who donates to our PAC and convinces others to do so. Thank you, Mr. President.

PRESIDENT ASKEY: Thank you Sir. So with that, I would like to thank our executive officers, Aaron Chapin and Jeff Ney, Jim Vaughan our executive director, the PSEA Board of Directors, Rick Burrige the parliamentarian and to all staff and PSEA managers who coordinated and dated the events this week. The PSEA Communications staff who make our AV special effects possible and to all other staff who helped with the activities of the House.

PRESIDENT ASKEY: Call for a vote to adjourn. Before we call for a vote to adjourn, one final bit, a very important, housekeeping. Please leave your voting device on your chair before you leave the ballroom. That's a no-no if you want to take it. Again, please leave your voting device on your chair before you leave the ballroom. Please don't take it with you.

PRESIDENT ASKEY: The whole thing, the whole thing, the whole thing, cards and everything. Oh, I know. I'm sorry. So it's moved by... Well, before I do the motion to adjourn, please guys, enjoy, have whatever you celebrate. Go celebrate with the people you love and have a good rest of this year. And thank you for who you are and what you do. So I have it moved by Sarah Shaiman, seconded by Cheryl Krachkowski that PSEA December 2021 House of Delegates adjourned. You will have 30 seconds. I'm going to take a live vote. All those in favor, just for that, those opposed. All right, voting has concluded the ayes have it and I declare this House of Delegates, adjourn.

**NEW BUSINESS ITEMS
HOUSE OF DELEGATES
December 3-4, 2021
Philadelphia and Virtual**

NEW BUSINESS ITEM 1

PSEA will advocate for an inclusive workforce and support programs across the state, including Pennsylvania Department of Education's Aspiring to Educate program, in calling for the cultivation and diversification of the state's educator pool.

NEW BUSINESS ITEM 2

PSEA will advocate for and actively pursue policies and state legislation that emphasize academic integrity and empower teachers to teach authentic experiences, histories, identities, perspectives, stories, and voices without fear of disciplinary repercussion, retaliation, or termination.

NEW BUSINESS ITEM 3

PSEA shall form a task force with one active and one retired member from each region with the responsibility of reviewing all New Business Items prior to the new business session of each House of Delegates to provide a report to the House on the educational relevance of all New Business Items. This task force will sunset after three years but may be extended for an additional two years by action of the PSEA Board of Directors. Any further extension of this task force will require authorization from the PSEA House of Delegates.

NEW BUSINESS ITEM 4

PSEA will review the definition of Specialized Instructional Support Personnel in the Every Student Succeeds Act of 2015. A report of the review will be provided to the Department of Pupil Personnel Services, the Special Education Board, and the Board of Directors for consideration of potential future recommendations.

NEW BUSINESS ITEM 5

PSEA shall form a task force to explore the possible solutions to the substitute teacher crisis in the Commonwealth of Pennsylvania. Membership in this group should represent a diverse cross section of our union including but not limited to members in urban, suburban and rural districts. Solutions generated from this task force will be presented to the PSEA Board of Directors to consider potential future actions. This task force will sunset after three years but may be extended for an additional two years by the PSEA Board of Directors. Any further extension of this task force will require authorization from the PSEA House of Delegates.

Region	Member Name	D Representing
NW	ABBOTT, JODIE M	D ERIE CITY EA
NW	ADAMS, GREGORY G	D HARBOR CREEK EA
E	ADAMS, SAMANTHA L	D ALLENTOWN EA
NE	AGOLINO, JENNIFER J	D EAST STROUDSBURG EA
NE	AGOLINO, JOSEPH S	D PLEASANT VALLEY EA
MW	AGOSTINELLI, MARCHELLE R	M BEAVER CO PSEA-RETIRED
ME	ALBERT, LISA M	D BENSLEM TWP EA
CW	ALOISE, ARTHUR P	M CENTRAL WEST PSEA-RETIRED
CW	AMBLER, ERIC P	N County Co-ordinating
W	AMMER, SARAH K	D ALLEGHENY IU ED ASSOC
CW	ANGELO, MICHAEL A	N County Co-ordinating
NE	ANGST, JENNIFER	D POCONO MT EA
S	ARCHER, DAVID L	D HARRISBURG EA
MW	ARGENZIANO, ERICA T	D SHARON EA
ME	ASAN, MARIA R	D BRISTOL TWP EA
S	ASKEY, RICHARD W	L Board of Directors
NE	AUGELLO KUHL, SUSAN C	D WILKES BARRE EA
ME	AVELLINO, AIMEE M	D LOWER MERION EA
ESP	BAKER, THOMAS R	D CENTRAL BUCKS TRANS ESP
E	BARKLEY, CYNDEE A	N IPD Council
S	BARKSDALE, JODY L	D HARRISBURG EA
CW	BARTLEBAUGH, JODI A	D PUNXSUTAWNEY EA
W	BAUDOUX, JUDY S	N IPD Council
ME	BAUERLE, KERRY M	D PENNSBURY EA
S	BAYKO, ERIN C	D CHAMBERSBURG EA
CW	BEARD, LORI A	N Resolutions
NE	BEAVAN, SHANNON M	D STROUDSBURG EA
S	BECK, JILL R	D CENTRAL YORK EA
C	BECKER, ALLISON J	D STATE COLLEGE EA
MW	BECKER, JANET L	N Resolutions
SE	BECKETT, DEAN R	D INTERBORO EA
C	BEERS, COURTNEY M	D STATE COLLEGE EA
C	BEERS, JEREMY D	D STATE COLLEGE EA
CW	BEHE, NANCY M	L Board of Directors
C	BEHE, TIMOTHY A	D ALTOONA EA
S	BELL, KRISTIN L	D CENTRAL DAUPHIN EA
ME	BELL, MARISA L	D PENNRIDGE EA
SW	BENNETT, BILLY J	D KISKI AREA EA
ESP	BENNETT, MARIA M	L Board of Directors
W	BESH, DENNIS M	N Legislative Committee
S	BICKEL, JONATHAN	D EASTERN LEBANON EA
MW	BIGELOW, CHARLES R	N Legislative Committee
S	BIGSBY, JESSICA M	D WARWICK EA
C	BILGER, AMY J	N County Co-ordinating
C	BISH, JULIE A	D ST MARYS EA
CW	BLACK, CAROL L	M CENTRAL WEST PSEA-RETIRED
MW	BLAUS, DAWN M	L Board of Directors
MW	BONAVOGLIA, SHARON K	D SENECA VALLEY EA
SE	BONSALL, HELEN M	M CHESTER CO PSEA-RETIRED
S	BOWEN, CYNTHIA A	D CHAMBERSBURG EA
S	BOWERS, MICHAEL G	D CONESTOGA VALLEY EA
ME	BRADY, ALEXANDER	D BRISTOL TWP EA
S	BRADY, LAURI E	D CENTRAL YORK EA
SW	BRANT, MELISSA M	L Board of Directors
SE	BRIGANCE, DARLENE K	D UNIONVILLE CHADDS FORD EA
E	BRILL, ELIZABETH L	L Board of Directors

Region	Member Name	D Representing
MW	BRIOLA, CHRISTINA T	N County Co-ordinating
ME	BRODBECK, COLLEEN M	D PENNSBURY EA
E	BRODHEAD, JENA S	D EASTON AREA EA
ME	BRODY, MARY K	D BENSLEM TWP EA
NE	BROGAN, THOMAS E	D POCONO MT EA
SE	BROWN, PAMELA R	D OXFORD EA
ME	BROWN, SUSAN S	N Region Officers
MW	BRUSH, AMY L	D SENECA VALLEY EA
ESP	BUCHLER, NANCY	D NEW HOPE SOLEBURY ESP
S	BULLINGTON, DRUE M	N Resolutions
NW	BUNK, HEATHER M	D WARREN CO EA
E	BURKHART, DENA A	D EXETER TWP EA
E	BURKHART, MATTHEW R	D EXETER TWP EA
MW	BURNETT, JOHNATHAN L	D ALIQUIPPA EA
S	BURRIS, ALLISON E	D HARRISBURG EA
ESP	BURRUSS, RUDOLPH	D STATE COLLEGE ESP
S	BURT, LOUANNE L	D SHIPPENSBURG EA
NE	BUTLER, HEIDI K	D TROY EA
SW	CALDWELL, JAMES K	D HEMPFIELD AREA EA
MW	CAMMISA, TIMOTHY J	N County Co-ordinating
SW	CAMP, BRIDGET L	N IPD Council
W	CAMPBELL, ALLISON E	D PLUM BORO EA
S	CAMPBELL, NATHAN D	D MANHEIM CENTRAL EA
W	CAMPBELL, VICTORIA R	D ALLEGHENY IU ED ASSOC
E	CAPONE, JASON A	D EASTON AREA EA
E	CAPOZZELLI, LAWRENCE M	N Legislative Committee
NE	CARSON, WAYNE E	D EAST STROUDSBURG EA
ME	CENICOLA, KELLY	D LOWER MERION EA
C	CERVENAK, JOSEPH C	D MOSHANNON VLY EA
ESP	CERVONE-GILSON, MARISSA R	D CRAWFORD CENTRAL ESP
NE	CHAPIN, AARON F	D STROUDSBURG EA
NE	CHAPIN, RANDI B	D HAZLETON EA
NE	CHERINKA, MICHAEL J	D DALLAS EA
S	CHIRDON, ERIN S	N County Co-ordinating
ESP	CHRIST, PATRICIA A	D LACKAWANNA TRAIL ESP
E	CHRISTOPHER, MELANIE A	D ALLENTOWN EA
ME	CHURCHWELL, ALLYSSA S	D PENNSBURY EA
NE	CIAVARELLA, JANICE F	D CRESTWOOD EA
W	CLARK, REUBEN G	D NORTH HILLS EA
ESP	CLEMONS, TIKEESHA D	D NORRISTOWN ESP
CW	CLOAK, RANDALL R	D ARMSTRONG EA
SW	CLOSSER, TRAVIS L	N Resolutions
S	COBLE-SULLIVAN, ERIN R	D LANCASTER CITY EA
S	COLEMAN, RYAN T	D CUMBERLAND VALLEY EA
E	CONLON, CAROLYN	D ALLENTOWN EA
E	Conway, AnnaLeigh	N County Co-ordinating
SE	COOK, LINDA J	M DELAWARE/PHILA PSEA-RETIRED
NE	CORBY, LESLIE M	D IU #19 NE EDUCATION ASSOC
E	CORONATI, JANE A	N County Co-ordinating
W	COSTANTINO-PORUBEN, MELISSA M	D AVONWORTH EA
SE	CRAMER, SHILA E	D AGORA CYBER EA (ACEA)
ESP	CROCCO, DIANE M	D COLONIAL FOOD SVS ESP
SW	CROCKETT, SHERRI L	N County Co-ordinating
NE	CROOM, JOHN R	D NORTH POCONO EA
NE	CUNNINGHAM, EVELYN M	D WALLENPAUPACK EA
ME	CURRY, DAVID W	N IPD Council

Region	Member Name	D Representing
S	CURRY, RACHAEL M	D RED LION EA
ME	DAKA, GEORGE A	D BENSLEM TWP EA
CW	DANKA, ROBERT S	D ARMSTRONG EA
SW	DAVIS, JASON M	N County Co-ordinating
C	DAVIS, PAMELA M	D ALTOONA EA
E	DAVIS, ROSALIE A	N County Co-ordinating
SE	DAVIT, SARAH A	D HAVERFORD EA
ESP	DEBEVEC, NICOLLE B	N Resolutions
E	DEELY, KEVIN T	D EASTON AREA EA
SE	DEHAUT, MICHAEL D	D COATESVILLE EA
ME	DEILY, CHRISTOPHER W	D QUAKERTOWN EA
W	DEMARTER, MATTHEW J	D NORTH HILLS EA
ME	DEOSE, TIMOTHY	D PENNRIDGE EA
SW	DETTIS-DRANZO, HOLLY	N Region Officers
S	DETWILER, BRANDY L	D CENTRAL YORK EA
ME	DEVOSE, ERICA Y	D NORTH PENN EA
NE	DICTON, REBECCA A	D WYOMING VALLEY WEST EA
ME	DIEHL, DAVID A	D COUNCIL ROCK EA
SE	DILLON, ANNE	D AGORA CYBER EA (ACEA)
W	DINARDO, PETER J	D MT LEBANON EA
MW	DOBRZANSKI, YVONNE M	D SENECA VALLEY EA
ME	DOLAN, MARK	D COUNCIL ROCK EA
E	DONATO, MATTHEW J	D BRANDYWINE HEIGHTS EA
ESP	DOUGHERTY, MARY F	D UPPER DARBY ESP
ME	DOUGLAS, CYNTHIA R	D NORTH PENN EA
NW	DRISCOLL, RENEE	D ERIE CITY EA
ESP	DRY, DENEEN	D CENTRAL BUCKS ESP
ME	DUAIME, ROBERT E	M BUCKS CO PSEA-RETIRED
MW	DUFALLA, ROSETTA A	D HOPEWELL EA
SE	DUNKLE, KATHRYN E	D IU #24 CHESTER CO EA
SE	DUNN, NANCY L	D CHICHESTER EA
SW	DUNN, SARAH J	D DERRY AREA EA
NE	DYMOND, DREW D	D PLEASANT VALLEY EA
SE	ELICKER, KATHLEEN L	D COATESVILLE EA
ME	ELLIOTT-HUHNKE, TARA L	D BENSLEM TWP EA
S	ENGLE, MICHAEL E	D WAYNESBORO EA
ESP	EVANS, ROBIN M	D OIL CITY ESP
S	FABIAN-GRIFFITH, MARSHA L	D CONESTOGA VALLEY EA
S	FAIR, MARY K	D PENN MANOR EA
MW	FARMAKIS-KING, CHRISTINA	D LAKEVIEW EA
NW	FARRELL, ELYSA P	D MILLCREEK EA
MW	FAYLO, ELAINE M	D SHARON EA
ESP	FEDELI, VICTOR J	D LOWER MERION ESP
S	FERRARI, THOMAS J	N Legislative Committee
CW	FERRY, ELISSA M	D IU #08 APPALACHIA EA
E	FERULLO, ADAM M	D PEN ARGYL EA
SE	FINK, ANDREA K	D WILLIAM PENN EA
SE	FISKE, LAUREN M	D DOWNINGTOWN EA
SE	FITZPATRICK, WILLIAM S	D OXFORD EA
ME	FLOOD, THERESA L	D NORRISTOWN EA
CW	FORD, STACY L	D GREATER JOHNSTOWN EA
SE	FORNEY, DAVINIA T	D CHESTER UPLAND EA
ME	FORSTER, JILL A	D COLONIAL EA
S	FOWLER, MYLINDA A	N Legislative Committee
E	FRANKLIN, LESLIE R	D ALLENTOWN EA
SW	FRANKS, SAMUEL	M FAYETTE/GREENE PSEA-RETIRED

Region	Member Name	D Representing
SE	FREDERICK, SHEILA K	D GARNET VALLEY EA
MW	FRITZ, TAMMY S	D GROVE CITY AREA EA
C	FULLER, CHARLES D	D ASSOC MIFFLIN CO EA
ME	GALE, BETHANY A	D BENSLEM TWP EA
W	GALLAGHER, KEVIN M	D KEYSTONE OAKS EA
S	GARDNER, TODD D	D CORNWALL LEBANON EA
ME	GARRETT, BRAD R	D SOUDERTON EA
C	GEIS, JASON E	D ALTOONA EA
NE	GENGLER, CHRISTOPHER N	D SOUTHERN COLUMBIA EA
NE	GENGLER, CHRISTY M	D BENTON EA
SW	GERA, BARBARA A	M FAYETTE/GREENE PSEA-RETIRE
SE	GERAKARIS, CATHERINE M	D INTERBORO EA
E	GERHART, LINDSAY R	D CONRAD WEISER EA
ME	GERHAUSER, WILLIAM M	D COUNCIL ROCK EA
S	GIBSON, ALEXANDER K	D YORK CITY EA
S	GINGRICH, DARRAH E	D CORNWALL LEBANON EA
S	GINGRICH, DREW M	D CORNWALL LEBANON EA
SE	GITTIS, GARY D	D DOWNINGTOWN EA
ME	GLAUNERT, CHRIS R	D PENNSBURY EA
NE	GLOWATSKI, TAMMY J	N County Co-ordinating
W	GOETZMAN, AMY L	D BALDWIN WHITEHALL EA
SE	GOLDSTEIN, RICK L	D RADNOR TWP EA
CW	GOMBITA, MATTHEW L	N Legislative Committee
ME	GOODRICH, LEANNA MB	D PENNRIDGE EA
SE	GORDON, NICOLE G	N Resolutions
C	GOSSNER, JOHN M	N County Co-ordinating
SW	GRACE, MAUREEN E	D MOUNT PLEASANT EA
SW	GRACEY, SARAH L	D KISKI AREA EA
S	GRADEL, JOHN R	D SCUPA AHE
MW	GRAFF, JOSEPH E	D MARS AREA EA
ME	GRANT, KELLY A	D SPRING-FORD AREA EA
SE	GRASTY, MIGUELINA E	D CHESTER UPLAND EA
NE	GRIFFIS, ERNEST W	D WAYNE HIGHLANDS EA
ESP	GRIMLEY, KENNETH M	D COUNCIL ROCK ESP
S	GRISCAVAGE, CHARLES J	D NORTHERN YORK EA
SE	GUIDETTI, ROBERT W	D GARNET VALLEY EA
S	GUNDRUM, TRAVIS G	D CORNWALL LEBANON EA
ME	GUTHRE, REBECCA S	D PENNSBURY EA
ME	GUZIK, ROBERT T	D COLONIAL EA
SE	HADZOR, KATIE L	D DOWNINGTOWN EA
ME	HALEY, ANTHONY J	D METHACTON EA
C	HALLINAN, MICHELE E	D ALTOONA EA
E	HARDY, LYNN F	D EASTON AREA EA
NE	HARMANOS, STEPHEN A	N Legislative Committee
ESP	HARRINGTON, HOLLY P	D BANGOR ESP
NW	HART, TIMOTHY M	D VALLEY GROVE EA
NW	HART, TRACEY L	L Board of Directors
W	HASKINS, DOUGLAS G	D AVONWORTH EA
C	HASSINGER, MELODY	D ASSOC MIFFLIN CO EA
NE	HAWKINS, ELIZABETH A	D WALLENPAUPACK EA
S	HEFFNER, STEVEN B	D LANCASTER CITY EA
SE	HEIL, JANETTE C	D HAVERFORD EA
ESP	HENNESSY-CRAIG, KAREN	D COUNCIL ROCK ESP
CW	HENNING, JUSTIN M	N County Co-ordinating
W	HERDMAN, MATTHEW J	N Resolutions
ME	HERMANN, MICHAEL P	N Resolutions

Region	Member Name	D Representing
NW	HEUBACH, PHILIP E	D WARREN CO EA
E	HICKS, AMY D	L Board of Directors
E	HINDERLITER, ELAYNE	D SCHUYLKILL HAVEN EA
E	HINTON, RYAN J	D PEN ARGYL EA
E	HIRSCH, ALEXANDER D	D WILSON AREA EA
W	HLADIO, MICHAEL L	D MT LEBANON EA
S	HOCHREITER, LISA J	D WARWICK EA
ESP	HOEHN, LISA A	D BUTLER AREA ESP
SW	HOGUE, DANIELLE R	D HEMPFIELD AREA EA
ESP	HOLLOWAY, YUL	D CENTRAL DAUPHIN ESP
NE	HOLZ, RACHEL A	D TROY EA
NW	HOOTMAN, KATHLEEN E	D CRAWFORD CENTRAL EA
S	HOPKINS, MICHELLE K	D CENTRAL YORK EA
SE	HOWE, SUSAN E	N Region Officers
S	HOWER, BRYAN K	D LANCASTER CITY EA
ESP	HOWSHALL, MARC A	L Board of Directors
W	HOZA, STEVEN	D NORTH HILLS EA
SW	HRICIK, MICHAEL J	L Board of Directors
ME	HUEBNER, BROOKE L	D METHACTON EA
SE	HUSBAND, ANDREW A	D UNIONVILLE CHADDS FORD EA
NE	INTRAVAIA, KRISTIE	D STROUDSBURG EA
NE	ISRAEL, GRETCHEN E	D WAYNE HIGHLANDS EA
ME	JAMES, CHERYL P	M BUCKS CO PSEA-RETIRED
S	JAMES, WILLIAM P	D EASTERN YORK EA
S	JONES, TISH A	D WARWICK EA
NE	JURKOWSKI, MICHAEL S	D WAYNE HIGHLANDS EA
E	KACHMAR, ROBERT W	N Region Officers
NE	KANE, WILLIAM F	N Legislative Committee
E	KANTNER, KRISTA M	D BLUE MOUNTAIN EA
S	KARPEW, PETER J	D LEBANON EA
E	KELBISH, VIRGINIA L	N IPD Council
ME	KELLY, KEVIN M	D QUAKERTOWN EA
ESP	KENNEDY, DENISE M	D UPPER DARBY ESP
SE	KENNEDY, JAMES W	D INTERBORO EA
SE	KEOGH, JESSICA A	N Legislative Committee
E	KERBEIN, SHAWN A	D ALLENTOWN EA
CW	KIDDER, ERIN S	D ARMSTRONG EA
SE	KIEFFER, AMANDA M	D OCTORARA EA
ME	KIERAS, MARY E	M MONTGOMERY CO PSEA-RETIRED
S	KIESSLING, LAURA E	D WAYNESBORO EA
ESP	KIMBERLING, NATHAN J	D DUBOIS CUST & MAINT ESP
S	KINDERWATER, CHRISTINE R	D PENN MANOR EA
SE	KING, KATHRYN J	N Legislative Committee
SE	KING, ROBERT G	D RADNOR TWP EA
S	KLENK, DARLENE	D HANOVER SCHOOL DIST EA
MW	KNAPP, MITZI	D MARS AREA EA
NE	KOLANICH, HEATHER E	D POCONO MT EA
E	KOSLOSKY, JOAN M	M SCHUYLKILL CO PSEA-RETIRED
W	KOVACH, SHERRIE C	D NORTH HILLS EA
ME	KOZOL, STEPHEN M	D UPPER MERION EA
NW	KRACHKOWSKI, CHERYL K	D CRAWFORD CENTRAL EA
NE	KRAYNAK, SHANE M	N Resolutions
ESP	KROLL, CHARLES G	D CENTRAL BUCKS TRANS ESP
NE	KUHL, SUSAN E	N County Co-ordinating
SE	KURTZ, TAMARA C	D PHOENIXVILLE EA
NE	KWASNY, BARRY B	N Resolutions

Region	Member Name	D Representing
SW	LAEDLEIN, MICHELLE J	D KISKI AREA EA
E	LAKE, MARIJANA K	D EXETER TWP EA
S	LAMB, JIMBO G	L Board of Directors
NE	LAMBERT, TRACEY A	D STROUDSBURG EA
NE	LAMOREAUX, JENNIFER L	D DALLAS EA
NE	LAMOREAUX, JOHN P	D POCONO MT EA
CW	LANDSTROM, KEVAN P	D ARMSTRONG EA
S	LANE, AMBER S	D LEBANON EA
ESP	LANZA, ADAM H	D WESTERN WAYNE ESP
ME	LAUCELLA, GERALD	D UPPER MERION EA
ESP	LAWN, CINDY	D COUNCIL ROCK ESP
C	LAWRENCE, AMY J	D STATE COLLEGE EA
ME	LEE, DEBRA	D ABINGTON EA
E	LEINBACH, JOHN D	D BERKS CTC EA
S	LEVARTO, CARMELA M	D CENTRAL DAUPHIN EA
C	LEWIS, MAGGIE L	D ALTOONA EA
SE	LEYDEN, WILLIAM J	D COATESVILLE EA
S	LIGHTNER, AMY B	D CENTRAL DAUPHIN EA
CW	LIZIK, LARRY L	N County Co-ordinating
ME	LLOYD, CHRISTOPHER	D METHACTON EA
S	LOEFFLER, ANNE C	M YORK/ADAMS PSEA-RETIRED
S	LOEFFLER, DAVID A	M YORK/ADAMS PSEA-RETIRED
S	LONGSTAFF, CHRISTOPHER D	D EASTERN LEBANON EA
ME	LOSTRACCO, JENNIFER D	N Region Officers
ME	LUCIANI, CAROL M	D SOUDERTON EA
NE	LUKSA, JOSEPH E	D WYOMING VALLEY WEST EA
S	LUTZE, ANGELA K	M YORK/ADAMS PSEA-RETIRED
SE	MADARANG, ELIZABETH H	N IPD Council
SE	MADYUN, ABDUL B	D PHOENIXVILLE EA
MW	MAJORS, TERRI B	N IPD Council
NE	MALACARI, VITO V	D NORTHWEST AREA EA
ME	MALACHOWSKI, ALAN M	D NORTH PENN EA
ME	MALACHOWSKI, JANE Y	D NORTH PENN EA
CW	MALLIN, BARBARA E	N County Co-ordinating
ESP	MANDARINO, DARLENE	D LOWER MERION ESP
NE	MANG, JAMES J	D DELAWARE VALLEY EA
ME	MARKLE, KATHARINE T	D METHACTON EA
ESP	MARMELEIRA, JENNIFER J	D WALLENPAUPACK ESP
ESP	MARMELEIRA, SERGIO	N Legislative Committee
S	MARTIN, JUDITH A	D LANCASTER CITY EA
SE	MARTINO, JOSEPH T	D WILLIAM PENN EA
NE	MASANKAY, MARIA L	D WESTERN WAYNE EA
SE	MASCIANTONIO, MELANIE A	N Resolutions
ME	MASON, BRANDON C	D BRISTOL TWP EA
E	MATHISON, AUDREY L	M LEHIGH CO PSEA-RETIRED
ME	MATT-FOSNOT, DIANE H	D PENNSBURY EA
S	MATTERN, CHERYL S	D CENTRAL YORK EA
S	MATTOX, SUSAN G	M LANCASTER/LEBANON PSEA-RETIRED
C	MAURER, ROBERT G	N Legislative Committee
W	MAZAK, STACY A	D WILKINSBURG EA
S	MCCABE, CASSIE M	D IU #15 CAPITAL AREA EA
SE	MCCAFFERTY, THERESA M	D DOWNINGTOWN EA
ESP	MCCARTHUR, DWAYNE T	D SUSQUEHANNA TWP ESP
ESP	MCDEVITT, ELIZABETH A	D LOWER MERION ESP
W	MCDEVITT, REGIS F	D NORTHGATE EA
MW	MCGEE, AMANDA L	N IPD Council

Region	Member Name	D Representing
ME	MCGILL, WILLIAM D	D PERKIOMEN VALLEY EA
S	MCGOUGH, MARY E	D CHAMBERSBURG EA
C	MCGOWAN, SHAI L	D STATE COLLEGE EA
SW	MCGUIRE, BETH A	D HEMPFIELD AREA EA
SE	MCHUGH, THERESA	D PENN DELCO EA
SE	MCLAIN, REBECCA	N Resolutions
ME	MCLAUGHLIN, KATHLEEN B	D BENSLEM TWP EA
ME	MCLAUGHLIN, KEVIN	D QUAKERTOWN EA
ESP	MCLENNAN, BERNADETTE	D IU #13 LANCASTER LEBANON ESP
ESP	MCNERNEY, MELISSA A	D CENTRAL BUCKS ESP
SE	MCNULTY, MICHAEL S	D AGORA CYBER EA (ACEA)
E	MECKLEY, BRIAN H	D WILSON AREA EA
NE	MEEHAN, DAVID	D WILKES BARRE EA
NW	MENARD, MATTHEW M	D WARREN CO EA
S	MENTZER-YARLETT, JULIA C	D CUMBERLAND VALLEY EA
ME	MERK, FRANK J	D BRISTOL TWP EA
W	MICHALSKI, SARA S	D WOODLAND HILLS EA
E	MIKOVICH, GREGORY D	D IU #20 COLONIAL EA
ME	MILLER, BETH L	D COLONIAL EA
E	MILLER, BRIAN K	D READING EA
NW	MILLER, BRITTANY A	D ERIE CITY EA
S	MILLER, JAKE R	D CUMBERLAND VALLEY EA
S	MILLER, LISA M	N County Co-ordinating
SE	MILLER, RONNI E	D ROSE TREE MEDIA EA
ESP	MILLIGAN, ANN MARIE	D COUNCIL ROCK ESP
W	MILLIGAN, RAYMOND L	D WOODLAND HILLS EA
C	MILLS, JACKIE K	D PHILIPSBURG OSCEOLA EA
SE	MILZ, CHRISTIAN P	D SPRINGFIELD EA
S	MIRELES, PETER D	D CENTRAL DAUPHIN EA
S	MOLLOY, JASON A	N County Co-ordinating
ESP	MONAGHAN, ANN	D WALLENPAUPACK ESP
CW	MONDALE, ASHLEY L	D LEECHBURG EA
MW	MONTGOMERY, SUZANNE C	N County Co-ordinating
SE	MOORE, ROBIN	D CHESTER UPLAND EA
NE	MORAN, MARY	L Board of Directors
NW	MOREY, RACHEL A	D MILLCREEK EA
SE	MORRIS, MATTHEW D	D PENN DELCO EA
S	MORTON, BYLLY JO	D CENTRAL DAUPHIN EA
SW	MOSCA, MARSHA L	D WASHINGTON EA
C	MOWERY, LORI M	D ASSOC MIFFLIN CO EA
E	MUFFLEY, MICHELLE L	N IPD Council
CW	MUIR, KATHY L	N Region Officers
S	MULVIHILL, KERRY M	D CONESTOGA VALLEY EA
NW	MUMAU, MOLLIE P	L Board of Directors
ME	MURRAY, CHAD E	D COLONIAL EA
SW	MUSKO, KENNETH J	D ALBERT GALLATIN EA
S	NAILOR, SHERISA E	N Resolutions
NE	NAMEY, DAVID C	L Board of Directors
W	NEIL, RACHEL L	D BALDWIN WHITEHALL EA
W	NEMETH, BERNADETTE J	D ALLEGHENY IU ED ASSOC
CW	NEWILL, BRANDON L	D ARMSTRONG EA
S	NEWLAND, CHRISTOPHER R	N County Co-ordinating
NE	NEY, JEFFREY D	D WILKES BARRE EA
NE	NEY, MOLLY	D WILKES BARRE EA
C	NICHOLAS, KIZZY L	D STATE COLLEGE EA
NW	NOLAN, JILL M	D ERIE CITY EA

Region	Member Name	D Representing
ME	NOLAN, LORRAINE	D BENSLEM TWP EA
W	NORMAN, TINA P	D NORTH HILLS EA
S	NORTON, CINDY L	D RED LION EA
NW	NUNEZ, JESSICA S	N IPD Council
NW	O'CONNELL, MARY KATE K	D WATTSBURG EA
ME	O'NEILL, PATRICIA A	D QUAKERTOWN EA
W	O'TOOLE, RYAN T	D MOON EA
E	OKONSKI, JOSEPH R	D READING EA
S	OLDHAM, ADAM	N Resolutions
CW	ORENDORF, DEBRA D	D BERLIN BROTHERS VALLEY EA
SE	ORLANDO, CHRISTOPHER M	D PENN DELCO EA
W	ORSI, MICHAEL J	D KEYSTONE OAKS EA
S	OSTERMAN, GRETCHEN F	D SCUPA AHE
ME	OTT, MATTHEW C	D PENNSBURY EA
C	OVERDORF, SUSAN H	M CLUST-R PSEA-RETIRED
W	PAIGE, MICHELLE	N Resolutions
ESP	PAJAK, TERESA M	D IU #07 CLASSROOM ASSTS ESP
ESP	PALLADINO, MARGARET J	D IU #29 SCHUYLKILL CO ESP
NE	PALUTIS, ANNETTE	M LACKAWANNA PSEA-RETIRED
ESP	PAOLUCCI, ROSEMARIE J	N Region Officers
ESP	PAPARELLA, DANIEL P	D BIG BEAVER FALLS AREA ESP
ME	PAPST, TRACI A	D UPPER MERION EA
SE	PARDINI, JASON	D WILLIAM PENN EA
NE	PARKER-LLOYD, ANDITA N	N IPD Council
NE	PASCALE, AMY L	D WILKES BARRE EA
NE	PASPALAS-SERETIS, ARGYRO C	D WALLENPAUPACK EA
S	PASSARO, MELISSA A	D MANHEIM CENTRAL EA
ESP	PASTUCH, JASON N	D WALLINGFORD SWARTHMORE C&M ESP
ESP	PATTERSON, JUDITH M	D ALLENTOWN SECRETARIAL ESP
NW	PAULI, DIANE	D IU #05 NW TRI CO EA
ME	PAWLIKOWSKI, BRADLEY A	D BRISTOL TWP EA
NW	PEARSON, JANICE E	L Board of Directors
ME	PEIRCE, NICOLE D	D PENNSBURY EA
ME	PEITZMAN, MATTHEW D	D PENNRIDGE EA
C	PENNINGTON, ROBERT M	D CURWENSVILLE EA
W	PERROTT, MICHAEL A	D SOUTH FAYETTE EA
W	PESSY, HEATHER L	D MT LEBANON EA
NW	PETERSON, JANET M	M NORTHWESTERN PSEA-RETIRED
NE	PHANEUF, DAVID W	D POCONO MT EA
W	PIETRUSINSKI, JOHN E	D PINE RICHLAND EA
W	PILYIH, JEFFREY R	D PLUM BORO EA
SE	PIZZICA, JOSEPH F	D SPRINGFIELD EA
S	PLATT, ANDREW J	D YORK CITY EA
S	PLESAC, STEVE M	N IPD Council
CW	PLETCHER, SANFORD D	N IPD Council
ME	POLLOCK, HOLLY C	D PENNRIDGE EA
ESP	POPE, ANGELA C	D BEAVER CO CC ESP
MW	PORTER, NICOLE D	N Region Officers
S	POTTER, ELIZABETH A	D CENTRAL DAUPHIN EA
ME	PRATO, THERESA A	D BUCKS CO TECH HS EA
NE	PRIDE, DEBORAH A	D WILKES BARRE EA
SE	PRUITT, CHRISTINA B	N IPD Council
CW	PYLE, PAMELA S	D ARMSTRONG EA
SE	QUIRAM, KRISTINA L	D PHOENIXVILLE EA
NE	RAGUCKAS, ELLEN E	D NORTH POCONO EA
ME	RANNIELLO, SALVATORE M	D PENNSBURY EA

Region	Member Name	D Representing
ESP	RAUSCHENBERGER, JOYCE A	D BUTLER AREA ESP
E	REDCAY, DEBRA A	D READING EA
MW	REISER, BRIAN	D GROVE CITY AREA EA
W	RESETAR, LAINEY J	D KEYSTONE OAKS EA
S	RHOADES, ERIN E	D CORNWALL LEBANON EA
ME	RHODES, DIXIE L	M BUCKS CO PSEA-RETIRE
ME	RIEFFANAUGH, CARL A	L Retired Officers
SW	RILEY, AMANDA K	D ALBERT GALLATIN EA
E	RITTENHOUSE, BRANDI L	D EASTON AREA EA
ESP	RITTER, AMANDA R	D STATE COLLEGE ESP
SE	RITTER, AUDRA L	D COATESVILLE EA
ME	RITTER, JACLYN M	D SPRING-FORD AREA EA
E	RIVERA, ISAIAS	N Resolutions
S	ROBBINS, CHRISTINE M	D HARRISBURG EA
NE	ROBERTS, COURTNEY A	D CANTON AREA EA
NW	ROCCO, ARMAND F	D ERIE CITY EA
ESP	ROCKWELL, MARGARET A	D CONNELLSVILLE ESP
NE	ROGERS, BRADLEY J	D PLEASANT VALLEY EA
S	ROLKO, MICHELE L	D HARRISBURG EA
W	ROMANELLI, JENNA L	D PLUM BORO EA
E	RONALDS, KEITH C	D ALLENTOWN EA
	ROOF, REBECCA J	N County Co-ordinating
E	ROTH, CHAD C	N County Co-ordinating
CW	ROZICH, KELLEY M	D GREATER JOHNSTOWN EA
NE	ROZITSKI, LORILEE	D CRESTWOOD EA
W	RUDOLPH, CHARLOTTE R	D SOUTH FAYETTE EA
W	RUFFOLO, ROBERT N	D SOUTH FAYETTE EA
S	RUGG, BENJAMIN C	L Board of Directors
W	RUGGIERO, ERIN	D MOON EA
SW	RUOZZI, TINA M	N Resolutions
NE	RUSSO, PHILIP T	M LUZERNE CO PSEA-RETIRE
ME	RUTH, ALLISON M	D SOUDERTON EA
ME	RYAN, NATHANAEL F	D METHACTON EA
S	SHALLER, SABREENA M	L Board of Directors
NW	SISSEM, MADISON E	N IPD Council
ME	SABATO, DANIELLE L	N IPD Council
ME	SALLADINO, KAREN M	D LOWER MERION EA
ME	SALOME, NICOLE A	D COUNCIL ROCK EA
ESP	SANDERS, TINA M	N IPD Council
S	SANMARTIN, ROLANDA	D YORK CITY EA
ME	SANTAMARIA, CHRISTOPHER P	D LOWER MERION EA
ESP	SCALES, DELORES M	D WOODLAND HILLS ESP
SW	SCHEUERMANN, JOSEPH V	D HEMPFIELD AREA EA
E	SCHRACK, ELIZABETH M	D CONRAD WEISER EA
ME	SCHULZ, JESSICA R	D BRISTOL TWP EA
C	SCHUNK, DOUGLAS M	D STATE COLLEGE EA
SE	SCOTT, MICHAEL J	D SPRINGFIELD EA
SE	SCRIVENS, LAURIE A	D IU #24 CHESTER CO EA
NW	SCULLY, SHARON A	D WARREN CO EA
MW	SEFTON, PATRICIA L	N Resolutions
S	SEGLETES, KARL A	D MANHEIM CENTRAL EA
ME	SENAVAITIS, BILL M	D CENTRAL BUCKS EA
E	SERFASS, ADAM J	D CONRAD WEISER EA
SE	SHAIMAN, SARA J	D HAVERFORD EA
E	SHANER, JOHN M	D LEHIGH CAREER & TECH INST EA
MW	SHAW, TERRIE L	N County Co-ordinating

Region	Member Name	D Representing
ESP	SHEEDER, WENDY N	D IU #28 ARIN ESP
ME	SHILLER, ELIZABETH S	D PENNSBURY EA
S	SHIPP, MIRANDA L	D SHIPPENSBURG EA
S	SHOLDER, MICHELLE D	D IU #15 CAPITAL AREA EA
NE	SHOOK, DOUGLAS D	D WYOMING VALLEY WEST EA
E	SHPAKOVSKY, SUSAN E	D BLUE MOUNTAIN EA
SW	SHUSKO, CARL R	N County Co-ordinating
W	SILVERMAN, LISA A	D WOODLAND HILLS EA
E	SIPLER, BARBARA M	M CARBON CO PSEA-RETIRED
ME	SKONIER, JEFFREY A	D UPPER MERION EA
ME	SLAGLE, ROBERT L	D COLONIAL EA
S	SMELTZ, TODD B	N Resolutions
NW	SMITH, AMY M	D HARBOR CREEK EA
SW	SMITH, JAMIE L	D BURGETTSTOWN EA
MW	SMITH, RAYMON P	N Region Officers
E	SMITH, WAYNE A	D SCHUYLKILL HAVEN EA
NE	SNIDER, KRISTY L	D POCONO MT EA
C	SNYDER, KINDELL N	N County Co-ordinating
ME	SPEERS, LEE A	D NORRISTOWN EA
E	SPENGLER, MARK	D EAST PENN EA
S	SPERAW, DANIEL J	D LEBANON EA
W	SPERDUTO, MICHELLE L	D WOODLAND HILLS EA
E	SPRAYBERRY, TYSON H	D ALLENTOWN EA
CW	STAHL, ANGEL K	D APOLLO RIDGE EA
E	STAUFFER, CHRISTINE L	D READING EA
SE	STEC, EILEEN	D GARNET VALLEY EA
SW	STEEVES, JOSEPH B	L Board of Directors
E	STEFFY, JESSICA A	D READING EA
E	STEINRUCK, SONDRAN	D BLUE MOUNTAIN EA
W	STEVENSON, RUSSELL	M ALLEGHENY CO PSEA-RETIRED
ESP	STORCH, PATRICIA S	D STATE COLLEGE ESP
SE	STOTT, RONALD C	M CHESTER CO PSEA-RETIRED
NE	STRADA, SUSAN	D WALLENPAUPACK EA
C	STUCK, JAMES C	N County Co-ordinating
ESP	STYBORSKI, ANNE J	D SOUTHERN TIOGA ESP
W	SWANK, ANNE M	D MOON EA
CW	SWEENEY, CHRISTY L	D FERNDAL AREA EA
SW	TALLARICO, PATSY J	L Board of Directors
NE	TARSELLI, BARBARA A	D HAZLETON EA
W	TAYLOR, DAVID W	D SOUTH FAYETTE EA
W	TEMME, KATHLEEN E	D BALDWIN WHITEHALL EA
NW	THARP, APRIL L	D WARREN CO EA
NW	THEUERKAUF, MARY	D ERIE CITY EA
SW	THISTLETHWAITE, SHARON	D WASHINGTON EA
ME	THOMAS, ANDREW B	D LOWER MERION EA
E	THOMPSON, AARON M	D READING EA
SE	THOMPSON, CHARLES H	M DELAWARE/PHILA PSEA-RETIRED
E	THOMPSON, EMILY S	D TULPEHOCKEN EA
MW	THOMPSON, JASON P	D MARS AREA EA
E	THOMPSON, JOYCE	N Resolutions
ESP	THOMPSON, LISA B	D IU #06 RIVERVIEW ESP
SE	THOMPSON, MARIE A	D WILLIAM PENN EA
SE	TILLES, JUDITH E	D INTERBORO EA
NE	TKACZYK, BRIAN D	D WYOMING VALLEY WEST EA
C	TODD, JENNIFER R	D BALD EAGLE EA
CW	TOMAK, DANIEL L	D GREATER JOHNSTOWN EA

Region	Member Name	D Representing
NW	TOME, MARCIA A	D ERIE CITY EA
E	TORRES, HOLLY J	D TULPEHOCKEN EA
S	TORRES, JOSEPH	D LANCASTER CITY EA
SE	TRACEWELL, RENEE L	D GARNET VALLEY EA
NW	TRAVIS, BECKY LYNN	M NORTHWESTERN PSEA-RETIRED
NE	TROAST, KAYLA N	D DELAWARE VALLEY EA
SE	TROTTER, BRITTANY	D 21st CENTURY CYBER EA
W	TRUCHAN, VICKI L	D NORTH HILLS EA
SE	TSCHACHLER, DAVID J	D IU #24 CHESTER CO EA
NE	TUTKO, RONALD P	D HAZLETON EA
NE	TYLUTKI, LAURIE E	D WESTERN WAYNE EA
S	TYSON-WILSON, BEVERLY F	D LANCASTER CITY EA
SW	UHRING, DAVID A	D HEMPFIELD AREA EA
ESP	ULRICK, DONNA M	D COUNCIL ROCK ESP
NW	UPLINGER, JENNIFER L	N Resolutions
S	UREY, CORI J	D WAYNESBORO EA
SW	VALERIO, VANESSA L	D MOUNT PLEASANT EA
SE	VANDENBERG, REBECCA A	D WILLIAM PENN EA
C	VANDERPOOL, DAWNA L	N IPD Council
S	VANVLIET, ANTONIA J	D EASTERN YORK EA
C	VANWHY, CASEY L	D COUDERSPORT EA
ESP	VASBINDER, KATHLEEN M	D PENNS MANOR ESP
C	VENTRE, LESLEY M	D ALTOONA EA
SW	VENTURINO, KRISTEN N	D ALBERT GALLATIN EA
SE	VERDEUR, JEANETTE E	D ROSE TREE MEDIA EA
W	VINS, CHRISTOFER K	D PINE RICHLAND EA
ME	VITALI, LYNN S	D PENNSBURY EA
S	WAGENER, ANDREW D	D LANCASTER CITY EA
E	WAGNER, DESIREE L	D READING EA
SE	WALSH, ELIZABETH A	D GARNET VALLEY EA
NE	WARD, MICHAEL J	D WILKES BARRE EA
W	WARMBEIN, GRETCHEN	D MT LEBANON EA
CW	WASHABAUGH, RICHARD W	L Board of Directors
S	WATERS-MADDOX, CHANTAL M	D HARRISBURG EA
S	WEBER, ANTHONY P	D SHIPPENSBURG EA
NE	WELSH, EILEEN M	D NORTH POCONO EA
S	WERNER, JEFFREY R	D YORK CITY EA
S	WERNER, VANESSA A	D YORK CITY EA
ESP	WHEELER, KATELYN L	D ERIE CITY ESP
ME	WIEAND, RYAN A	D QUAKERTOWN EA
ESP	WILLETTS, LESLIE L	D SOUTH FAYETTE ESP
ESP	WILLIAMS, DEBRA A	D LOWER MERION ESP
S	WILLIAMS, MEGAN	D HARRISBURG EA
S	WILLIAMS, MICHAEL J	D CENTRAL DAUPHIN EA
SE	WILLIAMS, SHIRLEY	D OCTORARA EA
S	WILLIS, REBEKAH L	D YORK CITY EA
MW	WINGERTSAHN, MELANIE A	D SENECA VALLEY EA
S	WIREMAN, JENNIFER E	D RED LION EA
W	WISKEMANN, ROBERT A	M ALLEGHENY CO PSEA-RETIRED
CW	WISNESKY, ERICA K	D PUNXSUTAWNEY EA
ESP	WITMAN, KAREN L	D IU #13 LANCASTER LEBANON ESP
ME	WOEHR, KELLYANN M	D BUCKS CO TECH HS EA
W	WOLF, REBECCA E	D BALDWIN WHITEHALL EA
SW	WUSLICH, RYAN L	N Legislative Committee
W	YANEK, SHANNON M	D MOON EA
S	YANITY, CAROL M	D CUMBERLAND VALLEY EA

Region	Member Name	D Representing
S	YANITY, GENE V	D CUMBERLAND VALLEY EA
S	YODER, MARTHA E	D RED LION EA
CW	YOUNG, JOLYNN A	L Board of Directors
NE	YURKANIN, T KEVIN	D HAZLETON EA
S	ZIMMERMAN, JAMI L	D WARWICK EA
ME	ZIMMERMAN, RHIANNON	D SPRING-FORD AREA EA
MW	ZIPAY, ED M	M MERCER CO PSEA-RETIRED
W	ZOLNAK, BRAD M	D WOODLAND HILLS EA
ST	ZUBEK, SANDRA B	L Board of Directors

Total Delegates at House 625

** END OF REPORT **



400 North Third Street, P.O. Box 1724
Harrisburg, Pennsylvania, PA 17105-1724
