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**PROCEEDINGS  
of the PSEA  
House of Delegates**

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**May 13-14, 2022  
Philadelphia, PA  
and virtual**



# Proceedings of the House of Delegates

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**First Business Session  
May 13, 2022**

PRESIDENT ASKEY: The hour of eight o'clock having arrived, The House of Delegates will come to order. We are here. We are in person. We are PSEA. Let's hear it. Thank you. So I would like to take a moment of silence for all of our members who have lost their lives due to the COVID pandemic. And I'd also like us to remember the victims of school shootings in this country. Any school shootings at anytime, anywhere. It is one time too many. Our nation's news features these horrors so frequently these days, that many Americans have become numb, numb, to the pain, suffering, and trauma that comes from crimes of violence committed with weapons in our schools. Sadly, a school shooting happened in Erie this year. PSEA members everywhere reached out their hearts to our brothers and sisters in Erie in the aftermath of the violence there. And those members and their local leaders sprung to action, demanded that the school administration better secure their schools and got that done. Every school, everywhere should be made safe from threats of violence. And there's something else that we can't forget. Hard as it is to believe, there is a war raging in Ukraine. The battlefields may seem far away, but the fact of the matter is that the battles are happening in cities, in towns and in villages that look very much like our own. And tragically, children and babies are among the victims. So we don't know how many children. We have yet to find out. Children like the ones we teach and the ones that we serve every day have been killed or wounded or displaced or orphaned. But we know it is far too many. So let's reach out our hearts. Let's reach out our hearts to them today and if we can contribute to their well-being, if you're able, please, please go to [unicef.org](http://unicef.org) and look for their Ukraine response. In our silence, let's remember the sacrifices every educator and support professional has made. And every risk we all assume to keep our schools safe and our children learning. So let's take that moment of silence now, please. Thank you.

PRESIDENT ASKEY: So it is my pleasure to introduce Troy Harris, an ordained deacon leading several ministries in his church. Troy is also a current member of Kennett EA,

Southeastern region and has been an educator for 24 years. Troy has worked both in both charter and public schools and is currently the fifth grade math, science and social studies teacher at New Garden Elementary School in the Kennett Consolidated School District. In 2012, Troy was awarded the New Garden teacher of the year. Outside of the classroom, he sings with the Northern Delaware chapter of the Gospel Music Workshop of America and will be a part of a live gospel recording this fall. Deacon Harris.

**Invocation**

DEACON TROY HARRIS: Good evening, everyone. Won't you join me into a spirit of prayer. Holy and eternal one, we invite you to preside over this meeting tonight and tomorrow. Shower down your blessing upon this august body of educators gathered here in person and virtually, assembled in this room and via other platforms. We may see things from a different lens but tonight I beseech thee to give us a unity of spirit, collaboration like never seen before, and a sense of purpose, from what will happen here, will have impacts in future generations. There's beauty and power and unity. I'm just going to say that again. There's unity... There's beauty and power and unity. We must be united in heart and in mind. Where there is unity, there is always victory. So tonight I'm speaking into the atmosphere that we will be victorious this weekend. Holy and eternal one, I pray that individual agendas become one agenda. I pray that individual missions become one mission, but above all of this, I ask that you give us wisdom.

Troy Harris: Wisdom to make the tough decisions. Wisdom to be effective. Wisdom to be productive. Wisdom to compromise. Holy and eternal one, give us the wisdom that we need. As I bring closure to this prayer, let us not forget the people who were trailblazers, former President Dolores McCracken. And least we not forget my colleague and friend, Korri Brown. Let's not let McCracken's two decades plus of programs and initiatives and Korri Brown's is there anything I can do for you philosophy, slip away. Let the discussions and actions that occur tonight and tomorrow continue to impact the generations to come. We ask all of the above in

the name of He who is the light of the world.  
Amen.

### **Pledge of Allegiance**

**PRESIDENT ASKEY:** Thank you Deacon Harris for being here with our delegation and opening our convention with your invocation. This evening, the pledge will be led by Emily Hannum. Emily is a second grade student in Octorara Area School District in Chester County, and daughter of Sara Hannum, member of the Oxford Area EA. She comes from a long line of educators and is the product of two public school graduates. Her favorite classes are art, music, and physical education. Yeah, she sounds okay to me. And she is an avid reader. In her free time, Emily enjoys gymnastic classes and hanging out with her pets. We will now hear from Emily. Please stand for the pledge.

**EMILY HANNUM:** I pledge allegiance to the Flag of the United States of America, and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all.

### **National Anthem**

**PRESIDENT ASKEY:** Please remain standing because we're about to do the national anthem. And as a musician, I really like Emily. She had great pacing. So tonight the national anthem will be led by the Oxford Area High School concert choir, Oxford Area School District, Southeastern Region, and directed by Oxford Area EA member Sara Hannum. The Oxford Area High School Concert Choir Ensemble includes 57 members, and the choir is open to any student in the Oxford Area High school. The choir has a long tradition of excellence in the southeastern PA region. Performing everywhere from their local auditorium all the way to Orlando, Florida. They are proud to represent the Oxford Area School District today. Before the concert choir begins the anthem. I call your attention to [www.psea.org/hod2022](http://www.psea.org/hod2022) where the names of our members currently serving in the military are listed.

### **Land Acknowledgment**

**PRESIDENT ASKEY:** 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. Thank you, Oxford Area Concert Choir and the teachers for the beautiful rendition of the national anthem. This evening, the land acknowledgement will be done by Ronnie Miller, member of Rose Tree Media EA and currently the treasurer of the Southeastern Region. She has been an educator for 18 years, currently teaching science and math in grade seven through 12. Ronnie lives with her husband and two cats in Pottstown and participates in obstacle course races. Ronnie?

**RONNIE MILLER:** Okay. We begin by acknowledging that we meet on traditional land served by native peoples. I specifically acknowledge that I am on the land of the Lenni-Lenape, which means original people in their Algonquin language. The land in which we meet is known by the Lenape as the Lenapehoking. According to oral tradition, the Lenape migrated to the Philadelphia region around 10,000 years ago, coming from as far north as present day Canada. The Lenape thrived here hunting and fishing throughout the region's forest and the Schuylkill and Delaware rivers until the late 17th century. Upon his arrival in 1682, William Penn, a Quaker leader who believed the indigenous people were a biblical people living untouched by the corruption of civilization, entered into a treaty with the Lenape and their leader, Chief Tamanend. The treaty which afforded the Lenape, some of their own land and villages was held until William Penn's death, upon which time Penn's son failed to acknowledge the treaty.

**RONNIE MILLER:** With all of their land now stolen, many but not all Lenape and other native groups migrated west towards Oklahoma and north to Canada. The Lenape who stayed behind and their descendants still remain in the Philadelphia region today working to regain their native lands that were indiscriminately and brutally stolen from them. I personally would like to acknowledge the histories and lives of all the indigenous children, stolen from their families who were forcibly entered into the residential school system, where the objective was to eradicate all signs of native



culture from these innocent children. The mass graves we now find at these school sites serve as reminders of the atrocities done to all indigenous people upon our arrival to their land. Now we honor America's first people and all elders and descendants. I call upon us all to learn about the tribal histories, cultures and contributions of all native groups that have historically been suppressed in telling the story of America. Thank you.

### **Introductions**

PRESIDENT ASKEY: Thank you, Ronnie, for that very nice job. All right, so let's proceed with introductions. To my right, we have our executive officers, Vice President Aaron Chapin; Treasurer Jeff Ney; Executive Director, Jim Vaughan. So we also have a great working board of directors that does an amazing job for you every day in their classroom and in your union. So from Central region, Melody Hassinger, Charles Del Fuller; Central Western, Jolynn Young, Rich Washabaugh; Eastern, Jena Brodhead, Sean Kerbein, Amy Hicks. Rich is getting a lot of showtime here tonight. Isn't he? ESP, Rudy Burruss, Mark Howshall, Cindy Lawn, Holly Harrington, Peg Rockwell. I'm going to pause till we get caught up here.

PRESIDENT ASKEY: We have... Alright. Mideastern, Alan Malachowski, Bill Senavaitis, Debbie Lee. Midwestern, Brian Reiser, Rosetta Dufalla, Northeastern, Jen Angolino, Ellen Raguckas. Northwestern, Tracey Hart, Janice Pearson. Southeastern, Pam Brown, Gary Gittis, Mike DeHaut Southern, Jimbo Lamb. Well, Jimbo, I think I like you. Benjamin Rugg, Cheryl Mattern, Rachael Curry. All right, settle down Southern region, really now. Southwestern region, Melissa Brant, Joseph Steeves. Western, David Taylor, Ray Milligan. Our ethnic minority rep, Kizzy Nicholas. PSEA-Retired, Mary Moran and Patsy Tallarico.

PRESIDENT ASKEY: Special Ed Liaison, Victoria Rice Campbell. SO representative Kelley Clouser. We have our department presidents for Higher Ed, Mike Hricik, Administration and Supervision, Elizabeth Brill. Pupil Services, Louise Thorpe. Career and Technical Studies, David Namey. Student PSEA, Sabrina Shaller. IPD, Amy

Lightner. HealthCare-PSEA, Sandi Zubek. We have our NEA directors, who by the way, cannot be here this evening because they are working hard in Washington, D.C. for us this week. Kevin Deely, Dawn Blaus, Nancy Behe, Melissa Constantino Poruben, Maria Bennett and Casey VanWhy. And our ESP division presidents, who also do an incredible job for their members. Central, Anne Styborowski. Central Western, Wendy Sheeder. Eastern, Rosemarie Paolucci. Mideastern, Deneen Dry. Midwestern, Dan Caperella. Northeastern, Adam Lanza. Northwestern, Robin Evans. Southeastern, Denise Kennedy. Southern, Dwayne MacArthur. Southwestern, Terry Pajac. Western, Dolores Scales. Our parliamentarian and timekeeper this evening and my best friend is Rick BurrIDGE from Harrisburg, Pennsylvania. If anything gets messed up, blame him.

### **Speaking and Voting Instructions**

PRESIDENT ASKEY: So before we begin, I want to give a few instructions about how to be recognized to speak and about how to vote. So listen carefully please, whether you are here in person or you are joining online via Lumi. So you can also find detailed instructions about all of this at [www.psea.org/hod2022](http://www.psea.org/hod2022). First, some instructions for delegates joining online. If you are joining online, make sure you connect your computer audio to the Zoom meeting that is inside the Lumi platform. To do this, click on the blue join audio by computer button that pops up on the 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.

PRESIDENT ASKEY: Like new business items, entering the speaking queue and voting. The zoom window is for participating in the House. 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 can refer to the list of action terms on the message board. When you are called on to speak, you should raise your hand in the Zoom platform. Don't do it where you're sitting, it won't work. Just click participants and then click the raise hand button.

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. If you're in your bathrobe, please do not do that. You will see a box to unmute yourself shortly. Unmute, introduce yourself and begin speaking.

PRESIDENT ASKEY: Simple as that. When you're finished, the production team will mute your mic and turn off your camera. 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 30 seconds to vote. Click on your selection to cast your vote. You will see a confirmation of your vote on the screen. If you do not see the vote appear automatically on the left-hand side of the screen once we open the polls, please click the voting tab instead. This tab will only appear once the poll is open. You will not be able to see it until then. To change your vote, simply click on another selection. You may change your vote at any time while the voting period is open. So once the voting period is closed, your last vote will be submitted. Help with technical issues. If you have technical issues, please contact the help desk at [helpdesk@psea.org](mailto:helpdesk@psea.org) or call 717-255-7089.

PRESIDENT ASKEY: I'll say that again. 717-255-7089 for technical assistance. Now, here are some instructions for delegates joining in person here in Philadelphia. For all of you joining in person, let's take a moment and make sure that you're handheld voting devices are ready. 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. With the label facing you. You will see a welcome message and your voting category slash class on the screen. So if you lost your voting card, please go to the registration table. The staff there will have one for you. To make your voting selection, use the track ball in the center of the device, 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. So once you've made your selection, the keypad will confirm that you've submitted it.

PRESIDENT ASKEY: You can change your selection by clicking on or pressing the number of a different voting option. When you're satisfied with your selection, press the green square to submit your vote. The keypad will confirm your submission. So if you change your mind, simply press the red triangle to cancel and select another option, before the voting is closed. You have to do this all before voting is closed. So you have 30 seconds to vote. Now, this is only the second time we've used this process for both in-person and online delegates. So you know what? Let's 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. Online delegates, please contact the help desk, [helpdesk@psea.org](mailto:helpdesk@psea.org) if you are having difficulty. You can also reach the help desk at 717-255-7089. All right, here we go. Please wait until you hear me say, please vote now to cast your vote. Everybody ready?

PRESIDENT ASKEY: So, who would win in an arm wrestling match? Aaron Chapin or Jeff Ney? Can we do this again because we had two different messages? It said something different on my screen. Yeah, that's different than what's on the screen. So, could you put the screen question up, so I can read the right question? Maybe? Please. It's his fault. So you never have any of these problems when you're in the classroom, right? No, No. Can we just get the question up? Okay, let's go. Now we're on track again. The question is... Oh, I'm not allowed to influence the vote. I should not be saying what I was about to say. Would Aaron Chapin beat Jeff Ney in an arm wrestling match? Vote, vote. You're not allowed to do that. We'll have to have you removed by the Sergeant-at-Arms. Yes or no? Please vote now. You have 10 seconds. Voting. I said, we're going to have you removed man, really. Voting is over. Please stop voting. We'll wait for the results. Yes, 120 votes. No, 202 votes.

### **Announcements**

PRESIDENT ASKEY: See, now wasn't that simple. So, 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. One final note for delegates here in Philadelphia, the voting

devices you just used need to stay in the ballroom. Please don't take them with you when you leave this evening. Please don't take them with you to the ladies' room or the men's room. Have someone watch them for you. Keep them in this ballroom. So they need to stay in the ballroom. Before you leave the ballroom tonight, please remove the card from your voting device and take the card with you and bring it back tomorrow morning and leave your voting device on your chair. So delegates, it's always important to give to PACE. And for those who are not here with us in person, you still can give, just go to [www.psea.org/hod2022](http://www.psea.org/hod2022).

PRESIDENT ASKEY: Remember, no, I'm not going to say that again. If you're joining online, make sure you give there, so that your contribution counts toward the prize drawings and registers on the PACE scoreboard. Remember, if you contribute before the close of the House, you're entered into one of our five, \$500 drawings this weekend. But there's more. Donate \$50 as an EA member or \$25 as an ESP, retired or student member, and you get this great T-shirt. Oh, come on. You can get more excited than that. Ooh, Aah. That's right. And you'll also get 10 chances to win \$5,000.

PRESIDENT ASKEY: So, that's right \$5,000 and we're not done. The highest 10 PACE contributors will win a coveted, highly sought after, exclusive, exclusive invitation to a reception after the close of the House on Saturday with, wait for it, me. Yes, I see the looks of excitement on some of your faces. So my friends, these prizes are great, and I hope you contribute to PACE and win some. But the real reason we all contribute is to win the biggest prize of all, electing pro-public education candidates, which you can bet your bottom dollar you're going to be hearing more about over the next few days, couple sessions. So please, please, please give. So let's now move on to the report of the Committee on Credentials and elections.

### **Credentials and Elections**

PRESIDENT ASKEY: The chair recognizes Erica DeVose, North Penn EA, chair of the credentials and elections committee to present the report, the person with one of my favorite voices in the world, Erica DeVose.

ERICA DEVOSE: Good evening. And thank you, Mr. President. Credentials procedures can be found on pages 21 through 23 of your program. A list of regions with a chart to enter the number of delegates is on page nine of the program. The credentials and elections committee certifies that as of 8:00 PM today, Friday, May 13th, 2022, there are 343 voting delegates for this House. The total number of certified voting delegates includes 294 delegates with a full right to vote. Twenty-three 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, oh, the total number of non-voting delegates is zero making the total number of delegates attending this house 343. Of that number, 276 delegates are attended in person and 67 delegates are participating remotely through the virtual meeting platform.

ERICA DEVOSE: 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 PSCA constitution and bylaws.

ERICA DEVOSE: The total number of full voting and limited voting delegates by region is central region 14, full vote, one limited vote, 15 total delegates. Central-Western region 14 full vote, two limited vote, 16 total delegates. Eastern region 14 full vote, one limited vote, 15 total delegates. ESP region 32 full vote, two limited vote, 34 total delegates. Mideastern region 42 full vote, zero limited vote, 42 total delegates.

ERICA DEVOSE: Midwestern region 13 full vote, zero limited vote, 13 total delegates. Northeastern region 25 full vote, three limited vote, 28 total delegates. Northwestern region 18 full vote, three limited vote, 21 total delegates. Southeastern region 27 full vote, one limited vote, 28 total delegates. Southern region 63, full vote, three limited vote, 66 total delegates. Southwestern region 11 full vote, three limited vote, 14 total delegates. Western region 21 full vote, zero limited vote, 21 total delegates. PSCA retired zero full vote, three limited vote, 26 modified vote, 29 total delegates. Headquarters, zero full vote, one limited vote, one total

delegate. The committee will present a report on Saturday with the final number of certified delegates.

ERICA DEVOSE: Mr. President, as chairperson of the elections and credentials committee and a delegate to this convention. I move adoption of the report of the credentials and elections committee with this, the initial report of the number of certified delegates.

PRESIDENT ASKEY: Erica DeVose chair of the credentials and elections committee recommends that the report be adopted. So please you may begin voting. You will have 30 seconds to cast your vote. 10 seconds. Voting is concluded. We will wait the results. The report is adopted.

ERICA DEVOSE: Thank you.

### **Order of Business**

PRESIDENT ASKEY: So now the chair, yes, let's give Erica and the committee a big hand of applause. Thank you. So the chair recognizes David Taylor, South Fayette EA chair of the constitution, bylaws, and rules committee, who will present the order of business proposed for this convention as published on pages five through seven of the official program and online at [www.psea.org/hod2022](http://www.psea.org/hod2022). Yes. Please join me anytime. On behalf of the constitution. Oh, go ahead, David.

DAVID TAYLOR: That's my part...

PRESIDENT ASKEY: No, it's not. I don't have your part here. Go ahead.

DAVID TAYLOR: Mr. President 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 five through seven 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 businesses published on pages five through seven of the official program, be adopted with flexibility for this House of Delegates. We will now vote on the motion. You have 30 seconds. 10 seconds. Stop voting. You have adopted the order of business. Thank you.

### **Adoption of Standing Rules**

PRESIDENT ASKEY: We'll now go on to the adoption of standing rules of procedure and 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 16 through 20 and online at [www.psea.org/hod2022](http://www.psea.org/hod2022).

DAVID TAYLOR: Thank you, Mr. President, 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 standing rules of procedure as published on pages 16 through 20 of the official program.

PRESIDENT ASKEY: The chair recognizes Erin Rhoades at microphone one from Cornwall Lebanon EA to amend the standing rules.

ERIN RHOADES: Erin Rhoades, Cornwall Lebanon EA moving an amendment to the standing rules of and procedures. I believe you have the changes in the language.

PRESIDENT ASKEY: We'll get those up on the screen. It is simply to block out that one paragraph. Is that correct?

ERIN RHOADES: Correct.

PRESIDENT ASKEY: I'll give the body a moment. Now what this would do, so you know, is it would allow for amendments to be made from the floor. So Erin, would you like to speak to your amendment?

ERIN RHOADES: Yes. Thank you. I'm not sure if everyone read the details and the emails we received prior to this House.

PRESIDENT ASKEY: Erin, can you get closer to the microphone you're working, I want to make sure that your voice is heard.

ERIN RHOADES: I'm not sure if everyone read the details and the emails we received prior to this House. I read in the emails that amendments for new business items had to be submitted by 10:00 a.m. Saturday morning, this prevents the body from discussing NBIs and amending any language that may be discussed on the floor. The more of us that are together discussing and working for our members, the better the end product. By removing this language we revert back to Robert's Rules where

delegates will be allowed to offer amendments at any time during the session. Amendments often come up on the floor. This change will effectively ensure that we do not limit debate. In the words from a prior speaker, collaboration, discussion, and unity.

PRESIDENT ASKEY: Do we have any other speakers? I'll give it a moment. There being no additional speakers, we will now vote on the proposed amendment. Those in favor of the proposed event amendment. If you are in favor of the amendment, please click yes. Those opposed, please click. No, you can begin voting. You will have 30 seconds to cast your vote. This is like the music that was in the theater. 10 seconds. You have amended the standing rules.

PRESIDENT ASKEY: On behalf of the committee chair, David Taylor, recommends that the standing rules of procedure for this ... Well, that doesn't make sense now. So they are adopted as amended. So are there any speakers on the motion now? We have to go back to the main motion now that the motion's been amended and adopt the standing rules as amended. So are there any speakers on the main motion of the adoption?

PRESIDENT ASKEY: So there being no additional speakers we will have out on the vote on the rules as amended those in favor of the rules as amended click. Yes. And those opposed click, no, you can begin voting. You will have 30 seconds to cast your vote. 10 seconds. Voting is over. We'll await the results. You have adopted the rules of a procedure as amended.

### **Adoption of Election Procedures**

PRESIDENT ASKEY: So now we move on to the adoption of election procedures. The chair recognizes David Taylor, South Fayette EA chair of the constitution bylaws and rules committee, who will present the election procedures proposed for this House of Delegates.

DAVID TAYLOR: Thank you, Mr. President, once again, 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 elections procedures as published on pages 24 through 27 of the official program.

PRESIDENT ASKEY: On behalf of the constitution, bylaws and rules committee chair, David Taylor recommends that the election procedures be adopted for this House of Delegates. So we will begin to vote on the motion, begin voting. You will 30 seconds to cast your vote. 10 seconds. Time. You have adopted the election procedures for the May 2022 House of Delegates as published.

### **Adoption of Minutes**

PRESIDENT ASKEY: Adoption of the minutes of the December 2021 House of Delegates. The minutes of the December 2021 House of Delegates were transcribed and posted on the PSEA website as part of the premailing as mandated by NBI number six from the December 2009 House of Delegates. So I have a motion moved by Rich Washabaugh, seconded by Rachael Curry, that the minutes of the December 2021 House of Delegates be dispensed with and the minutes be approved as printed. So you can begin voting. You have 30 seconds. 10 seconds. Voting is closed. You have voted to dispense with the reading of the minutes of the December 2021 House of Delegates.

VICE PRESIDENT CHAPIN: In a few moments, first of all, good evening, everybody. In a few moments we will hear from our president, President Askey, but first we have a very special guest who will be joining us live via satellite all the way from Surrey, England to welcome Rich to the podium. Delegates, I present to you, Rick Astley, song guy. (singing)

### **President's report**

PRESIDENT ASKEY: Okay. We can cut now. Thank you everybody. Thank you. So we're going to proceed with my report. I don't think I've ever quite been introduced like that though, before. But I think I have the better name. So anyhow, good evening fellow delegates and welcome to Philadelphia.

PRESIDENT ASKEY: What a year it's been. There are just no words, none. Nothing that I could say to fully capture just how challenging and stressful the school year has been for so many of us, for so many of you. The consequences of the pandemic have piled additional demands on you and your colleagues.

You are working to close learning gaps with students who have fallen behind academically. And in many cases, these students are coming to school with serious mental and emotional health needs. Your schools and your colleges are having tougher times finding substitute teachers and support professionals and filling staff vacancies. And you are expected to keep doing your job without all of the supports that you need. These are very, very real challenges and you are meeting them every day with the unwavering goal of educating and serving the students of Pennsylvania. You are doing an absolutely incredible job.

PRESIDENT ASKEY: And I want to tell you, you need to know, that your students, their parents, and the communities where you live and work, they are so grateful to you. Yet something is missing as hard as you work, as talented as you are, there are only so many hours in a day for the very real challenges that we face in public education today, the answer isn't for you to take on more work and more stress and more hours. We need elected leaders to step up. Step up and partner with us to find real solutions to these real problems. Yet it seems like every time I turn on my TV or fire up my laptop, there I see some opportunistic politician pushing their hollow criticism of our public schools and more infuriating, all of you. The teacher bashing, the racist dog whistles, the attacks on people who are different from them. Constant efforts to drag our public schools into their culture wars. It's all a lot of noise, but it has to stop. You deserve better. Your students deserve better. So where do we start? Where do we start?

PRESIDENT ASKEY: For one, we do exactly what we've been doing. We teach history as it happened. We help students make sense of what's going on in our world. We bring diverse perspectives and authors into our lessons. It is up to us to cut through the noise and tell the truth about what students need. And that is exactly what you are doing in your classrooms and in your communities as educators and support professionals and as PSEA leaders and advocates, the politicians behind these culture war attacks on our schools, see it as a winning election strategy. We're not letting them get away with that. There are real problems in our schools that need to be addressed and that they

should be focused on. And we're going to bring that fight to them every chance we get.

PRESIDENT ASKEY: When lawmakers push new tuition voucher bills, like for 25 years, they've been doing this, that strip millions from our most struggling schools. We're going to be there explaining what that means for the students who can least afford to have their school funding decimated. When politicians like get ready Southern region, I want to hear it, when politicians like representative Barb Gleim, can the rest of you join us? You may not know her, but you want to boo. When politicians like representative Barb Gleim of Cumberland County suggests that teachers are treating. Listen to this. Teachers are treating students differently, differently based on their races, we show up and we hold those politicians accountable for their words and their actions. When school districts try to ban books written by authors of color, when they attack and marginalize our LGBTQ+ students, when they try to restrict you from teaching books that reflect the diversity of our nation, we need to be there fighting back.

PRESIDENT ASKEY: They want to scare us. They want us to sit down and shut up, and we will not. To paraphrase the poet Dylan Thomas, we will not go gentle into that good night. No, we will not. In the face of this manufactured outrage, you have shown tremendous courage. You continue to put your students first to introduce them to a variety of ideas and authors to connect what they are learning in the classroom to what's happening in the real world. The good, the great, the bad, the ugly. You make the curriculum relevant to your students because you know that by doing this, you are empowering them to be a better problem-solver throughout their lives. This is our responsibility as educators and support professionals. And it is one we take very seriously. National teacher of the year, Kurt Russell, a high school history teacher from Ohio. He said it best in a speech he delivered at the White House last month. He said, listen to this, "Teaching has to be learner centered. Students must see themselves in the classroom and in the curriculum in order to empower and to engage. That's why I created courses to allow students to feel valued, courses that deal with women's

rights, gay rights, and also a survey of black history. It's important that my students see themselves as I see them with unlimited potential and full of gifts."

PRESIDENT ASKEY: That, my friends, is what it's all about. That's what it's all about. It's why we stick it out with our students day after day. Even when we feel exhausted, even when we feel burned out because the students give us hope. That's where we find our hope. And we know, we know, that what we do makes a difference in their lives. Our students, our students, they may be struggling right now, but in their hearts, in their hearts, they want what we all want. To be connected, to be respected and to be empowered. And the difference that you make in the lives of your students, it cannot be understated, my friends. And make no mistake. Your students and their parents, they see you, they see you and they appreciate you.

PRESIDENT ASKEY: In fact, there's a new poll out from NPR and the polling firm, IPSOS that found parents of public schools are very, very happy with their teachers. You never know. Go ahead. And when you're done doing this, do a little bit of this. You'd never know there were you to talk to some of those dishonest politicians. Did I say Barb Gleim? Oh yeah, I did. Boo. Oh, come on. Let's give her a bigger boo. But it is true. Listen to this. 82%, 82% in the NPR poll said that their children's schools have handled the pandemic well. 82%. 88% said they were pleased with their children's teachers despite the many challenges of the last couple years, 88%. That's remarkable. I'm sure you all know about polls and surveys. You never see 88% of people agree on anything, especially in today's world. But they agree that our schools and teachers are doing a great job. And that is a testament to the incredible work that all of you, all of you, no matter if you're in a classroom, cafeteria, office, bus, whatever, you all make that difference and you are all responsible for that 88%.

PRESIDENT ASKEY: Parents see you and they appreciate you. And so do your PSEA leaders and staff. We are as committed as ever to finding solutions to the real challenges you are facing. We have worked to enact a law that broadens the pool of substitute teachers in Pennsylvania's public schools. And we are

pressing school district leaders to tap into federal American Rescue Plan funds to pay those substitutes better. That's how our schools can recruit and retain the substitutes. Our schools need the answers right there. We are focused strongly on advocating for a state budget that invests in our public schools. Pennsylvania has had a very good year in tax and revenue collections. I'm sure you've all heard a little bit about that. So there's no excuse.

PRESIDENT ASKEY: We need to invest in our schools to pay teachers and support staff better and to hire more school counselors, nurses, psychologists, and social workers to improve the mental and emotional well-being of students. Our schools need to leverage American Rescue Plan funding to address student learning needs and other pandemic driven expenses. And you all need more supports in your classroom. You need more supports in your cafeterias, in your school buildings, in your offices. So that's what we're focused on.

PRESIDENT ASKEY: That, and a little thing called the election. You knew that was coming. If we want to enact real solutions to real problems, we need to elect real leaders to the state Legislature, governor's office and Congress. So Josh Shapiro, Pennsylvania Attorney General, and the PACE recommended candidate in the democratic primary for governor is here with us this weekend. Josh is a pro public education leader. So too is Austin Davis, our PACE recommended candidate in the democratic primary for lieutenant governor, both Josh and Austin, they support investing in our schools and providing you with the support you need.

PRESIDENT ASKEY: They oppose cuts to our pension benefits and will fight against bad policies like private school tuition vouchers. So we need them in here. Go ahead. Did I hear boo, boo. Yeah. Please tell your friends and family to support these candidates and make sure you know where your candidates for Congress and the Legislature fall on the issues that you care about, including public education. We need those champions in the halls of power to stand up to the craven politicians who care only about their own political futures. And also when you talk to your family and friends, you know what else you need to do?

You need to tell them your story. You need to tell them what is happening in your school and why we need leaders like Josh and Austin. Your stories carry so much weight. Educators are trusted messengers. Poll after poll tells us this. We need to cut through the noise that is out there by telling our stories, by telling your stories, and then we need to work and then we need to win. Later this weekend, we will hear from Cheryl Lee Ralph, a wonderful, yeah. Oh yeah. I've loved her since Dream Girls. So anyhow, a wonderful actor starring in the hit ABC television program, "Abbott Elementary." It may be fiction, but the stories told on Abbott Elementary are opening the eyes of so many Americans about what it's really like to work in an underfunded public school and why folks like us keep on doing it. It's a great example of the power of stories. So now we need to add our stories to the mix. We need to cut through the noise by making our voices heard in the halls of power at the ballot box. And yes, at the bargaining table. We've been doing it for years and we're not going to stop now.

PRESIDENT ASKEY: We will not go gentle into the good night. We will be learner centered. We will help our students understand that they have limited, unlimited rather, potential. That they are full of gifts. We're going to cut through the noise. We're going to tell the truth. And we're going to shut down those cowards pushing false narratives about our schools and students just as we have done all along by being there for our students and being there for each other. So finally, I just want to thank you for being here for the House of Delegates after the year you've had. It means the world to me, to Aaron, and to Jeff and all of PSEA's leaders and staff here tonight that you have taken the time to be present with us to tackle the important business of this union. Your work is strengthening PSEA and helping us lift the voices of educators, nurses, support professionals, and education specialists everywhere so that they will hear us from the mountaintops. So thank you all for that you do for your students. Thank you for what you do for your schools. Thank you for what you do for PSEA. And I hope you have a wonderful House of Delegates. Thank you, my friends.

PRESIDENT ASKEY: Thank you. And if we could do a standing ovation back at you, we would, just so you know. So delegates, when you entered the ballroom this evening, you heard some really great live music. Did you not?

PRESIDENT ASKEY: Kuf and Christine, the duo of Kuf Knotz and Christine Elise were kind enough to play for us this evening. And I know I thought they were terrific. So let's give them a hand and let them know that.

### **Special Music – Kuf and Christine**

PRESIDENT ASKEY: Kuf and Christine's music combines hip hop, soul, and classical music. Kuf is an MC, poet, and songwriter. And Christine is a classically trained harpist, pianist, and vocalist. But just as important, one of their goals is to foster community grow through music. I just love that. As a music teacher, I can't help it. They are doing great work and making great music. And they'd like to share a few of their thoughts about this with you. So first we're going to see a video describing what they do and the impact their music has had on others. Then we'll hear from them live. So let's have a look.

PRESIDENT ASKEY: So that's really inspiring. So now I'm pleased to introduce Kuf and Christine for a few words. Please come on up.

CHRISTINE ELISE: Hello everybody. I'm Christine Elise.

KUF KNOTZ: Hello, I am Kuf Knotz and we'll keep it short and sweet.

CHRISTINE ELISE: Yeah, for sure. We just want to thank you all for having us here. Special thanks PSEA. And we created higher grounds music to create a ripple effect within schools and communities. To really not only work inside the classroom to build connections between the staff within a school, the school community environment, and the greater environment using creative arts. And so it's our mission to really create a supportive environment that our students need, a connection between everybody involved. And to just really focus on that social, emotional learning.

KUF KNOTZ: Yes, and we're very open to collaboration and building and working with



new people. So if you're interested, don't hesitate to reach out and contact us.

CHRISTINE ELISE: And we'll be outside later. So come say hi. Thank you.

KUF KNOTZ: Thank you.

PRESIDENT ASKEY: Thank you.

### **Status Report on December 2021 NBIs**

PRESIDENT ASKEY: So I call your attention to the status report of the December 2021 House of Delegates new business items. This report was posted on the PSEA website and as part of your pre-mailing packet. In it, you will find the follow-up actions taken on the NBIs. Passed at the December 2021 House of Delegates.

### **Member Spotlight – J'Mel Johnson**

PRESIDENT ASKEY: So now we move on to our first member spotlight. J'Mel Johnson spent almost two decades teaching tweenagers before she had an epiphany. As an English language arts teacher, she knew well how to instruct her students in reading and writing to prepare them academically. But she realized she was missing the opportunity to prepare these kids more broadly for life. That meant teaching qualities like compassion, resilience, integrity, essential subjects not covered under any standard curriculum. Her change in focus led to a dramatic shift in her relationship with her students and impacted their relationships with one another. It even led to her writing a book all about it. Here's J'Mel to tell us more.

J'MEL JOHNSON: My Name is J'Mel Johnson. I am a sixth grade ELA teacher at Oak Park Elementary School in Landsdale, Pennsylvania. I've been teaching for 20 plus years and it's my passion. I absolutely love teaching. W.E.B. DuBois has a quote that says in education, we must not simply teach work, but we must teach life. And in our classrooms, I think it's our responsibility to go beyond just teaching our subject matter. We have to start really showing our students what life is about and the skills that they're going to need to survive in life and the character that they're going to need. We have to help them build confidence. We have to show them that their intellect is important and that gets them on a

path, but it's their integrity that gets them through the journey of life.

J'MEL JOHNSON: I recently wrote a book. It's called "Quotes and Jokes, A Mental Detox for Tweens and Teens." And in this book, it really helps them navigate through their journey of life, emotionally, socially, mentally giving them the tools that they will need to face life's challenges. I also wrote this book because I've had students who had goals. They had dreams, they had passions, and things they want to accomplish in life. And I'm like, wow, that's great. You want to be a doctor? You want to be a business owner. You want to be an NBA player. Wonderful. But the most important question that I would ask them now, after they tell me what they want to do in life. I said, I have a different question. My question is, what kind of person are you going to be? Are you going to be resilient? Will you be confident? How will you resolve your conflicts?

J'MEL JOHNSON: Are you going to be persistent? Will you be compassionate and care about other people? Will you be motivated? Will you be humble and realize that everything's not going to always go your way and you don't fall apart when things go wrong? So that's the question, I think as educators, as parents, as just those who are leading our youth, that's the question we have to start asking them. I want to know that when they leave my classroom or even when they graduate from high school, I can say I had a part in making a difference in each and every one of their lives. To me, that's what's important about being a public school teacher.

### **Member Spotlight – Eric Gimbe, David Raymond, Mike Graham, Alex Raymond**

PRESIDENT ASKEY: Absolutely, absolutely remarkable. You may recognize our next spotlight from the cover of the May issue of *Voice*. Northeastern York Middle School social studies teacher, David Raymond, along with his colleagues Mike Graham and Eric Gimbe, and David's son, Alex create awesome instructional YouTube videos under the moniker, Bobblehead George. They visit historical sites, recreate Lewis and Clark's recipes and offer fresh takes on science, history, and social studies curriculum. The best part is how much fun they

have doing it. Here are four members of Bobblehead George, to tell you all about it.

ERIC GIMBE: My name is Eric Gimbe, and I'm an eighth grade U.S. history teacher at Northeastern Middle School.

DAVID RAYMOND: My name is David Raymond, and I also am an eighth grade American history teacher at Northeastern Middle School.

MIKE GRAHAM: My name is Mike Graham. I am an eighth grade physical science teacher at Northeastern Middle School.

ALEX RAYMOND: My name is Alex Raymond. I do not teach at the middle school, but I am the videographer and editor for our team.

DAVID RAYMOND: And together we make up a group called Bobblehead George. We have a YouTube channel called Bobblehead George, which produces original history content for our students and for students all over the world. The idea came at the beginning of the pandemic whenever everything shut down. I think for us, it was March 13, 2020, and everything was canceled, including our annual field trip to Gettysburg. And so we had gotten permission to take a day and travel to Gettysburg and we filmed what was going to be a virtual field trip for our students. And it was originally just going to be us teachers. And my son, Alex at the time was a junior in college at Kutztown was home also because of the pandemic and was kind enough to come and film with us there. And that was the genesis of our virtual field trip. So what became known as lessons on the road. And I think that it really took off after that. And those videos caught the attention of York County History, which caught the attention of George Washington, Mount Vernon and so on, so forth, which has allowed us to expand and create more and more original content.

ERIC GIMBE: So something that's really nice about teaching history in the area that we do is there's a lot of really great historical sites pretty close to us that we were able to document pretty early on. So our history curriculum goes from the French and Indian war through reconstruction and living in York County we're able to cover some things that are related to Revolutionary war, went to Gettysburg

to talk about stuff that related to the Civil War. Philadelphia was a pretty close drive for us. And then from there, we were able to kind of branch out a little bit to Virginia, but just being located in south central Pennsylvania like this gives us so many great opportunities to film a lot of historical sites that we talk about in class.

MIKE GRAHAM: Hopefully we helped out some of the organizations that we worked with, like York county agricultural industrial center, like many other people, they shut down during the pandemic, not knowing what was going on. And we came in there and they were so nice, and they allowed us to film what they had, their collections. We asked some pretty big favors, and they didn't say no to any of them. And hopefully we kind of showcased what they had so that when the pandemic became better and people started coming back to their museum, they'd get a better idea of what they're going to see. Or maybe they saw something on the channel and said, well, when the pandemic's over, we have to go and see that.

DAVID RAYMOND: I think the biggest jump for us was going from the York County History Center to being invited to George Washington's Mount Vernon. That was a really big jump. And we realized at that point that we had to be a little bit more, realized at that point, we'd be a little bit more serious about what we were doing, more efficient, and had a lot more work going into this. But we got to film in places that we never envisioned that we would get to go to. And in the process, bringing these places to our students and into our classrooms and hopefully in classrooms around the country. We end all of our videos ... where I'll go that's Mr. Graham.

MIKE GRAHAM: That's Mr. Gimbe.

ERIC GIMBE: And that's Mr. Raymond. And thank you for joining us on this lesson on the road.

MIKE GRAHAM: Recently, my students finished up a video project and I walked out, and I had three young men that asked me, the first thing they said, well, how do you do that? And I said, well, what do you mean? They said, well, the ending. Show us how you do the ending. They wanted to end their project the same way we end our videos, which made me smile.

DAVID RAYMOND: Yeah. It's neat to see the kids engaged and it's neat to see them interested and excited about learning.

MIKE GRAHAM: You guys should do the same.

DAVID RAYMOND: All right, so thank you for joining us for this lesson on the road. Next time you're looking to do something a little historical, a bit scientific and just all around nerdy, check out Bobblehead George and all the videos and everything we have to offer. That's Mr. Graham. That's Mr. Gimbe. That's Mr. Raymond. We'll catch you guys next time.

### **Vice President's report**

TED LANGE: Ahoy, I'm Ted Lange also known as Isaac from The Love Boat. I heard Aaron Chapin listens to yacht rock radio when traveling. Imagine the ocean wind in his hair when it's just the car windows are down. Ah, singing so loud it makes Jeff Ney seasick. Aye, aye. Aaron. So listen, I understand you guys are connected to the statewide teachers union. Congratulations on that and keep on keeping on. Yeah.

VICE PRESIDENT CHAPIN: All right. Well, if I could go back to my 10 year old self, he would be ecstatic. You got some music. Well, what an intro. And I appreciate that, Isaac. And oh, ahoy everybody. It is great to be with you in person at our House of Delegates, again. How about that? Two Houses of Delegates in a row together.

VICE PRESIDENT CHAPIN: I know how eager we are to move forward out of the pandemic and into a new chapter as an organization and in our lives. And it is in that spirit that I'd like to talk to you today about the issue near and dear to my heart. One that PSEA has been working tirelessly to advance. It's an issue that affects all of us and the work that all of us do, whether we are aware of it or not. And it's something that requires much listening and learning as it does action. And I'm talking about our diversity, equity, and inclusion initiative, which over the past year and a half has involved a cross departmental effort from some of the most committed, talented, and thoughtful members of this organization.

VICE PRESIDENT CHAPIN: Individuals I am honored to work shoulder to

shoulder with. As we have embarked on this process of self-examination and improvement to take a hard look at ourselves and our community and ask, how can we be better? But let me back up for a minute and give you a little refresher on what PSEA's DEI initiative is all about and how it began. In September of 2020, PSEA created the task force on racial justice and inequity in response to the wave of protests and calls to action that followed in the wake of that summer's tragic killings of George Floyd and Brianna Taylor. I had the great privilege of being named chair of this task force, which includes about 12 members who represent the full spectrum of the Association's membership. The first thing we did was listen, just listen. We consulted rank and file members about how they would like to see us as an organization respond.

VICE PRESIDENT CHAPIN: Next, in response to those listening sessions, we drafted a diversity, equity, and inclusion statement, which would act as a tool to help us sharpen our focus on PSEA's core values. These values are at the heart of what our association believes. They include ensuring a variety of social and cultural identities are represented in our spaces, promoting justice and fairness within our own procedures, our processes, priorities, and our resources. And creating a respectful environment that embraces and fosters full engagement of members from diverse backgrounds and identities. Last May, the delegates of this body voted overwhelmingly to adopt this DEI statement as a new business item. And since then, for the past year, our task force has been meeting regularly to strategize and prioritize our response to this pressing issue. And what we realized is that we needed to have a clear objective picture of where we stood on these issues so that we could know where to go to next.

VICE PRESIDENT CHAPIN: To that end, we brought in an outside consulting group to do a full organizational equity audit. For several months, Ascension Worldwide has been engaged in a deep dive of all of our documents, processes, and operations. And they are here today to share some of their findings with us. But before I pass the mic, I just want to stress that if you think this process doesn't apply to you, well rest assured it does. We are all

members of the largest public sector union in the commonwealth. One that is instrumental in shaping education policy. It is our responsibility as individuals and as a collective to fight for racial and social equity, whether it's in our classrooms, our communities, or right here in our association. And whether it's equity with respect to race, gender, religion, sexual preference, or socioeconomic status, this is about showing all people respect all the time. This is important work, and I am proud of PSEA's investment in it. Thank you all. And please give a warm PSEA welcome to Ascension Worldwide.

### **Ascension Worldwide presentation**

CJ GROSS: Okay. So I was asked if I knew how to use this, and maybe that was a good question. So the last three presentations have been really awesome and inspiring. So I'm just curious to know, how was your entire day? How was it today? Just good? All right. That's what I'm talking about. My name is CJ Gross, and I am the founder and CEO of Ascension Worldwide diversity equity and inclusion firm. And I'm just going to tell you a little bit about myself, allow my partner to talk about himself a little bit, and then we're going to go through some slides of what we do at our organization and how we have supported the efforts here. So my background is engineering. I've worked in that field for quite a bit of time. And then I moved into leadership development and 20 years of leadership development. Last five years focused specifically in diversity, equity, and inclusion. And so we bring that level of experience to the PSEA. The other part of my background is our organization is located in Silver Spring, Maryland, but I, myself, live in Shrewsbury, Pennsylvania, anybody, all right. Woohoo. We can go hang out at Quadoras Park if you want. So I'm going to let my colleague introduce himself and then we'll go through the slides.

CHRIS MORAN: Okay, thank you, CJ. I am Chris Moran. I am the senior director of operations for Ascension Worldwide, and I am proud to say that my wife is a public educator in the state of Maryland. Want to give a plug for that? So maybe we'll talk a little bit about the work that we've done, but first we want to talk a

little bit about Ascension Worldwide and some of the capabilities that we bring to PSEA.

CJ GROSS: All right. So Ascension Worldwide is a full service minority organization. Again, I already told you where we're located in Maryland, we provide different services including but not limited to training, virtual as well as in person training, assessment work, leadership coaching, leadership retreats, strategic planning. We actually create products and services specifically for the organizations that we work with to provide that customized approach. We have several courses; the flagship course is unconscious bias awareness. And one of the things we do is we believe in the brain science. We focus on what's going on behind the scenes for a more inclusive approach to the conversation around diversity, equity, and inclusion. And we utilize the global diversity, equity, and inclusion benchmarks, which we'll talk about a little bit later, but it's how we rank organizations in different areas of their strategy.

CJ GROSS: And ultimately, we work with clients on a local level, a global level, work with nonprofit organizations, association, museums, colleges, and government agencies. Some of our clients include colleges like University of Maryland Medical Center, Toyota, and the list goes on and on. So our values are, as you can see here, is really focusing on mindfulness and really focusing on what the client needs, what the client is trying to understand about their culture, the organization, the culture of their organization, as well as how our services will apply to their specific needs. We pride ourselves in being authentic when we deliver work. And so that really requires us to look at our own background, our own stories, as well as the stories and backgrounds of our client.

CJ GROSS: We focus on innovation. And what that really means is how do we provide services that are unique to our client? How do we come up with something that maybe didn't exist before? We do that quite often, and in order to meet the cultural need of our organizations and not just to check the box types of services, we look at how we can pull information from the background of our experiences, as well as the other services that we've provided. And ultimately, I love data. So my background is engineering. I have a black

belt, six Sigma, and I also know karate. And so we look at where organizations fall within the diversity, equity, and inclusion benchmarks. And we reverse engineer that to find out how do we help them to increase their performance as it pertains to diversity, equity, and inclusion. And ultimately, we're always looking at how do we create more impact.

CHRIS MORAN: Okay. So let me talk a little bit about the work that we're doing with PSEA and specifically around the survey work that we're doing with you all. First of all, we did a survey of the staff that we completed recently. And so we got some good insight about the staff. We're about to do that same survey to the leaders of your organization, specifically around trying to get as much data and information as we can to give PSEA some good insight into what the organization is currently doing and what the organization can do better with regards to diversity, equity, and inclusion. We do this in a threefold approach. We collect the information from you all. We do some analysis...

CHRIS MORAN: We collect the information from you all, we do some analysis on the information, and then ultimately, we're going to present some findings and recommendations. And so those findings and recommendations can be long term projects, but as well as some short term things that will provide the most bang for your buck. So a little bit about what we've done with the staff survey. We conducted a survey of 16 questions. 202 staff members participate in that survey, which is about a 84%. And just to give you some comparison, typically, when we do surveys of this nature, we get about 50% response rate. So 84% response rate is really, really high, which tells us that the staff is very passionate about this topic. So those are really good numbers.

CHRIS MORAN: We reviewed about 35 documents or so that told us a lot about, not only how PSEA does diversity, equity and inclusion, but how they have done it in the past. And so that helped us really form some thoughts about how we can look at this going forward. Certainly we reviewed the benchmark data that you've done in the past. We attended the spring leadership conference. Most recently, we attended another meeting on Tuesday of the board as well. And then we are attending, of

course today this morning we attended the executive committee as well as this conference. So go ahead and next slide please.

CHRIS MORAN: So the leadership survey, I can't stress enough about the leadership survey and we'd really like to try and get to that 84% response rate. And I know that you get a lot of surveys and your leaders get a lot of surveys, but as much as possible, if we could get those responses. That gives us a really accurate picture of PSEA and what strides you've made and where we can even do better.

CHRIS MORAN: It contains only 23 questions. So it's a very short survey of likert style question. If those of you who know likert style, it's strongly agree, agree, neutral, disagree, and strongly disagree. So it's pretty easy to fill out those questions. We've provided not only the leaders with links, but there's a QR code that they can scan to take this the survey as well. Next line.

CHRIS MORAN: So, often organizations want to know where they lie with regards to their diversity, equity and inclusion efforts, vis-a-vis other organizations. And so it's really important that the industry has come up with the global diversity and inclusion benchmarks, which we subscribe to. It's not an end all be all for how organizations should progress in their diversity, equity and inclusion efforts, but it gives them a good sort of benchmark to be able to compare themselves to other organizations.

CHRIS MORAN: And so we often get the question, "Well, how do we move up in levels? How do we go from a level one, which is a reactive level, all the way to level five, which is known in your industry as being the leaders in diversity, equity and inclusion." So there's a couple ways that we thought we talked to you a little bit about the ways in which you can move up and become more progressive, certainly more inclusive as an organization. One of those ways is certainly to do the things that you're doing right now, which is to have a diversity, equity and inclusion committee to have a strategy around that, certainly to post your diversity, equity, and inclusion definitions, which you've worked on, Aaron, so greatly led that effort and having that is really a first step. Some other efforts, really, to ensure that you're going

forward with this is to really start to broadcast and to publicize the fact that you're doing this. And so that goes a long way to making sure that you're moving up with levels. Any other thoughts, CJ on ways that they can?

CJ GROSS: Well, one of the things we do is reverse engineer the process of recruiting and hiring as well as succession planning for leadership. So that's a part of the equity. Do people know how to become leaders? Do they have access to resources to become leaders? And a lot of times those opportunities are there, but is there a clear line of sight for how they access that information? So there're tons of things that we do to uncover those opportunities and move organizations up through the levels.

CHRIS MORAN: So I want to encourage you all to continue to keep this in your thoughts, to work with your local leaders, to work with all of the committee members that we've been working with regarding this. We're happy to answer any questions, to take any questions. If you'd like to see us after, we're going to be here. If you want to come and talk to us about some ways in which we can help your organization, we're certainly available to do that. Okay. Thank you very much.

CJ GROSS: We're not fielding questions.

### **Innovative Teaching Grant**

PRESIDENT ASKEY: All right. Thank you. Thank you very much. So I now ask Amy Lightner, chair of the IPD committee and board member to come to the stage and recognize the Innovative Teaching Grants 2022 Awardees.

AMY LIGHTNER: Good evening. Thank you, President Askey and thank you delegates for your attention and taking time to honor these grant awardee recipients. Each year, the Council on Instruction and Professional Development gives out grants for innovative teaching ideas. Applications are available currently for the next year. So please consider applying as these three members did. The applications are due at the beginning of February each year. Our first recipient is Andrea Ricevuto. Did I say that correctly? Andrea's from the Southeastern region, Interborough EA. The title of her grant was providing our L students with authentic opportunities to see the

big picture. And the goal is to take the English language learners into the community, not only from one school, but four schools within her district and to provide them real life activities and real world experiences.

ANDREA RICEVUTO: Thank you.

AMY LIGHTNER: Our second recipient is Deanna Gay from the Northeastern region. She's from Central Susquehanna Intermediate unit, and her grant was titled The Power of Plato. And this is to provide opportunities for developmental learning and sensory benefits to those young children so they can develop their hand strength and dexterity as well as the opportunity to reenact things, stories that they've read in the classroom and reenact things at home. Congratulations.

AMY LIGHTNER: And our third recipient is Keith McCray from the Southern region. He's from Waynesburg EA and his grant was called, Look, What I Can Make You Make. His project is to encourage student engagement, achievement in STEM activities by introducing 21st century technology into the classroom. The project will use Makey Make kits, an invention kit that can turn everyday objects into touch pads and provide opportunities for students to be creative and have fun while developing fundamental STEM skills. Congratulations.

KEITH MCCRAY: Thank you.

AMY LIGHTNER: Thank you, Mr. President.

### **Credentials and Elections**

PRESIDENT ASKEY: Thank you, Amy and congratulations again to the Innovative Teaching Grant Awardees. Woohoo. So now we're going to go on to nominations of the PSEA Pension Plan Director for one three-year term one position. The chair recognizes Erica DeVose, chair of the Credentials and Election Committee to recognize nominations for statewide positions to be elected by this House.

ERICA DEVOSE: Thank you, Mr. President. We will now start nominations for elections. Elections procedures can be found on pages 24 through 27 of your program. The committee on Credentials and Elections has determined that the following offices are to be elected at this House. PSEA Pension Plan Director, NEA state director with two positions

to be elected and NEA alternate state director with up to six positions to be elected. The election of the PSEA Pension Plan Director will be governed by the PSEA constitution and bylaws and procedures. Delegates may vote for one candidate for Pension Plan Director. The election of NEA state directors and NEA alternate state directors will be governed by the PSEA and NEA constitution and bylaws and procedures. For NEA state director, delegates may vote for up to two candidates. For NEA alternate state directors, delegates may vote for up to six candidates. Elections for all positions will be through open nomination by secret ballot and a majority vote.

ERICA DEVOSE: The interim rules of procedure adopted by the Board of Directors provided that nominations could be submitted prior to the House by any properly credentialed delegate. Nominations may also be made from the floor by any delegate of this House. There should be one nominating speech, not to exceed three minutes for each candidate for office, except NEA alternate state director. For NEA alternate, the chair will state the name, local association, and region of the candidate.

ERICA DEVOSE: Nominations for each office will be recognized in alphabetical order of the candidates who were nominated in advance of the House. After that time, nominations for that office will be open to the floor. In-person delegates should report to a microphone to submit a nomination from the floor. Virtual delegates, wishing to submit a nomination from the floor should use the messaging feature of the Lumi info page. Please type in the name, local association, and region of the person you are nominating in the position that you are nominating them for.

ERICA DEVOSE: At the close of nominations for an office, if the number of nominees does not exceed the number of positions to be elected, the nominee or nominees for their office will be declared elected. If the number of nominees exceeds the number of positions to be elected, each candidate may give a speech not to exceed five minutes except in the nomination, except that each candidate for NEA alternate state director may give a speech not to exceed two minutes. Candidates will be recognized in reverse alphabetical order. We

will now receive nominations for the office of PSEA Pension Plan Director. One position for a three-year term from September 1, 2022, through August 31, 2025.

PRESIDENT ASKEY: Erica, can I interrupt you for a second, please? If you are nominating someone, not alternates, but if you are nominating a Pension Plan Director or an NEA director, you should come to the stage for your nomination speech.

ERICA DEVOSE: The chair recognizes Rosetta Dufalla, Hopewell Education Association, Midwestern region, who has nominated Brian Reiser for the office of PSEA Pension Plan Director in advance of this house.

ROSETTA DUFALLA: Hello, delegates and good evening. It is a privilege this evening to nominate Brian Reiser for PSEA Pension Plan Director. If there are two words to describe Brian, they would be experienced and committed. A math teacher in the Grove City Area School District, Brian has been advocating for PSEA over the last 20 years through various leadership positions. Currently, Brian serves as the Midwestern region president, he has supported better collective bargaining agreements. He has walked with members on strike lines. He has mentored our aspiring teachers within our region, and he has met with legislators advocating for union rights and pension rights. But most importantly, Brian has the dedication, the experience and commitment to serve as a Pension Plan Director. His vision and stalwart approach to analyzing and solving issues is well respected by his fellow PSEA board members. And if you know Brian, and you ask him a question, he will answer it truthfully and honestly.

ROSETTA DUFALLA: So this evening speaking about my friend, my region president, Brian Reiser is easy. He is the consummate professional, and PSEA is fortunate to have him to represent our members. We will also be enriched by his leadership as a Pension Plan Director. So I ask you to support our union brother, Brian Reiser for this position of PSEA Pension Plan Director. And I thank you, Mr. President.

ERICA: Is there any other nomination for the office of PSEA Pension Plan Director? Is there any other nomination for the office of

PSEA Pension Plan Director? Seeing none, the chair declares the nomination for PSEA Pension Plan Director closed. There being one nominee for the office of PSEA Pension Plan Director under Article 14, Section one of the PSEA bylaws, the chair declares Brian Reiser elected PSEA Pension Plan Director. Congratulations.

ERICA DEVOSE: We will now receive nominations for the office of NEA State Director. Two positions for a three-year term from September 1, 2022 through August 31, 2025. The chair recognizes Wendy Sheeter, IU 28, Aaron ESP, ESP region who nominated Nancy Behe for the office of NEA State Director in advance of this House.

Wendy Sheeder: So good evening, President Askey, Vice President Chapin, Treasurer [inaudible 01:50:54], Executive Director Vaughan, PSE Board of Directors, delegates and guests. My name is Wendy Sheeder, IU 28, Erin ESP Association, ESP region. And it is my distinct honor to nominate Nancy Behe, Greater Johnstown Education Association, Central-Western region to the position of NEA State Director. Nancy Behe is a vocational education teacher in the cosmetology program at Greater Johnstown School District. She strives on a daily basis to prepare and motivate her students for the future, helping them to gain the academics skills and confidence needed to open the doors to their own success. Nancy is currently fulfilling her first term as an NEA state director, serves as her local association president and is a member of the PSEA membership organizing committee. Like so many of us in this room tonight, Nancy Behe has long ties to union activism.

WENDY SHEEDER: Growing up in a union household, Nancy learned at an early age, the power of getting involved and speaking up. Throughout the years, Nancy has continually taken on multiple roles at the local, region and state level. She faces challenges head on, is a strong voice for all educators and public education and understands the importance of building relationships with our legislative leaders. I am confident that Nancy has the strong leadership skills and passionate dedication to public education and union advocacy to fight for what's best for our students, our members, and the communities that they live in. To quote Eric

Thomas, "When you find your why, you find a way to make it happen. Nancy believes that now more than ever, it is vital that we make our why in education known. She will ensure that our voices do not fall silent and that our stories are heard near and far. Union brothers and sisters, I hope that you'll join me in supporting my friend and colleague, Nancy Behe for NEA State Director. Thank you.

ERICA DEVOSE: The chair recognizes Benjamin Rugg, Cornwall Lebanon Education Association, Southern region who nominated Colleen Brodbeck for the office of NEA State Director in advance of this house.

BENJAMIN RUGG: Good evening. My name is Benjamin Rugg, and I am the president of the Cornwall Lebanon Education Association in the Southern region. I wholeheartedly nominate Colleen Brodbeck for NEA State Director. For those of you who don't know Colleen, she is currently a sixth grade ELA teacher for the Pennsbury School District, where she has taught for 15 years. However, her career began in a district created charter school without a union. She was an at will employee, had no rights and her assignment could be changed at a moment's notice. In addition to that, her grandfather worked as a coal miner without a union for years, and he always shared stories of how much better his pay and the safety protections were when he changed jobs and joined the Steelworkers Union. Suffice it to say, Colleen understands the value and the power of collective action and voice.

BENJAMIN RUGG: I first met Colleen in 2018 at government relations school in Gettysburg. I was put into a group with this curly haired woman, although it's straight tonight, she was very small in stature, seemingly timid, but as our group talked, she revealed that she was extremely thoughtful and passionate about public education. During the week I watched, as she participated and asked thought provoking questions. I made a mental note to ask leaders in the Mideast region about this budding advocate. They all confirmed that she was just as caring, dedicated, and balanced in her approach as I thought. At Gettysburg, the next summer, Colleen's spirit was visibly brimming with confidence. We talked about the relationship she had built with legislators, both Republicans and



Democrats as a new ACE in her region. We discussed that she had become PACE director at Pennsbury and how she increased their monetary donations by over 400%, the number of members contributing by more than 600% and led the charge to flip their school board, winning six out of six targeted seats.

**BENJAMIN RUGG:** Since then, Colleen hasn't slowed down, continuing to serve the Pennsbury Education Association, the Mideast region and PSEA in multiple ways. It is no secret that Colleen is ready to represent us in advocacy at the federal level. And those of you who have been at your region houses of delegates have seen this firsthand. She made her way around that room speaking to as many of you as she could, hearing your perspectives, collecting your stories and making connections. And then when the social portion of the evening began, she took the opportunity to get down to her favorite song, Ginuwine's Pony. I know because this is what she did at our House. And this is who she is, tenacious, genuine, balanced. We need more leaders in PSEA like Colleen, who are dedicated to making things right, real enough to dance like nobody's watching and ready to engage, especially when it is challenging. Please join me in voting for Colleen Brodbeck. She is meant to be your NEA State Director.

**ERICA DEVOSE:** Is there any other nominations for the office of NEA State Director? Is there any other nomination for the office of NEA State Director? Seeing none, the chair declares the nominations for NEA State Director from Pennsylvania closed. There being only two nominees for two positions to be elected for the office of NEA State Director from Pennsylvania under NEA bylaws, 56 and 51, the chair declares, Nancy Behe and Colleen Brodbeck elected NEA State Directors from Pennsylvania. All right, congratulations.

**ERICA DEVOSE:** We will now receive nominations for the office of NEA Alternate State Director. Six positions for one year term from September 1, 2022 through August 31, 2023. Is there any nomination for the office of NEA Alternate State Director? Oh, we got one. We got to take her.

**ERICA DEVOSE:** Okay. Please indicate the name, local association and region of the person who you are nominating.

**MIKE JENNINGS:** I'd like to nominate Tom Ferrari, Ephrata Area School District Southern region.

**DAVE DIEHL:** Yes. Hi Dave Diehl, Council Rock EA. I'd like to nominate Bill Gehauser, Council Rock EA for alternate director.

**ERICA DEVOSE:** Is there any other nomination for the office of NEA Alternate State Director? Okay. Seeing none, the chair declares nominations for NEA Alternate State Director from Pennsylvania closed. There only being two nominees for six positions to be elected for this office of NEA Alternate State Director from Pennsylvania under NEA bylaws, 56 and 51, the chair declares Tom Ferrari and Bill Gehauser elected NEA State Director from Pennsylvania... Alternate State Director. Congratulations. Okay, Mr. President, this concludes the nominations for this House. Immediately following the adjournment of the House of Delegates tomorrow, the NEA Alternate State Director candidates who were declared elected at the close of nominations will meet with the credentials and elections committee in salon eight room for the purpose of conducting a lottery to determine the order of preference for service. A link to join that meeting virtually will also be emailed. Oh, we don't need to, to the successful candidates later this evening. Thank you, Mr. President.

### **Resolutions Committee**

**PRESIDENT ASKEY:** Thank you, Erica. Let's give Erica a hand. Okay. So the chair recognizes Bob Guzik from Colonial EA. He is chair of the Resolutions Committee. This report was included in your pre- emailing and is available to delegates online at [www.psea.org/hod2022](http://www.psea.org/hod2022). I call on Bob to give his report.

**BOB GUZIK:** Thank you, Mr. President, delegates, good evening. My name is Bob Guzik. I am a member of Colonial Education Association, Mideastern Region and chair of the PSEA resolutions committee. Tonight, I'm here to report that as advertised in the pre-emailing, the committee held a virtual

open hearing during its meeting on Monday, May 2, 2022. As a result of discussion at that meeting, the committee made one change to its report of proposed resolutions for May 2022, which I now bring to your attention.

BOB GUZIK: The committee made minor changes to the proposed amendment to existing resolution E10, titled, Student Rights and Responsibilities. The minor changes, add the words, "without bias" to the statement of students, right to learn free from academic tracking, based on inappropriate criteria. The second sentence of resolution E10 would now state, "The association also believes students have the right to learn without bias and free from academic tracking, based on socioeconomic status, ethnicity, English language proficiency, race, gender identity, and or special needs." Proposed resolutions from May 2022 that was included in the pre-mailing with the adjustment is available on psea.org and will be presented to the House tomorrow for discussion and action. I thank you for your time, Mr. President.

PRESIDENT ASKEY: Thank you. And what is his name? Everybody.

DELEGATES: Bob.

Bob Guzik: I like that.

### **PSERS report**

PRESIDENT ASKEY: Thanks Bob. Thank you. All right. So now we go onto the report of the Public School Employees' Retirement Board, Chris Santa Maria, the PSERS trustee. The chair recognizes Chris Santa Maria, chair of the PSERS Board of Trustees. I call on Chris to give his report at microphone eight.

CHRIS SANTA MARIA: Thank you, Rich. Chris Santa Maria, Lower Merion Education Association, Mideastern region board chair of the Public School Employees' Retirement System. Fellow delegates and invited guests, I'm honored to have the opportunity tonight to provide you with an update on your pension system. A written report outlining many of the financial details is in your delegate book. In short, the pension fund had one of its best years of performance ending in June 2021, with a net gain of 24% and an additional \$13 billion added to boost the total net asset value to over \$75 billion. We are slowly, but steadily climbing

our way back to full funding for future obligations, currently standing at about 62%. Employer contributions, which rose steeply over the past 10 years after being neglected intentionally by statute for the previous decade, are now leveling off and expected to begin to drop back down in a few years. For us, that means that barring some drastic changes in the markets, school districts shouldn't be able to use future increases to the employer rate. Recently, just a fraction of a percent as an excuse to withhold salary adjustments at the bargaining table. At our December board meeting, we lowered the expected rate of return by 25 basis points to 7% to address our risk profile. At the same time, we adjusted our asset allocation down from the higher fee private market investments to lower fee public equities.

CHRIS SANTA MARIA: The new asset allocation, which will take two to three years to phase in. And during that time, we hope to take advantage of disruptions in the public markets to grow the fund. Over the past year or so, with inflation rising more than we've seen in decades, retired members have contacted the PSERS board asking for a COLA. Retirees have not seen a COLA for the past 20 years, and I want my friends to know that I get how hard it has been for them to make their pensions stretch to meet the rising costs of retirement. I would like nothing more than to announce an adjustment, any adjustment to those monthly checks.

CHRIS SANTA MARIA: But please know that the fate of any COLA for PSERS rests not with the board, but with the Legislature. Only the Legislature can alter the retirement code and provide the necessary funding for any adjustment. And I don't need to remind the body that anything requiring legislative embrace involves politics and elections. So for now, I'll have to leave it with that. In other developments, I can report that the findings of our independent internal investigation into the risk share miscalculation of 2021 turned up no evidence of wrongdoing on the part of anyone at PSERS. In the end- Thank you.

CHRIS SANTA MARIA: In the end, as I have said in a previous address to the House of Delegates, an outside consultant to PSERS made a critical data error that was not caught until after the employee rate was certified by the

board in December of 2020. This resulted in the board having to revisit that rate and unfortunately, a federal investigation into how that mistake came about. The entire episode has been costly to PSERS. Costly legal fees to cooperate with the federal probe and to pay our own investigation, but more importantly, to the trust and confidence of our members and the public. We on the board are working hard to rebuild that trust. We are in the process of implementing even greater transparency than is required by law and worth noting beyond what other public pensions provide. And we are putting into place reforms to our governance to provide even more oversight to the system.

CHRIS SANTA MARIA: We also must deal with the pending changes to the leadership of PSERS. At the board level, our vice chair, Frank Ryan, will not be seeking another term in the Legislature and will leave in January. And a new administration in Harrisburg will likely see the departure of two more board members who are in the governor's cabinet. Melva Vogler, our own retired colleague and longest serving member of the PSERS Board with almost three decades of experience there, will be leaving in December. She wanted to be with us here tonight but is recovering from COVID. I look forward to giving her a proper salute for her service when the PSEA House meets again in December. Sue Lemmo, a teacher from Curwensville Area School District, who has served on the PSERS board since 2014, is retiring in June and has put her name in for the election to fill Mel Vogler's board seat in January as the retired Annuitant representative. I strongly urge my retired friends to elect Sue. She has been the key figure on the board guarding our health options program and a staunch defender of our benefits. Also running for another term on the board is Jason Davis, my investment committee vice chair and teacher in the Penn Trafford School District. Jason has been instrumental in working with our investment team on our new asset allocation and we need to keep him on the board.

CHRIS SANTA MARIA: PSERS is also currently dealing with vacancies in key administrative positions caused by the recent retirements of our executive director, chief investment officer, and chief council. We have

engaged an executive search firm, and we hope to fill these key roles in the coming months. And finally, with concern over the tragic developments in Ukraine, I called a special meeting of the board in March just days after the invasion began. When Russian tanks rolled into Ukraine, our direct and indirect investments there and in Russia and in Belarus totaled about \$300 million. While this is just a fraction of a percent of our \$75 billion portfolio, any money going toward those economies is stained with Ukrainian blood. I was proud to join the board in a unanimous vote to divest our holdings in Russia and Belarus.

CHRIS SANTA MARIA: As of today, I can report that over 90% of our investments have been pulled and the remaining amount invested with outside managers should be coming out soon. I want to thank the members of PSEA and PSEA leadership for their support of us serving on the board and for your steadfast advocacy for our pension. Despite the difficulties of the past year, I consider it an honor to serve our members and look forward to a strong year ahead. And Mr. President, that concludes my report.

PRESIDENT ASKEY: Thank you, Chris, for that report. The written report of the president can be found on page 36 of the program booklet and at of course, [www.psea.org/hod2022](http://www.psea.org/hod2022). Written reports from the committees to the House of Delegates can also be found on pages 34 through 63 of the program booklet at the same website I've been mentioning all night. So now, let's go on to the government relations update from Dan the man Wiedemer, our assistant executive director for PSEA's Government Relations division. He's going to provide us with the government relations update. Let's hear it for Dan.

### **Government Relations**

DAN WIEDEMER: Thank you. Good evening, delegates. I usually have a PowerPoint at these events, and I like to have some fun with it, but tonight, I am just going to speak from the heart. So I am a serial optimist, as Jim can tell you, sometimes too optimistic. But delegates, I am worried. Let's start with the atmospheric that are going on right now. We have record inflation, gas prices, the possibility of an

economic recession coming. Right now, Joe Biden is less popular than Donald Trump was at this point in his presidency, and an incumbent president's first midterm election is always a disaster. And in the middle of all of that, we're electing our next governor and a United States Senator.

DAN WIEDEMER: So we got a primary on Tuesday. Let's talk a little bit about that Republican field for governor. I think it's a two person race at this moment with Doug Mastriano and Lou Barletta. And who knows? There are an awful lot of undecideds. There's the potential that President Trump could come out and make an endorsement in this race, there are folks who are dropping out. But if I had to put money down on a candidate right now, it would be Doug Mastriano. And it's not particularly close. And that should trouble all of us. And of course, it's not because they are Republicans. There are great Republicans in this room. There are Republican legislative allies who have helped us time and time again, but this is the first time that we have ever seen an entire Republican field for governor where every single one of them has a written policy platform of attacking public education, attacking public educators, and certainly attacking the union that represents them.

DAN WIEDEMER: And that's not even getting into Doug Mastriano the person, who would be the most extreme major party candidate in the history of Pennsylvania politics. This is a guy who helped organize January 6th, who wanted to subpoena your Social Security numbers and your vote history to see if he could overturn the 2020 election, and who has said that you all are teaching your students to be racist against their white peers and to hate our country. And you know something? He absolutely can win. We shouldn't kid ourselves. He absolutely can win not just on Tuesday, but in November. Now, this movement is bigger than just Doug Mastriano or anybody else in that field, and I think that comes from two places. The first, is this. We are at the center of the storm of the ideological war right now, and it started with mask mandates and school closures and so-called CRT in our schools.

DAN WIEDEMER: But we are at the center of that storm. We've been dragged into

the muck of partisan ideological politics and President Askey mentioned that earlier. The second probably more critical part of that, is the people who are trying to take advantage of that dynamic. Jeffrey Yass, the billionaire hedge fund manager Jeffrey Yass, has contributed \$20 million to the anti-public education Commonwealth Foundation. For a little frame of reference, if we have a really good fundraising effort with PACE this weekend, we will raise one tenth of 1% among all of us of that \$20 million that Jeffrey Yass cut in a single check. Now, the Commonwealth Foundation took that money, they've spent \$7 million of it on this gubernatorial election, and they've spent millions more creating Super PACs for the legislative Republican campaign committees. And that has created a series of dominoes that's led to a lot of significant actions, and we're feeling them already.

DAN WIEDEMER: The first, most critical of which, is the fact that for the first time in 30 years, after dozens of attempts, a school voucher bill passed a chamber of the Pennsylvania Legislature. And not just any school voucher bill. This is a bill that strips funding away from the bottom 15% of performing districts based on standardized testing, gives that state subsidy to parents in, get this, the form of a debit card and just says, "Best of luck." So there's no structure in place to help these families. You got three kids, you're going to get \$18,000 deposited into your checking account, and you're going to have a bunch of vultures circling around, finding ways to get their hands on that money. And would it shock any of you if that money disappears and those kids turn right back around and go back to the public school that's required to educate them, after they've already lost the funding for them?

DAN WIEDEMER: This is a horrifically bad bill. And I'm going to be honest with you, I feel embarrassed standing in front of you and telling you that that piece of trash legislation passed a chamber of the General Assembly. And I have stronger thoughts about the handful of legislators that because of this intense pressure, because of that \$20 million, changed their votes at the last second. The board in the Pennsylvania House was held open for as long as it is constitutionally allowed to be held

open while the leaders just pummeled the people who had their nose up on that board. But ultimately, they need to be responsible for those actions.

DAN WIEDEMER: So we know the stakes and we've known all of this all along. Is there any glimmer of brightness or hope and anything that I'm saying? And the answer to that is yes. And that's because of you. You're our secret weapon. And Jeffrey Yass has \$20 million, but Jeffrey Yass does not have nearly 180,000 trusted messengers in every corner of this commonwealth who can make a connection with their friends and neighbors and who can do an enormous amount of good. And we are going to run the most aggressive issue based and electoral campaigns that we ever have in the history of this organization. We are leading the way in funding an issue based campaign that's going to help the Shapiro efforts. I think you may start to see some of that in the next few days here after the primary is settled. We, of course, are going to make enormous contributions to the campaign through PACE.

DAN WIEDEMER: June is going to kick off our member to member program, where PSEA members are going to knock on 50,000 doors and talk to their neighbors about AG Shapiro's plan to have a mental health professional in every school building in the Commonwealth. And come the fall, anybody who signs up to be an educator for Shapiro, and by the way, you can do that by the PACE table just by scanning the barcodes. We're going to work through our region advocacy coordinators and other field staff, and we're going to make sure that our members know of every canvas, every phone bank, every rally, every opportunity that they can scrape and fight for votes. Because when in doubt, we can't have any doubts.

DAN WIEDEMER: I have said this before this body and certainly before the board, but despite all of the challenges that I listed earlier, I'm optimistic about this election. I think we're going to win in November. And that's because I am optimistic about you and I'm optimistic about us as an organization. And I've told you all of these terrible things that could happen, but there is another side to that coin. I think we're going to have a pretty good budget year. President Askey mentioned the record

surpluses that we're experiencing. There is no reason we can't put huge resources into public schools, that we can't provide the COLA that our retirees need, that we can't raise educator salaries because you deserve it and because it's a way to get more professionals in the field. But imagine what things would be like if we have someone with the vision of Attorney General Shapiro in that office combined with legislative districts that for the first time in a long time, also thanks to you, that are drawn in a fair way.

DAN WIEDEMER: So I'm just going to close with this. There really are two paths before us, and I genuinely believe that we've got to recognize all of these concerns. But if we take them and we take those fears and those worries, and we turn them into action and inspiration, that we are taking the first steps towards creating the type of public education system in this commonwealth that we can all really, really be proud of. So thank you, delegates. I hope you have a great rest of the House.

PRESIDENT ASKEY: Thank you, Dan. So before we go on to the next section, I think I just have to recognize, as you know, this has been a very difficult legislative season, session the past few weeks. And I just need to stop, and we need to stop and recognize the phenomenal people who work in our government relations department that work tirelessly. And I'm telling you, I witness it. The whole team works tirelessly to defend our public schools. So please, let's give them a round of applause.

PRESIDENT ASKEY: I'm sure Dan will let them know that you did this, but I have seen them make personal sacrifices to do the work that we need them to do. We are fortunate. Well, we're fortunate to have all the staff we have but right now, I just want to focus on government relations and tell you I'm completely grateful every day I walk into headquarters and have to talk with government relations.

PRESIDENT ASKEY: So now, we are going on to read the short titles of new business items. During three virtual NBI office sessions, delegates had submitted 11 new business items for consideration. We will have an opportunity during tomorrow's session to have delegates debate and vote on each of these NBIs. The

following are the short titles of the NBIs, which have been submitted. Number one, endorse Jason M. Davis. Number two, endorse Susan C. Lemmo. Number three, create programs for high need certification areas.

PRESIDENT ASKEY: Number four, provide virtual MBA office. MBI office, sorry. Number five, advocate for internet safety education. Number six, encourage student voter registration. Seven, Renew member task force. Eight, honor retiring PSEA staff. Nine, build a database and training on anti-public ed organizations. 10, advocate for election integrity. 11, explore solutions to ESP substitute shortage. And that concludes our short titles. So we're going to move into the PACE drawings while Joe is making his way to the stage... Well, he's on the stage. To the podium. I just want to make a couple announcements. The SO table, if you have one of these tickets, you may want to get them out.

PRESIDENT ASKEY: Ticky, ticky for a basket. So if you got a ticket, the number is 6343706, 6343706. I hear a "Woo." That must mean something. All right, you can come up afterwards and get your basket. Four \$100 winners of the PSEA member benefits vendor passport raffle. Winners will be contacted by member benefits to verify your mailing address and the checks will be in the mail. So the winners for a grand prize of \$100 each. Mike Soskil, Wallenpaupack EA. Jeremy Troop, Elizabethtown area EA. John Croom, North Pocono EA. And the last one is Sharon Weber from Punxsutawney EA.

PRESIDENT ASKEY: One more. One more. The winners of the two \$50 gift cards for the PSEA member benefits game show raffle are Lauren Hetrick. Now, I don't know if this is... It says Colin. It might be Colleen. I don't know. I'll say Colin because it's spelled that way Connors. So be sure to come see the game show on Wednesday night at Gettysburg. Listen to music, have a few drinks. No, we don't do that. Win some money and have some fun. So winners, please come to the side of the stage when we close out, which is they said to my left. So over on this side and see Randy Gardner to collect your gift card at the end of this evening.

## **PACE Awards**

PRESIDENT ASKEY: So the chair recognizes Joe Scheuermann to announce the first \$500 PACE fundraiser giveaway. And we're also going to do a drawing for a little basketball shootout tomorrow morning. Two lucky winners will get to shoot hoops with our recommended candidate in the Democratic primary for governor. As a reminder, at the close of the House of Delegates on Saturday, there will be a drawing for four more \$500 prizes. And don't forget, the top 10 donors will be invited to a special reception in my suite on Saturday. And before we recess, one very important... We'll hold on that until after Joe does his thing, because he's been waiting so patiently.

JOE SCHEUERMANN: It's okay. You can keep going.

PRESIDENT ASKEY: Ah man, you're in the house. We stop for you. Go ahead.

JOE SCHEUERMANN: Good evening, fellow delegates. If you listen to Dan's report and that doesn't make you run to the PACE table and ask how you can help, I don't know what will. We are facing an election that could have dire consequences. I'm a Republican, I've been one since I was 18. And we support a whole lot of Republican candidates all across the state and the state House and the state Senate. But we're looking at a field of Republican candidates for governor who are frightening. We need to tell our members, convince them, go on their websites and read their educational platforms.

JOE SCHEUERMANN: They're not hiding it. If they were here today, they would tell you their goal is to destroy our union, crush our union, turn education private. It's on their websites. Now more than ever, we need to raise money and raise awareness with our members. President Askey just noted that the top 10 donors will receive an invitation to his reception tomorrow. But also, anyone who gives \$50 out at the table is enrolled in the standup 5K giveaway. And on June 24th, we will be giving someone \$5,000. You can get into that drawing while you're here as well. And with that, we would like to put up the wheel. Can someone at the control booth put the wheel up? There it is.

JOE SCHEUERMANN: So ladies and gentlemen, we are going to give away \$500 to...

Please spin the wheel. Shannon Beaven, Stroudsburg EA. Woohoo. Everybody meets Shannon down at the bar at close of the House. A check will be sent to Shannon. Congratulations. And the other drawing we were doing this evening, as people were donating to PACE, they were asked if they wanted to get into the basketball drawing. Josh Shapiro will be here tomorrow, and he decided he wanted to play basketball against a few members. So people had the choice to opt in or opt out and we spun the wheel on the computer an hour ago and picked the two winners, which are in this envelope. I'm going to ask these people to stand. The cameramen will find you. So we can see who Josh Shapiro's opponents are for tomorrow.

PRESIDENT ASKEY: This is exciting, I have to say. I can't wait.

JOE SCHEUERMANN: The first winner who gets to play basketball against Josh Shapiro tomorrow is Lindsay Hirshberg from Hempfield area EA in the Southwest region. Stand up, Lindsay. Give us a wave. Hoops for number one, yeah. Who's the second one?

JOE SCHEUERMANN: When they gave me this list, Lindsay's a friend of mine. We drove here together along with two other members of my local, Lindsay's, I'm not making this up. Her nickname on my boat all summer, is Long Legs Lindsay. So every time you pull the boat into the dock, Lindsay's the one who keeps the boat from smashing into the dock. So if Long Legs Lindsay doesn't sound like an intimidating basketball player, I don't know who does. The second member to play against Josh Shapiro tomorrow is a retired member from the York-Adams Retiree Group, Angie Lutze. Woohoo.

JOE SCHEUERMANN: Stand up, Angie. Oh, she is. Shapiro might get his ass kicked tomorrow. We are fielding a monster, monster team who will crash the boards, for sure. Thank you to everyone who's already donated. If you haven't, please visit our table on the way out. And if you are sitting here and realize that you are from a local where they don't talk about PACE, where members don't know enough about PACE, please stop out at the table and ask for help how we can get that message out to your members. Thank you, Mr. President.

PRESIDENT ASKEY: Yep. Thank you. Someone better call Josh and tell him he's in trouble tomorrow. So before you leave, one very important housekeeping item. Before you leave the ballroom, please remove the card from your voting device. So why don't we all do that now? Let's have a group activity and remove that card from your device now. And just as important, make sure you leave your voting device on your seat as you leave the ballroom. Do not take it with you. It will be here waiting for you tomorrow. So we are in recess. Go forth. Thank you all for a great evening.

## **Second Business Sessions May 14, 2022**

PRESIDENT ASKEY: So, delegates, welcome back and good morning.

DELEGATES: Good morning.

PRESIDENT ASKEY: Say that again because it is a what?

DELEGATES: Good morning.

PRESIDENT ASKEY: That's right. It's a good morning. I hope you're all rested and ready to do the big business of this great association. I have absolutely no doubt that you went to bed early, got a good night's sleep, and woke up thinking, "Ah yes, new business items." So, I want us to get right to work because we have work to do. But first I want to thank you. Thank you for being here. Thank you for helping to lead this great association. Thank you for stepping up and standing up for the professions you love. There is no PSEA without you. That's because you are PSEA. You make PSEA and you make PSEA great. So, again, thank you. Give yourselves a round of applause this morning.

### **Instructions – voting and new business items**

PRESIDENT ASKEY: So, before we begin, I ask you please review the instructions you were given during your region caucuses this morning describing how to vote on motions and new business items. You can also find detailed instructions about this on [www.PSEA.org/hod2022](http://www.PSEA.org/hod2022). 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, please go to the registration table. The staff there will have one for you. This is only the second time we've debated and voted on new business items with delegates joining us both in person and online. So, please have another look at the instructions and how the process works, and please be patient. And I want to stress this. Can I have everybody's attention for a second?

PRESIDENT ASKEY: Because I need to stress this. I'll wait. Thank you so much. We're going to need some patience today if we have delays with processing this information. We made a change in the standing rules last night, which is good. I think it was a good idea. I agree with it, to be honest with you. But that means the process is changed a little bit and that also means that that will take several more steps between, especially if someone wants to do an amendment from one of our online folks. So, if I have to sing and dance, fortunately we have Sheryl Lee Ralph here. I'll see if she'll fill in for me. But I truly, truly know that you guys are a gracious group of people and if we have to pause and we have to have a conversation, I know that you will be the gracious people you are. And it will be my goal the entire time to make sure that every voice that wants to be heard will be heard today. Thank you. Now if you have technical issues, please contact the help desk at [helpdesk@PSEA.org](mailto: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. Again, thank you for your patience. But just to be sure, let's have another practice on voting one more time. Voting is a great way to get us started this morning. So, here we go. Please wait until you hear me say, "Please vote now," to cast your vote. Everyone ready? In an ice brawl, would Gritty beat Iceberg? Please vote now. You have 30 seconds.

PRESIDENT ASKEY: 10 seconds.

PRESIDENT ASKEY: 10 seconds.

PRESIDENT ASKEY: Voting is closed.

So, let's see the result. What do you think? Who would win, Gritty or Iceberg?

DELEGATES: Iceberg!

DELEGATES: Gritty!

PRESIDENT ASKEY: Oh, okay. Okay, these are going really well. I'm not going to call

this because some people will be, no matter what I say, someone's going to be mad at me. But you saw the results. So, as it says in my script, see, simple. So, thank you for doing that. Practice always makes perfect. So, we're going to practice those when we get home, and we want to be sure that everyone can vote properly. Our next is a point of personal privilege. I recognize Rudy Burruss at microphone three for the purpose of a point of personal privilege.

RUDY BURRUSS: Good morning everybody and thank you President Askey. Fellow union brothers and sisters, just one month ago our fellow member, Michelle Erway of Northern Potter School District, experienced horrific loss when her house was burned to the ground, claiming the lives of three of her four children, along with a niece and another friend of the family. She and her husband were both injured with smoke inhalation and burns trying to save the children. While her local community has rallied on the local GoFundMe page, I humbly request that the delegates of this convention meeting here this weekend show our union support to Michelle. Each region has an envelope. Hopefully they've been passed around and we ask that you dig in your pockets and come up and help our brothers and sisters for this. We thank you. We thank you for your consideration.

PRESIDENT ASKEY: Thank you, Rudy. And please, it's just a tragic, tragic situation. So, when that folder gets to you, please give from your heart. And I know you guys have big hearts. So, good morning delegates. Oh, that's his line, not mine. So, we're about ready to hear from our executive director, Jim Vaughan. Now, I have to tell you, and I'm going off script here a little bit, you see how the officers are being introduced with the Cameo, the people who are famous and all that? Well, Rick Ashley's some guy who looks like him. But anyhow, I understand that when Jim was approached about his Cameo, he declined to do a Cameo.

DELEGATES: Boo!

PRESIDENT ASKEY: Jim said, "That's something for the officer." Well, Jim, my friend, I'm president. You are not. So, we went ahead and made our own choice for a very, very



special Cameo for our esteemed executive director. Roll that video.

JOE HOWLETT: Hi, everyone. I'm Joe Howlett, assistant executive director for administrative services. I handle the money. Anyway, I'm retiring in November, but I'm starting a side hustle on Cameo. I got my first request today for a Cameo video. Let's see. What do we have here? "Please say a few words about Jim Vaughan. Huh. I know Jim, sure. Here goes. Jim Vaughan is my boss. He's a heck of a guy, a great dresser, real funny, smart. Most importantly, doesn't spend too much money. But I got to tell you, he's one of the biggest..."

PRESIDENT ASKEY: So, ladies and gentlemen, give it up for Jim Vaughan.

### **Executive Director's report**

JIM VAUGHAN: That's super. That's really impressive. I had no idea. I think I know what Joe would've said, but I'll just keep that to myself. And Rich, I'm never going to give you up. Oh, how's it going everybody?

DELEGATES: Great.

JIM VAUGHAN: All right. Good morning, delegates. Good morning. Thank you. So, thanks for being with us here today. I want to talk to you for a little while and let you know that from time to time I am asked the question, "How does PSEA use my dues money?" And when a member asks that question, I or we will typically respond by sharing the dues allocation pie chart, which you can see here on the screen. And while this plainly and efficiently shows where and how your money is spent, I'm not sure that it tells the complete story. As you can see, we focus the majority of our money on direct member service. Because our survey data tells us that our member's primary desire is for us and PSEA to bargain strong contracts with good salaries and benefits. So, as staff, we work alongside you as leaders to secure those salaries and benefits and working conditions and respect that every PSEA member deserves.

JIM VAUGHAN: Now, I think the best way to explain this a little more is to tell you a story that is an amalgamation of several real life examples. So, I want to talk to you now about a hypothetical local. Let's call it Pleasantville. Here in Pleasantville, PSEA represents 350 EA and ESP members in a wall to wall local. And

when it came time to bargain a new contract, the local leaders and UniServ knew it was going to be tough. The school board wasn't supportive and board members were grandstanding about holding down costs and keeping taxes low. So, the first step that was initiated by PSEA staff and local leaders was a bargaining survey. All members were asked in the local what were their priorities. The local used a system that was developed by PSEA's field and research staff that allows each local to customize a bargaining survey that fits its unique needs.

JIM VAUGHAN: Surveys like this are important because they give us access to member voices, they are procedurally just, and they provide insight into a local's priorities. And in addition to determining the bargaining interests of their membership, the leaders of Pleasantville huddled with their UniServ rep to strategize around the financials using PSEA's collective bargaining system. This is a powerful tool which contains salary and financial data from every local and school district in the state, and it helps locals and members put together comparison and analysis for bargaining purposes. This database was developed by programmers in PSEA's IT department with input from field and research staff. Now, both of these are powerful systems and they're available to any local that works with their UniServ to take advantage of them. Now, when the UniServ rep went to meet with Pleasantville's leaders, they were armed not only with their own expertise, but also with the assistance of PSEA's bargaining strategy work group.

JIM VAUGHAN: This is a group of staff led by veteran field, legal and research staff members. The PSEA bargaining strategy work groups develops proactive bargaining strategies and shares them across the commonwealth with all of our UniServ ranks. Now, despite all this, we know the bargaining table is a tough place, and in Pleasantville the negotiations were challenging and they stalled. And that meant, ultimately, fact finding. So, to prepare for fact finding, PSEA field, legal and research staff spent hours creating and formatting exhibits for the hearing. However, the Pleasantville school board continued to dig in and stonewall, and ultimately the members of the Pleasantville local made the difficult decision to withhold their

labor and went on strike. When that happened, PSEA staff jumped into action. Our administrative services department made sure that strike loans would be available to any member that needed them. PSEA communication staff talked to reporters.

JIM VAUGHAN: PSEA's legal team made sure the school board was adhering to the law, and PSEA's field staff banded together to work with member negotiators to achieve the best outcome possible. Not surprisingly in my story, they succeeded. And when the local ratified the agreement, PSEA staff turned around and loaded the data from that settlement into the collective bargaining system so it could inform negotiations in neighboring districts and across the state. Because we know it takes a village to support and lift up our locals. And that is a structure that PSEA provides, and we will continue to do so. Now, after bargaining, Pleasantville's story doesn't end. Because if you don't like who you bargain with, you can change who you bargain with. And while that's not an easy thing to do, we can help with that. PSEA staff members know how to run school board elections. So, they worked with Pleasantville members to find good candidates to recommend for the school board races.

JIM VAUGHAN: They worked with PSEA's GR staff to fund a PACE campaign, get PACE funding for their candidates, emails, mail, and of course they knocked on a lot of doors too. And congratulations to Pleasantville. Their candidates won. Because here's another thing to remember. The members in Pleasantville understand the value of connecting with people in their community. They know, as so many of us, do that the political noise that we so often hear is just that. Noise. Because people like educators and support professionals. Your neighbors value and respect what you do. And now Pleasantville is a bit more pleasant. Pleasantville may be a story I made up to tell you this morning, but it isn't fiction. The components of this story happen every day in all corners of the commonwealth. Because your staff is dedicated, talented, and relentless. They plan for success, and they execute with discipline and foresight.

JIM VAUGHAN: UniServs helped to write surveys, just like region field director

Terry Burnett did in one of his locals recently. He and region advocacy coordinator, Tiffany Dollar, put together a poll that members could complete online. And the associates in that region office were a big help as well. Associates like Antoinette Dorio and Debbie Bernecker coordinated the organization of the survey, updating PSEA's records with local members' demographic information. And when locals rely on fact finding, which happens all the time, we have individuals who have had a recent victory like our region attorney Jessica Steuerwalt who led the way, along with UniServ's John McKiernan. They prepared fact finding documents recently. John made the arguments. James Henninger-Voss from our research department did a deep dive on the district's financial health. And in that real life local where Jessica and John and James and Tiffany Dollar worked so hard, they reached an agreement after that fact finding report.

JIM VAUGHAN: PSEA staff also helped to elect friendly board members. Recently, region advocacy coordinator Lauri Rakoff worked with UniServ Matt Fargen and GR staff chipped in as well, and we helped elect members that were pro public education in a southern region school district. Because yeah, that's something somebody can cheer about. And also PSEA staff helps build community support. Region advocacy coordinator Zeek Weil and UniServ Monet Reilly recently applied for a PSEA grant to help partner with member and community ally organizations to host a community fund day, a spelling bee, and even a voter registration drive at a local high school. And out on the other end of the state, our region coordinator, Fritz Fekete, led the charge in garnering community support during tough bargaining. Fritz put together stacks of signed letters from the community, from businesses and citizens, helped organize town halls, rallies, crafted statements for the local president as well as positive press releases and opportunities for our members to be both in print media and on television.

JIM VAUGHAN: In both of these places and in so many more, this community organizing work has paid off. Delegates, PSEA employees work for you. They fight to preserve your rights, to demand respect for your

profession, and to improve your compensation and benefits. So, if there's a question about where PSEA member's dues money goes, that's the answer. I hope you feel that it is money well spent. Now, I also recognize most of you and your members primarily interface with your UniServ representative. And our UniServs are a team of talented individuals across this commonwealth, and I'd put them up against UniServs in any other state affiliate any day of the week. But please know that they work with other talented PSEA employees who are constantly seeking to provide you with an edge, with up-to-date information, best practices, strategy, and more. Think of our online high quality professional development programs, our legal advice and expertise to defend members when they need it most, robust paid and earned media strategy that puts member voice and issues we care about up on the airwaves and in the news, IT, financial services, member benefits and more. PSEA employees work every day in support of a member-driven mission of promoting, protecting and advocating for our schools, our students, and our profession. We do this because you and your members face all kinds of challenges. The political environment is tough. You heard President Askey talk about that last night. And bargaining isn't easy. It rarely is. And today we face a teacher shortage, a substitute shortage, a paraprofessional shortage, all of the post-COVID issues.

JIM VAUGHAN: No matter what challenges arise, your staff is here to help in ways big and small. Because small actions by a collective of people lead to a collection of wins. Because collective action benefits us all. Yeah. And I'm confident we can continue to work together and create real-life Pleasantvilles across this state. We can stand alongside you to generate wins in your locals. And if you have ideas for how PSEA can help maximize the potential of your locals, let us know. Delegates, I'm pleased to be here with you today and I'm pleased for the work you're about to do. Thank you for your time and have a great House.

PRESIDENT ASKEY: So, let's just take one moment, first of all, to not only show Jim, but we as a collected body of governance and PSEA leaders, I think we need to give all of our staff a standing ovation. So, let's do that. Okay.

So, now it's time for us to recognize those board members who will complete their terms this August 2022. So, if you are one of our folks, could you please come to the stage? Broderic, stop talking to Mary Moran so she can come to the stage. So, while she's making her way up here, I'm just going to say a few things about Mary. There is something special about Mary. She has been for many years a phenomenal leader at every level of this association. She has put her own issues aside more times than I can think of all for the members of PSEA. These past few years she's been an incredible president for Retired-PSEA. And let me tell you, she is one of those leaders that I can pick the phone up and have an honest and real conversation with, and it's always about what's best for the people that she is representing. So, folks, let's give Mary some PSEA love for the love she's given us.

MARY MORAN: Thank you everybody. It seems yesterday or even a long, long time ago in those early '60s when I became a PSEA member, and here I am retiring from retirement. Thank you so much.

PRESIDENT ASKEY: All right. So, her term on the board, listen to this folks, was September 2010 to August of 2022. Yeah, really. So, we also will be losing our Student PSEA president Sabreena Shaller. Sabreena could not be with us today in person, but we recognize her for the two years she served from September 2020 to August 2022. So, thank you again. Yeah, we can move on. There's been a change. Thank you again for your leadership and service to the board of directors of PSEA. All right. So, speaking of people who do great things, teacher of the year. It's my great pleasure to introduce you to Pennsylvania's 2022 Teacher of the Year, Elizabeth Raff. She will be joining us virtually with the video she prerecorded since she's currently out on maternity leave. Aw. Let's all go, "Aw."

### **2022 Teacher of the Year – Elizabeth Raff**

DELEGATES: Aw.

PRESIDENT ASKEY: And yes, she's giving us one more person to come into our public schools. We wish her the best in her new journey. No doubt she'll approach motherhood with the same energy and enthusiasm she

displays in the classroom. Elizabeth is a sixth grade teacher, God bless her, at Pequea Elementary School in the Penn Manor School District, I knew to pause there, where she has developed a reputation as an energetic, caring, fully engaged teacher who is always willing to think outside the box. Her classroom? Well, her classroom's an inviting space filled with books and expressions of student creativity where she manages to create magic daily. During the COVID-19 pandemic, like so many of you, Elizabeth felt disconnected from her students. So, she did what she always does. She innovated, just like you do.

**PRESIDENT ASKEY:** She brought her classroom outside and drew her lessons in wax marker on the classroom windows. Got to love it. When the school opened back up again, she didn't miss a beat. She went right back to providing her students with the kind of impactful, uncommon experiences you'll hear her talk about in a minute. Now, if you ask Elizabeth, she'll say she's not doing anything different from what so many of her fellow educators do every day. She's simply expressing her love of teaching in ways to capture her students' attention and stimulate their minds. As we all know though, that is no small feat. And Elizabeth accomplishes this with grace, humility, and joy, all the qualities worthy of a Teacher of the Year and all the qualities Elizabeth shares with so many of you. So, here we go, everybody. Elizabeth Raff.

**ELIZABETH RATH:** Hello. My name is Elizabeth Raff and I'm a sixth grade teacher here at Pequea Elementary School in the Penn Manor School District. Penn Manor serves over 5,000 students in Lancaster, Pennsylvania. I am also extremely humbled and honored to be the 2022 Pennsylvania Teacher of the Year. I want to thank PSEA for inviting me to speak for a few minutes, and I apologize for not being able to be with you in person. I am currently on maternity leave and trying to string a few hours of sleep together while taking care of my newborn. Even though I am not with you in person, I can feel your energy, your excitement, and your commitment to education. Thank you for spending a few minutes with me today. I think we can all agree that teaching during a global pandemic is not for the faint of heart. We

witnessed time and time again the daily challenges and frustrations that come from unknown variables.

**ELIZABETH RAFF:** Will I be virtual, in person or hybrid today? What will be the latest political challenge that affects my classroom? What fears and anxieties will tomorrow hold? Right now, teaching can be exhausting and it's okay to recognize the burden that's upon us as educators. Over the last two years, we've witnessed the incredible flexibility, willpower, and unmatched desire of educators to find solutions in a challenging time marked with chaos, confusion, and to be honest, burnout. Today, teachers are tired. Yet we know that this tiredness comes from consistently showing up and trying our best to meet the needs of our students regardless of the context and climate of our world. That is why we must celebrate all the work we are doing. We must take a moment to honor how teachers are showing up even when the going gets tough. If we learned nothing else over the last two years, it's that teachers are experts in their craft, and we'll do whatever it takes to ensure that students thrive.

**ELIZABETH RAFF:** But how do we sustain ourselves with the challenges that are ahead? Do we latch onto the latest self-care trend and hope that the stress of the classroom melts away? Although I cannot control the noise that surrounds public education, I can control moments in my day that bring my students and me joy. These are the moments I gravitate towards, the moments that I know will help sustain my practice regardless of the daily challenges and chaos that's thrown my way. How I show up for my kids and how I set us both up for success will sustain me. Educator and speaker Dave Burgess writes that when you provide an uncommon experience for your students, you'll be rewarded with an uncommon effort and attitude. I wholeheartedly believe this. Taking a creative risk, trying something new and getting excited about a new strategy or activity will in turn create a long-lasting imprint on your students and their desire to show up in their classrooms.

**ELIZABETH RAFF:** Last year when I first transitioned back to the classroom after the COVID-19 school shutdown, I knew I needed to do something that would help me get excited

about teaching. I was feeling depleted, worn out, and utterly at a loss of how the world of education was looking before me. Inspired by so many incredible educators around the country, I decided to move my classroom outdoors, seeking out creative ways to keep my students safe while learning from a different perspective. What I found was that my students embraced this change and helped me think outside of the box for how our lessons could be supported by an outdoor environment. They showed me that when given a unique experience, they could step up to the challenge. We set up mats in a spread out circle and used our environment to help us in science discoveries. We thought of new ways to show our thinking and used whiteboard markers on the outside windows of my classroom to prove our critical thinking in math.

ELIZABETH RAFF: We took time to breathe in fresh air and breathe out new creative ways to make stories come to life. And we used chalk on the sidewalk to analyze texts and observe our classmates' thoughts. Each day I woke up being challenged with new ways of bringing my lessons to life and that creative outlet sustained me. I don't know about you, but I felt a deep connection to this class as we weathered a pandemic and worked to overcome the obstacles that were before us. I know you have done the same. Maybe you didn't move your whole classroom outside, but I am certain that you have done something you've never done before over the last two years. You taught in a virtual format using tools that maybe you've never even heard of before. You thought of ways to connect with your students when it felt like they were miles away and ensured they felt seen, heard, and cared for.

ELIZABETH RAFF: You overcame the ebb and flow of different mandates and the ripple effect it had on your community. You advocated for students and for the importance of keeping equity a focus in our schools. We must celebrate the work that we've done and will continue to do as educators on the frontline during a monumental time in education. Each day, educators are taking innovative approaches to teaching and learning and using this opportunity to rethink what is possible in the classroom. Taking creative risks and finding small moments to activate joy, excitement, and

engagement will help us forge through the challenges that are before us. As the 2022 Pennsylvania teacher of the Year, I see you. I see the work that you're doing, the daily stresses and challenges that you are tackling while trying to stay afloat. I see how you're taking moments to place joy and excitement in the heart of your classrooms. Thank you for allowing me to represent, support and highlight the terrific work that educators are doing in Pennsylvania and will continue to do as we put students first. Thank you PSEA for tirelessly and relentlessly advocating and supporting the work of education.

PRESIDENT ASKEY: Thank you, Elizabeth, and congratulations once again. So, delegates, I know one of my favorite TV shows this season is Abbott Elementary. I think some of you may have seen it, right?

DELEGATES: Yeah.

### **Sheryl Lee Ralph**

PRESIDENT ASKEY: Yeah. So, it's set right here in Philadelphia, and it tells stories about challenges teachers face every day as they work to reach their students. The stories in the show are like so many we live every day. They're inspiring. They're frustrating. They're about finding ways to do the most important things that anyone can do, teach and serve students. And the show is really, really funny. Well, today we have a special treat. We have one of Abbott Elementary's stars, Sheryl Lee Ralph. Sheryl is an award-winning actor of the big screen, the small screen, and the stage. She's been in dozens of shows, movies, and...

PRESIDENT ASKEY: Stage. She's been in dozens of shows, movies and plays. But more important even than all of that, her professional success is in the work of being an advocate and an activist. Sheryl is not just acting when she talks about loving public education. She's living it, and I can't wait to hear what she's going to tell us this morning.

PRESIDENT ASKEY: And just so you know, I have to tell you, all of you who are my friends know that I'm a bit of a theater geek. One of the first shows I went to New York to see was Dream Girls, and she played the lead in Dream Girls. In the opening song, there's a line that, "All you have to do is dream, and baby, I'll be

there." I dreamed. She's here. Ladies and gentlemen, Sheryl Lee Ralph.

PRESIDENT ASKEY: Sheryl, I'm giving up my podium for you.

SHERYL LEE RALPH: Oh my. I get the big bosses shot. Hello. Hello. Hello. Hello gentlemen on the other side. Hello, PSEA.

SHERYL LEE RALPH: All right. You're all teachers, and I play a kindergarten teacher, so just join me.

SHERYL LEE RALPH: If you're happy and you know it, clap your hands. If you're happy and you know it, clap your hands. If you're happy and you know it, and you really want to show it, if you're happy and you know it, clap your hands.

SHERYL LEE RALPH: Yes. If you've got something to be thankful for, thankful about, please, give that blessing a nice round of applause. When I listen to Miss Raf speak, and trust me, that's the way a lot of people pronounce my name. It's Ralph, but they always say, Miss Raf. When I heard the teacher of the year speak, I was like, "Wow, she could actually guest star on Abbott Elementary." Now I hope you are watching Abbott Elementary, what should be your new favorite TV show Tuesday nights at nine o'clock on ABC. Abbott Elementary just happens to be the number one TV show and comedy across the country and hitting the world too.

SHERYL LEE RALPH: Now what's special about that? What is special is that this show is about teachers: teachers, educators, our support system, kind of like everybody who belongs to PSEA. All of those people who usually in a TV show are the butt of the joke. But on this show, they are the heart of the show. A show that literally... Are you paying attention to what I'm saying up there? I'm talking class, and you're talking.

SHERYL LEE RALPH: I love being an educator. As you know, I may look like Ava, but I am actually Mrs. Howard on the show. Yes, you can give Mrs. Howard a round of applause, yes. And I love Mrs. Howard because Mrs. Howard has been there, done that, seen it all, has the T-shirt, the cap, and doesn't want another one. She knows what she's doing. She knows how to get it done. She knows that it's a difficult job, and I love the way she smiles, she speaks.

You notice how the voice goes down. She's obviously a woman in charge. She appreciates her community. She loves her students. She does not always remember them, but they never forget her.

SHERYL LEE RALPH: Mrs. Howard, honestly, when I took this role, and I looked at all the characters in the show, I honestly thought nobody was going to see this character. I thought, "Well, what am I doing?" It's not like she's every laugh a minute. It's not like she's every joke a minute. But I realized, through people's response, that she is the heart of many teachers. She does what she does because she loves it. She does what she does because she got the call. She stays as a teacher because she knows that's where she is best suited. And she has become the foundation for Abbott Elementary, just like so many of you are the foundation of your classroom, of your school, and of your communities. And just like I felt that maybe nobody would see what it was I was doing, just like me, you are wrong.

SHERYL LEE RALPH: You make a difference in ways that you may not see, that other people will feel. So, as Mrs. Howard, I get all kinds of things from people, and I'm going to read you a fictional, fictitious letter to Mrs. Howard, and it's for all of you. Dear Mrs. Howard, Thank you for being the best teacher in the world.

SHERYL LEE RALPH: Cause I am.

SHERYL LEE RALPH: You inspired me. You inspired in me a love for learning that made me feel like I could do and ask you anything. Okay, almost anything. You always had the patience for my questions, and you knew just how to explain the answers. I will never forget that one time in your classroom, a memory that has lasted me a lifetime, when a student, who will go unnamed, threw a chair across the classroom, and you exhaled, looked at them, walked over to them, and gave them a big hug. They started crying and told you they were hungry. You invited the whole class in for a group hug. I am now a teacher, and I want to thank you for inspiring me to be my best and for being there in kindergarten - because I'm a kindergarten teacher - to guide me when I needed a hug. Every now and then I still want to throw a chair across the room, but then I stop

and think about you and what it is I might still be needing, and I take the time to give myself a big hug. Having you, Mrs. Howard, in my life opened my eyes to my own inner strength and has kept me motivated to become more and do more. You have been an incredible teacher of lessons, both inside and outside of the classroom. With love, student who will remain unnamed, but is a teacher now. Thank you.

SHERYL LEE RALPH: So to all of you, in my real life, I'm a union person too. Yeah, I'm the Vice president of the LA Chapter of SAG-AFTRA - thank you - where I represent close to a hundred thousand people, and to everybody who shows up, not only just to do the work of educating but who shows up in a union where I really believe that together we achieve so much more. And it's not easy. It's really not easy, because I've learned that there will always be people who will be there. There will always be people who will be happy. There will always be unfinished business. There will always be new business.

SHERYL LEE RALPH: But as long as we keep showing up and doing the work, there will always be the business of education, and we all deserve it for our students, for ourselves, and for the people we serve. So Mrs. Howard thanks you very much. Oh, that's a strong microphone. Mrs. Howard thanks you very much. Sheryl Lee Ralph, thanks you very much. Remember what you do. Remember why you love it. Remember what you got to be thankful for, because if you are living, it is so much. And know when you are looking to the mirror tomorrow morning, you are perfect because God does not make mistakes. Thank you.

PRESIDENT ASKEY: Thank you.

PRESIDENT ASKEY: Just one quick thing, Aaron, first. I got to hug Sheryl Lee Ralph. This coat, I need to hang up and put in plastic. You'll never see it again.

VICE PRESIDENT CHAPIN: Thank you, Mr. President. And I am glad that I'm not giving the next presentation, because it is not going to be nearly as entertaining.

VICE PRESIDENT CHAPIN: It's true.

VICE PRESIDENT CHAPIN: So, before Jeff Ney takes the stage to deliver his Treasurer's Report... Treasurers do rock. We

wanted to give him a little pep talk. He's going to need it. Actually, we wanted someone else to give him a pep talk, and who better to do it than that of a professional athlete.

VICE PRESIDENT CHAPIN: Ladies and gentlemen, beaming in from his hometown of Pittsburgh - little bit of Val Brown there - Pittsburgh, two-time Super Bowl champion and former Steelers quarterback, Charlie Batch.

TED LANGE: Ahoy. I'm Ted Lange, also known as Isaac from the Love Boat. I heard Aaron Chapin listens to Yacht Rock Radio when traveling. Imagine-

PRESIDENT ASKEY: Would you get that together, please?

PRESIDENT ASKEY: Okay, we're going to do something before she leaves the hall, if she doesn't mind. I didn't get my picture with Sheryl Lee Ralph. Okay. All right. Ms. Ralph, can I have a picture with you, please?

SHERYL LEE RALPH: Okay.

SHERYL LEE RALPH: What about my bad students?

SHERYL LEE RALPH: You got to let my bad students know. Thank you. All right. All of you, just turn around, and I'll stand right here.

SHERYL LEE RALPH: You see the bad, bad one walked away.

SHERYL LEE RALPH: All right, now for the good ones. Turn around. Look at that. They're ready for the picture. Come on.

PRESIDENT ASKEY: Oh, these guys, always.

SHERYL LEE RALPH: They know how to take a picture. Look at that.

SHERYL LEE RALPH: Thank you.

PRESIDENT ASKEY: I got my picture. I got my picture.

PRESIDENT ASKEY: Are we ready? Or do I have to do my own song and dance?

PRESIDENT ASKEY: Okay, I was just told to... I hear the weather is not going to be so good today.

PRESIDENT ASKEY: That would probably take up more time. Let's do this. How many of you went straight to bed last night after the House of Delegates?

PRESIDENT ASKEY: You got to be truthful now. You got to tell the truth. How many of you went to the bar immediately following the House of Delegates?

PRESIDENT ASKEY: How many of you went to a bar somewhere else after the House of Delegates?

PRESIDENT ASKEY: How many of you drank in your room?

PRESIDENT ASKEY: Okay, we have some of our test questions for the next time. We'll see if they get those right.

PRESIDENT ASKEY: I'm going to do a little plug here, actually, that needs to be made. Some of you are quite aware, because we have great region PSEA directors, that this is a very important election coming up. You heard from Dan. But the other side of that is that because of the pandemic and because of the lack of in-person events we had, our PSEA funds could be better, shall we say, could be better. So please, please, if you have not given to PSEA, you've heard every event you've gone to, the difference that it makes when we have the right people in public office and the difference it makes when PSEA helps get those people into public office.

PRESIDENT ASKEY: I'm sorry to say that money does talk. But also, you talk. So please, make sure that you have given the PSEA, if you have not, because that's part of your union advocacy responsibility. But also your other responsibility is to become involved in the election. We know the difference. One of the things that actually thrills, when I talk to folks that we've recommended, they're not only extremely happy about the financial support that our PAC funds give them. They're especially grateful for the energy that comes from the people, from the members of PSEA when they get involved, when they help knock on doors, when they talk to their friends and their neighbors.

PRESIDENT ASKEY: Please, make sure during this time coming up that you give from your wallet, you give from your heart, you give from your voice. And once again, one of the best things you can do is to tell your story. Tell your story about your classroom, your office, your cafeteria, or bus. Let them know what public schools need, let them know what you need as someone who is part of the public school family. It's more important than ever because we need people to vote, not just for candidates. We need people to vote for public education, and you can make that happen.

PRESIDENT ASKEY: Perfect timing. I just got the thumbs up. Yay. I think we're ready to show a video introducing our incredible treasurer, Jeff.

### **Treasurer's report**

CHARLIE BATCH: Jeff, what's going on? This is Charlie Batch with the Steelers. Yes, you can see behind me. I am repping that Steelers jersey right there that I was able to wear for 11 years. And of course, you see that Detroit Lions jersey behind me, as I spent the first four years of my career in Detroit.

CHARLIE BATCH: Hey, I was talking to Aaron, I was talking to David. They were telling me how much of a huge football fan you are. First and foremost, I wanted to say thank you for being that guy, better yet, being a champion both on and off the field.

CHARLIE BATCH: But also, are you the same guy that ended up driving a golf cart in a giant hole, and everybody was forced to bail out? Oh, that was you. Oh, yeah. Let's not forget about that. And I can't believe Aaron had to jump and bail out. Man, what were you doing? Obviously, not paying attention. But either way, you are now representing, you are now being introduced to the team.

CHARLIE BATCH: So you go out there, Jeff, you continue to go out there and lead. But also sometimes, you have to laugh at yourself. Hey, either way, brother, continue to do your thing. Many blessings to you. And as always, go Steelers. Here we go.

JEFF NEY: Jim got to do his report. We had the Pennsylvania Teacher of the Year report. Sheryl Ralph Lee. Yeah, Ney, no pressure. Okay, here we go.

JEFF NEY: Hey, thanks Charlie Batch, and thanks for the special introduction. Hello to all of my fellow delegates. I am pleased to be at another May House of Delegates. In fact, as I am approaching the end of my fifth year as your PSEA Treasurer, I want to express how honored and humbled I am to serve in this great union and how privileged I am to serve all of you and all of our fellow PSEA members.

JEFF NEY: Obviously, these last two years have certainly brought us some unique experiences, both in our professional and personal lives. Who could have prepared us for



the challenges we had to face on the buses, in our cafeterias and our schools, over Zoom? We focused on providing quality public education to our students safely while focusing on our new normal. Each of you helped make our association stronger than ever because you put in the work. You are tremendous examples of our profession. And I cannot put into words how proud I am to be a member of PSEA.

JEFF NEY: Today we continue to navigate the pandemic while meeting the educational needs of our students. PSEA continues to address the financial issues that are a direct or indirect result of the pandemic. Inflation, supply chain challenges, and human resource shortages impact PSEA's budget and financial operations. Our membership ranks, particularly our valued ESP members, have experienced furloughs or have seen their positions eliminated. Be assured, we will fight for the respect that our members deserve.

JEFF NEY: We recognize the ongoing legislative challenges that threaten our professions and the promise of a great public education for Pennsylvania students. We recognize that anti-union groups remain active in our diverse and divisive culture. For the sake of our members and students, we must remain a united group. We will continue to communicate with and educate our members about who these anti-union groups are, who funds them, and what their end goal is. They're obviously not pro-labor, and they are not concerned about the well-being of public education.

JEFF NEY: We have experienced decline in membership for the current '21-'22 membership year, losing about 700 EA members and 1,700 ESP members. Membership losses result in reduced revenue. PSEA continues to seek more efficient ways of conducting business to better serve our membership and be excellent stewards of the membership dues.

JEFF NEY: We have had a great advocate for public education in Governor Wolf over the past eight years. As you know, this November Pennsylvania has the next gubernatorial election. It's essential that we elect pro-public education legislators and a governor, regardless of the party affiliation. We continue the legislative battle to increase the teacher starting salary to \$45,000 and increase the

minimum wage throughout Pennsylvania and across the country. We continue to ensure that the retirement system, promised to us when we started our career, is there when we retire.

JEFF NEY: As I mentioned, we have a reduction in our EA and ESP membership. However, we have experienced an increase in our PSEA retired membership, resulting in nearly 31,000 new members.

JEFF NEY: And our student PSEA membership has increased over 7,000 members, shining a light on the staff shortages in our school districts. So I must also take a brief moment, because we're not just recognizing it here in Pennsylvania, but I want to congratulate the retired and student members who continue to receive recognition from the NEA for the extraordinary effort. So how about a round of applause for both our retired and student groups? In total, PSEA's membership is 178,000. And we can't anticipate what the '22-'23 membership year will bring and what challenges will be brought forth. But we will play an active role in developing statewide policies and fighting any battles that lie ahead.

JEFF NEY: PSEA's strength is our membership. It has always remained that way. It is vital that we concentrate on internal and external organizing efforts, because PSEA is a member-driven organization. Our members must be informed, engaged, and activated. We can make that happen with the help of virtual settings, offering us even more ways to engage with members and guide them to become active to our programs and governing opportunities.

JEFF NEY: It is no secret that the new global economy and international turmoil have created unanticipated financial challenges. But PSEA successfully adapted to this new economic, political, and legal climate when developing our '22-'23 budget. We continue to closely monitor the economic recovery and the extreme volatility that remains in both our national and global economies.

JEFF NEY: We cannot ignore the legislators who attack our pension, eliminate our ability to collect dues through payroll deduction, and want to diminish collective bargaining rights. These attacks directly and negatively will impact our association. This also reinforces why

we must elect pro-public education candidates as a 100% necessity.

JEFF NEY: When developing our annual budget, we ensure that it is closely aligned with our mission, vision, values, and goals. We have great respect for the annual dues paid by our members, and we efficiently allocate those limited financial resources to safeguard the long-term financial integrity and sustainability of our association. The budget ensures members receive top-quality service from PSEA governance and our staff. And we recognize that the budget challenges associated with membership decline, a volatile pension liability, and an uncertain financial and legislative climate could have a devastating impact on organizations if they are not effectively managed. So having adequate financial resources does provide us a comfort that PSEA is on the correct long-term financial path and emphasizes the importance of maintaining adequate financial reserves when faced with challenging situations. We recognize the volatility of the stock and bond markets and its impact on our annual pension expenses and pension liability. We have addressed our pension plan requirements proactively since the recession of 2009 and will continue to uphold the promises we made to our valued staff.

JEFF NEY: Your PSEA officers, the Board of Directors, continue to responsibly manage the pension debt and have chosen not to kick the pension liability down the road for future members and leadership. Based on our mid-year review, which is an annual process used to project where we will end our fiscal year, we anticipate that we will end '21-'22 year with a general fund surplus. I caution that these projections are based on financial situations as of January 31 of 2022, and they may change between now and August 31, the end of our fiscal year.

JEFF NEY: Please remember, it was just 10 years ago that PSEA had a negative 8.2 million of net assets. On August 31 of '21, our audited financial statements indicated that we have \$147 million of net assets, and I'm confident that we are moving in the right direction, and now is not the time to deviate from the path that has been proven effective.

JEFF NEY: From a financial perspective, we are venturing into uncharted waters, and having adequate reserves will provide a balance to sustain the association. I do remain optimistic about the positive economic forecast for the remainder of our fiscal year and the long-term financial stability of our association.

JEFF NEY: I will commit all of my efforts to ensure that PSEA remains on solid financial ground. I know your officers, your Board of Directors, and the PSEA Budget Committee, and the PSEA staff continue to excel at prioritizing the expenses of PSEA and identifying the more efficient methods to accomplish the tasks at hand.

JEFF NEY: There is a dedicated group of leaders who make sure that your interests are heard and protected throughout this entire process. And I would like to recognize the members of PSEA's budget committee for their hard work and dedication to our association: Jena Broadhead, Eastern Region; Pam Brown, Southeastern Region; Rachael Curry from the Southern Region; Holly Harrington, ESP Region; Debbie Lee, Mideastern Region; David Taylor, Western Region.

JEFF NEY: And there's one other person that needs to be thanked. You heard from him a little bit earlier tonight, Joe Howlett, PSEA's Business Manager. This is going to be Joe's last PSEA House of Delegates as he enters his retirement, after working with PSEA for 14 and three quarters years. He made me say the three quarters. He's that kind of numbers guy. As the PSEA Treasurer, I could not do my job without Joe Howlett, so I want to thank him from the bottom of my heart for everything that he has done.

JEFF NEY: Joe, thank you very much. Thank you, delegates, for your attention and support.

JEFF NEY: Thank you, delegates, for your attention and support of myself and PSEA. Again, I remain dedicated to ensure that our union continues to be the strongest advocate for our members, profession and our students. And with that, I can conclude my report. Thank you for everybody's time. Mr. President.

PRESIDENT ASKEY: Thank you, Jeff, for that report. Yes, I agree. He always does a

good job. Thank you. Once again, we would like to highlight our members and the great work that they are doing. So Aaron, please introduce our next member spotlight, sir.

### **Member Spotlight – Nancy Perez**

VICE PRESIDENT CHAPIN: Thank you, Mr. President, and good morning to all of you. Eight years ago, Nancy Perez suffered a devastating mental breakdown on the job. Working as a school principal at the time, she had let the stresses of her position and the needs of her community overwhelm her without ever focusing on her own needs and practicing self-care despite the warning signs, and the result was a 21-day stay in the hospital and a several year process of healing. Today, she teaches world languages at Hatboro-Horsham High School and speaks at events and gatherings about her experience. Her hope is to warn others to take the steps to protect their mental health before it's too late. And here is Nancy with her deeply personal powerful story.

NANCY PEREZ: In 2014, I became ill with a physical and mental breakdown on the job. At the time, I was a building principal of an elementary school. I had all the signs, there were headaches, there were nights that I could not sleep, high blood pressure, days that I could not eat. I went to the doctor and the doctor told me, "You need to slow down. You need to take it easy. You need to focus on yourself." And I didn't listen. When I got sick, I was in a hospital for 21 days and at that time, I lost the ability to write for an entire year. I lost the ability to be able to drive long distances. I started stuttering. I did not have the processing or the memory capacity that I did before I got sick. After my 21-day stay at the hospital, it was a year and a half process to be able to even begin to think about coming back to work. I am here today, and I am here because of my village - my family, my friends, my colleagues, the medical professionals. I put in the work to be able to be where I am today. And because of that, I come to you to say you have to take time for self-care because if you don't take care of yourself, you can't be good for anyone else. So know that it is okay not to be okay, know that it is okay to ask for help. Speak to your doctor, speak to a close friend, tell your family that you're not feeling

well. Explain to them what is going on but seek the help. Don't keep it to yourself. From this situation, I became a certified state peer support specialist, taking my experience through mental health and helping other people as well as their families to cope, to work through it, to seek out the necessary medical attention and supports that they need to walk with them hand in hand. I've become a certified family peer support specialist, working with the family as a whole to be able to address the issues of mental health and self-care.

NANCY PEREZ: I've become a mental health first aid facilitator and a suicide prevention trainer as well to take my experiences and teach other people. I'm not ashamed. I'm not ashamed of what happened to me. If I don't speak, then I only further the stigma. I was given a second chance. And with that second chance, I'm going to speak to everyone that I possibly can. I'm going to share my story and I'm going to let them know it's okay to not be okay because I've been in that situation. But I'm here today able to speak to you to say if I can do it, I know that you can do it.

VICE PRESIDENT CHAPIN: Thank you, Nancy. And finally, Michelle Eppinger, an education support professional at Seneca Valley High School, recognized a student need that was not being met. So she decided to do something about it. And with the help of her administration and a grant, she opened a no cost to shop store. Here, students can discreetly get clothing, hygiene items and non-perishable food at no cost through community donations. Vocational education students, of course, let's put this to good use, run the store and gain retail experience by collecting donated items, stocking shelves and maintaining the inventory. It is a huge win-win for the students, the school and the community. And I'll let Michelle tell you more about her project.

MICHELLE EPPINGER: I started the shop after the pandemic. I realized that there was a need. I thought to myself, "There's got to be some way to help." So I started looking for a space in the high school when No Cost to Shop was born. Once we found the space, all kinds of things started to happen. The Seneca Valley Foundation provided us with a \$3,000 grant to get us started. We advertised for donations. We

had companies donate to us. Everything in here is free. We have jeans and T-shirts and hoodies and leggings and dress clothes, shoes, all kinds of accessories, just about any hygiene item that you could want. When a student wants to come in and shop, what they do is we have signs with QR codes all over the place and all they have to do is scan the QR code and they fill out a survey.

MICHELLE EPPINGER: The students learn a variety of different skills. Our students are learning how to launder. They're learning how to sort. They're learning how to fold. They're learning how to stock. We have a system where they go through each and every item and look to make sure that the items are new or very gently used, and make sure that things are in style, and it would be something that a teenager would want to wear. I see the store going on and on because the need is always going to be there. The goosebumps and the warm fuzzies that you get, that's what makes it great. When you can see a kid walking out of here with a bag that's happy, you made their day. If you have the opportunity to do this at your school, do it. It's worth it. There are kids that need it, and you can make a difference.

AARON CHAPIN: Thank you, Michelle.

PRESIDENT ASKEY: All righty. So this weekend, we have been talking a lot about how important it is to elect pro public education candidates. Now, this morning, it's my privilege to introduce one to you, Pennsylvania Attorney General, Josh Shapiro, is here with us today. He is the Democratic candidate for governor, and he's PSEA's recommended candidate in the Democratic primary. So let me tell you something, Josh Shapiro is the real deal. He is someone who has the experience, he has the ideas, and he has the energy to lead this state. And he's made it clear that public education is going to be one of his top priorities. And that, my friends, is a big, big deal. Of course, I've also heard that Attorney General Shapiro likes to shoot a little basketball now and then.

PRESIDENT ASKEY: So we may be seeing something like that in a few minutes. But delegates, this is what it's about. We need a friend and a supporter in the governor's office, and we need a fighter. We need Josh Shapiro.

And I'll let Josh tell you about himself and his ideas. But first I'm going to tell you this, if we get out there and we work as hard as we can, if we get out there and tell our friends and our families and their friends and their families about Josh, if we treat this election as the most important election we have seen in years, well then Josh Shapiro will be the next governor of Pennsylvania. So my friends, I give you one of the greatest friends of public education in Harrisburg, Josh Shapiro.

JOSH SHAPIRO: Wow. Good morning, PSEA. You all look so good out there and I know we've got hundreds of delegates gathered here today in Philadelphia and so many more watching virtually. And I want to begin by saying thank you so much to President Askey for his tremendous leadership to the entire leadership board. These folks know what they're doing. They have your backs. And when they talk, people listen. Rich, thank you so much. Now, we gathered today at a time of real worry in our commonwealth, of real angst and real fear. I know that. I hear that as I talk to people all across the Commonwealth of Pennsylvania, the teachers who talk to me about their concerns of the mental health of the kids that they're teaching, the folks who aren't quite sure how they're going to fit in to a changing economy, the people who live in rural communities in Pennsylvania who worry that that emergency room hospital is going to be shut down and they won't know where to go when they've got a problem.

JOSH SHAPIRO: And the countless number of people who stop me day in and day out who are just simply worried about their freedoms being taken away from them. I hear it and I feel it too. And I understand it. And I'm running to be your governor, not just to win an election, but to meet this moment and serve the good people of Pennsylvania to deal with that worry, to create opportunity and to defend our freedom. That's why I'm running to be your governor. Now, I know we need to grow our economy and we need to have safe communities. But I also know that the best way we can address both of those issues is by right now investing in a world class education system in the Commonwealth of Pennsylvania. Now, our constitution speaks about a thorough and

efficient education system. It doesn't talk about kids only in one ZIP code or another. It doesn't leave out rural communities or urban communities, talks about all Pennsylvanians.

JOSH SHAPIRO: And so in my first budget as your governor, you will see billions more being invested through the fair funding formula to get to the schools and the students who are most in need. We will invest in public education. But to me, that can't be the end of the conversation on public education. We must do more, and we must do more by changing the way our classrooms and our schools think about themselves. Right now, our schools are so darn focused on tests and things that the bureaucrats in Harrisburg dictate to you about. So let me tell you my vision for public education. We will end our reliance on standardized testing in Pennsylvania when I am your governor. We will. Because listen, those tests don't measure the quality of a teacher and they certainly are not good for our students. We need to reclaim that classroom time. And in its place, I see a school system where we not only unleash your full potential, but also the full potential of those you teach.

JOSH SHAPIRO: So how about we teach arts and humanities and history and civics and culture and music again in our schools? We can do that together. How about we make sure that in every high school, students have the opportunity to learn vocational, technical and computer training? Because I see opportunity in Pennsylvania. But in order to achieve that opportunity, we need to unleash you and unlock the great potential of our students. When they hit that 10th and 11th grade and they begin to think about their future, I know their future shouldn't be defined by some bureaucrat in Harrisburg, their future should be defined by the talent that you helped grow, by the interest that they have. And if they want to go to college, we're going to help that be more affordable. And if they want to go to the workforce, we're going to get them there. That's the way our schools should work. If we do this right, if we do this right, we can make such incredible change in Pennsylvania and create a brighter future for all.

JOSH SHAPIRO: Now, I recognize we have some challenges that we have to address. We've got to make sure we do a better job

recruiting teachers, particularly teachers of color here in Pennsylvania. And bear in mind that this is an emerging crisis that will land on my desk as governor. And I look forward to working with PSEA to make sure that we are attracting and retaining top quality teachers from all across Pennsylvania. And when we attract them and retain them, you should know you'll have a governor who has your backs. That is my commitment to you. I believe that when you go to work, you shouldn't be burdened by paperwork, and you shouldn't be worried about the health of the environment that you're being asked to teach in. We will have an infrastructure bill focused specifically on our school building so you all get to work in a safe and healthy environment and our kids can learn there in a great environment too.

JOSH SHAPIRO: I believe in these things not just because it's the right thing to do, but also because I believe that if we're going to create safe communities and grow our economy, then it all starts with a strong public education system. That's what's at stake, an opportunity to build a safe and a strong Pennsylvania with great schools. Now, here's the other thing I'm focused on as governor, and I haven't figured out how to put this on a bumper sticker yet maybe, you all can help me, we're going to grow good schools and safe communities and economy that works for all. But I'm also going to be a governor to make sure that folks just don't get screwed, right? And I know you're laughing but think about it. We have a system where corporations put profits before people. And I've taken them on as attorney general. Just ask those student loan companies, I took them on and we have put \$130 million in student debt cancellation back in the pockets of students and their families across Pennsylvania.

JOSH SHAPIRO: I've taken on the opioid companies and brought billions of dollars back to make sure that we have treatment available for those who are battling the disease of addiction. But it's not just these big corporations that are trying to screw over everyday Pennsylvanians, you know who else is too? The eight folks who are running against me on the other side for governor. You see, they don't have a vision for how to improve public education. If anything, they want to dismantle it.

They have no vision on how to create safer communities or grow our economy. And what they're fundamentally trying to do is make your lives harder. They want to make it so you can't join a union in Pennsylvania. They want to end the union way of life. Let me tell you something, I will always defend the union way of life here in the Commonwealth of Pennsylvania. Here's what else they want to do, they want to say to all of the women of the Commonwealth of Pennsylvania that they know better, that they, the politicians in Harrisburg, know better.

JOSH SHAPIRO: I trust the women of this commonwealth to make decisions over their own bodies. That's right. That's right. And the next governor, the next governor of the Commonwealth of Pennsylvania, well, he's going to get a bill on his desk to ban abortion in Pennsylvania. Let me tell you what, each and every one of them will sign that bill into law, I will veto that bill when it hits my desk. They're not only trying to screw you by making it so you can't join a union or can't control your own body, they're also trying to change our election system to count many of you out. And let me tell you something, I know a little something about how elections work because in the 2020 election, the former president and his enablers took me to court 43 different times. First, to make it harder for you to vote, and second, to make it so your votes wouldn't count. You know what happened? They went, "Oh, and 43," I went, "43 and oh," and we had a free and fair, safe, and secure election here in the Commonwealth of Pennsylvania. We did.

JOSH SHAPIRO: But I wish I could tell you that that's the end of the chapter. And this is serious, gang. You see the lies led to that litigation and the litigation led to the violent insurrection at the nation's capital on January 6th. There was a prominent Pennsylvanian there that day, a state senator who marched to the Capitol that day. And when law enforcement said, "Stop," they kept marching, no respect for the rule of law or law and order. I wish I could tell you that the violent insurrection was the end of the chapter too, but it wasn't. You see, after they left our nation's capital, they went to state capital after state capital trying to make it harder for people to vote. And in Georgia and in Texas and also in Harrisburg, they passed bills making

it harder for people to exercise their franchise, making it harder for people to be heard. And let's be honest, they're not trying to make it harder for people who look like me to vote, they're trying to make it harder for black and brown Pennsylvanians to vote, for disabled Pennsylvanians to vote.

JOSH SHAPIRO: And in Georgia and Texas, those bills became law. And in Texas, ballot after ballot is now being thrown out. Here in Pennsylvania, those bills didn't become law because of the veto pen of Governor Tom Wolf. Folks, I'm here to tell you, we must never lose that veto pen here in Pennsylvania because they're not done. They want to make it harder for people to engage in our democracy because they fundamentally believe that certain voices shouldn't be sitting around the table of progress and certain voices shouldn't be heard from. And folks, I'm here to tell you, that's not democracy. Our democracy was born here in Pennsylvania, just a few steps down the road from where we are today. And as Pennsylvanians, we have a unique responsibility to defend our democracy and ensure that it continues. And this race for governor will be the pivotal decision as to whether or not our democracy continues. Folks on the other side, they love to cloak themselves in the blanket of freedom, right?

JOSH SHAPIRO: They talk about freedom all the time. Let me tell you something, it's not freedom when you tell a woman how and when she can start a family in Pennsylvania. That's not freedom. It's not freedom when you tell her what medicines she's allowed to take. That's not freedom. It's not freedom when you tell someone they're not allowed to join a union. That's not freedom. And it sure as heck isn't freedom when you tell someone they can go vote, but the people in office get to decide the winner. That's not freedom. We are the people who have stood on the side of freedom, freedom and choice and opportunity for all. We are the people in this election who are out there trying to defend freedom. And you all have a unique responsibility to join this fight. My name may be on the ballot, but it's your rights on the line and it's your future that is at stake. And you have immense power to defend our democracy, defend our freedom and create more opportunity and possibility in our education system.

JOSH SHAPIRO: You have immense power. And so while I am grateful for your endorsement and I am grateful for the generosity that you have shown my campaign with your hard-earned resources, the truth is it's not enough. I'm here today because I want to challenge you to do more. And that is to realize your power. Think about this, the 2016 election came down to 44,000 votes in Pennsylvania. The 2020 election came down to 80,000 votes in Pennsylvania. If there's any math teachers out there, there's 9 million registered voters in Pennsylvania. Both times that is less than 1%. It's not a stretch to imagine that this governor's race is going to be equally close. And now, consider your power. You're the folks with the information. You're the folks with the access. You're the folks who understand what is at stake. And so when you put that Shapiro for Governor lawn sign on your lawn, that sends a message to your neighbors that you're not only for Shapiro, but that you recognize what's at stake and this is the direction we need to go in the future.

JOSH SHAPIRO: You have immense power through your voice and through your platform to help advise and educate people about what's at stake and choose the pathway of opportunity and freedom in Pennsylvania. The quiet conversation after church, waiting in the carpool line, waiting in the food store to check out. When you speak to someone and let them know what's going on, that is what's going to carry the day and that'll be our margin of victory. And you have that power. I'm here today to respectfully ask you to use it because I fundamentally believe you have a responsibility to use it. Let me explain what I mean by that. People ask me all the time, "Why do you do what you do?" And I tell them it's because of my family and my faith. Lori and I are blessed with four children. I look in their eyes every day and I want a better future for them. That's why I go to work every day. But I'm also very grounded in my faith. Scripture teaches me that no one is required to complete the task, but neither are we free to refrain from it.

JOSH SHAPIRO: Now, I absolutely respect and appreciate the fact that we all don't share the same faith. But I think we all share that same understanding that each of us has a

responsibility to get off the sidelines, to get in the game and to do our part. You are PSEA delegates because you recognize you have a responsibility that extends beyond the classroom. You have a responsibility to a broader system here of opportunity for young people and for workers across Pennsylvania, for educators across Pennsylvania. You recognize that responsibility. And now, I'm asking you to dig in a little deeper and appreciate your power and to use it because I believe that if you use that power when we win this election, we can build a Pennsylvania that is far better than what we have now, one that is inclusive, one that is tolerant and one that puts education first and foremost. Thank you all so very much. I am profoundly grateful for your support. Thank you. Thank you so much. Thank you.

JOSH SHAPIRO: Now, stay up on your feet because I want you to meet somebody. In Pennsylvania, you've got to have a strong team to be able to govern effectively and we are building that strong team. I am proud to introduce you to my endorse candidate and your candidate for Lieutenant Governor, State Representative Austin Davis.

AUSTIN DAVIS: Good Morning, PSEA. I am proud to stand before you as your endorsed candidate to serve as Pennsylvania's next Lieutenant Governor. I stand before you as the proud son of a union bus driver and a hairdresser. It was the union way of life that allowed me and my sister to become first generation college graduates. It was the union way of life that allowed me to become the first black legislator to represent any district in Western Pennsylvania outside of the city of Pittsburgh. And it was because of a strong public education system and even better public school teachers that I stand here before you today. Public education is the gateway to our future. And every child in the commonwealth of Pennsylvania, regardless of their ZIP code, deserves to have fair and equal access to a good quality education right here in Pennsylvania. We must invest more in our public education system and in our vo-tech programs. We must show young people that there are multiple pathways to success. If they want to go to college, we want to make it sure it's affordable for them. And if they want to go into the workforce, we want to

make sure they have strong options to do just that. And we must value our public school teachers here in the Commonwealth of Pennsylvania. I can tell you that Josh Shapiro and I will never let you down. You will always have champions for public school teachers and public educations in the Capitol once we're in charge. So I respectfully ask you to continue to support this campaign, to support this movement and let's go win this election. Thank you. God bless you.

PRESIDENT ASKEY: So I believe we're not quite done here.

DAN WIEDEMER: President Askey, are we ready to have some fun?

PRESIDENT ASKEY: Oh, what kind of a question is that for me? I'm always ready. Who's ready to have some fun? Yes, we are ready to have some fun.

DAN WIEDEMER: So we have two very lucky winners before us today who have the chance to shoot a few hoops with Attorney General Shapiro and Representative Davis. All right. First up, we have Lindsay from Hempfield, right?

DAN WIEDEMER: All right. First up, we have Lindsay from Hempfield, right? That's correct.

LINDSEY: Yes.

DAN WIEDEMER: Long legs Lindsey, as we learned last night. Lindsey, meet Representative Davis.

LINDSEY: Nice to meet you.

DAN WIEDEMER: Attorney General Shapiro. The hoop is regulation. That's what they tell us. All right, so-

JOSH SHAPIRO: Should've worn my sneakers.

DAN WIEDEMER: No, you're, you're a big basketball fan, right?

JOSH SHAPIRO: Yeah, I am.

DAN WIEDEMER: Is there any chance we could get a close up on the sneakers, by the way, from our camera guys here? Shapiro for governor, on the shoes. You can have whatever you want in pace if I can get a pair of those, by the way. All right, Lindsey, are you ready?

LINDSEY: I'm ready.

DAN WIEDEMER: We are going to do three shots.

LINDSEY: Yes.

DAN WIEDEMER: We're going to play a game of PIG.

JOSH SHAPIRO: No, no. Gov. G-O-V.

LINDSEY: Oh.

DAN WIEDEMER: Okay. Yes, that's why he's running for governor. We're going to play a game of Gov. So Lindsey, you get first crack. Anywhere you want, take a shot. The Attorney General's got to match you. Representative Davis is going to be our rebounder.

JOSH SHAPIRO: All right.

DAN WIEDEMER: Here we go. First shot. Nope, I'm sorry. We're turning it over to the Attorney General.

JOSH SHAPIRO: Now I shoot?

DAN WIEDEMER: Now you shoot. Whoa. We've got a G.

LINDSEY: Right here.

JOSH SHAPIRO: Should I trash talk while you shoot?

DAN WIEDEMER: We've got a G. No, I don't want to put too much pressure on you, but if you miss, we're turning it over to Angie. The respect of PSEA is on the line right here, just so you know. Oh, close. All right, so we're down a letter. The stakes are growing for you, Angie. I hope you're aware of this.

JOSH SHAPIRO: You've got this, Angie.

DAN WIEDEMER: I made a little side bet with Representative Davis that we would win, and that if we didn't President Askey would be making a big contribution to Shapiro for governor, so.

JOSH SHAPIRO: Then I'm going to block your shot.

DAN WIEDEMER: So, all right, we need to bring it home. Are you ready?

ANGIE LUTZ: Excuse me, but I have something to tell you. I hurt my shoulder and I think that hoop is higher than I remember playing, so I don't know whether I'm going to be able to do this unless you're lower than that.

DAN WIEDEMER: I lack the ability to do that. President Askey, we got an injured player here. Is there anything that we can do?

PRESIDENT ASKEY: Well, tell you what. Hey, I'm president. I make the call. Let's call somebody from the bench.



DAN WIEDEMER: I'm good with that.  
Are you okay with that?

JOSH SHAPIRO: Sure. Yeah, whatever.  
I love [inaudible 01:45:11].

DAN WIEDEMER: All right, let's see  
what we got. Who's coming in?

PRESIDENT ASKEY: All right,  
someone from the bench. Come on down.

DAN WIEDEMER: Who do we got?  
We're getting chants for Rudy. What's going on  
here?

JOSH SHAPIRO: Rudy [inaudible  
01:45:22]. Who's Rudy?

DAN WIEDEMER: Don't worry about  
it. You'll find out who Rudy is. I don't see  
anybody stepping up to volunteer. I hear some  
Globetrotters music.

PRESIDENT ASKEY: Come on.

DAN WIEDEMER: I feel like this is a  
good sign for us, not for you. For us, not for  
you. Oh my goodness. PSEA ESP President  
Rudy Burruss, Former Harlem Globetrotter.  
Okay, look, PSEA is about solidarity, right?

JOSH SHAPIRO: All about solidarity.  
PSEA is about setting me up, that's what  
happened here.

DAN WIEDEMER: So I think it's only  
fair that Rudy gets to take a shot here and then  
the Attorney General can match.

JOSH SHAPIRO: You're losing.

DAN WEIDEMER: We're down. We're  
playing GOV. We're down one. We need you,  
Rudy.

RUDY BURRUSS: All right, so if I get  
one shot, [inaudible 01:46:43].

DAN WEIDEMER: Yeah, you take it  
wherever you want.

RUDY BURRUSS: I shot- [inaudible  
01:46:58] I just want to see what it's like. Stop.

DAN WIEDEMER: Okay. All right.  
We're on the board. We're on the board.

RUDY BURRUSS: You got make up?

DAN WEIDEMER: All right.

RUDY BURRUSS: Make it a little  
tougher here. You get a little tougher.

DAN WIEDEMER: Oh my goodness.  
Oh, he's sitting.

RUDY BURRUSS: Haven't done this in  
a while.

DAN WIEDEMER: If there wasn't a  
camera here, nobody would believe this.

RUDY BURRUSS: I don't know.

DAN WEIDEMER: We love you.

JOSH SHAPIRO: I didn't know trick  
shots were part of this.

DAN WEIDEMER: Oh, close. Close.  
All right, we're going to do, next one wins. How  
about that?

RUDY BURRUSS: Next one?

DAN WEIDEMER: Next one gets us to  
go. All right, you ready?

Oh. I'm feeling a little nervous. I'm feeling a  
little nervous. Our reputation's on the line here,  
Rudy. You good? Okay. I'm nervous too.

PRESIDENT ASKEY: You're nervous? You bet  
my money, dude.

RUDY BURRUSS: Two in a row. You  
got me.

DAN WEIDEMER: Hey, did I say next  
one wins? Because what I actually meant was,  
Rudy, do you have any trick shots left in your  
hat? Because I want to make sure that we see it  
if you do.

RUDY BURRUSS: No. No trick shots.  
I'm a special ed paraprofessional. I work with  
life skills, multi-disciplines, lifestyle classroom

DAN WEIDEMER: And our ESP  
president. All right, so we're going to end it  
there. Thank you guys for being such good  
sports. This was amazing. Thank you. Thank  
you, Attorney General. We're going to get you to  
sign that ball. You just... This is a great memory  
for the House of Delegates, I think. And while  
we're doing this, we should probably get a round  
of applause for Lindsey and Angie. And of  
course, for our ESP president, Rudy Burruss.  
Thank you, Rudy. I believe I'm turning it back to  
you, President Askey.

PRESIDENT ASKEY: Mm-hmm. I  
understand that you're going to match whatever I  
donate to the campaign. Is that correct?

DAN WEIDEMER: I think it's Rudy.  
Actually, you know what? Angie is on the hook  
because she called him in.

PRESIDENT ASKEY: We'll meet on  
Monday morning in my office. All right, we  
have the adoption of the report of the  
Resolutions Committee. I call on Bob Guzik  
once again to give his report. Bob.

### **Resolutions Committee report**

BOB GUZIK: Now I'm the one who has to follow that though, so.

PRESIDENT ASKEY: I feel you.

BOB GUZIK: Thank you. I don't have the music behind me though, that's the problem. Okay. Thank you, Mr. President. Delegates. Good morning. My name is Bob Guzik. I am a member of the Colonial Education Association, Mideastern region and 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 considered in the document you have with additions, underlined in bold, and deletions placed in brackets. Mr. President, I will move for the adoption of the proposed resolutions from May 2022, after reading the title of the new and changed resolutions proposed by the committee, including the change that was made at the committee's opening hearing and meeting on May 2, 2022.

BOB GUZIK: If there is 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, each person, delegates, in-person delegates, 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 are placing hold on, and click the arrow send icon to submit the message. I will first repeat the change made last week for your clarification. The committee made minor changes to the proposed amendment to existing resolution E10 titled, Student Rights and Responsibilities.

BOB GUZIK: The minor changes add the words, without bias, to the statement to student right to learn free from academic tracking based on inappropriate criteria. The second sentence of resolution E10 would now state, the association also believes students have the right to learn without bias and free from

academic tracking based on socioeconomic status, ethnicity, English language proficiency, race, gender, gender identity, and/or special needs. I will now move for the adoption of the proposed resolutions by reading the titles of the resolutions to be added or amended. Goal area four, to advance educational standards. New D, performing and visual arts education. Goal area five, to promote a positive educational environment that addresses the needs of the whole student. E10, student rights and responsibilities. I will pause for a moment to ensure that any holds are registered.

BOB GUZIK: Mr. President, have we received any holds?

PRESIDENT ASKEY: No, we have not.

BOB GUZIK: 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 from May 2022.

PRESIDENT ASKEY: Hearing no holds, the motion has been properly moved to adopt the resolutions in all goal areas. We will now vote on the adoption of the report of the Resolutions Committee. You can begin voting. You have 30 seconds to vote.

PRESIDENT ASKEY: 10 seconds. Voting is closed. Voting is closed. We'll await the results. You have approved the addendum report of the Resolutions Committee.

BOB GUZIK: Thank you, Mr. President. As a point of personal privilege, I would like to thank the Resolutions Committee. You, the fellow delegates to this House, and for everyone for all their hard work. So thank you so much. That will conclude the report of the Resolutions Committee at this time. Mr. President, thank you.

PRESIDENT ASKEY: Thank you and thank you to your committee for such awesome work.

BOB GUZIK: Thank you.

### **Credentials and Elections**

PRESIDENT ASKEY: So now we move on to the final report of the Committee on Credentials and Elections. And the chair recognizes Erica DeVose, chair of the Credentials and Election Committee to present

the final report of the Credentials and Elections Committee.

ERICA DEVOSE: Thank you, Mr. President. The Credentials and Elections Committee certifies that as of 10:30 a.m. today, Saturday, May 14, 2022, there are 410 voting delegates registered for this House of Delegates. The total number of certified voting delegates includes 361 delegates with a full right to vote, 23 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 one student PSEA delegate. The total number of non-voting delegates is two, making the total number of delegates attending this House 412. Of that number, 338 delegates are attending in person and 74 delegates are participating remotely through the virtual meeting platform.

ERICA DEVOSE: 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 constitution and bylaws. The total number of full voting and limited voting delegates by region is Central Region, 19 full vote. One limited vote. 20 total delegates. Central-Western Region. 16 full vote. Two limited vote. 18 total delegates. Eastern Region. 18 full vote. One limited vote. 19 total delegates. ESP Region. 29 full vote. Two limited vote. 31 total delegates. Mideastern Region. 66 full vote. Zero limited vote. 66 total delegates. Midwestern region. 16 full vote. Zero limited vote. 16 total delegates. Northeastern region. 36 full vote. Three limited vote. 39 total delegates. Northwestern Region. 19 full vote. Three limited vote. 22 total delegates.

ERICA DEVOSE: Southeastern region. 34 full vote. One limited vote. 35 total delegates. Southern Region. 71 full vote. Three limited vote. 74 total delegates. Southwestern Region. 13 full vote. Three limited vote. 16 total delegates. Western Region. 24 full vote. Zero limited vote. 24 total delegates. PSEA Retired. Zero full vote. Three limited vote. 26 modified vote. 29 total delegates. Headquarters. Zero full vote. One limited vote. One total delegate. Mr. President, as chairperson at 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, the final report of the number of certified delegates.

PRESIDENT ASKEY: On behalf of the committee chair, Erica DeVose recommends that the report be adopted. So you can begin voting now. You'll have 30 seconds. And while you're voting, just a reminder that masks are required in this room. I know it's been a long day... morning, but please take a moment and put your mask back on.

PRESIDENT ASKEY: 10 seconds. Time. We're waiting the results, and you have adopted the final report of the credentials and elections.

ERICA DEVOSE: Thank you.

### **New Business Items**

PRESIDENT ASKEY: Thank you. Let's give all those folks a great hand and Erica for her great work. Once again, please put your masks on. This is not an option. I'll wait. Thank you, I appreciate that very much. And so do your fellow delegates. Okay, new business. Well, we have unfinished business. There is no unfinished business. So we're going to go on to new business. 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 have your amendment language prepared at the time that you submit a motion to amend. In fact, it would be helpful if you would complete and submit your amendment language as soon as possible.

PRESIDENT ASKEY: We do have some amendments and those folks, I want to thank you for getting them in as well, as soon as you could. That is much appreciated by the chair, I'm going to let you know that. If you are here in person, please go to the tech table right over there and submit your amendment request to the staff at the table. They will help you with the process and will 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. If you are joining online, you can submit your amendment through the Lumi platform. Please remember to include your amendment language. Also, please watch for assistant message from the speaker queue

moderators in case there are questions about the intended amendment.

PRESIDENT ASKEY: If you see a little red dot on the messaging icon, it means that you have received a message. Please note that you will not preserve your space in the speaking queue until you have submitted your amendment language in the required format. So once again, I'm just going to remind you that there are certain technical difficulties and other things that we may encounter due to the hybrid method that we are running this meeting. So if we have a little bump in the road, we're going to have grace. We're going to handle it kindly, and we're going to be patient with everybody. And we're going to make sure that every voice that is wanting to be heard and has followed the directions, will be heard. So let's go on a start of new business. The moment I've been waiting for, PSEA endorse Jason and Davis, as a PSEA active certified member nominee for the Pennsylvania Public School Employees' Retirement System Board to fill a three year term covering January 1, 2023 through December 31, 2025. I have a mover at microphone three. Missy Brant, Southwestern Region President. Missy?

#### **New Business Items #1**

MELISSA BRANT: Thank you, Mr. President. Melissa Brant, PSEA Southwestern Region President, and I move new business item number one.

PRESIDENT ASKEY: I have a seconder at microphone three. Aaron Chapin, Stroudsburg Education Association.

AARON CHAPIN: Hi, Mr. President. Thank you very much. Aaron Chapin, Stroudsburg Area, Vice President of PSEA. I second new business item number one.

PRESIDENT ASKEY: Thank you. Missy, would you like to speak to your motion?

MELISSA BRANT: Yes, I would. Good morning, delegates. I am honored to stand before you today to move new business item number one, which endorses Jason Davis for another term as a PSEA active certified member for the PSERS board. Jason currently serves on this board with tenacity and determination. He has been and will continue to be a fearless advocate for the 181,000 members across the

Commonwealth. Even amidst the turmoil the PSERS board was faced with in the last several months, Jason has continued to stand with resolve in this position. I am proud to say he is a member of the Fighting Southwest but even prouder to call him my friend. I urge you to pass this new business item unanimously so that we can continue to have his strong representation on the PSERS board. Thank you.

PRESIDENT ASKEY: Thank you Missy. Aaron, would you like to speak?

AARON CHAPIN: Yes, Mr. President. Missy said it well. Also, as Vice President, I have worked with Jason Davis over the past three years. Often we've had conversations about the complexities PSERS is engaged in with their investments and the services that they provide, what's also currently going on and what their future plans are. Jason is a wealth of information, has a deep passion for what he does. I know our pensions are in great hands with trustees like Jason. And furthermore, it is imperative that PSEA members like Jason Davis remain as a trustee of PSERS, to protect our interests and our retirement years. Please join me in supporting Jason Davis for three more years as a PSERS trustee.

PRESIDENT ASKEY: I do not believe we have any other speakers to the motion.

BOB GUZIK: Nice job.

PRESIDENT ASKEY: So I will go ahead and call the vote. All in favor of new business item one, vote yes. If you are not in favor of business item one, vote no. You may begin voting. You have 30 seconds.

#### **New Business Item #2**

PRESIDENT ASKEY: 10 seconds. Time. Voting is closed. And the results are in, you have approved new business item number one. New business item number two, the PSEA endorse Susan C. Lemmo as a PSEA Annuitant group nominee for the Pennsylvania Public School Employees' Retirement System Board, to fill a three year term covering January 1, 2023 through December 31, 2025. I have the mover at microphone five. The chair recognizes Mary Moran, PSEA retired president for the purpose of moving NBI2.

MARY MORAN: Good afternoon, Mr. President. Mrs. Mary Moran, president of

PSEA-Retired. I move new business item number two.

PRESIDENT ASKEY: I have a seconder at microphone five. Jeff Ney, PSEA Treasurer for the purpose of seconding.

JEFF NEY: Jeff Ney, Treasurer. I second new business item number two.

PRESIDENT ASKEY: Mary, would you like to speak to your motion?

MARY MORAN: I would be privileged to speak to that motion. I've had the opportunity since 2010, when I came on the PSEA board to work, with Sue Lemmo. She was on that board a little before me and until 2017, I believe. And she worked very, very hard on the health and welfare committee. And I was a member of that committee and I got to know her work ethic very well. And of course since I'm retired, I followed her career onto the PSERS board and I watch every single one of those on the PSERS board because it's my livelihood. And I am reaping the benefits daily from the work that she did with the health options program. So I can't see anybody else that would be nearly qualified to take this position of the retired annuitant on the board. Thank you very much.

PRESIDENT ASKEY: Thank you, Mary. Jeff, would you like to speak to your motion?

JEFF NEY: Yes, Mr. President. Working with Sue Lemmo on the PSERS board as an active over the past six years, she has shown what kind of watchdog she is over our PSERS' revenues. As you heard from Chris Santa Maria last night, Sue continues to be active in that role and we will be honored to have her continue that in her retirement years. Thank you.

PRESIDENT ASKEY: Thank you. There being no additional speakers. We will now vote on NBI number two. Those in favor of NBI number two, please click yes. Those opposed, please click no. Motion begins.

### **New Business Item #3**

PRESIDENT ASKEY: 10 seconds. Voting is closed. We'll await the results. You have approved new business item number two. And the crowd roars enthusiastically. Thank you for that. So, PSEA new business item three. PSEA advocate for and work with institutions of

higher education to create part-time, online programs in high need educational specialists, certification areas, including but not limited to, speech language pathologists and school psychologists. I have the mover, Alison Burruss from Harrisburg EA at microphone three for the purpose of moving her motion. Alison?

ALLISON BURRIS: Allison Burriss, Harrisburg, EA. I move new business item number three.

PRESIDENT ASKEY: The seconder is also at microphone two. Michelle?

MICHELLE SHOULDER: Michelle Shoulder, Capital Area EA, I second the motion.

PRESIDENT ASKEY: Allison, would you like to speak to your motion?

ALLISON BURRIS: I do, please.

PRESIDENT ASKEY: Alrighty.

ALLISON BURRIS: I wanted to transition from a classroom teacher to, and I'm going to refer to speech language pathologist as SLPs, because I saw a need for the profession as students were not receiving services due to the lack of SLPs in my district. But I ran into a problem. There were no part-time, online programs within a reasonable amount of time from me. The more I researched, the more I found there were very little programs for anyone to become an SLP without quitting, working a full-time teaching job and starting from the very beginning of their entry level college program.

PRESIDENT ASKEY: Right.

ALLISON BURRIS: Previously, there was at least one program offered by Bloomsburg called, the Project in Press, which was a master's level degree in a school-based SLP program. But that no longer exists. Wages are not competitive for the cost of the SLP program or school psychology, which is only obtained through a master's level program. An SLP can work in a private sector making much more, but so many would rather work in the school setting with children. Many SLPs that I've talked to said it's unfair to contract SLPs from outside agencies such as high rates because we cannot hire or maintain the hired people. Almost insulting the hired SLPs that are currently working for the district.

ALLISON BURRIS: To share an example of how desperately we need SLPs and school psychologists, PA has a state caseload

maximum of 65 students per caseload. My district has 3.5 SLPs, some carrying roughly 99 students per caseload. We should have 10 SLPs to be fully staffed. PA has a state caseload maximum of 500 urban students and a thousand students in typical districts for school psychologists. My district has three psychologists with 2,300 students on their caseload and two interns working with them but should have nine school psychologists to be fully staffed. Please support my new business item to advocate and work with institutions of higher education to create part-time, online programs in the highest areas of need.

PRESIDENT ASKEY: The microphone recognizes Michelle Shoulder. Would you like to speak to the motion?

MICHELLE SHOULDER: Yes please, thank you. We've had several questions this morning regarding our new business item, and we are not looking to reinvent the wheel. We are just asking that the fine universities and colleges in Pennsylvania that already have the full-time programs, simply create part-time and online options so that people who are currently working in the education system and are looking for a change have other options, rather than to leave our profession completely. Thank you.

PRESIDENT ASKEY: Thank you. The chair recognizes Daniel Shapiro from Woodland Hills to propose an amendment to NBI three.

DANIEL SHAPIRO: Thank you, Mr. President. Just wanted... Okay, it's up there. Behavioral specialists are essential to-

PRESIDENT ASKEY: So please, we need to review your amendment-

DANIEL SHAPIRO: Oh, sorry.

PRESIDENT ASKEY: ... before you speak to it.

DANIEL SHAPIRO: Sorry.

PRESIDENT ASKEY: That's all right. That's all right. Tell us all about it. It's up on the screen, ladies and gentlemen. Daniel, is that what you wish to do, to strike and, and to add an behavioral specialists?

DANIEL SHAPIRO: Yes, sir.

PRESIDENT ASKEY: All right, thank you. Can you say, I move the amendment to amend, please?

DANIEL SHAPIRO: I move the amendment to amend.

PRESIDENT ASKEY: I move to amend.

DANIEL SHAPIRO: Move to amend.

PRESIDENT ASKEY: That's right.

Thanks. Sorry, I got people up here telling me what to do too, so I feel you. All right. So go ahead, sir.

DANIEL SHAPIRO: Okay. Behavioral specialists are essential personnel whose significance as mentors for struggling students is often overlooked. I propose this friendly amendment to new business item three to mention behavioral specialists, specifically with the goal of promoting their further use in our schools. Thank you.

PRESIDENT ASKEY: Thank you. We'll give it a moment to see if there's anybody who would like to speak to the amendment.

PRESIDENT ASKEY: Do we have anything coming in? There being no additional speakers, we will now vote on the proposed amendment. Those in favor of the pro-

SHERISA NAILOR: Chair, point of order. There's no second on that amendment. Do you have-?

PRESIDENT ASKEY: That's correct. In the standing rules, it says that there is no need for a second.

SHERISA NAILOR: Thank you.

PRESIDENT ASKEY: There being no additional speakers, we will now vote on the proposed amendment. Those in favor of the proposed amendment, click "yes." If you are not in favor of the amendment, click "no." You will have 30 seconds to vote. Please vote now. 10 seconds. Time.

PRESIDENT ASKEY: Voting is closed. We are waiting results. You have amended new business item three, so this will now be the amendment that we discuss... And this will now be the motion, rather, that we will discuss. So, are there any speakers on the motion...? Motion, listen to that... On the motion to adopt the NBI amendment as amended? I have a speaker against NBI three. Kizzy Nicholas from State College, EA.

KIZZY NICHOLAS: Kizzy Nicholas State College, Area EA. I rise in opposition to the new business item. While I respect and understand the purpose of this new business item, I feel it cherry picks and it makes certain

divisions in our field more important than other fields. I'm a special education teacher. I'm not a specialist, I'm not classified. However, we have the same caseload of 65 students on our caseload, and there are special education teachers across the district that meet and exceed that caseload. We can't find people who want to go into our field, and with the student teaching requirement, that means we also have to leave the classroom should someone desire to switch into special education. And as we can see, with someone adding behavior specialists, I could add guidance counselors to that. There are so many fields that we need part-time online programs for, I feel this advantages certain ones of us and then denigrates the rest of us that aren't included in this amendment. So unfortunately, I would ask that this new business item Be voted down. Thank you.

PRESIDENT ASKEY: Thank you. Are there any other speakers for new business item three as amended? There being no additional speakers, we will now vote on the NBI as amended. Those in favor of the NBI as amended will click "yes," those opposed will click "no." You can begin voting. You have 30 seconds. 10 seconds. Time.

#### **New Business Item #4**

PRESIDENT ASKEY: Voting is concluded. We'll await the results. You have voted to approve new business item number three as amended. Moving on to new business item number four. PSEA allow delegates to submit new business items through a virtual new business office that is open at least once for at least two hours, no less than 72 hours, prior to the House of Delegates. I have Randy Cloak from Armstrong EA to move NBI four at microphone four.

RANDY CLOAK: Mr. President, Randy Cloak, Armstrong Education Association, Central Western region. I stand to move new business item number four.

PRESIDENT ASKEY: And I have Kevan Armstrong, also at microphone four, and also Armstrong EA to second NBI four.

KEVAN LANDSTROM: Mr. President, Kevan Landstrom, Armstrong EA, Central West region. I second.

PRESIDENT ASKEY: Thank you. Randy, would you like to speak to your motion?

RANDY CLOAK: I do, Mr. President. On March 13, 2020, everyone's life changed. Most of what we remember has been negative, although throughout this process we've learned that we can be much more flexible than we ever imagined that we could be. In addition to that, this is a democratic body. We learned that there are ways that we can open the process of the House of Delegates to people across the state in a much more manageable and efficient way. We believe that in addition to in-person new business office hours on the Friday of House of Delegates, there should be a requirement that at least two hours are given for individuals to introduce and prepare new business items virtually, as has been done during the pandemic. This is important so people who are traveling from other sides of the state have the opportunity to meet virtually and do not have to rush to get here to Harrisburg, or rush... I'm sorry, Philadelphia or rush to get to Pittsburgh. This is a process to open up the lines of communication and be more accessible to individual delegates. Thank you, Mr. President.

PRESIDENT ASKEY: Thanks, Randy. Kevan, would you like to speak?

KEVAN LANDSTROM: Yes. As we all know, there were things that changed during the pandemic that, quite frankly, made things easier and better. I'm echoing some of Randy's sentiments here. The new business office being offered virtually is one of those small changes we believe should remain in our post-pandemic world. With the lack of substitutes, many work all day Friday and arrive late in the evening, near the close of regular hours of the new business office. Offering the virtual component ensures those wishing to present a new business item have the chance to do so. Another added benefit is that the NBIs were posted to the HOD website on Thursday of this week. This gives everyone a longer opportunity to read over them, discuss them with other delegates, and gain perspective. As it was said last night by another delegate, who I believe her name was Erin, collaboration, discussion, unity. This NBI does not seek to discontinue the in-person office, it only seeks to ensure a virtual component will

remain, and those wishing to have a voice have an increased opportunity to speak. Thank you.

PRESIDENT ASKEY: Thank you, Kevan. The chair recognizes Mike Soskil from Wallenpaupack EA for the purpose of amending NBI four. Mike?

MIKE SOSKIL: Mike Soskil, Wallenpaupack, and I move to amend new business item four. I believe the language should be up on the screen.

PRESIDENT ASKEY: So, you wish to add the language that's in red and underlined? I'll read it for everybody. As PSEA allows delegates to submit new business items through a virtual new business office that is open at least once for at least two hours, no less than 72 hours prior to the House of Delegates, with the addition of, as well as providing opportunities for delegates attending the House of Delegates in person to submit new business items at a physical new business item office for at least two hours on the day immediately prior to the business session where new business items will be debated. Is that satisfactory?

MIKE SOSKIL: That is correct.

PRESIDENT ASKEY: Okay. Go ahead and speak to your motion to amend.

MIKE SOSKIL: While I applaud the sentiments and the reason for this new business item, I think anyone who has ever attended the House of Delegates in person understands the benefits of collaborating with peers and colleagues from across the state, as well as within their own region. This is how we do the business of the organization. This is how we get better, by learning different perspectives and talking with each other. And while I think that granting access to more delegates is fantastic, I want to make sure that we codify the ability to have those conversations on the day before we debate new business and come up with new business items that reflect that collaboration that we are able to have, and to be able to put those new business items together in person and then debate them the next day.

PRESIDENT ASKEY: Thank you, Mike. Do we have anyone to speak to the amendment? Yes, we do. John Croom, North Pocono EA, to speak for the amendment to NBI four. So, John, the chair recognizes you.

JOHN CROOM: We've had a lot of opportunities throughout the last two years to learn about the importance of in-person dialogue. Although it would be wonderful to do this remotely, having an opportunity to be in person and have discussions about the new business items before they are submitted and to discuss the needs of the association is something that we need to strive to provide to all of our members, both virtually and in person. So, having an opportunity the day before this vote to submit a new business item here in Philadelphia or in Pittsburgh would be beneficial to all members. Thank you.

PRESIDENT ASKEY: Thank you. I'm waiting because I... Yes, we do. So, the chair recognizes Sherisa Nailor from Big Spring EA for a point of information for NBI four. Sherisa?

SHERISA NAILOR: My point of information is for the chair and the parliamentarian, of where in the standing-

PRESIDENT ASKEY: I'm sorry, say that again. You said it very fast, and I couldn't...

SHERISA NAILER: My point of information is for the chair and the parliamentarian. Can you please tell me where in the standing rules it says we do not need a second on an amendment? Because we can't find it, and the only thing that that says is it reversed back to Robert's Rules of Order, which would require a second on any proposed amendment.

PRESIDENT ASKEY: Thank you.

PRESIDENT ASKEY: Okay. Thank you. Rule number eight. The last line of rule number eight.

SHERISA NAILER: Where all remaining speakers are in favor-

PRESIDENT ASKEY: I'll motion now. Well, the first paragraph. I'm sorry. Sherisa. All motions requiring a second are deemed to be seconded.

SHERISA NAILER: So, why do we require a second to the main motions, then? Because they wouldn't be required either.

PRESIDENT ASKEY: No, that's not how it's written, but the NBIs do require a secondary. It is...

SHERISA NAILER: Okay. I respectfully disagree but thank you.

PRESIDENT ASKEY: That's okay. That's what we're about. So, do we have any



other speakers to the amendment? Randy Cloak, Armstrong EA speaking for the amendment at microphone four.

RANDY CLOAK: Mr. President, thank you. I stand in agreement with the amendment of my honorable colleagues. Our hope, of course, is to increase participation, and in any manner that that can occur is important. I understand that at this House of Delegates, there was no in-person new business office, which I feel would stymie that conversation. I ask for a positive vote on the proposed amendment.

PRESIDENT ASKEY: All right. Thank you. Point of information on NBI four from Kizzy Nicholas, State College EA.

KIZZY NICHOLAS: Kizzy Nicholas, State College. If I understand the amendment, [inaudible 02:28:59]-

PRESIDENT ASKEY: Wait a minute, your microphone's going out. Can we make sure her microphone's stable? Go ahead.

KIZZY NICHOLAS: It's still... There it goes. If it would be a new business office day, or would it be tomorrow, like it traditionally has been?

PRESIDENT ASKEY: Well, the way that I read it, unless the amender wants to chime in, is that it would be, as it says, at least two hours on the day immediately prior to the business session. This is the business session today, so it would be open for two hours on Friday. Point of information from Christine Robbins, Harrisburg EA. I don't have a microphone number. Do...? Oh, she's virtual. Hey, Christine. Come on in.

CHRISTINE ROBBINS: I'm trying to get my camera on. There it goes. Christine Robbins, Harrisburg EA, the Southern region. My question is as to whether this amendment is even necessary, because the way I understood the original NBI was that we would continue to have in-person NBI office and just add the virtual option. So, am I misunderstanding this?

PRESIDENT ASKEY: Christine, we have not been doing the... It has been changed. We have not been doing the new business item office on Friday. This amendment would institutionalize the need for doing the office on Friday, which is not currently the case.

CHRISTINE ROBBINS: Thank you, Mr. President.

PRESIDENT ASKEY: Anybody else? Hold on, folks. Okay. The chair does not have any other speakers coming in. So, seeing no more speakers on the amendment to new business item four, we will now vote on it. If you agree to the amendment on new business item four, please vote "yes." If you do not agree, please vote "no." Please begin voting. You have 30 seconds. 10 seconds. Time.

PRESIDENT ASKEY: Voting is completed. So, we will see the results of the motion to amend NBI four. You have amended an... Excuse me, you have amended NBI four. So, now we will return to the motion as amended. Are there any other speakers on NBI four as amended? We'll give you a moment. There being no additional speakers, we will now vote on the NBI as amended. Those in favor of the NBI as amended, click "yes." Those opposed, click "no." You can begin voting. You have 30 seconds. 10 seconds.

#### **New Business Item #5**

PRESIDENT ASKEY: Voting is ended. Voting is closed. So, your motion to approve new business item four as amended, you have done so. You have adopted new business item number four as amended. Thank you. Let's move on to new business item number five. PSEA advocate that internet safety and using the internet safely will be taught in all schools. The chair recognizes Carl Rieffanaugh, Montgomery County PSEA-Retired to move NBI five at microphone five. Carl?

CARL RIEFFANAUGH: Thank you Mr. President. Carl Rieffanaugh, Montgomery County PSEA-Retired. I move new business item number five.

PRESIDENT ASKEY: We also have a seconder. Mary Kieras from Montgomery County PSEA-Retired to second NBI five.

MARY KIERAS: Mary Kieras, Mideast region PSEA, Montgomery County Retired, blah, blah, blah.

PRESIDENT ASKEY: Would you like to speak to your motion, Carl?

MARY KIERAS: Carl, sorry.

CARL RIEFFANAUGH: Yes, please, Mr. President, as soon as I get the microphone back in. She says, "Sorry."

CARL REIFFANAUGH: Okay. As classes begin to continue, or as classes do continue to bounce between in-person, virtual, or hybrid, internet safety and using the internet safely should be an automatic subject taught in every school. How many parents, in our cases, retired people, grandparents, worry about watching their children or grandchildren, hit buttons, not knowing what's going on and what's going to happen? I know I taught my neighbor to place the cursor over the address of the person sending an email to verify that that is there, but that's something she knew nothing about and she's 12 years old. Now, yes, I agree and I've told her parents, which didn't make them very happy, but I told their parents that's something they should be teaching them automatically. I do understand that every classroom computer is locked within reason, as best they can. But at the same time, we do worry about the safety of our students. What possible repercussions could occur?

PRESIDENT ASKEY: Chair recognize... Mary, would you like to second...? To speak to the motion?

MARY KIERAS: No, thank you.

PRESIDENT ASKEY: The chair recognizes Rachel Neil from Baldwin Whitehall EA to speak against NBI five at microphone three. Rachel?

RACHEL NEIL: Thank you. Rachel Neil, Baldwin Whitehall Education Association. I am in full support of internet safety. However, I'm opposing new business item number five. We as educators bear the responsibility of knowing and teaching the standards. Under the state standards, we are responsible for teaching digital citizenship. This includes internet safety. I look at this body of PSEA leaders and educational leaders; we also are well versed in the standards. Supporting this bill, I believe, undermines our knowledgeable teachers who work tirelessly to support the standards, including digital citizenship. Thank you.

PRESIDENT ASKEY: Thank you. Do we have any other speakers? There being no additional speakers, we will now vote on NBI number five. Those in favor of NBI number five, click "yes," and those opposed, click "no." You can begin voting. You have 30 seconds. 10 seconds. Time.

## **New Business Item #6**

PRESIDENT ASKEY: Voting is closed. We will await the results. You have defeated new business item number five. It will not be adopted. New business item number six, PSEA encourage schools to provide opportunities for eligible students to register to vote. The chair recognizes Carl Rieffanaugh from Montgomery County PSEA-Retired to move NBI six at microphone five.

CARL REIFFANAUGH: Carl Rieffanaugh, Montgomery County PSEA-Retired. I move new business item number six.

PRESIDENT ASKEY: Mary Kieras, also at microphone five, to second.

MARY KIERAS: Mary Kieras, I second.

PRESIDENT ASKEY: Carl?

CARL REIFFANAUGH: Thank you again, Mr. President. On behalf of the original maker of this motion, I was asked as a delegate to present it. It was duly passed at the local level, so therefore we are here, Mary and I, as the representatives. The original maker of the motion does not feel that enough is being done to entice eligible high school students and college students to register to vote. It is his wish that with the encouragement from PSEA, more students will register to vote. We should be enthusiastic about giving every eligible student or person, adult or otherwise, a chance to vote. We earlier heard from Jim Vaughan, who talked about a local registration drive. Why shouldn't we, as PSEA, do it statewide? Thank you.

PRESIDENT ASKEY: Mary, would you like to speak?

MARY KIERAS: Yes, thank you.

PRESIDENT ASKEY: Do we have any other speakers? I have the-

MARY KIERAS: Wait. Whoa, whoa, whoa. I said, "Yes."

PRESIDENT ASKEY: Oh, I'm sorry. I am so sorry. I'm in my zone and unfortunately, it didn't meet your zone. I give you my sincere apology.

MARY KIERAS: I get that. Yes. Okay. Being in a zone, I mean. As a duly elected delegate, again, this is part of our job, is to present motions from our members, and so that's what we did. But I was reminded this morning by a colleague that sometimes the right thing

comes for the wrong reason. So, let me just continue here. I, myself, am a super voter. I'm very proud of that and I want every citizen to be a super voter, including those that are 18 or between 18 and 25, 30, those people. However, the current climate, I understand that if teachers are directly involved in this kind of activity, it could be a problem. But as Jim Vaughan said, as part of the sponsorship of an activity, the right people, official people, are there to register. So, I think I'm going to end up supporting this anyway, because I do think everybody should vote. Thank you.

PRESIDENT ASKEY: Thank you, Mary, and thank you for your graciousness. We have Victoria Rice-Campbell at Allegheny IU EA, a request for information on NBI six, so I would suggest the maker of the motion be available if that's needed.

VICTORIA RICE-CAMPBELL: Good day, Mr. President. Victoria Rice-Campbell, the Allegheny Intermediate Unit Education Association in Western region. I rise to support NBI six, and I-

PRESIDENT ASKEY: Whoa, whoa, whoa, whoa. That's not what you sent in.

VICTORIA RICE-CAMPBELL: Oh, okay.

PRESIDENT ASKEY: Wait, I have you down as a point of information. You cannot speak to or against.

VICTORIA RICE-CAMPBELL: Yes, sir.

PRESIDENT ASKEY: You must ask a question.

VICTORIA RICE-CAMPBELL: And here is my question. I embrace the intent of NBI six, but I seek-

PRESIDENT ASKEY: Whoa, whoa, whoa. Start your question with what, why, how, something like that.

VICTORIA RICE-CAMPBELL: I seek clarification of schools providing opportunities for eligible students to register to vote. Will the registration be administered by a neutral group, such as the League of Women Voters, or by school personnel? Thank you, Mr. President.

PRESIDENT ASKEY: Thank you, Victoria. Carl, what's the intent?

CARL REIFFANAUGH: The maker did not want teachers to be doing more work. Quite

honestly, we know as retirees, we hear it all the time. We are quite honestly glad we are not working right now. The whole intent was to provide opportunities by other entities to come into classrooms or into schools and register students. We, as teachers, should not be doing that. We know the backlash that could happen. I've been told by the legal staff that technically, it's an iffy subject and many districts, they already have legislation on their district boards that state you cannot. Therefore, we are looking at opportunity for outside entities to come in to register.

PRESIDENT ASKEY: Alan Malachowski, North Penn EA for a point of information. Microphone three, Alan.

ALAN MALACHOWSKI: Mr. President, Alan Malachowski, North Penn, president of the Mideastern region. What will PSEA actually do if this item passes?

PRESIDENT ASKEY: Well, I mean, I'll look for some assistance here, but my guess is what we will do is we will take this new business item and we will discuss it and see what we are capable of doing. We don't move ahead of when the new business item has been passed. So, Jim, would you like to add anything else to that? I'm getting a no. Any other speakers? Christine Robbins, virtually Harrisburg EA, four. Christine, the chair recognizes you.

CHRISTIN ROBBINS: Thank you. Thank you, host. Christine Robbins, Harrisburg EA, the Southern region. I'm rising to speak in support of this motion because it is our duty as educators to prepare our students for navigating adulthood, and public education was founded on the ideal of creating an informed and responsible electorate of dutiful citizens. We help kids get their driver's license, we help them with... Financial literacy has become more of a thing, and I don't see this as being something that anyone should oppose in the line of preparing our students to be responsible, dutiful, patriotic citizens. So, I ask everyone to support this. Thank you.

PRESIDENT ASKEY: Thank you, Christine. Do we have any other speakers? There being no... Wait, I'm getting some movement here. Is there a speaker out there who hasn't...? Have you called in?

SPEAKER: [inaudible 02:45:26].

PRESIDENT ASKEY: Okay. The chair... I can go ahead and recognize. I know this person very well. So, the chair recognizes the wonderful Rosetta Duffala. I don't know whether you're speaking for or against point of information, but the chair gives you the opportunity. Go ahead at microphone three.

ROSESETTA DUFFALA: You can say wonderful again.

PRESIDENT ASKEY: The wonderful Rosetta Duffala.

ROSETTA DUFFALA: Thank you. Rosetta Duffala, Hopewell Education Association. I am speaking in opposition of this new business item. This is what our teachers do. This is what our civics teachers do, our government teachers do. Stay out of my classroom. End of discussion. We have let our teachers make the decision for whatever classes they teach. We have a school board we have to be responsible to. We all know that it is important for our students to vote. We all know that we encourage good civics, but to mandate it and to go into everybody's local, to everybody's district, I don't think this is the time to do that. I think we all know what our responsibilities are. Thank you.

PRESIDENT ASKEY: Thank you, Rosetta. I have another speaker coming in, so let's take a breath. The chair recognizes Jessica Steffy of Reading EA to speak against at microphone five. Jessica?

JESSICA STEFFY: Thank you, Mr. President. I wanted to speak in opposition to this NBI simply for the fact that if we initiate this type of behavior and encouraging our students, we might inadvertently use our bias to sway them into one group or another, taking what we believe and pushing them into a Democratic candidacy or versus that, into a Republican. It's one thing if our students come to us and ask for help to register. We get them registered, it's not us registering them. So, I think we do enough educating our students so they know how to get to be eligible to vote, we just have to facilitate. But I agree, we should not have this in our classrooms.

PRESIDENT ASKEY: Thank you, Jessica. We are waiting to see... Mike Soskil,

Wallenpaupack EA speaking for NBI six at microphone eight.

MIKE SOSKIL: Mike Soskil speaking for Northeast region Wallenpaupack EA. We all know that our public schools are the backbone of our democracy. Is there another organization that is more committed to upholding the values of democracy in our public schools than our teacher's union? Than PSEA? The way that I'm reading this new business item, it is encouraging schools to provide opportunities for students to register to vote. This isn't telling teachers what to do. It's not involving what goes on in our classrooms. If we are not doing this job as public schools, then what is our purpose? This is the reason that we exist. Our democracy is in danger. The more civic participation we can instill in our students, the better. I don't see any reason why we should not support this NBI as union members. This is what we do. This is what we're here for. Thank you.

PRESIDENT ASKEY: Chair recognizes Alan Malachowski from North Penn EA to speak against NBI six. Microphone three. Alan?

ALAN MALACHOWSKI: Thank you, Mr. President. Alan Malachowski, North Penn speaking against. A new business item takes action. A new business item does something. A resolution speaks to what we believe. We believe that students should register. We believe that we should encourage our schools to register students. I don't see any action in this new business item, and I couldn't get any clarity as to what would happen if this passes, and I am not comfortable passing a new business item. While I support the concept, I have no idea what PSEA is going to do if this passes. So, respectfully, I ask you to vote it down. Thank you.

PRESIDENT ASKEY: Debra Lee, Abington EA speaking for NBI 6 at microphone three?

DEBRA LEE: Yes. This is truly the democratic process because Alan is my president. He's against. I'm the vice president and I'm for this. It states encourage. I leave that up to PSEA. I have all the trust in you, when I ask you to encourage you do what you're supposed to do. Whether it's deliver the paperwork to the schools or what, I'm not questioning what you will do to encourage. But to not encourage our students to register to vote

is against what we stand for. We need to take a stand for certain things. We're not asking it to be mandated. And I also, Chair, disagree that because we are making it in more easy opportunity to get the opportunity to register to vote does not mean we're telling them whether to be a Democrat or Republican. We teach sex education; we tell them to wear condoms. They all don't run out there and have sex. We teach a lot of things, and they don't run out and do it.

DEBRA LEE: I'm sorry, I could only be me, everybody. Well, I am going to vote. But I encourage you to please pass NBI item number six. Thank you.

PRESIDENT ASKEY: Oh, that was sweet. And Debbie, we can always depend on you to bring some fun into the room. Do we have anybody else speaking?

PRESIDENT ASKEY: There being no additional speakers, we will now vote on NBI number six.

SPEAKER: Hold on. Go through.

PRESIDENT ASKEY: I have a call to question, but I'm calling the vote. So the call to question is not necessary. There being no additional speakers, we will now vote on NBI 6. Those in favor of NBI 6, click yes. And those opposed, click no. You can begin voting. You will have 30 seconds to cast your vote. 10 seconds.

#### **New Business Item #7**

PRESIDENT ASKEY: You have finished your voting. You have adopted New Business Item number six. Let's move on to New Business Item number seven. PSEA renew the new member task force established by action of the May 2017 House of Delegates. The task force shall regularly report to the president and board of directors. The task force will sunset three years from the date this motion is passed, unless extended by the PSEA board of directors. Provided, however, that in no event will the task force succeed five years of existence unless renewed by the PSEA House of Delegates. I have the mover at microphone three, David Taylor from South Fayette EA. David.

DAVID TAYLOR: Thank you Mr. President. I'm David Taylor. I'm from South Fayette EA and the Western region president and I move NBI 7.

PRESIDENT ASKEY: I have the seconder Benjamin Rugg from Cornwall Lebanon EA at Microphone two.

BENJAMIN RUGG: Thank you. Benjamin Rugg President, Cornwall Lebanon Education Association, President Elect of the Southern Region. I second.

PRESIDENT ASKEY: David, would you like to speak to your motion?

DAVID TAYLOR: Yes, Mr. President. Delegates, I rise today to ask you to renew the PSEA new member task force as described. The PSEA new member task force has been diligently working on behalf of this organization to engage all new members. Our new members are not only 23 year old EA members, but they are 42 year old ESP members and 58 year old transportation members, among many others. In short, our new members come to this great organization at various stages in their lives, and our new member taskforce is working for all of them. In the last five years, the committee is met a total of 15 times, which is three times per year, like all other PSEA committees. The new member taskforce has utilized the mix of virtual and in-person meetings along with email and other opportunities for input among committee members between meetings. The new member taskforce has adopted the materials of the NEA new ed campaign branded with the PSEA logo for use in our schools, which began in the 2018-2019 school year.

DAVID TAYLOR: Since the beginning of this effort, the new member taskforce has met with representatives from every department within PSEA to have sincere and candid conversations about how their work impacts new PSEA members. As a result of these meetings, best practices and resources have been developed for introduction to education about an investment in our organization. Delegates, the new member task force above all else, has shown a light on our new members in a way we've not done in the past. They have had in-depth conversations about what it looks like and feels like to truly belong to a group, and how we can demonstrate the value of the association at different points in a person's career, but especially when they first join the union. As with any effort, some of these recommendations have been implemented, while others are

partially implemented or have not begun. Among the most important of these is the inclusion of the early career members on local bargaining teams and other ways to get involved in the locals and the-

PRESIDENT ASKEY: Time. Ben, would you like to speak?

BENJAMIN RUGG: Yes, sir. I would like to echo all of the facts that my union brother David just mentioned. And I would like to further stress that the purpose of creating this task force five years ago was to take an honest look at the ways that every piece of PSEA does or does not successfully engage new members, while still keeping in mind that the term new members does not necessarily mean 22 year old teachers. We are talking about ESPs, nurses, higher education, those in their 30s, 40s, 50s, who have just become educators or maybe even just become members for the first time. We need to engage everyone.

BENJAMIN RUGG: According to the Bureau of Labor Statistics, there are 567,000 fewer educators in our public schools today than before the pandemic began. A recent poll by the NEA found that 90% of educators say that burnout is a serious problem. 80% report that unfilled positions have led to more work obligations for those who loyally remain. And a staggering 55% of our members nationwide say that they planned to leave the teaching profession sooner than they had originally planned. Furthermore, back in 2012-2013, Pennsylvania reported 25,700 new educators graduating with teaching certificates. But by 2019-2020 that had plummeted to 6,937. As more and more educators retire and there are fewer new members to replace them, it becomes even more critical that we are prepared.

BENJAMIN RUGG: It is clear now more than ever that we must engage all members, not just those of us who attend statewide or national events. If the strength of our union lies in our members than we must be certain to engage those members right from the start. This task force will continue the critical work of identifying ways we can do just that. Please join me in voting yes to renew the task force and allowing them to continue their important work.

PRESIDENT ASKEY: The Chair recognizes Amy Pascale at microphone six from Wilkes-Barre EA to amend NBI number seven.

AMY PASCALE: Thank you, Mr. President. Amy Pascale, Wilkes-Barre area EA and Northeast region. We are seeking to support and amend this New Business Item and I did see the table so you should have it.

PRESIDENT ASKEY: I need you to like, "I move to amend."

AMY PASCALE: I'm sorry. First time.

PRESIDENT ASKEY: That's all right. That's all right. We're good.

AMY PASCALE: I move to a amend New Business Item 7.

PRESIDENT ASKEY: Thank you.

AMY PASCALE: You're welcome.

PRESIDENT ASKEY: So the proposed amendment is up on the screen. Please look at that. We you want to cross out that "In no event will," and you want to add "Will not exceed five years of existence." Is that your proposal?

AMY PASCALE: That is correct.

PRESIDENT ASKEY: All righty. So Amy, now's your time to go for it.

AMY PASCALE: All right. Thank you, Mr. President. In our caucus this morning, we recognized the importance of engaging our new members, getting them involved, and helping them to grow and learn in PSEA. We also acknowledge the voice of our new members and the direction and insight that this can provide. We seek to amend the language because we felt the words that, "In no event," were in conflict with the word "Unless." We believe that this simple change keeps the intent of the New Business Item, renewing the task force, keeping the ability of the board of directors to extend it, and the House of Delegates, the ability to renew it, while removing the conflicting language.

PRESIDENT ASKEY: Thank you. Do we have any speakers to the amendment? We have one going to the microphone. So again, I recognize the person with the grace of the body and our time. I will recognize Brian Reiser in microphone three. Brian, what's the purpose of you speaking for, against?

BRIAN REISER: I'm actually asking a point of information.

PRESIDENT ASKEY: All right, go ahead.

BRIAN REISER: My question is, is there not a previous New Business Item that limited all task force to exist for no longer than five years?

PRESIDENT ASKEY: Yes, there was. In fact this task force was formed five years ago. And I'll look for my parliamentarian, but I believe this is in order. This is allowed. This is as it says, "Unless renewed by the PSEA House of Delegates," and that's what the purpose of this motion is to do. It is consistent with the New Business Item.

PRESIDENT ASKEY: Anybody to speak? There being no additional speakers. We will now vote on the proposed amendment. Those in favor of the proposed amendment, you may click yes. Those opposed, please click no. You can begin voting. You will have 30 seconds.

PRESIDENT ASKEY: 10 seconds.

PRESIDENT ASKEY: Time.

PRESIDENT ASKEY: You have moved to amend NBI number seven. The amendment has been adopted. So now we go back to the motion as amended. Are there any speakers on the motion as amended to adopt the NBI? The Chair recognizes Randy Cloak from Armstrong EA to amend NBI 7. Randy?

RANDY CLOAK: Thank you, Mr. President. I stand to amend New Business Item 7.

PRESIDENT ASKEY: They're putting up the wording now, so let's give a moment.

PRESIDENT ASKEY: It appears in the second sentence you wish to add, "And add each House of Delegates." So you are asking for a regular report to the House of Delegates, is that correct?

RANDY CLOAK: Yes, Mr. President.

PRESIDENT ASKEY: All right. You may speak to your motion.

RANDY CLOAK: Mr. President, I serve as the vice president of our local association. At the beginning of this school year, between member drops and new members, we lost 5% of our membership. I had no idea this task force existed. In the fiscal note, it's saying that this is going to cost the association \$17,000 a year for a task force to exist. It's nice that you add the PSEA logo to documents, but what have you done to help us keep our members? If this is

a task force to actually do something, as a previous speaker said, New Business Items should have action. I saw none from this task force. If you're going to exist and if we're going to spend \$17,000 of our dues money, show me what you've done for me lately.

PRESIDENT ASKEY: Do we have any other speakers to the amendment?

PRESIDENT ASKEY: There being no additional speakers. We will now vote on the proposed amendment.

SPEAKER: We have speakers here. Mr. President.

PRESIDENT ASKEY: No, I need to see who it is. Did you call in?

SPEAKER: We're doing that.

PRESIDENT ASKEY: I'm sorry. Everything's blocked, so I'm not comfortable, with all the stuff up here I cannot actually see. So I please give us the grace to call in so I know what I'm doing.

PRESIDENT ASKEY: My prompter and all that stuff is in the way. I can't see back to that area.

PRESIDENT ASKEY: We'll get there. Thank you all for your patience. You're a wonderful group of people. Do we have it yet? All right. Here's what I'm going to do. Who are you? I can't see you. Tell me who you are.

JOHN CRUM: This is John Crum.

PRESIDENT ASKEY: John, if I could see you, I'd know you.

JOHN CROOM: Thank you.

PRESIDENT ASKEY: All right. John, what's your purpose to going to the microphone?

JOHN CROOM: [inaudible] EA, I would speak against the amendment.

PRESIDENT ASKEY: Okay, thank you. The Chair recognizes John Croom to speak against the amendment. Thank you.

JOHN CROOM: I love this New Business Item. When we talk about our organization, we talk about all members, from the day they join our organization until the day they retire. And then for our retired members, we include them all the way until they cannot participate anymore. When we look at our new members, we do not hear their input on various tasks. I, myself, served on this new member task force 15 years ago. It was a wonderful opportunity as a third year member of this

organization to learn about all of the things that had occurred in PSEA, but at the same time, sharing the input of people my age to members of the PSEA board of directors and to other members on our PSEA staff. What I fear by creating a pile of bureaucracy and reporting, is that the task force will not do what it's supposed to do, which is to bring in new members, ask questions of them about what they expect of their organization and what the organization can do for them, and at the same time, getting them to start to see what the purpose of PSEA is.

JOHN CROOM: We cannot bring every member in the state into this task force, but if we bring in 12 members a year, that's 12 new bodies in our region that will want to participate and move up through PSEA. The reason I'm here today is because I was on this task force. A local leader, Mel Vogler, who we've heard of today, saw in me something and said, "I think you should get on this task force," and recommended me to the region leadership to be there. And that first step onto that committee led to my involvement in the organization. Today, I participate in a number of PSEA functions and I see people that were on that committee with me, still active today. The purpose of our new members in this committee is not-

PRESIDENT ASKEY: Time. Time. Point of information for on NBI 7 from Kizzy Nicholas State College EA.

KIZZY NICHOLAS: Kizzy Nicholas, State College area EA. It's not on the actual New Business Item. I was just wondering if we can enlarge the screen. Some of us are struggling to be able to read what's on the screen because our eyes are kind of old.

PRESIDENT ASKEY: Speaking for myself, my eyes aren't kind of old, they are. There we go. We'll do what we can. Thank you, Kizzy.

PRESIDENT ASKEY: Any other speakers on the amendment? Here we go.

AMY PASCALE: It's Amy Pascale, Wilkes-Barre area EA. It is being typed and I'm ask a point of order.

PRESIDENT ASKEY: Amy, what's the purpose of you going to the microphone?

AMY PASCALE: A point of order or a question.

PRESIDENT ASKEY: All right, go ahead.

AMY PASCALE: Do task forces normally report to the House of Delegates?

PRESIDENT ASKEY: No.

AMY PASCALE: Thank you.

PRESIDENT ASKEY: Is anybody else walking up to the microphone?

PRESIDENT ASKEY: Y'all have blue shirts on? I can't from this distance, I can't tell. Is that that Randy at the microphone?

SPEAKER: No.

ROBERT DANKA: Should I just start speaking?

SPEAKER: No, it is not.

ROBERT DANKA: No. Hello, Mr. President. My name's Robert Danka from Armstrong.

PRESIDENT ASKEY: What is the purpose for you wishing to speak?

ROBERT DANKA: I'm in favor and I want to-

PRESIDENT ASKEY: Thank you. The Chair recognizes you to speak in favor.

ROBERT DANKA: Thank you. I also want to state the importance, I think, of adding the report at the House of Delegates. When we had our meetings this afternoon, or this morning, we were actually led to believe, not intentionally, but we were told that this previous task force had not existed for the last two years. We've had members drop from our local union. We've had new hires come in and we try our best to get them involved in the union. But this task force had not reached out to our local for two years and we were told in our region meeting that it hadn't existed for two years. And so we thought that it was important just to kind of get feedback on what initiatives they're taking if we're spending money on it. So that's the purpose for ...

PRESIDENT ASKEY: Let me clarify. The task force has been extremely active over the past two years, and it regularly reports to myself and the board of directors at their meetings. I'm sorry if you were misinformed, please accept my apology.

ROBERT DANKA: Our entire region was misinformed. Thank you.

PRESIDENT ASKEY: Any other speakers?



PRESIDENT ASKEY: There being no additional speakers, we will now vote on the proposed amendment. Those in favor of the proposed amendment, click yes. And those opposed to, click no. You have 30 seconds to vote. Please vote now. 10 seconds.

PRESIDENT ASKEY: Time. So let's see what you did with this amendment, folks. You have not adopted the amendment. That's a close one. See, every vote counts. You have not adopted the amendment. So now we go back to the motion as it was originally amended. I have a point of information coming up, give us a second here.

PRESIDENT ASKEY: Point of information on NBI 7 from Amy. Amy, from Pascal, from Wilkes-Barre, go ahead. Or is that your previous call in? Oh yes.

AMY PASCALE: I'm sorry. I believe that was my previous call in.

PRESIDENT ASKEY: That makes sense. All right. Let's give us a moment. Bill Senavaitis from Central Bucks EA speaking for NBI 7 at microphone three. Bill.

BILL SENAVAITIS: Thank you. Good afternoon delegates. My name's Bill Senavaitis. I'm a ninth grade English teacher in Central Bucks, president of Central Bucks EA and I serve on the PSEA board of directors as Mideastern region President elect. Today, I'm speaking to this NBI as an individual. Five years ago, this body authorized the new member task force. Our PSEA president came up to me between events at Gettysburg. She asked me if I'd be interested in being the board liaison to that group. "Sure," I said, being brand new on the board with zero experience doing anything like that. And I then offered, "What exactly is it that you need me to do?" "I have no idea," she said, "But you're the person to do it."

BILL SENAVAITIS: That was about five years ago. During that time, our group has worked with a number of amazing individuals on staff to collaborate and make recommendations on how we can engage individuals who are new to PSEA. We have representation from every region, including retired ESP, higher ed. Our conversations have been insightful, productive, and meaningful. And as president Askey said, we regularly report out to the board of directors in written and

verbal format. I appreciate your consideration and allowing us to continue the work that the original movers, Mary Louise Stefanko and Summer Hill knew would keep our association the best that it can be. Thank you.

PRESIDENT ASKEY: Thank you. Any other speakers?

PRESIDENT ASKEY: Robert Danka from Armstrong to speak for NBI 7. At microphone four. Sorry. See that's what happens when I don't listen to these people. We get ahead of everything. And thank you for your graciousness. Any other speakers? There being no additional speakers, we will now vote on NBI number seven as originally amended. Those in favor, please click yes. Those opposed click no. You can begin voting. You have 30 seconds. 10 seconds.

### **New Business Item #8**

PRESIDENT ASKEY: Time. I'm never going to get that music out of my head. You have adopted New Business Item number seven as amended. So let's move on to New Business Item number eight. That PSEA recognize and honor the PSEA staff persons who have provided notice of retirement to PSEA by May 1, 2022. And you see the names up on the screen. The Chair recognizes Brian Reiser from Grove City area EA to move New Business Item number eight at microphone three.

BRIAN REISER: Brian Reiser, Grove City Education Association and I move New Business Item number eight.

PRESIDENT ASKEY: Chair recognizes Alan Malachowski from North Penn EA to second NBI 8 at microphone three.

ALAN MALACHOWSKI: Alan Malachowski, North Penn. I second.

PRESIDENT ASKEY: Brian, would you like to speak to your motion?

BRIAN REISER: Yes, I would. Fellow delegates, this is our opportunity to show our appreciation for the service provided by these dedicated staff members and wish each of them a long and happy and healthy retirement. This list includes 175 and three quarters years of dedicated service to this organization. At our morning meeting on Friday, the board of directors also passed a similar action item recognizing these individuals who are retiring.

But this is our chance as a body of members to show our appreciation for all of the dedicated work that they've done over the course of their livelihood. I would ask that you rise up in support of this.

PRESIDENT ASKEY: Alan, would you like to speak?

ALAN MALACHOWSKI: Yes, Mr. President. Thank you. I think it's significant, that I would echo everything my brother from the Pittsburgh area says. I think it's significant. I am seconding this motion. Join us along with the board of directors to honor our terrific retirees. We have the greatest staff in any organization in the commonwealth. The institutional knowledge that we'll be losing from these individuals is going to be hard to replace. And we certainly wish them all the best. Thank you.

PRESIDENT ASKEY: Thank you. Do we have any other speakers?

PRESIDENT ASKEY: There being no additional speakers. We will now vote on NBI number eight. Those in favor of NBI 8, click yes. Those opposed, click no. Voting begins now. You have 30 seconds. 10 seconds.

#### **New Business Item #9**

PRESIDENT ASKEY: Voting is completed. Voting is completed. We will await the results with great anticipation. You have adopted New Business Item number eight. All right. New Business Item number nine. That PSEA build a database of anti-public education organizations and networks and create training modules to assist locals and members encountering anti-public education initiatives. The Chair recognizes Steven Heffner from Lancaster City EA to move NBI number nine in microphone two.

STEVEN HEFFNER: Yes, thank you. Steven Heffner, Lancaster City EA, moving New Business Item number nine.

PRESIDENT ASKEY: Chair recognizes Bryan Hower from Lancaster City EA to second NBI 9 at microphone two.

BRYAN HOWER: Bryan Hower from Lancaster City EA and I second New Business number nine.

PRESIDENT ASKEY: Steve, would you like to speak to your motion?

STEVEN HEFFNER: Oh, you know I would.

PRESIDENT ASKEY: I know you, bud. I know,

STEVEN HEFFNER: And thank you Mr. President and the board and the delegates. We're all plugged in. We all know what's going on. We all know the attacks on public education. We heard it here several times today. And the purpose of this New Business Item is kind of twofold. One, to develop and maintain the database kind of like the Rogue's Gallery of the folks out there right now. I'm just thinking Corey D'Angelo, Christopher Ruffo, Betsy DeVose, Kirk Cameron. Folks that are just continually pushing school privatization. As well as the Jeffrey Yass, the Bond Garrigans, the big money groups that are behind. And its most recent phenomena in these social media groups that are now cropping up here, there and everywhere, that are really getting into it at the local level and affecting our school board raises.

STEVEN HEFFNER: In addition to that, a lot of our members, I think are intimidated with addressing these issues out in public, to their family, to someone they meet in the street, at the bar, at the restaurant. So looking to establish or for PSEA to establish some training modules that we can use to educate our less than involved members. Things like effective editorializing, face-to-face meetings with their elected officials, how to counter blatant misinformation. Let's give them the tools, get them more involved. And maybe that helps decrease the losses that we're seeing in our membership.

PRESIDENT ASKEY: Thank you. Bryan, would you like to speak?

BRYAN HOWER: Yes, I would. The war against public education is escalating. You know it. Privatizes are fomenting dissent, division and disconnect as means by which to undermine community confidence in public schools. It is a shameless strategy serving as a sideshow for the main event, turning our publicly governed school system into a marketplace of charters, voucher schools, and online learning. We could spend all day naming the list of anti-education networks and billionaires like Jeffrey Yass putting money into destroying public ed. It is our number one

enemy right now. We need to use the resources of PSEA and have a database, or some source of information, and training to fight these issues. We will win this battle if we stick together. As it says on the T-shirt I'm wearing today, "Stronger together." And that is how we will win this battle if we gather together with the resources that give us the tools, and our members can rally.

BRYAN HOWER:

... Together with the resources that give us the tools and our members can rally together and fight this war against public education. Please support this new business item and help us have the tools. So we can proudly say we are PSEA and we are stronger together.

PRESIDENT ASKEY: Thank you, Bryan. And just a question. Did you have something to do with that T-shirt you're wearing?

BRYAN HOWER: Maybe.

PRESIDENT ASKEY: Maybe. Ryan designed that T-shirt everybody. Let's give him a round of applause for that. So the chair recognizes David Deal at microphone seven for the purpose of amending NBI nine.

DAVE DIEHL: Hi. Dave Diehl, Council Rock EA, I moved to amend NBI number nine.

PRESIDENT ASKEY: All right. Let's take a look at your amendment, sir. You wish to strike out PSEA, build a database of, and add the following language to begin the motion. Utilizing databases from NEA and pro-public education organizations as appropriate such as PA spotlight, PSEA will publicize and then you move on to the rest of the motion. Is that correct?

DAVE DIEHL: That is correct, sir.

PRESIDENT ASKEY: All right, then go ahead and speak to it, David.

DAVE DIEHL: As a caucus this morning, we decided that this amendment would make sense. We feel that the databases already exist and as the mover and seconder mention, this isn't just the Pennsylvania phenomena. This is a nationwide thing. So why should PSEA build the database, a partial database that NEA and other groups already maintain. Thank you.

PRESIDENT ASKEY: Thank you. So do we have anyone to speak? Pardon? On the

amendment. Okay. Is that from, Alan, are you doing the point of information?

ALAN MALACHOWSKI: Yes, I am.

PRESIDENT ASKEY: Okay, go ahead, Alan.

ALAN MALACHOWSKI: Alan Malachowski, North Penn. Point of information, how would this change the cost implication for this item? Do you have any idea?

PRESIDENT ASKEY: Me, personally, not a clue. But let me see if someone else does. It would significantly reduce the cost implication is what I've been told.

ALAN MALACHOWSKI: Thank you.

PRESIDENT ASKEY: Any other speakers to the amendment. There being no additional speakers, we will now vote on the proposed amendment. Those in favor of the proposed amendment, click Yes. And those opposed, click No. You can begin voting. You will have 30 seconds.

PRESIDENT ASKEY: Yes. Play that funky music.

PRESIDENT ASKEY: 10 seconds.

PRESIDENT ASKEY: Time. Voting is over. You have moved to amend NBI nine. So we will now go back to the motion as now currently amended. Are there any speakers to the motion as now currently amended? I have a speaker against NBI nine, Gary Gittis from Downingtown EA at microphone six, Gary.

GARY GITTIS: Thank you, Mr. President, Gary Gittis, Downingtown, EA President and Vice President, Southeastern Region speaking in opposition of NBI number nine. While we know that the anti-public education organizations and networks, knowing who they are is very important, we want to allow individual members to research and formulate their own opinions and judgements. The issue we have is creating the training modules and posting information against individual organizations, which can provide further fodder for their anti-public education rhetoric, which then will find a way for them to acquire more information to use against us we feel.

GARY GITTIS: Allowing our RACs or other PSEA staff to provide information to local leaders, which they could share with their members for independent learning, if desired, would provide a less expensive and possibly

more desirable method for members to obtain knowledge, we know our members should be advocated for, they should be educated, but it should be their choice on this. This is a lot of money to spend for something that may prove unsuccessful and possibly detrimental. Thank you.

PRESIDENT ASKEY: Thank you. The chair recognizes Kristy Moore from Hempfield EA, speaking for NBI number nine at microphone one.

KRISTY MOORE: Hi, my name is Kristy Moore. I'm from the Hempfield EA in the Southern Region. I would like to speak in support of this NBI as someone who ran for school board in the Elizabethtown Area School District, a race that got national media coverage and lost in part due to my extremist school board opponents having such anti-public school organizations to support them. These groups are organized. They are galvanized and they are well funded. And because of their many victories in school districts across Pennsylvania this year, they are now empowered. They are showing up at our school board meetings, sowing distrust in educators and undermining the quality, power, and necessity of a public education.

KRISTY MOORE: In Etown they pushed for families to enroll their students to attend cyber charter schools, taking precious dollars away from our public schools. They tried to cut \$1 million from our budget. They want to ban books and they speak against social-emotional learning. This is not unique to our district, and we need to do something to fight back. This database and training will provide members with the tools to do so. And we need to realize that the fate of public education depends on our ability to do so effectively. Thank you.

PRESIDENT ASKEY: Thank you, Kristy. Hey Kristy, are you a first-time delegate?

KRISTY MOORE: Yes.

PRESIDENT ASKEY: Yay. Let's hear it for all those first-time delegates. Let's take a break and stand up if you are a first-time delegate. Stand up, stand up, stand up, stand up, stand up, if you're a first-time delegate.

PRESIDENT ASKEY: All right, sorry. I just like to recognize those folks. So we have,

speaking against NBI number nine, Katherine King from Kennett EA at microphone six.

KATHERIN KING: Thank you. And good afternoon, Mr. President. I'm opposed to the new proposed business item requesting a database and training. The past six years have seen intense political divisions across the nation and within our own union. I know that my local has struggled with the politics and that it has led to heated debates, even amongst our members. While I do support the premise behind this business item, encouraging and implementing training for members at the local level has a strong potential to further exacerbate these divisions. Spending now potentially less significant dues dollars to expand upon the work that's currently being done in a more limited fashion by our region advocacy coordinators could create more of a reason not to join our associations. Thank you.

PRESIDENT ASKEY: Okay. Thank you. The chair recognizes Rosalie Davis from Bethlehem EA at microphone five to speak against NBI nine.

ROSALIE DAVIS: Rose... Well, sorry about that. Rosalie Davis, Bethlehem Education Association. I'm speaking against, very simply, as I can appreciate wanting to have a database and things like that, this is what our government relations does. This is what they do for us. They follow all these things. They give us the information on it. If you have questions on it, you contact them. If you have a group coming in you're not sure you're contacting them. You need someone to give you a training on it. You call them, you contact them, they will come in. This is what they do. They already are in place. We do not need to spend extra money when there are already things there. Thank you.

PRESIDENT ASKEY: Chair recognizes Carol Yanity from Cumberland Valley EA to speak for NBI nine at microphone one.

CAROL YANITY: Carol Yanity, Cumberland Valley EA from the Southern Region. I am president of the Cumberland Valley EA where Barb Gleim was once the school board president-

PRESIDENT ASKEY: Wait a minute. She said the name, everybody Barb Gleim.

ALL: Boo.

PRESIDENT ASKEY: And that does not count against your time, Carol. Go ahead.

CAROL YANITY: Thanks to Representative Gleim, for the last 15 months, we have had several, I should say a very small, but very vocal minority who have been attending our school board meetings who have been harassing and verbally assaulting our school board members. The president of the Moms of Liberty is one of those individuals. They have accused my members at every single meeting of indoctrinating students in teaching critical race theory in every single subject and every single grade. As a member, a full-time teacher without release time, in my role as president with over 500 members, I do not have time to contact, I know we have a wonderful government relations board, but I am busy as it is just trying to keep my own head above water.

CAROL YANITY: This new business item would provide me as a local leader to provide my members with resources. I recently wrote a letter to the editor, to our local paper, I got guidance from our local RAC, but I knew about that as a local president, I feel that this database and training will allow us to empower our members without the local leaders necessarily leading them by the hand. Thank you.

PRESIDENT ASKEY: Thank you, Carol. Microphone six, Kizzy Nicholas, State College EA to speak against NBI nine.

KIZZY NICHOLAS: So I oppose this on two different fronts. First of all, creating a database tells us we know their specific names. So if I'm a smart, anti-union activist, I'm going to create a different name for every place that I work with. And we know right now there is a different name. In my school district, it's not called Mothers for Liberty, it's called the Freechoice, I can't think of what it is, top of my head now.

KIZZY NICHOLAS: So what this database will actually do is just lull us into a sense of complexity because I don't have Mothers of Liberty and that's the only thing I'm looking for. So there's that expression that all politics is grassroots. If we, and my second reason is training modules. The training modules that work in Bethlehem will not work in Phillipsburg. We need our training to be very

customized and look at the situation on the ground, the mindset of our members. And right now we get those trainings, and we get that plan of attack from our UniSerts, from our RAC.

KIZZY NICHOLAS: If I'm trained in how to effectively handle these anti-union and I'm trained on how to handle it for a large city, my country folks who are in the red part of the state are not going to respond to the same tactics. It would be in a more bluer place. So I think we need to use the resources we have, our UniServ reps know the ground we're working with. They know how to work with our members. They know what our towns are like. So rather than spend this money on programs that are eventually just going to go back to the UniSerts anyway, I think we should focus it on other areas and really just look at where we're at. So again, I hope that you would all vote down this new business item.

PRESIDENT ASKEY: We have reached our final speaker. So I know I have a motion out there to close debate, but it's unnecessary because debate is now closed. There being no additional speakers. We will now vote on NBI nine as amended those in favor of NBI nine, please click Yes. And those opposed click No. You can begin voting you will have 30 seconds. 10 seconds.

### **New Business Item #10**

PRESIDENT ASKEY: Voting's closed. So let's see what you did with the motion to approve new business item number nine as amended. You have passed it. Oh, got a close one. See every vote counts. Yes. Every vote counts. So new business item number nine is adopted as amended. So the chair rep for the purpose, chair recognizes Linda Cook from Delaware, Philadelphia PSEA-Retired to move NBI 10 at microphone four. Linda.

LINDA COOK: Thank you, President Askey, Linda Cook. I move new business item number 10.

PRESIDENT ASKEY: The chair recognizes Ronald Stott from Chester County PSEA-Retired to second NBI 10, also [inaudible 03:38:33].

RONALD STOTT: Ronald Stott from Chester County, Retired Southeast Region. And I second NBI number 10.

PRESIDENT ASKEY: Linda, would you like to speak?

LINDA COOK: Absolutely. Thank you. This new business item is meant to be proactive. In the past year, we have learned how our 2020 election results were under attack and it has been frightening. Without the right leaders in place in Pennsylvania like Josh Shapiro, the challenges to our election results could have been a disaster. This new business item covers election results from local school board elections up through the presidential election. The new business item also recognizes that we have various methods of voting that need to be protected. Methods that were obtained through a bipartisan agreement prior to the 2020 election but are now under attack amazingly by some of the same who voted Yes. Thank you.

PRESIDENT ASKEY: Thank you, Ron? Would you like to speak?

RONALD STOTT: Yes. Mr. President, you were probably as dismayed as I was with the aftermath of the 2020 presidential election and the assault on the Capitol. Dismay led to outrage in many of us, but what could I do, very little alone, but with PSEA and its one 180,000 members and like-minded unions and other like-minded groups, we can, to protect democracy for all our children, our grants and our greats. Would you please support new business item number 10?

PRESIDENT ASKEY: The chair recognizes Carol Yanity at microphone one from Cumberland Valley EA to speak against NBI 10.

CAROL YANITY: As an individual, I support this new business item. However, I have to put my personal feelings aside as I am an elected leader from my local and that local, we have lost members from the last couple years, not because of necessarily what the local is because they feel that PSEA and NEA have gotten too political and that we only support one certain political party. So I feel that this is us getting involved in an area that does not necessarily impact our buildings, our members, or our schools. So that is why I will be voting against. Thank you.

PRESIDENT ASKEY: I have Kizzy Nicholas at microphone six asking to refer this motion to committee. Kizzy.

KIZZY NICHOLAS: Okay. I don't know if I get to speak on this, but I move that we refer this to the appropriate committee, and I believe that would be the legislative committee if I have to give a specific one.

PRESIDENT ASKEY: What? Yes, you would be making a motion to refer to legislative committee. So is that your wish?

KIZZY NICHOLAS: Yes.

PRESIDENT ASKEY: All right. You may speak to your motion.

KIZZY NICHOLAS: While I support the idea of this motion, it concerns me as all elections matter, but I wonder this specific motion if there's somehow this could come back and really bite us in the backside. So I propose letting our GR staff and our legislative committee look at this from the angle of our lobbyists, as they're going out, as they're working on the Hill, as they're working with our partnerships to see how this would work and if this would actually affect us in a negative way, or if there is more positives to do this. I just feel ucky about it and I figured GR is smart. I just feel like GR is smarter people and they would be the best persons to know how to move forward with this as an association.

PRESIDENT ASKEY: Are there any more speakers on this motion to refer to legislative committee?

PRESIDENT ASKEY: There being no additional speakers, we will now vote on the motion to refer. The question is, shall we refer NBI 10 to the legislative committee? Those in favor of the motion to refer click Yes. Those opposed click No. And you can begin voting. You have 30 seconds. 10 seconds.

PRESIDENT ASKEY: Voting is closed. Let's see if you're going to refer it. You have voted to refer this new business item to the legislative committee. So we now go to our final new business item. So please, this is as important as every other one. So please stay with us, ladies and gentlemen.

#### **New Business Item #11**

PRESIDENT ASKEY: New business item 11 - PSEA using existing resources, explore possible solutions to the ESP substitute shortage and publicize the need for substitutes

for all ESP classifications, including but not limited to paraprofessionals, transportation services, secretarial and clerical health services, information technology, food services, maintenance, and custodial services. I have the mover, Deneen Dry from Central Bucks ESP at microphone six to move NBI 11. Deneen.

DENEEN DRY: Thank you President Askey. Deneen Dry, Central Bucks ESP. I move new business item 11.

PRESIDENT ASKEY: We have Wendy Sheeder from IU #28 Erin ESP to second NBI 11 also at microphone six.

WENDY SHEEDER: Yes, Wendy Sheeder, IU #28, Erin ESP. And I proudly second.

PRESIDENT ASKEY: Deneen.

DENEEN DRY: Good afternoon. President Askey, PSEA executive board, board directors and fellow delegates. My name is Deneen Dry. I'm a nurse in the Central Bucks School District, Mideastern division ESP region. Today I am here to ask this delegation for support of NBI 11. This NBI requests that PSEA find possible solutions to the ESP substitute crisis and to publicize the need for all ESP classification substitutes. ESPs are often referred to as the glue or foundation that keep a school together. We support our students, their families, our communities, and our education association colleagues. And just like you, ESP are understaffed, overworked filling in for multiple jobs and certainly underpaid.

DENEEN DRY: All of this is causing ESPs to leave their jobs and those that are left behind are expected to simply figure it out or just make it work. This cannot continue. We need help, we need action and we need your support because today I'm here to tell you that the glue and the foundation are falling apart, finding possible solutions and publicizing the need for ESP substitutes must include all classifications, paraprofessionals, transportation, secretarial, clerical, food services, information technology, health services, maintenance, and custodial because each group of ESP play a vital role in providing a safe, clean, maintained, and healthy educational environment for our students, staff in our districts. I thank you for your time and appreciate your consideration.

PRESIDENT ASKEY: Thank you, Deneen. Wendy, would you like to speak?

WENDY SHEEDER: Yes, I sure do. Good afternoon, President Askey, Vice President Chapin, Treasurer Ney, Executive Director Vaughan, PSEA board of directors, delegates and guests. It never ceases to amaze me how hardworking and dedicated each and every one of our education support professionals are. I stand in awe as they see the lengths that they go to day in and day out to ensure that our students are healthy, safe, engaged, supported, and challenged. As education support professionals, we are rolling with the punches and adapting to the new challenges, but let's face it, we are all overwhelmed, over tasked and overworked.

WENDY SHEEDER: Why do you ask? In large part there is absolutely no denying that staffing and substitute shortages are to blame. Although ESPs fulfill a vital role in the daily lives of countless individuals and are often seen as the backbone of the schools that they work in, their positions are often not filled when they're on leave, no matter the job classification or the length of leave, there is still imperative work to be done when they're absent.

WENDY SHEEDER: Students must still get safely to and from school. Nourishing meals still need to be prepared. Critical health services still need to be provided. Classroom, clerical and technology supports must be ongoing and school facilities must still be maintained. Too often, other ESPs already on staff are simply expected to complete all those additional duties. The domino effect of this added workload is having a growing negative impact on all our members.

WENDY SHEEDER: And frankly, many of their backs are ready to break. The staffing and substitute shortage as it relates to our education support professional positions needs to be put in a spotlight. That spotlight needs to shine bright, or we are going to continue to lose our members and the staffing and substitute shortages will simply continue to grow. All educators, certificated and education support professionals alike are impacted by this substitute crisis. We all deserve the same level of advocacy and respect.

PRESIDENT ASKEY: Time. Do we have any other speakers? There being no additional speakers, we will now vote on NBI number 11. Those in favor of NBI 11 click Yes and those opposed click No. You can begin voting. You will have 30 seconds to cast your vote on our final NBI. 10 seconds.

PRESIDENT ASKEY: Time.

PRESIDENT ASKEY: Let's see what you did. You have passed new business item, number 11. Good job folks. Good job. Thank you so much. Before we move on and I'm going to go... I know this was a long day. I'm going to go through all the stuff as quickly and as respectfully as I can. So I appreciate you staying with us, if it is at all possible. The bar will be open afterwards. No matter what time we end.

#### **Elected candidates' remarks**

PRESIDENT ASKEY: I want to thank you for your patience and the way you handled all this. There was a lot of time where we listened to some music that I will never forget again and all that other stuff, but you did a great job. Please take a second and congratulate yourself on a job well done on NBIs. So now, I again, receiving remarks from candidates declared elected. First of all, Brian, would you like to address the crowd? Brian's going to microphone three. Can we open up microphone three? Go ahead, Brian.

BRIAN: Yes. I'd just like to thank this delegation for giving me the opportunity to serve as a PSEA Pension Plan Trust Director for the next three years. Thank you.

PRESIDENT ASKEY: Thank you. And we're looking forward to you being on the team, Brian. So also coming into the famous Keystone crew team is Colleen Brodbeck. Colleen, would you like to address the body at microphone three?

COLLEEN BRODBECK: Yes. I just want to say thank you for being so welcoming, inviting me into all your house of delegates and to say thank you I brought some wine. So the winner, I'm just going to read the name is Janette. Is it Heil? From Southeast Region?

PRESIDENT ASKEY: Must be. She must be right there.

COLLEEN BRODBECK: Okay. We're going to give this now. Thanks everybody.

PRESIDENT ASKEY: Congratulations, Colleen. I look forward to formally welcoming you to the PSEA Board of Directors as well. So while we're doing thank you's, thank you to Aaron and Jeff, my team. I appreciate them. And they do great jobs for you. Jim Vaughan, the man who keeps my head on straight. Thank you very much, Jim. I want to thank our PSEA Board of Directors, Rick Burrige for helping me get through NBIs, and to all staff and PSEA managers who coordinated these events this week, job well done. The PSEA Communications Staff who make our AV special effects possible and to all other staff who helped with the activities of the House. The chair now recognizes Mike Bichko for the PACE drawing. Woo.

#### **PACE Drawing Winners**

MIKE BICHKO: Well, thank you, Mr. President. I'd like to thank everybody who answered the call during this House of Delegates to donate to PACE. It's very clear after seeing different speakers this weekend, why it's so important. So thank you to the delegates here in person and those at home who donated virtually. Now those of us who dug really deep into our pockets or our wallets and purses, they really set the standard this weekend by reaching the top, the status of the top donors. And they're going to be honored later at a special reception with President Askey, but I'd like to take a moment now to recognize those people. So thank you to Benjamin Rugg-

ALL: Woo.

MIKE BICHKO: Bryan Hower

ALL: Woo.

MIKE BICHKO: Rosetta Duffala.

ALL: Hey.

MIKE BICHKO: Brian Reiser.

ALL: Woo.

MIKE BICHKO: Kizzy Nicholas.

ALL: Woo.

MIKE BICHKO: Shannon Danielson.

ALL: Woo.

MIKE BICHKO: Robert King.

MIKE BICHKO: Jason Maloy.

ALL: Woo.

MIKE BICHKO: Deborah Lee.

ALL: Woo.

MIKE BICHKO: Louise Tharp.



ALL: Yey.

MIKE BICHKO: And finally, Colleen Brodbeck.

ALL: Woo.

MIKE BICHKO: So once again, thank you. Now it's time to award our final four \$500 prizes to the donors from the House of Delegates. So let's bring the wheel up on the screen and spin that wheel.

MIKE BICHKO: Okay. Arthur is our first winner. Arthur, you'll be receiving a check in the mail for \$500. Congratulations. All right, let's spin that wheel,

MIKE BICHKO: Amy. Congratulations, Amy. You'll be receiving your check of \$500 at the mail very soon. Let's spin that wheel again. Sandra. Sandy. Congratulations. You'll be getting your check in the mail very soon. One more time. The final drawing.

MIKE BICHKO: Sandra. All right. Congratulations to you as well. So again, thank you to everybody. Keep in mind that donating is the first step, but we have another important second step this Tuesday, on election day, we really need you to get out and vote. So make a plan to vote and thank you, Mr. President.

PRESIDENT ASKEY: Thank you. Before we call for a motion to adjourn, one final bit of very important housekeeping, and I think, you know what it is. Please leave your voting device on your chair before you leave the ballroom. Please leave it there in your chair. Please don't take it with you. I'll have some grumpy people if you do. You can take the cards. It doesn't matter. No one's going to... Yeah. That's a good question. But just go ahead and take your cards with you. No. Oh, I'm saying, oh, leave the cards too, I guess. Okay. I just gave you a piece of misinformation, sorry. Geez.

PRESIDENT ASKEY: So I have a motion by Jacqueline Fisher, Penn State, State College Student PSEA, seconded by Kristy Moore. Hempfield EA Southern Region. That PSEA has made 2022 House of Delegates adjourned. All those in favor, say Aye.

ALL: Aye.

PRESIDENT ASKEY: Those opposed, just keep quiet.

(MUSIC)

**NEW BUSINESS ITEMS  
PENNSYLVANIA STATE EDUCATION ASSOCIATION  
HOUSE OF DELEGATES  
May 13-14, 2022  
Philadelphia and Virtual**

**NEW BUSINESS ITEM 1 -- Passed**

ENDORSE JASON M. DAVIS

PSEA endorse Jason M. Davis as a PSEA Active Certified Member nominee for the Pennsylvania Public School Employees' Retirement System Board to fill a three-year term covering January 1, 2023, through December 31, 2025.

**NEW BUSINESS ITEM 2 -- Passed**

ENDORSE SUSAN C. LEMMO

PSEA endorse Susan C. Lemmo as a PSEA Annuitant Group nominee for the Pennsylvania Public School Employees' Retirement System Board to fill a three-year term covering January 1, 2023, through December 31, 2025.

**NEW BUSINESS ITEM 3 – Passed as amended**

CREATE PROGRAMS FOR HIGH-NEED CERTIFICATION AREAS

PSEA advocate for, and work with institutions of higher education to create, part-time online programs in high-need educational specialist certification areas, including but not limited to speech language pathologists, school psychologists, and behavioral specialists.

**NEW BUSINESS ITEM 4 – Passed as amended**

PROVIDE VIRTUAL NBI OFFICE

PSEA allow delegates to submit New Business Items through a virtual New Business Office that is open at least once, for at least two hours, no less than 72 hours prior to the House of Delegates, as well as providing opportunities for delegates attending the House of Delegates in person to submit New Business Items at a physical New Business Item Office for at least two hours on the day immediately prior to the business session where New Business Items will be debated.

**NEW BUSINESS ITEM 5 -- Failed**

**ADVOCATE FOR INTERNET SAFETY EDUCATION**

PSEA advocate that internet safety and using the internet safely will be taught in all schools.

**NEW BUSINESS ITEM 6 -- Passed**

**ENCOURAGE STUDENT VOTER REGISTRATION**

PSEA encourage schools to provide opportunities for eligible students to register to vote.

**NEW BUSINESS ITEM 7 -- Passed as amended**

**RENEW NEW MEMBER TASK FORCE**

PSEA renew the New Member Task Force established by action of the May 2017 House of Delegates. The Task Force shall regularly report to the president and Board of Directors. The Task Force will sunset three years from the date this motion is passed, unless extended by the PSEA Board of Directors; provided however, the Task Force will not exceed five years of existence unless renewed by the PSEA House of Delegates.

**NEW BUSINESS ITEM 8 -- Passed**

**HONOR RETIRING PSEA STAFF**

PSEA recognize and honor the PSEA staff persons who have provided notice of retirement to PSEA by May 1, 2022.

Robert E. Crook	Health & Welfare Marketing Coordinator, Health & Welfare Fund, HQ	5 years of service
Eric G. Elliott	Director of Research for School Funding & Finance, Research, HQ	26 years of service
Douglas E. Goff, Jr.	Production Aide, Printing & Distribution, Headquarters	24 years of service
Paul E. Gottlieb	UniServ Representative, Mideastern Region, Montgomeryville	25 years of service
Joseph H. Howlett	Asst Executive Director for Administrative Services, Admin Svcs., HQ	14 ¾ years of service
Wendy D. Lipinski	Administrative Assistant, Northwestern Region, Edinboro	29 years of service
Joanne M. Maurer	Staff Associate, Eastern Region, Allentown	13 years of service
Valerie L. Shuman	UniServ Representative, Southwestern Region, Hunker	25 years of service
Deborah Vetro	Staff Associate, Southeastern Region, West Chester	14 years of service

**NEW BUSINESS ITEM 9 – Passed as amended**

**BUILD DATABASE AND TRAINING ON ANTI-PUBLIC ED ORGANIZATIONS**

Utilizing databases from NEA and pro-public-education organizations as appropriate, such as PA Spotlight, PSEA will publicize anti-public education organizations and networks and create training modules to assist locals and members in countering anti-public education initiatives.

**NEW BUSINESS ITEM 10 – Referred to Legislative Committee**

**ADVOCATE FOR ELECTION INTEGRITY**

PSEA oppose any initiative that would undermine the integrity of elections or give one person or entity the right to overturn certified election results and support any and all initiatives expanding and maintaining valid, legal, and secure methods of voting.

**NEW BUSINESS ITEM 11 -- Passed**

**EXPLORE SOLUTIONS TO ESP SUBSTITUTE SHORTAGE**

PSEA, using existing resources, explore possible solutions to the ESP substitute shortage and publicize the need for substitutes for all ESP classifications, including but not limited to paraprofessionals, transportation services, secretarial and clerical, health services, information technology, food services, maintenance, and custodial services.

Region	Member Name	D Representing
NW	ADAMS, GREGORY G	D HARBOR CREEK EA
E	ADAMS, SAMANTHA L	D ALLENTOWN EA
NE	AGOLINO, JENNIFER J	L Board of Directors
NE	AGOLINO, JOSEPH S	D PLEASANT VALLEY EA
MW	AGOSTINELLI, MARCHELLE R	M BEAVER CO PSEA-RETIRED
CW	ALOISE, ARTHUR P	M CENTRAL WEST PSEA-RETIRED
SW	ALTEMARA, CYNTHIA A	D IU #01 INTERMEDIATE EA
CW	AMBLER, ERIC P	N County Co-ordinating
W	ANDERSON, ABIGAIL E	D NORTHGATE EA
CW	ANGELO, MICHAEL A	N County Co-ordinating
NE	ANGST, JENNIFER	D POCONO MT EA
MW	ANTHONY, REBECCA A	D RIVERSIDE BEAVER EA
ME	APFELBAUM, DAVID R	N Legislative Committee
SE	ARMBRUSTER, NICOLE M	D PENN DELCO 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
E	BARROW, LISA R	D PARKLAND EA
CW	BARTLEBAUGH, JODI A	D PUNXSUTAWNEY EA
W	BAUDOUX, JUDY S	N IPD Council
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	N Resolutions
S	BECKER, ANDREW T	D DOVER AREA 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
NW	BEITER, MICHAEL J	D ERIE CITY EA
S	BELL, KRISTIN L	D CENTRAL DAUPHIN EA
ME	BERMAN, MARY E	M BUCKS CO PSEA-RETIRED
W	BESH, DENNIS M	N Legislative Committee
MW	BIGELOW, CHARLES R	D HERMITAGE 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
E	BOLD, THOMAS J	D EASTON AREA EA
CW	BOLTZ, JENNIFER A	D GREATER JOHNSTOWN EA
SW	BOMPIANI-SMITH, LISA	D GREATER LATROBE EA
SE	BONSALL, HELEN M	M CHESTER CO PSEA-RETIRED
S	BOWERS, MICHAEL G	D CONESTOGA VALLEY EA
S	BRADY, LAURI E	D CENTRAL YORK EA
SW	BRANT, MELISSA M	L Board of Directors
MW	BRIDGE, ERIN B	D MARS AREA EA
SE	BRIGANCE, DARLENE K	D UNIONVILLE CHADDS FORD EA
E	BRILL, ELIZABETH L	L Board of Directors
MW	BRIOLA, CHRISTINA T	N County Co-ordinating
ME	BRODBECK, COLLEEN M	D PENNSBURY EA
E	BRODHEAD, JENA S	D EASTON AREA EA
NE	BROGAN, THOMAS E	D POCONO MT EA
SE	BROWN, PAMELA R	D OXFORD EA
ME	BROWN, SUSAN S	N Region Officers

Region	Member Name	D Representing
MW	BRUSH, AMY L	D SENECA VALLEY EA
S	BULLINGTON, DRUE M	N Resolutions
NW	BUNK, HEATHER M	D WARREN CO EA
CW	BURKETT, CASEY	D JEFFERSON DUBOIS VT 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
S	CAMPBELL, NATHAN D	D MANHEIM CENTRAL EA
E	CAMPBELL, REBECCA	D DANIEL BOONE EA
W	CAMPBELL, VICTORIA R	D ALLEGHENY IU ED ASSOC
E	CAPOZZELLI, LAWRENCE M	N Legislative Committee
CW	CARRIER, LORI K	D IU #08 APPALACHIA EA
NE	CARSON, WAYNE E	D EAST STROUDSBURG EA
W	CARTER, AMANDA J	D SHALER AREA EA
ME	CATALANO, ANNEMARIE J	D CENTENNIAL EA
ME	CENICOLA, KELLY	D LOWER MERION EA
NE	CHAPIN, AARON F	D STROUDSBURG EA
NE	CHAPIN, RANDI B	D HAZLETON EA
NE	CHERINKA, MICHAEL J	D DALLAS EA
SW	CHITESTER, KEVIN D	D NORWIN EA
ESP	CHRISTMAN, JOANNE M	D IU #24 CHESTER CO ESP
E	CHRISTOPHER, MELANIE A	D ALLENTOWN EA
ME	CHURCHWELL, ALLYSSA S	D PENNSBURY EA
ESP	CLEMONS, TIKEESHA D	D NORRISTOWN ESP
CW	CLOAK, RANDALL R	D ARMSTRONG EA
SW	CLOSSER, TRAVIS L	N Resolutions
ME	COATES, ANDREW A	D ABINGTON EA
S	COBLE-SULLIVAN, ERIN R	D LANCASTER CITY EA
E	CONLON, CAROLYN	D ALLENTOWN EA
NE	CONNORS, COLLEEN F	D WALLENPAUPACK EA
E	Conway, AnnaLeigh	N County Co-ordinating
SE	COOK, LINDA J	M DELAWARE/PHILA PSEA-RETIRE
SE	COOMBS, NICHOLAS H	D UPPER DARBY EA
C	COPLOFF, MARY A	M CLUST-R PSEA-RETIRE
E	CORONATI, JANE A	N County Co-ordinating
ME	CRESSMAN, DEREK J	D PENNSBURY EA
ESP	CROCCO, DIANE M	D COLONIAL FOOD SVS ESP
SW	CROCKETT, SHERRI L	N Region Officers
NE	CROOM, JOHN R	D NORTH POCONO EA
NE	CUNNINGHAM, EVELYN M	D WALLENPAUPACK EA
ME	CURRY, DAVID W	N IPD Council
S	CURRY, RACHAEL M	L Board of Directors
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	D BETHLEHEM EA
ESP	DEBEVEC, NICOLLE B	D ELIZABETH FORWARD ESP
SE	DEFUSCO, MARK A	D OWEN J ROBERTS EA
SE	DEHAUT, MICHAEL D	L Board of Directors
CW	DEHAVEN, PAUL D	D MARION CENTER EA

Region	Member Name	D Representing
W	DEMHARTER, MATTHEW J	D NORTH HILLS EA
ME	DEMSKIS, ERINN E	N IPD Council
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
ME	DIEHL, DAVID A	D COUNCIL ROCK EA
NW	DIPAULO, ELIZABETH A	D ERIE CITY EA
C	DIVELY, MELISSA D	D ALTOONA EA
NW	DLUGOS, JANE A	N Legislative Committee
MW	DOBRZANSKI, YVONNE M	D SENECA VALLEY EA
ME	DOLAN, MARK	D COUNCIL ROCK EA
E	DONATO, MATTHEW J	D BRANDYWINE HEIGHTS EA
ME	DOOLEY, THERESA M	D ABINGTON EA
SW	DORAN, ERIK M	N IPD Council
ME	DOUGLAS, CYNTHIA R	D NORTH PENN EA
S	DOWNS, KEVIN T	D WEST SHORE EA
NW	DRISCOLL, RENEE	D ERIE CITY EA
ESP	DRY, DENEEN	D CENTRAL BUCKS ESP
MW	DUFALLA, MARIE R	N Legislative Committee
MW	DUFALLA, ROSETTA A	D HOPEWELL EA
ME	DUMMELDINGER, SHARON K	D NORTH PENN EA
SE	DUNKLE, KATHRYN E	D IU #24 CHESTER CO EA
SE	DUNN, NANCY L	D CHICHESTER EA
NE	DYMOND, DREW D	D PLEASANT VALLEY EA
NW	EBERLIN, RICHARD D	M NORTHWESTERN PSEA-RETIRED
W	ELDER, KATHLEEN M	D SHALER AREA EA
ME	ELLIOTT-HUHNKE, TARA L	D BENSALEM TWP EA
SW	EMERY-GILLO, MELISSA	M WASHINGTON CO PSEA-RETIRED
ME	ERIKSSON, JOHN	D MORRISVILLE EA
S	EVANS, JAMIE L	D YORK SUBURBAN EA
W	EVERHART, STEPHANIE L	D WOODLAND HILLS EA
C	FISHER, JACQUELINE A	L PSU UNIVERSITY PARK STUDENT EA
S	FABIAN-GRIFFITH, MARSHA L	D CONESTOGA VALLEY EA
S	FAIR, MARY K	D PENN MANOR EA
MW	FARMAKIS-KING, CHRISTINA	N Resolutions
MW	FAYLO, ELAINE M	D SHARON EA
ESP	FEDELI, VICTOR J	D LOWER MERION ESP
S	FERRARI, THOMAS J	D EPHRATA 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
SE	FOREMAN, BRIAN C	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
S	FREEMAN, MYISHA	D IU #15 CAPITAL AREA EA
S	FRIESNER, JOHN M	D DOVER AREA EA
MW	FRITZ, TAMMY S	D GROVE CITY AREA EA
CW	FRYCKLUND, MEGAN J	D IU #28 ARIN EA
C	FULLER, CHARLES D	D ASSOC MIFFLIN CO EA
E	GACKENBACH, SANDRA B	D PARKLAND EA
ME	GALE, BETHANY A	D BENSALEM TWP EA
W	GALLAGHER, KEVIN M	D KEYSTONE OAKS EA

Region	Member Name	D Representing
S	GARDNER, TODD D	N County Co-ordinating
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
SE	GERAKARIS, CATHERINE M	D INTERBORO EA
ME	GERHAUSER, WILLIAM M	D COUNCIL ROCK EA
S	GINGRICH, DARRAH E	D CORNWALL LEBANON EA
S	GINGRICH, DREW M	D CORNWALL LEBANON EA
SE	GITTIS, GARY D	D DOWNINGTOWN EA
NE	GLOWATSKI, TAMMY J	N County Co-ordinating
S	GOCHENAUR, COREY M	D SUSQUENITA EA
W	GOETZMAN, AMY L	D BALDWIN WHITEHALL EA
ESP	GOMBEDA, JOYCE L	D HAZLETON ESP
CW	GOMBITA, MATTHEW L	D MEYERSDALE EA
SE	GORDON, NICOLE G	N Resolutions
C	GOSSNER, JOHN M	N County Co-ordinating
SW	GRACE, MAUREEN E	D MOUNT PLEASANT EA
S	GRADEL, JOHN R	D SCUPA AHE
MW	GRAFF, JOSEPH E	D MARS AREA EA
SW	GRENALDO, DOMINIC	N County Co-ordinating
S	GRISCAVAGE, CHARLES J	D NORTHERN YORK EA
S	GUNDRUM, TRAVIS G	D CORNWALL LEBANON EA
ME	GUTHRE, REBECCA S	D PENNSBURY EA
S	GUYER, SONIA M	D YORK SUBURBAN EA
ME	GUZIK, ROBERT T	D COLONIAL EA
ME	HALEY, ANTHONY J	D METHACTON EA
W	HANSEN, KELLY I	D AVONWORTH EA
SW	HARDEN, THOMAS A	N Legislative Committee
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	HAUPT, HEATHER J	D DELAWARE VALLEY EA
SW	HAUSE, JAMEY B	D MOUNT PLEASANT EA
ESP	HEASLEY, LINDA	D PENNSBURY ESP
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
S	HERNANDEZ, LINDA T	D LANCASTER CITY EA
S	HETRICK, LAUREN M	D BIG SPRING EA
NW	HEUBACH, PHILIP E	D WARREN CO EA
E	HICKS, AMY D	L Board of Directors
SW	HILDRETH, KAYLA M	D WEST GREENE EA
E	HINDERLITER, ELAYNE	D SCHUYLKILL HAVEN EA
E	HINTON, RYAN J	D PEN ARGYL EA
SW	HIRSHBERG, LINDSAY D	D HEMPFIELD AREA EA
SW	HOGE, DANIELLE R	D HEMPFIELD AREA EA
S	HOPKINS, MICHELLE K	D CENTRAL YORK EA
CW	HOPPER, KRISTY L	D MARION CENTER EA
W	HORZEMPA, JESSICA M	D SOUTH FAYETTE EA



Region	Member Name	D Representing
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
SW	HURSH, RICHARD B	N County Co-ordinating
SE	HUSBAND, ANDREW A	D UNIONVILLE CHADDS FORD EA
SW	HVIZDOS, JOSH M	D LAUREL HIGHLANDS EA
NE	INTRAVAIA, KRISTIE	D STROUDSBURG EA
NE	ISRAEL, GRETCHEN E	D WAYNE HIGHLANDS EA
S	JENNINGS, JOHANNA C	D ELIZABETHTOWN AREA EA
S	JENNINGS, MICHAEL D	D EPHRATA EA
C	JOHNSON, CHRISTY A	D PHILIPSBURG OSCEOLA EA
NW	JUNKIN, KATHLEEN	D IU #05 NW TRI CO EA
E	KACHMAR, ROBERT W	D SAUCON VALLEY EA
C	KALLAS, LINDSAY Y	D GLENDALE EA
NE	KANE, WILLIAM F	N Legislative Committee
S	KEIDERLING, BETHANN L	D YORK SUBURBAN EA
E	KELBISH, VIRGINIA L	N IPD Council
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
C	KIDD, IAN	D SOUTH HUNTINGDON EA
CW	KIDDER, ERIN S	D ARMSTRONG EA
SE	KIEFFER, AMANDA M	D OCTORARA EA
ME	KIERAS, MARY E	M MONTGOMERY CO PSEA-RETIRE
ESP	KIMBERLING, NATHAN J	D DUBOIS CUST & MAINT ESP
S	KINDERWATER, CHRISTINE R	D PENN MANOR EA
SE	KING, KATHRYN J	D KENNETT EA
SE	KING, ROBERT G	D RADNOR TWP EA
NE	KOLANICH, HEATHER E	D POCONO MT EA
NE	KOMOREK, MICHAEL	D WILKES BARRE EA
E	KOSLOSKY, JOAN M	M SCHUYLKILL CO PSEA-RETIRE
W	KOVACH, SHERRIE C	D NORTH HILLS EA
NE	KRAYNAK, SHANE M	N Resolutions
ESP	KROLL, CHARLES G	D CENTRAL BUCKS TRANS ESP
NE	KUHL, SUSAN E	N County Co-ordinating
NE	KWASNY, BARRY B	N Resolutions
S	LAMB, JIMBO G	L Board of Directors
SE	LAMISON, BRAD	D OWEN J ROBERTS EA
SE	LAMISON, TERRI A	D OWEN J ROBERTS EA
NE	LAMOREAUX, JENNIFER L	D DALLAS EA
NE	LAMOREAUX, JOHN P	D POCONO MT EA
ESP	LANDMESSER, HELEN	N Legislative Committee
SE	LANDRUM, LISA M	D WILLIAM PENN EA
CW	LANDSTROM, KEVAN P	D ARMSTRONG EA
S	LANE, AMBER S	D LEBANON EA
ESP	LANZA, ADAM H	D WESTERN WAYNE ESP
ME	LAQUER, MARY JANE A	D IU #22 BUCKS CO EA
NE	LAVELLE, THOMAS C	N Legislative Committee
ESP	LAWN, CYNTHIA	D COUNCIL ROCK ESP
C	LAWRENCE, AMY J	D STATE COLLEGE EA
SW	LEASURE, KIMBERLY A	D RINGGOLD EA
ME	LEE, DEBRA	D ABINGTON EA
E	LEIBOLD, MARK R	D ALLENTOWN EA

Region	Member Name	D Representing
E	LESSTER, HUGH J	D ALLENTOWN EA
S	LEVARTO, CARMELA M	D CENTRAL DAUPHIN EA
C	LEWIS, MAGGIE L	D ALTOONA EA
S	LIGHTNER, AMY B	D CENTRAL DAUPHIN EA
ME	LINVILLE, NANCY A	D CENTENNIAL EA
ME	LLOYD, CHRISTOPHER	D METHACTON EA
S	LOEFFLER, ANNE C	M YORK/ADAMS PSEA-RETIRED
S	LOEFFLER, DAVID A	M YORK/ADAMS PSEA-RETIRED
ESP	LOWDEN, STEVEN	D PENNSBURY ESP
ME	LUCIANI, CAROL M	D SOUDERTON EA
ESP	LUTHULTZ, STACIE	D RADNOR TWP ESP
S	LUTZE, ANGELA K	M YORK/ADAMS PSEA-RETIRED
SW	LYNN, RYAN C	D NORWIN EA
ME	LYSTAD, ANDREA L	D SOUDERTON EA
SW	MACLAUGHLIN, PATRICK M	D NORWIN EA
SE	MADARANG, ELIZABETH H	N IPD Council
ME	MAGILL, ALYSSA S	D ABINGTON EA
MW	MAJORS, TERRI B	N IPD Council
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
ESP	MARMELEIRA, JENNIFER J	D WALLENPAUPACK ESP
ESP	MARMELEIRA, SERGIO	N Legislative Committee
W	MARREE, BRIAN A	D SHALER AREA EA
ESP	MARSZALEK, BECKY L	D AVONWORTH ESP
S	MARTIN, JUDITH A	D LANCASTER CITY EA
S	MARTINEZ, TORI L	D YORK CITY EA
SE	MARTINO, JOSEPH T	D WILLIAM PENN EA
C	MASON, SUSAN K	D PHILIPSBURG OSCEOLA 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	D MIFFLINBURG EA
SW	MAUTE, KELLIE-ANN	D CENTRAL GREENE EA
W	MAZAK, STACY A	D WILKINSBURG EA
S	MCCABE, CASSIE M	D IU #15 CAPITAL AREA EA
SE	MCCAFFERTY, THERESA M	D DOWNINGTOWN EA
W	MCCALL, SETH J	D SHALER AREA EA
ESP	MCCARTHUR, DWAYNE T	N Region Officers
E	MCCARTHY, LARA A	D SAUCON VALLEY EA
ME	MCCLINTOCK, ANDREW D	D SOUDERTON EA
ESP	MCDEVITT, ELIZABETH A	D LOWER MERION ESP
ESP	MCDEVITT, KIMBERLY L	D UPPER DARBY ESP
W	MCDEVITT, REGIS F	N Resolutions
MW	MCGEE, AMANDA L	D SHARON EA
ME	MCGILL, WILLIAM D	D PERKIOMEN VALLEY EA
C	MCGOWAN, SHAI L	D STATE COLLEGE EA
SW	MCGUIRE, BETH A	D HEMPFIELD AREA EA
SE	MCLAIN, REBECCA	N Resolutions
ME	MCLAUGHLIN, KATHLEEN B	D BENSLEM TWP EA
ESP	MCLENNAN, BERNADETTE	N Legislative Committee
ESP	MCNERNEY, MELISSA A	D CENTRAL BUCKS ESP
NE	MEEHAN, DAVID	D WILKES BARRE EA
NW	MENARD, MATTHEW M	D WARREN CO EA

Region	Member Name	D Representing
ME	MERK, FRANK J	D BRISTOL TWP EA
W	MICHALSKI, SARA S	D WOODLAND HILLS EA
SE	MIHALIK, ALYSSA M	D CHICHESTER EA
ME	MILLER, BETH L	D COLONIAL EA
NW	MILLER, DEBORAH L	D PENNCREST EA
S	MILLER, LISA M	N County Co-ordinating
SE	MILLER, RONNI E	N Region Officers
E	MILLER, THERESA L	D DANIEL BOONE EA
ESP	MILLIGAN, ANN MARIE	D COUNCIL ROCK ESP
W	MILLIGAN, RAYMOND L	D WOODLAND HILLS EA
C	MILLS, JACKIE K	N IPD Council
SE	MILZ, CHRISTIAN P	D SPRINGFIELD EA
S	MIRELES, PETER D	D CENTRAL DAUPHIN EA
S	MOLLOY, JASON A	D LANCASTER CITY EA
ESP	MONAGHAN, ANN	D WALLENPAUPACK ESP
CW	MONDALE, ASHLEY L	D LEECHBURG EA
MW	MONTGOMERY, SUZANNE C	N County Co-ordinating
S	MOORE, KRISTY L	D HEMPFIELD EA
NE	MORAN, MARY	L Board of Directors
E	MORGANO, JEAN	N Legislative Committee
SW	MORRISON, IAN M	D NORWIN EA
S	MORTON, BYLLY JO	D CENTRAL DAUPHIN EA
C	MOWERY, LORI M	N Resolutions
ME	MOYER, ROBERT D	D NORTH PENN EA
E	MUFFLEY, MICHELLE L	D PALMERTON EA
CW	MUIR, KATHY L	N Region Officers
NW	MULVEY, SUE A	D CRAWFORD CENTRAL EA
S	MULVIHILL, KERRY M	D CONESTOGA VALLEY EA
E	MUNIZ, TAMMY-LYNN A	D PALMERTON EA
ME	MURRAY, CHAD E	D COLONIAL EA
ST	MYERS, ELIZABETH T	N Legislative Committee
S	MYERS, HEATH H	D BIG SPRING EA
S	NAILOR, SHERISA E	D BIG SPRING EA
NE	NAMEY, DAVID C	L Board of Directors
W	NEIL, RACHEL L	D BALDWIN WHITEHALL EA
CW	NEWILL, BRANDON L	D ARMSTRONG EA
S	NEWLAND, CHRISTOPHER R	N County Co-ordinating
NE	NEY, JEFFREY D	L Board of Directors
NE	NEY, MOLLY	D WILKES BARRE EA
C	NICHOLAS, KIZZY L	D STATE COLLEGE EA
SW	NICKLOW, JOSHUA A	D RINGGOLD EA
ME	NOLAN, LORRAINE	D BENSLEM TWP EA
W	NORMAN, TINA P	D NORTH HILLS EA
NW	NUNEZ, JESSICA S	D ERIE CITY EA
NW	O'CONNELL, MARY KATE K	D WATTSBURG EA
SE	O'LOUGHLIN, TRICIA A	D KENNETT EA
W	O'TOOLE, RYAN T	D MOON EA
CW	OHLER, TAMMY K	D FOREST HILLS EA
S	OLDHAM, ADAM	N Resolutions
CW	ORENDORF, DEBRA D	D BERLIN BROTHERS VALLEY 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

Region	Member Name	D Representing
NW	PALLERINO, MARISSA C	D CRAWFORD CENTRAL EA
NE	PALUTIS, ANNETTE	M LACKAWANNA PSEA-RETIRED
ESP	PAOLUCCI, ROSEMARIE J	N Region Officers
ESP	PAPARELLA, DANIEL P	N Region Officers
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
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
SE	PECK, JAMES M	D WEST CHESTER EA
ME	PEIRCE, NICOLE D	D PENNSBURY EA
C	PENNINGTON, ROBERT M	D CURWENSVILLE EA
W	PERROTT, MICHAEL A	D SOUTH FAYETTE EA
W	PFEIFFER, NATHAN C	D PLUM BORO EA
SE	PFLEGER, MEAGAN I	D CHICHESTER EA
NE	PHANEUF, DAVID W	D POCONO MT EA
NE	PHELPS, TIMOTHY G	D LAKELAND EA
ME	PHILLIPS, KRISTIN L	D CENTENNIAL EA
W	PILYIH, JEFFREY R	D PLUM BORO EA
S	PLATT, ANDREW J	D YORK CITY EA
S	PLESAC, STEVE M	N IPD Council
CW	PLETCHER, SANFORD D	N IPD Council
ME	POLAKOFF, CRAIG J	D UPPER MORELAND EA
SE	POLCINI, NICK D	D WEST CHESTER EA
ME	POLLOCK, HOLLY C	D PENNRIDGE EA
ESP	POPE, ANGELA C	D BEAVER CO CC ESP
MW	PORTER, NICOLE D	D HERMITAGE EA
ME	PRATO, THERESA A	D BUCKS CO TECH HS EA
SE	PRUITT, CHRISTINA B	N IPD Council
CW	PYLE, PAMELA S	D ARMSTRONG EA
NE	RAGUCKAS, ELLEN E	D NORTH POCONO EA
ME	RANNIELLO, SALVATORE M	D PENNSBURY EA
E	REIGNER, JOAN	D DANIEL BOONE EA
MW	REISER, BRIAN	D GROVE CITY AREA EA
SE	REISS, ANDREW P	D CHESTER UPLAND 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-RETIRED
MW	RICHARDS, TRACY G	D SENECA VALLEY EA
ME	RIEFFANAUGH, CARL A	L Retired Officers
ME	RIETHER, LAUREN L	D IU #22 BUCKS CO EA
ESP	RITTER, AMANDA R	D STATE COLLEGE ESP
E	RIVERA, ISAIAS	N Resolutions
S	ROBBINS, CHRISTINE M	D HARRISBURG EA
ESP	ROCKWELL, MARGARET A	L Board of Directors
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
NE	ROOD, ANN M	D WILKES BARRE EA
E	ROTH, CHAD C	N County Co-ordinating

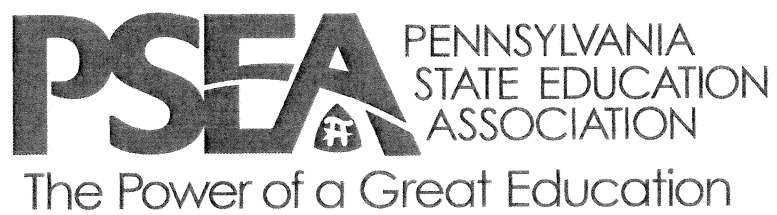
Region	Member Name	D Representing
W	RUFFOLO, ROBERT N	D SOUTH FAYETTE EA
S	RUGG, BENJAMIN C	D CORNWALL LEBANON EA
SW	RUOZZI, TINA M	N Resolutions
C	RUSSELL, TODD E	N County Co-ordinating
NE	RUSSO, PHILIP T	M LUZERNE CO PSEA-RETIRED
NW	SISSEM, MADISON E	N IPD Council
ME	SABATO, DANIELLE L	N IPD Council
ME	SALLADINO, KAREN M	D LOWER MERION EA
ME	SALOME, NICOLE A	D COUNCIL ROCK EA
ME	SANCHEZ, DAVID	D PENNSBURY EA
ESP	SANDERS, TINA M	N IPD Council
S	SANMARTIN, ROLANDA	D YORK CITY EA
ME	SANTAMARIA, CHRISTOPHER P	D LOWER MERION EA
ESP	SANTIAGO, MARISOL	D ALLENTOWN SECRETARIAL ESP
S	SAUER, CHRISTOPHER C	D HEMPFIELD EA
ESP	SCALES, DELORES M	D WOODLAND HILLS ESP
SW	SCHEUERMANN, JOSEPH V	D HEMPFIELD AREA EA
ME	SCHEUREN, TODD O	D UPPER MORELAND EA
C	SCHMIDT, RICHARD N	N Legislative Committee
SE	SCRIVENS, LAURIE A	D IU #24 CHESTER CO EA
NW	SCULLY, SHARON A	D WARREN CO EA
MW	SEFTON, PATRICIA L	N Resolutions
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	N Legislative Committee
W	SHAPIRO, DANIEL M	D WOODLAND HILLS EA
MW	SHAW, TERRIE L	D KEYSTONE EA
ESP	SHEEDER, WENDY N	D IU #28 ARIN ESP
ME	SHELTON, ANTHONY T	D ABINGTON EA
S	SHIPP, MIRANDA L	D SHIPPENSBURG EA
S	SHOLDER, MICHELLE D	D IU #15 CAPITAL AREA EA
SW	SHUSKO, CARL R	D LAUREL HIGHLANDS EA
W	SIPE, ELIZABETH A	D PINE RICHLAND EA
E	SIPLER, BARBARA M	M CARBON CO PSEA-RETIRED
ME	SLAGLE, ROBERT L	D COLONIAL EA
S	SMELTZ, TODD B	N Resolutions
SE	SMITH, CAROLYN L	D KENNETT 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
SE	SNOW, HOPE F	D CHICHESTER EA
C	SNYDER, KINDELL N	N County Co-ordinating
NE	SOSKIL, MICHAEL A	D WALLENPAUPACK EA
ME	SOUTH, MATTHEW E	D PENNSBURY EA
S	SPAULDING, TODD R	D SCUPA AHE
ME	SPEERS, LEE A	D NORRISTOWN EA
ME	SPENCER, BRIAN C	D ABINGTON EA
E	SPENGLER, MARK	D EAST PENN EA
S	SPERAW, DANIEL J	D LEBANON EA
E	SPRAYBERRY, TYSON H	D ALLENTOWN EA
SW	ST CLAIR, CIMINY A	D NORWIN EA
SE	STADNICKI, MICHAEL G	D PENN DELCO EA
CW	STAHL, ANGEL K	D APOLLO RIDGE EA
ME	STASZKIW, MICHAEL J	D ABINGTON EA

Region	Member Name	D Representing
NW	STATMAN, MELISSA M	D PENNCREST EA
SW	STEEVES, JOSEPH B	L Board of Directors
E	STEFFY, JESSICA A	D READING 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
S	STOUFFER, JOSHUA P	D ELIZABETHTOWN AREA EA
NE	STRADA, SUSAN	D WALLENPAUPACK EA
C	STUCK, JAMES C	N County Co-ordinating
ESP	STYBORSKI, ANNE J	D SOUTHERN TIOGA ESP
ESP	STYBORSKI, ANNE J	N Region Officers
SE	SUZADAIL, KARIN M	D OWEN J ROBERTS EA
W	SWANK, ANNE M	D MOON EA
C	SWEET, BRADLEY A	N County Co-ordinating
SW	TALLARICO, PATSY J	L Board of Directors
W	TAYLOR, DAVID W	D SOUTH FAYETTE EA
ME	TEITELMAN, BETH E	D IU #22 BUCKS CO EA
W	TEMME, KATHLEEN E	D BALDWIN WHITEHALL EA
NW	THARP, APRIL L	D WARREN CO EA
NW	THARP, LOUISE M	L Board of Directors
NW	THEUERKAUF, MARY	D ERIE CITY EA
ME	THOMAS, ANDREW B	D LOWER MERION EA
SE	THOMPSON, CHUCK H	M DELAWARE/PHILA PSEA-RETIRED
E	THOMPSON, JOYCE	N Resolutions
W	TIETZ, JONATHAN P	D BALDWIN WHITEHALL EA
SE	TILLES, JUDITH E	D INTERBORO EA
C	TODD, JENNIFER R	D BALD EAGLE EA
NW	TOME, MARCIA A	D ERIE CITY EA
S	TORRES, JOSEPH	D LANCASTER CITY EA
NW	TRAVIS, BECKY LYNN	M NORTHWESTERN PSEA-RETIRED
NE	TROAST, KAYLA N	D DELAWARE VALLEY EA
S	TROOP, JEREMY R	D ELIZABETHTOWN AREA EA
SE	TROTTER, BRITTANY	D 21st CENTURY CYBER EA
W	TRUCHAN, VICKI L	D NORTH HILLS EA
NE	TSCHESCHLOG, HELENE M	D WESTERN WAYNE EA
NE	TYLUTKI, LAURIE E	D WESTERN WAYNE EA
SW	UHRING, DAVID A	D HEMPFIELD AREA EA
NW	UPLINGER, JENNIFER L	N Resolutions
S	UREY, CORI J	N County Co-ordinating
NW	VAHEY, ELLEN N	D HARBOR CREEK EA
ME	VALLETTA, JIM C	D PENNRIDGE EA
SE	VANDENBERG, REBECCA A	D WILLIAM PENN EA
C	VANDERPOOL, DAWNA L	N IPD Council
C	VENTRE, LESLEY M	D ALTOONA EA
SE	VERDEUR, JEANETTE E	D ROSE TREE MEDIA EA
W	VINS, CHRISTOFER K	D PINE RICHLAND EA
S	VOGEL, MAUREEN A	D MANHEIM CENTRAL EA
S	VOGEL, MELISSA A	D NORTHERN LEBANON EA
W	VOZZA, JOSEPH V	D NORTH HILLS EA
CW	VUCKOVICH, JILL S	D FERNDAL AREA EA
S	WAGENER, ANDREW D	D LANCASTER CITY EA
E	WAGNER, DESIREE L	D READING EA
S	WALL, AMY M	D PENN MANOR EA
NE	WARMAN, BARBARA A	D GREATER NANTICOKE EA
CW	WASHABAUGH, RICHARD W	L Board of Directors
S	WATERS-MADDOX, CHANTAL M	D HARRISBURG EA

Region	Member Name	D Representing
S	WEBER, ANTHONY P	D SHIPPENSBURG EA
CW	WEBER, SHARON M	D PUNXSUTAWNEY EA
W	WELLS, CRAIG A	D SHALER AREA 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
ME	WEST, ERNEST L	D ABINGTON EA
S	WHITE, DOUGLAS	D NORTHERN LEBANON EA
ESP	WILLIAMS, DEBRA A	D LOWER MERION ESP
S	WILLIAMS, MEGAN	D HARRISBURG EA
SE	WILLIAMS, SHIRLEY	D OCTORARA EA
S	WILLIS, REBEKAH L	D YORK CITY EA
MW	WINGERTSAHN, MELANIE A	D SENECA VALLEY EA
NE	WISGO, ANGELIC' M	D SHAMOKIN EA
W	WISKEMANN, ROBERT A	M ALLEGHENY CO PSEA-RETIRE
ME	WOEHR, KELLYANN M	D BUCKS CO TECH HS EA
ESP	WORTHINGTON, DENISE A	D UPPER DARBY ESP
SW	WUSLICH, RYAN L	N Legislative Committee
W	YANEK, SHANNON M	D MOON EA
S	YANITY, CAROL M	D CUMBERLAND VALLEY EA
S	YANITY, GENE V	D CUMBERLAND VALLEY EA
NE	YENDRZEIWSKI, ALAN J	D GREATER NANTICOKE EA
SE	YODER, AMANDA S	D OWEN J ROBERTS EA
ESP	YOEGEL, MARYELLEN	D WEST CHESTER AREA ESP
CW	YOUNG, JOLYNN A	L Board of Directors
NE	ZARDUS, MARY E	D DALLAS EA
NE	ZAWISKY, LEAH C	D FOREST CITY EA
MW	ZIPAY, ED M	M MERCER CO PSEA-RETIRE
MW	ZOELLE, SHELLEY L	D MARS AREA EA
W	ZOLNAK, BRAD M	D WOODLAND HILLS EA
ST	ZUBEK, SANDRA B	L Board of Directors

Total Delegates at House 591

\*\* END OF REPORT \*\*



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