

BCTCEA General Membership Meeting

Date: *Thursday, May 23rd, 2024*

Start Time: 3:05pm (Motioned by Donna Noecker, Seconded by Cody Gey)

End Time: 3:38pm (Motioned by Scott Cote, Seconded by Gayle Leinbach)

Mike Stein, BCTCEA president started the meeting by welcoming all the members and thanking them for attending each meeting.

Mike Stein, BCTCEA president, asked for the members for a motion to approve the previous December minutes. Kevin Heimbach motioned; Todd Heckman seconded the motion. No nays, motion carried.

Old Business: Mike Stein discussed the posting of the BCTCEA updated bylaws/constitution. Currently, he heard nothing back from members or the sub-committee. Mike asked for a motion to approve the updated bylaws as stated; Joe Gonzalez motioned to approve the bylaws, James Mack seconded the motion; No nays, motioned carried.

**Mike Stein, BCTCEA president stated that the meeting minutes with the bylaws will be submitted to PSEA for approval.*

***Treasurer's Report:** stated by Mr. John Leinbach, BCTCEA *treasurer*. Checking acct. \$8,296.50; Savings acct. \$15,023/Total equals \$23,320.30. All Bills paid in full as of 05/23/2024.

Accepting of the Treasurer's Report: Todd Heckman first, James Mack seconded.

Mike Stein discussed "Teacher Appreciation" week; BCTCEA Executive committee approved the purchase of coffee for teachers, admin supplied Mr. Sticky's.

Mike also stated that the BCTCEA lost a teacher/retired member, Ron Dentzer. The BCTCEA provided flowers for the service approved by the Executive committee members.

*A "Thank You" letter was delivered from the family to the members. *attached

New Business: BCTCEA members need to look over the Staff Handbook and notify the executive committee if they have any concerns. The administrative team will be going to the school board/JOC to "ratify" the handbook.

Mike Stein – Any news from the Building Rep, West Campus

Joe Gonzalez, BCTC West campus Vice President, stated as we enter the Summer months and extra curriculum days to make sure to complete the contract in a timely manner.

Also, our Health Trust consortium is switching providers, which includes dental. The co-premium rates for dental are increasing 12%, while the medical is increasing 10%. Joe stated that in the past few years our increased percentage was minimal compared to this upcoming school year.

The administration team will be providing additional information in the near future, along with a presentation. This change for dental coverage will occur 7/1/2024 and the medical insurance will change 9/1/2024.

Joe also wanted to make the membership aware of “maintenance department schedules”, they need to be less disrupted to the educational process, especially when it’s not a 911.

Mike Stein – Any news from the Building Rep, East Campus

Cody Gey, East Campus Building Rep., asked the members if they have any concerns with the cleaning of their labs? Mr. Mack stated that he knows the custodial staff are short-handed and they are working on hiring, we should see improvement shortly.

Mike Stein discussed the upcoming Summer days referring to the 190th day & Act 80 flexible day. If you participate in the Act80 flex day, you will have 4 opportunities to take off during the 2024-25 school year.

BCTCEA Executive Committee, James Mack, handed out the proposed salary schedule for the upcoming school year 2024-25.

- **John Leinbach motioned for approval**
- **Joe Gonzalez seconded the motion**
- **No “nays”, motion passed.**

BCTCEA Secretary, Phil Harris distributed the 2024-25 school term Executive Committee Ballot. There were no opposing candidates running against the current members. There was one vacant, John Forry resigned as the West Campus Bldg. Rep. Mike Stein nominated Beth Ireland to fill the vacancy. Beth Ireland was added to the current ballot. *attached

The BCTCEA Executive Committee stands with the addition of Beth Ireland filling the vacant building representative position.

- **Scott Cote motioned to approve the results of the ballot**
- **Seth Musco seconded the motion.**
- **No ‘Nays’, motion carried!**

Open Round Table

Mr. Chris Nappi requested more communication from the Executive Committee, asking for periodic updates made to a public forum, including the contract, bylaws, etc.

Mike Stein, president added that he has been offering Executive Committee sub-committee so we can have more members included in the process. He is hoping that the sub-committees will make us more interactive.

Scott Cote asked how does the Executive Committee approach new teachers, what entails that process?

Eric Lynch stated maybe we can have an e-Newsletter, highlighting updates and our new members. Maybe sending out small amounts of information regarding our current contract will help members with a better understanding of what we deal with.

Eric Lynch also addressed the “salary schedule”; Is this based on last year’s contract?

James Mack responded, YES, The High-Low amounts are thrown out: BCTC is missing out on the “1” time high bumps... Mr. Mack stated there is a flaw in our formula and we are hoping to fix it within our next contract – possible early bird.

Mr. Chris Nappi stated that our County partner, RMCTC has now adopted a 12-step salary capping at 105,000 for this school year.

Mike Stein recognizes we are falling behind and hope to resolve this sooner versus later with our upcoming contract negotiations.

A motion by Gayle Leinbach to end the meeting;

Seconded by Scott Cote; No nays, motion carried!

BCTCEA General Membership meeting ended at 3:38pm.

**Attachments on file – Sign In sheets, treasurer report, ballot, salary schedule, etc.

BCTCEA GENERAL MEMBERSHIP MEETING AGENDA

Date: 05/23/2024

Time: 3:00 PM

Board members

Michael Stein, President

James Mack, Vice President - East Campus

Jose Gonzales, Vice-President - West Campus

John Leinbach, Treasurer

Philip Harris, Secretary

John Forry, Building Rep - West Campus

Cody Gey, Building Rep - East Campus

Time	Item
3:00	Welcome
	Old Business -
	Treasurers Report - John Leinbach
	New Business - Michael Stein
	<ul style="list-style-type: none">• Teacher (Staff) Appreciation Week• Alumni (Dentzer) - Letter of Thanks• May Monthly Admin Meetings 24-25 Staff Handbook• Health Trust (12%) - GPL-1• Dental Coverage (Change of Provider)• 24-25 School Calendar (Act 80/In-service)• Reminder of Summer Days (190 & Act 80 Option)• Committees• Elections
	Building Updates
	<ul style="list-style-type: none">• West Campus - Jose Gonzales, John Forry• East Campus - James Mack, Cody Gey
	Committee Reports
	<ul style="list-style-type: none">• Compensation (Salary) Committee (Mack) - Salary Schedule
	Announcements/Open Discussion

BALLOT OFFICER POSITIONS:

President - (Incumbent Michael Stein)
VP - East Campus - (Incumbent James Mack)
VP - West Campus - (Incumbent Joe Gonzalez)
Building Rep. West Campus - (Open) Nomination Beth Ireland
Building Rep. East Campus - (Incumbent Cody Gey)
Secretary - (Incumbent Philip Harris)
Treasurer - (Incumbent John Leinbach)

COMMITTEES:

Negotiations Committee - This Committee shall review all economic and noneconomic issues in preparation for bargaining; prepare a survey to be completed by members regarding their positions and interests; and develop a proposed package for negotiations with the District.

Compensation (Salary) Committee - This Committee will develop long-range compensation goals. The Committee will work with the negotiations committee in developing salary schedule goals and proposals that are consistent with the short-term goals and long-term strategy of the local. The Committee shall analyze all proposed salary schedules prior to ratification and recommend salary schedules to the membership for ratification that strive to achieve the long-term goals of the local.

Grievance Committee - This Committee shall: assist and advise grievant(s); process grievances through all steps short of arbitration; make a recommendation to the Representative Council as to whether a grievance should go to arbitration; and adopt a formal grievance review procedure for use by the local.

Election Committee - This committee shall conduct the election for officers and delegates of the Association, and Faculty Representatives.

Membership Committee - This Committee shall organize and conduct the membership campaign and shall work with the faculty representatives in promoting membership. The Committee shall develop a new teacher orientation program.

Legislative Committee - This Committee shall have concern for and keep abreast of local, state, and national legislation affecting the interests of the Association and its members and shall keep the membership informed of legislation affecting those interests. It will make legislative contacts as requested by PSEA and NEA, and in general assist in the passage of legislation favorable to the Association. The Committee shall inform the membership of PSEA and NEA recommended candidates on local, state, and national level.

Council on Instruction and Professional Development - This Council shall promote the education objectives of the Association, assist in locating in-service programs and programs for professional development, and assist the District, students, parents, and other interested parties in improving the District's educational program.

Social Committee - This Committee shall organize social activities for the welfare of members and to promote fellowship in the Association.

Committee Sign-up Here:



<https://forms.gle/FHVQPYwy9BNvJEva7>

BCTCEA 24-25 BALLOT

(please circle your choice or write-in a nomination from the floor)

OFFICER POSITIONS

INCUMBENT

NOMINATED

Full Membership:

President -	<input type="checkbox"/> Michael Stein	-	<input type="checkbox"/> Write-in _____
Secretary	<input type="checkbox"/> Philip Harris	-	<input type="checkbox"/> Write-in _____
Treasurer	<input type="checkbox"/> John Leinbach	-	<input type="checkbox"/> Write-in _____

East Only:

VP - East Campus -	<input type="checkbox"/> James Mack	-	<input type="checkbox"/> Write-in _____
Building Rep. East Campus	<input type="checkbox"/> Cody Gey	-	<input type="checkbox"/> Write-in _____

West Only:

VP - West Campus -	<input type="checkbox"/> Joe Gonzalez	-	<input type="checkbox"/> Write-in _____
Building Rep. West Campus	Vacant (J. Forry)	<input type="checkbox"/> Beth Ireland	<input type="checkbox"/> Write-in _____

Dentzer
375 Jewitzer
55 PA 19608

HARRISBURG PA
11 MAR 2024 PM 1

BCTCEA Co/Michael
BCTC West Campus
1057 County Welfare Rd
Leesport, PA 19533

PS33-S11257

Dear BCTC Educators,

Thank you so much for the
generous donation to the American
Cancer Society. Ron had the
best time teaching at BCTC,
and loved telling stories about
it. He truly valued & appreciated
those friendships.

Sincerely, Cor

2024-2025 INSTRUCTIONAL STAFF SALARY SCHEDULE

Voc Track	Emerg.		Intern	Voc I	Voc I + 30	Voc II	BACH	BACH +15	Masters	M +15	M +30	M +45	M +60
	1	2	3	4	5	6	7	8	9	10	11	12	
Academic Track	Emerg.	Intern	Instr I	Instr I +12	Instr II	BACH	BACH +15	Masters	Masters	M +15	M +30	M +45	M +60
Steps	Masters Eqiv												
1	51122	52186	53250	54314	55378	56442	57506	58570	60990	63410	65830	68250	
2	52633	53697	54761	55825	56889	57953	59017	60081	62501	64921	67341	69761	
3	54144	55208	56272	57336	58400	59464	60528	61592	64012	66432	68852	71272	
4	55656	56720	57784	58848	59912	60976	62040	63104	65524	67944	70364	72784	
5	57167	58231	59295	60359	61423	62487	63551	64615	67035	69455	71875	74295	
6	58679	59743	60807	61871	62935	63999	65063	66127	68547	70967	73387	75807	
7	60190	61254	62318	63382	64446	65510	66574	67638	70058	72478	74898	77318	
8	61702	62766	63830	64894	65958	67022	68086	69150	71570	73990	76410	78830	
9	63213	64277	65341	66405	67469	68533	69597	70661	73081	75501	77921	80341	
10	64724	65788	66852	67916	68980	70044	71108	72172	74592	77012	79432	81852	
11	66236	67300	68364	69428	70492	71556	72620	73684	76104	78524	80944	83364	
12	67747	68811	69875	70939	72003	73067	74131	75195	77615	80035	82455	84875	
13	69259	70323	71387	72451	73515	74579	75643	76707	79127	81547	83967	86387	
14	70770	71834	72898	73962	75026	76090	77154	78218	80638	83058	85478	87898	
15	72282	73346	74410	75474	76538	77602	78666	79730	82150	84570	86990	89410	
16	73793	74857	75921	76985	78049	79113	80177	81241	83661	86081	88501	90921	
17	75304	76368	77432	78496	79560	80624	81688	82752	85172	87592	90012	92432	
18	76816	77880	78944	80008	81072	82136	83200	84264	86684	89104	91524	93944	
19	78327	79391	80455	81519	82583	83647	84711	85775	88195	90615	93035	95455	
20	79839	80903	81967	83031	84095	85159	86223	87287	89707	92127	94547	96967	

BCTCEA
SIGN-IN sheet

5/23/2024

PRINT NAME

SIGNATURE

Tracey Sholl

Tracey Sholl

Scott Cole

Scott Cole

Donna Noecker

Donna Noecker

Tim Fries

Tim Fries

Karin Heinbock

Karin Heinbock

James Mack

James Mack

Cody Grey

Cody Grey

Jennifer Maryniak

Jennifer Maryniak

Chris Napp

Chris Napp

Stacey Thierry

Stacey Thierry

Mike Wentling

Mike Wentling

Todd Heckman

Todd Heckman

Eric Lynch

Eric Lynch

Mark Blatt

Mark Blatt

John Leinbach

John Leinbach

Mike Kern

Mike Kern

Gayle Lembach

Gayle Lembach

BCTCEA
SIGN-IN sheet

5/23/2024

PRINT NAME

SIGNATURE

Ben Hasty



Beth Ireland



Jan Del Conte



Rochelle Rudy

Rochelle Rudy

ALAN BLACKBURN



Denise Paulson

Denise Paulson

Jose M Gonzalez



Seth Masco

Seth Masco

PETER MOFFMAN



TARA EVANS

TARA EVANS

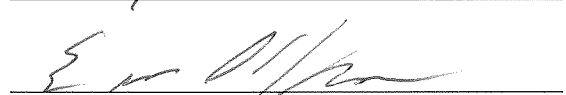
Stacey Andersson

Stacey Andersson

Riley J Fosselman



Eric Hopewell



Phil Harris

Phil Harris