

BCTCEA General Membership Meeting

Date: *Monday, June 2nd, 2025*

Start Time: 3:46pm

End Time: 5:03pm

EXECUTIVE COMMITTEE FOR 2024-25 SCHOOL YEAR:

Mike Stein, *BCTCEA president*

Jim Mack, *Vice-President/East Campus*

Joe Gonzalez, *Vice-President/West Campus*

John Leinbach, *BCTCEA treasurer*

Philip Harris, *BCTCEA secretary*

Cody Gey, *BCTCEA Building Representative/East Campus*

Beth Ireland, *BCTCEA Building Representative/West Campus*

Mike Stein, BCTCEA president started the meeting by welcoming all the members.

***Treasurer's Report:** stated by Mr. Michael Stein (president), later arrived Mr. John Leinbach, BCTCEA *treasurer*. Documented email sent 6/02/2025 to BCTCEA secretary, Philip Harris. John also updated the General Membership that all PSEA/NEA/Local dues, along with tax documents, are up to date as of 6/02/2025.

John Leinbach stated: Current checking account(s) are looking to be moved from Wells Fargo Bank to Thompkins/VIST bank. The signers will stay the same but will be looking to add/subtract the secretary's "signature" from Philip Harris to newly elected secretary as Mr. Harris resigned his position to move into an ACT93 position.

Rachel Kline motioned to approve the previous minutes/treasurer's report.

John Deatrich seconded the motion -No "nays", Motioned passed.

Old News; Mike Stein, *stated that the BCTCEA website is up and running. General Membership members should register to obtain up-to-date information from the Executive Committee. Mike asked the members to use their personal email address versus their work email address. The registration process goes to Mike Stein for monitoring purposes only allowing members to join. (repeat from previous minutes, 1/2025)*

Mike Stein, stated that the main purpose of the meeting is to discuss our upcoming BCTCEA contract ending in the school year 2026. (repeat) Stein introduced the “negotiations committee” and thanked them for their diligent work on preparing today’s presentation. Eric Lynch (chair), Chris Nappi, Ernie Powell, Beth Ireland and Roger Voit.

Eric Lynch stated the process during the presentation. (see attached presentation)

Eric Lynch quickly went through the negotiations process, stating that the members divided the work, focusing on the “sticking points”, creating facts and distributing details to make the transition easier.

Mike Stein reiterated that this presentation was very similar to the one delivered on May 21st between both buildings. Much of the data was updated and accurate to present to the JOC.

Joe Gonzalez asked if the reseed will allow certs outside your current certification or must it be related to your career field.

Mike Stein replied “yes” educational related...only! You will need verification to prove your credits/certs from the institution you earned them from.

Mike Stein stated that the salary committee analyzed the current formula/data and we are falling backwards regarding the average. (median). The new schedule will be much richer after your \$900 (est) + reseed will be more than you received in the past years. The new schedule will be credit based versus “degree based” which regulates the CTE world.

Mike Stein asked for a motion to open the salary schedule vote; discussions.

John Forry motioned to approve the opening of the salary schedule discussions.

Theresa DeCarlo seconded the motion -No “nays”, Motioned passed.

Joe Gonzalez handed out the ballots; his announcement was if you need to leave, please complete your ballot asap and hand to John Forry (W) & Jenn Maryniak (E) for counting votes.

Pete Hoffman asked for clarity, Do you choose the column you are in? Column First, Cell Second? **Mike** stated your new column will reflect your credits. Do not hold onto your credits now to move at a later date – collect all credits now for reseed! Must disclose by July 30th, 2025 to move now! Pay attention to the timeline, no exceptions unless noted by the HR department.

Denise Paulson asked to clarify the definition “credit”; Must it be from a higher ed institution? Stein stated an example; Temple’s +24 bought credits don’t count because they are not academically earned.

Alan Blackburn, so that will be our current salary in Fall (August), 2025?

Matt Huck, can I use credits I earned between my C=VOC I/II that aren’t being used for my current certification.

Chris Nappi answered: Claim them NOW! This way when you get your VOC II, banked credits will allow you to move quickly.

Loretta Sterner, what are the salary increases. Stein stated the forecast for the contracts is positive, there are 2 districts still working on them. \$1510-\$1924 estimate. \$414 per step increase providing \$1200-\$2000 higher amounts added to the schedule.

Executive Committee can help... Jenn Maryniak asked is current updated transcript still OK? Double Check your file-if necessary, set up an appointment with HR. Provide new copies if asked, send them directly to Michalene (HR), don't wait to receive them through mail or email.

Alan Blackburn -if at the top, raise is only \$1494 so the current contract is the same. Why is it hurting the members at the top?

Theresa DeCarlo -why are we voting on this today?

John Deatrich- The top has been the same % for the last few years of the contract.

Kevin Heimbach -why are other CTC's making more money? Why aren't we being the average of the sending districts?

Mike Stein – We will be with his contract/salary schedule. **Mike Stein** motioned to vote.

Theresa DeCarlo motioned to vote; Chris Harris seconded. Closed questioning!

Yes -37 members

No-9 members

Recuse -2 members (Phil Harris; resigned & Mike Stein, BCTCEA president)

Motioned Passed by majority vote....

Mike Stein asked for Building Rep updates:

- East? Cody Gey, nothing
- West? Beth Ireland, nothing.

Mike Stein, reported the Executive Committee Ballot 2025-26

- Chris Nappi stated he will remove himself from the ballot 2025-26.

Nominations from the floor?

Dr. Ernie Powell nominates – Ernie spoke to the members about looking to change the climate/culture and be transparent. He will promise to lean in, lead and accept all conditions.

Mike Stein spoke to the members that he would like to know them each of them more, he is thankful for the current opportunity over the years and would be honored to remain BCTCEA president.

Documented “no challenges” positions except president. Secretary was open for the floor.

Theresa DeCarlo addressed the members that she wants to be more involved and would be willing to accept the secretary position. Previous member, **Phil Harris**, agreed that Theresa will make an outstanding executive committee member and secretary.

BCTCEA Executive Committee Ballot 2025-26

President VOTE: Mike Stein (32 votes), Ernie Powell (10 votes). Mike Stein remains BCTCEA president.

Theresa DeCarlo is accepted as secretary; All other Executive positions is status quo.

Roger Voit motioned to adjourn


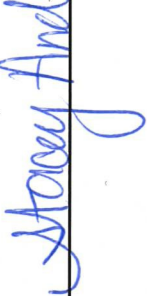

























Loretta Sterner seconded

Motion was carried, and the meeting ended at 5:03pm.

BERKS CTC EA









WEST CAMPUS - MEMBER SIGN-IN

Generated: 5/22/2025 10:00

Barcode	Name	Home Email	Signature
 001177893	ANDERSSON, STACEY C	COZTEACHER94@AOL.COM	
 001463932	BAILEY, KATHY L	KLBAILEY@PTD.NET	
 000242610	BRESLIN, ALEXA M	AMBRESLIN8@GMAIL.COM	
 001269467	DEATRICH, JOHN A	JOHN.DEATRICH@BERKSCAREER.COM	
 001383795	DELCONTE, JAMES D	JIMMYD_TV@YAHOO.COM	
 000232977	DENAULT, ALBERT N	ADENAULT12@GMAIL.COM	
 001492323	ECKERT, JESSICA L	JESS2000@AOL.COM	
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 000296684	EVANS, TARA	HAIR05@PTD.NET	
 001287094	FORRY, JOHN C	JOFO33@ICLOUD.COM	
 001507534	FUSSELMAN, RILEY J	RFUSSELMAN38@GMAIL.COM	
 000238141	GONZALEZ, JOSE M	JNIXNUTZ@PTD.NET	
 001495663	HARRIS, CHRISTOPHER J	HARCHR38@GMAIL.COM	
 000271492	HASTY, BENJAMIN T	HASTYBEN@GMAIL.COM	

BERKS CTC EA

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	Name	Home Email	Signature
 001296968	STEIN, MICHAEL J	MJSTEIN74@GMAIL.COM	
 000250745	STERNER, LORETTA M	TLSTRNR@GMAIL.COM	
 001344417	TWIFORD, CHRISTINE L	CHRISSEY.TWIFORD@GMAIL.COM	
 000266201	VOIT, ROGER F	RFVOIT1009@GMAIL.COM	














Christine Devine
ALAN BLACKBURN




BERKS CTC EA

EAST CAMPUS - MEMBER SIGN-IN


Generated: 5/21/2025 9:

Barcode	Name	Home Email	Signature
 001344358	BLATT, MARK K	MBLATT9092@GMAIL.COM	
 001474764	CARLSON, LINDSAY S	LINDSAYSCARLSON@GMAIL.COM	
 000237218	COTE, STEPHEN S	PATSOXFAN26@GMAIL.COM	
 001363443	DANNER, THOMAS	TOMD81162@GMAIL.COM	
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 001221599	GALCZYNSKI, GERALD W	JERGAL@PTD.NET	
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 001177891	HEIMBACH, KEVIN W	KWHMETALS@YAHOO.COM	
 000264691	HUCK, MATTHEW D	MATTHUCK88@GMAIL.COM	
 000295603	KERN, MICHAEL D	MIKERN1230@GMAIL.COM	

BERKS CTC EA

EAST CAMPUS - MEMBER SIGN-IN



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	Name	Home Email	Signature
 001219753	NAPPI, CHRISTOPHER F	CN31672@GMAIL.COM	
 001435607	NICHOLS, KEITH D	NKEITH118@HOTMAIL.COM	
 001296967	NOECKER, DONNA L	DNOECKER@COMCAST.NET	
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 001329021	SCHWARTZ, SUSAN M	SUESCHWARTZ1977@ICLOUD.COM	
 001416687	SHOLL, TRACEY L	BTNTS2005@GMAIL.COM	
 001164843	THIERRY, STACEY A	OSUSRU@GMAIL.COM	
 000121618	WAIBEL, MEGHAN C	MEGHANWAIBEL@YAHOO.COM	
 001343088	WARGO, HEATHER L	FENSTERH@GMAIL.COM	
 001416686	WENTLING, MICHAEL 	MPWENTLING@ICLOUD.COM	

BERKS CTC EA

Unassigned Building - Non-Members

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	Name	Home Email	Signature
 000303397	BARD, CHRISTOPHER		
 000303399	HARRIS, WENDY		

BCTCEA 2024-25

Treasurer's Report as of 06/02/2025

Wells Fargo Checking acct. balance = \$8,896.50 as of 05/25/2025

Tompkin's Checking acct. balance = \$1,547.32 as of 05/25/2025

Wells Fargo Savings = \$15,024.55

Tompkin's Savings = \$500.00

Total: \$25,968.37

- Please make sure we have up to date information and current home email. This information should be provided to the President for updating.
- The Treasurer opened a new account at Tompkin's bank in the beginning of the 2024 – 25 school year. The next step is to close the Wells Fargo account and transfer funds into our Tompkin's Bank account.
- All bills for our association have been paid. This includes PSEA, PACE and NEA.
- Scholarship Awards were purchased. One for East and West campus students.

Berks Career & Technology Center Educator Association

CONTRACT Ballot (*July 1st, 2025-June 30th, 2029*) Vote:

2025-26 School Year

Directions: Circle the appropriate answer.

Item #1; Contract approval:

YES

NO

Berks Career & Technology Center Educator Association

CONTRACT Ballot (*July 1st, 2025-June 30th, 2029*) Vote:

2025-26 School Year

Directions: Circle the appropriate answer.

Item #1; Contract approval:

YES **NO**
Berks Career & Technology Center Education Association

GENERAL MEMBERSHIP MEETING **Executive
Committee; Ballot**

Vote: JUNE, 2025-26 School Year

Directions: Circle the appropriate selection.

BCTCEA President

Michael Stein

Dr. Ernie Powell

West Campus Vice-President

Jose Gonzalez

East Campus Vice-President

James Mack

West Campus Building Rep

Beth Ireland

East Campus Building Rep

Cody Gey

East/West Campus; Treasurer

John Leinbach

East/West Campus; Secretary

Chris Nappi

Theresa DeCarlo

Document by Philip Harris, BCTCEA secretary

BCTCEA CONTRACT UPDATES

*Preliminary Agreement Information
Meeting – May 2025*

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Term:**
July 1, 2022 – June 30, 2026 (4 Years)
- **Revised Contract Term:**
July 1, 2025 – June 30, 2029 (4 Years)

CHANGE?

Removes the final year of the current contract and takes the agreement through the 2029 School Term.

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Personal Leave:**

2 Personal Days upon hire

3 Personal Days after 6 years of service

May accumulate up to 4 Personal Days using Carry-Over from previous year.

- **Revised Contract Personal Leave:**

2 Personal Days upon hire

3 Personal Days after 3 years of service

May accumulate up to 4 Personal Days using Carry-Over from previous year.

CHANGE?

Newer members acquire an additional Personal Day sooner in their employment.

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Summer Workday Act80:**
Optional Summer Curriculum Day exchange for future Calander year Act80 day off.

- **Revised Contract Summer Workday Act80:**
Eliminated – No more Summer Curriculum Workday.

CHANGE?

No more Summer Curriculum Workday Option.

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Tuition Reimbursement:**
\$7,500 Uncertified/\$3,000 Certified (2026)

- **Proposed Contract Tuition Reimbursement:**
\$10,000 Level 1 Cert. | \$7500 Level 2 Cert.
\$3,000 (25-27) - \$3,500 (27-29) Certified

CHANGE?

Increase of reimbursement (+\$2500 = \$10,000) for Uncertified Faculty (Seeking Level 1 Certifications)
Maintains reimbursement amount (\$7500) for members seeking Level 2 Certification
Reimbursement for Required Certification Courses Only

Increase of reimbursement for Certified Faculty (+500) in 2027-2028 & 2028-2029

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Tuition Reimbursement:**
“Clawback” – 3 years 100%

- **Proposed Contract Tuition Reimbursement:**
“Clawback” – 1st year 100% | 2nd Year 50%

CHANGE?

Reduction in the time and amount required for repayment (Clawback) upon voluntary separation of service from 3 years (100%) to 2 years decaying (100%-50%).

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Salary Schedule Formula:**
Average 16 (14) District Member Increases
- **Proposed Contract Salary Schedule Formula:**
Average 16 District Salary Schedule

CHANGE?

Moving to a transparent formula aligned with the district salary schedules using three points of measure to maintain truer average to our supporting district schedules.

Eliminates the back sliding of our schedule below the average of our districts.

INCREASED THE SCHEDULE VALUE

Current 2025-2026 vs Proposed 2025-2026:

Opening Step:	\$52,891 → \$53,811	\$920 (increase)
VOC/CTE/Inst II:	\$85,864 → \$90,729	\$4,865 (Increase)
Furthest Right/Top Step:	\$98,736 → \$100,954	\$2,218 (Increase)

BCTCEA CONTRACT AGREED CHANGES

- **Current Contract Salary Schedule Format:**
20 steps | 12 Columns | Degree-based

- **Proposed Contract Salary Schedule Format:**
17 steps | 9 Columns | Credit-based

CHANGE?

Contraction to the average number of steps and closer aligns the number of columns with the supporting districts.

Increases step amount from \$1,508 → \$1,924

\$416 (increase)

Column Increase to Certification from \$1,064 → \$2,045

\$981 (increase)

Column Increase post Certification from \$2,420 → \$2,045

\$315 (decrease)

Shifts level movement to Certifications and Additional Credits earned not degrees.

BCTCEA CONTRACT AGREED CHANGES

How Does this Change to Credits Look/Work?

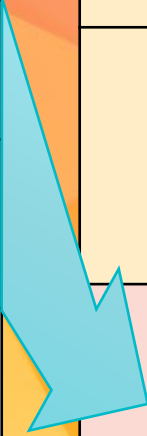
Current Structure												
Voc Track	Emerg.	Intern	Voc I	Voc I + 30	Voc II	BACH	BACH + 15	Masters	M + 15	M + 30	M + 45	M + 60
Academic Track	Emerg.	Intern	Instr I	Instr I +12	Instr II	BACH	BACH +15	Masters Eqiv	M +15	M +30	M +45	M +60
Steps	1	2	3	4	5	6	7	8	9	10	11	12

Emergency/ Intern	VOC/CTE/ INST/SPEC I	VOC/CTE/ INST/SPEC I + 24 AEUC/+12 AEUC	VOC/CTE/ INST/SPEC II	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC	VOC/CTE/ INST/SPEC II +60 AEUC	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC
A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	I (9)

BCTCEA CONTRACT AGREED CHANGES

How Does this Change to Credits Look/Work?

Current Structure												
Voc Track	Emerg.	Intern	Voc I	Voc I + 30	Voc II	BACH	BACH + 15	Masters	M + 15	M + 30	M + 45	M + 60
Academic Track	Emerg.	Intern	Instr I	Instr I +12	Instr II	BACH	BACH +15	Masters Eqiv	M +15	M +30	M +45	M +60
Steps	1	2	3	4	5	6	7	8	9	10	11	12



Emergency/Intern	VOC/CTE/INST/SPEC I	VOC/CTE/INST/SPEC I + 24 AEUC/+12 AEUC	VOC/CTE/INST/SPEC II	VOC/CTE/INST/SPEC II +20 AEUC	VOC/CTE/INST/SPEC II +40 AEUC	VOC/CTE/INST/SPEC II +60 AEUC	VOC/CTE/INST/SPEC II +20 AEUC	VOC/CTE/INST/SPEC II +40 AEUC
A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	I (9)

BCTCEA CONTRACT AGREED CHANGES

How Does this Change to Credits Look/Work?

Current Structure												
Voc Track	Emerg.	Intern	Voc I	Voc I + 30	Voc II	BACH	BACH + 15	Masters	M + 15	M + 30	M + 45	M + 60
Academic Track	Emerg.	Intern	Instr I	Instr I + 12	Instr II	BACH	BACH + 15	Masters Eqiv	M + 15	M + 30	M + 45	M + 60
Steps	1	2	3	4	5	6	7	8	9	10	11	12



Emergency/ Intern	VOC/CTE/ INST/SPEC I	VOC/CTE/ INST/SPEC I + 24 AEUC/+12 AEUC	VOC/CTE/ INST/SPEC II	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC	VOC/CTE/ INST/SPEC II +60 AEUC	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC
A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	I (9)

BCTCEA CONTRACT AGREED CHANGES

How Does this Change to Credits Look/Work?

Once Permanently Certified, movement to new columns is based upon earning Academically Earned Undergraduate Credit and Academically Earned Graduate Credit

These are additional credits which can be verified by transcript and not used toward certification.

Upon hire and during reseed, all AEUC and AEGC transcribed credits are counted toward this column movement or banked/reserved for use upon completing certification for uncertified members.

AFTER RESEED ALL CREDITS NOT DECLARED ARE FORFEITED AND NO LONGER APPLICABLE.

BCTCEA CONTRACT AGREED CHANGES

How Does this Change to Credits Look/Work?

Current Structure												
Voc	Emerg.	Intern	Voc I	Voc I + 30	Voc II	BACH	BACH +15	Masters	M +15	M +30	M +45	M +60
Track								Masters Eqiv				
Academic	Emerg.	Intern	Instr I	Instr I +12	Instr II	BACH	BACH +15	Masters	M +15	M +30	M +45	M +60
Track								Masters Eqiv				
Steps	1	2	3	4	5	6	7	8	9	10	11	12

Emergency/ Intern	VOC/CTE/ INST/SPEC I	VOC/CTE/ INST/SPEC I + 24 AEUC/+12 AEGC	VOC/CTE/ INST/SPEC II	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC	VOC/CTE/ INST/SPEC II +60 AEUC	VOC/CTE/ INST/SPEC II +20 AEGC	VOC/CTE/ INST/SPEC II +40 AEGC
A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	I (9)

BCTCEA CONTRACT AGREED CHANGES

How Does this Change to Credits Look/Work?

Current Structure												
Voc	Emerg.	Intern	Voc I	Voc I + 30	Voc II	BACH	BACH +15	Masters	M +15	M +30	M +45	M +60
Track								Masters Eqiv				
Academic	Emerg.	Intern	Instr I	Instr I +12	Instr II	BACH	BACH +15	Masters	M +15	M +30	M +45	M +60
Track								Masters Eqiv				
Steps	1	2	3	4	5	6	7	8	9	10	11	12

Emergency/ Intern	VOC/CTE/ INST/SPEC I	VOC/CTE/ INST/SPEC I + 24 AEUC/+12 AEGC	VOC/CTE/ INST/SPEC II	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC	VOC/CTE/ INST/SPEC II +60 AEUC	VOC/CTE/ INST/SPEC II +20 AEGC	VOC/CTE/ INST/SPEC II +40 AEGC
A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	I (9)

BCTCEA CONTRACT AGREED CHANGES

2025-2026 INSTRUCTIONAL STAFF SALARY SCHEDULE

Cert/ED Status	Emergency/ Intern	VOC/CTE/ INST/SPEC I	VOC/CTE/ INST/SPEC I + 24 AEUC/+12 AEGC	VOC/CTE/ INST/SPEC II	VOC/CTE/ INST/SPEC II +20 AEUC	VOC/CTE/ INST/SPEC II +40 AEUC	VOC/CTE/ INST/SPEC II +60 AEUC	VOC/CTE/ INST/SPEC II +20 AEGC	VOC/CTE/ INST/SPEC II +40 AEGC
Steps	A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)	I (9)
1	\$53,854	\$55,899	\$57,944	\$59,989	\$62,034	\$64,079	\$66,124	\$68,169	\$70,214
2	\$55,776	\$57,821	\$59,866	\$61,911	\$63,956	\$66,001	\$68,046	\$70,091	\$72,136
3	\$57,698	\$59,743	\$61,788	\$63,833	\$65,878	\$67,923	\$69,968	\$72,013	\$74,058
4	\$59,621	\$61,666	\$63,711	\$65,756	\$67,801	\$69,846	\$71,891	\$73,936	\$75,981
5	\$61,543	\$63,588	\$65,633	\$67,678	\$69,723	\$71,768	\$73,813	\$75,858	\$77,903
6	\$63,465	\$65,510	\$67,555	\$69,600	\$71,645	\$73,690	\$75,735	\$77,780	\$79,825
7	\$65,387	\$67,432	\$69,477	\$71,522	\$73,567	\$75,612	\$77,657	\$79,702	\$81,747
8	\$67,309	\$69,354	\$71,399	\$73,444	\$75,489	\$77,534	\$79,579	\$81,624	\$83,669
9	\$69,232	\$71,277	\$73,322	\$75,367	\$77,412	\$79,457	\$81,502	\$83,547	\$85,592
10	\$71,154	\$73,199	\$75,244	\$77,289	\$79,334	\$81,379	\$83,424	\$85,469	\$87,514
11	\$73,076	\$75,121	\$77,166	\$79,211	\$81,256	\$83,301	\$85,346	\$87,391	\$89,436
12	\$74,998	\$77,043	\$79,088	\$81,133	\$83,178	\$85,223	\$87,268	\$89,313	\$91,358
13	\$76,920	\$78,965	\$81,010	\$83,055	\$85,100	\$87,145	\$89,190	\$91,235	\$93,280
14	\$78,842	\$80,887	\$82,932	\$84,977	\$87,022	\$89,067	\$91,112	\$93,157	\$95,202
15	\$80,765	\$82,810	\$84,855	\$86,900	\$88,945	\$90,990	\$93,035	\$95,080	\$97,125
16	\$82,687	\$84,732	\$86,777	\$88,822	\$90,867	\$92,912	\$94,957	\$97,002	\$99,047
17	\$84,609	\$86,654	\$88,699	\$90,744	\$92,789	\$94,834	\$96,879	\$98,924	\$100,969