

Apple Core



The officers publish the Apple Core
for LMEA members.

February 2020

The Last Off-schedule Bonus is Coming

It's a pretty brief Apple Core this month, with a few reminders you've probably already seen before. The first one is some good news: professional members already at the maximum salary step should have received the first half of their final off-schedule bonus in the most recent paycheck. The other half of the bonus payment will arrive in the June 12 pay, and after that we will have gotten out of the bonus business. While it's tempting to think of a bonus as a good thing, the reality is that its existence as part of our compensation has made it more difficult to negotiate salary increases these past few years, and we look forward to having all our pay come in the form of on-schedule compensation.

Safe Schools Training (IMPORTANT! Support Staff ONLY)

You may recall that Safe School Training—which takes about 3 hours to complete and is due in March—has traditionally been done during your workday, since the district must provide the time for you. This year, it's been harder for the district to find a time when all support staff members can do the training; some departments may be given a dedicated time, while others might not be able to put it on the schedule. If you are not given a dedicated, on-the-clock time to do this training, the district will pay you for the time you spend on your own to complete it. This will be straight time, and the district will issue payment after you complete the training. The training must be done by the end of March, at which time the district will confirm if you have completed and begin to reimburse support staff after confirmation of completed training.

Winter Weather, the Contract, and the Calendar

Finally, a reprint of a reminder about how weather can impact a work DAY and a work YEAR.

First, when school is delayed by weather, Assistants, Ten-month Secretaries, Staff Nurses, Tutors, Campus Aides, and Cafeteria/Recess Assistants, as well as professional staff, should report at the ***delayed starting time***. On days when school is dismissed early due to weather, employees are permitted to leave ***1 hour after the Student dismissal time*** or earlier (at the principal's discretion). While in most cases, principals have been inclined to dismiss staff immediately once students are out of the building, employees should wait for that direction before leaving early; an hour after students are dismissed you may leave, with or without the principal's permission.

Second, school closures can affect the district calendar—it's best to be conscious of that when you consider making vacation plans or other obligations at the end of the year. Employees are not required to make up the first canceled day, but we should expect that every day after that will be added to the district calendar as in-service (or "professional development") time. This can extend our school year and even shorten our spring break. So please consider all this when making your plans, and be aware of the contract provisions concerning the use of personal days.

Upcoming Due Dates in the Contract

April 1, 2020—applications/paperwork for sabbaticals beginning in fall 2020

May 1, 2020—applications for retraining/study leave

May 1, 2020—deadline for using all but one of your IEP days

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NEW Retirement Seminar Date

Dom Pendino, a former LMEA president and certified financial advisor at Lincoln Financial, will conduct a free presentation on the PSERS retirement options and strategies for maximizing your retirement benefits on **Thursday, March 26 at 4pm our office in Bala Cynwyd.** No sales pitch – just good information for those who may be retiring in the next ten years. Bring your latest PSERS statement. Space is limited and this popular seminar fills up fast so please RSVP by email to: dpendino@lincolninvestment.com

Outreach Updates

Help OUTREACH reach out!

Please take pictures of your participation in the school community – volunteerism, event attendance, etc. – and send to LMEA Facebook at lmea.fb@gmail.com. We know you are doing incredible work for our community. **Please e-mail Andria Johnson at lmeaoutreach@gmail.com details about your service/collections, and the Outreach Committee will promote it district-wide.**

Save the Date!

LMEA Volunteers should please save the date for Saturday, June 13th to run the LMEA table at Alex's Lemonade Stand. We will need 4 volunteers every hour.

A Reminder About Clearances (Again). Seriously, Do This.

Pennsylvania law requires every employee of public and private schools who will have direct contact with students to complete background checks in order to maintain employment eligibility. These clearances are valid for 5 years and must be renewed upon expiration. For those who completed their clearances in the summer of 2015, renewal deadlines are approaching. It's been almost a full year since we received the first email from HR reminding us to renew clearances first earned in 2015, so please: if you haven't already, please take care of this task.

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