

# *The LMEA*

# Apple Core



The officers publish the Apple Core  
for LMEA members.

January 2020

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## ***It's a New Decade!***

Last year's January edition began by mentioning some large issues we anticipated dealing with—bargaining, health care, middle school construction, and school start times. A year later, we're happy to say we've dealt with the contract and health care, providing some stability on issues that secure the near-term futures of our members. Construction of the new middle school is a long process, and while the crews and equipment prepare to roll, we need to begin thinking about how staffing the new building will impact our current members. As for school start times, well . . . the conversation seems to be growing louder, and more pointed. The LMEA will continue to monitor that, and to advocate for our members should major changes come our way.

## ***The Last Off-schedule Bonus is Coming***

As you know, our pay the last few years has featured an off-schedule bonus for professionals at the maximum step only. While it's always nice to get what feels like "extra" money, the presence of that bonus had two downsides: first, no portion of that money was calculated as part of your PSERS equation (on-schedule money determines your pension when you retire); second, it complicated the process of bargaining for salary increases, which slowed or prevented growth you could see in your paychecks. So this item brings you two pieces of good news—the first half of your off-schedule bonus will appear in your paycheck February 7, with the second half on June 12; and with the new contract taking effect in July, all compensation will be on-schedule from now on.

## ***A Reminder About Clearances (Again)***

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. On April 2, Amira Ibrahim sent an email informing us that the district has uploaded the expiration dates of our clearances to eFinance, which you can access through the Employee Access Center. The LMEA encourages all members to review their clearance expiration dates and update these clearances prior to the summer of 2020. As Ms. Ibrahim's email notes, no employee will be allowed to work with expired clearances, so please don't wait!

## ***Upcoming Due Dates in the Contract***

February 1, 2020—applications for the Conference Committee

April 1, 2020—applications/paperwork for sabbaticals beginning in fall 2019

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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## ***Member Benefits (Part I—General)***

Occasionally, we like to remind you about some of the programs and benefits provided to members of the PSEA and NEA. Your building reps have a full description of everything available to help you save money and take full advantage of your membership, and you're invited to stop and see them if you'd like information about how to save money on travel, dining, car insurance, health care insurance and related costs, mortgages and banking, or phone and tv services.

## ***Member Benefits (Part II—Specific)***

You can also see your building rep for information about Health Advocate services. Formerly known as Beacon, the HealthAdvocate Employee Assistance Program (formerly known as Beacon) is available to all LMSD employees 24/7/365 by calling 1-877-240-6863. Staffed by licensed professional counselors, our EAP is ready to assist with a wide-range of services including Personal, Family/Relationships, Legal, and Financial. This program is free of charge and all interactions remain confidential and are not shared with your employer.

## ***Winter Weather, the Contract, and the Calendar***

Since we're entering the time of year when weather can become a factor, below is 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.

## ***Outreach Updates***

### **New Member Meet & Greet**

[New members are invited to attend a meet & greet on Thursday, January 23<sup>rd</sup> at 4PM at the LMEA office.](#) Refreshments will be provided! Please attend to meet your union president, to hear about the benefits of our union, and to make new friends! An email to RSVP was sent to all invitees; if we left anyone out, please email Andria Johnson at [lmeaoutreach@gmail.com](mailto:lmeaoutreach@gmail.com). We hope to see you there!

### **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](mailto:lmea.fb@gmail.com). We know you are doing incredible work for our community. **Please e-mail Andria Johnson at [lmeaoutreach@gmail.com](mailto:lmeaoutreach@gmail.com) details about your service/collections, and the Outreach Committee will promote it district-wide.**

If you have any suggestions for LMEA Outreach community involvement for February & March, please e-mail Andria. We could not do this without your suggestions!