

# *The LMEA*

# Apple Core



The officers publish the Apple Core  
for LMEA members.

September 2020

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## ***Welcome Back!***

In a normal year, the first Apple Core would include information and reminders about the upcoming Retirement Workshops and Maternity Workshops and Outreach events and all the other things that are just not happening now. So much of our normal lives depends on the personal relationships and interactions we have with colleagues and students, and missing those things makes it very difficult to do our jobs. Difficult, but not impossible, as we've seen through the first two weeks of school. We're getting lots of positive feedback on all the inventive, adaptive work our staff has done for and with students, and our community appreciates the time and effort it's taken to keep things as close to normal as possible.

The LMEA intends to pursue as much of a normal operation as possible, too. All of our officers return this year, and we will continue to hold all our scheduled meetings of the Executive Council, CNC, PR & R, and General Membership. With all the uncertainty these past few months we've heard from many of you, and we encourage you to contact us if you feel there's something we can do to help you navigate the changing conditions we face in the next few months. We will continue to send critical, time-sensitive, or action-oriented information through the blast as necessary, so please make sure you have signed up to receive it in your private (not LMSD) email.

### 2020-21 LMEA Officers:

Aimee Avellino—President

Andy Thomas—1<sup>st</sup> Vice-President

Victor Fedeli—VP, Support

Mike Stettner—VP, Professional

Darlene Mandarino—Treasurer

Kelly Cenicola—Secretary-Professional

Lisa McDevitt—Secretary-Support

## ***Tax Deferral? Tax Defer . . . ment?***

You might have heard something in the news about a deferral program for federal payroll taxes. There is one, and the district has decided not to participate, based on advice from legal counsel. From the district:

*We have advised the District that employers are not required to defer withholding of the employee portion of social security tax, which applies only to wages paid an employee who is paid less than \$4,000 for a biweekly period (or the equivalent amount for other pay periods). Moreover, any deferred taxes would have to be repaid because the taxes are only deferred, not forgiven. A number of unanswered questions exist with respect to the payroll tax deferral program under state wage laws including whether state law even permits the deduction from future earnings of deferred taxes. The interplay of the payroll tax deferral program and state and local laws pose significant hurdles for employers considering participation in the program. Accordingly, we have advised the District not to participate in the payroll tax deferral program.*

This means that you should NOT see any change to your take-home pay as a result of this program. Please contact HR if you have further questions.

## ***Don't Come to Work on New Year's Eve (Again)***

While professional staff never work on December 31, the printed LMSD calendar has some support staff scheduled to work that day—however, this IS NOT a work day for ANY support or professional staff. While administrators may be working that day, you should NOT report to work on New Year's Eve.

## ***A Big Important Reminder About Salary Advancement***

If you have completed courses and wish to apply that credit, move over a column on the salary schedule, and get a salary increase, this is a reminder that OCTOBER 10 is the deadline for submitting your information to the district. If you completed the course approval process prior to taking the courses, you must then complete the salary advancement form and submit your official transcripts to Eric Demkin no later than OCTOBER 10. Otherwise, you'll have to wait a full year to see your learning reflected in your earnings. OCTOBER 10. If you have questions, please visit the HR tab in Forms & Documents on the LMSD website for a thorough explanation.

## ***Update on Clearances***

As faithful subscribers to this publication are no doubt aware, 2020 was the year that employees' clearances (child abuse, fingerprints, criminal record check) began to expire and need renewal. So all last year we issued constant reminders to take care of that because no one with expired clearances is permitted to work, and no one wants to be forced to take unpaid time to do that. Most people took care of it in plenty of time, but the pandemic has complicated things (because of course it has) in that some people who submitted renewed information might still receive emails from the district indicating otherwise. These emails are generated automatically, and the district is just a little overwhelmed and behind in updating the records. So the bottom line is this: if you didn't take care of your clearances, do it right away please. If you did submit everything and you're getting an email reminder, please contact Moira Egan so she can confirm receipt and you can breathe easy.

## ***Important Dates in the Contract***

September 30—Begins tuition reimbursement request period for courses ending BEFORE July 1, 2021

October 10—Deadline for submission of salary advancement form (and transcripts)

January 1, 2020—Begins tuition reimbursement requests period for courses ending AFTER July 1, 2021

## ***Outreach!***

At LMHS, we created a positivity calendar for a small activity every day of the work week to boost staff morale. Some activities include writing haikus about colleagues, posting funny memes to a padlet, and a socially-distanced picnic (bring your own lawn chair). Please reach out to Andria Johnson if you need help organizing something like this for your building.

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