

The LMEA

Apple Core



The officers publish the Apple Core
for LMEA members.

January 2017

LMEA Heads Back Into Contract Bargaining

The current collective bargaining agreement (CBA) with the District expires on June 30, 2017. Preparations have been underway for several months in advance of formal negotiations to begin very soon. The LMEA intends to bargain a successor agreement that recognizes the outstanding accomplishments of our staff as reflected in the success of our students and our schools. Our Combined Negotiations Committee has been diligently working to craft a proposal that reflects the needs and priorities of the membership. A survey has been created to gauge the membership's feelings regarding their current compensation, benefits, and working conditions. Every member is strongly encouraged to take the online survey. The web links are as follows:

Professional Survey <https://www.surveymonkey.com/r/LMEAProfessional>

Support Survey <https://www.surveymonkey.com/r/LMEASupport>

The online survey will remain open through the end of January so please encourage members to take a few minutes to complete it so that CNC can have the most accurate sense of where the membership stands on important issues while it negotiates a new contract. Unit meetings, hosted by President Chris SantaMaria, for the purpose of discussing current issues affecting bargaining and other issues concerning members are continuing. The remaining meetings are as follows: Bala Cynwyd MS – Jan. 10 at 3:30pm; Welsh Valley MS – Jan. 17 at 3:30pm; Harriton HS – Feb. 1 at 2:50pm; Lower Merion HS – Feb. 2 at 2:50pm



LMEA President Chris SantaMaria to Begin Four Year Term on PSERS Board

With the support of nominating locals across the state, LMEA President Chris SantaMaria was formally elected in December to serve on the 15 member PSERS Board of Trustees. Chris will serve a four year term representing active certified members (professionals) on the board that oversees the investment and disbursement of the \$50.3 billion pension fund. PSERS is the defined benefit pension plan for retirees and employees in public education in Pennsylvania. To manage the plan benefits and distribution PSERS has over 300 full time employees working in eight regional field offices and the headquarters office in Harrisburg. PSERS Board members typically serve three year terms, but in Chris' case a vacancy occurred with the retirement of Jim Sando and the necessity of filling the final year of his term in addition to a regular term. PSERS Board members serve without compensation other than reimbursement for travel expenses to and from meetings in Harrisburg. At this time, Chris does not anticipate that serving on the PSERS Board will interfere with his ability to serve the Association.

Members Are Strongly Encouraged to Exercise Their Weingarten Rights

As a member of a collective bargaining unit, whenever you are asked to attend a meeting with a supervisor administrator that could result in disciplinary action taken against you (verbal or written reprimand or worse) **you absolutely should invoke your Weingarten Rights under the law.** This important employee right

protects you from being placed into a disciplinary meeting where they only record of that meeting is produced and kept by the administrator. When you invoke your right you are asking that an LMEA representative be present for the meeting. The LMEA rep will attend with you and take careful notes of the discussion. These notes may be critically important in any due process to challenge regarding how the district will address the issue after the meeting. **IMPORTANT: It is not up to the administrator to determine whether the meeting qualifies for LMEA representation.** The employee may invoke the right to a LMEA rep if he/she believes that the meeting could lead to discipline. This may also be the case after the meeting begins and the employee then determines that discipline is a possibility. The Weingarten right may be invoked before *or during* the meeting.

An Important Reminder about the Last Three Pays of this Contract

As most of you already know, our salary is paid to us over 26 consecutive pay periods between July 1 – June 30 of the following year. However, due to the fact that 365 (days) does not divide cleanly into exactly 26 segments (14.04 days each), there comes around every 7-8 years the calendar problem of a 27th payroll in one contract year. The work-around solution to this that the LMEA and District have agreed to is to adjust the timing of the last three pays. The payroll dates can be found in Article 25 of our contract, but it's worth noting them here so that no one is caught off-guard in May and June: **May 19, June 9, and June 30.** Members should plan accordingly for the extra days between each of these pays. This situation should not occur again until the 2024-2025 contract year.

Bala Cynwyd Middle School to get new Two-story Wing with 12 Classrooms

With enrollment at BCMS expected to exceed 400 students per grade, the LMSD Board will propose building a new two-story wing onto the existing school that will house 12 new classrooms. In addition to the new wing, a new parking area for 36 cars will be placed adjacent to the tennis courts on the north side of the school. The entire project, including temporary classrooms placed onto the field space between BCMS and Cynwyd ES, is estimated to be between \$11-13 million. The District is also looking into changes in the cafeteria space at BCMS to accommodate three lunches with 400 students each. If the Lower Merion zoning board approves the proposal, the project should be completed in time for the 2019-2020 school year.



