

LMEA EXECUTIVE COUNCIL MEETING MINUTES

February 8, 2016

NOTE: These minutes are also available online at www.lmeaonline.org.

President C. Santa Maria called the meeting to order at 4:04 pm.

J. Hemingway made a motion to approve the minutes from January—sec by A. Avellino—passed.

Officer's Reports:

President's Report: C. Santa Maria spoke about a recent lawsuit filed against the school district by Arthur Wolk, over its budget practices dating back several years. This coincides with some Right to Know requests filed regarding our most recent contract, and the increased scrutiny these developments will create may impact our ability to bargain effectively in a year's time.

In the bargaining process for our current contract that was ratified in November, one of the major points of conversation was the healthcare consortium. The Bucks-Mont consortium, which we have had great interest in, has voted to move to Aetna and away from IBC as a provider. This, too, is something we will watch closely as we prepare to bargain our next contract a year from now.

We appear to have reached—or nearly reached—resolution on our LTS grievance with the district. As a result of this process, it is now understood by all parties that long-term substitutes can only be employed to replace contracted members who are on leave; anyone else hired by the district should be made contracted employees. We are now working to resolve another issue surrounding the use of per diem substitutes in the same position for more than forty consecutive days. Board Policy 405 states that daily subs in such arrangements shall be made LTS and given retroactive pay adjustment and benefits befitting the position. After some confusion regarding a change in district practice, members who have a history of submitting time sheets for EPER positions that take place during the school day should submit those hours for the remainder of this year while we work on converting to a more logical system going forward.

Please see the Apple Core for details on the impact of recent weather and your opportunity to run for LMEA office.

VP Support: V. Fedeli reported that the next Division meeting is February 17 at the PSEA office in Montgomeryville. A workshop on combating privatization will follow at 6:30.

VP Professional: NR

1st Vice President: NR

Secretary Support: NR

Secretary Professional: NR

Treasurer: D. Mandarino submitted a treasurer's report for January—passed.

Committee Reports:

Outreach: We continue to work with the region and PSEA to position ourselves for the next round of bargaining.

Constitution: NR

Elections: A. Flicker requested names of interested parties for NEA-RA in July—those delegates will be elected in March; also let Arlene know if you're interested in running for open positions in the LMEA.

CIPD: NR

CNC: We will begin meeting next month to begin preparing for the next round of bargaining.

FAC: NR

Health & Safety: NR

Legislation: The latest attack comes from the usual suspects, who propose to eliminate our ability to collect union dues through paycheck withdrawal. Additionally, we should not expect

any movement in the budget stalemate that has defined this school year, as the issues defining the deadlock are unpopular with candidates seeking re-election this spring.

Minority Affairs: The 20th annual minority leadership conference is coming up, and seven of our members have signed up to attend.

PACE: M. Stettner submitted a written report.

PR&R: P. Dawson submitted a written report and discussed some of the ongoing grievances.

Social: L. McDevitt reported that the officers have been discussing some changes to the annual banquet in light of declining attendance in recent years. L. McDevitt made a motion that beginning this spring we invite current year retirees and a guest to a dinner, rather than staging a catered affair—sec by D. Mandarin—passed.

Special Services: NR

Sunshine: Please contact Debbie Williams as the need arises at williad@lmsd.org.

Membership: D. Grumbine submitted a written report.

CARE: The committee continues its discussion of all the issues surrounding cultural proficiency, and the ways it enriches our community.

Education Foundation: The Run for our Schools is June 5 this year.

Environmental: NR

SECC: Our next meeting is tomorrow.

Building Reports:

Belmont Hills: Prof: Concern about whether PRP hours are pro-rated for LTS employees working partial year assignments—they should be pro-rated; questions and discussion about the district's practice in honoring graduate credits when hiring new employees./ESP: NR

Cynwyd: Prof: NR/ESP: concerns about the relentless sub shortage.

Gladwyne: Prof: NR/ESP: concerns about how the relentless sub shortage causes aides to be pulled from their assignments, causing students to forgo IEP entitlements.

Merion: Prof: Questions about the proposed kindergarten program described in a recent issue of the Main Line Times; follow up about the concept of merging conference nights and report card timelines./ESP: NR.

Penn Valley: Prof: Question about temperatures in classrooms./ ESP: NR

Penn Wynne: Prof: Concerns about the sub shortage; concerns about how that impacts students, especially those with IEPs, as well as issues of equity regarding which employees are given coverages./ ESP: NR

Bala Cynwyd: Prof: NR / ESP: NR

Welsh Valley: Prof: Questions about issues of coaching pay, both in amount and equity, given that PIAA has increased mandatory practice time and that athletic seasons are not of equal length; questions about the field trip committee—how it works, who is on it, and what its decision-making process is. / ESP: NR

Lower Merion: Prof: Discussion of an anonymous survey going around inviting students to comment on coaches' performance, distributed by administrators./ESP: Question about 2-hour trainings, which are accepted *with supervisor approval*; requests for additional trainings to complete requirements; questions about sick day donation—employees cannot do this, despite the fact that the LMEA has tried to initiate discussion on this several times; discussion about people not getting the notice of late openings or cancellations—these people can adjust their phone number options/settings in Kronos.

Harrilton: Prof: NR/ ESP: Discussion of limits regarding use of student computers.

Minority At-Large Reps: NR

Building and Grounds: Discussion about diverting the contracted bonus for max-step employees into 403b accounts: can we implement a one-time contribution adjustment form to accomplish this task, rather than risking a paperwork/office lag complicating this process; question about balloting procedure of using different colored forms for support and professional—this practice

enables us to gather data about voting totals, which we can use in CNC to tailor our work specifically to the needs/wishes of our members.

Administration: Concern about the clarity (or lack of) of communication about the late opening at the end of last week.

Transportation: NP

New Business:

P. Dawson made a motion to adjourn - second by V. Fedeli. The meeting was adjourned at 5:49 pm.

Respectfully submitted,

Andrew Thomas, Secretary Professional