

LMEA EXECUTIVE COUNCIL MEETING MINUTES

March 14, 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.

N Sargent made a motion to approve the minutes from February—sec by V. Fedeli—passed.

Officer's Reports:

President's Report: C. Santa Maria updated everyone on the sub shortage, which has been an issue for years now. The district shared with us some data comparing absences to filled absences, and all parties see a problem. Solutions are harder to come by, especially considering the fact that, according to Frontline Technologies (AESOP), this is a nationwide problem. In response, the Board made some adjustments to the pay scale for subs beginning in February.

About a year ago, the district informed us that due to its participation in the Medical Access program, it is required to screen its employees who could be involved in the process of performing or billing for services covered under this program. We've been reminded now that the district must begin enforcing this action, which means they'll be cross-checking against government-maintained lists of people who should be barred from participating. Any employee affected by this screening might have their assignment changed in order to comply with the law. If you are contacted by HR as part of this process, please contact us immediately.

As you may be aware Harriton has a principal vacancy. This may cause a shakeup in building-level leadership throughout the district, and we expect to know the results of the interview process sometime shortly after spring break, as the Board is eager to satisfy this vacancy efficiently.

Please see the Apple Core for information on the new employment contract (now available on the LMEA website); affordable online courses for salary advancement; a long term care workshop coming up soon; lead poisoning in Pennsylvania and New Jersey; the change to the LMEA's annual banquet; and an email scam claiming to originate from PSERS.

Finally, Eric Carroll was appointed building rep for the remainder of the year.

VP Support: V. Fedeli reported on the next ESP Division meeting, scheduled for Tuesday, April 5 at 5:00 pm in Montgomeryville. Several positions are open and elections will take place at this meeting.

VP Professional: NR

1st Vice President: NR

Secretary Support: NR

Secretary Professional: NR

Treasurer: D. Mandarino submitted a treasurer's report for February—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 at the March meeting this Wednesday.

CIPD: M. Stettner reported on last month's meeting, where discussion topics included data/feedback from MLP on recent staff development efforts.

CNC: L. Giaquinto reported on the March meeting; we will begin preparing for the next bargaining process, which begins in January.

FAC: NR

Health & Safety: The next meeting is this Thursday.

Legislation: M. Stettner reported there's been little progress on the budget stalemate in Harrisburg, but as always, with June approaching we need to be on the lookout for efforts by the legislature to attack our pensions.

Minority Affairs: This past weekend was the PSEA leadership conference—LMEA had the largest local contingent, and we got some good information from PSEA on building local strength.

PACE: M. Stettner submitted a written report and discussed spending strategies being discussed at the state level.

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

Social: If you know of anyone in your building planning to retire, please contact Lisa McDevitt so she can invite them to the LMEA Retirees' Dinner.

Special Services: NR

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

Membership: D. Grumbine submitted a written report.

CARE: NR

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

Environmental: NR

SECC: We continue to work on the issue of teacher safety. It's a complex issue, and we're making progress, but culture change is not instantaneous. Please encourage anyone affected by this concern to contact SECC.

Building Reports:

Belmont Hills: Prof: NP/ESP: NR

Cynwyd: Prof: Question about the purpose of staff development days—we seem to spend a lot more energy and time in (micro)managed activity with expected productivity. We can only take up that question on a case-by-case basis. /ESP:

Gladwyne: Prof: NR/ESP:

Merion: Prof./ESP: Questions about the 14- and 20-hour requirements. The district has only offered 9 hours so far, and people are wondering if there will be more. Related question about the procedure for attending/using PaTTAN workshops. The LMEA has formed a committee hoping to address the issue. For now, these classes should be pre-approved and members should follow that procedure.

Penn Valley: Prof: Question about online courses for salary advancement—only the ones listed in the contract are excluded, all others should be approved./ ESP: NR

Penn Wynne: Prof: Positive news regarding issues with sub shortage and coverage practices—recently the principal invited teachers to give input and suggestions on how to manage the problem, and through conversation and cooperation a more effective approach was adopted./ ESP: NR

Bala Cynwyd: Prof: NR / ESP: NR

Welsh Valley: Prof: Based on concern raised at last month's meeting, we have some data on the disparity in coaches' pay—this data has been delivered to CNC for inclusion in its work regarding bargaining./ ESP: NR

Lower Merion: Prof: NR/ESP: Request for CNC to revisit the bereavement policy as it pertains to the death of a grandchild. Though the contract lists this situation as a near-relative with a 1-day approval, the Superintendent recently used his discretion to approve additional leave, and this concern has already gone to CNC.

Harrilton: Prof: NR/ ESP: NR

Minority At-Large Reps: NR

Building and Grounds: NR

Administration: NR

Transportation: NP

New Business:

P. Dawson made a motion to adjourn - second by V. Fedeli. The meeting was adjourned at 5:16 pm.

Respectfully submitted,

Andrew Thomas, Secretary Professional