

**Lower Merion Education Association  
Executive Council Meeting  
September 20, 2021**

**AGENDA**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:17

**OFFICER REPORTS:**

President: Aimee Avellino

- Welcome. The Executive Council will be virtual for now and will take it one month at a time. The financial report was attached to the reminder email. K. Salladino will follow up with an email after each Executive Council meeting with other documents like the Apple Core and membership report. After each Executive Council meeting, please communicate with staff to share the information in a way that works in your building (ex. 10 minute meetings, post flyers, distribute info in mailboxes, etc.)
- Emails about testing programs starting 9/20 have been sent to staff that are unvaccinated or non-reporting. An email about pool testing with staff and students K-6 sent to families over the past weekend. Encourage and remind your staff to use the daily screener EVERY DAY. Masks must be worn unless alone. Additional information will be shared by K. Salladino after the meeting (copies of screener, other Covid info, etc). It is each person's professional responsibility to read and follow the Covid Plans. The Health & Safety Committee meets every week. Please reach out if concerns arise.
- The LMEA officers have heard many concerns about the district's plans for Open House and have spent a lot of time over the last few weeks talking with Administration. LMEA did advocate for virtual Open Houses, however the district felt very strongly about using this time to make connections and build relationships in person. There are different expectations this year to accommodate families that may not want to come to an in-person event. K. Cenicola and A. Avellino have shared with the administration that concerns remain. The district is expecting that only one parent will attend, they will be masked and they will check the daily symptom screener. The district also expects that families adhere to the schedule and not congregate in halls or classrooms. Principals will communicate specific plans for each location. After the event, there will be additional cleaning and disinfecting.
- Another Open House concern stems from middle and high school teachers as they are asked to create videos in addition to presenting to families in person. LMEA leadership discussed other scenarios with the district, however the district decided to move forward with their plan. Open House is one of our professional responsibilities and there is always a level of planning and preparation involved. Last year, that may have been a little less due to circumstances and now this year there may be a bit more.
- Meetings with A. Avellino, V. Fedeli and HR will continue every other week to be able to address concerns in a timely manner.
- The Apple Core will be shared after this meeting. It is filled with reminders and important information and dates to remember. 9/30 is the deadline for tuition reimbursement requests; 10/10 is the deadline for salary advancement requests. There is also a reminder for staff to sign up for the LMEA Blasts (with personal email address) and information about LMEA Rep vacancies.
- Also just a note that many notes of appreciation have been received about the LMEA Treats that were shared at the end of last year. They were a big hit and will continue that this year.
- Thank you to everyone for being here; we value each of you and the work that you do to support staff. Please reach out to the officers if you need anything.

Vice President, Support: Victor Fedeli

- Welcome! In the past there have been opportunities for new member workshops. Time is limited at NTAP, so a guide of sorts has been created for support members, but is also good for new professional staff, too. K. Salladno will attach to the Executive Council follow up email. Please share with staff.

Vice President, Professional: Kelly Cenicola

- Welcome and thank you for attending! Please make sure staff know who the reps are in each location. Please make and post a flyer or stop by to introduce yourself.

First Vice President: Andy Thomas

- Welcome! It isn't quite normal yet, but it isn't like last year, either. If there are any issues regarding Special Education, please reach out. Often there are issues with staff not being able to have their thirty minute lunches, but there may be other issues with prep time, schedules, etc. Safety is important always, but especially so with Covid, so please reach out if there are any concerns.

Secretary, Support: Lisa McDevitt

- No report.

Secretary, Professional: Karen Salladino

- Welcome! When we meet virtually, attendance will come from the participant list, so please be sure the device you use to join accurately reflects your name.
- There are still several vacancies for LMEA reps. Please let your staff know and reach out with any questions. Victor Fedeli added that there are many ESP vacancies and even if they can't attend all the meetings, it would be helpful to have additional eyes and ears in each location as a point of contact. If necessary, Victor Fedeli can help distribute information.
- Together with M. Shaw and A. Johnson, work is being done to update the LMEA website. It will be changed from *http* to *https* to increase security. As an http site, the district filters may not allow access and this will be corrected with *https*. Also, updates will be made for dates and other information, including the posting of minutes.

Treasurer: Darlene Mandarino

- Financial statement shared via email prior to today's meeting.
- Approval of August Treasurer Report: A. Thomas 2nd V. Fedeli
- Past statements are available to view at the LMEA office. If you would like to view any, please reach out to make an appointment.
- A. Avellino added that the process has begun for the audit which will be completed this fall.

## **COMMITTEE REPORTS:**

Outreach: Andria Johnson

- The End Childhood Cancer Walk/Run taking place on 10/30. Info will be shared in the Apple Core. It is virtual and in-person this year.

Constitution: No report.

Elections: Kelly Cenicola

- PSEA House of Delegates will take place 12/3 & 12/4 in person in Philadelphia. If interested, send an email to K. Cenicola. The spring session will also be in Philadelphia.

Combined Negotiations: Tom Ricker, Larry Giaquinto

- Regularly occurring meetings will be scheduled soon.

Financial Advisory Committee.: Aimee Avellino

- No report

Health and Safety: Aimee Avellino, Larry Giaquinto

- A. Avellino, V. Fedeli and L. Giaquinto are meeting regularly with the committee. If there are concerns, email the Head Custodian and administrator first and then LMEA.

Legislation:

- No report.

Minority Affairs Committee: Dee Archer

- No report.

PACE: Andy Thomas

- If you are set up for auto-contributions, they will continue. Paperwork to set up PACE contributions will be shared this fall. Invite colleagues to join this endeavor.

PR&R: Victor Fedeli, Andy Thomas

- There will be a report attached to this meeting's follow up email. There is one issue that is in arbitration but may move to settlement.

Social: Lisa McDevitt, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report, other than noting the discounts available on the PSEA website.

Sunshine: Debbie Williams

- Sunshine is a 12 month position and is always ready to send "sunshine" for retirements, illnesses, etc. Please email Debbie Williams at [williad@lmsd.org](mailto:williad@lmsd.org).

Membership: David Grumbine

- The membership report will be shared in this meeting's follow up email.

#### **REPORTS OF THE AD HOC COMMITTEES:**

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson

- No report.

#### **BUILDING AND DEPARTMENT REPORTS:**

Administration: No report.

Belmont Hills ES: Concerns raised about rooms where CO<sub>2</sub> monitors had readings between 1,000 & 2,000 as well as an unusual odor in the 3rd grade hall. A. Avellino offered a reminder to follow procedure and contact the Head Custodian with concerns and a reminder that BH needs a rep for Health and Safety committee due to retirement.

Cynwyd ES: Concerns about Open House plans and CO<sub>2</sub> monitors being installed properly. V. Fedeli will check on the monitor installation. Additional concerns about close contact identification and pool testing procedures. K. Cenicola shared that staff can participate in pool testing with class and that there will need to be additional clarification and communication from the district as the program begins.

Gladwyne ES: Clarification needed on pool testing procedures. A. Avellino offered that very detailed information will be provided. Also concerned with Open House and the health and safety of those involved. Appreciation noted of the hours of hard work the officers put in and staff does feel "heard." K. Cenicola reiterated that the district has heard Open House concerns, but feels strongly about the in-person option, particularly because the community and staff vaccination rates are high.

Merion ES: Open House and Health & Safety concerns already addressed.

Penn Valley ES: Thanks to officers for the work done on behalf of the membership. Concerns about the principal not asking for seating charts for contact tracing. Question about pool testing counting for non-vaccinated or non-reporting staff. Concern about meetings beyond the school day. A. Avellino stated that faculty meetings can be beyond the school day, but any other meeting should be within contractual hours, but not during a thirty-minute lunch. If one is scheduled during lunch, an alternative must be offered. A. Thomas reiterated that special ed meetings should not be beyond the school day. A. Avellino will follow up with administration.

Penn Wynne ES: Confusion about close contacts and tests needed for return to work. Question about having rapid tests available in the buildings. A. Avellino strongly recommended staff utilize the district's COVID hotline. (610-645-1973 or by emailing [healthservices@lmsd.org](mailto:healthservices@lmsd.org)) K. Cenicola shared the district has to provide plans to MCOPH and the state and those plans must be approved. Additionally those plans can change as resources and staff become available. LMSD is fortunate to have the COVID hotline and those nurses.

Bala Cynwyd MS: No report.

Welsh Valley MS: Thanks to officers for efforts. There are concerns about a change in the schedule and in the course load for some teachers (5 vs 6 classes). A. Thomas is aware of the situation and it likely stems from the conversations around the new middle school plans. A. Avellino agrees that it is a concern that will be addressed.

Harriton HS: Appreciation offered for officers' work on issues. Concerned that the Open House video creation is causing strong reactions among staff. A. Thomas offered suggestions regarding decreasing stress around the video creation. K. Cenicola shared that the Health & Safety committee did advocate for virtual and having the video option does increase chances of de-densifying classrooms .

Lower Merion HS: Questions about sick time for quarantine and isolation. A. Avellino stated that sick days must be used for those situations. Concerns from departments about attending IEP meetings during preps. Question about staff being able to "zoom in" when in quarantine or isolation since students can use zoom in those situations. Concern about inequity in the number of students seen by Department Chairs and regular ed teachers, as well as an ability to rotate Department Chair positions. A. Thomas asked for the building's CNC rep to be contacted about this issue. A. Avellino said regular CNC meetings would resume soon.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None

ADJOURNMENT: K. Cenciola 2nd A. Thomas