

**Lower Merion Education Association**  
**Executive Council Meeting**  
**November 8, 2021**  
**Agenda**

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

Approval of minutes from October: K. Cenicola, 2nd A. Thomas

**OFFICER REPORTS:**

President: Aimee Avellino

- In November of each year, we complete our annual audit review and Phil Tabile, CPA, is here with us today. His firm has been working with LMEA since 2014. Copies of the report will be available for your review. To review the audit documentation, please contact an officer to make an appointment. After today's meeting, this document will also be sent to PSEA, as is required. This year's audit was quite comparable to last year and nothing seemed out of the ordinary, according to P. Tabile. Motion to approve the 2020-2021 Review: D. Mandarino; 2nd R. Brooks.
- LMEA Officers will be meeting with Dr. Mumin on 11/15. LMEA leadership is looking forward to sharing your concerns and meeting with our new superintendent. In addition, Dr. Mumin will be scheduling "meet and greets" with the staff, so LMEA is strongly encouraging staff to participate in these meetings to share concerns. Please encourage members to participate!
- V. Fedeli and A. Avellino encourage you to remind members that if they are called into a meeting with admin, 1) staff can ask what the meeting is about prior to meeting; 2) if staff are uncomfortable or worried that the meeting could be disciplinary in nature, they have the right to have a building rep or an officer attend the meeting with them; 3) the member can ask that the meeting be stopped at any point.
- If there are staff members that need accommodations for Covid or non-Covid related issues, please reach out to the officers. Officers can join the meeting with HR and help members to navigate the process. It is better to have LMEA leadership involved from the beginning.
- The Maternity and Child-rearing Leave Workshop will be held via Zoom on 11/17. Info in Apple Core. Email A. Avellino for link or for alternate meeting options.
- K-4 and 5-8 Committee meeting updates were recently shared by A. Buckman. There are still many unknowns and LMEA is working with the administration to navigate these changes. Hopefully staff took part in the recent survey. Seniority will not come into play in this transition and the district is not anticipating a reduction in staffing, furloughs or the like. Admin is committed to doing their best to make changes as people have requested, but know that not everyone may be happy with the final results. The goal is to make these changes by January so that the district has time to post and hire additional staff. LMEA will continue to work with admin and share information as it becomes available.
- An early wish for a Happy Thanksgiving...we are grateful for all of you and the work you do in the buildings on behalf of the membership. Enjoy the break and have a wonderful holiday!

Vice President, Support: Victor Fedeli

- American Education Week is November 15th-19th. National Education Support Professionals Day is November 17th. Thank you to everyone for all that you do! On 11/17 V. Fedeli will attend the Mideast Division Meeting and Interactive Workshop at the Mideast Region office.

Vice President, Professional: Kelly Cenicola

- D. Grumbine emailed the 1st rep listed in each location the membership lists. If you received a list from D. Grumbine, please post in chat or email K. Cenicola. We are working to streamline

the process of membership confirmations and will follow up in the next meeting.

First Vice President: Andy Thomas

- No report...just enjoy the Thanksgiving break and know that we are grateful for the countless hours A. Avellino puts in as LMEA President working for our membership.

Secretary, Support: Lisa McDevitt

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Darlene Mandarino

- Attached to the meeting reminder was the latest treasurer's report. Motion to approve D. Mandarino; 2nd A.Thomas

#### **COMMITTEE REPORTS:**

Outreach: Andria Johnson

- No report...just let me know if there are events to promote.

Constitution:

- No report.

Elections: Kelly Cenicola

- No report.

CNC: Larry Giaquinto

- CNC is monitoring settlements in the area and scheduling meetings monthly.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- The committee meets monthly and monitors the current situations. There have been concerns over CO<sub>2</sub> monitors that were installed in some locations and the CO<sub>2</sub> levels. It is not a dangerous gas and should not be confused with Carbon Monoxide, but it is still necessary to monitor levels. The newer the buildings and the newer the systems are monitored at the district level, so that is why some buildings did not receive monitors. Older buildings with older systems have monitors installed. Staff are to follow the protocols if excessive levels are detected. (If the level exceeds 1000, contact the head custodian. If level exceeds 2000 or "high" light is on, contact Ken Pitts or Chris Shaffer at ext. 1984, 1851, 1979 or 1980.)

Legislation:

- At the Mideast Region House of Delegates, PSEA president Rich Askey spoke about the possibility of legislation involving school vouchers coming up again. Please respond to the take action emails that PSEA sends to let legislators know our views on vouchers.

Minority Affairs Committee:

- No report.

PACE: Andy Thomas

- No report...PACE forms should be coming soon and will be shared with reps.

PR&R: Victor Fedeli, Andy Thomas

- We have 3 grievances on this month's report, but only one is active; two are in limbo. The active one has an arbitration meeting that was rescheduled to March of 2022.

Social: Lisa McDevitt, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- No report...just remember to share if members need some sunshine.

Membership: David Grumbine

- K. Salladino will share reports in the Executive Council 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: Just a question of process for CO<sub>2</sub>. Clarified that if the level exceeds 1000, contact the head custodian. If level exceeds 2000 or "high" light is on, contact Ken Pitts or Chris Shaffer at ext. 1984, 1851, 1979 or 1980.

Cynwyd ES: No report...Just singing A. Avellino's and A. Thomas' praises for their work with the elementary school conferences and the perceptions of differences between elementary and secondary levels. A. Avellino heard member concerns about conferences and worked with central admin to craft a possible solution. Building principals chose to go a different route. A. Thomas took time to address questions and correct perceptions of life at the secondary level. If questions remain, please reach out to A. Thomas.

Gladwyne ES: Like Cynwyd there are concerns about rumors and differences between elementary and secondary. Call A. Thomas to ask questions. There are also concerns about FLES. A. Thomas shared that when it comes to FLES for next year, grades 1-3 will no longer have FLES; grade 4 will have an exploratory program, and grades 5-8 will have World Language every day. This new plan will actually give students more instructional minutes than the current model. No FLES staff will lose their jobs, but may be moved around. Concerned FLES staff could reach out to A. McGloin with questions. Another concern is in regards to what the day will look like for staff and students in grades 1-3 now that FLES is being removed. A. Thomas asked that question and the administrators are working to develop a new elementary schedule and will share as it becomes available. Members are concerned with what seems to be a new district policy mentor stipends for hosting student teachers. A. Thomas spoke with our PSEA rep, V. Millard and to her knowledge there is no other district doing this and LMEA is investigating this

seemingly new procedure. For teachers in this situation, they should let LMEA know about any communication from the district regarding their stipend.. There is also a concern about a coordinator stipend for a teacher on special assignment. A member shared concerns after hearing that area dental practices are dropping Delta Dental. A. Thomas will look into this. The final concern is with bees getting into the KDG classroom on a regular basis. Every time a bee arrives, the children have to be relocated until the bee is killed. Aardvark Pest Management has been to GL multiple times. The bees are still coming into that classroom, and the teacher can't always reach the head custodian so she ends up having to kill the bee herself. This is causing lost instructional time. The head custodian says there may be a hive in the walls outside, under the overhang, and that's how they're getting in. After several visits from Aardvark, there is still no resolution and no update on what's being done to deal with the hives. It was requested that a beekeeper come and remove the hive, but there was no answer to that either.

Merion ES: No report.

Penn Valley ES: No report.

Penn Wynne ES: Building reps are getting questions about the differences between elementary and secondary. We appreciate the time to talk about those differences and will reach out to A. Thomas. Also there are concerns about the K-4 and 5-8 transitions and how the process will play out. We appreciate the LMEA leadership's ongoing communication with the administration. A. Thomas shared that the district is still working through the process and LMEA is asking for more clarity. A. Avellino added that the district is reviewing the survey information and are reaching out to people that asked to be contacted. LMEA recognizes that it is a slow process and it is causing anxiety and are pushing for more communication to ease the anxiety. A. Thomas noted that this process is more complex than past building openings. The district has never merged levels and it is a huge challenge. Members need to remember that the task is daunting and all of the people working to make the transition decisions are doing their best and working hard. K. Cenicola reminded reps to encourage members to take advantage of the upcoming "meet and greets" with Dr. Mumin to voice concerns and ask questions regarding the transitions.

Bala Cynwyd MS: No report.

Welsh Valley MS: No report, just offering gratitude to LMEA for being so responsive with the concerns around the K-4 and 5-8 transitions. Also noted that there is a memorial planned to honor Anthony Cappelli at a game tonight at 6:00 at Harriton.

Harriton HS: No report... just also noted the issue with Delta Dental and practices dropping the plan.

Lower Merion HS: No report.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: J. Keeler, 2nd A. Johnson at 5:23.