

# Lower Merion Education Association Executive Council Meeting April 12, 2021

## AGENDA

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

APPROVAL OF THE MINUTES: March Executive Council Meeting- Motion to approve- D. Archer, D. Mandarino.

### OFFICER REPORTS:

...President: Aimee Avellino-asked for approval of March 8<sup>th</sup> minutes-Approved. Reminder minutes are posted on the LMEA website. ([www.lmeaonline.org](http://www.lmeaonline.org))

Since the last meeting officers & Vikki Millard (PSEA Uniserve rep) held several unit meetings-the offer is still open to any building who would like a unit meeting (or even a 2<sup>nd</sup> unit meeting) if it would be helpful. Several reminders from those unit meetings:

- Lunch- All employees are to have a 30 minute, duty free lunch. If that is not happening, please reach out to A. Avellino or one of the other officers.
- Before & After School meetings- if you are asked to attend a meeting outside of your normal school hours, you should be paid for the time you attend. If you are not paid, then you are not required to attend if the meeting takes place before or after school.
- End of Work Year: There are no changes to the End-of-the Year calendar. Last day for students is Thursday, June 17<sup>th</sup>. Last day for Staff is Friday, June 18<sup>th</sup>.
- Info from Bldg Administrators: Some Bldg Administrators are more thorough in their communications. This has been discussed with Administration prior to Spring Break. If this has not changed in your building, please inform your Building Rep or one of the LMEA officers.
- Administration: There are changes in the HR department. Amira Ibrahim has left & as of yet, the position has not been filled. Emails to Amira are being sent to Megan Shafer. They are being handled as promptly as possible. If you do not receive a timely answer to your inquiry, please reach out to A. Avellino.
- Rapid Testing: Testing is still continuing throughout the district. LMEA is encouraging participation. We are hoping that more people will consider joining in the program. It is never too late. The district can mandate testing. PSEA confirmed that the district is able to do that if they choose to. If there are any employees with a scheduling conflict or coverage issue, please contact A. Avellino or K. Cenicola. Both continue to participate in the district Health & Safety committee meetings.

AppleCore will be sent to Ex. Council & posted on the LMEA website. This month's Apple Core is dedicated to LMEA Elections.

...Vice Pres Support: Victor Fedeli-Report on the ESP House of Delegates, which took place last Friday, 4/9. Dawn Bandle, Region ESP President is retiring after 24 years in the position. ESP members will be receiving a Mail-in ballot at their home for elections. Please be mindful of the date it needs to be returned by. Our own Joanne Ruse was elected to the Resolutions Committee. This is a 2-year appointment. Congratulations to Joanne!. PSEA is again having Early Enrollment for Membership. New members can join April 1st and enjoy all of the benefits but dues will not be deducted until September 2021. Please contact Dave Grumbine or one of the officers with any questions. Roof work on the LMEA building is starting. V. Fedeli will give an update at the next Ex. Council meeting.

...Vice Pres Professional: Kelly Cenicola- No Report.

...First Vice President: Andy Thomas: Special Ed Committee Thursday, was a quick meeting. We continue to work on issues surrounding lunch. No new concerns have emerged. If there are any issues, please contact Andy Thomas (BCMS)

Secretary Support: Lisa McDevitt-No Report.

...Secretary Professional:

...Treasurer: Darlene Mandarino-Darlene reported that our financial status is in excellent shape. Copies of the financial report will be available once we are meeting in person. Financial reports are submitted to PSEA so there is other financial oversight.

**COMMITTEE REPORTS:**

- Outreach..... Andria Johnson- No Report.
- Constitution..... No Report.
- Elections..... Kelly Cenicola

-Elections for officers and committee chairs will take place at the General Membership meeting on May 12. Please see this month's AppleCore for more specifics. All positions are listed. Anyone interested in running for an open position should email Kelly Cenicola. Building Rep elections-current reps should meet and discuss if they will be returning. If the reps are continuing, then please email that info to Kelly. If not, a building rep election should take place. Please reach out to Kelly with any questions.  
Any newly elected building reps are invited to join the June Ex. Council meeting.

Combined Negotiations..... Tom Ricker, Larry Giaquinto- Committee met in March-spoke about health care, Still waiting fo a 2<sup>nd</sup> look at premium numbers. Also discussed bargaining happening in other districts. Next meeting is Thursday, April 15<sup>th</sup>.

Financial Advisory Committee.....-No Report.

Health and Safety..... Aimee Avellino, Larry Giaquinto- A. Avellino & K. Cenicola continue to meet weekly with the district. Please use the proper channels to report any concerns. Each building has a Health & Safety committee and members with concerns should first reach out to someone on that committee. If you do not get a resolution, please reach out to Aimee, Victor or Kelly.

Legislation..... No Report.

Minority Affairs Committee..... Dee Archer- No Report on the Local level. On Region level, a new program has started: "Catalyst for Change". People of color are encouraged to become involved & seek leadership opportunities in the union on the state, local & national levels & also through employment in the school district. Dee Archer announced the information will be provided in the Building Rep packet.

PACE..... Report will be sent from David Grumbine.

PR&R..... Victor Fedeli- Vic noted that the report is mostly the same as it has been throughout the year. The newest grievance which will be added was for a support staff member. There was no success on member being terminated so it will now be moved to arbitration

Social..... Lisa McDevitt, Aimee Avellino-No Report.

Special Services..... Aimee Avellino-No Report.-Continue to visit PSEA Member Benefits for info on what is available to members.

Sunshine..... Debbie Williams-A big "Thank You" to Debbie Williams for the wonderful job she has done to reach out to so many people. Many members continue to go through difficult times. If you know of anyone in need, please share info with Debbie Williams & spread sunshine in support of each other. Note: if you are aware of anyone that has lost someone to Covid-19, information will be shared about assistance through FIMA that may be available to them.

Membership..... David Grumbine-David provided a report which will be shared in the Ex Council package.

**REPORTS OF THE AD HOC COMMITTEES:**

CARE..... Jackie Gaines-No Report.

Education Foundation..... Andria Johnson- Currently not running as they try to figure out their role during the pandemic.

**BUILDING AND DEPARTMENT REPORTS:**

**Administration:** No Report.

**Belmont Hills ES:** No Report.

**Cynwyd ES:** No Report.

**LM@Home:** No Report.

**Gladwyne ES:-** Concern about staff enequities across buildings & jobs. Continuing concerns about the loss of Fridays due to full in-person return. Concern about 5<sup>th</sup> grade teachers & specialists not being able to participate in the Middle School planning committee because they are teaching on Fridays. Additionally, Library specialist cannot participate because of the 25 minute rotation. Classroom teachers are still having to post asynchronous work on a daily basis.

Question about Administrators responding to emails & the amount of time that takes to receive a response. Concern about the 5-8 Committee and meetings being moved to after school. Staff will not be able to have representation for Gr. 5 teachers & Specialists.

**Merion ES:** No Report. Question asked if LMEA was doing breakfast/lunch for the buildings this year. A. Avellino reported that it will be discussed at the May Officers meeting to see if it will be feasible and share info at a later date.

**Penn Valley ES:** Asynchronous lessons -Teachers were still preparing lessons-the district has not updated them since early March. Lmea will check to make sure that they are current.

**Penn Wynne ES:-** No Report.

**Bala Cynwyd MS:** No Report.

**Welsh Valley MS:** No Report.

**Harrilton HS:** No Report.

**Lower Merion HS:** No Report.

**LM@Home:** No Report.

**Building & Grounds:** No Report.

**Transportation:** V. Fedeli reported that there is an enormous amount of road construction in and around the Matson Ford bus depot. It is presenting major difficulties for employees trying to get to work & for the bus routes themselves. . It is extremely hard to get through that area.

**At Large Reps:** No Report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None.

ADJOURNMENT: 5:04 pm meeting adjourned; Larry Giaquinto. 2<sup>nd</sup>: Jim Alvord.