

**Lower Merion Education Association  
Executive Council Meeting  
December 13, 2021  
Agenda**

CALL TO ORDER: Vice President A. Thomas called the meeting to order at 4:18.

Approval of minutes from November: S.O'Bannon; 2nd V. Fedeli

**OFFICER REPORTS:**

President: Aimee Avellino via Andy Thomas

- A. Avellino is helping at the LMSD Vaccine Clinic this afternoon and will not be in attendance.
- The holidays are coming and there are just 8 school days remaining. We are wishing everyone a great break with time to rest and relax, maybe even watch some cartoons!
- The LMEA leadership met with Dr. Mumin and other central office administrators in at the end of November. It was a good meeting and we are optimistic moving forward. Much time was spent talking about the new middle school and the K4 and 5-8 transitions. We asked for more specifics, but there wasn't much new info. Administration is hopefully shooting for February to let people know the plans and assignments. They are targeting the end of January for budgeting purposes and will share soon after that is set. It is quite a complicated process. We are optimistic that most people are going to be getting 1st or 2nd choices from the survey. We will see. There's a lot going on.
- This next bit of info is not in this month's Apple Core, but the question of snow day plans has come up. We expect that if there is inclement weather, we should be prepared to zoom from home. We aren't likely to be adding days in June for missed days when we have the technology to host school virtually. And, because of that, we also might expect that there might not be delayed openings either. Be prepared before the first flake falls, although the forecast doesn't seem to lead us to believe that it will be snowing anytime soon..
- Also, we are aware of the technical issues with elementary report cards, and the anxiety that caused. The district adjusted timelines and will modify them if additional issues arise. It was a broad and serious issue that needed to be addressed immediately and so the disruption was necessary.
- In this month's Apple Core you will find holiday wishes, a message from the LMHS building reps, information about our Employee Assistance Program, and a reminder to sign up for the LMEA Blasts. There is also a transcript from a PSERS presentation given by C. Santa Maria at the PSEA House Of Delegates earlier this month.

Vice President, Support: Victor Fedeli

- No report other than to take time to enjoy break-you deserve it!

Vice President, Professional: Kelly Cenicola

- No report.

First Vice President: Andy Thomas

- Please check on special education teachers to make sure they are getting lunch and that there aren't scheduling issues, etc. Reach out to A. Thomas with any issues.

Secretary, Support: Lisa McDevitt

- No report, just happy holiday wishes for all!

Secretary, Professional: Karen Salladino

- No report, just happy holiday wishes for all!

Treasurer: Darlene Mandarino

- Happy holidays to all. Attached to the meeting reminder was the latest treasurer's report. Motion to approve carried.

**COMMITTEE REPORTS:**

Outreach: Andria Johnson

- Share amazing things going on with staff so we can spread the word about the awesome work you all do.

Constitution:

- No report.

Elections: Kelly Cenicola

- Those interested in participating in the NEA Representative Assembly should send requests to K. Cenicola. Will remind again in January. Will also share information about open LMEA positions in January, too.

CNC: Larry Giaquinto & Tom Ricker

- The Mideast Region of PSEA hosted a salary and benefits workshop last week that several LMEA officers and CNC representatives attended. The next CNC meeting will be held virtually on 1/27.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- No report, other than to say that our district Covid protocols are not changing based on last week's PA court ruling. The H & S committee continues to meet regularly.

Legislation:

- No report.

Minority Affairs Committee:

- No report., but we will need to replace Dee Archer who is no longer with the district..

PACE: Andy Thomas

- Changes occurred in the procedure to sign up for PACE. It is now done electronically, but we missed the deadline for auto-withdrawal. Visit the PSEA website or contact A. Thomas or D. Grumbine (in that order) if you have questions. Next year will be better!

PR&R: Victor Fedeli, Andy Thomas

- No changes to the last PR&R report other than the arbitration is now set for 3/10/22. K. Salladino will share the report in the Executive Council follow-up email.

Social: Lisa McDevitt, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- No report.

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: No report.

Cynwyd ES: No report, other than the snow day question which was already addressed.

Gladwyne ES: Half day conference question came up since dismissal can continue past 12:30 and conferences start at 1:00. That does not always leave enough time for staff to have lunch. There are also concerns about Zoom vs in-person conferences and how mixing the two can be difficult for some staff. Wondering if dates can be designated for Zoom only or in-person only so that teachers aren't switching back and forth. A. Thomas suggested checking with bldg principals about lunch and scheduling concerns for conference days. If there is no resolution at the building level, then reach out to an LMEA officer.

Merion ES: No report.

Penn Valley ES: Question about the plan for FLES teachers and how staffing will work out. A. Thomas shared that there was no info yet, as the staffing process for the K-4 and 5-8 transition is quite complicated and ongoing. There is a Foreign Language dept. meeting schedule for January. The process is ongoing and until there is a resolution shared, we are just waiting. There is also a concern about the 8:40 arrival of students to the classrooms since Covid protocols changed the previous practice of holding all students in one location until closer to 9:00. This change has decreased the time that teachers have available for professional responsibilities. A. Thomas mentioned that this came up at the meeting with Dr. Mumin and it will continue to be a topic of conversation moving forward. K. Cenicola shared that Dr. Mumin is looking for ways to alleviate stress and improve situations. Talk at your bldg level and reach out to your principal so that they can share ideas with Dr. Mumin. There are also some concerns surrounding special education services being provided for LMVA students. A. Thomas stated that there are maybe 5 students district-wide that are impacted with services and LMVA and that if there are concerns, staff should reach out to A. Thomas.

Penn Wynne ES: No report.

Bala Cynwyd MS: There is one question about using sick days for Covid or quarantining, since last year there was a different procedure in place and now staff must use sick days. A. Thomas explained that last year there was legislation in place so that employees did not need to use sick days. That legislation has expired and now staff must use sick days for positive cases or close-contact quarantining.

Welsh Valley MS: There are ongoing concerns about the loss of prep time and use the implementation of "ed efficiency." Also ongoing concerns about the morale being very low. A. Thomas shared that we have asked for a follow-up meeting to discuss the changes brought on by the ed efficiency. We share your concerns and are working to address all of those concerns mentioned here. (Shared via Zoom chat and added to the minutes after the meeting ended.)

Harriton HS: No report.

Lower Merion HS: Thank you from LMHS staff for the compassion and support shown during our loss.. A. Thomas stated that it has been a terrible year of loss and that we continue to be here to support you. The following was shared by the LMHS building reps and has been posted on the LMEA website, too

*Dear all,  
Thank you for the outpouring of support as we all continue to grieve the loss of Sean Hughes. We will surely continue to experience waves of sadness and remembrance, but your kindness has helped us endure; it has served as a reminder of what Sean loved about this district. As Coretta Scott King has said, "The greatness of a community is most accurately measured by the compassionate actions of its members." You have given us strength, and we are grateful to be part of this thoughtful community.*

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: V. Fedelj; 2nd T. Ricker at 4:53.