

Lower Merion Education Association Executive Council Meeting May 10, 2021 Vice- Pres. -Professional

AGENDA

CALL TO ORDER: President A. Avellino called mtg to order at 4:21 pm.

APPROVAL OF THE MINUTES: April Executive Council Meeting-V. Fedeli, D. Mandarino

OFFICER REPORTS:

...President: Aimee Avellino-Pres. A. Avellino announced Open Enrollment will begin on May 10th- several emails from Eric Demkin have been sent to all members. Changes can now be made. If you have questions they can be directed to Eric or Aimee (or any of the other officers) There is a lot of information & also links to the Salary Schedule in the Open Enrollment announcement email.

President Avellino shared that a draft of the CBA was provided to the LMEA and the officers continue to read through & review the document. The team is meeting to discuss any edits that may be necessary. An additional meeting will happen later in the week, so it should be finalized & posted soon for everyone to view. LMEA will again be providing breakfast for all buildings- Building Reps will coordinate & set up the plan for their individual location. Budget amount allotment is up-to \$10 pp. Follow the guidelines of a "Grab & Go" format, such as individually wrapped items in a light fare. All receipts should be sent directly to Darlene Mandarino (Treasurer) at the LMEA office. Please label everything appropriately. If there are any questions or if you need help, please reach out to any of the officers. The LMEA wanted to do a little something special to acknowledge the hard work that our members have done throughout this very trying & different year.

Aimee Avellino recognizes that it has been a challenging year-Substitutes continue to be a difficult issue. The district continues to try to provide substitutes but there is obviously a shortage. The LMEA is aware of the ongoing issues. Please be aware that you can take your time off when you need it. It is stressful for Administrators & staff when there are not enough subs to cover the absences. The LMEA has started the conversation with the district. They have acknowledged the situation and those discussions will continue. Some of the officers attended the Mideast Region House of Delegates. The PSEA House of Delegates will take place Friday, May 14th & Sat. May 15th in a virtual format. LMEA Officers will be in attendance and will report at the next Ex. Council meeting.

The AppleCore will be sent to Ex. Council & posted on the LMEA website. This month's highlights are: Open Enrollment, Upcoming Elections (which date has been re-scheduled) & preparing the 2021-22 LMEA budget.

...Vice Pres Support: Victor Fedeli-Vic reported on the update for the LMEA building roof-The roof is now finished & Vic is waiting for the manufacturer to inspect the roof & provide the certification needed for the warranty. LMEA is holding a balance of 10% until the inspection is completed & the warranty is issued. During the scope of work on the roof, there were several things that needed to be addressed and were repaired during the job. Vic is very pleased with the roofer that was chosen to complete the work.

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

...First Vice President: Andy Thomas: Shared online the proposed budget & discussed that the 2021-22 Budget is normally prepared in April but it is being presented this month and represents that most things are expected to return back to normal. Revenue is projected to be slightly lower than last year. There are a few repairs that need to be done at the LMEA office-those have been budgeted for as shown in the report shared with Ex. Council under Capital Improvements. The rest of the items are consistent with past years. We did merge 2 categories and made a slight increase in the Minority Affairs/Women's Leadership Conference & MAC Committees. The budget should be a good gauge as planned. If there are any members that would like to review any of the information, please contact Andy Thomas.

Dee Archer asked a question regarding why the budget line for Negotiations did not contain any funds. Andy reported that this is not a negotiations year so no funds need to be allotted. We are currently in year 1 of a 4-year contract.

Aimee Avellino reported that the LMEA budget is overseen by PSEA.

...Secretary Support: Lisa McDevitt-No Report.

...Secretary Professional:

...Treasurer: Darlene Mandarino-Darlene reported that the financial reports will be shared with Ex. Council once our meetings return to in-person sessions. We continue to be in good financial status. PSEA provides additional financial oversight.

COMMITTEE REPORTS:

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

-Thank you to everyone who has gone out & found a replacement for a building rep position if their term has ended. There are still several positions open & those will be listed in Kelly's report.

Wednesday, May 12th is the General Membership Meeting-A Nominations can be taken from the floor during the meeting. Please reach out to anyone who is interested in running for any of the open positions. There is currently 1 contested position. Kelly will be sending out directions for the Election & the ballot boxes to each location after the General Membership meeting on Weds., 5/12 in time for the Elections which are now taking place on Monday, May 17th due to the scheduling change for Middle & Elementary School (Middle School will be having a synchronous day & Elem. School will be having a Professional Development Day. Buildings are closed due to community use for Local Elections)

Combined Negotiations..... Tom Ricker, Larry Giaquinto- NO Report. Next meeting is scheduled for Thurs. May 13th. Tom noted that rates for Open Enrollment look good – we were lucky there were no increases this year within our C-PAST Consortium for Healthcare. Most members should see a slight decrease in their rates. We are doing well in terms of healthcare.

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

Health and Safety..... Aimee Avellino, Larry Giaquinto- No Report. Note: Aimee & Kelly meet weekly w/district Members are reminded that each building has a Health & Safety committee and members with concerns should first reach out to someone on that committee & share your concern. If you do not get a resolution, please reach out to Aimee, Victor or Kelly.

Legislation..... No Report.

Minority Affairs Committee..... Dee Archer- Dee reported there is not much happening since they are still not able to get together in person. Affinity groups in the Middle Sch. & High School levels provide groups with support whenever possible. Dee shared that Darlene Edwards is MAC Chair. Catalyst for Change program is taking place in the Mideast Region, PSEA & NEA. Dee will share more information at the next meeting.

PACE..... Report will be sent from David Grumbine. Kelly will include that report with the other items sent to Ex. Council.

PR&R..... Victor Fedeli- Vic reported that there are no real changes. Still sitting on 1 grievance but it will probably be changed to resolved before the next meeting. Vic is hoping to resolve some of the other grievances & the report will be adjusted once that happens.

Social..... Lisa McDevitt, Aimee Avellino-There are a great number of retirements happening. LMEA will be reaching out to those individuals to provide them with a retirement gift. If you are aware of anyone that is planning to retire and may not have been board approved or is just giving notification, please contact Lisa or Aimee to let them know so they can share in the congratulations & provide the retiree with a gift. We don't want anyone to be missed.

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

Sunshine..... Debbie Williams-Debbie reported that that things have started to slow down. Continue to share info with Debbie Williams & spread sunshine in support of each other.

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

REPORTS OF THE AD HOC COMMITTEES:

CARE..... Jackie Gaines-No Report.
Education Foundation..... Andria Johnson- No Report.

BUILDING AND DEPARTMENT REPORTS:

Administration: No Report. D. Williams wanted to thank everyone for their support during the PSEA election. She has been elected to the State. Congratulations Debbie!

Belmont Hills ES: Concern about continuing substitute issues. A question about coverages being assigned was raised regarding the Library Aide being asked to cover for the Librarian & if that was contractually allowed. Vic Fedeli will send clarification regarding the question.

Cynwyd ES: No Report.

Gladwyne ES: - Substitute concerns are also an issue. A question about the Library Aide being used to cover the absence of the Librarian was raised. If there is no coverage, then the special gets cancelled. Clarification will be shared. Concerns about instructional assistants being used to cover classes/meetings when they should be with students they are assigned to as per the IEP.

Merion ES: No Report.

Penn Valley ES: Question about Instructional Assistants being pulled for coverages. Is that a compliance issue?

Penn Wynne ES: - Concern about substitute shortage & the impact it is having. There was a conversation with the Principal & a suggestion made about the possibility of breaking up the needed coverages into smaller portions of time so the impact is not so great on 1 person. That has been a very helpful suggested strategy.

Bala Cynwyd MS: No Report

Welsh Valley MS: No Report.

Harrilton HS: No Report.

Lower Merion HS: Question about renewed discussions of School start times. There is nothing in the now but Aimee & Vic will bring it up at their next meeting with the district.

LM@Home: No Report

Transportation: No Report

Buildings & Grounds – No Report

At Large Reps: No Report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: General Membership meeting on Weds, May 12th using the Zoom Link for Ex. Council at 4:15pm. Reminder that Elections date is changed & will now take place on Monday, May 17th in all locations.

ADJOURNMENT: Dee Archer. 2nd: Peter Horodowich