

**Lower Merion Education Association
Executive Council Meeting
February 14, 2022**

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

Approval of minutes from January: K. Cenicola ; 2nd by D. Mandarino

OFFICER REPORTS:

President: Aimee Avellino

- There has been quite a bit of communication regarding the changes in placement as a result of the K-4 & 5-8 shift. The officers have been working with members who have concerns about their placement or the process and recognize that there are a lot of moving parts. We also anticipate that there will be more changes as retirements are announced and other decisions are made. As postings are created, HR will share via all-staff emails so that all staff are aware and can apply if they want to. We know it has been hard and we are working to support everyone. There were a lot of changes made and the district was committed to not having any reduction in workforce. There were no layoffs or furloughs. We made sure they stayed true to that. The district also took into account certifications and balancing new staff with veteran staff in the locations. We will continue to lend support throughout the transition. Please reach out if there are questions or concerns. A. Thomas added that the administration could have done whatever they wanted but worked to not let anyone go and to not need to do any hiring. There were maybe 15 (about 1%) that were upset (professionals...support issues are still emerging). By and large it was a successful process. There are some members that still need some help with the changes made and the officers are working with them. If anyone has questions or concerns, please reach out.
- Officers are working to determine the impact of the new staffing plan on the building reps in each location. As we prepare for LMEA elections in May, more information will be shared. K. Cenicola will have more information in her report as Elections Chair.
- There is an update on the enhancement to Rx programs for **maintenance medications**...mail order or CVS are current options, but Walgreens is being added as another option as of 3/1/22. The other enhancement update is that the letters for the Savon program for **specialty medications** (impacting 98 people-members/family members) went out explaining the benefits and the steps to enroll in the cost-saving program. The program begins April 1, 2022. Any new users will be notified of the program at the time they fill the Rx for the 1st time. Any questions ask E. Demkin or A. Avellino.
- The Apple Core is a work in progress and will be shared with the follow-up email. Please share with members in your locations.

First Vice President: Andy Thomas

- No report.

Vice President, Support: Victor Fedeli

- For 12 month employees there will be a non-scheduled work day April 14th. This will represent day 261 for 12 month employees and they will not need to come to work that day since they are to work just 260 days. It is the Thursday of Spring Break. This information will be added to the Apple Core this month and next.

Vice President, Professional: Kelly Cenicola

- No report.

Secretary, Support: Lisa McDevitt

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Darlene Mandarino

- Approval of Treasurer's report requested by D. Mandarino; K. Cenicola; 2nd L. Gianquinto.

COMMITTEE REPORTS:

Outreach: K. Salladino shared information on behalf of Andria Johnson

- Members are reminded to share info with A. Johnson to promote events. A. Johnson will be working with Alex's Lemonade Stand to see if they are returning to a pre-covid type of event where she can set up a table with sponsorship.

Constitution:

- No report.

Elections: Kelly Cenicola

- K. C welcomed Jennifer Hanning who is joining our meeting today and is looking to get involved in LMEA and the election process.
- Anyone interested in attending the NEA Representative Assembly should email K. Cenicola to be added to the ballot. This year the NEA RA will be held in person in Chicago from July 2nd to the 6th.
- LMEA currently has many vacancies for building reps. There are also many other opportunities for members to be involved as part of PR & R and CNC committees. Elections will be held in May and there will be more information shared regarding the process for members to become involved. Since moving meetings to Zoom, it has become easier for members to participate, so that may be a good selling point if there is anyone in your location interested in taking a more active role. Please let them know there are ways to get involved.

CNC: Larry Giaquinto & Tom Ricker

- No report.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- No report. Just a reminder to go through the proper channels if there are concerns in your location. Contact the Head Custodian first. If concerns remain, then contact A. Avellino or L. Gianquinto.

Legislation:

- No report.

Minority Affairs Committee:

- A. Avellino shared that A. Troop will be taking over this committee.

PACE: Andy Thomas

- No report.

PR&R: Victor Fedeli, Andy Thomas

- Thankfully, nothing to report. No new additions. There is an arbitration scheduled for 3/10/22.

Social: Lisa McDevitt, Aimee Avellino

- L. McDevitt shared a friendly reminder to have members reach out if they are planning to retire this year as the Social Committee is beginning to plan a celebration.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- A. Avellino asked to keep D. Williams informed whether good or bad situations arise for our members (deaths, births, etc.).

Membership: David Grumbine

- K. Salladino will share Membership reports in the Executive Council follow-up email. Reach out to D. Grumbine with questions. K. Cenicola shared that if reps notice that someone is not a member, maybe they could reach out and ask how to help them to become members.

REPORTS OF THE AD HOC COMMITTEES:

CARE: Jackie Gaines

- No report.

Education Foundation: Karen Salladino shared information on behalf of Andria Johnson

- At the January meeting with the superintendent, Dr. Mumin seemed supportive of the foundation and is communicating with principals to establish specific needs across the district so that the foundation can choose an effective path for financial support. The next meeting will be on March 17th.

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: A concern was raised after it was learned that several people's start dates are incorrect in the district records. HR was contacted, but a response is pending. A. Avellino asked to have members reach out to E. Demkin at HR. Another question was raised in regards to a long-term substitute IA and their work beyond 90 days but not being changed to a contracted position. V. Fedeli shared that there is a "40 day rule" (not 90) for an employee to be added to step 1 on the salary schedule. (This exists for both professional and support). If it is a multi-year LTS in the same exact role, there needs to be step movement. However, sometimes there is a change that precludes it from being considered the exact same role. If there are questions, reach out to V. Fedeli.

Cynwyd ES: K. Salladino shared on behalf of CY building reps that there was displeasure with the process for placing people in new roles as a result of the K-4 and 5-8 shifts.

Gladwyne ES: A. Malkin shared that there are questions from support staff about how placements were made. A. Avellino shared that some decisions were made based on student need for support members and that moves like that can happen in any given year, not just this year with the shift. V. Fedeli shared that he worked with one member at GL today. He also mentioned that when putting it out there that there is any interest in moving that it may give admin the idea to move you anywhere. A. Malkin also shared another concern over a perceived loss of prep time, even though prep time isn't in the contract.

Elementary staff feel as though the changes of some specials from 60 minutes to 45 minutes will result in more time with the students and less time to prepare lessons.

Merion ES: Merion staff also share the concern about specials and prep time changes in the elementary schools.

Penn Valley ES: There have been some concerns raised and displeasure expressed with transitions for next year. A. Avellino has spoken with some members at PV and will continue to offer support.

Penn Wynne ES: No report.

Bala Cynwyd MS: K. Hughes shared one concern raised by World Language teachers regarding increased numbers and an increase in the number of sections to prepare for with the changes to language classes offered at the middle school after the 5-8 shift. Also wondering if there will be more opportunities for Buddies next year with so many new teachers in buildings. M. Wilson shared that there were some office staff that were unnerved with the email received and the ambiguous nature of the information shared about their assignments next year. A. Aveelino shared that administrators are still working on the placements for some support staff, so as those decisions are made, they will reach out to those impacted. A. Avellino noted that there will be very few impacted by these additional changes. As V. Fedeli understands it, the plan may lead to more movement in the elementary schools than at the middle schools.

Welsh Valley MS: N. O'Neill shared that there were some members who received their assignments mid-day and were upset and had to continue the work day. A. Avellino shared that WV admin gave members time if they needed it. There was a question as to what factor seniority played in the decisions. There are also concerns about the creation of new positions as a result of the shift. A. Avellino agreed that there is some confusion with that situation and that the positions in question aren't actually new positions. Administration needed to make program changes based on certifications to insure that everyone had a place once the shift occurs in the fall. V. Fedeli shared that there is language in the contract for voluntary and involuntary transfers and admin is adhering to that language. A. Avellino shared that there are ongoing conversations about the shift.

Harriton HS: P. Horodowich shared an article with A. Avellino about Critical Race Theory (CRT) and offered up that there may be concerns in the building about CRT and some members may be wondering what would happen if someone brought a concern about CRT being taught in LMSD. A. Avellino shared that K. Cenicola already addressed the issue and spoke with P. Horodowich prior to today's meeting. A. Avellino stated that LMSD staff teach the board approved curriculum and follow the state guidelines, neither of which are CRT. A. Avellino asked V. Millard (PSEA Rep) for comment. V. Millard said that if such a concern were raised the first step would be to ask what the questioner's definition of CRT was. Then to follow up with the statement that LMSD staff are professionals and teach to the best of our ability the state and board approved curriculums. Nowhere in our curriculum is there an explicit directive to teach CRT. T. Ricker added that there is a LMSD board approved policy and admin regulations regarding "uncomfortable" conversations. The district's stand on "Controversial and Value Issues/Objections to Instructional Materials" can be found on the district's website and is also linked here: [Policy 119](#) and [Admin Regs 119](#).

Lower Merion HS: S. Mirzanschall shared concerns with EPER positions and the lack of a clear process for people to be considered for substitute opportunities with the EPER roles like security, ticketing or clock management at an event. K. Cenicola suggested speaking with the AD for those types of events to determine his process for subbing. S. Mirzanschall said that AD has a list of people he asks, but was concerned that there isn't a fair rotation for the list or clear process to get on the list. A. Avellino also

suggested having a conversation with AD.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: S. O'Bannon and K. Andrews at 5:18.