

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

CALL TO ORDER: President A. Avellino called the meeting to order at 4:34.

Approval of minutes from February: A. Thomas ; 2nd by V. Fedeli

**OFFICER REPORTS:**

President: Aimee Avellino

- An update on health benefits: Members were recently offered two enhancements to prescription benefits. The first one is the addition of Walgreens as an option for maintenance medications. This became active on 3/1 and we have had members enroll and things have gone smoothly. The other new benefit is SAVEON-SP for individuals on a specialty drug prescription that is filled via Accredo. That offer goes into effect on 4/1 and there has been positive feedback so far on the ease of the enrollment process. After April 1st, those individuals that are newly prescribed specialty medications will automatically be alerted to enroll in the program..
- Open Enrollment will begin in May and last for two weeks. Prior to that period, HR will send out an email that will include info about Open Enrollment as well as other HR related items. There will be links to salary schedules, benefit info and more included in this email. While all of this information is available on the LMSD website, we want to encourage everyone to bookmark, flag or save this email so that the information is readily available for quick reference. Officers are always available to answer questions; this will just be another resource to make it easier for members to get answers to their questions.
- We are working on the LMEA budget and it will be ready to share next month.
- K. Cenicola and A. Avellino want to remind everyone that the offer to provide a treat/breakfast for staff in locations stands. This was very successful last year and will continue this year. Cookies, mini bundt cakes and Panera were offered last year and were easy to order and remain a good option, but you could choose to go in a different direction. If you order something(s), just send receipts to D. Mandarino at the LMEA Office. Be sure to include info about whom to reimburse as well as how much. A. Avellino and K.Cenicola are happy to help organize and answer questions about these events. K. Cenicola and A. Avellino can also order with the LMEA credit card if that is easier. Please reach out to K. Cenicola or A. Avellino with questions.
- The March General Membership meeting is set for 3/16. K. Cenicola will share more in her Elections report.
- Apple Core will be shared with the follow-up Executive Council email.

Vice President, Support: Victor Fedeli

- No report.

Vice President, Professional: Kelly Cenicola

- No report.

First Vice President: Andy Thomas

- No report

Secretary, Support: Lisa McDevitt

- No report, just a reminder about to let L. McDevitt know about retirements to celebrate.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Darlene Mandarino

- Approval of Treasurer's report requested by A. Avellino; V. Fedeli; 2nd A. Thomas

#### **COMMITTEE REPORTS:**

Outreach: K. Salladino shared on behalf of Andria Johnson

- Please contact Andria Johnson to promote or sponsor any events! Details about participating in Alex's Lemonade Stand are still to be determined.

Constitution:

- No report.

Elections: Kelly Cenicola

- There are two items on the agenda for the March General Membership meeting set for Wednesday, 3/16 at 4:15. One is to elect K. Hughes as a middle school representative on CNC and the second is to hold elections for the NEA RA. Don't blink, this will not be a long meeting! Members can join via zoom or go to the LMEA office.
- Information about the May Elections will be in the Apple Core again this month. There are many opportunities for members to be involved!

CNC: Larry Giaquinto & Tom Ricker

- K. Salladino shared on behalf of T. Ricker: At the last meeting, CNC reviewed and discussed the following items:
  - The professional salary matrix for career earnings and compared to peer districts
  - Incentives for hiring of some support positions in other districts
  - Healthcare trends in other districts
- The next CNC meeting is scheduled for Thursday, March 24th.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- No report but just a reminder to reach out to Head Custodians for initial reports or concerns.

Legislation:

- No report.

Minority Affairs Committee: K. Salladino shared on behalf of A. Troop:

- PSEA held its 2022 Spring Leadership Conference on March 11-12 in Lancaster, Pa. LMEA sent 4 members. The combined event included the Minorities Leadership Training (MLT), Women's Leadership Training (WLT), Urban Conference (UC), and Education Justice Conference (EJC). The Conference was informative and the LMEA members that attended had a great time while working to enhance the agenda of PSEA. Below are some of the classes that were offered from the MLT track:
  - *From Issue to Message: Developing Effective Voice to Resolve Issues:* Working in small groups, participants will practice the skills needed to advocate for members. Through the use of scenarios, we will explore how to surface and identify an issue, frame the issue, draft a plan of, and develop an appropriate message.

- *How to Run a Campaign:* An in-depth look at what it takes to run a campaign for local, PSEA, or NEA leadership. This session will cover the following topics: campaign regulations, finance and fundraising, committee, materials, and support. It will also cover the actual campaign work like messaging, etc. There will be a special emphasis on the use of social media to reach members within campaign regulations.
- *Rapport or Report: What is the line between building relationships with students and building \*\*Relationships\*\* with students?* This session juxtaposes the laws concerning professional expectations for educators' interactions with students with the often-touted expectation that educators "know" their students and are important figures in their lives.

PACE: Andy Thomas

- No report.

PR&R: Victor Fedeli, Andy Thomas

- Due to a medical emergency, there was a revision to the arbitration scheduled for 3/10. The arbitration is now scheduled for 3/29.

Social: Lisa McDevitt, Aimee Avellino

- No report, just a reminder to share with L. McDevitt the names of those retiring this year.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- No report.

Membership: David Grumbine

- K. Salladino will share membership information from D. Grumbine in the Executive Council follow-up email

#### **REPORTS OF THE AD HOC COMMITTEES:**

CARE: Jackie Gaines

- No report.

Education Foundation: K. Salladino shared on behalf of A. Johnson

- There are no Ed Foundation updates at this time but A. Johnson will be attending a meeting scheduled for this Thursday, 3/17.

#### **BUILDING AND DEPARTMENT REPORTS:**

Administration: No report.

Belmont Hills ES: No report other than to share the "grumblings" about the school's provision of trash bins for "spring cleaning" in preparation for the many moves that will be happening at the end of the year. Some felt that this was premature and wondered if there will be time given before the last day to pack and clean. A. Avellino shared that the district wanted to give people the option to begin now so as not to feel overwhelmed. Officers will try to get additional information about the district's plans to facilitate the moves.

Cynwyd ES: No report

Gladwyne ES: A. Avellino shared the following info A. Malkin: There is a question about extending recess to 30 minutes and giving teachers the autonomy to schedule PA time when needed as opposed to prescribed times. These changes would help give back some of the prep time that will be lost when specials are cut to 45 minutes and will allow students more time to eat their lunch and have recess, both of which are necessary for their physical and mental health. There is also a concern about the length of time provided between the end of the trimester and the date elementary report cards are due. With no time allotted for report cards during the day, it seems that four days is not enough to write thorough narratives and complete all of the grades necessary. For the first two concerns, A. Avellino recommended sharing the concerns with building administrators as well as Jen Gaudioso and the members of the K-4 planning committee. A. Avellino also noted that the Health and Safety Plan was driving some of the constraints placed on the PA times. The final concern is in regards to caseloads for special education teachers. There appears to be teachers in the building who only have 8 students on a caseload, but others who have more than 20. This inequity makes it difficult when teachers are all given the same amount of IEP days, not to mention the daily work with that many students. A. Thomas shared there may be specific reasons for the discrepancies and the first thing to do is to speak with the building administrators since they have a say in the assignment of case managers. Members are also encouraged to reach out to A. Thomas to help determine if this is a systemic issue or something else.

Merion ES: No report

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Welsh Valley MS: No report.

Harriton HS: No report.

Lower Merion HS: No report.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: Motion to adjourn: L. Gianquinto; 2nd S. O'Bannon at 5:06.