

**Lower Merion Education Association
Executive Council Meeting
September 12, 2022**

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

Approval of minutes for June Exec Council A. Avellino; 2nd, D. Mandarino

OFFICER REPORTS:

President: Aimee Avellino

- The structure for most of the Executive Council meetings this year will continue to be via zoom at 4:15. However, there will be two in-person meetings: November and May. Each one will be held in the LMHS LGI. The November meeting is when we will share the information for the annual LMEA audit.
- The General Membership meetings (Oct., Mar., and May) will be in-person at the LMEA office.
- CNC will begin meeting monthly via zoom. A calendar of meeting dates will be shared with committee members.
- The LMEA officers count on all of you to be our eyes and ears in the building. We also need you to communicate with staff following every Executive Council meeting, including sharing the Apple Core either in placing them in mailboxes or sharing via PRIVATE emails or via a quick meeting to share info...whatever works best for you and your staff in your locations. We count on you to bring concerns to us, too. You can do that at these meetings or in between Executive Council meetings, if necessary.
- We are working hard to keep the website updated. There will be more updates coming as we transition reps and locations now that we have BRMS. Please check there for meeting minutes and the Apple Core, too..
- Please connect with new members to introduce yourself and make sure they are signed up to receive the LMEA blasts. Here's the [link to the sign-up](https://www.lmeaonline.org/outreachemail.php) form on the LMEA website: <https://www.lmeaonline.org/outreachemail.php>.
- V. Fedeli and A. Avellino will continue to meet biweekly with administration. During the summer meetings, there were several issues addressed via these meetings and meetings will continue throughout the year.
- The September Apple Core is a bit lengthy, but there's a lot of information to share.
 - September 30—Begins tuition reimbursement request period for courses ending BEFORE July 1, 2023
 - October 10—Deadline for submission of salary advancement form (and transcripts)
 - January 1, 2023—Begins tuition reimbursement requests period for courses ending AFTER July 1, 2023
 - We've also included info about student loan forgiveness because there is a very specific way to complete the forms. Employees are to complete only sections 1 and 2. Then, the original needs to be sent to Eric Demkin in HR for section 3 to be completed.

- Plus, there's info about [pre retirement workshops](#) being held virtually in September, October, December and February. A flyer has been shared with building reps and will be posted on the LMEA website, too.
- Info regarding discounts for will preparations is also available on the [PSEA MER page](#) for discount info. A flyer for will preparation was shared with building reps and will be posted on the LMEA website.

First Vice President: Andy Thomas

- Building election update: due to the changes with the opening of BRMS, the Executive Council decided to host building-based elections this fall, instead of in the spring when we would have usually held them. Thank you to those that stayed on with terms that were set to expire in the spring! Before the end of September, we need to have all reps in place. Locations only need to host an election if there are more people interested in serving than there are openings...which is rare. If that is the case, before the end of September, you will need to host an election. If there are no contested positions, we will just invite new reps to the Oct. meeting without an election. K. Salladino will send additional information in the Executive Council follow-up email.

Vice President, Support: Victor Fedeli

- Welcome back! Glad we are still meeting via Zoom....hope it makes it easier for more people to attend.
- Reps are asked to please post my contact information that will be shared in the Executive Council follow-up email.

Vice President, Professional: Kelly Cenicola

- Dave Grumbine should have shared an email with one rep in each building regarding updated member and non-members lists. Please reach out if one rep is not getting that email from Dave.

Secretary, Support: Lisa McDevitt

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Darlene Mandarino

- Summer treasurer reports were shared via the Executive Council meeting reminder. Request for approval for all three months: D. Mandarino; 2nd V. Fedeli

COMMITTEE REPORTS:

Outreach: Andria Johnson

- There have been ongoing meetings with Adam Clark from PSEA to campaign for Josh Shapiro. I am in need of one point person in each location to share info and help get

the word out. There's a mobile app that can help with communication to members, too. Please email JohnsoA@lmsd.org if interested and to provide a private (non LMSD) email address.

Constitution:

- No report.

Elections: Kelly Cenicola and Jen Hannig

- We have received names of those interested in being reps at BRMS, not enough to cause an election, yet. We will send a cut-off date for nominations and elections in the Executive Council follow-up email.

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- L. Gianquinto shared he's often asked about where we are in the contract cycle. We are currently in the 3rd year of a four-year deal. Negotiations technically never stop, but we have to officially start in Jan of the year the deal expires. In this case, that is January of 2024.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- Reminder to follow protocol if there is a health or safety issue at your location. First reach out to the head custodian and the building administrator. If you follow that process and don't get results, then reach out to A. Avellino or L. Gianquinto. The committee will continue meeting monthly.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- Myah Hadi, our new chair for MAC was introduced. She is a 5th grade Learning Support teacher at BCMS and is looking forward to getting involved.

PACE: Andy Thomas

- No report. Info coming soon on automatic deductions for new members.

PR&R: Victor Fedeli, Andy Thomas

- When we left in June we were in the midst of arbitration hearings for an on-going issue. Additional information was shared and briefs given...waiting for the verdict.
- Two grievances are on the books, but neither person is still here, so we hope that they will be resolved soon.

Social: Lisa McDevitt, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- Debbie thanked everyone for keeping her informed about life events for members. Please email Williad@lmsd.org if there is an event for which she should reach out to the member (birth, death, etc.).

Membership: David Grumbine

- A. Avellino shared that the membership report will be shared in this meeting's follow up email.

REPORTS OF THE AD HOC COMMITTEES:

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson

- No report, yet but meetings have been set for the year.

BUILDING AND DEPARTMENT REPORTS:

Administration: There are some questions that D. Williams and V. Fedeli are working through. These questions cover various situations that may not apply to everyone.

Preemptively-A. Avellino shared that there are some concerns that have been brought from multiple elementary buildings but may not come up in the specific building reports.

- *There are concerns about some Open House schedules in certain buildings. Open House is a 2 hour obligation. Please do not feel pressured to open doors and invite parents in before or after the session.*
- *There are concerns about class sizes in some buildings.*
- *There are concerns about the new schedules including when students arrive in classrooms and what the inequities in the new specials schedule.*

Belmont Hills ES: No report for professionals. An ESP person asked to leave early and was tasked with finding a sub. Is that a practice in other schools...making the IA find coverage? A. Avellino suggested talking to the building administrator to put a plan in place for the future. S. Herbert shared that when asking to leave, it may be better if coverage has already been arranged.

Cynwyd ES: A. Avellino shared the concerns.

Gladwyne ES: A. Avellino shared the concerns.

Merion ES: No report

Penn Valley ES: No report

Penn Wynne ES: PW starts with students at 8:40, but others start at 8:50. A. Avellino shared that as things are moving more towards normal that 8:50 should be earliest.

Bala Cynwyd MS: No report.

Welsh Valley MS: No report.

Harriton HS: No report.

Lower Merion HS: S. O'Bannon shared that there is a bit of an issue with some being asked to go to the library for a learning center, but not during their lunch or prep, so it really shouldn't be an issue.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS:

- S. Herbert asked clarifying question about rep# with the changes caused by the opening of BRMS. Info will be included in follow-up email.
- A. Avellino shared that LMEA will follow up to the concerns shared preemptively.
- A. Thomas shared that during the K-4 / 5-8 transition, the scheduling committee worked on a plan and that plan was put into place. A new schedule could take up to 5 years to get all of the issues "ironed out." Administration is looking for feedback, so email Jen Gaudioso if you have concerns about the new schedules and the impact on teaching and learning. GaudioJ@lmsd.org The district considers this an ongoing conversation and they are looking for information about unintended consequences and are seeking feedback. If you or a member have concerns, email Dr. Gaudioso or share concerns with A. Avellino (AvelliA@lmsd.org) and A. Thomas (THOMASA@lmsd.org) and they will share those concerns anonymously.

ADJOURNMENT: R. Brooks; 2nd K. Cenicola at 5:27.