

**Lower Merion Education Association**  
**Executive Council Meeting**  
**October 10, 2022**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:19pm.

Approval of minutes for September Executive Council Meeting Minutes: A. Avellino, 2nd K. Salladio. Approved.

**OFFICER REPORTS:**

President: Aimee Avellino

- Welcome to new reps and thank you for your commitment to support our members. You are our eyes and ears in each location and we appreciate all you do to keep us in the loop when issues arise. We rely on you to share communications with the members, especially after each Executive Council meeting when K. Salladino shares many documents in a follow-up email. Sharing that information can look differently in each location. Some buildings collect personal emails to share info. Some have short meetings to share info. Some print and share documents that way. Please remember those docs are posted on the [LMEA website](#), too. The [contract](#) is posted there, too.
- Please be sure to introduce yourself to new members, or if you are new in your location, let the staff know you are an LMEA rep.
- Please let members know that the [PSEA website](#), particularly the [Mideast Region page](#) has a lot of great information for members and additional benefits for members, too, including special discounts and information for services like estate planning.
- Friendly reminder that the November Executive Council meeting will be in person at LMHS in the LGI at 4:15. This is the meeting where we will present our annual audit review. The audit is in progress now and will be completed in time for the meeting.
- There have been and will continue to be emails from district administrators asking for volunteers for committee meetings that will be held after school. You are not obligated to participate in those meetings. If you feel as though you are being “volun-told,” please reach out to an LMEA officer for assistance.
- Absences-Everyone has the right to use their time as needed, but absences can be challenging if large numbers of people are out in the same building on the same day. If you know in advance that you will be absent, please enter into AESOP early so that administrators can plan as best they can. Last minute things do come up, and we understand that, but if you can plan ahead and let administrators know, that would be helpful.
- V. Fedeli and the officers continue to be busy with meetings with administrators to present and try to resolve issues as they arise. These ongoing conversations keep lines of communications open and help facilitate resolutions for our members.
- The Apple Core, LMEA’s newsletter, is ready to go and will be shared in the Executive Council follow-up email. One important piece of information to highlight: The annual Maternity Workshop will be held on Nov. 16th at 4:15 via Zoom. (\*NOTE CHANGE IN DATE

TO NOVEMBER 16th...ORIGINALLY SHARED AS 11/17) Those members who are interested in attending can email A. Avellino at [avellia@lmsd.org](mailto:avellia@lmsd.org) to RSVP and receive the link to the Zoom meeting.

First Vice President: Andy Thomas

- Welcome to all the new reps. Don't hesitate to ask questions. We are here to help!
- No report.

Vice President, Support: Victor Fedeli

- No report.

Vice President, Professional: Kelly Cenicola

- No report.

Secretary, Support: Lisa McDevitt

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Darlene Mandarino

- September Treasurer Report was shared via the Executive Council meeting reminder. Request for approval: D. Mandarino, 2nd A. Johnson. Approved.

### **COMMITTEE REPORTS:**

Outreach: Andria Johnson

- Music dept. hosted Music Fest last weekend. This was a great community event that LMEA supported.
- This is our last meeting before Election Day. Reach out to A. Johnson if you need info or can help. It isn't about party lines, it is about public education. One candidate for governor actively supports public education while the other promises to cut funding for public education. Josh Shapiro is the PSEA-endorsed candidate.
- A group known as the "LMEA Lemons" will be participating in the Alex's Lemonade Stand Run & Walk on 10/29. Click [here](#) to support or join the team.
- For additional information or to promote an event, reach out to A. Johnson at [johnsoa@lmsd.org](mailto:johnsoa@lmsd.org).

Constitution:

- No report.

Elections: Kelly Cenicola

- Thank you to new reps and for the reps continuing to serve our members.
- Make sure your administrators know you are the rep, as you will serve as a liaison

between LMEA and administrators in your location. We are here to advise and support you in this role.

- The Winter PSEA House of Delegates, the “business meeting” of the organization, will be held on December 2nd and 3rd in Pittsburgh and virtually. The Spring House of Delegates will be held in Philadelphia, and virtually, on May 19th and 20th. Email K. Cenicola at [cenicok@lmsd.org](mailto:cenicok@lmsd.org) if interested in attending either session..

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- Our current contract will end in the 23-24 school year. January of 2024 is when the official bargaining window opens..
- The current environment in neighboring districts is generally favorable...many local districts have signed early bird agreements; a few are still unsettled though, Great Valley being one of them.
- A. Avellino shared that CNC is chaired by K. Hughes & L. Giaquinto. After retiring, we would like to have one of our previous chairs, T. Ricker, continue on in an advisory/consulting role on CNC. T. Ricker offers valuable experience and resources to the table team. Motion to appoint T. Ricker in this advisory role: A. Avellino. 2nd, A. Johnson. Approved.
- T. Ricker-thank you...I really enjoyed serving on CNC and look forward to continuing the work to support our members.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- Reminder-go through the process if there is a concern in your location. Contact the Head Custodian first. If concerns remain or the issue is not resolved, then contact A. Avellino and/or L. Giaquinto.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- During the Outreach report, A. Johnson shared several important reasons to vote in the upcoming election so that a pro-public education candidate is elected. LMEA is not primarily a political organization, however, we remember in 2010 when T. Corbett was elected and the fallout from his views about our pensions and public education in general. In that election, many teachers across the state voted against our interests. We need to be aware of all the issues and vote for candidates that support us and value the work that we do everyday for our students.

- PACE collects money through a voluntary contribution process and works to support political races across the ballot, not just the governor's race.
- Please remind members that PACE is here and contributions help us elect candidates that will fight for our members.

PR & R: Victor Fedeli, Andy Thomas

- No changes to the PR & R report from last month.
- Our ongoing meetings with administrators have created good results for our members.
- V. Fedeli thanked T. Ricker for his invaluable info and ongoing support of CNC.
- There will be an in-person PR & R meeting after the Executive Council meeting in November.

Social: Lisa McDevitt, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- D. Williams was happy to report that there were more get-well wishes sent than sympathy flowers sent this month from our vendor, Joseph Genuardi Florist. Please keep D. Williams ([Williad@lmsd.org](mailto:Williad@lmsd.org)) in the know with happy and not-so-happy events that occur for our members.

Membership: David Grumbine

- K. Salladino will share updated info from Dave Grumbine 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: D. Williams shared a question about involvement in CNC—can information for members to participate be posted in the Apple Core? A. Avellino shared that it was posted in Apple Core in the spring each year ahead of May elections. People can also reach out to K. Hughes, L. Giaquinto or K. Cenicola if they are interested in taking on an active role..

Belmont Hills ES: No report.

Cynwyd ES: No report.

Gladwyne ES: No report.

Merion ES: No report.

Penn Valley ES: There was a question about the new elementary schedule and specials being just 45 minutes now. That is not enough time for classroom teachers to use as a prep period. This year has added demands for classroom teachers (increase in the number of needy students, more stress related to their work, additional responsibilities) but now they have less time without students. While the person raising the concern recognizes that prep time isn't guaranteed in the contract, they are concerned about this change and the impacts on classroom teachers. A. Avellino shared that CNC chairs will continue to work toward a resolution to this concern.

Penn Wynne ES: No report.

Bala Cynwyd MS: Concern shared about the I & E class. It is not an instructional period. There is to be no prep, no grading, no evaluations based on this class period. Those are set expectations. A. Thomas predicted that there may be some chaos as middle schools implement this I & E period. If there are concerns, reach out. If there are expectations set by building administrators that contradict the statements here, reach out to A. Thomas.

Welsh Valley MS: No report. Meeting with administrators tomorrow to work through a concern.

Black Rock: No report, just continuing to monitor situations as they arise.

Harriton HS: No report.

Lower Merion HS: No report, just monitoring the after school meeting situations and the concerns with absences and equity in coverages. A. Avellino will touch base with A. Johnson about the after school meetings. A. Avellino shared that the sub shortage is widespread and maybe chatting with administrators about what has worked in the past to cover classes would be helpful. A. Johnson reminded everyone that the sub shortage will only get worse with Mastriano in the Governor's Mansion.

Building & Grounds: No report. V. Fedeli asked for a point of personal privilege to share that Jim Alvord earned 4th place in the 2022 Master World Championship of Track Bike Racing, held in LA. Jim competed in his age group throughout the tournament and finished in fourth place, missing third place by less than a half inch. Congratulations to Jim!

Transportation: No report, other than to note that absenteeism is on the rise.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS:

ADJOURNMENT: A. Avellino, 2nd V. Fedeli at 5:15pm.