

Lower Merion Education Association Executive Council Meeting
December 12, 2022

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

Approval of minutes for November Executive Council Meeting Minutes: A. Avellino; 2nd A. Thomas

OFFICER REPORTS:

President: Aimee Avellino

- Welcome. In years past, Dom Pendino & Les Benzak from Lincoln Financial have hosted an information session on retirement planning. LMEA is working on selecting a date for this year's event. Once details are finalized, they will be posted on LMEA website and in the Apple Core so that members can plan to attend, if interested .
- PSEA MER (Mideast Region) also holds [retirement workshops](#) (both in person and virtually) as well as [will and healthcare document preparation](#) sessions. Info can be found on the [PSEA MER website \(https://www.psea.org/regions/mideastern-region/\)](https://www.psea.org/regions/mideastern-region/).
- The holidays are approaching and we are all looking forward to a break. We also know that this season brings added stress and anxiety. The info for our Employee Assistance program and their services is in the Apple Core and linked [here](#) as well. There is a 24/7/365 Hotline as well. Please call 1-877-240-6863 if you need assistance.
- Healthy Start Times are back in the news! It isn't a new conversation, but is again gaining momentum. LMEA is engaged in ongoing conversations about concerns regarding schedule changes and their impact on members, as well as the amount of planning and adjustments that need to be made before such a change can occur. There has NOT been a decision made. The next Sleep Health and School Schedules Advisory Committee (SHSSAC) meeting is Thursday, December 15, 2022. A. Avellion, A. Thomas, K. Cenicola and K. Salladino will all be in attendance. A. Thomas and K. Cenicola have been a part of the committee since the beginning. Between the four of us, elementary, middle and high school levels are represented. Back in 2018, there was a survey shared with staff asking for feedback about the impact of schedule changes and we have reviewed that data. We know a lot has changed since 2018, so we have asked the district for a new survey to be shared to update the information and impact of changes to school start times. A. Thomas shared that there was a recommendation made to the School Board, pre-covid, that ms going last and the board was workshopping that idea. They were going to go back and tinker...then covid happened and they tabled the conversation until now. We are not starting at square one and are not starting with a decision that has already been made. The message to share with members is this: The LMEA will continue to advocate for the members. We are going to

use our voices on the committee to advocate vigorously. If members are asking what they can do—don't let our voices be the only voices heard. Members should use their voices, too, if given the opportunity to participate in the discussion.

- Reminder: January 1st opens a new window for tuition reimbursement for classes ending after July 1, 2023.
- We wish everyone a wonderful holiday season with friends and family. Rest and relax... you deserve it! A. Avellino is available should something come up over break, so reach out if necessary.

Vice President, Support: Victor Fedeli

- No report. Happy and safe holiday season to all!

Vice President, Professional: Kelly Cenicola

- No report. Happy holidays.

First Vice President: Andy Thomas

- No report. Have a great break. You earned it!

Secretary, Support: Lisa McDevitt

- No report. Happy holidays.

Secretary, Professional: Karen Salladino

- No report. Happy holidays.

Treasurer: Darlene Mandarino

- Oct. and Nov. Financial Statement approval; D. Mandarino and 2nd K. Salladino
- Happy holidays!

COMMITTEE REPORTS:

Outreach: Andria Johnson

- No report...just read the Apple Core for updates and opportunities.

Constitution:

- No report.

Elections: Kelly Cenicola

- No report.

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- No report. Negotiations start in another year. Please reach out to K. Hughes if you have questions or suggestions.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- No report. Happy holidays.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- No report.

PR & R: Victor Fedeli, Andy Thomas

- There will be a document shared in a follow up email. We are doing a lot, but nothing on the report involves current employees.

Social: Lisa McDevitt, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- D. Williams. thanked the membership for sharing info about the happenings in the lives of our membership. Continue to reach out (Williad@lmsd.org) so that Debbie can send flowers, etc. for life events.
- Happy holidays.

Membership: David Grumbine

- K. Salladino will share updated info from Dave Grumbine in the Executive Council follow-up email.
- PACE deductions will start next month.

REPORTS OF AD HOC COMMITTEES:

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson

- No report.

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: No report. We appreciate the help with the situation with PowerSchool, IT and elementary report cards. A. Avellino shared that everyone received an email from the technology department about PowerSchool maintenance. LMEA had no prior knowledge of the email before it was sent to the staff, but worked quickly to get the issue resolved and also worked to be sure that it doesn't happen in the future. Tech and admin have a better understanding of the timelines after this issue.

Cynwyd ES: No report.

Gladwyne ES: No report.

Merion ES: No report.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock: No report.

Welsh Valley MS: No report, just a concern about scheduling IEP's. A.Thomas will work with staff to look into the issue.

Harriton HS: No report.

Lower Merion HS: S. O'Bannon shared that there have been some issues among members and M. Rodriguez has done a great job in working to resolve them. M. Rodriguez shared that there is a concern about department chairs maybe overstepping boundaries with giving directives...working with building admin to resolve. K. Cenicola will share the department chair job descriptions with M. Rodriguez. There is another issue with AESOP not showing the correct time for HS ½ days. A. Avellino & V. Fedeli will look into this. Another concern involves the World Language Coordinator, ELD Coordinator and DEI Liaison being asked to do things that they believe are not within their job descriptions. A. Thomas stated that those positions are compensated and are voluntary...if they don't want to continue with the role, they can return to the classroom. Another issue involves IA's and the work they are being asked to do...There are a wide range of tasks being assigned and some are wondering what is and isn't in the job description. V. Fedeli can forward this information to share. And the final concern involves members' confusion about seeking LMEA vs HR for support when issues arise. A. Avellino shared that if there are questions, members can always ask an officer or building rep for assistance. LMEA can be there from the start to work with the member and HR or we are here to guide people if they don't know where to start. It is helpful if we can be involved from the beginning, but we can also help members at any time in the process. Each case is different and depends on the members involved, but we are always here to help!

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None

ADJOURNMENT: Motion S. O'Bannon; 2nd S. McGinigal; at 5:09 pm.