

Lower Merion Education Association Executive Council Meeting
February 13, 2023

CALL TO ORDER: President A. Avellino called the meeting to order at 4:16pm.

Approval of minutes for January Executive Council Meeting Minutes: A. Avellino; 2nd V. Fedeli.

OFFICER REPORTS:

President: Aimee Avellino

- It has been a very busy few weeks for us! There is a lot going on and we have been supporting members through some difficult times.
- Healthy School Start Times has been a big focus. The board changed their minds and voted to pursue the change in start times more quickly than anticipated. Hopefully you and the members in your location read the blast and know that we strongly encourage members to send emails to sleep@lmsd.org. In addition to the email options there will be a survey coming soon. Please complete the survey and encourage members to do so, too. Since the district and the board are asking for input, please provide it! There will be a space for comments in the survey, in addition to questions to answer. You're being asked, so send your input! We advocated for you to have a voice, so please use it. Additional information is in the Apple Core.
- We are working on the transition to a new prescription plan provider (Capital RX) effective July 1st. There are some meetings coming up and we are participating in them as we continue to work with E. Demkin to facilitate the transition. More information to follow.
- Quite often we have members who need to take a temporary leave or need accommodations because there are events going on in their lives that require those things. It is very helpful if members include the LMEA in those ADA meetings from the beginning. Please encourage members to reach out to A. Avellino or V. Fedeli if they are meeting with HR for leave or accommodations. There is additional information in the Apple Core, so please be sure members know to include us from the beginning of the conversations with HR (Members are not obligated to include us, just encouraged to do so. The first step in requesting leave or accommodations is to email K. Jones (jonesk@lmsd.org) to get the forms.
- On March 21st @ 4:15 LMEA will host an in-person retirement seminar at LMEA office. Les Beznak from Lincoln Financial will share information with members. RSVP via email to A. Avellino (avellia@lmsd.org).

- Reminder that we are not obligated to volunteer our time to host or participate in activities beyond the school day. No member should feel obligated to do so if there is to be no compensation. We have EPER positions and language in the contract for work done beyond our contractual obligations. If you have any questions, please reach out to an LMEA officer.

Vice President, Support: Victor Fedeli

- Just to follow-up on the ADA requests. These are confidential and there is not a need to go into great detail with us, but it is helpful to include us in the process of getting accommodations or leave.

Vice President, Professional: Kelly Cenicola

- No report.

First Vice President: Andy Thomas

- No report.

Secretary, Support: Lisa McDevitt

- No report.

Secretary, Professional: Karen Salladino

- No Report.

Treasurer: Darlene Mandarino

- Motion made for January Financial Statement approval; D. Mandarino; 2nd S. Kofsky.

COMMITTEE REPORTS:

Outreach: Andria Johnson

- K. Salladino, on behalf of A. Johnson, shared:
 - Save the date for the Original Alex's Lemonade Stand which will be June 3rd. Volunteers will be needed to man the LMEA booth to help attendees make cards for Super Sibs.
 - Be on the lookout for ordering information for Alex's Lemonade-themed Union shirts.

Constitution:

- No report.

Elections: Kelly Cenicola

- K. Salladino shared on behalf of K. Cenicola
 - Any delegate names for NEA-RA are needed before the March General Membership meeting. Please email K. Cenicola if you are interested or need more information.

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- Our next CNC is 2/23 at 4:15. Please share any questions with KH.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- Monthly meetings continue. Reach out to A. Avellino and L. Giaquinto with questions. Next meeting is set for 2/23.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- The 18th Annual DVCEE Student Leadership Workshops: 2023 will take place at Upper Merion High School this month
 - High School Student Leadership Institute – Thursday, February 16th
 - Middle School Student Leadership Institute – Friday, February 17th
 - The goal of both one-day institutes is to help support the development of the leadership and academic potential of students in the Delaware Valley Consortium for Excellence & Equity middle and high schools. Students will have an opportunity to attend 2 breakout sessions in addition to the opening and closing keynote. The goal is to enlighten students about effectively addressing their challenges in school and in life, as well as to empower them to make sound decisions about their futures.
 - The Institute will: Inspire young people to develop leadership qualities; Develop a network of students that supports possible future collaboration among these emerging leaders; Engage students in activities that will foster personal and professional leadership development, build a diverse community, and assist in establishing meaningful ongoing leadership engagement back in their home district.

- In March, seven staff will attend the 2023 PSEA Spring Leadership Conference in Pittsburgh, PA. Attendees can choose to attend 1 of the 4 different conferences offered: Minority Leadership, Women's Leadership, Educational Justice, and Urban Education. The members of LMEA will be attending the Minority Leadership and Women's Leadership Conferences this year.
 - *Minority Leadership Training (MLT)*: The MLT has been planned and designed to assist in developing inclusive and efficient locals. Sessions are leadership based and specifically focused on equipping educators and staff of color with the skills necessary to be effective and transformative leaders.
 - *Women's Leadership Training (WLT)*: The WLT Conference, has been planned and designed to assist in developing inclusive and efficient locals. By participating in this important conference, attendees will gain the knowledge and skills needed for meaningful involvement at every leadership level. Participants also will be better prepared to be effective advocates for public education and public education employees.

PACE: Andy Thomas

- No new information.

PR & R: Victor Fedeli, Andy Thomas

- No change to report as we are still waiting for PSEA to get back to us to update the report to remove the last two grievances.

Social: Lisa McDevitt, Aimee Avellino

- Our annual retirement celebration will be held on June 1, 2023. If you know members that have recently retired or will be retiring this year, please email L. McDevitt at lmcdevitl@lmsd.org. Information will be shared in the Apple Core, too.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- K. Salladio, on behalf of D. Williams shared:
 - There continue to be a lot of sympathy arrangements going out, so thank you for sharing that information so that we can share our condolences with the member and their family.

- Continue to reach out to williad@lmsd.org so that Debbie can send flowers, etc. to members on behalf of LMEA for life events.

Membership: David Grumbine

- K. Salladino will share updated info from Dave Grumbine in the Executive Council follow-up email.

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: There has been a lot of energy around the Start Times. We wonder who is receiving the sleep@lmsd.org emails? A. Buckman and M. Shaffer are monitoring the email address. In addition to using the sleep@lmsd.org email, some members are copying the board members. Their emails can be found on the [LMSD website](#).

Cynwyd ES: No report, just encouraging staff to email sleep@lmsd.org.

Gladwyne ES: Great concern about Start Times. Can we share personal concerns in the email along with concerns regarding student impact? A. Avellino said yes...student impact first, then your concerns for personal impact as an employee and the impacts on your family. Another question from Gladwyne is how the proposal changed from elementary starting first.. A. Thomas shared that some members of the public didn't like that initial proposal, citing among other things, the safety of elementary students waiting for morning buses in the dark. The middle school going last also had pushback because of the impact on afterschool programs. The board is committed to having the high school going at 8:30 and that puts great constraints on the plans that can be proposed. Most board members ran on School Start Times and so they are committed to implementing change, although the board strayed from the original process at the January board meeting. We understand that this proposed change will impact every single person. We are actively advocating for our membership. We are engaging with PSEA, as well, as we move through this process towards change. A. Avellino

shared that the board is divided on this, so you are encouraged to share your thoughts via sleep@lmsd.org. There are also equity issues with the proposed changes. Speak up! Use your voice!

Merion ES: No report.

Penn Valley ES: No report.

Penn Wynne ES: No report, just echoing the School Start Times concerns.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: No report, just wondering if there might be district-sponsored CPR training available to all staff after the incident last week at BCMS.

Harrilton 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: V. Fedeli ; 2nd K. Hughes at 5:00 pm.