

Lower Merion Education Association Executive Council Meeting
March 13, 2023

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

Approval of minutes for February Executive Council Meeting Minutes: AT; 2nd RB

Capital Rx Presentation: Eric Demkin (LMSD HR)

- The district is transitioning beginning on July 1st. SEPaST (the insurance trust to which the district belongs) did not receive a competitive offer to renew from Express Script so the whole trust is transitioning, 17 districts, including LMSD, from Express Script to Capital Rx. This switch will save the district and our members money on our Rx costs.
- What is changing: new carrier (Capital Rx), new mail order pharmacy (Walmart), new specialty pharmacy (Walmart), new formulary and new clinical programs, and come July 1st we will no longer have an exclusive pharmacy for 90 day supplies (can be filled anywhere-over 60,000 pharmacies!)
- What is not changing: no change to bargained copay amounts
- Impact to employees: new id cards will be issued; there will be a need to transfer mail order, specialty pharmacies and the Savon savings program and there will be support for members to make those changes; if there is a change in copayment due a formulary change, employees will receive notification and next steps. Rx Concierge will be available 24/7/365 with a dedicated support team and on-duty pharmacist (Express Script did not offer access to a pharmacist, so this is an upgrade for employees.)
- By the end of next week staff will be notified of these changes, with more details; new id cards and more info to follow leading up to July 1 implementation.
- LMSD will share specific information with employees prior to the mailings so that employees know what to expect in the mail and what to expect throughout the transition process.
- The district will host some in-person and virtual meetings to help share information about this change. Information will be posted on the LMSD website prior to Open Enrollment in May.

OFFICER REPORTS:

President: Aimee Avellino

- Reminders: Anyone working on treats from LMEA for the end of the year, please reach out to K. Cenicola (cenicok@lmsd.org) or A. Avellino (avellia@lmsd.org) if you need assistance.
- The next General Membership meeting will be held on Wednesday, 3/15 at LMEA office to elect the delegates to the RA.
- LMEA is hosting a retirement seminar on 3/21 at the LMEA office. It is not too late to RSVP to A. Avellino (avellia@lmsd.org)
- LMEA officers are working on the budget for next year and will share at the May in-person Exec Council meeting which will be held in the LMHS LGI.
- Some employees are starting to hear about Multi-Factor Authentication (MFA) as G. Frazier and A. Wuest as they meet with staff. The high schools have already had meetings and others will follow. Some members are concerned about privacy when using MFA, but there is no need to worry about this. The district has created a site to help answer questions and alleviate concerns. Please visit: <https://www.lmsd.org/staff/mfa> for more information.
- Reminders will be in the Apple Core for upcoming events including the retirement seminar, the annual retirement banquet, election info, and an outreach announcement regarding Alex's Lemonade Stand.

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.

Secretary, Professional: Karen Salladino

- No Report.

Treasurer: Darlene Mandarin

- February Financial Statement approval; K. Cenicola 2nd, B. Raschiatore

COMMITTEE REPORTS:

Outreach: Andria Johnson

- Look for an announcement in the Apple Core regarding our support of Alex's Lemonade Stand.

Constitution:

- No report.

Elections: Kelly Cenicola

- NEA-RA ballot will be cast at the General Membership meeting this Wednesday. If anyone would like to be on the ballot, please email K. Cenicola (cenicok@lmsd.org)
- Information regarding open positions for LMEA elections will be in the Apple Core and are listed [here](#). Voting will take place on May 17th.

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- Our next CNC is 3/23 at 4:15.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- No report. Meetings continue monthly.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- Updated PACE report will be in follow-up email.

PR & R: Victor Fedeli, Andy Thomas

- No new info; still waiting for PSEA response to clear the last two items.

Social: Lisa McDevitt, Aimee Avellino

- If you or anyone you know is retiring and interested in attending the annual LMEA Retirement dinner, please email L. McDevitt (mcdevitl@lmsd.org).

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- No report.

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: No report.

Cynwyd ES: No report.

Gladwyne ES: Continued concern about school start times...what if, depending on the vote, teachers are asked to do more with students for earlier or later times beyond the school day?.
A. Avellino length of work day is clearly defined and won't change regardless of the board's decision. There is no obligation for any member to work before or after hours.

Merion ES: No report.

Penn Valley ES: No report.

Penn Wynne ES: Should staff attend school board meetings? A. Avellino shared that to attend or not is a personal decision. Please note that only district residents can speak at the board meetings.

Bala Cynwyd MS: Recently, there has been an uptick in fighting/physical altercations among students. This is a reminder that staff should not get involved physically in a fight between students. Staff should try to break up the altercation with their voices and should call admin. Immediately, but they are discouraged from physically intervening.

Black Rock MS: No report.

Welsh Valley MS: No report.

Harrilton HS: No report.

Lower Merion HS: Case managers are having some difficulties with lack of communication with admin; LEA's are missing meetings or coming late. How can we support members to deal with admin that aren't fulfilling their responsibilities?. A. Thomas suggested that case managers reach out to the dept. chair raising the issue as a timeline concern (saying something like "I need an answer by (date) in order to remain compliant.") If that doesn't work, contact A. Thomas for next steps.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None

ADJOURNMENT: Motion: K. Salladino ; 2nd D. Mandarino at 5:27 pm.