

**Lower Merion Education Association
Executive Council Meeting
September 11, 2023**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:18pm.

Approval of minutes for June Executive Council Meeting Minutes: V. Fedeli, 2nd K. Hughes

OFFICER REPORTS:

President: Aimee Avellino

- Welcome back!
- In the email sent for the meeting reminder, there was a copy of the LMEA calendar with meeting dates for the year. All meetings will be held via Zoom, except November and May. The November and May meetings will be held at LMHS in the LGI room.
- It is a bargaining year and we start negotiations in January. We ask you to continue to communicate information to the members in your location, as well as share their concerns with us.
- As members of Executive Council, we rely on you to be the “eyes and ears” in the buildings. Please reach out as issues arise and we will advise on next steps. Another way for us to share information with our members is through the [LMEA website](#). Updates to the website are ongoing.
- Please be sure to connect with the new employees in your location. Resources on the HR webpage and on the LMEA website.
- Membership reports are shared by Dave Grumbine each month. Please read and share the info. Be sure to update Dave with any staff changes, too. Dave’s email is at the bottom of the documents documents and he is usually in the LMEA office on Tuesdays, except exec council weeks, then he is there on Monday.
- We are beginning the process of updating our email communication system known as “The Blast.” With all of the changes in staffing and locations over the past few years, we need an updated system to communicate with members. Information for the simple process will be shared soon. Be sure to emphasize to members that they must use *their personal email to receive this communication.*
- At the opening day General Membership meeting, Eric Demkin mentioned a change that is coming for mail order and specialty drugs. Encourage members impacted by this change to pay attention to mail and email for updated info.
- We continue to meet with Admin every other week, but meetings can be more frequent if necessary.
- As always, the Apple Core will be shared in the follow-up email and will be posted on the [LMEA website](#).

First Vice President: Andy Thomas

- Welcome back!
- If you have special ed teachers in your locations, please check on them. At the secondary level, they should only have 5 classes and they must have a 30 minute, duty free lunch. Elementary special ed teachers should have schedules that match classroom teacher schedules with prep time and a 30 minute, duty free lunch. Try to resolve any issues with the building admin first, then contact A. Thomas at thomasa@lmsd.org. If issues arise with caseloads, please contact A. Thomas.

Vice President, Professional: Kelly Cenicola

- Thank you for being a rep! Be sure to have a plan for sharing info after the Executive Council meetings. Each building is a little different, so find a way that works best for you and the members in your location. Also, you may want to set up recurring meetings with administrators in your location. At LMHS, reps meet every few weeks.

Vice President, Support: Kyle O'Brien

- Info guide will be shared in follow-up email. Please print and hang on the LMEA board in your location for support staff.

Secretary, Support: Vic Fedeli

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- Motion to approve the June, July and August financial reports prepared by D. Mandarino. K.Cenicola; 2nd R. Brooks

COMMITTEE REPORTS:

Outreach: Andria Johnson

- The purpose of LMEA Outreach is to support union members in establishing a relationship with the community. Over the years, LMEA has sponsored Fall Fest at LMHS, Education Foundation 5K, Alex's Lemonade 5K & Original Stand, and various youth organizations. If any members are interested in having LMEA sponsor or volunteer at an event, please email A. Johnson at JohnsoA@lmsd.org.

Constitution:

- No report.

Elections: Kelly Cenicola and Jen Hannig

- If anyone is interested in attending PSEA's Winter House of Delegates in Pittsburgh, please contact K. Cenicola at cenicok@lmsd.org. It will be held on December 1st and 2nd this year.

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- The next committee meeting is scheduled for 9/28 at 4:15.
- We continue to collect information and are set to begin negotiating in January.
- If you or any member has any questions or wants to share input, please email K. Hughes at hughesk@lmsd.org.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- Just a reminder to follow protocols if there is a health or safety concern in your location. Please start with contacting the head custodian and administrators. If necessary, follow up with L. Giaquinto at giaquil@lmsd.org.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- Remember that as the election season begins again, we do not use dues money for any political action committees. In the next few weeks, as we get updated information, please check in with members to explain PACE and help them enable automatic payroll deductions for contributions, if they are so inclined.

PR&R: Kyle O'Brien, Andy Thomas

- K. Salladino will share the report in the followup email. There are no changes.

Social: Vic Fedeli, Aimee Avellino

- No report.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- Remember to keep Debbie 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.
- Dave also shares location specific information with reps once a month.

REPORTS OF THE AD HOC COMMITTEES:

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson

- No report.

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: Is there an updated COVID protocol? Staff have gotten different messaging. LMEA has asked for an updated communication from LMSD. The district typically follows Montco, and Montco follows the CDC recommendations. There are questions about whether the admin can dictate that staff must do a specific 5hour plan? A. Avellino shared that the admin can ask that all do the same thing, but must approve an alternative plan if the one offered doesn't work for the member. There is language in the contract for alternate proposals. A. Avellino reminded everyone that the activity can only be 5 hours, total. If more time is required, members should stop when they hit the 5 hour mark. One other concern shared is that at BH there have been some grumblings about switching specialty Rx providers.

Info shared by Kathleen McNulty addressing the COVID protocols: At a recent nurses' meeting it was shared that the district continues to follow Montgomery County and that Montgomery County is following the CDC guidelines. As of now, the COVID guidelines are "recommended" but not "required." So while isolation and masking are the recommended course of action if positive, they are not required.

Cynwyd ES: No report.

Gladwyne ES: Concerns about air conditioning in the gym and other large areas. L. Giaquinto shared that some buildings have AC and some do not. There is ongoing work to improve the situations as best they can. They will continue to discuss and strategize to make the situation better for staff and students. An additional concern is that some staff at Gladwyne want to make sure that members in the elementary schools have a voice on CNC as negotiations begin in January. A. Avellino shared that they do have a say and all levels (elementary, middle and high school) have representatives on CNC.

Merion ES: No report.

Penn Valley ES: Concern about temp in gym, similar to what Gladwyne shared.

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Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: No report.

Harriton HS: No report.

Lower Merion HS: There was an issue involving two positions and building substitutes being paid per diem rates. This was resolved by the administration. There are concerns as class sizes balloon. There was a question about "off and away" and what that looks like in each location. There was a question about publishing the amounts of stipends for LMEA officers—for many reasons, the LMEA does not make public its financial information, but members are welcome to view the budget, financial reports, and the yearly audit by contacting any of the officers.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None

ADJOURNMENT: A. Thomas; 2nd M. Wiley at 5:07pm