

**Lower Merion Education Association  
Executive Council Meeting  
October 9, 2023**

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

**OFFICER REPORTS:**

President/First Vice President: Andy Thomas

- Welcome to those that may be joining for the first time! We are happy to have you here.
- The next General Membership meeting will be held on Wednesday, in person, at the LMEA office at 4:00.
- Reminder that if you are joining or are asked to join a committee that meets beyond the school day, you don't have to attend. We can't bargain for what is given for free.
- **\*\*IMPORTANT\*\* We are rebuilding our blast email list** that is used to communicate with members. We are close to launching the process to update our email list and we will share the information with Executive Council and ask that you share with members. It is important to update the list so we have a reliable, accurate way to reach our **members**. The current list includes many that have retired or left the district. Please share the update process with members in your building when it is time. **Members must use their PERSONAL EMAIL ADDRESSES-NOT their district email.**
- Over the summer, our bylaws and constitution were reviewed by PSEA as part of the 5 year review cycle and we passed with flying colors! The bylaws and constitution are available for your review on the LMSD website. If you have any questions, please reach out to an officer.
- The November Executive Council meeting will be held in person in the LGI at LMHS. We will not be meeting on Zoom that day.
- We have had some questions come up about the evaluation process and the Diversity, Equity, Inclusion and Belonging (DEIB) goals. The district is not asking you to have 2 goals. You still need just one goal, but it should be created through the DEIB lens. You can choose to have two goals, one DEIB and one not DEIB, but we recommend you choose just one.
- The Apple Core will be shared in this meeting's follow-up email. It includes information about the blast update. It also highlights the incredible accomplishments of one of our members, Jim Alvord, who is national championship winner for his age group in cycling. Congratulations, Jim!
- There will be no maternity workshop scheduled this fall. Instead, if you or someone you know has questions about any approved temporary leave, please contact A. Avellino at [avellia@lmsd.org](mailto:avellia@lmsd.org).

Vice President, Professional: Kelly Cenicola

- Thank you for keeping us up to date with concerns as they come up in your locations. Please continue to do so and we will continue to meet with the administration to share those concerns.
- On Wednesday, the primary purpose of the General Membership meeting is to elect delegates for PSEA's House of Delegates in Pittsburgh. We have open spaces on the ballot. If you are interested, please email K. Cenicola at [cenicok@lmsd.org](mailto:cenicok@lmsd.org). The General Membership meeting will be at 4:00 in person at the LMEA office and it should be pretty quick.

Vice President, Support: Kyle O'Brien

- Reminder about the LMEA support info guide that was shared after the last Executive Council meeting. Please be sure to post in your location.

Secretary, Support: Vic Fedeli

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- Motion to approve September financial reports. K.Cenicola; 2nd K. Hughes

### **COMMITTEE REPORTS:**

Outreach: Andria Johnson

- LMHS music teachers are hosting their 2nd annual Fall Fest on 10/14 and LMEA is hosting some activities at the festival.
- There is an LMEA team participating in the Alex's Lemonade Stand Foundation 5K at the Navy Yard on Saturday, October 28, 2023.
- Please share any community event information that you or members in your location are participating in to help share how LMEA impacts the community. Please email A. Johnson at [JohnsoA@lmsd.org](mailto:JohnsoA@lmsd.org) with any details about upcoming events.

Constitution:

- No report.

Elections: Kelly Cenicola and Jen Hannig

- Anyone interested in attending PSEA House of Delegates, please email [cenicok@lmsd.org](mailto:cenicok@lmsd.org).

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- The next committee meeting is in person and scheduled for October 26th at 4:15 at the LMEA Office.
- There will be a survey in November so that members can share input as we prepare for negotiations which begin in January.
- Just a reminder about participating in committee work or other tasks beyond the work day...If we offer something for free we cannot bargain for it.
- If you or any member has any questions or wants to share input, please email K. Hughes at [hughesk@lmsd.org](mailto:hughesk@lmsd.org).

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- Meetings continue on a regular basis.
- As always, please start with contacting the head custodian and administrators in your location. If necessary, follow up with L. Giaquinto at [giaquil@lmsd.org](mailto:giaquil@lmsd.org).

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- If you know of anyone not signed up, contact A. Thomas at [thomasa@lmsd.org](mailto:thomasa@lmsd.org).

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](mailto:Williad@lmsd.org) if there is an event for which she should reach out to the member (birth, death, etc.).

Membership: David Grumbine

- A. Thomas shared that, as always, the membership report will be shared in this meeting's 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: No report.

Belmont Hills ES: No report.

Cynwyd ES: No report.

Gladwyne ES: Continued concerns with the air quality in the building. Administration has been contacted. Air quality was tested last December after meeting with the principal. Wondering about another air quality test. L. Giaquinto will stop by GLES.

Merion ES: No report.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: Question from support staff-if an employee works part of the day and needs to leave early and puts in for a family illness day, can they get paid for the time they did work? A. Thomas shared that there was language in the contract about leaving early or coming in late up to one hour, but that may be for professional staff. K. O'Brien will research.

Black Rock MS: Teachers are concerned about the number of different classes they are teaching and having to prep for so many different courses. (This is not about the time to prepare but the amount of classes they prepare for and the fact that is inconsistent.) Also there are concerns because PLC expectations are also different in different buildings. A. Thomas shared that there is nothing in the contract to limit the number of different classes a teacher must prepare for.

Welsh Valley MS: No report.

Harriton 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: K. Cenicola offered a reminder to review the membership lists shared from David Grumbine and to reach out to nonmembers/new hires in your location. A. Thomas shared that with bargaining coming up, it is a good idea to reach out so that they can become members and have a voice in the process. Anyone who would like to join LMEA should reach out to David Grumbine at [lmeadaveg@gmail.com](mailto:lmeadaveg@gmail.com).

ADJOURNMENT: K. Salladino; 2nd K. Hughes at 4:55 pm.