

**Lower Merion Education Association  
Executive Council Meeting  
January 8, 2024**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:17 pm.

Approval of minutes from November Executive Council Meeting A. Avellino; 2nd R. Brooks

**OFFICER REPORTS:**

President, Aimee Avellino

- Welcome back!
- Retirement workshop update: We are in the planning stages to host an event in the spring. Once details are finalized, there will be time to publicize in Feb. and March issues of The Apple Core.
- [PSEA Mideast Region](#) also hosts retirement workshops. Info for those events can be found [here](#).  
(<https://www.psea.org/regions/mideastern-region/pre-retirement-workshops/>)
- [PSEA Mideast Region](#) also hosts virtual will and medical document workshops for members. Info can be found [here](#).  
(<https://www.psea.org/contentassets/90c75b79219b4f60accee4a0f89bb30a/mer-and-er-winter-spring-2024-virtual.pdf>)
- If you or members in your location have questions regarding maternity leave or FMLA, send them to A. Avellino. She can provide help navigating a leave including reviewing options, timelines, sample letters, etc.
- The sabbatical deadline is 4/1/2024. [Guidelines](#) can be found on the LMSD website under Board Policies since they are set by school code and not our contract.
  - [https://resources.finalsite.net/images/v1621605734/lmsdorg/lp3kei5xbmu5cjs9yg74/Policy\\_Emp\\_P311.pdf](https://resources.finalsite.net/images/v1621605734/lmsdorg/lp3kei5xbmu5cjs9yg74/Policy_Emp_P311.pdf)
  - [https://resources.finalsite.net/images/v1621605734/lmsdorg/klrstgpc3jivibjqkpl/Policy\\_Emp\\_AR311-1.pdf](https://resources.finalsite.net/images/v1621605734/lmsdorg/klrstgpc3jivibjqkpl/Policy_Emp_AR311-1.pdf)
- Officers are happy to help members who need accommodations. If a member needs an accommodation, they should reach out to Kyra Jones at HR and an officer.
- Treats for **members** on behalf of the LMEA will be shared again this year. This is a reminder to begin to plan. Some may choose to do this closer to the end of the year. Some may choose to do a small treat now and another closer to the end of the year. The cost should be no more than \$10 per member. If you need any help or have any questions, please reach out to K. Cenicola.
- Apple Core will be shared in follow-up email.

Vice President, Support: Kyle O'Brien

- No report.

Vice President, Professional: Kelly Cenicola

- No report.

First Vice President, Andy Thomas

- No report.

Secretary, Support: Vic Fedeli

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- Approval of December financial reports LL ; 2nd KH

#### **COMMITTEE REPORTS:**

Outreach: Andria Johnson

- Reminder to share school or community event info.

Constitution:

- No report.

Elections: Kelly Cenicola and Jen Hannig

- May 17th is the date of the LMEA elections. Info will be shared about openings soon. There are no CNC openings, but PR&R has some.
- Building Reps who are not returning should reach out to K.Cenicola.
- NEA-RA will be held in Philly from July 3-July 7th. Please reach out to K.Cenicola if interested.

Combined Negotiations: Kevin Hughes, Larry Giaquinto

- CNC has been meeting to prepare as January marks the official start of negotiations.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino, Larry Giaquinto

- No report. Continue to report concerns as protocol dictates.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- 2024 PSEA [Spring Leadership Conference](#) will be held March 8th-9th in Bethlehem, PA. Deadline to register is February 5th.

PACE: Andy Thomas

- No report- auto deductions began with the last pay and will be for the 1st five pays in the new year.

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

- Reports have been sent to each location. Please review and let D. Grumbine know if there are corrections to be made.
- Please reach out to K. Cenicola if your location has not received a report. They should have been shared with one rep in each location.
- Will share paper application in follow-up email

#### **REPORTS OF THE AD HOC COMMITTEES:**

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson

- Still looking for an ESP rep for board. Meetings via zoom on the 3rd Thursdays of the month. Please reach out to A. Johnson if interested.

## **BUILDING AND DEPARTMENT REPORTS:**

Administration: No report.

Belmont Hills ES: 1:1 IA has concerns regarding medical forms and time it takes to complete during the work day (K. McNulty spoke to this topic and said that nurses and IA's haven't had to do this since before Covid. S. Orangers is the point person in the district.) A. Avellino suggested meeting with the administrators to form a plan to find time in the work day for completion and training. A. Thomas asked to get clarity for how subjective questions should be answered.

Cynwyd ES: No report

Gladwyne ES: Asked about a plan if when we have full day K, would staff that need to move be given time to pack and unpack as has been done in the past. Also asked what is the plan with a change in start time in regards to homework. At the elementary level students will be getting home late and time will be limited. Also noted that the homework policy hasn't been reviewed in some time. Asked about the possibility of staff being able to take  $\frac{1}{4}$  days off instead of just  $\frac{1}{2}$  and whole days.

Merion ES: No report.

Penn Valley ES: New prescription plan-are we collecting info about people struggling or denied medication? Reach out to A. Avellino if there are member issues with the new provider.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: Concerns about Rx plan, too. Question raised about dept chair/content leads and discrepancies with responsibilities and pay at HS vs MS level.

Welsh Valley MS: No report.

Harriton HS: Looking for communication regarding start times since we are now in the calendar year that those changes are set to happen. A. Avellino noted that this topic will be discussed in upcoming communication with administration.

Lower Merion HS: There is concern that when an instructional technology staff member retires that the position will not be filled but rather responsibilities reallocated to remaining instructional technology staff, decreasing support available in the

building. Coverages remain a problem. Teachers are being asked about homebound and feel it should be admin/counselor decisions. Reps will meet with administration later this month to discuss.

Building & Grounds: No report.

Transportation: Concerns from drivers regarding loss of mid day runs and loss of extra money since hours will be altered/decreased with new start times schedules.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None.

ADJOURNMENT: A.Thomas; B. Raschiatore 2nd at 4:58 pm.