

**Lower Merion Education Association
Executive Council Meeting
September 16, 2024**

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

Approval of minutes for June Executive Council Meeting:: A. Thomas; 2nd K. Hughes

OFFICER REPORTS:

President: Aimee Avellino

- Welcome back!
- A reminder email will be sent monthly with attachments before the meetings as well as a follow-up email after each meeting with additional information and attachments. Please be sure to share the follow-up info with members in your locations.
- Executive Council dates were shared via the reminder email sent on Friday 9/13. A couple meetings will be on Zoom, but most will be in person at the LMEA office. Please take note of the parking arrangements that have been made at the office. Schedules are busy, so we hope that it is helpful to have the list of dates and that you can work as a team to have at least one rep from each location attend the meetings each month.
- Be sure to take time to introduce yourselves to staff in your locations, especially with so many new people. It is important to make connections with members! We'd also like to have you connect with non-members. Dave Grumbine shares membership info with one rep in each location. He also shared the dues structures. Please review that information and make a plan to connect. We will share some talking points about the benefits of membership to help with the conversations with members and non-members alike.. One great benefit of joining LMEA and PSEA is the legal representation. There are also discounts on many products and services.
- Issues come up in between meetings, so know that the officers are always standing by to help. If there is something that can't wait until the next meeting, you can reach out to the officers at any time. We are here to help!
- Building reps should keep in touch with building administrators. Some reps meet regularly; some meet just as needed. Be sure to build that relationship with the administrators in your building.
- If there is a situation that may involve discipline of a member, please reach out to the officers immediately so that we can make sure procedures are being followed with fidelity.
- The new contract is still being edited but the goal is to have a final draft ready by the end of the week for review. Once edits are finalized we will share with the members. It took a bit of extra time to update the EPER schedules. In the meantime, the tentative agreement and other info is available on the website.
- A. Avellino and K. O'Brien are meeting regularly with HR to discuss ongoing concerns.
- Please encourage members that need any kind of leave or accommodations, or who are planning a sabbatical, retirement or resignation, etc., please reach out to an LMEA officer prior to contacting HR so that we can help navigate the process.
- The [LMEA website](#) updates are ongoing, which is one way the LMEA leadership shares information with the members. A new format for the LMEA

newsletter, The Apple Core, will be launched this month and the Apple Core will also be shared via the Blast moving forward.

- Be sure to check that members are signed up for The Blast. It is important that they use their **personal email** and that we can communicate with as many as possible in this way.

Vice President, Support: Kyle O'Brien

- No report. Just be sure to communicate with the officers if there are any concerns at all. We are here to help! Also, a document with contact information and other helpful details will be shared soon.

First Vice President: Andy Thomas

- There is an election coming and for some that may cause some angst about the topic coming up in the classroom. We want to make sure we are engaging students without putting ourselves at risk. The district does have policies to protect the classroom and all that enter that space. You need to make sure the classroom conversation remains respectful and civil. If a family raises concerns about the curriculum, the supervisor will be the point person to deal with those concerns. If you find yourself in a situation with family concerns about the curriculum, please reach out to LMEA to help, but it is the job of the administrators and curriculum supervisors to defend the curriculum.

Vice President, Professional: Kelly Cenicola

- One of the responsibilities of the building reps in the building is to help with membership. D. Grumbine, the membership chair, should have shared the membership information with one professional and one support person in your location. Please be sure that you know who gets those documents and that you as an Executive Council building rep group check it carefully. Please send info for corrections to D. Grumbine (lmeadaveg@gmail.com) and copy K. Cenicola (cenicok@lmsd.org). Please also use that info to then reach out to nonmembers to join. D. Grumbine also shared the dues structures and directions for how to join LMEA.
- Be sure to work with the other reps in your location to figure out a way to communicate with the members in your location. Emails, bulletin boards, or quick meetings are all great ways to share information about what's happening.
- Please reach out if you have any questions because we are here to help.

Secretary, Support: Vic Fedeli

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- Just a reminder that while our financial statements are accessible to members, they should not be posted online, in the buildings or or shared in email.

COMMITTEE REPORTS:

Outreach: Andria Johnson

- Outreach is always willing to support events so reach out so we can help.
- If interested in campaigning for pro-public education candidates, click the link in the Apple Core.

Constitution:

- No report.

Elections: Kelly Cenicola

- The following positions are open for this school year. If only one member is interested, they can be appointed. If more than one, reach out to K. Cenicola for information about hosting an election.

<u>Location</u>	<u>Vacancies</u>		<u>Location</u>	<u>Vacancies</u>
BCMS	1 ESP		HHS	1 ESP
BRMS	2 ESP		LM	1 ESP
BHES	1 ESP		PV	1 ESP
Building Craftsman	2 ESP		Transportation-Matsonford	3 ESP
CES	1 Prof & 1 ESP		WV	1 ESP
GES	1 Prof & 1 ESP		Administration Building	2 Prof

Combined Negotiations: Kevin Hughes

- Thanks to the officers and negotiating team for their work on securing a new contract.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino

- Please follow the proper channels if there is a health & safety concern in your location. Reach out to the head custodian first and the building admin. Once a work req. has been put in, then reach out to A. Avellino.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- As a refresher, PSEA's PACE (Political Action Committee for Education) exists to direct funds to campaigns of preferred candidates for education, which are

not always Democrats. By law, our membership dues may not be used for political action committees, so the PSEA PACE drive is a way to get members to support those candidates without using our dues. Many members are already set up for ongoing deductions for PACE contributions. Some are not set up yet so at the October meeting, we will have forms to get people signed up for ongoing PACE deductions. Reps will share that info in their building and return to A. Thomas. Just a note that historically, we get a better return rate if members are asked to participate in person. Reps are not required to do that and we are not encouraging a hard sell, just a friendly conversation.

PR&R: Kyle O'Brien

- We have 2 items on the report this month. One is from a few years ago and one is new. The new one was moved to arbitration but is currently paused because they may be close to a settlement agreement..

Social: Vic Fedeli, Aimee Avellino

- Welcome back! I know we just started but looking ahead to the end of the year, the annual LMEA retirement dinner invitations are shared via email, so we need to make sure we can invite all of the retirees. As people announce their retirements, please try to gather personal emails from members and share with V. Fedeli (fedeliv@lmsd.org).

Special Services: Aimee Avellino

- There are a variety of discounts available for members that will be shared in the follow up email. Not only are there product discounts, but there are discounts on services like retirement planning and wills. Additional details will be shared in The Apple Core or visit the [PSEA Member Benefit website](#).

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

- Information was shared and directions given previously..

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: Support staff member questioning why no retroactive pay after contract agreement. K. O' Brien stated that 10 month employees will receive their full amount based on this year's agreement beginning with the first pay of the new school year on August 31st. There was no retroactive pay because their pay over the summer was under the terms of the last contract. 12 month employees received their retroactive pay. Another concern from a support staff member was raised about not being able to join the faculty meetings since the change in contract in terms of the 14 hours. V. Fedeli shared that if IAs want to attend faculty meetings scheduled beyond their contractual time, they can speak with their administrator to determine if the time spent will be considered comp time or if they will be paid for their attendance. It was clarified that this is separate from the state mandated 20 hours.

Merion ES: Same question as GES for IAs.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: No report.

Harriton HS: No report.

Lower Merion HS: There are concerns with the new times and staff being asked to wait and let the buses clear the campus before they can leave. There is a meeting set up with the building administrators to discuss the concerns. There is also a question about the number of sections a special education teacher can be assigned. This is an issue that LMEA leadership is aware of and the member should reach out to their dept. chair to get clarification and in the meantime continue to follow their assigned schedule of classes. They should also reach out to A Thomas (thomasa@lmsd.org).

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: K. Hughes; 2nd S. Kofsky at 5:16pm.