

**Lower Merion Education Association  
Executive Council Meeting  
October 14, 2024**

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

Approval of minutes for September Executive Council Meeting: A. Thomas; 2nd M. Wilson

**OFFICER REPORTS:**

President: Aimee Avellino

- Welcome back to the office! This is the first time in a long time that we have held an Exec Council meeting in person in the office!
- In addition to the reminder email on Fridays before the meetings, there will be a follow-up email after each Exec. Council meeting with important information for members. Be sure to share.
- The LMEA website is under continuous maintenance and revision. The last Apple Core went out via the Blast and will continue to be shared that way in addition to being added to the website and shared in the follow up email. If anyone missed the Blast, they can sign up via the LMEA website.
- Contract revisions are ongoing. We are working together so that the new version is more user-friendly. We are making progress, but we have more work to do. Your patience is appreciated. In the meantime, as a reminder, the "old" contract and the ratified tentative agreement are both posted on the LMEA website.
- This is the time of the year when I remind everyone that you are not under any obligation to volunteer or to be "volun-told" to attend any committee meetings beyond the school day.
- To the extent possible, please add your absences to AESOP as soon as you can to help plan for subs. Sometimes things come up and posting is last minute, but when you can, please put in for subs ahead of time.
- We are aware and are working on some issues with the calendars at the different building levels. For instance, Open House at the elementary schools is 6-8pm and secondary is 7-9pm. We are working to make some changes so that things like that are aligned across levels.
- The extra day off for professionals that was negotiated in the TA is still "TBD." The day should be a day where IAs and students are off and using the Friday before Presidents' Day makes it easy...however here in LMSD we rarely do things the easy way. The district is considering the last teacher day as the day off for professionals and then there will be a plan put in place for IAs for that day. Perhaps year 2 & 3 will be Feb. day.

First Vice President: Andy Thomas

- No report, just welcome back to the office!

Vice President, Support: Kyle O'Brien

- No report, just reach out if there are any support issues.

Vice President, Professional: Kelly Cenicola

- Someone in your building should have received the report from D. Grumbine for members. Check the list and personally invite non-members to join. Packets

will be shared in follow-up email so that you can invite people to join easily. People don't realize they need us sometimes until it is too late, so we want to be sure to offer everyone the opportunity to join.

Secretary, Support: Vic Fedeli

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- No report to share. Treasurer's report shared in reminder email.

### **COMMITTEE REPORTS:**

Outreach: Andria Johnson

- We are trying to support pro-public education candidates and there is additional information that will be shared in the follow-up email and the Apple Core. Please visit <https://schoolhouseballot.com/> before going to the polls. Also, there are many ways to get involved like phone banks, canvassing, etc. and if you are interested, please reach out to A. Johnson ([johnsoa@lmsd.org](mailto:johnsoa@lmsd.org)).

Constitution:

- No report.

Elections: Kelly Cenicola

- The House of Delegates is coming up in Philadelphia on 12/13 and 12/14. Nominations for delegates are at the General Membership meeting on Wednesday, 10/16/24.

Combined Negotiations: Kevin Hughes

- No report.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino

- Meetings are ongoing. 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 requisition has been entered, then reach out to A. Avellino.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- There are piles of documents on the table for each location with forms addressed to specific members in your location. The forms are for members who

are not yet enrolled in the auto-deduction for PACE. Deductions are taken from the first five pays of the calendar year. Amount is not as important as participation. Walk around and share with the people named. If you just put it in the mailbox it might be tossed. More info will be in the Applecore. The PACE deadline is Dec. 1st. If there is a discrepancy in the documents you receive, please bring them back to our November Executive Council meeting or send them to A. Thomas @ BCMS.

PR&R: Kyle O'Brien

- Two grievances on the report. One is old and there is no update. The other has a settlement in the works.

Social: Vic Fedeli, Aimee Avellino

- This is a long way off, but we will host our annual retirement dinner at Evviva in Narberth again this year. As people in your locations share that they are retiring, please let V. Fedeli know and please try to collect their personal email addresses so that we can share the invitation and event details with them.

Special Services: Aimee Avellino

- Info was shared last month. Hope people are taking advantage of the discounts and services offered through PSEA and NEA.
- There are also helpful PSERS tutorials available.

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

- Information was shared in each location and directions given previously to be sure that we have accurate information. If you notice any discrepancies in the information from Dave, please be sure to let him know ([lmeadaveg@gmail.com](mailto:lmeadaveg@gmail.com)).

## **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: Issues with IAs being asked to come in early for meetings and also changes in the Kronos times. K. O'Brien will meet to discuss and resolve. There are also concerns with WIN times not being the same across the district which impacts morale.

Cynwyd ES: No report.

Gladwyne ES: No report.

Merion ES: Issue with a substitute custodian being in the building alone for a shift. There may be a plan in place for a check on those working alone. K. O'Brien will follow up

Penn Valley ES: Question about NTAP and the meetings that follow once a month. Mentors are made aware of those meetings but are not mandated to attend. A. Avellino explained that the NTAP process is now a two year program.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: Clarification with ISL and I&E that there is a limit to the number of classes for special ed teachers and that I&E is supervisory, with no direct instruction and nothing to grade. Another question is whether there are any training opportunities for new reps. or new members specifically on rights & responsibilities. A. Avellino-if not sure come to us and we will also check with the uniserv rep. Be sure to make yourselves familiar with the contract and the member benefit overview shared in the Open Enrollment email from E. Demkin. This is a very valuable and informative document. A. Avellino also suggested hosting brief monthly meetings with members. An officer or two would be willing to attend from time to time, as well.

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: None

ADJOURNMENT: A. Johnson; 2nd A. Thomas at 5:35 pm.