

**Lower Merion Education Association
Executive Council Meeting
December 9, 2024**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:19pm

Approval of minutes for November Executive Council Meeting: V.Fedeli ; 2nd K.Hughes

OFFICER REPORTS:

President: Aimee Avellino

- We have quite a few reminders based on issues we have been dealing with lately.
- Some employees were not receiving email notifications for clearance expirations. We had a few employees whose clearances had expired or were set to expire in a day or two. First we addressed the critical ones (less than 10 employees) and then moved on to notifying others that were close to expiration. Phone calls & emails were made to those expiring in Dec. Any with expirations in Jan. or Feb. were emailed. If someone was unreachable, a building admin was asked to communicate with the employee directly. Everyone is working to get it straightened out. The LMEA encourages everyone to check when clearances are set to expire via EAC.
 - How to log into EAC: You can check the EAC for exact due dates for your clearances. The EAC is accessible at <https://erp2310eac.erp.powerschool.com/erp/EmployeeAccessCenter/Web/MultDBLogIn.aspx> Please make sure to select Lower Merion School District in the drop down.
 - How to log into Safe Schools: <https://lmsd-pa.safeschools.com/login> The default username is your lmsd email. The default password is the first 5 letters of the username.
- Please remember that we are all mandated reporters. If there is anything that concerns you or makes you feel uncomfortable in regards to a student's safety or well-being, please reach out to an administrator or an LMEA officer.
- If any employee gets into hot water with the authorities, there are things that are required to be reported as a public school employee. If that happens, reach out to an officer ASAP.
- There is a provision in our contract that employees may arrive up to one hour late or leave up to 1 hour early with prior approval from the immediate supervisor. This is a courtesy. To the greatest extent possible, please let administrators know ahead of time, not at the last minute. There are of course exceptions, last minute things come up, but as best you can, please give notice. Also, be sure the reasons are legitimate. If there are extenuating circumstances, reach out to an officer.
- We've had some questions raised about the cameras in the buildings. They are for safety and security purposes, not supervision. Administrators aren't checking cameras unless there is a valid reason.
- We have made significant progress on contract edits. We've had some big issues that have taken time away from this task, but we are continuing to work on this. The first round has been completed and we are awaiting the second round.
- We are still waiting for a final decision on the day off that was negotiated in the contract. We continue to go round & round...hoping for resolution before Winter Break. One of the latest ideas was to take 2 half days and count those

as one day off, but that doesn't equal one full day off time-wise and also isn't a non-work day if we have to come to work for part of the day. Our labor attorney agrees. The district is still asking for the day after the students leave in June. Issues remain with that day, too, as it is a work day for instructional assistants & a day for teachers to tie up loose ends. We continue to work on resolving this.

- All of these reminders will be in the Apple Core.
- Wishing everyone a relaxing and happy break. If anything comes up, please reach out.

First Vice President: Andy Thomas

- If employees get in hot water, we have rights, specifically [Weingarten Rights](#). If an administrator sets up a meeting that could result in discipline. Employees are always entitled to know the subject of the meeting and can request that prior to the meeting. If the meeting could be disciplinary in nature, employees are entitled to representation, either a building rep. or with an officer.
- Enjoy the break.

Vice President, Support: Kyle O'Brien

- No report. Enjoy the holidays.

Vice President, Professional: Kelly Cenicola

- No report. Happy Holidays.

Secretary, Support: Vic Fedeli

- No report. Enjoy the break.

Secretary, Professional: Karen Salladino

- No report. Enjoy break.

Treasurer: Lauren Lapinski

- No report. Enjoy the holidays.

COMMITTEE REPORTS:

Outreach: Andria Johnson

- No report.

Constitution: Aimee Avellino

- No report.

Elections: Kelly Cenicola

- If anyone has any interest in attending the 2025 NEA Representative Assembly in Oregon in early July, please email K. Cenicola (cenicok@lmsd.org).

Combined Negotiations: Kevin Hughes

- No report.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino & Gage Yezuita

- 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 or G. Yezuita.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- We have a date & place for the annual conference. It will be held March 7th & 8th in Pittsburgh. If anyone is interested, email M.Hadi (hadim@lmsd.org).

PACE: Andy Thomas

- Reminder for those that have signed up, the automatic deductions are coming out of the 1st 5 pays of the calendar year.

PR&R: Kyle O'Brien

- There is still one issue lingering from 2018; nothing new to report.

Social: Vic Fedeli, Aimee Avellino

- If there are retirees in your location, please be sure they share their personal email with V. Fedeli for the annual banquet.

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

- 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 D. Grumbine, please be sure to let him know (lmeadaveg@gmail.com) and copy K. Cenicola (cenicok@lmsd.org).

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: No report.

Merion ES: No report.

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: No report, just following up on a recent meeting. A. Avellino and K.Cenicola shared that the work to address the concerns is ongoing.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: K. Salladino; 2nd R. Feldman at 4:59 pm.