

Lower Merion Education Association  
General Membership Meeting  
August 31, 2021

**NOTE:** These minutes will also be available online at [www.lmeaonline.org](http://www.lmeaonline.org).

**Officer's Report:**

President: Aimee Avellino

- Welcome back! Please reach out to LMEA Officers at any time with questions or concerns. We've been through a lot; it's been hard and it is important to acknowledge that. We will be looking for a return to normal, but that will come with parameters.
- The updated [District Health & Safety Plan](#) is on the district's website. Be sure to review the plan, as well as building and location plans, as they may vary slightly. The District Health & Safety committee continues to meet every week, as we have throughout the summer. Reach out to your Building Reps, V. Fedeli, K. Cenicola, or A. Avellino. Updates to the plans are expected throughout the year.

Secretary, Professional: Karen Salladino

- There are several vacancies for Building Reps for LMEA. If you are interested in becoming an active member, please email Karen Salladino @ [salladk@lmsd.org](mailto:salladk@lmsd.org).
  - Belmont Hills: Support Staff
  - Cynwyd: Support Staff
  - Gladwyne: Professional and Support Staff
  - Harriton: Professional and Support Staff
  - Lower Merion: Support Staff
  - Penn Valley: Support Staff
  - Penn Wynne: Support Staff
  - Transportation: Lower Merion & Matsonford

Vice President, Professional: Kelly Cenicola

- Representatives are asked to attend one meeting a month and serve as a liaison between LMEA Officers and their building or location colleagues.

Vice President, Support: Vic Fedeli

- Welcome to all new hires, both Professional and Support members.
- Being a building rep. is a great way to get involved and grow as a member. The role of a building rep. is important and steers what we do.
- Thank you to those who prepared the buildings and grounds for our return to school!

**PACE Report:** Andy Thomas, 1st Vice President. Our compensation is controlled by legislation and it is important to contribute to PACE. Automatic contributions can be set up over five pays during the year. The contribution doesn't have to be a lot; every little bit helps. Building reps will soon share information to sign up. Reach out to your building rep or any one of the Officers with any questions.

**CNC Report:** Tom Ricker, CNC Chair. We are entering the second year of a four year agreement. In looking at other districts as they negotiated contracts during the pandemic it is interesting to note that some added language to their contracts regarding maintaining salary when school revenues decreased. There was no language about increasing salaries if revenues increased. CNC has noticed that, due to retirements and resignations of both professional and support staff, the district opted for a 2% instead of 3% tax increase. As turnovers occur, keeping track of this is important.

## **Reminders:**

**LMEA Website:** Check [www.lmeaonline.org](http://www.lmeaonline.org) for posting of minutes for the meeting. The Apple Core, the LMEA calendar and so much other information can be found online. Be sure to sign up for "the blast," using your personal email to receive notifications. There is also a contact form for communicating with Officers, as well as cell phone numbers for A. Avellino, A. Thomas and V. Fedeli. There will be updates made to the website in the near future thanks to Matt Shaw and Karen Salladino.

**LMEA Building Rep Vacancies:** There are vacancies for Building Reps and to email K. Salladino ([salladk@lmsd.org](mailto:salladk@lmsd.org)) if interested. The reps are our eyes and ears in the buildings. Seek them out and use them as a wonderful, helpful resource. They will connect with the Officers if they are unable to help so that you have the resources and information you need. The Officers are grateful for the support and help that the reps give throughout the year and appreciate all that they do!

**Clearances:** Check to be sure that their clearances are updated. The district will send an email at 90, 60 and 30 days before expiration. Completed clearances should be submitted to Moira Egan, [EganM@lmsd.org](mailto:EganM@lmsd.org).

**2 Hour PRP:** Check [My Learning Plan](#) if the 2 hour requirement was not completed over the summer. More dates will be added.

**Salary Advancement:** The deadline to apply for salary advancement is October 10th. Forms should be submitted to Eric Demkin, [DemkinE@lmsd.org](mailto:DemkinE@lmsd.org).

**Tuition Reimbursement:** The window to apply for reimbursement for course that start after January 1st opens on September 30th.

**PSEA Website:** Visit the [PSEA website](#) for plenty of special discounts and benefits for members, as well as a wide variety of resources, programs and workshops. Many of the programs and workshops are now virtual, which may be more convenient.

**District Policies:** It is our professional responsibility to be familiar with all of the district's policies, which can be found on the [district website](#). "I didn't know" is not a

valid excuse. Principals may have or will be sharing updates and a summary will be shared in an email to Building Reps. If you have any questions, please reach out to the Officers or Building Reps.

**Weingarten Rights:** LMEA members have the right to stop a meeting and ask for representation in any meeting that might lead to discipline or termination. Building reps will be distributing cards to remind everyone of this right.

**Civility Policy:** The district has a civility policy and members can stop a meeting if it becomes uncomfortable. Reach out to Building Reps or Officers for assistance.

### **Updates:**

**Cleaning Crews:** V. Fedeli shared that last year the crews were from an outside source, but this year the district has ten district employees doing that work. This change may lead to full time employment in the future with attrition and the opening of the new middle school.

**New Middle School:** A. Avellino shared that this year will be very busy for the administration as they plan for and staff the new middle school. Start times may again be a topic of discussion. A staff survey will be shared by the district regarding the changes in the elementary and middle schools. LMEA is monitoring the situations closely and working in conjunction with the district during the transition.

**2021-2022 School Year:** A. Avellino shared that there will continue to be lots of changes and challenges this year. LMEA is here to support you. We are in this together and will do our best. Have a great year!

Respectfully submitted

Karen Salladino, Secretary, Professional