

Lower Merion Education Association  
General Membership/Welcome Meeting  
August 27, 2024

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

Meeting called to order at 9:33 am.

**Officers' Reports:**

President: Aimee Avellino

- Welcome back! A few updates and reminders:
  - We are starting the year with a new 3 year contract. The tentative agreement (TA) is posted on the LMEA website.
  - LMEA and the district are currently editing the contract and a final copy will be shared upon completion. Remember, that if it isn't in the TA, then there were no changes from the last contract. The last contract will remain on the website until the edits are complete.
  - LMEA and the district updated the EPER information and merged the items deemed "additional responsibilities" in order to streamline the process for activities completed beyond the school day.
  - If you are new or if information has changed, please be sure to sign up for "The Blast," LMEA's method of communicating with members. We will begin sharing the LMEA Apple Core via the blast each month. Please sign up on the LMEA website using your **personal email address**. Those that use an LMSD email address will be deleted.
  - Please be sure to visit the LMEA website to keep informed. There is a wealth of information there including contact information for LMEA leadership, meeting minutes, as well as the LMSD benefits overview. The updates to the site are ongoing.
  - The LMEA Building reps are our eyes and ears in each location and are there to help. Please reach out to them if you have questions or concerns.
  - Each of us has a professional responsibility to be familiar with the district's policies. It is not ok to say "I didn't know" in regards to a district policy, so please take time to review them. They are posted on the district website.
  - Deadline for salary advancement applications is 10/10/2024.
  - The window for tuition reimbursement applications opens 9/30/2024.
  - PSEA's [Mideast Region](#) have many workshops and other [benefits for members](#). Info is posted on the PSEA site and LMEA site.
  - Length of workday is defined in the contract. Members are under no obligation to work outside of the contractual day for meetings, clubs, activities or other work. If your participation is necessary, you should be paid for your time. Please be mindful of your choices.

- If you are planning a sabbatical, need a leave of absence or accommodations please reach out so that we can discuss your options and help you navigate the process.

Vice President Support: Kyle O'Brien

- Welcome back!
- An info guide with contract highlights and contact info will be shared with bldg reps soon.
- Please reach out to LMEA officers if you have any questions or issues.

First Vice President: Andy Thomas

- Welcome back to what is sure to be a great school year with our new contract!
- Please remember that the district has a civility policy. All interactions need to be civil and that civility is not negotiable.
- Also remember that you have a right to representation in any possible discipline situations with administrators. If you find yourself in a situation that could lead to disciplinary action you can say, "I have a right to representation and I want to postpone the meeting until I that."

**Unfinished Business:** None

**New Business:** None

Meeting Adjourned 9:57 am

Respectfully submitted  
Karen Salladino, Secretary, Professional