

**Lower Merion Education Association  
Executive Council Meeting  
March 10, 2025**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:22pm.

Approval of Minutes from February Executive Council Meeting: D. Williams; 2nd R. Brooks

**OFFICER REPORTS:**

President Report: A. Avellino

- There was an email today from Eric Demkin about an LMEA/LMSD retirement presentation to be held on March 19 at 4:30 at LMHS in the LGI room. Great attendance is predicted based on the flurry of responses received as of this meeting. Use [this link](#) to register. If you cannot attend but are interested in the information shared, register anyway with a comment asking for the follow-up information after the presentation. The LMEA hopes to partner with the district to make this an annual event.
- There was another recent email from the HR Department regarding staff changes in HR. Here is [the link](#) to the "who to call for what question." Must be logged into the LMSD staff portal for access to this page.
- Sticking with information from HR, a new resource for those called for [Jury Duty](#) has been added to the HR page, too. It is important that people know that they cannot donate the payment for jury duty if that is an option. Any payment received must be signed over to LMSD.
- \*\*\*Another recent addition to the HR website since our Executive Council meeting is an informational section on sabbatical leaves. Please use [this link](#) to access this resource.
- Please remember to make a plan for the end-of-year treats from LMEA for members in your location. Please reach out to K. Cenicola ([cenicok@lmsd.org](mailto:cenicok@lmsd.org)) or L. Lapinski ([lapinsl@lmsd.org](mailto:lapinsl@lmsd.org)) for assistance.
- There are conversations happening between the LMEA and the district about the calendar for year two and year three of our contract. There will be some changes to the currently posted calendars including adding Eid as a day off. Changes must be board approved and will be shared as soon as finalized.
- Contract revisions are ongoing and edits are being made to the agreement reached over the summer. There are also changes being made to the structure of the document making it easier for members to get the information they need. We are close to having a final version to share.
- If you have been listening to the news out of Washington D.C., there is talk of dismantling the Department of Education. Members are encouraged to sign up and receive the PSEA emails that are "calls to action" to voice our concerns to our US Representatives and Senators. LMEA members are encouraged to speak up against attacks on public education, regardless of political party affiliation. Use this [link for PSEA's Action Center](#).
- [NEA](#) is hosting a [town hall on Thursday, March 13th](#) in response to attacks on education at the federal level. Use this link to access the [NEA Take Action page](#). Again, this is not about your political affiliation but rather focused on sharing your voice about what is best for public schools.

Vice President, Support: Kyle O'Brien

- Summer schedules have started coming out for the support staff with the changes to 4 ten hour days as the district will close buildings on Fridays over the summer as a cost-saving measure. There are multiple options for staff so that everyone can find a plan that will work for them. Please reach out to Kyle O'Brien with questions or concerns. The week of July 4th will not be included in the summer schedule since the holiday falls on a Friday. The summer schedule will be in effect the following weeks:
  - Week of Jun 23, 2025
  - Week of Jul 7, 2025
  - Week of Jul 14, 2025
  - Week of Jul 21, 2025
  - Week of Jul 28, 2025
  - Week of Aug 4, 2025

Vice President, Professional: Kelly Cenicola

- No report.

First Vice President: A. Thomas

- No report other than we have 11 Mondays left until summer.

Secretary, Support: Vic Fedeli

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- Nothing new to add to the treasurer's report shared in the meeting reminder email.

## COMMITTEE REPORTS:

Outreach: Andria Johnson

- LMEA will again have a table at [Alex's Original Lemonade Stand](#) on 5/31. Volunteers are welcome. The event runs from 10-2:30 but we'll be there from 9-3.
- If anyone else has an event that they would like advertised or needs volunteers, please contact A. Johnson at [johnsoa@lmsd.org](mailto:johnsoa@lmsd.org).

Constitution: Aimee Avellino

- No report.

Elections: Kelly Cenicola

- Elections for the NEA-RA will be held at the March General Membership meeting on March 12, 2025. If interested, email Kelly Cenicola at [cenicok@lmsd.org](mailto:cenicok@lmsd.org). The election will be the only item on the agenda for that meeting.
- If you are interested in running for any of the positions posted in the Apple Core, please contact K. Cenicola ([cenicok@lmsd.org](mailto:cenicok@lmsd.org)) before the General

Membership meeting on May 14th. Elections will take place Tuesday, May 20th.

- If you are interested in serving as a building rep., please contact your current reps. to discover if any positions are open and look for detailed information regarding those positions in an upcoming Apple Core.

Combined Negotiations Committee: 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, allow for a chance to resolve and then reach out to A. Avellino or G. Yezuita.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- The contribution percentage to PACE from LMEA is down considerably so next fall we will need to work to increase the percentage. It is better to have a higher percentage of participation than a higher dollar amount.
- Do not underestimate the very real threat public education is facing right now at the Federal level, but support for pro-education candidates begins at the local and state levels.
- To be clear, PACE dollars support pro-education candidates, not candidates of a particular political party.

PR&R: Kyle O'Brien

- Nothing new on the report, just one lingering from several years ago.

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 LMEA Retiree Banquet which will be held on May 29th at Evviva.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- Reminder 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 D. Grumbine, please be sure to let him know via email ([lmeadaveg@gmail.com](mailto:lmeadaveg@gmail.com)) and copy K. Cenicola ([cenicok@lmsd.org](mailto:cenicok@lmsd.org)).

## **REPORTS OF THE AD HOC COMMITTEES:**

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson

- EFLM met with the ISC Mini-grants committee & the message was that staff should apply for the grants, even if they are doubting the worthiness of the rationale or the availability of funding. In some instances, the building principal or HSA loved the idea and agreed to fund it outside of the grant. So when in doubt, apply.

## **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: Concerns raised again about the middle school conferences that were switched to Zoom for the snow day earlier this year. A. Avellino shared that the decision to hold conferences as scheduled that day via Zoom was deemed the better option than rescheduling and having staff stay late another unplanned evening.

Welsh Valley MS: Question regarding the shut-off time for AC over the summer with extended working hours for the 4/10 change. Last year it seemed that AC ended before the work day. K. O'Brien is aware and the AC should be on for the duration of work hours. Question about personal days rolling over to sick days now that two personal days are without penalty. A. Avellino shared that as they always have, any unused personal days roll over to sick days if unused.

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. Thomas; 2nd J.Capelli at 5:21pm.