

Lower Merion Education Association
Executive Council Meeting
April 21, 2025

CALL TO ORDER: A. Thomas called the meeting to order at 4:18pm.

Approval of Minutes from February Executive Council Meeting: J. Cappelli; 2nd K. Cenicola

OFFICER REPORTS:

President: A. Avellino, Shared by Andy Thomas

- Open Enrollment will be May 5th-16th and more information will be shared in the next few days via email from E. Demkin. A lot of information will be included in that email, but please note that one important detail is that everyone will be getting new ID cards with new numbers, even if no changes are made to current plan selection. As of July 1st, everyone will need to use new cards for appointments. If there are any questions, contact E. Demkin. If questions remain, then email an officer.
- [NEA](#) and [PSEA](#) have been emailing several critical alerts and calls to action. We encourage members to [sign up NEA alerts](#) and [PSEA alerts](#) and act upon them when a call to action is provided. Also there will be a visit from a PSEA's Region Advocacy Coordinator, Adam Clark, during the May Executive Council meeting.
- The district calendar is being updated including adding Eid as a holiday and other changes, including the extra day off for professional staff. Concrete updates so far include: next year the Friday of President's Day weekend will now be a day off for professionals. Another change that will be made is that there will not be any half days for students moving forward. Exact details are still being worked out, but days like Halloween or the day before Thanksgiving will not be student half days. Parent-Teacher Conferences will be restructured due to the lack of student half days. Details to follow.
- The [Human Resources page](#) in the employee portal of the LMSD website has been updated to reflect the changes in HR staffing as well as new information has been added about [sabbatical leaves](#).
- Don't forget we will again be offering treats for members at the end of the year. There is a budget of up to \$10 per person. Easy options include Wawa and Panera, as well as Hope's Cookies and Nothing Bundt Cakes. Please reach out to K. Cenicola (cenicok@lmsd.org) for assistance.

Vice President, Support: Kyle O'Brien

- No report.

Vice President, Professional: Kelly Cenicola

- No report.

First Vice President: A. Thomas

- No report.

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, shared by Karen Salladino

- 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.

Constitution: Aimee Avellino

- No report.

Elections: Kelly Cenicola

- Below is a table with the openings for Building Reps. This list will also be shared in the Apple Core.

Location	Professional Staff Openings	Support Staff Openings	Location	Professional Staff Openings	Support Staff Openings
Administration	2	0	Harriton	1	1
Bala Cynwyd	0	1	LMHS	0	1
Black Rock	0	2	Penn Valley	0	1
Belmont Hills	0	1	Transp. - Harriton	0	1
Building Craftsmen	0	1	Transp. - Matsonford	0	3
Cynwyd	1	1	Welsh Valley	0	1
Gladwyne	1	1	At Large Rep.	1	0

- LMEA elections will be held in May. If interested, reach out to K. Cenicola (cenicok@lmsd.org) before the General Membership meeting scheduled for May 14th.

- The following are open positions for committee posts and officers.
 - **Officers (1-year terms):**
 - President
 - Vice President, Support
 - Vice President, Professional
 - 1st Vice President
 - Secretary, Professional
 - Secretary, Support
 - Treasurer
 - **Combined Negotiations Committee (3-year terms)**
 - Professional-High School (3)
 - Professional-Middle School (1)
 - Professional-Elementary (3)
 - Support-Assistants (including instructional assistants, audio-visual assistants, and nurse's associates)
 - Support-Secretarial
 - Support-Transportation (drivers only)
 - Support-Custodians
 - Support-Buildings & Grounds
 - Support-Campus/Bus Assistants and Food Service (including campus assistants, parking, and bus assistants, cafeteria and recess assistants and food service employees)
 - **Professional Rights & Responsibilities Committee (3-year terms)**
 - Professional-High School (x3)
 - Professional-Middle School (1)
 - Professional-Elementary School (4)
 - Support-Custodians (1)
 - Support-Transportation (1)
 - Support-Clerical (1)
 - Support-Secretarial (1)
 - Support-Buildings & Grounds (1)
 - Support-Technicians (1)
 - Support-Campus Aides/Bus Assistants (1)
 - Support-Food Service (1)

Combined Negotiations Committee: Kevin Hughes

- No report.

Financial Advisory Committee: Aimee Avellino, shared by Andy Thomas

- The budget will be shared at the May Executive Council meeting.

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

- PACE contributions from the district total about \$19,000, but that is only from about 26% of our membership. Since we cannot use dues dollars to support the political process, our contributions to PACE go towards supporting candidates that support pro-public education and that can be Republicans or Democrats. It would be beneficial for us next year to increase the percentage of members participating so that we can better back those candidates that believe in strong public schools.

PR&R: Kyle O'Brien, shared by V. Fideli

- 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 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. If you notice any discrepancies in the information from D. Grumbine, please be sure to let him know via email (lmeadaveg@gmail.com) and copy K. Cenicola (cenicok@lmsd.org).
- Non-members can currently join PSEA and NEA at NO COST for the remainder of this school year when they participate in the early enrollment option for next school year. By pledging now to join LMEA, PSEA and NEA next year non-members will receive:
 - [NEA's Member Benefits](#)
 - [PSEA's Member Benefits](#)
 - Up to \$1 million in Educator Employment Liability (EEL) insurance for any civil claim, and up to \$300,000 for any civil rights claims, if a student or parent sues you during the course of employment. The EEL policy may also cover your legal defense costs up to certain maximums, including defense of criminal charges that are employment-related where you are exonerated, or charges are subsequently withdrawn or dismissed.
 - PSEA Personal Legal Services Program and two, free half-hour consultations with a participating attorney every year.

REPORTS OF THE AD HOC COMMITTEES:

CARE: Jackie Gaines

- No report.

Education Foundation: Andria Johnson, shared by Karen Salladino

- This is just a reminder to apply for any of the ISC mini-grants when applications are open (in the spring). Even if you don't fulfill the parameters, it is possible that the HSA or building principal will like the idea and agree to fund it.

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: Staff were told that Take Your Child to Work Day was not able to happen at Belmont Hills. Is that the same at other locations? A. Thomas shared that it was managerial prerogative. Also concerns raised after Spy High documentary about videos taken in halls. Videos taken by the district are for security, not surveillance. They are not saved for longer than 30 days and there are no cameras in classrooms. If the video is ever used in disciplinary matters let LMEA know immediately. It was noted that having access to video documentation has been helpful to members in the past.

Cynwyd ES: No report.

Gladwyne ES: No report.

Merion ES: Concerns about the Human Resources department and all the changes that have happened and that there have been difficulties in getting situations resolved. Also, there was a concern about SPIES hiring practices after leaving for maternity leave. A. Thomas shared that past practice has always been that a SPIES position is yours until you give it up, which includes a maternity leave.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: A member asked about the \$9 million shortfall and if there were going to be layoffs or staff movement as a result. Most of the shortfall will be absorbed through attrition (retirements) but there may need to be some movement as a result, too. Plans for staffing next year are changing constantly and some of those that may be impacted have been notified. Others will be notified as soon as possible.

Welsh Valley MS: For support, IAs across the district have been discussing the 20 hours and the inequalities with what is offered for IAs that are certified as teachers vs those that aren't certified teachers. This is different from what had been offered in the past. J. Cappelli talked with K. O'Brien and there will be follow-up.

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: R. Feldman ; 2nd D. Williams at 5:03pm.