

**Lower Merion Education Association
Executive Council Meeting
October 13, 2025**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:17pm

Approval of minutes for June Executive Council Meeting: A. Thomas; 2nd R. Brooks

OFFICER REPORTS:

President: Aimee Avellino

- Welcome!
- Important reminder that when members are asked to meet with administrators at the building or at the district level that may be of a disciplinary nature or for any other reason, an LMEA officer should be made aware of such meetings to ensure proper representation.
- The LMEA office on Parsons Avenue is in need of some upkeep and maintenance work. The steps and decking out front must be replaced and the building itself needs to be painted. After careful review, the officers are presenting the estimate that is the most reasonable and allows us to work with one contractor for both jobs. We are asking for your approval for the projects to move forward with John Neill Painting & Decorating, LLC for an estimated cost of \$14,000 inclusive of permits and inspections. A. Avellino, motion to approve. 2nd K. O' Brien
Motion approved by the Executive Council.
- Special thanks to V. Fedeli who, although retired, did the work to meet with and vet the contractors and coordinate with the neighbors at the Brodsky Enrichment Center to limit disruptions to their events.
- The LMEA Apple Core will be shared in the follow-up email. Please share with members in your location. It will again include a reminder about the changes to the pay schedule that will take place on May 22 and June 12 which will adjust our schedule to remain at just 26 pay periods in the year. Such an adjustment is needed every 6-7 years.

Vice President, Support: Kyle O'Brien

- No report.

First Vice President: Andy Thomas

- No report.

Vice President, Professional: Kelly Cenicola

- Welcome to our new building representatives! Please be sure to review the expectations for being a rep and also be sure to share the information from this meeting with members in your location.

Secretary, Support: Donna Rossi

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- The Treasurer's report was shared in the reminder email.

COMMITTEE REPORTS:

Outreach: Andria Johnson

- No report.

Constitution:

- No report.

Elections: Kelly Cenicola

- Check to see if there are openings for reps in your locations and let K.Cenicola (cenicok@lmsd.org) know if there are people interested in filling them.

Combined Negotiations: Kevin Hughes

- No report.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino & Gage Yezuita

- 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 req. has been put in, reach out to A. Avellino (avellia@lmsd.org) and G. Yezuita (yezuitb@lmsd.org).

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- Nothing new...we should be getting the forms soon from PSEA to get more people signed up for payroll autodeductions for their contributions.

PR&R: Kyle O'Brien

- No new active grievances and the old one from 2018 has finally been closed.

Social: Aimee Avellino & Donna Rossi

- No report.

Special Services: Aimee Avellino

- There are a variety of discounts available for members that will be shared in the follow up email. Not only are there product discounts, but there are discounts on services like retirement planning and wills. Additional details will be shared in The Apple Core or visit the [PSEA Member Benefit website](#).

Sunshine: Debbie Williams

- No report, just 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

- Membership information has been shared by D. Grumbine with one rep in each building.
- If you notice the need for corrections (different please reach out to K.Cenicola (cenicok@lmsd.org) and D. Grumbine (lmeadaveg@gmail.com).
- Please be sure to reach out if members have changed locations.

REPORTS OF THE AD HOC COMMITTEES:

CARE: Jackie Gaines

- No report.

Education Foundation of Lower Merion: Andria Johnson

- EFLM is recruiting board members from each school's community (parents of children in the district). From there, we will begin working towards our goal of funding ideas for improvements to our outdoor spaces.

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: No report.

Cynwyd ES: No report.

Gladwyne ES: Question regarding timeline for dues to be deducted once signed up for LMEA membership. Also concern about sub shortages and students with IEPs not getting services.

Merion ES: There is a concern regarding the lockdown procedures and lack of wifi strength during an emergency. Also concerns about communication with staff that work in multiple locations in the district. A. Avellino shared that administrators are aware of those concerns and are working on procedural changes. Updates coming.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: There are concerns about the PLC process and I&E workloads. Additionally there is a concern about a lack of substitute custodians when staff are out. K. O'Brien shared that if it is for an extended period of time, there should be a substitute to cover. If it is just one or two days, other staff may be asked to cover and overtime may be offered if it is an extended time without a substitute.

Harriton HS: No report.

Lower Merion HS: There was concern about a special education teacher taking an IEP day the day before a holiday and HR did not approve the day. A. Thomas

shared that HR has the discretion to approve or not. There is also a concern about the number of sets and labs assigned to a teacher exceeding the number agreed upon in the CBA. K. Cenicola and A. Avellino will follow-up on this issue..

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: K. Cenicola; 2nd A. Thomas at 4:51pm