

Lower Merion Education Association
Executive Council Meeting
November 10, 2025

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

Approval of minutes for October Executive Council Meeting: A. Thomas; 2nd K. O'Brien

OFFICER REPORTS:

President: Aimee Avellino

- Independent Accountants' Review Time! CPAs from Raible Cornaglia & Company shared their annual financial review report for the LMEA. Documents were provided to those building reps present at the meeting and were collected upon completion of the presentation. If anyone would like to view a copy of the report, please reach out to an LMEA officer. A copy of the report has also been shared with PSEA.
- There was an email from Eric Demkin regarding the retirement workshops being offered this year...one in December and one in March.
 - Fall Session: Wednesday, December 3, 2025 at 4:30
 - Lower Merion High School LGI Room
 - Interested staff are asked to pre-register using the [link](#)
 - Spring Session: Wednesday, March 18, 2026 at 4:30
 - Lower Merion High School LGI Room
 - Interested staff are asked to pre-register using the [link](#).
- Remember that there will be a different pay schedule 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.
- PSEA shared info about a few Professional Learning Opportunities. A flyer will be shared in the follow-up email. Please post along with Apple Core this month.
- Our next Tuition Reimbursement window opens in January. January 1, 2026—Begins tuition reimbursement requests period for courses ending AFTER July 1, 2026
- It is important to remember that when members are asked to meet with administrators at the building or at the district level, especially those involving HR, for any other reason, an LMEA officer should be made aware of such meetings to ensure proper representation for our members.

- During the recent staff development days, there were questions about the schedule and calendars for different categories of employees within the district. The calendars for all categories are all posted on the [LMEA website](#).

Vice President, Support: Kyle O'Brien

- The Kronos update went live. There are some growing pains that LMEA is aware of and the district is working to resolve. Please let us know if there are any issues.

First Vice President: Andy Thomas

- The weather is getting colder and there's a lot going on but we are 2 weeks from Thanksgiving, then just 3 until Winter Break & just 26 more Mondays in this school year.

Vice President, Professional: Kelly Cenicola

- No report.

Secretary, Support: Donna Rossi

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

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

COMMITTEE REPORTS:

Outreach: Andria Johnson

- Just a reminder to contact A. Johnson (johnsoA@lmsd.org) if there is any way LMEA can help promote a school event, find volunteers, request supplies, etc. In the past, LMEA has sponsored several school community events and conducted a district-wide collection for supplies for these events (ex. art supplies for Alex's Lemonade Stand).

Constitution:

- No report.

Elections: Kelly Cenicola

- The House of Delegates for December was canceled in a show of solidarity with workers involved in a contract dispute with the hotel in the city.

Combined Negotiations: Kevin Hughes

- Year 2 of 3 year contract...negotiations begin in 14 months. Reach out with concerns.

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

- No report.

PR&R: Kyle O'Brien

- No report.

Social: Aimee Avellino & Donna Rossi

- No report but please keep Donna informed of any retirements so that we can plan for the annual LMEA Retirement Banquet..

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. 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

- There is new leadership for the EFLM and they are looking for a support staff representative to join the foundation. The meetings are held once a month on zoom. The focus this year is the development of outdoor spaces in the district. The president, Sana Garner, has experience creating accessible outdoor spaces in the community already. If anyone is interested in becoming involved, please, reach out to A. Jonson (johnsoA@lmsd.org).

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: No report.

Cynwyd ES: No report.

Gladwyne ES: There is ongoing work to follow up on recent air quality testing done in the building. The full day on 10/30 which included fall celebrations was quite difficult for students and teachers alike. Thinking ahead to next year and beyond, might we be able to have a half day if HS had asynchronous? Another concern, Another concern brought up- we noticed that kids don't have any snow days built in this year - will there be given time to plan virtually bc typically we get that 1st snow day to do it.

Merion ES: No report.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: No report.

Harriton HS: No report.

Lower Merion HS: An instructional assistant is inquiring about not being hired for positions applied for despite having experience and qualifications. A. Avellino asked the member to reach out to K. O'Brien. Another question regarding members being asked about filling in additional forms for PA-ETAP. K. Cenicola will look into it. Also, teachers are being asked to share weekly plans in an additional format with admin, spec ed. teachers.etc. and there is a concern that this information may be used to compare teachers. K. Cenicola and A. Avellino shared that the admin already has access to the plans to do that now, so probably not going to be an issue, but please share if issues arise. There was also a question about preparing ahead of time for negotiations including a stronger social

media presence similar to that of the teachers in Haverford. K. Hughes and A. Johnson shared that they are following the Haverford situation and also preparing for our next round of negotiations even though it is a ways off.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: K. Hughes ; 2nd A. Thomas at 5:03pm