

Lower Merion Education Association

Executive Council Meeting

December 8, 2025

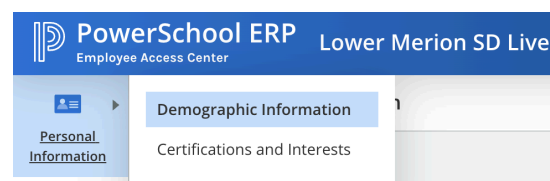
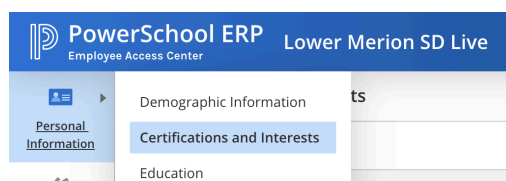
CALL TO ORDER: President A. Avellino called the meeting to order at 4:16pm.

Approval of minutes for November Executive Council Meeting: L. Lapinski; 2nd K. Cenicola

OFFICER REPORTS:

President: Aimee Avellino

- At this time of the year, we like to share reminders to help make sure everyone has the information they need. Please be sure to share with members in your location. Please note that to access these resources members will be required to log into the [LMSD Employee Portal](#) and the [Employee Access Center](#).
 - [Clearances](#): Though the district has an automated system in place to remind employees when their clearances need to be renewed, the technology isn't perfect. Members are encouraged to go to the "Personal Information" section of the [Employee Access Center](#). Look under "Certifications and Interests" to verify clearances are valid and when they will need to be renewed. Also while you're there, verify your information including emergency contact information under "Demographic Information."



- [Jury Duty](#): Recently a member completed their jury responsibilities and was given a \$12 Amazon gift card. The district policy is that any compensation received for jury duty must be given to the district. Since the district cannot accept an Amazon gift card, employees must write a \$12 check to the district to comply with the policy.
- [Tuition Reimbursement and Salary Advancement](#): Although related, these two processes are separate and both must be completed properly to ensure that employees receive their reimbursement and correct placement on the salary schedule.
- If you or another employee is in need of assistance with accommodations, [medical](#)

[leaves](#) or [sabbaticals](#), please contact an officer. We are happy to help navigate these processes with you.

- On behalf of the officers, we would like to wish you all a relaxing and wonderful holiday season! Thank you for all that you do and know that if you or a member needs anything over the break, we will be available.

Vice President, Support: Kyle O'Brien

- No report.

First Vice President: Andy Thomas

- No report.

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).
- Volunteers needed for the MLK Day of Service. Please reach out to A. Johnson (johnsoA@lmsd.org) if you are interested in helping with the district's events.

Constitution:

- No report.

Elections: Kelly Cenicola

- No report.

Combined Negotiations: Kevin Hughes

- No report.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino & Gage Yezuita

- We continue to meet monthly. Please follow the proper channels if there is a health & safety concern in your location. Reach out to the head custodian first and then 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 active grievances; 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 which will be held on the evening of May 28th.

Special Services: Aimee Avellino

- No report.

Sunshine: Debbie Williams

- A. Avellino shared that this is Debbie's last meeting because she is retiring. Gratitude was expressed for her years of service and good wishes were shared for her retirement.

Membership: David Grumbine

- Membership information has been shared by D. Grumbine with one rep in each building as well as information for recruiting new members.
- 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: Questions were asked about the UDL assignment shared during the last professional development day. The breadth/depth of the work to complete seemed to exceed the time given. Additional concerns were shared about WIN and how it is being implemented across the elementary buildings. There seems to be inequity in how it is implemented across the elementary buildings. Officers are meeting with the building and with administration to discuss these concerns.

Cynwyd ES: No report.

Gladwyne ES: Questions were raised about the district's expectation for when teachers would plan for virtual instruction days. In the past time was given to prepare, but not this year. A. Avellino shared that teachers should work together with their colleagues to plan, perhaps using resources previously gathered. Officers will ask that the district consider a plan to provide time. Another question was shared regarding feedback about the change to the elementary conference schedule. A. Avellino encourages members to share their feedback which will in turn be shared with the administration.

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: Support staff members shared concerns about having to download and print workers compensation paperwork instead of a packet being provided as it has been in the past. A. Avellino will look into it.

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. Johnson; 2nd K. Hughes at 4:42pm.