

Lower Merion Education Association
Executive Council Meeting
January 12, 2026

CALL TO ORDER: President A. Avellino called the meeting to order at 4:19pm

Approval of minutes for December Executive Council Meeting: L. Lapinski; 2nd D. Rossi

OFFICER REPORTS:

President: Aimee Avellino

- Calendar Clarification: February 13th is **not** a PD day as stated in the printed district calendar. Schools are closed on February 13th for staff and students. To be sure you have accurate information, please go by [calendar on the LMSD website](#), not the printed copy.
- LMEA hosted a retirement workshop in December and there is another one on March 18th at LMSD LGI at 4:30. There will be reminders from E. Demkin as the date gets closer. We will also post in the Apple Core. Attending one of these sessions is helpful if you are within 5 years of retirement. We have gotten very positive feedback on the sessions already held.
- Sorry if we sound like a broken record-but it is important for members to know that there will be a different pay schedule between the weeks ending with 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. We have been sharing this info since last June and will continue to share every month. Eric Demkin also shared an email with the entire staff on Jan. 9th, the text of which is below.
 - LMSD operates on a bi-weekly pay schedule that has 26 periods in a given calendar year that keeps our fiscal and tax years aligned equally. Unfortunately (thanks Gregorian calendar), the schedule becomes unbalanced, and we end up in a year with 25 or 27 pay periods. When this occurs, we must reset the pay schedule by moving a pay period back by one week. LMSD and LMEA leadership worked collaboratively to determine the best time to make this necessary adjustment to limit impact on staff/members. **For this reset, we will be moving the June 5, 2026 pay to June 12, 2026.** This means you will receive regular bi-weekly pays through May 22, 2026 then will have a three-week gap before the next pay on June 12, 2026. From there pay will resume on a bi-weekly schedule for several more years. Please see attached for full pay schedule (Appendix A of the current CBA). We understand this is a hardship, so we are reaching out now to allow time for you to prepare your budgeting needs. It is important to note that this change will not impact your earnings, and you will be paid for all monies due you for the 2025-26 school year. For hourly staff, any overtime or adjustments for period May 10, 2026 through May 30, 2026 (three weeks) will be reflected in the

June 12, 2026 pay. If you have any questions related to this pay schedule adjustment, please contact me directly. If you are interested in more information on the Gregorian calendar, [Click Here](#).

- Personal Days are not to be taken the day before or day after a holiday. That is really the last restriction we have in our contract related to personal days. If you need to take a personal day before or after a holiday, you can ask the officers for guidance and complete the district's special consideration form. The district can approve the day with or without pay, or they can deny it—that is their discretion. Please encourage members to reach out to an officer to help navigate this process.
- Sunshine Update: Since the retirement of D. Williams, we have restructured the way the LMEA will respond to members' life events. Please share with members in your location and with building secretaries, too.
 - For births and weddings, please contact D. Rossi (rossid@lmsd.org).
 - For deaths, injuries or illnesses, please reach out to K. Salladino (salladk@lmsd.org).
- PSEA MER offers many services and benefits including will and estate planning. There has been a change in how to connect with PSEA for help with estate planning and wills. Members interested in these services should contact the PSEA MER Legal team at (215) 853-2108 to ensure that they qualify and are directed to the appropriate service provider.

First Vice President: Andy Thomas

- No report.

Vice President, Support: Kyle O'Brien

- 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).

Constitution:

- No report.

Elections: Kelly Cenicola

- Election of delegates to the NEA Representative Assembly- If anyone is interested in attending please email Kelly Cenicola (cenicok@lmsd.org). Elections will be held at the March General Membership meeting. The NEA RA will be held July 3-7 2026 in Denver, Colorado

Combined Negotiations: Kevin Hughes

- Officially one year from negotiations. CNC will be meeting in person at the end of month.

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

- The 2026 PSEA Spring Forward Leadership Conference's Minority Leadership Training details and registration information has been posted [online on the PSEA website](#) and the registration link is open until February 2nd. The conference is scheduled for March 6th and 7th in Bethlehem, PA.

PACE: Andy Thomas

- No report.

PR&R: Kyle O'Brien

- No report.

Social: Aimee Avellino & Donna Rossi

- No report, but please keep D. Rossi (rossid@lmsd.org) informed of retirements so that we can plan for the annual LMEA Retirement Banquet which will be held on the evening of May 28th at Evvia.

Special Services: Aimee Avellino

- No report.

Sunshine:

- Since the retirement of D. Williams, we have restructured the way the LMEA will respond to member's life events. For births and weddings, please contact D. Rossi (rossid@lmsd.org). For deaths, injuries or illnesses, please reach out to K. Salladino (salladk@lmsd.org).

Membership: David Grumbine

- Membership information has been shared by D. Grumbine with one rep in each building.
- If you notice the need for corrections 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 Committee: Jackie Gaines

- No report.

Education Foundation of Lower Merion: Andria Johnson

- The focus this year is the development of outdoor spaces within the district. If you have any ideas for new or improved outdoor spaces at your location, please reach out to A. Johnson (johnsoA@lmsd.org).

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: No report.

Cynwyd ES: No report.

Gladwyne ES: The staff wishes to thank the membership and the officers for their cards, gifts, and kind words after the loss of our beloved friend and colleague, Julie Bucher. We are so appreciative of the support during this incredibly difficult time for our staff.

Merion ES: No report.

Penn Valley ES: People are concerned about the UDL project and the amount of time it is taking. A. Avellino will look into it.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: Support staff are wondering if there will be an option to use laptops to swipe in or if it will just be the time clock. There used to be multiple options, now it is just the time clock. A. Avellino will look into it.

Welsh Valley MS: No report.

Harriton HS: No report.

Lower Merion HS: Unlike last year, no students will remain in the building after 12:05pm during the mid-year experience.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: K. Cenicola 2nd K. Hughes at 4:46pm.