

Lower Merion Education Association
Executive Council Meeting
February 9, 2026

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

Approval of minutes for January Executive Council Meeting: A. Thomas; 2nd K. Cenicola

OFFICER REPORTS:

President: Aimee Avellino

- Thanks to Vic Fedeli for his help developing the snow removal plan since we haven't needed one in a few years.
- Reminder: This Friday, Feb. 13 is NOT a PD day - day off for staff; check the online calendar NOT the printed LMSD calendar we are given at the start of the school year. ALL calendars are available on LMEA.org under "District Calendars."
- Reminder: retirement workshop with Eric Demkin on March 18 at LMHS at 4:30pm - will be listed in the Apple Core. VERY helpful information for those considering retirement in the next 5 years.
- Reminder: pay adjustment in May. You will be paid on May 22, 2026 and then THREE weeks later on June 12 to keep with our pay schedule. This information will continue to be included in the Apple Core each month.. Eric Demkin will send another all staff email after Spring Break.
- Debbie Williams has retired and Sunshine Committee will now be run by Karen Salladino and Donna Rossi. Karen will be taking care of sad events (deaths, injuries, illness) and Donna will be responding to happy events (retirements, births/adoptions, etc). Please make sure your building secretaries know of this change.
- Member benefits - estate planning is one of our benefits. Go to LMEA.org to Member Benefits. Scroll to the bottom and you'll see the phone number for the PSEA MER Legal team who can direct members to appropriate service providers.
- Treats for the members in your building courtesy of LMEA - let us know if you want some help planning for this annual treat.
- Updated membership lists will be coming from David G., so be on the lookout for that.

First Vice President: Andy Thomas

- To be aware of... a member forwarded images of a Valentine card to renounce your membership to unions (i.e. NEA, PSEA, etc.). Strongly worded rejection of union membership. To be clear, your union dues are NOT political. Members should be aware that people sending out messages like this have their own anti-union agenda. Best for us to stay strong and work together. Lowest paid districts in this country are places without unions. These are not new mailings, but we want members to know the benefits of membership, including legal representation.

Vice President, Support: Kyle O'Brien

- No report.

Vice President, Professional: Kelly Cenicola

- Reminder: new hires should be directed to the LMEAonline.org to get information and sign up. Please review the updated membership list to see who in your building you may need to reach out to.

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

- 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

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Social: Donna Rossi & Aimee Avellino

- 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 Eovia.

Special Services: Aimee Avellino

- No report.

Sunshine:

- Since the retirement of D. Williams, we have restructured the way the LMEA will respond to members' 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

- No report

BUILDING AND DEPARTMENT REPORTS:

Administration: No report

Belmont Hills ES: Positive feedback from a member who received a gift from LMEA after a surgery.

Cynwyd ES: No report

Gladwyne ES: No report

Merion ES: Staff member wanted to take 5 personal days in a row and asked why it needs special consideration (will contact A. Avellino about this). Another question is if you are granted a day without pay because it's before a holiday, then do you lose a personal day - Aimee answered that you do not lose a personal day. The only time members should be questioned about a personal day is if it's up against a holiday, because you need to submit a request. A custodian had an issue with his car in the course of his duties on Saturday, and couldn't reach a supervisor. Also, some Kronos duties have been delegated to the building level. LMEA has already discussed this with HR and B. Wilson will be talking to all the principals to clarify the expectations. All decisions should be made by the building principal.

Penn Valley ES: No report

Penn Wynne ES: No report

Bala Cynwyd MS: No report

Black Rock MS: IA asked if she could take a sick day in the morning and come in for the afternoon - A. Avellino responded that it is an option. Also, some support staff are asking why they can't clock in/out via computer, and the answer is we are still in transition to the new procedures.

Welsh Valley MS: No report

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. Thomas; 2nd K. Hughes at 4:57pm.