

**Lower Merion Education Association  
Executive Council Meeting  
March 9, 2026**

CALL TO ORDER: President A. Avellino called the meeting to order at 4:15 pm

Approval of minutes for February Executive Council Meeting: L. Lapinski; 2nd K. Hughes

**OFFICER REPORTS:**

President: Aimee Avellino

- Reminder: There is a pay adjustment coming up in May 2026. Reminders have come every month since last June and will again be included in the Apple Core. E. Demkin sent an all staff email in January and will send another after Spring Break. Everyone will be paid on May 22, 2026 and then THREE weeks later on June 12 to keep with our pay schedule of 26 pays per year.
- Reminder: LMEA and LMSD are partnering to host another Retirement Workshop on 3/18 at LMHS in the LGI room at 4:30. Over 100 people have already registered to attend. If you or a member in your location may retire in the next five years, attending this workshop is recommended.
- LMEA and LMSD will be hosting a benefits workshop prior to the Open Enrollment period. Details will be coming soon. This will become an annual event providing information to staff about the benefits packages available each year.
- Building Reps, this is the time of year to plan to share a treat with members in your location. Reach out to K. Cenicola ([cenicok@lmsd.org](mailto:cenicok@lmsd.org)) for assistance.
- The next General Membership will be held at BCMS in room 219.

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

- Save the date for Saturday, June 1st. LMEA is sponsoring a table at Alex's Lemonade Stand, collaborating with Super Sibbs. Anyone who is interested in volunteering for part of the day should contact A. Johnson ([johnsoA@lmsd.org](mailto:johnsoA@lmsd.org)).
- Also, a reminder to contact A. Johnson ([johnsoA@lmsd.org](mailto: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.

Constitution:

- No report.

Elections: Kelly Cenicola

- NEA RA at GM. Still taking nominations

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](mailto:avellia@lmsd.org)) and G. Yezuita ([yezuitb@lmsd.org](mailto:yezuitb@lmsd.org)).

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- This past weekend was the PSEA Spring Leadership Conference in Bethlehem. There were 8 members in attendance. Information will be shared with leadership about knowledge gained from attendance.

PACE: Andy Thomas

- No report

PR&R: Kyle O'Brien

- No active grievances

Social: Donna Rossi & Aimee Avellino

- No report, but please keep D. Rossi ([rossid@lmsd.org](mailto:rossid@lmsd.org)) informed of retirements so that she 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 members' life events. For births, adoptions and weddings, please contact D. Rossi ([rossid@lmsd.org](mailto:rossid@lmsd.org)). For deaths, injuries or illnesses, please reach out to K. Salladino ([salladk@lmsd.org](mailto:salladk@lmsd.org)).

Membership: David Grumbine

- Membership information has been shared with one rep in each building by D. Grumbine.
- If you notice the need for corrections please reach out to K.Cenicola ([cenicok@lmsd.org](mailto:cenicok@lmsd.org)) and D. Grumbine ([lmeadaveg@gmail.com](mailto: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 EFLM has begun applying for grants to fund outdoor learning spaces around the district.

## **BUILDING AND DEPARTMENT REPORTS:**

Administration: No report

Belmont Hills ES: Questions about UDL activity requirement. A. Avellino suggested that members should work together with colleagues to share the workload and complete the work during PLC time, team meeting time, etc.

Cynwyd ES: No report.

Gladwyne ES: Members are waiting for confirmation from the district on when the work for rooms with air quality concerns will be done. A. Avellino will follow up.

Merion ES: Question raised about how the district calculates mileage for staff traveling between buildings. Question raised about artwork display requirements and about members being asked to volunteer for afterschool clubs. A. Avellino stated that there is contract language about work beyond our contractual hours and members should not volunteer their time beyond the school day.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: Question raised about representation by building reps during disciplinary meetings. A. Avellino and K. O'Brien shared that decisions regarding representation are done on a case by case basis and sometimes an officer will serve as the representative for a member and sometimes a building rep can attend. Questions about a recent meeting regarding the middle school schedule. There will be no changes to the middle school schedule next year. Clarification regarding request for an MOU. A. Avellino shared that there are currently no new MOUs as previous MOUs are written into contracts when renegotiated.

Harriton HS: No report.

Lower Merion HS: Faculty meetings at 7:45 now but that is 15 minutes before the contractual start to the day. They used to be at the end of the day before the start

time changes. A. Avellino and K. Cenicola shared that there is contract language for up to 10 meetings outside of contract hours. Information shared about the ongoing use of kiosks and the staff that monitor them.

Building & Grounds: No report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None

NEW BUSINESS: None

ADJOURNMENT: K. O'Brien; 2nd R. Brooks at 4:58 pm.