

**Lower Merion Education Association  
Executive Council Meeting  
April 13, 2026**

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

Approval of minutes for March Executive Council Meeting: K.Hughes; 2nd D. Rossi

**OFFICER REPORTS:**

President: Aimee Avellino

- The outside work with the stairs, decking and painting has been completed at the building on Parsons Ave.
- Open Enrollment will run from 5/4 to 5/15. An email will be sent to all staff on or about May 1 with all of the details including the extensive member benefits overview. Building reps are encouraged to bookmark that email because the information is valuable. Please let members know to be on the lookout for that email from E. Demkin.
- Reminder to check the HR page on the district website to see who to contact with different concerns or issues. Updates are ongoing.
- We have been getting requests from some buildings already for end-of-year treats. Some are using Google Forms to get exact counts/flavor choices, etc. which is helpful. Nothing Bundt Cakes is great and has gluten-free options, too.
- PSEA early enrollment period has opened. Please review the information on the [PSEA website](#). Anyone who is currently employed but not a member can join now and won't start paying dues until September. Forms are available on the LMEA website.

Vice President, Support: Kyle O'Brien

- Reminder about the pay adjustments. Another email was sent by E. Demkin on 4/13.
  - 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 the 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](#).

First Vice President: Andy Thomas

- No report.

Vice President, Professional: Kelly Cenicola

- Reminder for the early enrollment option for PSEA. Please reach out to non-members and share the benefits of enrolling.

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; shared by Aimee Avellino

- LMEA will be sponsoring a table at Alex's Lemonade on Saturday, 6/6. We are collaborating with Super Sibs to create cards for the siblings of those with cancer. A. Johnson will be there the entire day, but volunteers are welcome to join anytime! Please email A. Johnson ([johnsoA@lmsd.org](mailto:johnsoA@lmsd.org)) if you're interested.

- 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

- This is the time when we announce openings for next year. Please review the openings listed in the Apple Core and share within your building. If you are stepping away from your role in LMEA, please let K. Cenicola know via email at [cenicok@lmsd.org](mailto:cenicok@lmsd.org). PR&R has several openings and it would be great to have those filled. Email KC with any questions. The building rep guide will be shared in AC and follow-up email. Elections need to take place prior to the June meeting as new members are invited to the June Exec Council meeting.

Combined Negotiations: Kevin Hughes

- CNC is meeting monthly and if anyone has any questions or ideas, please share with K. Hughes.

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)).
- David Sharairi is the new School Safety and Security Coordinator for the district.

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: 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

- Progress has been made towards acquiring grants for outdoor learning spaces within the district. The next meeting is on 4/23.

#### **BUILDING AND DEPARTMENT REPORTS:**

Administration: No report.

Belmont Hills ES: No report.

Cynwyd ES: No report.

Gladwyne ES: No report.

Merion ES: No report just a question about when follow-ups are shared when issues are raised. A. Avellino shared that follow-ups are always provided as issues are resolved but sometimes things take time.

Penn Valley ES: No report.

Penn Wynne ES: No report.

Bala Cynwyd MS: No report.

Black Rock MS: No report.

Welsh Valley MS: Question about building reps sharing meeting notes with members after a meeting with administrator--these notes should not be shared; Question about the grievance process, which is detailed in the CBA. Members are encouraged to read article 4 if interested, and if a member is subject to a contract violation that member should contact Aimee first; Concerns discussed regarding the impact of the bell schedule on special ed/world language teachers--referred to CNC for discussion; Question about personnel files--per the contract, members may view their file by making an appointment with HR at least 24 hours in advance; negative commentary may be removed after five years if no recurrence exists; Question about meetings with administrators: if asked to sign something at the end of a meeting, members should be aware their signature indicates only they were present at the meeting, not that they agree with the district's findings; Question regarding representation at disciplinary meetings--members do not have an absolute right to the representative of their choice, and it's up to LMEA leadership--not the district--to determine the best course of action on a case-by-case basis, and building reps should communicate with an officer prior to attending a meeting whenever possible.

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: J. Cappelli; 2nd B. Raschiatore at 4:57 pm.