

Lower Merion Education Association

Executive Council Meeting

September 14, 2026

CALL TO ORDER: President A. Avellino called the meeting to order at 4:23pm.

Approval of minutes for June Executive Council Meeting: A.Thomas; 2nd D.Rossi

OFFICER REPORTS:

President: Aimee Avellino

- Welcome back and welcome to our first Executive Council Meeting of the 26-27 school year.
- The meeting planner for the Executive Council Meetings for this school year was shared in June and in the reminder email for today's meeting. It will be shared again in the follow-up email. This will help you and your building rep colleagues in planning to have at least one rep from each location at each meeting.
- As you meet new employees in your location, be sure to share that everything they need to sign up for LMEA/PSEA is on the [LMEA website](#) ([The Blast](#) and [membership](#)). Please remind them that they must use their **personal email address** when signing up.
- A one page flyer from PSEA with the benefits of membership will be shared in the follow-up email.
- The [LMEA website](#) is a useful source of information and has always been. The [contract](#) is there, the [benefits overview](#), support staff [calendars](#) and much more. Please be sure to encourage members to visit the [LMEA website](#).
- On the LMSD website there is also a wealth of information in collaboration with HR for a variety of situations including those regarding [jury duty](#), [clearances](#), [salary advancement and tuition reimbursement](#) and much more. To determine who to contact in HR with questions, please review this [list of responsibilities](#) for each member of the HR team.
- Union leadership will soon begin meeting with HR weekly again this year.
- [Tuition reimbursement/salary advancement](#) info can also be found in this month's Apple Core. Important dates to remember are:
 - September 30, 2026: Begins tuition reimbursement request period for courses ending BEFORE July 1, 2027
 - October 10, 2026: Deadline for submission of salary advancement form (and transcripts)
 - January 1, 2027: Begins tuition reimbursement requests period for courses ending AFTER July 1, 2027
- If there is anyone in your location asking about leaves, sabbatical or accommodations, reach out to A. Avellino to discuss options and process.
- Retirements: contact Eric Demkin (demkine@lmsd.org) and PSERS when

you've decided to retire. [PSEA pre-retirement workshop details](#) are on the LMEA website. In addition to the PSEA sponsored events, the district and LMEA are collaborating for an in-house retirement workshop to be hosted later in the fall and again in the spring. Details to follow.

- Renovations on the LMEA office building have been ongoing. Those services included a deep cleaning, painting, new stairs and decking out front, and repairs for a roof leak. Bids for replacing the basement door and updates to the bathroom are being sought..

First Vice President: Andy Thomas

- Welcome & thank you for serving our members as a building rep!
- [Bylaw](#) updates:
- Article XI-process to change the bylaws states that changes are to be made at the October General Membership meeting
 - Article II
 - Proposed change one: typically we have 4 General Membership meetings a year with one of them being held at convocation. Since there was no convocation this year and there may not be one moving forward, we need to update the by-laws and will instead we will be sending The Blast instead to start the year.
 - Proposed change two: the bylaws currently state that written notice prior to a General Membership meeting must be posted in writing prior to the meeting, but now we have the ability to post dates online.
 - Article VIII
 - Proposed change: Bylaws dictate when the budget is shared. The change would move this information to being shared at the May General Membership meeting.
- A Building Rep Guide will be shared in follow-up email
- LMEA leadership is available to attend unit meetings in locations at any time to help with whatever you need. Please reach out to an officer to schedule a meeting should the need arise.
- If building administration calls a member in for a meeting that could result in disciplinary action or is beginning an investigation that could lead to disciplinary action, please reach out to LMEA leadership prior to meeting with admin.

Vice President, Support: Kyle O'Brien

- Welcome to the new school year!
- Please reach out if you or support staff members in your location need anything or have any questions.
- Remind members that our [contact information](#) and [support staff calendars](#) are on the website.

- This year marks the end of our current contract and negotiations will begin soon. Please be sure that members have signed up for [The Blast](#).

Vice President, Professional: Kelly Cenicola

- Membership lists will be shared monthly with one rep in each location by D. Grumbine. Reach out to K.Cenicola (cenicok@lmsd.org) and D. Grumbine (lmeadaveg@gmail.com) if there are mistakes on the list (missing members, incorrect locations, etc.).
- Review the list and reach out to those that aren't members yet.
- Any questions, please reach out to K. Cenicola (cenicok@lmsd.org).

Secretary, Support: Donna Rossi

- No report.

Secretary, Professional: Karen Salladino

- No report.

Treasurer: Lauren Lapinski

- The report was shared in the reminder email.

COMMITTEE REPORTS:

Outreach: Karen Salladino shared on behalf of Andria Johnson

- If you have a community event that requires sponsorship or volunteers, please reach out to Andria Johnson (JohnsoA@lmsd.org) for help. We can work together to market your event and acquire some funding.
- If you would like to know how to get involved in supporting public education on a local or state level, contact Andria Johnson (JohnsoA@lmsd.org).

Constitution:

- See First Vice President's Report

Elections: Kelly Cenicola

- The Winter [PSEA House of Delegates](#) will take place in Pittsburgh on December 11 and 12th. Please reach out to K.Cenicola (cenicok@lmsd.org) if you have any interest in this event.

Combined Negotiations: Kevin Hughes

- This is the last year of our 3-year deal. KevinhughesLMEA@gmail.com is the email address to use to ask questions and share information as we plan to negotiate our next agreement.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Aimee Avellino & Gage Yezuita

- Meetings continue monthly. Please follow the proper channels if there is a health & safety concern in your location. Reach out to the head custodian first and the building admin. Once a work req. has been put in, then reach out to A. Avellino and B. Yezuita.

Legislation:

- No report.

Minority Affairs Committee: Myah Hadi

- No report.

PACE: Andy Thomas

- Please let new members know about [PACE](#). Signing up is easy-peasy and can help public education immensely.
- We should have forms available at our next meeting.

PR&R: Kyle O'Brien

- No report.

Social: Aimee Avellino & Donna Rossi

- Save the date for the LMEA Retirement Banquet to be held on May 27th. Details to follow.

Special Services: Aimee Avellino

- No report.

Sunshine: Karen Salladino & Donna Rossi

- We restructured the way the LMEA will respond to members' life events.
 - For births, adoptions and weddings, please contact D. Rossi (rossid@lmsd.org).
 - For deaths, injuries or illnesses, please reach out to K. Salladino (salladk@lmsd.org). For deaths, we follow the immediate family language in the contract and send flowers to members who experience the loss of an immediate member of their family..

Membership: David Grumbine

- Membership information has been shared by Dave with one rep in each building. Typically it is the first member listed on the building rep list for each location.
- If you notice the need for corrections-please reach out to K.Cenicola (cenicok@lmsd.org) and D. Grumbine (lmeadaveg@gmail.com)

REPORTS OF THE AD HOC COMMITTEES:

CARE:

- No report.

Education Foundation: Andria Johnson

- Here is a summary of what EFLM is working on acquiring funds through donations and grant-writing:
 - **STEELS Outdoor Spaces** is transforming outdoor campus areas into dynamic "living laboratories" and outdoor Makerspaces designed to deliver STEELS Standards through immersive, hands-on learning. Students will participate in structured, collaborative projects across core disciplines, including Earth and Space studies (weather tracking and astronomy), Biology (greenhouse management, plant science, and farm-to-table programs), and physical Engineering. These spaces provide an interactive environment where students actively build, test, and apply practical solutions to academic problems. This is for any school within the district.
 - **Video Production, Media, and Communications** This initiative modernizes studio facilities to prepare middle and high school students (Grades 5–12) for careers in communications, broadcasting, and media. In equipping classrooms with professional-grade video cameras, soundboards, lighting, microphones, and editing stations, the project directly enhances the Media and Video I & II curricula and powers student-produced content for Cable Channel 6. Additionally, the program's scope supports co-curricular broadcasts, live Theatre Productions, and general Arts lighting and media needs.

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: Building reps shared great news that their 3rd grade was feature in the PSEA Voice over the summer; Question about where to find the superintendent's welcome message, since there was no convocation this year; Question regarding GIEP days for Gifted teachers. Hall duties continue to be a concern. A. Avellino shared that the concerns will be shared with administration. Reps also questioned the plan for virtual days for elementary schools in case of inclement weather or emergency closure. A. Avellino shared the plan for staff has not been fully formulated, yet. A rep asked if the LMEA officers or members have a voice in policy issues, specifically the technology case unfolding. A. Thomas shared that staff that are not residents can't speak at board meetings, only residents can.

Cynwyd ES: No report.

Gladwyne ES: No report.

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: No report.

Harriton HS: One question raised was related to Securely and the impact on teachers. The second question was related to expectations for building reps. A. Avellino shared that there will be a guide shared again this year in the follow-up email. Support staff concerns with the time clock and using a computer to clock-in. K. O'Brien shared that LMEA is working with the district to navigate staff concerns.

Lower Merion HS: No report.

Building & Grounds: No Report.

Transportation: No report.

At Large Reps: No report.

UNFINISHED BUSINESS: None.

NEW BUSINESS: None.

ADJOURNMENT: K.Hughes; 2nd K. Cenicola at 5:22