

**Lower Merion Education Association
Executive Council Meeting
October 12, 2026**

CALL TO ORDER: Vice President A. Thomas called the meeting to order at 4:16pm.

Approval of minutes for September Executive Council Meeting: K.Hughes; 2nd R. Brooks

OFFICER REPORTS:

President's Report: A.Thomas on behalf of A. Avellino

- The November Executive Council meeting will focus on the yearly audit of the LMEA's finances. It will be held in person at the LMEA office.
- Bathroom renovations at the office are starting soon using the same contractor that recently completed other work on the building.
- Negotiations for the new contract will begin in January. CNC has already met and will continue to meet in the coming months to craft a proposal. Willig, Williams and Davidson will be returning to serve as counsel for the LMEA during negotiations.
- Just a reminder that building reps don't have a role in nor should they be sharing info. about negotiations. Negotiations are not public. Information will be shared by LMEA leadership only when updates are warranted. If members have questions regarding negotiations during the process, refer them directly to K. Hughes or A. Avellino. Official messaging regarding the process will only come from A. Avellino. If you or any members have questions, please reach out to the officers.
 - During this portion of the meeting, a question was raised about high school representatives on CNC. K. Cenicola shared that two people did step-down, but both have since been replaced and the high schools have the proper representation.
- The Apple Core will be shared in the follow-up email.

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 report was shared in the reminder email.

COMMITTEE REPORTS:

Outreach: 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 via phone-banking or canvassing on a local or state level, contact Andria Johnson (JohnsoA@lmsd.org).

Constitution:

- The agenda for the General Membership meeting on Wednesday will also include updates to the bylaws.

Elections: Kelly Cenicola

- Last call for the PSEA [House of Delegates in Pittsburgh](#). Election of delegates will be one of only two points of business for the General Membership meeting on 10/14/26. Email K. Cenicola with questions.

Combined Negotiations: Kevin Hughes

- Preparations for negotiations are ongoing. Concerns/questions/items to consider can be shared via K.Hughes at KevinhughesLMEA@gmail.com. Members can use this email address to ask questions and share thoughts or concerns as we plan to negotiate our next agreement.

Financial Advisory Committee: Aimee Avellino

- No report.

Health and Safety: Shared on behalf of 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

- Building reps are reminded to reach out to new members so that they can sign up for recurring contributions through payroll deductions.

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

- 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

- **No report.**

BUILDING AND DEPARTMENT REPORTS:

Administration: No report.

Belmont Hills ES: Curious if meetings with F. Ranelli will continue even though he is leaving. A. Thomas said yes and that the superintendent was continuing to work through issues until his end date in April. There were concerns about the district's recent survey as members were encouraged to be honest. WIN time is an ongoing issue and the staff is hoping F. Ranelli can help before he leaves.

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: Concern shared about the amount of time being spent in meetings.

Black Rock MS: Instruction Assistant shortage continues to be a concern and IEPs are out of compliance. A. Thomas shared that this isn't specific to BRMS but is a district-wide issue. Concerns about the plans for FID days. A. Thomas shared that the first snow day is a true snow day for everyone. Subsequent days for secondary will be virtual and elementary students will have packets. Look to building leadership for specific details regarding plans at your level. Question regarding the day removed this year for 189 contractual days. A. Thomas shared that last year a day was removed because the 190 day calendar was pre-approved before we negotiated 189 days. This year's calendar was set from the beginning at 189 days.

Welsh Valley MS: Question about directing members when members express frustration and want to go to HR. A. Thomas advised members should be encouraged to reach out to an officer first and that it is not best practice for building reps to get involved in HR issues for many reasons, including confidentiality. Question about the upcoming general membership meetings and parking/seating limits at the office. A. Thomas asked reps to be sure to share that the agenda for that meeting is limited to two specific items: 1) PSEA House of Delegates election and 2) updates to the bylaws. If members want to participate in that, great. If they want to attend due to having other concerns beyond those agenda items, they should reach out to an officer directly. Question about the staff and specifically the LMEA getting the recognition they deserve for keeping the district among the top in the state despite the turnover

in administration and school board. A. Thomas shared that recognition comes through the negotiation of a good contract.

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: B. Mays; 2nd R. Brooks at 4:53pm