



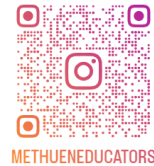
2024 Bargaining Headquarters

MEA PLATFORM and SILENT REPRESENTATIVE INFORMATION

MEA 2024 Collective Bargaining Platform Executed Ground Rules for Negotiations



To review all bargaining documents, visit <https://bit.ly/m/methueneducators>, Instagram, Facebook (Methuen Educators Association) or scan the QR code below!



SILENT REPRESENTATIVE HANDBOOK

Before attending a bargaining session as a silent representative, [REVIEW OUR SILENT REPRESENTATIVE HANDBOOK](#), which will help you prepare for the bargaining session.



2024 Bargaining Headquarters

IMPORTANT DATES

Negotiations (*sign up as a silent rep!*)

Unit C November 20th @ 3:45 MHS

Unit A November 4th @ 3:45 MHS

See our website for more dates on our calendar

United We Bargain: Divided We Beg
(*upcoming solidarity events*)

- [School Committee Meetings](#)
[City Council Meetings](#)
- **Wear Red on Fridays and contract negotiation days.**

Previous Dates: Jan. 9th, Jan. 22nd, Feb. 8th, (Canceled) Feb 13th, (Canceled) March 11th, April 2nd, April 10th, April 24th, May 1st, May 21st, June 4th, October 1st October 22nd (Cancelled)

OFFICIAL BARGAINING DOCUMENTS

Please click on the links below to review all of the bargaining documents that have been exchanged by the parties, along with the current tentative agreements and your current collective bargaining agreement.



2024 Bargaining Headquarters

Current Collective Bargaining Agreement Unit A

[Union and District Proposals 6/4](#)

[PROPOSAL TRACKER]

	UNION PROPOSALS	MANAGEMENT PROPOSALS
1	Initial Proposal January 9th amend January 22nd	District's Initial Proposal Jan 22, 2024
2	April 2nd Counter Proposal and Employee Safety Proposal.	District's Response March 3, 2024
3	April 10 Counter proposal and new insurance proposal	1st District's Salary Proposal for Unit A
4	May 21st proposals	District Contract counter proposals 5/1
5	October 1st proposal	May 21st proposals
6	Our Financial Presentations	District financial proposals June 4

Bargaining Updates

[Current Status of Our Proposals](#)

[Current Status of District and Union](#)

[Current Status of Withdrawn Proposals](#)

[Tentative agreements](#)

[Meeting Summary Oct1st](#)



2024 Bargaining Headquarters



Proposal Tracker

Successor Agreement Negotiations
2024



UNIT A - UNION PROPOSALS

Topic: Equitability in duties,	Proposal 1:	Status below:	
No Response	Rejected	Progress	Tentative Agreement
<p><i>Notes:</i> See District proposal III L Counter 4/10 Equitably in Duties Article 10 Non Teaching Duties Teachers will be assigned to supervisory duties based on their non instructional contractual time. Non professional duties shall not exceed 30 total minutes per day beyond a full teaching schedule. K-8 will get a 30 minute duty-free lunch and a 55 consecutive minute prep.</p> <ol style="list-style-type: none"> 1. Supervising recess 2. Supervising bus loading/unloading 3. Supervising parent pick up and drop off 4. Supervising students in the lunch rooms. 5. Supervising hallways and bathrooms 6. Supervising homeroom at the grammar school. <p><i>District and MEA will work more on language</i></p>			

Topic: K-4 Recess	Proposal 2:	Status below:	
No Response	Rejected	Progress	Tentative Agreement
<p><i>Notes: District Response: Counter -Accept Kindergarten 40 total minutes recess, Play standards for Kindergarten</i> Reject Grades 1-4 safety and time on learning Counter 4/10 Student Recess Effective 2024-2025 for K-4 students shall be a total of 40 minutes that will be divided throughout the day. Example: Recess/Snack and Recess/Lunch</p>			



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Unit C - Paraprofessionals

[Current Collective Bargaining Agreement](#)

[Tentative Agreement Document](#)
[List of Current Proposals still active](#)

	UNION PROPOSALS	MANAGEMENT PROPOSALS
1	Initial proposal	Initial from the District
2	Second Proposal	First Salary Proposal 4/8/2024
3	Wage Counter proposal	Salary proposal 10/17

RESEARCH, RESOURCES, AND ARTICLES

Prevent Employee Injury Proposal

[Information about this proposal](#)

[PowerPoint from the Department of Labor Standards](#)

Lunch and Recess Proposal

- [CDC Recess Recommendations](#) - *“Some studies suggest that a 30-minute lunch period allows students to have the recommended 20 minutes of seat time.”*
- States that require thirty (30) minutes of recess:
 - [Illinois](#)
 - [Washington](#)
 - [Texas](#)
- [American Heart Association](#) - *Recess time has been championed as a way to help combat the nation’s childhood obesity problem. Studies also have shown that the free-play that comes with recess is crucial to a child’s cognitive, social and emotional*

Parental Leave

- [Comparison and research](#)

Teacher Time Off



2024 Bargaining Headquarters

- [No, Teachers Don't Take More Time Off Than Other Professionals. Here's How They Compare](#) - EducationWeek

Newspaper Articles

[Methuen Takes Building by Eminent Domain](#)

[Union attends the Mayor's Listening Tour](#)

[The State of Methuen is Reaching New Heights](#)

[Teachers approach City Hall amidst difficult contract negotiations](#)

[Methuen Teachers are the Lowest Paid in the Area](#)

[New Special Education Position funded by School Committee](#)

Unit A Bargaining Team Representation

Name	Worksite	Name	Worksite
Kara Blatt	CGS	Chantel Lucas	CGS
Susan Pierce	CGS	Emily Kelly	Marsh
Joann Lanari-Guay	High School	Kerry Dudley	Marsh
Lisa Feole Pickett	Tenney	Liz Fulks	High School
Colleen Muller	Timony	Stefanie Boudreau	Tenney
Tracy Swiniarski	Timony	Nicole Costa	CGS

Unit C Bargaining Team Representation

Name	Worksite	Name	Worksite
Kara Blatt	CGS	Diane Ferraro	MHS
Susan Pierce	CGS	Michelle McCormack	Tenney
Michelle Hall	CGS	Roseann Avola	MHS
Susan LaPorta	Timony		



2024 Bargaining Headquarters

Methuen Contract Action Team

Chantel Lucas, CGS Chairperson

Point People per school

[List of point people](#)