



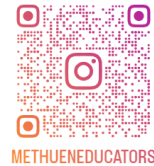
## 2024 Bargaining Headquarters

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!*)

See our website for more dates on our Calendar

January 15th Unit A 3:45

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

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

Previous Unit A 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) November 5th, November 25th

### 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

<b><u>Current Collective Bargaining Agreement Unit A</u></b>		
<b><u>Union and District Proposals</u></b> 6/4		
<b>[PROPOSAL TRACKER]</b>		
	<b>UNION PROPOSALS</b>	<b>MANAGEMENT PROPOSALS</b>
1	<a href="#"><u>Initial Proposal January 9th amend January 22nd</u></a>	<a href="#"><u>District's Initial Proposal Jan 22, 2024</u></a>
2	<a href="#"><u>April 2nd Counter Proposal and Employee Safety Proposal.</u></a>	<a href="#"><u>District's Response March 3, 2024</u></a>
3	<a href="#"><u>April 10 Counter proposal and new insurance proposal</u></a>	<a href="#"><b><u>1st District's Salary Proposal for Unit A</u></b></a>
4	<a href="#"><u>May 21st proposals</u></a>	<a href="#"><b><u>District Contract counter proposals 5/1</u></b></a>
5	<a href="#"><u>October 1st proposal</u></a>	<a href="#"><b><u>May 21st proposals</u></b></a>
6	<a href="#"><u>Our Financial Presentations</u></a>	<a href="#"><b><u>District financial proposals June 4</u></b></a>
7	<a href="#"><u>Presentation Nov 25th Health Proposal</u></a> <a href="#"><b><u>MEA Safety Presentation</u></b></a>	<a href="#"><b><u>District financial proposal November 5th</u></b></a>
8	<a href="#"><u>MEA 12-9 proposal</u></a>	<a href="#"><b><u>District financial proposal 12/9</u></b></a>

### Bargaining Updates

( other information and summary can be found on our website)

[\*\*Current Status of Our Proposals\*\*](#)

[\*\*Current Status of District and Union\*\*](#)

[\*\*Current Status of Withdrawn Proposals\*\*](#)

[\*\*Tentative agreements\*\*](#)

[\*\*Meeting Summary Unit C October 29th\*\*](#)

[\*\*Meeting Summary Unit A November 25th\*\*](#)



## 2024 Bargaining Headquarters

# Unit C - Paraprofessionals

### Current Collective Bargaining Agreement

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

	UNION PROPOSALS	MANAGEMENT PROPOSALS
1	<a href="#">Initial proposal</a>	<a href="#">Initial from the District</a>
2	<a href="#">Second Proposal</a>	First Salary Proposal 4/8/2024
3	<a href="#">Wage Counter proposal</a>	<a href="#">Salary proposal 10/17</a>
4	<a href="#">Oct 17th proposal</a>	<a href="#">Salary offer 11/20</a>

## RESEARCH, RESOURCES, AND ARTICLES

### Prevent Employee Injury Proposal

[Information about this proposal](#)

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

[MEA Safety Presentation](#)

### 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](#)



## 2024 Bargaining Headquarters

### Teacher Time Off

- [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](#)

[Candidate for Mayor, Sarcione Supports Methuen Teacher's Contract](#)

[Teachers and the district are far apart in negotiations](#)

### Unit A and Unit C 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	Nicole Costa	CGS
Colleen Muller	Timony	Tracy Swiniarski	Timony
Connor Donovan	MHS	Michelle Hall	CGS
Roseann Avola	MHS	Susan LaPorta	Timony
Michelle McCormack	Tenney	Katherine Araujo	Timony

#### Methuen Contract Action Team

Chantel Lucas, CGS Chairperson

#### Point People per school

[List of point people](#)



## **2024 Bargaining Headquarters**