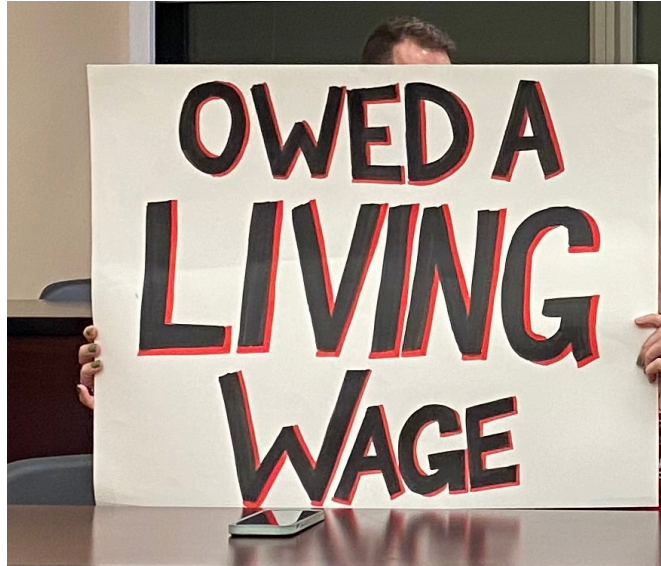




January 2025 Newsletter



The **MTA** PreK-12 ESP

BILL OF RIGHTS

The MTA's preK-12 Education Support Professionals play critically important roles in our public schools, providing individual and small-group instruction to students with disabilities, assisting in early education classes, supporting English learners, driving buses, preparing meals, keeping schools clean and performing myriad administrative and education support functions.

A Living Wage. All Education Support Professionals should be paid a living wage. No job should require more than seven years to reach the top step.

Affordable Health Insurance. No ESP should be receiving the dreaded "zero-dollar check" in order to afford health insurance premiums. All checks for ESPs must reflect at least the state minimum wage for hours worked. The district should make up any difference between the actual amount of the check after insurance has been taken out and what the ESP would have received at the state private-sector minimum wage.

Health and Safety. ESPs continue to be victims of physical, verbal and emotional abuse and bullying in the workplace. In order to provide a safer environment in our schools, ESPs need adequate supplies, fully staffed programs, clear protocols, employer-provided trainings on OSHA rules, and whistleblower protections.

Paid Family and Medical Leave. Just like all Massachusetts residents, ESPs deserve access to paid Family and Medical Leave Act benefits, as well as access to other FMLA protections, no matter how many hours a week they work.

Job Security. Too many ESPs do not know if they will have a job from one year to the next. School districts need to eliminate this insecurity and commit to the importance of ESPs. ESPs need automatic renewal language, a 90-day probation period, and strong just cause provisions.

Recognition as Educators. ESPs deserve a strong voice in their schools, resources to access training outside of the district, relevant and meaningful professional development opportunities, and a role on every employee committee in every district.

Affordable Education to Strengthen Careers. The vast majority of ESPs earn less than \$30,000 a year despite the fact that nearly 80 percent have college degrees. Many ESPs carry significant amounts of student debt or are helping family members pay off student debt. Many ESPs want more education but cannot afford to pay for it. ESPs deserve an affordable way of climbing the education career ladder — as well as a way of paying off career-related debt.

www.massteacher.org/esp



Thank you to the over 40 EEA Members who attended the December 19th School Committee Meeting and a special shout out to the 3 courageous paras and 1 teacher who



BE A SILENT REP!

The Negotiations Team will be meeting mid January with the Easton School Committee to determine ground rules. Once those have been established, the EEA will be looking for members to sign up.



WHEN THE BOSS DISHES OUT...

...**fear** of conflict
and
retaliation.

...**hopelessness**, the
feeling that things
can't change and
we have no power.

...**division**, pitting
workers against each
other.

...**confusion**,
passing
around messages
that will alarm or
distract us

EEA MEMBERS FIND...

...the **courage** and
determination to
act.

...**hope** that
change
is possible and
worth fighting for.

...**unity** to act
together

...**clarity** to see
through the boss's plan.

ADAPTED FROM: LABOR NOTES: Secrets of a Successful Organizer

labornotes.org/secrets

COURAGE, DETERMINATION, HOPE, UNITY AND CLARITY

Contract Action Team



What is a Contract Action Team?

A Contract Action Team, or CAT, is an internal union network of member activists created to engage and activate members using a two-way pipeline of communication. CAT Members are a crucial part of negotiations. Our success may very well hinge on the CAT. Please consider joining. Contact Peg Boyle at [pegboyle6@gmail](mailto:pegboyle6@gmail.com)



SILENT REPS

In the interest of continuing to make the negotiation process more open and transparent, the negotiating team has elected to use an open negotiation model. In this model, a limited number of members of EEA (Unit A and Paras) can attend and silently view the negotiation proceedings. In events where the negotiation team caucuses to consider the terms of a proposal, these "silent reps" need no longer be silent; they can contribute to the conversation just like any member of the negotiation team. No need to sign up or commit to every meeting date, just come when you can to let leadership know that we are watching and listening.

If you want to help, please contact the board at eastoneducators@gmail.com or Zach Dyer at Zack.m.dyer@gmail.com

PASE - Promoting a Sustainable Easton

Open House Jan 8th Quest House 6-8:00

Why do I need to know about this and how can I as a teacher and/or Easton resident learn more?

PASE is charged with reviewing Town and School department staffing, programing and overall operating positions, including a comparison to comparable communities, and making a report to the 2025 Annual Town Meeting along with any recommendations for any appropriate actions or remedial measures, all designed to facilitate the promotion of sustainable and quality services in the Town of Easton.

If you have a member that you'd like to spotlight, congratulate, or thank, please reach out the EEA (see below) with photos or a narrative.

Evaluation Committee

Members: Diane Skehan, Megan Campbell, Matt Auger

- [Evaluation Update Letter](#)
- Clarification to [SMARTIE GOALS](#)
- New Rubric- 4 standards NOT 6

Interested in joining the committee? At this time, we're lacking BA representation; please contact the EEA if you'd like to step up.

Want to view the contract? Need info on sick leave bank? Want to read about an MOA?

[Click here to view the EEA Website!](#)

KNOW YOUR *Weingarten* RIGHTS!



<https://massteacher.org/employment-and-licensure/weingarten-the-right-to-representation>

The Power of US!

Don't be shy! C'mon over and sit (or Zoom) in on EEA Board Meetings!

- *All members are welcome to join the EEA Board Meetings*
- **Schedule of Meetings - All meetings held at 3:45. Location TBD (virtual or in person)**
 - November 21st
 - January 30th
 - February 27th
 - March 27th
 - May 1st
 - May 29th

Contact EEA Board

For further information, please seek out a building rep, board member or complete the [Contact EEA Form](#)

Your Building Reps and Board Execs are there for you!

OAHS

Jake Sunderland

Rodney Schussler

Megan Campbell

Tara Bailey

Ira Kittrell

John Gillis

Lindsey Allison

Para Rep: Peggy Boyle

EMS

Donna Elias

Jim Sayer

Wendy Lopriore

Doug DePaolo

Katie Wright

Jake Fitzgerald

Para Rep: Barbara Cushing

RO

Diane Skehan

Sue Male

Erin Johnson

Ashley Clifford

Amanda Bray

Marilyn Cunha

Para Rep: Ellen Long

BA

Michelle Carroll

Sue Sall

Ali Monaco

Melissa Cordiera

Casey Rogers

Cindy Arnold

Karen Rodgers

Para Reps: Missy Burton, Kathy Wertz

Retirees

Darleen Hanegan

E.E.A. Officers

President: Amy Meehan & Sheila Dever-David

Vice President: Melissa Wenz & Zack Dyer

Secretary: Lisa Deehan

Treasurer: Shira Werb

Membership Chair: Diane Skehan

Sick Leave Bank Chair: Karen Daly

Grievance Chair(s): Amy Meehan and Jim Sayer

Para Stewards: Peggy Boyle

Technology Guru: Wendy Lopriore

Contact Us

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