



## Benefits to Membership

- **COMMUNITY:** AEA members unite with a collective voice and common interests in support of our schools, our students, and each other
- **CONTRACTS:** Three settled contracts with significant pay increases and improved benefits
- **SUPPORT:** Insurance and legal assistance, should they ever be needed, are available to all members
- **PROFESSIONAL DEVELOPMENT:** From Anti-Racism training to the coveted EL and Special Ed PDPs, you can get it all *for free* as a union member

## Resources for Members

- **OUR LOCAL LEADERS:** Elected Building Representatives and their Assistants, as well as Officers are here to help you with your questions and concerns
- **COMMUNICATION:** Weekly Updates and AEA website keep you informed about important deadlines, legislation, and professional development opportunities
- **MTA and NEA:** Sponsored events for union members help with financial planning, retirement prep, loan forgiveness, and more

## Achievements of our Union and Membership

- **STRONG UNIFIED VOICE:** We maintain a good working relationship with administration and have been able to solve problems collectively in the vast majority of issues that arise
- **GROWTH:** In 2019 we added Unit D, our paraprofessionals, and continue to grow by bringing more roles into union membership. Our membership has increased over 50% since 2015 despite membership no longer being required
- **PASSED OVERRIDE AND HISTORIC SALARY INCREASES:** We reopened the Unit D contract to raise paraprofessional salaries by up to 30%, and achieved higher-than-ever market adjustments for Unit A
- **STUDENT SUPPORT:** College scholarships for AHS graduates pursuing education, as well as MTA MassChild grants to support new refugee students obtain school supplies

## Goals for Future Success

- **PROMOTE SUSTAINABLE SCHOOL FUNDING:** AEA continues to advocate for increased local funding for schools through higher state appropriations
- **INCREASE MEMBER SUPPORT:** With the new addition of assistant building reps, there will be more people in every building to whom members can turn for assistance
- **EQUITY FOR ALL:** We have made some important improvements, but we will keep working to make the profession more fair and equitable for all of our members and students
- **EXPANDED EDUCATOR VOICE:** We work to make sure front line educators are at the table when decisions are being made, and all have opportunity to be involved in planning for our future