

2/5/25

Hello AEA!

Last night our negotiation committee (***and almost 50 silent representatives!***) exchanged contract proposals with the district for both units A and B. Following the exchange, the AEA and district asked clarifying questions about the proposals, and will be meeting again on March 4, 2025 to discuss them further. There is still time for the district and the AEA to modify/add to what they had exchanged, until the third meeting.

The most attention-grabbing proposals from the district are:

Unit B:

- New hires in their first 90 work days would not be able to take sick/personal time for that 90-day probation period. If someone has to take the unpaid day, they will not get a step increase the following school year.
- Any Unit B employee who takes an unpaid day for any reason does not get to advance a step the next school year.
- The district wants to implement a new evaluation tool [that no one has seen yet].

Unit A:

- Adding an additional PD day to the calendar → working 184 days instead of 183 days
- The school year starting (with PD) August 25th
- If someone has to take an unpaid day due to an absence, they will not get their step increase the following year
- No consecutive personal days.
- Eliminating hygiene breaks (using the restroom, washing hands, etc.) for all elementary staff.

This is just the beginning of this process, and we still have a lot of work to do. If the district sees that the Agawam Education Association is unified, it sends a very clear message. This can be shown by attending negotiation meetings as a silent representative. To be a part of the next meeting on March 4th at the AJHS library, sign up, wear all-black, and join us for pre-meeting pizza at 5pm! Or, make sure you are in attendance by 6:30pm for the meeting itself. Solidarity is how we can accomplish our goals for this negotiation cycle! Please come show the district that we are unified! One of the district's representatives was overheard commenting that we "didn't have a lot of people there". **Let's show them how many people we can bring!**

UNITED WE BARGAIN; DIVIDED WE BEG

We shouldn't have to beg for what we know we deserve. Let's work together and win!