



## Benefits

- Collective Voice - A political voice at the State and National levels which advocate for public education, students, members and the labor movement.
- Discounts - Discounts, deals, and giveaways which save you money through NEA and MTA Benefits. Including insurance, sporting events, tickets, and other discounts.
- Professional - Professional development which improves instruction and our union.

## Resources

- Advice and Enhanced Protection - Funding to protect our compensation, benefits, and individual rights. Legal, health, licensure, and retirement advice for individuals and locals.
- Print & Online Communications - MTA and NEA Today print official news publications and online [massteacher.org](http://massteacher.org) and [nea.org](http://nea.org) provide information and advocate for public education.
- Funding & Grants - NEA and MTA sponsor a wide variety of grants to enhance teaching and learning and support union organizing.

## Achievements

- Every Student Achieves Act - NEA members accomplished something transformative; states can now rely on more than just math and reading test scores when determining a school's success.
- Defeat of Question 2 - MTA members decisively stopped a ballot initiative, which sought to radically expand charter schools. The victory of our grassroots campaign sent the message to those who oppose public education and unions that "your money won't buy your agenda."
- Licensure - Member actions for BESE to rescind connecting licensure to evaluation.

## Goals

- Oppose Education Funding Cuts in the Trump/DeVos Budget and defeat agenda to privatize education.
- Foundation Budget - Encourage the state legislative to update the budget formula for all districts. Arlington should have an additional \$4,667,442 in yearly Chapter 70 Aid.
- All In - Our campaign to support the continued strength of our union. Members standing together with a public voice to promote and protect the ideals that are vital to helping students learn and succeed.

## Benefits

- Collective Bargaining Agreements -
  - Unit A - Salary Increases; Paid Leave; Tuition Reimbursement; Licensure Reimbursement; Sabbaticals; Job Protection; Insurance and HRA
  - Unit C - Paid Holidays; Insurance; Just/Good Cause; Salary Increases; PD Committee
  - Unit D - Salary increase; Just Cause Termination; Sick Bank; Sick and Personal Leave .... and much more!
- Community, Solidarity, Camaraderie - AEA members unite with a collective voice and common interests in support of our schools, our students, and each other.

## Resources

- Representative Leadership - Elected Building Representatives and Officers are here to help you with your questions and concerns.
- Communications - Weekly Updates and AEA website keep you informed about important deadlines, legislation, and professional development opportunities.
- Trainings - MTA sponsored events for union members to build advocacy and navigate the ever-changing field of education.

## Achievements

- Evaluation System - Created, and then continually adapted, a system that balances supervision, support, and growth opportunities for all educators.
- RETELL - Negotiated reimbursement for teachers to earn their SEI endorsement.
- No On 2 - Members came together in support of public schools by reaching out to the public to encourage voters to vote “No” on Question 2 in 2016.
- Successful 2019 Overrides to rebuild Arlington High School and increase funding PreK-12 programs.

## Goals

- Promote Sustainable Funding - To support budgets that will sustain the District’s increasing student enrollment through community outreach and positive action.
- Community engagement - To make connections with stakeholders and identify opportunities to partner with the community
- Maintain and Engage membership - To ensure our Union remains relevant and responsive to the needs of our members.