

LEA Paraprofessional Association Union Members,

We are writing to you today on behalf of your LEA Professional Association Negotiation Committee to provide your signed Memorandum of Agreement including new pay scales and to update Union members on the immense effort that went into securing the best possible compensation and working conditions for our union membership.

Your Paraprofessional Negotiation Committee, composed of **Daphne Seney, Stacy Cohen, Marc D'Antonio, and Stephen Lochiatto**, has been working tirelessly alongside our dedicated AFT Representatives, **Mikayla Vu and Michael Fiorentino**. Together, this team has invested countless hours over many months, engaging in rigorous and often demanding negotiations with the Administration negotiation team of Kristin Shaver, Cathy MacNeil, Lisa Hunt, Natalie Pena, Anaber De Los Santos and Howard Greenspan.

We want to emphasize the dedication and significant personal sacrifice involved in this process. Negotiating a collective bargaining agreement is an incredibly challenging endeavor. It requires meticulous preparation, extensive research, and a deep understanding of our members' needs and priorities. The hours spent at the bargaining table are long, sometimes combative, and are characterized by intense discussions, complex problem-solving, and a persistent focus on advocating for your interests.

This process is inherently **hard and stressful**. Committee members navigate difficult conversations, unexpected hurdles, and the immense pressure of representing every one of you. There are moments of frustration, periods of intense strategizing, and the emotional toll of carrying the weight of the entire membership's well-being on their shoulders. Despite these challenges, your committee has remained resolute, demonstrating unwavering commitment to achieving an outcome that reflects your value and addresses your concerns.

Every proposal, every counter-proposal, and every concession is carefully considered with your best interests at heart. The goal is always to secure a package that not only provides fair compensation but also ensures optimal working conditions that support your professionalism and dedication to our students.

We are incredibly proud of the tireless work and unwavering commitment displayed by your Negotiation Committee and our AFT representatives. They have poured their hearts and minds into this process, and their efforts are a testament to the strength and solidarity of the LEA Professional Association Paraprofessional Unit. Thank you for being union members of the **LEA Professional Association Local 03954, AFT MA, AFL-CIO**

In Solidarity,

The LEA Professional Association Negotiation Committee

LEA Professional Association Local 03954, AFT MA, AFL-CIO