



A DIVERSE UNION
of EDUCATION
WORKERS

180TH

MTA ANNUAL MEETING

MAY 2-3

COLLECTIVE POWER



DELEGATE

HANDBOOK

180TH

ANNUAL MEETING

OF DELEGATES

**DELEGATE
HANDBOOK**



**A DIVERSE UNION
of EDUCATION
WORKERS**

MASSACHUSETTS TEACHERS ASSOCIATION
2 Heritage Drive, 8th Floor
Quincy, MA - 02171-2119

Max Page, President
Deb McCarthy, Vice President
Mike Fadel, Executive Director-Treasurer

Copyright ©2025 Massachusetts Teachers Association

Prepared by the Massachusetts Teachers Association
Governance & Administration and Communications Divisions

Printed in Quincy, Massachusetts by Printing & Mailing Division

April 2025



TABLE OF CONTENTS

PAGE

4	2025 Schedule of Events
6	2025 Business Session Agenda
8	MassMutual Center – Layout
9	Recommended Special Rules of the 2025 MTA Annual Meeting
14	Duties of Annual Meeting of Delegates
15	MTA Awards
16	Health & Safety Guidelines
17	Delegate Registration & Procedural Information
20	Parliamentary Motions Guide
22	Speaking from the Floor
24	Elections, Voting Instructions and Requirements
26	2025 Certified Candidates
29	Campaign Guidelines
30	Campaign Material
32	Proposed Amendments to the MTA Bylaws
33	Proposed Region and District Plan
43	Proposed MCAS Opt-Out Campaign
44	Proposed Amendments to Policy 140.50 MTA Local Support Program
46	Proposed Amendments to the MTA Resolutions
48	Report of the Executive Director-Treasurer
56	Implementation Report from the 2024 MTA Annual Meeting of Delegates
61	Minutes of the 2024 MTA Annual Meeting of Delegates
88	- Attachment A: 2024 Adoption of Special Meeting Rules
95	- Attachment B: 2024 Business Session Agenda
96	- Attachment C: 2024 Certified Candidates
97	- Attachment D: 2024 Results of the Election

SCHEDULE OF EVENTS

TIME	EVENT	LOCATION
THURSDAY, MAY 1		
2 p.m. – 4 p.m.	Exhibitor/Candidate Booth Set-up	MassMutual Center
FRIDAY, MAY 2		
8 a.m. – 9 a.m.	Exhibitor/Candidate Booth Set-up	MassMutual Center
8 a.m. – 3 p.m.	Concessions Available	Meeting Rooms 3&4
9 a.m. – 1 p.m.	MTAB Sponsored Booths	MassMutual Center
9 a.m. – 6 p.m.	MTA Candidates and MTA Internal Booths	MassMutual Center
10 a.m. – 5:30 p.m.	Delegate and Non-Delegate Registration	Hall A
10 a.m. – 6 p.m.	Meeting Rooms	MassMutual Center
10:45 a.m. – 11:45 a.m.	Retired Delegates' Breakfast and Candidate Speeches	Ballroom C (2nd Floor)
11 a.m.	Business Session Doors Open	Hall B
11 a.m. – 12 p.m. (Noon)	Final Deadline: Proposed Amendments to Standing Rules	Hall B or via email
11:30 a.m. – 11:50 a.m.	MTA Chorus	Hall B
12 p.m. (Noon)	Business Session Convenes	Hall B and online
Prior to Recess	Final Deadline: New Business Items WITH Budgetary Implications	Hall B or via email
5:30 p.m. (Approximately)	Business Session Recesses	Hall B and online
Immediately After Recess	Candidate Speeches, District 16G Board of Directors	Meeting Rooms 1&2

TIME	EVENT	LOCATION
SATURDAY, MAY 3		
7 a.m. – 8:30 a.m.	Higher Education Delegates Meeting	Ballroom C (2nd Floor)
7:30 a.m. – 3 p.m.	Concessions Available	Meeting Rooms 3&4
8 a.m.	Business Session Doors Open	Hall B
8 a.m. – Close of elections	Delegate and Non-Delegate Registration	Hall A
8 a.m.	Candidates, MTAB Sponsors, and Internal Booths	MassMutual Center
8 a.m. – Adjournment	Meeting Rooms	MassMutual Center
9 a.m.	Business Session Reconvenes	Hall B and online
10 a.m. (Approx.)	Final Deadline: New Business Items WITHOUT Budgetary Implications	Hall B or via email
11 a.m. / After Budget	Elections	Hall B and online
11 a.m. or earlier	Dismantling of MTA Candidate Booths	MassMutual Center
11 a.m. – 1 p.m.	Dismantling of all other Booths	MassMutual Center
Upon conclusion of election	Registration Room Closes	Hall A
12 p.m. (Approx.)	Meeting Recess for 30 minutes for Lunch	
12 p.m. (Approx.)	Barbeque Lunch Concessions	2nd Floor
After election until adjourn	Late Delegate and Non-Delegate Registration	Hall B Entrance
After Lunch Recess	Meeting Reconvenes	Hall B and Online
2 p.m. (Approx.)	Runoff Election (if Necessary)	Hall B and online
3 p.m. (Approx.)	Business Session Adjourns	Hall B and online
3 p.m. (Approx.)	March and Rally	City of Springfield

MEETING ROOMS will be available at the MassMutual Center. Rooms may be reserved on Friday from 10 a.m. to 6 p.m. and Saturday from 8 a.m. until 11 a.m. and then again from 1 p.m. to the adjournment of the Business Session. Sign-up sheets will be available in each room. Reservations may be made in advance – please contact TPL via email, events@massteacher.org. Per MTA policy, caucuses, campaigns and/or external groups will be charged for the use of meeting rooms.

NEW BUSINESS ITEMS submitted to the President in the MTA/Quincy Office by 5 p.m. on Monday, April 28, will be distributed to the delegates at Registration and commence to be considered at the Friday session. New Business Items WITH budgetary implications should be submitted either by the Monday prior to the Annual Meeting (April 28) or no later than prior to the conclusion of business on Friday (May 2) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2025-2026, which will occur Saturday morning. A new business item WITH budgetary implications is defined as any activity or action that

would result in an additional expenditure of more than \$1,000 by the MTA. New Business Items WITH budgetary implications will be considered in the order in which they are received but before other New Business Items WITHOUT budgetary implications. Other New Business Items WITHOUT budgetary implications may be submitted during the meeting up to the end of the first hour on Saturday morning (by approximately 10 a.m. Saturday, May 3). New Business Items with a policy implication must be submitted by 5 p.m. on the Monday (April 28) prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer. These may be considered during the meeting in the order in which they are received. If you have any questions, please contact Jennifer Freeling, Director of Governance and Administration Division at jfreeling@massteacher.org.

The Business Session is held in the MassMutual Center, Hall B. Doors open at 11 a.m. on Friday and 8 a.m. on Saturday. Admittance requires a proper badge at all times.

2025 BUSINESS SESSION AGENDA

FRIDAY, MAY 2 12 p.m. - Recess (approximately 5:30 p.m.)

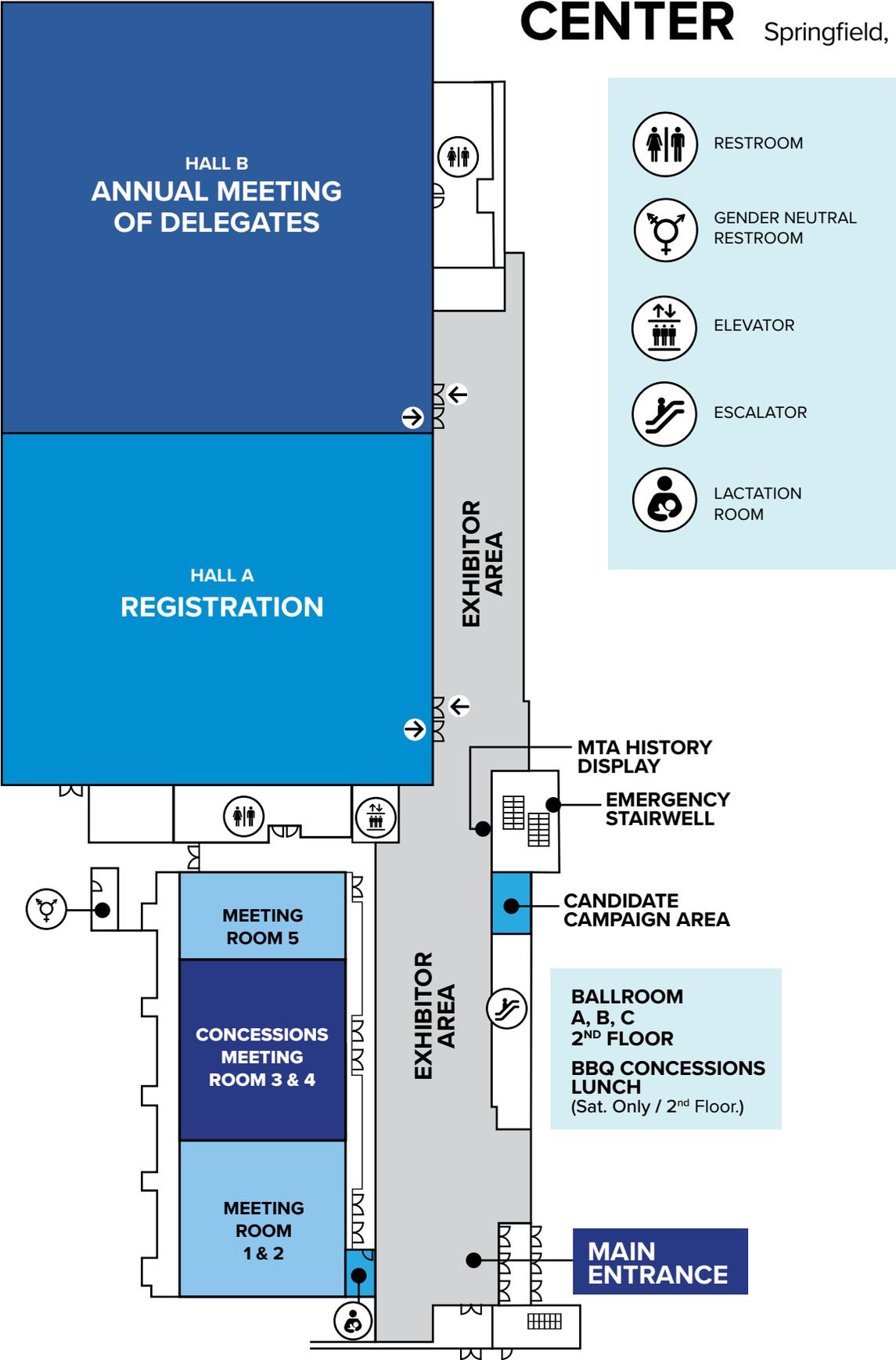
1	Call to Order (Noon)	Max Page, President, Presiding
2	Pledge of Allegiance and “The Star-Spangled Banner”	
3	Land Acknowledgment	MTA Members
4	Member Acknowledgment	MTA Members
5	Opening Remarks	Max Page, President, Presiding
6	Announcements	Max Page, President, Presiding
7	Adopt the Preliminary Credentials Report (Quorum)	Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
8	Adopt Special Meeting Rules	Jacqueline Gorrie, Chair, Bylaws and Rules Committee
9	Adopt the Order of Business	Max Page, President, Presiding
10	Report on Certified Candidates	Pam Skinner and Deb Mousley, Co-Chairs, C&B
11	MTA Video	
12	Act on Proposed Amendments to the MTA Standing Rules	Jacqueline Gorrie, Chair, Bylaws & Rules Committee
13	Act on Proposed Amendments to the MTA Bylaws	Jacqueline Gorrie, Chair, Bylaws & Rules Committee
14	Act on Proposed Region & District Plan	Brian Fitzgerald, Chair, Electoral Review Committee
15	Act on Proposed New Business Items with/without Budgetary Implications	Max Page, President, Presiding
16	Act on Proposed MCAS Opt-Out Campaign	Brian Fitzgerald, NEA Director
17	Act on Proposed Amendments to Policy 140.50 MTA Local Support Program	Kyle Gekopi, Chair of Task Force to Review the Local Office Support Program
18	Adopt the Supplemental Credentials Report	Pam Skinner and Deb Mousley, Co-Chairs, C&B
19	Recess	

SATURDAY, MAY 3 9 a.m. - Adjournment

20	Call to Order (9 a.m.)	Max Page, President, Presiding
21	Announcements	Max Page, President, Presiding
22	Adopt the Supplemental Credentials Report	Pam Skinner & Deb Mousley, Co-Chairs, C&B
23	Awards Recognition	Max Page, President, Presiding
	A. Recognition of ESP of the Year	Katherine Monteiro, Weymouth Educators' Assn.
	B. MTA President's Award	U.S. Rep. Alexandria Ocasio-Cortez
	C. Friend of Education	Stacy Davis Gates, President, Chicago Teachers Union
	D. Friend of Labor	Chrissy Lynch, President, MA AFL-CIO
24	Act on Proposed New Business Items WITH Budgetary Implications	Max Page, President, Presiding
25	Act on the Recommended Annual Operating Budget and Dues for FY2025-2026	Deb McCarthy, Vice President; Chair, Advisory Budget Committee
	A. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2025-2026	
	B. Act on the Recommended MTA Annual Operating Budget and Dues for FY2025-2026	
26	Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2025-2026	Max Page, President, Presiding
27	MTA Elections will start at 11 a.m. If budget action goes beyond 11 a.m., elections will begin immediately after the budget vote.	
28	Act on Proposed New Business Items WITHOUT Budgetary Implications	Max Page, President, Presiding
29	Lunch Recess at or around 12 p.m. (30 minutes)	Max Page, President, Presiding
30	Announce the Results of the Election	Pam Skinner & Deb Mousley, Co-Chairs, C&B
31	Act on Proposed New Business Items WITHOUT Budgetary Implications	Max Page, President, Presiding
32	Act on Proposed Resolutions	Deb Gesualdo, Chair, Resolutions Committee
33	Issues Forum	Max Page, President, Presiding
34	MTA Leadership Reports	
	A. Max Page, President	
	B. Deb McCarthy, Vice President	
	C. Mike Fadel, Executive Director-Treasurer	
35	Adopt the Final Credentials Report	Pam Skinner & Deb Mousley, Co-Chairs, C&B
36	Announce the Results of Any Runoff Election (if Necessary)	Pam Skinner & Deb Mousley, Co-Chairs, C&B
37	Announcements and Points of Personal Privilege	
38	Closing Comments	Max Page, President, Presiding
39	Adjournment	

MASSMUTUAL CENTER

Springfield, MA



RECOMMENDED SPECIAL RULES OF THE 2025 ANNUAL MEETING

The rules below reflect a modification of the MTA Standing Rules, adapted as necessary for 2025 to address the hybrid format of the 2025 meeting. The 2025 Annual Meeting Special Rules are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian, the MTA Bylaws and Standing Rules Committee, and are approved and recommended by the MTA Board of Directors.

RULE 1 Certification and Registration

Section 1

Composition of Credentials and Ballot Committee - A Credentials and Ballot Committee shall be appointed by the President for rotating terms of three (3) years.

Section 2 Duties:

The Credentials and Ballot Committee shall be responsible for the supervision of the accreditation of delegates and alternates at meetings of the delegates and for the seating of delegates. The decisions of the Credentials and Ballot Committee shall be final unless overruled by the Meeting(s) of Delegates.

The chair of the Credentials and Ballot Committee shall give a preliminary report at the first business session of the delegates and a final report when the registration is complete. The final report shall include the number of local associations in attendance and the number of eligible local associations not in attendance.

The committee shall be responsible for the conduct of the annual elections held at the Annual Meeting of Delegates.

The chair of the Credentials and Ballot Committee shall present the report of the balloting to the final business session of the Meeting(s) of Delegates.

RULE 2 Delegates and Alternates

Section 1 Certification of Delegates

Each local association shall file with the Executive Director-Treasurer via the systems provided, the list of elected local delegates and alternates by April 25, 2025 and no additional reporting shall take place after that date. For the purposes of these rules, the term “local” shall be deemed to include all local associations.

Section 2 Alternates

Only an elected alternate reported to MTA by April 25, 2025 may take the place of an absent delegate and only as authorized by the local president.

RULE 3 Registration/On-line Meeting access

Section 1

Registration procedures at a Meeting of Delegates shall be under the immediate direction of the Credentials and Ballot Committee.

Section 2

At a Meeting of Delegates where candidates are running for election, delegate registration shall begin on the first day of the meeting and shall be closed at the closing of the polls.

Section 3

Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.

Section 4

Quorum shall be established based on the number of delegates in the designated meeting room at the MassMutual Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.

Section 5

Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.

Section 6

Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

RULE 4 Seating

Section 1 Non-Delegates

(a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.

(b) With the consent of the Meeting(s) of Delegates, a member, guest, or MTA staff may address the meeting.

Section 2 Seating Arrangements

(a) The auditorium seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff.

(b) Proper identification shall determine admittance to the proper section.

(c) Members of the press shall be given appropriate identification and admitted to the area reserved for their use.

(d) MTA staff members who need access to the floor of the meeting shall wear appropriate identification.

(e) The chair and members of each delegation shall assume responsibility for permitting only certified delegates to sit in the section designated for delegates.

(f) A separate seating area shall be provided specifically for those delegates who prefer to wear masks, and only delegates wearing masks shall be permitted in said area.

RULE 5 Local Delegations

Section 1

Each local delegation shall elect a chair and vice chair as appropriate.

Section 2

If a roll call is requested, the AV platform can report individual delegate voting.

RULE 6 Order of Business and Debate

Section 1

The President and Executive Director-Treasurer will have time on the agenda to add to the printed reports and to respond to questions from the floor.

Section 2

The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.

Section 3

The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.

Section 4

The Meeting(s) of Delegates shall be conducted in accordance with the provisions of the MTA Bylaws.

Section 5

There shall be an official parliamentarian appointed by the President.

Section 6

No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating a motion may not conclude their remarks by moving to close debate.

Section 7

All motions made by delegates participating remotely requiring a second are deemed to be seconded.

Section 8

Questions on the determination of whether or not an item is one of new business or a resolution shall be channeled through the Presiding Officer for a decision.

Section 9 New Business Items

(a) New business items without budgetary implications will be followed by Resolutions.

(b) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.

(c) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.

(d) New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be

considered throughout the meeting at times determined by the Presiding Officer.

(e) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.

(f) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Section 10

No delegate speaking in debate may move the previous question.

Section 11

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

Section 12

Delegates need to enter the speaking queue by adding their name to speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

When debate begins, yellow cards will be recognized in order, up to a maximum of five (5) yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on. If at any time there are no yellow cards, the standard green/red or red/green progression will continue until more yellow cards are raised, at which time the yellow/green/red or yellow/red/green order will resume.

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for “a question or point of order,” Green for “in favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

Section 13

Executive Session will not be possible during the 2025 Annual Meeting of Delegates.

Section 14

Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7 Resolutions

Section 1

Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee prior to 5 p.m. on the second Friday in January. Any proposed resolution approved by a majority vote of the Resolutions Committee shall be recommended to the Meeting(s) of Delegates, after having been presented to the March meeting of the MTA Board of Directors for its recommendation. If disapproved by the Resolutions Committee, the maker shall be notified prior to 5 p.m. on March 1.

Any proposed resolution not approved by the Resolutions Committee may be resubmitted to the committee for consideration in the following year.

Section 2

All proposed resolutions, insofar as possible, shall be printed in the official publication of the Association and shall be made available to delegates before action is scheduled thereon by the Meeting of Delegates.

Section 3

Resolutions that have been adopted at a previous meeting and are not amended or deleted pursuant to a submission under Section 1, shall continue in effect.

Section 4

All resolutions adopted by the Meeting(s) of Delegates shall be printed as official Association resolutions, as provided for in Rule 13 and as part of the document containing Bylaws and Standing Rules.

Section 5

Any proposed resolutions pending at adjournment of the Meeting of Delegates will be referred to the Resolutions Committee for consideration under Section 1 above.

RULE 8 Amendments to Bylaws and Standing Rules

Section 1

Proposed amendments to the Bylaws to be acted upon at the Annual Meeting of Delegates shall be submitted in writing prior to 5 p.m. on the second Friday in January to the Committee on Bylaws and Rules.

Section 2

Amendments to the Standing Rules shall be presented to the Committee on Bylaws and Rules prior to the opening of a Meeting of Delegates.

Section 3

Proposed amendments to the Bylaws and the Standing Rules, submitted by individual members or local association, shall be reviewed and, if necessary, combined and/or edited without substantive changes by the Committee on Bylaws and Rules and then submitted to a Meeting of Delegates.

Section 4

(a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.

(b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

Section 5

The Committee on Bylaws and Rules shall recommend to the Annual Meeting of Delegates procedures for consideration of amendments to the Bylaws and Standing Rules.

Section 6

Unless otherwise specified, all amendments to the Bylaws affirmatively adopted by the delegates shall take effect on the first day of the fiscal year next following.

RULE 9 Nominations and Elections

Section 1

(a) In the first report of the Credentials and Ballot Committee, the Executive Director-Treasurer shall cause to be announced to the Annual Meeting the names of those candidates nominated under Article VII, Sections 2B, 3B, 4B, 5B, 6B.

(b) Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting. Speech may be delivered in-person or remotely via the online meeting platform.

(c) Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee member, or designee, shall be given three (3) minutes to speak in person to the respective delegates.

(d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.

(e) The committee shall report to the Annual Meeting Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2 Elections

(a) Election shall be held at the Meeting(s) of Delegates on the day when the final business session takes place.

(b) For the 2025 Annual Meeting of Delegates, the election of candidates is scheduled to start at 11 a.m. on Saturday, after action on the proposed budget, and will take place within the business session (in person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.

(c) No other business will be transacted during the elections. Election results will be presented at the conclusion of whichever item of business is being transacted at the time when the tabulations have been completed and certified.

(d) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District delegates. The candidates receiving the highest number of votes shall be declared elected.

(e) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.

(f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

Section 3 Campaign Expenditures

(a) All candidates shall be required to file with the Credentials and Ballot Committee a complete account of campaign expenditures within twenty-one (21) days after the Annual Meeting, on a form provided by the Association.

(b) The Credentials and Ballot Committee shall certify the receipt of these reports.

RULE 10 Distribution of Campaign Materials

Section 1

All campaign materials shall be properly identified by source and sponsorship.

Section 2

No campaign literature or related materials may be distributed or posted within the seating area of the

auditorium, registration areas or polling areas or where such materials are visible from these areas.

Section 3

At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4

Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11 Electioneering

Section 1

No electioneering shall be allowed during the time specified for the election.

Section 2

At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12 Sergeant-at-Arms

The Presiding Officer of the Meeting(s) of Delegates shall appoint a Sergeant-at-Arms.

RULE 13 Distribution of Bylaws, Standing Rules and Resolutions

A copy of the Bylaws, Standing Rules and Resolutions of this Association shall be available upon request to any MTA member as soon as possible after the Annual Meeting of Delegates.

RULE 14 Non-Sexist Terms

All Bylaws, Standing Rules and Resolutions shall be written in non-sexist terms.

Lactation Room

Room E1031 has been designated to serve as a lactation room. This will be a private space that can be used by event attendees at the convention center. It is located next to the entrance to Meeting Room #1.

Lost and Found

If you lose or find an item while attending the MTA Annual Meeting, please check at Registration in Hall A. Please note that the MTA is NOT responsible for lost or stolen items. Anything left behind will be brought to MTA Headquarters in Quincy and held for 30 days. After that time, MTA will dispose of all items. If items are left in hotel rooms, it is the delegate's responsibility to contact the hotel directly.

DUTIES OF ANNUAL MEETING OF DELEGATES

According to the MTA Bylaws, ARTICLE IX, DELEGATE MEETINGS, Section 2. Delegates, G. Duties:

The delegates to the Annual Meeting shall in accordance with the procedures set forth in these Bylaws:

- (1) Have jurisdiction over the accreditation of delegates and alternates at the Annual Meeting.
- (2) Adopt the agenda and the rules governing the meetings.
- (3) Elect the President, Vice President, Regional Executive Committee members, the At-Large ESP Executive Committee member, the Statewide Retired Region Executive Committee member, the Board of Directors, the At-Large Director for Ethnic Minority Membership, the At-Large Director for Education Support Professionals, the Statewide Retired District Director(s), and the members of the Candidate Recommendation Committee as is provided in these Bylaws.
- (4) Fill interim vacancies that have occurred in the positions of Vice President, Executive Committee members, Board of Directors, in accordance with Article VII, Sections 2F, 3E, and 4E.
- (5) Adopt the annual budget of the Association.
- (6) Establish the level of annual dues.
- (7) Amend the Bylaws of the Association.
- (8) Act on new business items brought before it.
- (9) Enact all other such measures as may be necessary to achieve the goals and objectives of the Association which are not in conflict with the Bylaws.
- (10) Exercise final authority in all matters of the Association, except as otherwise provided in these Bylaws or by statute.

MTA AWARDS



MTA FRIEND OF LABOR AWARD

Chrissy Lynch is president of the Massachusetts AFL-CIO and its former secretary-treasurer and chief of staff. She ran the political and legislative departments of the AFL-CIO for 15 years prior to that.



MTA PRESIDENT'S AWARD

Alexandria Ocasio-Cortez is a U.S. Representative, first elected to the U.S. House in 2018, Ocasio-Cortez is a strong advocate for public education and environmental protection. She is a leading voice of the national progressive movement.



MTA EDUCATION SUPPORT PROFESSIONAL OF THE YEAR

Katherine Monteiro is a nine-year member of the Weymouth Educators' Association and a leader and mentor among ESPs. A registered behavioral technician, she helped her local secure substantial gains in its last contract.

The MTA Benefits Board of Directors recognized Monteiro at the 2025 ESP Conference in April and awarded her a \$1,000 check.



MTA FRIEND OF EDUCATION AWARD

Stacy Davis Gates is the president of the Chicago Teachers Union, and a vice president of the American Federation of Teachers. She is a longtime union leader in Illinois who in 2019 helped lead a 15-day strike by Chicago teachers that resulted in dramatic gains.

HEALTH & SAFETY GUIDELINES

The 2025 MTA Annual Meeting Of Delegates will be held May 2-3, 2025, at the MassMutual Center in Springfield, with a virtual attendance option available.

Delegate Pre-registration Information

As part of the pre-registration process, delegates will be asked to indicate how they will attend the meeting – either in-person or remote. After making this selection, changes are not permitted except in the case of a health situation as outlined below:

- They will not attend in-person if any of the following occur within 72 hours prior to Annual Meeting:
 - Delegate tests positive for COVID-19.
 - Delegate has been in close contact with a person with COVID-19.
 - Delegate is experiencing symptoms of COVID-19 or other similar contagious infection.

If any of the prior occur, the delegate has the option of contacting MTA (via email, AnnualMeeting@massteacher.org) to switch to become a remote delegate.

Other Important Onsite Information

Mask-Required Seating Area

Within the business session room, a “mask required” section will be specifically designated and clearly labeled. Delegates who prefer to be seated among others who are wearing masks may choose at any time to sit in this section. Only those delegates wearing a face mask will be allowed access to this section. Aside from the designated mask-required seating area, masking is encouraged but not required. The MTA will have a supply of masks available.

Vaccine

COVID-19 vaccination with all currently recommended boosters is encouraged but not required.

Food

Food will be permitted in the business session room. Alternate indoor dining spaces will be available within the convention center; for those who prefer outdoor space, a park is located directly across the street from the MassMutual Center.

Air Quality

The MassMutual Center’s air handling units use MERV-11 filters, which will be changed prior to our meeting. The business session will be held in a hall with air exchange rates of 4.6 per hour and ceiling heights of 27 feet.

Sanitation

Sanitizing wipes will be available at microphones. Hand-sanitizing stations will be placed in public areas.

DELEGATE REGISTRATION & PROCEDURAL INFORMATION

On-site Delegate Registration at the 2025 Annual Meeting of Delegates is located in Hall A on the first floor of the MassMutual Center. The Business Session will take place next to the registration room, in Hall B. All on-site delegates must proceed through Registration in Hall A only once, and must do so before gaining entry to the Business Session.

Friday, May 2

- Delegate registration 10 a.m. to 5:30 p.m.
- Business Session doors open 11 a.m.

Saturday, May 3

- Delegate registration 8 a.m. until the conclusion of elections
- Business Session doors open 8 a.m.

Certification and Registration

According to the MTA Standing Rules, RULE 1: Certification and Registration, Section 2. Duties:

The Credentials and Ballot Committee shall be responsible for the supervision of the accreditation of delegates and alternates at meetings of the delegates and for the seating of delegates. The decisions of the Credentials and Ballot Committee shall be final unless overruled by the Meeting(s) of Delegates.

According to the MTA Bylaws, ARTICLE IX, DELEGATE MEETINGS, Section 5. Voting:

- Only official delegates shall be entitled to vote.
- Each delegate shall have one vote.
- Delegates shall vote in the district and region in which they are employed.
- Delegates for the Statewide Retired Electoral District shall vote in that district.

To proceed through on-site registration, delegates should be prepared to show a government-issued photo ID to the Credentials and Ballot member at Registration in Hall A. The delegate will then be provided with a name badge, a unique delegate voter key card, and color-coded badge

holder (colors correspond to MTA's Electoral Regions, A through H, plus Retired). The key card must be inserted into the electronic handheld keypad device, to be picked up at the entrance to the Business Session.

Remote delegates are provided with registration credentials online, via email. The unique delegate link and login instructions are to be followed by those delegates participating remotely. Logging-in online will provide those delegates with access to voting, as well as the ability to participate in debate via the online speaking queue.

Identification Credentials

Color-coded badge holders combined with your unique printed name badge are your identification as a delegate. Delegates will not be admitted into the meeting without a badge and badge holder. Lanyards are available in the registration room and can be attached to your badge holder so that these credentials may be worn around your neck.

Delegates must wear proper badges at all times when in the convention center and in particular for admission to and within the Business Session. Please make sure your badge is visible when entering and assist the sergeants at arms, who are staffing the doors, by clearly showing your badge each time you enter.

Badge holders are color-coded by electoral region. Each badge bears the letter of your region and the number of your electoral district. Only delegates and officials will be permitted on the floor of the Business Session while the Annual Meeting is in session.

REGION	BADGE HOLDER COLOR
A	RED
B	ORANGE
C	BLACK
D	GREEN
E	YELLOW
F	BLUE
G	GOLD
H	PURPLE
Retired	TEAL
Students	CLEAR

Late Registration Cutoff

For the 2025 meeting, April 25 was the deadline date for local presidents to report elected delegates and alternates to MTA. After that date, delegate and alternate names were not accepted, and new delegate credentials cannot be provided.

Late Delegate Seating

In-person delegates who arrive to register after the official close of delegate registration on Saturday must go to the sergeant-at-arms table located at the entrance to Hall B. Such delegates must obtain approval of the seated delegation in order to proceed with registration.

Non-Delegate Registration And Seating

Non-delegate seating is available for members who are not delegates, visitors, MTA staff and the press. Non-delegates are required to register, wear badges, and sit in the area reserved for their use in the Business Session room (Hall B).

Alternate Delegates

Local presidents were advised of a deadline to report any elected alternates to MTA no later than April 25. Local presidents may instruct the MTA Credentials and Ballot Committee to seat an elected and reported alternate to replace a delegate who was unable to attend. To make such a change, the alternate must have been reported to MTA by April 25. The local president may communicate this change either in-person at the registration service desk in Hall A during registration hours, or by emailing MTAGovernance@massteacher.org.

Help and Issues Resolution

The Credentials and Ballot Committee provides a service desk in Hall A for those delegates and local presidents with questions or problems relating to registration and credentials. This would be the location to go to for help, for example, for delegates who have lost their credentials and need a replacement.

Replacement of Lost Delegate Registration Materials

Please remember to keep your badge, badge holder and key card with you at all times. In particular, remember to take your key card out of the keypad device, keep it with your badge and holder and remember to bring all materials with you when returning on Saturday morning.

If you lose your delegate materials, they may be replaced once.

Please follow these instructions to replace lost delegate materials:

- The registered delegate must apply in person to the chair (or the chair’s designee) of the Credentials and Ballot Committee at the registration service desk in Hall A.
- The Credentials and Ballot Committee must be able to verify that the member is a duly authorized registered delegate. The registered delegate must present a photo identification.
- The registered delegate must fill in and sign the required form in the presence of the chair (or the chair’s designee) of the Credentials and Ballot Committee.
- Replacements will be made only during official registration hours of the Credentials and Ballot Committee.

Please allow time for new materials to be produced, including production of the replacement electronic key card, which is necessary for voting. If lost delegate materials are found, they must be turned over to the chair (or the chair’s designee) of the Credentials and Ballot Committee at the registration service desk.

Budget Books and Bylaws

A limited number of budget books and copies of the MTA Bylaws and Standing Rules will be available at the Bylaws and Rules Table adjacent to the podium. Proposed amendments to the Bylaws must have been submitted in writing to the Bylaws and Rules Committee prior to 5 p.m. on the second Friday in January.

According to the MTA Bylaws, ARTICLE IX, DELEGATE MEETINGS, Section 6. Rules of Order:

A. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the proceedings of the association in all cases to which they are applicable provided they are not inconsistent with these Bylaws or with any special rules of order the association may adopt.

Amendments to the Standing Rules

MTA Standing RULE 8: Amendments to Bylaws and Standing Rules; Section 2:

Amendments to the Standing Rules shall be presented to the Committee on Bylaws and Rules prior to the opening of the Meeting of Delegates.

Amendments to the Standing Rules must be submitted in writing to the Bylaws and Rules Committee. The committee will accept Standing Rules amendments via email to **MTAGovernance@massteacher.org** and on-site from 11 a.m. to noon on Friday, prior to the opening of the Annual Meeting.

To file an amendment to the Standing Rules, please fill out the Form for Submitting Amendments to the Standing Rules and submit to the Bylaws and Rules Committee. Forms will be available in Hall B at the Bylaws and Rules Committee table (adjacent to the podium) or by requesting the form via email.

Proposed Resolutions

Proposed Resolutions for action at the Annual Meeting must have been submitted to the Resolutions Committee prior to 5 p.m. on the second Friday in January.

New Business Items

New Business Items submitted by 5 p.m. on the Monday prior to the Annual Meeting will be distributed to the delegates at registration and begin to be considered at the Friday session.

New Business Items WITH budgetary implications must be submitted either by the Monday prior to the Annual Meeting or no later than prior to the conclusion of business on Friday at the Annual Meeting so they may be acted upon prior to adoption of the annual budget and the dues for Fiscal Year 2025-2026, on Saturday morning. A new business item WITH budgetary implications is defined as any activity or action that would result in an additional MTA expenditure of more than \$1,000.

New Business Items WITH budgetary implications will be considered in the order in which they are received but before other New Business Items WITHOUT budgetary implications.

New Business Items with policy implications must be submitted by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the presiding officer and before Resolutions.

Other New Business Items WITHOUT budgetary implications shall be submitted prior to the end of the first hour of the business session of the second day of the Meeting of Delegates (by approximately 10 a.m. on the Saturday of the Annual Meeting) and shall be considered throughout the meeting at times determined by the presiding officer and before Resolutions. These may be considered during the meeting in the order in which they are received.

The New Business Item form is available on the MTA Annual Meeting webpage, at **massteacher.org/annualmeeting**, and may be submitted by email to **MTAGovernance@massteacher.org** or submitted to the podium assistant in the business session room.

Motions

MTA Standing RULE 6: Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

Use the "Motion Form" to submit motions to the Chair. Forms may be obtained from the podium or from the Bylaws Committee table, which is adjacent to the podium. Then, deliver your written motion to the podium assistant.

PARLIAMENTARY MOTIONS GUIDE

The motions below are listed in order of precedence.
Any motion can be introduced if it is higher on the chart than the pending motion.

YOU WANT TO	YOU SAY	INTERRUPT?	SECOND?	DEBATE?	AMEND?	VOTE?
§ 21 Close meeting	I move to adjourn	No	Yes	No	No	Majority
§ 20 Take break	I move to recess for	No	Yes	No	Yes	Majority
§ 19 Register complaint	I raise a question of privilege	Yes	No	No	No	None
§ 18 Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§ 17 Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§ 16 Close debate	I move the previous question	No	Yes	No	No	2/3
§ 15 Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§ 14 Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§ 13 Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§ 12 Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§ 11 Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§ 10 Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

Based on Robert's Rules of Order Newly Revised

INCIDENTAL MOTIONS

No order of precedence. Arise incidentally and decided immediately.

YOU WANT TO	YOU SAY	INTERRUPT?	SECOND?	DEBATE?	AMEND?	VOTE?
§ 23 Enforce rules	Point of order	Yes	No	No	No	None
§ 24 Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§ 25 Suspend rules	I move to suspend the rules which ...	No	Yes	No	No	2/3
§ 26 Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
§ 27 Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§ 29 Demand rising vote	I call for a division	Yes	No	No	No	None
§ 33 Parliamentary law question	Parliamentary inquiry	Yes (if urgent)	No	No	No	None
§ 33 Request information	Request for information	Yes (if urgent)	No	No	No	None

MOTIONS THAT BRING A QUESTION AGAIN BEFORE THE ASSEMBLY

No order of precedence. Introduce only when nothing else pending.

§ 34 Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§ 35 Cancel or change previous action	I move to rescind/amend something previously adopted ...	No	Yes	Yes	Yes	2/3 or majority w/notice
§ 37 Reconsider motion	I move to reconsider the vote ...	No	Yes	Varies	No	Majority

Based on Robert's Rules of Order Newly Revised

SPEAKING FROM THE FLOOR

Obtaining the Floor – How To Be Recognized at the Microphone

Delegates need to enter the speaking queue by adding their name to the speaker list at the microphone stations throughout the business session meeting room or online using the virtual platform. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

When debate begins, yellow cards will be recognized in order, up to a maximum of five (5) yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on. If at any time there are no yellow cards, the standard green/red or red/green progression will continue until more yellow cards are raised, at which time the yellow/green/red or yellow/red/green order will resume.

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for a question or point of order, Green for “In favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

The **YELLOW CARD** will **NOT** allow a delegate to speak to the question, nor ask rhetorical questions, nor make any motions relating to the question.

No delegate shall speak using a **YELLOW CARD** for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s).

A delegate speaking on a **YELLOW CARD** may **NOT** yield the microphone or speaking time to another delegate.

No delegate speaking in debate may move the previous question.

Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

Recognition

Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member.

Reconsideration

A motion to reconsider an adopted item must be made by a delegate who voted on the prevailing side when the first vote was taken. If the motion to reconsider fails, the adopted item may not be reconsidered again. Bylaw amendments voted in the affirmative may **NOT** be reconsidered.

Voting Counts

Voting count will all be done using the LUMI Voting platform. When the Presiding Officer calls for the vote, virtual delegates will use the LUMI platform, and in-person delegates will use a voting device provided to them when they enter the business session.

Speaking Order

Any delegate wishing to speak or make a motion should follow the procedure above to be recognized to speak. No member shall speak in debate more than twice to the same question during the same meeting, or longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s) (MTA Special Standing RULE 6, Section 6).

Speaking From The Floor

A two-thirds vote to close debate stops all further debate on the pending motion. The Parliamentarian, assisted by spotters, is responsible for keeping the order of speakers for the Presiding Officer. The speaking time of the delegates will be noted using an electronic countdown clock displayed onscreen. When time is reached, the Presiding Officer will call “TIME,” the microphone will be shut off, and the next speaker will be called upon to speak.

Seconding Motions

Main motions to adopt committee recommendations, such as those of the Board of Directors, the Bylaws and Rules Committee, the Resolutions Committee, or on the budget do not require a second. However, all motions for amendments originating from the floor and on motion forms must be seconded. Please note, if the Special Rules are adopted by the delegates, all motions made by delegates participating remotely requiring a second are deemed to be seconded.

2025 ELECTIONS

MTA Standing Rule 1, Section 2:

“... The (Credentials and Ballot) Committee shall be responsible for the conduct of the annual elections held at the Annual Meeting of Delegates.”

Elections will be held via handheld devices within the business session and online for delegates participating remotely. The elections will take place at 11 a.m. On Saturday, after action on the budget. If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.

The Following Elections Will Be Held at the 2025 Annual Meeting of Delegates

MTA Board of Directors

Term: July 1, 2025 – June 30, 2028

District 16G 1 VACANCY

2 Candidates:

- CHRISTY NICKERSON
- DIANA MARCUS

Statewide Retired District 2 VACANCIES

4 Candidates:

- BONNIE M. PAGE
- JOE HEROSY
- GERRY RUANE
- ROBERT (BOB) MILLER

IMPORTANT! Delegates from District 16G will vote to elect the 16G District Director, and the retired delegates will vote to elect the Statewide Retired District Directors (2). While the vote will appear on the screens for all delegates, only votes from those delegates in the above districts will be recorded.

Uncontested Elections

Candidates who ran uncontested were declared elected in accordance with the election waiver provision of the bylaws for the following seats: Executive Committee, Regions D, E, and H; Board of Directors, District Directors for 10B, 36C, 41C, 29D, 39E, 40E, 12F, 17G, 20G, and 49H; and the Retired Members Committee (4 seats).

Candidate Names

The list of certified candidates in contested races and those elected under the waiver can be found on pages 27 – 28.

Candidate Speeches – Friday, May 2, 2025

Candidates for the Statewide Retired District Board seats will have the opportunity to speak to the retired delegates during the retired delegates’ breakfast, in Ballroom C at the MassMutual Center, on Friday at 10:45 a.m. Candidates for the District 16G Board seat will have the opportunity to speak to the delegates from 16G immediately after the Friday session recess in meeting rooms 1 & 2 at the MassMutual Center.

Candidate Speeches Online

In addition to the above, all candidates were given the option of providing a recorded speech for posting on the MTA’s Annual Meeting webpage. Delegates may review the recorded speeches of candidates online at massteacher.org/annualmeeting.

Election Schedule – Saturday, May 3, 2025

The elections are scheduled to start at 11 a.m. on Saturday, after action on the proposed budget and will take place within the business session (in-person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward. Each contested race will be conducted in succession at that time.

In-person delegates who have completed the registration process onsite will have a unique voting key card and should be sure that card is inserted into a handheld keypad device available at the entrance to the business session. The key card and keypad device are necessary for all voting, including the elections. In-person delegates must have completed the on-site credentialing process in the Registration room (Hall A) prior to voting. The Registration room will remain open until the conclusion of the elections, but be sure to allow enough time to obtain delegate credentials and the keypad device by the time the elections begin.

Election results will be announced from the podium by the co-chairs of the Credentials and Ballot Committee, as

soon as they are available, during the Saturday Business Session.

If a runoff election is necessary, this fact and the accompanying schedule will be announced from the podium at the time the election results are presented. Any necessary runoff elections will be held within the business session, before the conclusion of the meeting on Saturday afternoon, in the same manner as the main election.

Voting in the Elections

The elections will take place as part of the business session, not in a separate voting room. At that point on the agenda, one at a time, each contested race and its candidates will appear on the voting screens. Each race will be open for a specified time period, as announced from the podium.

For the 16G Election

Because 16G voters may cast a vote for a maximum of one candidate, election voting will work the same way as all other voting taking place within the meeting.

For remote 16G delegates: When the election appears on your screen, click on your desired candidate selection, and it will be highlighted. There is no button to submit for the 16G election.

For in-person 16G delegates: When the election appears on your keypad device, either press the number that corresponds to a candidate name OR use the trackball to scroll through the candidate names and press the trackball to select a candidate name. When a name is selected, confirmation of your vote will appear on the screen confirming you have voted. There is no button to submit for the 16G election.

For the Retired Election

Because voters in the retired election may vote for up to TWO candidates, the process is a little different. The step of submitting your vote is necessary after selecting up to two candidates.

For remote retired delegates: When the election appears on your screen, click on up to two candidates, and they will be highlighted. When satisfied with your selections, click on

“SEND” at the bottom of the page. If you wish to change or cancel your vote while voting is still open, press “Cancel” at the bottom of the page and then make your selections again according to these instructions.

For in-person retired delegates: When the election appears on your keypad device, either use the number buttons to select up to two candidates OR use the trackball to scroll through the candidate names and press on the trackball to select up to two. An “X” will appear in the box corresponding to your selection(s). When satisfied with your selection(s), click the green square on the keypad device to submit. Confirmation of your vote will appear on the screen confirming you have voted. If you wish to change or cancel your vote while voting is still open, press the “X” button to cancel your vote and then make your selections again according to these instructions.

Note: The elections will appear on the screens for all delegates, but only the 16G and Retired delegates are eligible to vote in these elections. Votes cast by any other delegates will not be counted.

Election Requirements

According to the *MTA Standing Rules, RULE 9: Nominations and Elections, Section 2. Elections:*

- (a) Election shall be held at the Meeting(s) of Delegates on the day when the final business session takes place.
- (b) Polls for voting shall be open on Election Day for a specified time designated in the call to the Meeting(s) of Delegates at such place or places as the President shall designate.
- (c) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District delegates. The candidates receiving the highest number of votes shall be declared elected.
- (d) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.
- (e) The order of candidates’ names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

CERTIFIED CANDIDATES

Certification of Nomination Papers for Elections at MTA Annual Meeting

Executive Committee, Board Of Directors, and Retired Members Committee

March 12, 2025

Official Record

In accordance with *MTA Bylaws*, it is hereby certified that the candidates for the positions indicated below have filed proper nomination papers as required by Article VII of the Bylaws of the Massachusetts Teachers Association.

The order of the candidates' names on this document reflects the results of the lottery conducted by the Credentials and Ballot Committee which shall be the order of placement of certified candidates on the election ballots at Annual Meeting.

* **Election Waiver:** According to the *MTA Bylaws, Article VII, Section 3 D. (5), Section 3 G. (3c.), Section 3 H. (3c.), Section 4 C. (3), Section 5 C. (3), and Section 6 C. (2)*, applicable to seats on the Board of Directors and the Executive Committee, if the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate(s) declared elected. Therefore, the candidates indicated with an asterisk (*) are elected.



Pamela Skinner (Mar 12, 2025 19:12 EDT)

PAM SKINNER, Co-Chair
MTA Credentials & Ballot Committee

2025 CANDIDATES

MTA EXECUTIVE COMMITTEE CANDIDATES

Each seat is a Three-Year Term,
Commencing July 1, 2025.
Seats below are one seat per race:

REGION B

No Candidates

REGION D

Gayle Carvalho *

REGION E

Cynthia Roy *

REGION H

Annetta Argyres *

* Indicates Elected by Waiver

MTA BOARD OF DIRECTORS CANDIDATES

Each seat is a Three-Year Term,
Commencing July 1, 2025.

STATEWIDE RETIRED DISTRICT

Two seats to be elected:

Bonnie M. Page

Joe Herosy

Gerry Ruane

Robert (Bob) Miller

Seats below are one seat per race:

DISTRICT 10B

Tina Mansfield *

DISTRICT 33C

No Candidates

DISTRICT 36C

Kimberly Gibson *

DISTRICT 41C

Nicole Roberge *

DISTRICT 29D

Sherene Michlin *

DISTRICT 39E

Keith Michon, Jr. *

DISTRICT 40E

Lori R. Silveira *

DISTRICT 12F

Julie Taggart *

2025 CANDIDATES

DISTRICT 13F

No Candidates *

DISTRICT 16G

Christy Nickerson

Diana Marcus

DISTRICT 17G

Kristine Barker *

DISTRICT 20G

Kim Auger *

DISTRICT 45H

No Candidates

DISTRICT 48H

No Candidates

DISTRICT 49H

Andrew Gorry *

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

Four Seats - Two-Year Term, Commencing July 1, 2025

Maureen Colgan Posner *

Dale Melcher *

Phyllis Neufeld *

Amy Wolpin *

* Indicates Elected by Waiver

CAMPAIGN GUIDELINES

Campaign Hours

Friday 8 a.m. – 6 p.m. | Saturday 8 a.m. – 11 a.m.

Election Campaigning at the Annual Meeting of Delegates will take place on Friday and Saturday, prior to the commencement of the election period within the business session, at approximately 11 a.m. on Saturday. On-site campaigning may take place in the designated areas of the MassMutual Center.

ALL campaign materials must be removed and campaigning discontinued by SATURDAY at 11 a.m. or when the election begins, whichever comes first.

In the event of a runoff election, campaigning for the runoff will resume on SATURDAY when the runoff is announced, for approximately 30 minutes.

Per MTA Standing Rules, RULE 10, Section 2:

No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas, or where such materials are visible from these areas.

Designated Campaign Areas

Campaign materials including signage, flyers, handouts and other material are permitted in the campaign booths/tables (if such booths have been reserved by candidates) and in the hallway areas of the MassMutual Center, as indicated in communications provided to the candidates. Campaigning with campaign materials and congregating with signage is allowed in these designated areas. Campaigners may not obstruct the passage in these hallways at any time. Floor plans showing the designated campaign areas have been provided to all candidates and their campaign managers and are available from the Co-Chairs of the Credentials and Ballot Committee. Candidates and their campaigns must obey the directions of the Credentials and Ballot Committee (C&B) and MassMutual Center staff regarding relocation as deemed necessary by public safety or other meeting officials.

Campaigning with signage, flyers, handouts, and other material is subject to restriction by public safety officials

and the Credentials and Ballot Committee, and participants must be aware of their surroundings and “common sense” guidance at all times. For example, congregating in any way that may block or impede access to or from escalators must be avoided at all times. Standing in front of the display booths of others for campaign purposes is also prohibited.

“Verbal Campaigning” on an individual basis may take place outside of the designated campaign areas, subject to the other provisions cited here. This and all campaign activity must cease when the polls open or at 11 a.m. on Saturday, whichever comes first.

Prohibited Campaign Areas and Practices

Campaign materials and campaigning of any kind are prohibited outside of the specified hours above and are prohibited at all times in the Annual Meeting Business Session room (Hall B), the Registration Room (Hall A), near the entrance/exit doorways of those spaces and where they may be visible from these rooms.

While buttons may be worn in the Business Session, distribution of buttons in Hall A and Hall B is prohibited.

Posting of any literature or materials on the walls of the MassMutual Center, any hotels, or casino is strictly prohibited. Stickers of any kind are also prohibited.

CAMPAIGN MATERIAL

Relevant Excerpts from MTA Policy 70.01, Campaign and Election General Policy

Campaign material is defined as any document, electronic transmission, object, or other material that has the purpose or effect of promoting the candidacy of an individual for an MTA office, and shall include, by way of illustration and without limitation, billboards, newspaper advertisements, audio-visual materials, emails, brochures, position papers, buttons, pins, articles of clothing, candy, posters, banners, signs, fans, pens, announcements and invitations. The campaign guidelines are an extension of and are consistent with electoral provisions in the MTA Bylaws and Standing Rules.

Campaign Material

Candidates for MTA elective office should recognize the fact that the office which they seek carries with it high professional standards and, therefore, should conduct themselves and their campaigns in such a manner as not to demean the office.

All campaign materials for candidates or issues which are placed or distributed at meetings of delegates should comply with these guidelines and the MTA Standing Rules. It is the responsibility of each candidate/sponsor(s) to urge full cooperation by all campaign workers.

No campaign literature or related materials may be distributed or posted within the seating area of the business session, registration areas or polling areas or where such materials are visible from these areas. *[NOTE: Clothing is considered campaign material if it has the purpose of promoting candidacy; as such, campaign-related clothing or items of clothing bearing the name of a candidate may not be worn into the business session, registration room, voting room, or any of the spaces adjacent to these areas. The committee has determined that manually altering an article of clothing in an attempt to achieve compliance is not acceptable.]*

At meetings of delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices which are inconsistent with the Committee's guidelines.

Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

Campaign material shall in no way be designed to attack the character of an individual or group.

All campaign materials shall be properly identified by source and sponsorship. The Credentials and Ballot Committee defines source and sponsorship as follows: Member/Author; Local Association/Sponsor(s).

The official logo or letterhead used by the MTA may not be utilized in campaign materials.

Responsibilities of Candidates

Noisy demonstrations or use of sound equipment will not be permitted on the floor of the Annual Meeting, registration areas or polling areas.

No items should be given away by lottery, raffle, drawing or similar means in connection with campaigning for elective office or issues at meetings of delegates.

Campaigners handing out materials should not create traffic problems, impede the process of registration, or hinder entry into the main assembly hall. Campaign materials may not be distributed in the business session spaces at any time.

Campaigners may not use press-apply or other sticky-back materials for badges or signs. Campaign literature may not be posted on walls. Campaigners should not block entrances, exits, traffic or fire aisles. In addition, the campaigners may be requested to comply with other restrictions imposed by the management of the meeting facility.

Campaigners should not remove or deface campaign materials belonging to another candidate.

Candidates shall be responsible for compliance with this policy, including responsibility for the conduct of their campaign manager and campaigns and their adherence to this policy.

Candidates and their campaigns shall comply with any request or directive from the Chair of the Committee or the Chair's designee.

Candidates or sponsors shall assume responsibility for the transportation and storage of their campaign materials and for the removal of all campaign materials at the termination of the Meeting of Delegates.

The wearing of campaign buttons on the floor of the Annual Meeting is permitted. The distribution of campaign buttons on the floor is not permitted.

Campaign Rules While Polls Are Open

No campaigning shall be allowed by any candidates or their supporters while elections are in progress.

Relevant Excerpts From MTA Standing Rules (and 2025 Special Rules)

RULE 10: Distribution of Campaign Materials

Section 1

All campaign materials shall be properly identified by source and sponsorship.

Section 2

No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas or where such materials are visible from these areas.

Section 3

At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4

Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

Section 1

No electioneering shall be allowed during the time specified for the election.

PROPOSED AMENDMENTS TO THE MTA BYLAWS

#1	Article IV FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues	
	PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
	<p>Article IV: Section 1.C and Section 2.A(1)</p> <p>Section 1. Budget</p> <p>C. The annual dues of active members and the budget of the Association shall be recommended to the Annual Meeting of Delegates by the Board of Directors. The budget must be approved by a majority of the delegates voting at the Annual Meeting of Delegates.</p> <p>The adoption of the budget will automatically determine the annual dues for active members rounded to the next higher dollar amount.</p> <p>Section 2. Dues</p> <p>Full-time dues and part-time dues percentages are based upon membership category.</p> <p>A. Active Members</p> <p>(1) Full-Time Dues</p> <p>Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.</p>	<p>Article IV: Section 1.C and Section 2.A(1)</p> <p>Section 1. Budget</p> <p>C. The annual dues of active members and the budget of the Association shall be recommended to the Annual Meeting of Delegates by the Board of Directors. The budget must be approved by a majority of the delegates voting at the Annual Meeting of Delegates.</p> <p>The adoption of the budget will automatically determine the annual dues for active members rounded to the next higher dollar amount.</p> <p>Section 2. Dues</p> <p>Full-time dues and part-time dues percentages are based upon membership category.</p> <p>A. Active Members</p> <p>(1) Full-Time Dues</p> <p>Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.</p> <p><u>The full-time dues shall increase each year by 2.5% and will be reflected in the budget that delegates vote on at the Annual Meeting. The Delegates may, by majority vote, approve a larger increase. The Delegates may, by two-thirds vote, approve a lesser increase.</u></p> <p><u>The annual dues for active members will be rounded to the next higher dollar amount.</u></p>
<p>IMPACT STATEMENT</p> <p>This amendment would establish a baseline annual dues increase of 2.5% for active full-time members, with a majority vote of the delegates required to adopt a higher increase, and with a 2/3 majority vote of the delegates required to adopt a lesser increase.</p>		
<p>SUBMITTED BY</p> <p>Max Page, MTA President. Local: MA Society of Professors Deb McCarthy, MTA Vice President. Local: Hull Teachers Assn.</p>		
<p>MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (8-0)</p>	<p>MTA BOARD OF DIRECTORS Recommends Adoption (40-15)</p>	

RECOMMENDED ELECTORAL REGION & DISTRICT PLAN

Per MTA Bylaws, the Electoral Review Committee (ERC) reviews the Electoral Region and District Plan every three years and recommends a plan to the Annual Meeting which complies with MTA Bylaws and NEA standards. Upon approval of a majority of delegates present and voting at the Annual Meeting, the plan will be implemented on July 1, 2025.

ERC's review of the June 2024 membership figures showed that the existing Electoral District and Region plan DOES MEET the mathematical compliance according to NEA affiliation standards and the "one person, one vote principle."

In accordance with the Bylaws, notice was provided to Local Presidents and Board members for two separate opportunities to give input, once prior to initial review of the plan and then prior to finalizing the proposed plan. The proposed plan was shared with Local Presidents and Board members as part of the outreach and invitation to provide input before finalizing ERC's recommendation.

Compliance

The Bylaws require that the electoral districts shall be drawn based on a ratio of 1:1900 or major fraction thereof. This means the acceptable range for district size is 951 – 2850 members.

In order to be in compliance with the one-person, one vote principle, as required by NEA, the smallest districts making up a bare majority of the District Board Seats must represent at least 45.1% of the total membership.

The current and recommended plan achieves this compliance. In its review of the current compliant plan, the committee has voted to recommend no changes to the current plan which follows.

One Person, One Vote

"Each affiliate shall apply the one person one vote principle for representation on its governing bodies..."

- NEA Bylaw 8 7(a) and 8 11(a)

NEA Standards

One person, one vote, or equal population voting, generally means that the vote of each member of the affiliate has the same weight as the vote of any other member. The association shall apply the one person one vote principle for representation on each of its several governing bodies. "Elected governing body" is any association elected body participating in the determination of general and significant policies and in the exercise of discretion in implementing such policies.

Electoral Percentage Test

Ascertaining Conformity to One Person One Vote

The electoral percentage is a calculation to determine whether the smallest voting membership units (the smallest MTA Electoral Districts) representing 50.1% of the members are represented by a bare majority (50.1%) of the governing body (MTA Board, District Director seats).

First, compute a bare majority as a percentage of the governing body using one half of the governing body (district seats) plus one. Then determine how many members each District Director represents; this is the voting district size. If the district is represented by more than one representative, divide the members of that district by the number of representatives to determine the number of members each one represents. The next step is to list all the representatives and number of members represented in order from the smallest to the largest by voting district size. Find the sum of the smallest constituencies (MTA Electoral Districts) electing the bare majority (of District Board seats) and determine what percentage that represents of the total

membership. To meet the test, the resulting percentage should not deviate more than 5% from the bare majority, it must therefore fall between 45.1% and 55.1%.

Members of the Electoral Review Committee

Brian Fitzgerald, Chair

Jackie Bishop

Mary Pat Dodge

Robert Erlandsen

Sarah McKeon

Bobby Travers

Pages 35-40

Attachment A is the current and recommended plan, the list of MTA Local Affiliates by district, as of June 2024 (one Board seat per district, unless otherwise indicated).

Pages 41-42

Attachment B shows the membership figures for the current and recommended plan, indicating mathematical compliance with the one person, one vote principle.

ATTACHMENT A

Local Affiliates By District

Current and Recommended Region and District Plan

Region A

DISTRICT 01A

Adams Cheshire Teachers Assn
Berkshire Hills Education Assn
Central Berkshire Educators Assn.
Clarksburg Teachers Assn
Farmington River Educators Assn
Florida Education Assn
Hancock Teachers Assn
Lee Education Assn
Lenox Education Assn
Mccann Faculty Assn
Mount Greylock Educators Assn
North Adams Paraprofessionals Assn
North Adams Teachers Assn
Pittsfield Educational Administrators Assn
Richmond Educators' Assn
Savoy Education Assn
Southern Berkshire Regional Education Assn
United Educators of Pittsfield

DISTRICT 02A

Agawam Education Assn
Agawam Professional Administrators Assn
Gateway Education Association Inc.
Southwick-Tolland-Granville Education Assn Inc
West Springfield Education Assn
Westfield Education Assn

DISTRICT 03A

Belchertown Education Assn
Chesterfield Goshen Teachers Assn
Easthampton Education Assn
Granby Educators Assn
Hadley Education Assn
Hampshire Regional Education Assn

Hatfield Teachers Assn
Northampton Assn of School Employees
South Hadley Education Assn
Southampton Teachers Assn
Ware Teachers Assn
Westhampton Teachers Assn
Williamsburg Teachers Assn

DISTRICT 04A

Amherst-Pelham Administrators Assn
Amherst-Pelham Education Assn
Athol Teachers Assn
Erving Teachers Assn
Franklin County Technical Teachers Assn
Frontier Regional Education Assn
Gill-Montague Education Assn
Greenfield Education Assn
Hawlemont Teachers Assn
Leverett Education Assn
Mahar Teachers Assn
Mohawk District Education Assn Inc
Orange Elementary Teachers Assn
Petersham Educational Assn
Pioneer Valley Assn of Support Professionals
Pioneer Valley Regional Education Assn
Rowe Teachers Assn
Shutesbury Education Assn
Swift River Education Assn
Union 38 Educators Assn

DISTRICT 05A

Springfield Administrators Assn
Springfield Education Assn
Technical Employees Assn (Springfield)

DISTRICT 06A

East Longmeadow Education Assn
 Hampden-Wilbraham Education Assn
 Longmeadow Education Assn
 Lower Pioneer Valley Educ Collab Educators Union
 Ludlow Education Assn
 Monson Educators Association Inc
 Palmer Teachers Assn
 Pathfinder Education Assn

DISTRICT 26A

Chicopee Education Assn
 Holyoke Educators Assn
 Holyoke Paraprofessionals Assn
 Holyoke Public School Secretaries Assn
 Holyoke Teachers Assn

Region B**DISTRICT 07B**

Ashburnham Westminster Educators Union
 Ashburnham-Westminster Teachers Assn
 Fitchburg Education Assn
 Gardner Education Assn
 Leominster Administrators Assn
 Leominster Education Assn
 Leominster School Secretaries Assn
 Leominster Tutors Assn
 Montachusett Reg Teachers Assn
 Narragansett District Ed Assn
 Paraeducator Assn of Leominster Schools
 Winchendon Secretaries Assn
 Winchendon Support Personnel Assn
 Winchendon Teachers Assn

DISTRICT 08B

Auburn Education Assn
 Bay Path Administrators Assn
 Bay Path Teachers Assn
 Brimfield Educational Support Professionals Assn
 Brookfield Educational Support Professionals Assn
 Dudley-Charlton Paraprofessional Assn
 Dudley-Charlton Teachers Assn

Educational Assn of Leicester
 Holland Educational Support Professionals Assn
 Leicester Paraprofessional Assn
 North Brookfield Teachers Assn
 Quabbin Regional School District Para Assn
 Quabbin Regional Teachers Assn
 Quaboag Education Assn
 Southbridge Education Assn
 Southern Worcester County Educational Collab
 Spencer-East Brookfield Teachers Assn
 Sturbridge Educational Support Personnel Assn
 Tantasqua Education Assn
 Union 61 Teachers Assn
 Wales Essential Support Personnel

DISTRICT 09B

Algonquin Regional Teachers Assn
 Berlin-Boylston Educators' Assn
 Grafton Teachers Assn
 Mendon-Upton Reg Teachers Assn
 Northboro Teachers Assn
 Southboro Teachers Assn
 Wachusett Regional Education Assn
 West Boylston Teachers Assn
 Westborough Education Assn

DISTRICT 10B (Two District Directors)

Educational Assn of Worcester Inc
 Shrewsbury Education Assn
 Shrewsbury Paraprofessionals Assn

DISTRICT 11B

Central Massachusetts Collaborative Union
 Douglas Educational Support Professionals Assn
 Douglas Teachers Assn
 Hopedale Education Assn Inc
 Milford Teachers Assn
 Millbury Teachers Assn
 Northbridge Teachers Assn
 Oxford Education Assn
 Sutton Education Support Assn
 Sutton Teachers Assn

Uxbridge Teachers Assn
Webster Administrative Assistants
Webster Administrators Assn
Webster Educators Assn
Webster Instructional Assistants Assn

Region C

DISTRICT 33C

Cohasset Teachers Assn
Education Assn of Norwell
Hanover Teachers Assn
Hingham Education Assn
Hull Teachers Assn
Marshfield Education Assn
Rockland Education Assn
Scituate Teachers Assn

DISTRICT 34C

Duxbury Teachers Assn
Education Assn of Plymouth And Carver
Halifax Teachers Assn
Kingston Teachers Assn
Pembroke Teachers Assn
Plymouth Administrators Assn
Plympton Teachers Assn
Silver Lake Education Assn

DISTRICT 35C

Abington Education Assn
Bridgewater-Raynham Education Assn
East Bridgewater Assistant Principals Assn
East Bridgewater Education Assn
Educators' Assn of Freetown And Lakeville
Middleboro Education Assn
Reads Collaborative Educators Assn
West Bridgewater Education Assn
Whitman-Hanson Education Assn

DISTRICT 36C

Brockton Education Assn
Brockton Education Support Professional Assn
Stoughton Teachers Assn

DISTRICT 41C

Barnstable Administrators Organization
Barnstable Teachers Assn
Bourne Educators Assn
Marion Teachers Assn
Mattapoisett Educators Assn
Old Rochester Professional Educators' Assn
Rochester Memorial Support Personnel Assn
Rochester Memorial Teachers Assn
Sandwich Education Assn
Sippican School Support Personnel Assn
Upper Cape Cod Regional Teachers Assn
Wareham Education Assn

DISTRICT 42C

Cape Tech Assn
Dennis-Yarmouth Educators Assn
Dennis-Yarmouth Regl Secretaries and Assistants
Falmouth Educators Assn
Mashpee Teachers Assn
Monomoy Regional Education Assn
Nauset Education Assn
Provincetown Assn of Educators
Truro Education Assn

DISTRICT 43C

Martha's Vineyard Educators Assn
Nantucket Teachers Assn

Region D

DISTRICT 14D

Ashland Educators Assn
Framingham Teachers Assn
Hopkinton Teachers Assn
Keefe Tech School Secretarial Assn
Keefe Technical Educators Assn
Marlborough Educators Assn

DISTRICT 15D

Bedford Education Assn
Carlisle Teachers Assn
CASE Professional Assn

Concord Teachers Assn
Concord-Carlisle Bus Drivers
Concord-Carlisle Support Staff
Concord-Carlisle Teachers Assn
Concord-Carlisle Tutors Assn
Lincoln Educators Assn
Lincoln-Sudbury Regional Teachers
Sudbury Education Assn
Wayland Teachers Assn
Weston Aides And Paraprofessionals Assn
Weston Education Assn
Weston Educational Administrative Assistants Assn

DISTRICT 27D

Brookline Educators Union
Dedham Education Assn
Milton Educators Assn

DISTRICT 28D

Dover-Sherborn Education Assn
Franklin Education Assn
Medfield Teachers Assn
Millis Teachers Assn
Norwood Teachers Assn
Tri County Maintenance Assn
Tri County Teachers Assn
Westwood Teachers Assn

DISTRICT 29D

Natick Assn of Admin Assistants and Clerks
Needham Education Assn
The Education Assn of Natick
Wellesley Educators Assn

DISTRICT 32D

Avon Education Assn
Braintree Education Assn
Holbrook Education Assn
Quincy Education Assn
Weymouth Educators Assn

Region E

DISTRICT 30E

Bellingham Teachers Assn
Blackstone Valley Reg Vocational
Blackstone-Millville Reg School District Educators Assn
Blackstone-Millville Support Personnel Assn
King Philip Teachers Assn
Norfolk Teachers Assn
Plainville Education Assn
Sharon Teachers Assn
TECCA Union
Walpole Teachers Assn
Wrentham Educators' Assn

DISTRICT 37E

Blue Hills Reg Voc Teachers Assn
Bristol-Plymouth Teachers Assn
Canton Educators Assn
Easton Educators Assn
Randolph Education Assn
Segreganset Teachers Assn
Taunton Administrators Assn
Taunton Education Assn
Taunton Educational Secretaries and Assistants
Taunton Therapy Assistants Assn

DISTRICT 38E

Attleboro Assn of Clerical Personnel
Attleboro Education Assn
Attleboro Paraprofessionals Assn
Attleboro Public Sch Administrators Assn
Attleboro Sch Dept Bldg Trades Maint Mechs Assn
Attleboro School Custodians Assn
Bristol County Agricultural H S Supp Staff Assn
Foxborough Education Assn
Mansfield Assn of Secretaries and Clerks
Mansfield Building and Grounds Assn
Mansfield Educators Assn
Norton Teachers Assn

DISTRICT 39E

Berkley Teachers Assn
 Dighton-Rehoboth Regional Paraprofessionals Assn
 Dighton-Rehoboth Tchrs Assn
 Diman Teachers Assn
 Fall River Educators Assn
 Seekonk Educators Assn
 Somerset Teachers Assn
 Swansea Educators Assn

DISTRICT 40E

Acushnet Teachers Assn
 Dartmouth Educators Assn
 Fairhaven Educators Assn
 Greater New Bedford Administrators Union
 Greater New Bedford Educators Union
 New Bedford Educators Assn
 New Bedford Support Specialists Union

Region F**DISTRICT 12F**

Chelmsford School Administrators
 Dracut Administrators Assn
 Dracut Paraprofessionals Assn
 Dracut Teachers Assn
 Greater Lowell Educational Support Personnel
 Greater Lowell Paraeducator Organization
 Greater Lowell Regional Teachers Organization
 Groton Dunstable Educators Assn
 North Middlesex Regional Sch Dist Teachers Assn
 Tewksbury Teachers Assn
 Tyngsborough Teachers Assn
 Westford Education Assn

DISTRICT 13F

Acton Boxborough Education Assn
 Acton Boxborough Office Support Assn
 Ayer Shirley Regional Education Assn
 Clinton Teachers Assn
 Harvard Educators Assn
 Hudson Education Assn

Hudson Paraeducators Assn
 Hudson School Administrative Assistant Assn
 Littleton Educators Assn
 Lunenburg Education Assn
 Maynard Education Assn
 Maynard Education Support Assn
 Nashoba Reg Education Assn

DISTRICT 22F

Andover Administrators Assn
 Andover Education Assn
 Methuen Administrators Assn
 Methuen Education Assn
 North Andover Teachers Assn

DISTRICT 23F

Boxford Teachers Assn
 Haverhill Education Assn
 Masconomet Teachers Assn
 Middleton Educators Assn
 Newburyport Instructional Assistants Assn
 Newburyport Teachers Assn
 Pentucket Assn of Teachers
 Topsfield Teachers Assn
 Triton Regional Teachers Assn
 Whittier Regional Teachers Assn

DISTRICT 24F

Beverly Teachers Assn
 Danvers Teachers Assn
 Georgetown Education Assn
 Georgetown Education Support Assn
 Gloucester Assn of Educational Paraprofessionals
 Gloucester Teachers Assn
 Hamilton-Wenham Education Assn
 Ipswich Educators Assn
 Manchester-Essex Teachers Assn
 Rockport Educational Support Staff Assn
 Rockport Teachers Assn

DISTRICT 25F

Lynnfield Teachers Assn
 Marblehead Education Assn
 Nahant Teachers Assn
 North Reading Education Assn
 Peabody School Administrators
 Revere Teachers Assn
 Saugus Educational Paras Assn
 Saugus Educators Assn
 Saugus School Clerical Assn
 Swampscott Education Assn
 Winthrop Teachers Assn

Region G**DISTRICT 16G**

Billerica Administrators Group
 Burlington Educators Assn
 LABBB Collaborative Education Assn
 Shawsheen Teachers Assn
 Wilmington Teachers Assn
 Winchester Education Assn
 Woburn Teachers Assn

DISTRICT 17G

Lexington Education Assn
 Minuteman Faculty Assn
 Stoneham Education Assn
 Waltham Educators Assn

DISTRICT 18G

Newton Teachers Assn
 Watertown Educators Assn

DISTRICT 19G

Cambridge Education Assn
 Cambridge Safety Specialists Assn
 Chelsea Administrators Assn
 Somerville Educators Union

DISTRICT 20G

Arlington Education Assn
 Belmont Education Assn

Everett Teachers Assn
 Medford Paraprofessionals Assn
 Medford Teachers Assn

DISTRICT 21G

Malden Education Assn
 Melrose Educators Union
 Northeast Secretaries Assn
 Northeast Supervisors Assn
 Northeast Teachers Assn
 Reading Assn of Secretaries And Clerks
 Reading Paraeducators Assn
 Reading Teachers Assn
 Wakefield Education Assn

Region H

DISTRICT 44H (Two District Directors)
 Mass Community College Council

DISTRICT 45H

Mass State College Assn

DISTRICT 46H

Department Chair Union
 Faculty Staff Union UMASS Boston
 MA Society of Professors UMASS Amherst

DISTRICT 47H

Association of Professional Administrators
 UMASS Lowell Grant and Contract Fund Employees
 UMASS Lowell MA Society of Professors

DISTRICT 48H

Classified Staff Union
 UMASS Lowell Classified Tech Union
 UMASS Lowell Maintenance Trade Union
 University Staff Assn UMASS Amherst

DISTRICT 49H

Professional Staff Union

ATTACHMENT B

Membership as of June 2024

Current and Proposed Plan

ERC COMPLIANCE TEST

District	Members	Cumulative Members	% of Membership	Cumulative % of Membership	Board Seats/ Votes	Cumulative Board Votes
43C	763	763	0.72%	0.72%	1	1
48H	1108	1,871	1.05%	1.77%	1	2
26A	1483	3,354	1.40%	3.17%	1	3
44H(a)	1627	4,981	1.54%	4.70%	1	4
44H(b)	1628	6,609	1.54%	6.24%	1	5
06A	1674	8,283	1.58%	7.82%	1	6
49H	1747	10,030	1.65%	9.47%	1	7
47	1841	11,871	1.74%	11.21%	1	8
02A	1872	13,743	1.77%	12.97%	1	9
03A	1874	15,617	1.77%	14.74%	1	10
38E	1908	17,525	1.80%	16.54%	1	11
04A	1949	19,474	1.84%	18.38%	1	12
01A	1956	21,430	1.85%	20.23%	1	13
42C	1996	23,426	1.88%	22.11%	1	14
27D	2022	25,448	1.91%	24.02%	1	15
46H	2072	27,520	1.96%	25.98%	1	16
29D	2073	29,593	1.96%	27.93%	1	17
41C	2094	31,687	1.98%	29.91%	1	18
11B	2108	33,795	1.99%	31.90%	1	19
10B(a)	2110	35,905	1.99%	33.89%	1	20
10B(b)	2110	38,015	1.99%	35.88%	1	21
34C	2127	40,142	2.01%	37.89%	1	22
08B	2129	42,271	2.01%	39.90%	1	23
30E	2131	44,402	2.01%	41.91%	1	24
36C	2144	46,546	2.02%	43.94%	1	25
28D	2145	48,691	2.02%	45.96*	1	26
12F	2163	50,854	2.04%	48.00%	1	27
15D	2198	53,052	2.07%	50.08%	1	28
13F	2208	55,260	2.08%	52.16%	1	29
19G	2225	57,485	2.10%	54.26%	1	30
45H	2230	59,715	2.10%	56.37%	1	31
39E	2235	61,950	2.11%	58.48%	1	32
22F	2287	64,237	2.16%	60.63%	1	33

* Majority of BOD seats (26) must be at least 45.1%

DOES COMPLY

District	Members	Cumulative Members	% of Membership	Cumulative % of Membership	Board Seats/ Votes	Cumulative Board Votes
35C	2310	66,547	2.18%	62.82%	1	34
21G	2317	68,864	2.19%	65.00%	1	35
07B	2323	71,187	2.19%	67.19%	1	36
09B	2323	73,510	2.19%	69.39%	1	37
16G	2343	75,853	2.21%	71.60%	1	38
40E	2344	78,197	2.21%	73.81%	1	39
24F	2396	80,593	2.26%	76.07%	1	40
25F	2414	83,007	2.28%	78.35%	1	41
37E	2414	85,421	2.28%	80.63%	1	42
17G	2431	87,852	2.29%	82.93%	1	43
33C	2455	90,307	2.32%	85.24%	1	44
18G	2481	92,788	2.34%	87.58%	1	45
23F	2513	95,301	2.37%	89.96%	1	46
14D	2587	97,888	2.44%	92.40%	1	47
32D	2600	100,488	2.45%	94.85%	1	48
05A	2642	103,130	2.49%	97.35%	1	49
20G	2811	105,941	2.65%	100.00%	1	50
TOTALS	105,941		100.00%		50	

Total active members, June 2024: 105,941

The above list is sorted from the smallest to the largest electoral district.

A ratio of 1 : 1,900 or major fraction thereof shall be used in drawing up districts. Major fraction thereof: 951 = more than half of 1,900. 2,850 = one and one half of 1,900.

The 26 smallest districts must represent at least 45.1% of the membership (plus or minus 5% of the bare majority of 50.1%). To meet compliance, the smallest districts that constitute a majority of the Board's district votes (26 votes) must represent 50.1% of the membership (plus or minus 5%)

MCAS OPT-OUT

Moved

The MTA will establish a task force on the MCAS Opt-Out movement, where students do not take the MCAS. The task force will create and execute a plan to fulfill the mission by spring 2026 by working with members and allies, learning from leaders of extant opt-out movements in Massachusetts and around the country.

Rationale

With the successful removal of the graduation requirement of the MCAS, families' decision-making regarding the test may change once they have further information. The MTA needs to widely disseminate facts about the rights students and their guardians have to opt for thoughtful and meaningful learning in the face of accelerating misinformation. Our members can be empowered to take the lead in their communities.

Possible actions can include the publicization of the opt-out letter MTA has written grounded in law and precedent, including publishing a copy in the MTA Today for members to "fill in the blanks". Pamphlets can be developed to be handed out by interested local associations and workshops can be developed at Summer Conference. Our members who are involved as community members and parents should be empowered to provide an example in their social circles to ground this movement throughout the state.

Approved at the February 2025 Board of Directors Meeting

The MTA will organize to become a leading voice in the MCAS Opt-Out movement, whereby students do not take the MCAS. The MTA will engage in actions and discussion with a goal of completing a plan of action to empower students that will be presented to delegates at the 2025 Annual Meeting.

This plan will be rooted in discussions among members, and with allies and potential allies such as leaders of the extant Massachusetts opt-out movements, leaders in successful opt-out movements in other states such as Long Island in New York, and interested organizations such as MEJA, AFT-Mass, and Citizens for Public Schools.

PROPOSED AMENDMENT TO POLICY 140.50 MTA LOCAL SUPPORT PROGRAM

PURPOSE

To help associations defray part of the cost of operating local associations.

RULES FOR OPERATION

1. Locals are encouraged to maintain an updated record of these expenses and, when requested, communicate this record to the MTA. Each local association, or each group of local associations, requesting MTA support shall make available to MTA all of the following documents a record of expenses for the current fiscal year in the categories for which support is requested:

- a. Local Dues & Audit Certificate (MTA Generated)
- b. Confirmation or Receipt of Filing Previous Year's 990 Tax Form
- c. Confirmation or Receipt of Most Recent 150E Forms 1 and 2
- d. Full unit lists of all staff of the local's employer eligible to enroll in the local association

b *For expenses submitted in excess of \$100, receipts or other supporting documentation should be maintained by local associations and made available to MTA upon request. In addition to the Audit Certificate that is required to be filed by September 15, all locals requesting support should also submit a quarterly Income Statement (Financial Statement showing Incomes and Expenses) for the quarter just ended:

2. Categories of support are limited to the following:

- OFFICE EXPENSES: rent, telephone, utilities, equipment, office supplies, postage, printing, insurance, paper, clerical services, payroll taxes, disability costs associated with but not limited to CART services and interpreting, technology services, including ZOOM and other electronic services, and audit costs.
- COMPENSATION: local officers, committee chairs and committee members.
- CONFERENCES: registration fees at MTA approved conferences and hotel room costs for MTA Annual Meeting (as advertised by MTA):

A) The intention of the Local Support Program is to provide financial support for office expenses, officer compensation,

and MTA Conferences that cultivate labor organizing and social justice.

3. 2. The MTA and the local association, or the group of local associations, shall enter into a written agreement covering the categories of support and the association(s) shall annually certify that the financial statements have been audited or reviewed.
4. a. 3. The local association shall submit applications requests for reimbursement on an annual quarterly basis and shall certify the amount of local dues for the succeeding fiscal year on or before January 1st, September 15.
 - b. The due date of the final local office support fiscal year reporting should be postmarked or received by the first business day after July 15 of the appropriate year.
5. 4. a. Members and potential members or agency fee-payers should be reported on a full-time equivalent basis in accordance with the percentage of MTA's active dues paid. Such reports should be acquired through 150e information requests by December 1. A sample template will be provided by the Division of Field and Organizing.
 - b. Local Support Maximum reimbursements will should be calculated based on full-time equivalents.
6. 5. The amount of reimbursement for local support shall be based on the higher of either
 - a. the amount of local support received in FY 2024, or
 - b. the amount of local support received in FY 2025, or
 - c. the current year's membership as of January 1st and the previous year's in-person delegate attendance at Annual Meeting. If a local was unable to send a full in-person delegation to the Annual Meeting, a member who attended one of the annual MTA conferences offered by the Division of Training and Professional Learning (TPL) within the previous year may be substituted for the purposes of this policy. The amount will be determined in accordance with the table below.
6. 7. In future appeals, the local association President, the Executive Committee member, and the Board member who represent the local will be notified that an appeal for late-filed Local Office Support has been filed and that their presence at the appeal is requested.

7. The Local Support Review Task Force will convene at least once per year to discuss potential amendments to this policy to further align it with the charge established by the 2024 Annual Meeting of Delegates. Further amendments to this policy will not require approval from the Annual Meeting Delegates.

	<u>ACTIVE PROFESSIONALS</u>	<u>ANNUAL MEETING DELEGATE BONUS</u>
<u>FY 2026</u>	\$17 per FTE	\$0 per delegate
<u>FY 2027</u>	\$19 per FTE	\$100 per delegate
<u>FY 2028</u>	\$21 per FTE	\$200 per delegate
<u>FY 2029+</u>	\$23 per FTE	\$300 per delegate
<u>FY 2030+</u>	\$25 per FTE	\$400 per delegate

FUNDING

Local associations submitting documentation by the stated deadline will receive funding on the following schedule based upon member FTE and attendance at Annual Meeting and TPL Conferences. may be reimbursed for 50% of the expenses incurred up to the maximums set forth in the following reimbursement schedules:

100% OF ACTIVE MTA DUES

LOCAL DUES — REIMBURSEMENT

Less than \$30 \$5.00 per member or agency fee payers
 \$30-44.99 \$10.00 per member or agency fee payers
 \$45-59.99 \$15.00 per member or agency fee payers
 \$60-79.99 \$20.00 per member or agency fee payers
 *\$80 or more \$25.00 per member or agency fee payers (effective 1998-99)

60% OF ACTIVE MTA DUES

LOCAL DUES — REIMBURSEMENT

Less than \$18 \$3.00 per member or agency fee payers
 \$18-26.99 \$ 6.00 per member or agency fee payers
 \$27-35.99 \$9.00 per member or agency fee payers
 \$36 or more \$12.00 per member or agency fee payers
 \$48 or more \$15.00 per member or agency fee payers

30% OF ACTIVE MTA DUES

LOCAL DUES — REIMBURSEMENT

Less than \$9 \$2.00 per member or agency fee payers
 \$9-13.49 \$3.00 per member or agency fee payers
 \$13-50-17.99 \$5.00 per member or agency fee payers
 \$18 or more \$7.00 per member or agency fee payers
 \$24 or more \$8.00 per member or agency fee payers

- * The change in the policy which was adopted May, 1997 shall be effective in FY 1998-99; all local associations will be notified of the change in the policy before the effective date.
- Members should be categorized according to the schedule for the percentage of MTA active dues or agency fee paid when Local Association Support worksheets are prepared.
- The amount of funding provided to each local shall be reduced proportionately if less than the total amount of projected program costs, as requested in the proposed budget, is included in the budget adopted by the Annual Meeting of Delegates.
- Local support payments shall be paid to local associations only if dues payments are remitted in accordance with the MTA Bylaws, Article IV, Section 3.

Executive Committee: May 1974
 Amended: November 1974
 Amended: March 1979, April 1984, August 1984
 Amended: June 1989 (Board of Directors)
 Amended: November 1989, March 1990, May 1997, September 2005, November 2014, August 2023

PROPOSED AMENDMENTS TO THE MTA RESOLUTIONS

Recommended by the Resolutions Committee on Feb. 25, 2025

The MTA Board voted on March 29, 2025, to recommend passage by the delegates.

Resolutions Committee Members

Deb Gesualdo, Chair
Conner Bourgoïn
Joanna Gonsalves
Amy Morin
Penelope Jennewein
Rachel Hebert
Keith Michon Jr.

Mary MacDonald, Staff Consultant
Laura Mullen, Staff Assistant

A section of the current resolution that has a line through it is proposed for elimination; a section that is underlined is a proposed addition.

CURRENT RESOLUTION

B-20 Physical Education

The Massachusetts Teachers Association believes that physical activity is essential to good health. Therefore, a comprehensive program of physical education – one that is developmental, sequential, cooperative in nature and culturally sensitive – should be provided daily in grades pre-kindergarten through 12 in or on a facility designed for that purpose.

The MTA further believes that such programs should be planned, directed and taught by licensed physical education teachers. (92, 99, 09)

PROPOSED AMENDED RESOLUTION

B-20 Physical Education

The Massachusetts Teachers Association believes that physical activity is essential to good health. Therefore, a comprehensive program of physical education – one that is developmental, sequential, cooperative in nature and culturally sensitive – should be provided daily in grades pre-kindergarten through 12 in or on a facility designed for that purpose.

The MTA urges individuals and families to renew their commitment to make daily quality health and physical education a part of their lives and in every school curriculum.

Physical education programs that require 225 minutes per week for middle and high school levels and 150 minutes per week for the elementary level would ensure well-rounded students, both academically and physically.

The MTA believes the inclusion of a comprehensive, skills-based health education program is a necessity in all grades, kindergarten through 12, to educate students of the Commonwealth to improve lifelong health.

Required time for health education students in PreK-2 should include a minimum of 40 hours, and for students in grades 3-12, a minimum of 80 hours of instruction per academic year.

There shall be no substitution of other instruction or activities for physical education or health education.

Coursework for health and physical education shall be regulated under the SHAPE National Physical Education Standards and the National Health Education Standards 3rd edition, an initiative of the National Consensus for Health Education.

Health and physical education shall be only taught by licensed health and physical education teachers.

The MTA further believes that such programs should be planned, directed and taught by licensed physical education teachers:

The MTA further believes that quality health and physical education programs are the best health insurance and K-12 students should not be denied daily access to either program. (92, 99, 09, 25)

CURRENT RESOLUTION

F-15 Retirement

The Massachusetts Teachers Association shall continue to seek improvement in the Massachusetts Teachers' Retirement System and strongly disapproves of any action by the state Legislature or by the Congress of the United States or local governing bodies which would reduce retirement rights and benefits of Massachusetts educators.

The MTA supports a retirement system that provides for:

- Retirement security for retirees through a defined-benefit pension plan that is guaranteed for life, including cost-effective disability and survivor benefits;
- Automatic cost-of-living adjustments for retirees and beneficiaries that reflect actual increases in the cost of living;
- Purchase of credit for all approved leaves; and
- Full funding of the pension liability by the state.

The MTA believes that provisions must be made for comprehensive health insurance for all retired education employees and their spouses or domestic partners and that the state and/or local community contribute at least 50 percent of the premium costs.

The MTA further believes that domestic partners should have available to them the same retirement benefit options as are available to married individuals. (90, 99, 01, 09, 19)

PROPOSED AMENDED RESOLUTION

F-15 Retirement

The Massachusetts Teachers Association shall continue to seek improvement in the Massachusetts Teachers' Retirement System and strongly disapproves of any action by the state Legislature or by the Congress of the United States or local governing bodies which would reduce retirement rights and benefits of Massachusetts educators.

The MTA supports a retirement system that provides for:

- Retirement security for retirees through a defined-benefit pension plan that is guaranteed for life, including cost-effective disability and survivor benefits;
- Automatic cost-of-living adjustments for retirees and beneficiaries that reflect actual increases in the cost of living;

- Purchase of credit for all approved leaves; and
- Full funding of the pension liability by the state.

Furthermore, The Massachusetts Teachers Association recognizes the importance of securing retirement contributions, from public higher education employers, for their part-time faculty members who teach at least two courses per semester across public institutions of higher education. Such benefits must be equal to those of other employees of the Commonwealth who work 20 or more hours per week.

The MTA believes that provisions must be made for comprehensive health insurance for all retired education employees and their spouses or domestic partners and that the state and/or local community contribute at least 50 percent of the premium costs.

The MTA further believes that domestic partners should have available to them the same retirement benefit options as are available to married individuals. (90, 99, 01, 09, 19, 25)

REPORT OF THE EXECUTIVE DIRECTOR- TREASURER

This Moment Demands a Movement

In 2019 the MTA adopted five strategic priorities as a blueprint to grow collective power. These priorities continue to guide and inform the planning and work of the MTA. In many ways, MTA’s inspiring ballot campaign to win Question 2 and eliminate high-stakes testing addressed many of those priorities. (More on that in divisional reports below.)

However, this annual report would grossly misrepresent this historical moment if it did not begin with a brief recounting of the threats from the federal administration coming at our democracy, public education, unions and the MTA. And further, this report would be remiss if it did not describe the MTA’s role in the fightback against those threats, as well as our role in the fight-forward to continue to organize for a strong and equitable public education system and a robust democracy. Lastly, our great challenge is to carry on the fightback and the fight-forward, while also carrying out all the “normal” daily, monthly and yearly activities of the union.

The MTA and our nation are facing deep threats: threats to the civil liberties and due process rights of us all, whether citizens or not; threats to the existence of unions and collective bargaining; threats to academic freedom and free speech; and threats to the autonomy of educational institutions and educators alike. As this Delegates Handbook goes to print for the 2025 Annual Meeting, the Trump administration continues an ever-escalating campaign of dismantling the federal workforce and federal unions, while freezing or cutting funding in core areas ranging from civil rights to education, from health care to scientific research, and much more. The Trump administration is attempting literally to erase history, as government murals, websites

and archives are scrubbed of references to oppression of — or achievements by — marginalized communities, or anything that falls into the undefined, amorphous categories of DEI.

Elon Musk and other key advisors in the administration are setting the stage for large-scale privatization of government services by devastating entire agencies through mass layoffs of thousands of workers and diverting or freezing funding. The resulting inability of each agency to carry out their mission and serve the public becomes the self-fulfilling argument for accelerating privatization schemes. While private equity and Wall Street investors have long chipped away at the margins of public education — promoting charter schools, testing schemes, curriculum in a box, etc. — they now see the possibility of wholesale privatization through voucher programs and direct public funding of private schools, whether religious or secular. Rather than nibbling at the edges, the oligarchs want to feast directly on the more than \$1 trillion dollars spent on public education each year. The billionaires populating Trump’s cabinet now are undertaking what is arguably one of the greatest grifts in our nation’s history. However, the even-greater threat is the administration’s seemingly chaotic, though deeply intentional, march toward authoritarianism and fascism.

Fighting Back, Fighting Forward, Uniting for Our Schools, Colleges and Democracy

In response, MTA leaders, members and staff are organizing to protect our schools and colleges, our communities and our democracy. Starting this winter, the MTA, along with dozens of immigration rights groups and worker centers, began a series of meetings for mutual support and defense. After the first such meeting MTA printed over

100,000 “Know Your Rights” cards in a dozen languages for distribution to locals and community groups. Those meetings have now evolved into a larger coalition including many other unions and civil rights and immigration groups. This coalition serves as a clearinghouse for information sharing. Additionally, a group of MTA members and staff meets regularly to support locals experiencing the greatest threats to immigrant families, with the goal of sharing information about legal rights, access to community resources and mutual aid.

Higher Ed faculty, staff and students have been organizing book groups, teach-ins, walk-ins and pushing their administrations not to capitulate to White House demands that prescribe speech and academic freedom.

On March 4, dozens of MTA locals joined with hundreds of NEA and AFT locals across the country in 10-minute meetings and walk-ins to build solidarity and amplify the call to protect public education and democracy. That was followed by more walk-ins, teach-ins and webinars throughout the month, culminating in massive rallies across the country on April 5, as well as actions across Massachusetts colleges on April 8. Walk-ins and rallies continue to be planned across the state and country with a focus on the week of May 1. To that end, MTA delegates, members and community allies will hold a march and rally in Springfield on May 3 immediately following MTA’s Annual Meeting.

Against these threats and challenges, MTA committees and workgroups including EMAC, the Anti-Racism Task Force, LGBTQ+ Committee, Safe Schools Task Force, Environmental Health & Safety Committee, ESP Committee and many more formal committees, as well as ad-hoc groups, continue to advance the priorities of educators across the state.

All of these actions are necessary, but insufficient. Ultimately, MTA members will have to join with union members across all sectors and all workers — whether union or not — to create strategic disruption and a halt to the assaults on public education, the common good and democracy.

MTA Blueprint and 2024-25 Division Reports

Over the last year, MTA members and locals — supported by MTA staff — have continued to advance the 2019 MTA Blueprint priorities. MTA’s staff are organized into nine divisions and with MTA Benefits. What follows are the Blueprint Summary, along with brief Division Reports:

BLUEPRINT PRIORITIES SUMMARY

1. Connect members to the life of the union.
2. Cultivate and support leadership at all levels of the union.
3. Maximize our bargaining power.
4. Advance policy solutions and campaigns.
5. Lead on economic, social and racial justice.

Field & Organizing Division

This division includes 95 field staff working out of the six regional offices, as well as the higher ed team. These field rep-organizers, regional organizers, specialty organizers, strategic researchers, support staff and managers all provide direct, day-to-day support for locals as well as for contract campaigns, issue campaigns, advocacy and organizing training and support for bargaining councils, override campaigns, etc. The F&O Division continues to support the ESP and Adjuncts Living Wage campaigns, the Safe Schools Campaign and Task Force, the expanding Summer Member Organizing Program, the Membership Program, Environmental Health & Safety work, the New Member and Student Members committees and activities and the Retired Members programming.

Contract Campaigns and Democratized Bargaining

The field staff added over the last three years has meant greater support for locals in contract campaigns and bargaining. Democratized bargaining is becoming a norm as more and more locals across the state engage in some elements of this, such as expanded bargaining (silent reps), a bargaining platform, a CAT team, bargaining for common good proposals, coordinating bargaining among different units, and organizing escalating contract campaigns. A sampling of locals that currently are using silent reps in ongoing negotiations include: ALL higher ed bargaining units, Springfield, Chicopee, Northampton, Southern Berkshire, Agawam, Holyoke, Amherst-Pelham, Longmeadow, Clarksburg, Florida, Rowe, Savoy, Erving, Greenfield, Leverett, Swift River, South Hadley, Belchertown, Southwick-Tolland-Granville, Frontier Regional, Central Berkshire, Mohawk, Union 38, Quabog, Leicester Paras, CMCU Paras, SWCEC, Berlin-Boylston, Sutton ESPs, Keefe Tech secretaries, Blackstone-Millville, Westford, Hudson Paras, West Boylston, Maynard ESPs, Clinton, Winchendon, Freetown-Lakeville, Fairhaven, Mansfield, Middleboro, Halifax, Plympton, Easton, Franklin, Bristol-Plymouth, Norton, Acushnet, Mashpee, Dartmouth, Rochester, Barnstable administrators, Upper Cape Tech, Wareham,

Dighton-Rehoboth, Haverhill, Malden, Quincy, Watertown, Belmont, Somerville, Canton, Dedham, Waltham, Westwood, Braintree, Abington, TECCA, Pembroke, Cohasset, Weston ESPs, Foxboro, and many more.

Highlights of Settlements since last Annual Meeting:

In **Fall River**, Fall River Educators Association members held huge rallies, walk-ins and school committee speak-outs over many months and reached an agreement that includes salary increases of 7-8% / 5% / 5% over three years; four weeks of paid parental leave with the remaining paid through sick time; and 10 days from the parental leave bank if accumulated leave has been exhausted.

In **Beverly, Marblehead and Gloucester**, members struck for almost three weeks. BTA members held the line through a three-week strike (12 work days) and won a \$15,000 raise for ESPs (starting salary by the end of the contract of \$33,756), a 16% increase for top-step teachers, six weeks of paid parental leave, 60 accumulated sick days for family illness, an additional personal day and other contractual wins.

In **Marblehead**, MEA members won job security protections for ESPs; three weeks of paid parental leave, plus 12 weeks overall through sick leave; a joint committee on school safety; increased tuition reimbursement; the elimination of prior language that allowed the school committee to renege on bargaining obligations for ESP units; 16% for top-step teachers, 10.5% across-the-board over four years; and instructional assistants moved from the para unit to the instructional assistant unit will realize 19-51% increases over the contract.

In **Gloucester**, members recently merged units and won historic contractual gains. UGE members achieved seven weeks of paid parental leave; increased family illness time to 10 days; 11.75% increases for the teacher unit over four years; an approximate 26% increase in starting pay for ESPs with a starting salary for 35-hour employees by the end of the contract of \$32,562; additional prep time; timely responses from management to emails; AND a unified expiration of the contracts for the next cycle of battles.

Higher Ed. Last year, Higher Ed members led a statewide coalition to win salary/wage parameter increases of 20 percent-plus over four years from the governor. Now, almost every one of our higher ed locals is negotiating its contracts across the UMass, state university and community college systems. MCCC is waging its statewide campaign to win fair wages for faculty and staff, who are paid far less compared to peers at community colleges in other states. Democratized bargaining is taking place in every one of our higher ed locals.

A sampling of other contract campaign settlements:

Fitchburg – the FEA engaged all four of its units in coordinated bargaining using expanded bargaining that involved hundreds of members attending bargaining sessions and participating in contract actions. FEA members won 17.5% over three years for 75% of teachers at the top step; more teacher-directed prep time and fewer PD days; ESP raises of 21-26% over three years between time changes and wage increases; paid lunch for clerical members; custodial increased scheduling flexibility and clothing allowance improvements; two weeks of paid parental leave; health & safety language improvements.

Everett - ETA won 5%, 3%, 3% over three years for the teachers' unit and percentage increases ranging from 34% - 52% for ESPs. In addition, the ETA won four weeks of paid parental leave, plus 50% paid for the following eight weeks.

Bedford - The BEA organized over 500 residents to show up for the special town meeting in November that resulted in the community voting 401-91 in support of raising the school budget to support the BEA's contract demands (a nonbinding vote). In sum, BEA members won 5%, 3.25%, and 3.25% (plus 2.5% added to the top steps in years two and three) and 10 days of paid parental leave.

Westford ESPs won their settlement that includes Year 1: remove step 1; 2.5% on steps; new top step 9 at +\$1.50; Year 2: 3% on steps 2-8; +\$1.50 on step 9; three more paid holidays; Year 3: 3% on steps 2-8; +\$1.50 on step 9; three more paid holidays. In 2022, this unit had a pay range of \$16,000 to \$25,000. By 2028, the pay range will increase to \$26,000 to \$38,700.

Southbridge - on Oct. 24, SEA members won their contract fight realizing 11% salary increases over the life of the contract, along with major improvements to sick leave and personal leave. They continue to organize to move out of receivership.

Douglas ESPs - reached an agreement after a contract campaign that included bargaining sessions attended by more than 70% of the bargaining unit, resulting in an immediate increase of 13.5% to 19.5%, with a potential increase of up to 33% over three years for those with associate's degrees. Top pay will increase from \$23,000 to \$30,000 for members with a bachelor's degree and increase from \$30,000 to \$39,000 for members with bachelor's plus an ABA. The settlement also includes increased longevity pay and additional holidays, sick and personal days; **Somerset** - members ratified a breakthrough contract settlement for Units A & B that resulted in an average 14.7% salary increase over three years and four weeks of guaranteed parental leave paid from accumulated sick

leave for all parents; **Hingham** - three units bargained together and organized an escalating contract campaign to build the union and won: 12.5% over four years, plus 0.75% and a \$1,000 longevity pay for Unit A; 12 weeks of paid parental leave (eight paid by the district; four paid by the district through use of individual sick leave); unlimited sick time use for family illness; 50-60% wage increases for ESPs moving to \$26.52 - \$30.24/ hour by the end of the contract and increased longevity pay; and a first contract for administrative assistants with significant financial improvements, tuition reimbursement and health and safety protections.

Cambridge – ESPs won two-year settlements for three units (para, sub, clerk) that now align with the other CEA units; 20% over two years for ESP paraeducators (13.5% for 8.5% increase in time plus 3.5% and 3% COLA increases - \$31,753 starting salary and \$56,431 top salary as of Sept. 1, 2025) and many additional stipends ranging from \$500 to \$2,500 depending on assignment; **Wakefield** -14% increase over four years (3%, 3.5%, 4%, 3.5%). They also won an increase in annual family illness days from seven to 12; and won increased parental leave (10 weeks paid; up to four weeks paid by the district with no use of sick leave.)

Pathfinder ESPs: 17% increase over three years (combination of COLAs and add/drop of new steps each year); also won health and safety language, parental leave (20 days) and bereavement leave.

Budget Organizing fights

In over 35 districts across the state, Field and Grassroots staff are working with members on override campaigns, as well as on budget campaigns in even more districts. Fiscal crisis workgroups have been organized and are working with LPPA staff to address manufactured funding shortfalls across the state.

YES on 2 Campaign

Field staff worked with the Grassroots team, along with SDCs, local leaders, and rank-and-file members, to collect the ballot initiative's second round of over 25,000 signatures last May, just after the Annual Meeting. In the fall, Field staff worked with local leaders to organize over 537 canvasses, phone banks and back-to-school nights that featured YES on 2 outreach events.

The Membership Campaign

Field and Membership staff are increasing their work with locals to ensure list accuracy (especially the regular acquisition of full-unit lists from the employer) and to sign

up potential members. The New Member Liaison program will increase its focus on recruitment of potential members. A new online application simplifies this process.

Retired Member-New Educator of Color Mentorship Groups

The Field staff support the Retired Members Committee and its new pilot mentoring program, in which retired members of color are paired with new educators of color.

Staff Training and Development

The Field staff hold regular meetings for planning work and to learn from colleagues and others. Additionally, field managers and staff have developed a set of 12 training modules for all new staff on organizing and negotiation topics such as the economics of bargaining, contract language analysis and development, bargaining document management and organizing tools.

Legislation, Policy, and Political Action Division

This division was newly formed last year by merging the former Government Relations, Center for Education Policy and Practice, and Grassroots divisions into one combined group. The division's core functions include grassroots political action (ballot initiatives, overrides, local elections and in-district meetings), policy development and analysis, and lobbying. This year's highlights include the following:

The **18-month YES On 2 campaign** resulted in the elimination of MCAS as a high school graduation requirement and a major transformation of Massachusetts' high-stakes testing policies. This victory was even more remarkable since it was achieved despite the drumbeat of opposition from the governor, legislative leadership, Chamber of Commerce groups and Boston Globe and Boston Herald editorials. This campaign showcased the Grassroots team's organizing and coalition-building strengths. The division also engaged in extensive policy research and recruitment of state and federal elected officials to support the campaign.

The division worked with members to advocate for MTA priorities with the state Legislature and, in so doing, won free community college and expanded student support services at colleges, as well as increased education aid for districts across the state — although less than what is needed. A broad-based campaign of members and allies is organizing now to win more in FY26 and beyond.

The division staff also worked with members and the Legislature to achieve the enactment of legislation that

will expand and diversify the educator pipeline by allowing alternatives to the MTEL exam for educator licensure. Also, through the active engagement of members in policy work and advocacy, the MTA was able to stop harmful legislation on the deceptively named “science of reading.”

At the federal level, the division worked with MTA and NEA members and locals across the country to end the GPO-WEP laws that unfairly reduced Social Security benefits for those who receive public pensions.

Over the past year, the Grassroots team has achieved significant electoral milestones, strengthening educator influence across Massachusetts. Through organizing with local unions in 35-plus municipal elections, members were able to secure numerous electoral victories and play a central role in shaping local policy and leadership.

In addition, the division has significantly expanded its reach by **bringing on a large and diverse group of new educators as SDCs**, further strengthening its capacity and representation. This growth reflects the division’s ongoing commitment to building a stronger, more inclusive, and influential network of educators.

Division of Legal Services

The Legal Division provides stellar legal services and representation to individual members and local union affiliates on over 1,000 cases annually in a wide array of labor and employment matters ranging from DLR/CERB proceedings to contract disputes to disciplinary proceedings. Additionally, the division continues to assist locals during negotiations, public records requests, local incorporation, etc.

The division has had a year of staff transitions: a new general counsel; a change in the key administrative role of case manager; the hiring of two new paralegals; and filling two staff counsel positions. All staff stepped up in major ways to ensure smooth transitions and minimize the impact of these changes on the delivery of legal services to members and locals.

The class-action lawsuit filed by parents against the MTA, Newton Teachers Association, NEA and UAW continues. Multiple motions to dismiss and Anti-SLAPP motions were filed on behalf of all the named defendants, and a large motion hearing was held in Middlesex Superior Court in March 2025. We are awaiting a decision from the court.

The simultaneous strikes by three locals on the North Shore presented new challenges to the division. Multiple teams worked diligently to advise locals who were in contract crises and represent the ones that went on strike

through the strike petition before CERB and the injunction proceedings in Superior Court. CERB and management invoked unprecedented legal strategies including (1) a second strike petition filed against union leaders in one local who were not named individually in the original petition; and (2) CERB granting a second order in another local obviating the school committee’s obligation to continue good faith bargaining while the union is on strike. The ramifications of these developments remain to be seen.

Most recently, the general counsel and staff counsel have been reviewing, analyzing and collaborating with other divisions in disseminating information on the barrage of executive orders from the Trump administration, as well as the various legal challenges to them. Legal is involved in MTA work groups addressing some of the impacts of these orders, is meeting with external representatives like the attorney general, as well as coordinating with the NEA on responses to the executive orders and potential legal challenges.

The deputy general counsel and administrative staff have worked tirelessly to ensure that Legal obtains maximum reimbursement from NEA on eligible cases (something that has been a challenge after NEA converted to a new system), as well as find ways to cut costs by culling unused and underused subscriptions.

Through all these internal transitions and external challenges, the “regular” work of Legal in representing MTA’s locals and members continues with expertise and enthusiasm.

Communications Division

The Comms Division provides communications support for locals and for MTA leadership and develops and implements public relations strategies and campaigns. Communications staff maintain and support the various communications platforms (MTA Today, MTA weekly Union News, social media, etc.) Communications staff also develop relationships with reporters and editors across the state to ensure that the MTA and local stories are covered, always with an eye to amplifying members’ voices.

MTA Communications staff assisted local contract campaigns across the state by driving the public narrative and centering educators as sympathetic through social media outreach, member communication, media training and press. Local spokespersons and members active on social media received training, coaching and support from MTA staff. This work was especially amplified in some of the high-profile contract campaigns on the North Shore, in Fall River, and beyond. This has helped locals build their

communications capacity and strategy for work that lasts beyond the contract fights, such as in override campaigns and municipal elections. The division played an integral role in winning Question 2. Comms staff worked on all aspects of the campaign, including widespread press outreach and landing strong stories, guiding consultants who cultivated strong relationships with Massachusetts media, and driving groundbreaking social media coverage. Highlights included a beautiful campaign video and supporter videos on social media (including Matt Damon's endorsement). The division also landed Spanish language coverage of the campaign in *El Mundo* and *El Planeta*, the major Spanish-language newspapers for the Latino communities in the Boston area, as well as coverage on Spanish-language radio. Latinos were a key voting group in winning Question 2.

In the fall of 2024, Communications staff began implementing the MTA Board's charge to create a new logo and tagline (A Diverse Union of Education Workers). The division is continuing that work by building a new and uniform brand for all of MTA's communications. Just after this year's Annual Meeting, the division will begin the process of moving to a new web platform. The design and implementation process should be complete by year-end.

The division edits the weekly Union News email sent to members from the president and vice president and has added an "Actions Map" so that members can see where and when actions are taking place across the state. This tool helps locals and members support each other's work and increases awareness of important, upcoming events. The open rate on the weekly Union News is very high for blast email communications and has increased to nearly 30% this year.

Finally, the MTA communications team won multiple awards from NEA's annual convening of union communications staff. Kudos to the entire staff for their award-winning work!

Training & Professional Learning Division

The TPL Division plans and administers major events and conferences, as well as professional development, topical forums, trainings and workshops throughout the year. Since last Annual Meeting, TPL has provided over 30 professional development courses with hundreds of members participating. TPL, in partnership with CEPP, continues to deliver Licensure Workshops, the Next Generation series of leadership development, and treasurers' trainings (along with staff from Finance and Field).

Conference attendance continues to grow. Last summer had the highest number of attendees at Summer

Conference since 2018 and provided more opportunities for interaction and celebration as well as over 100 workshops. The conference included an "Unconference" event, which also was well attended. This year's Winter Union Skills Conference was the largest ever and was combined with the Bargaining Summit. The high attendance was matched by high energy as the Newton Teachers Association band – Fair Contract – got everyone on the dance floor at the Friday evening reception. TPL also supported a youth summit with several hundred high school students, organized in conjunction with Team Harmony.

The first issue of TPL's first-of-its-kind, open-access, education policy and practice journal, *Revolutionizing Education: A Journal of Education Policy & Practice*, will be out soon. Members are encouraged to submit articles for review and consideration.

Last summer, TPL organized a statewide Full-Service Community Schools Summit in collaboration with AFT, BTU, MEJA and the United Way. The summit attracted national speakers and participants and launched MTA's Campaign for Community Schools. Several districts and schools (Framingham, Brockton, Worcester, Springfield) are advancing elements of the community schools strategy and are meeting together to advance this work.

TPL staff continue their own professional development through conferences and workshops with peer groups, advancing their expertise and certification in subjects related to TPL.

Finance and Accounting Division

The F&A Division carries out all the routine and extraordinary financial, accounting, purchasing, payroll and membership functions for the MTA. Though much of this work is behind the scenes, it is crucial for the success and sustainability of all of MTA's programs. The division provided **training and membership** support for locals and processed and reconciled thousands of files sent in from locals in the fall and winter. The division successfully completed **audits and reports** with increasing regulatory complexity and managed all the complex financial operations and reporting requirements associated with the YES on 2 ballot initiative.

Division staff implemented new protocols for all MTA check payments and vendor/contractor payments, resulting in significantly enhanced security. F&A also processes multiple payrolls for over 400 employees (regular full-time staff as well as SDCs, summer member organizers, etc.) in the course of each year. The division

successfully onboarded four new staff members and continues to develop training for new staff and succession plans for retiring or departing staff.

Division of Governance and Administration

The division manages all Governance-related meetings and events, including the Annual Meeting of Delegates, Executive Committee and Board of Directors' meetings, All Presidents' and Regional Presidents' meetings, among others. The division also coordinates and manages the Massachusetts delegation's attendance at the NEA Representative Assembly. The division oversees all MTA elections and provides day-to-day assistance to MTA officers, the Executive Committee, the Board, member committees and local association leaders. Key activities this year included:

- Oversaw and implemented the formation of multiple new committees and task forces.
- Provided consultation and support to multiple committees including the Annual Meeting Task Force, the Policy Review Task Force, the Bylaws and Rules Committee, the Credentials and Ballot Committee, the Electoral Review Committee, the Committee to Evaluate the Executive Director-Treasurer, the Human Relations Committee, the Hearing Committee, the NEA Convention Planning Committee, and various Board Subcommittees.
- Seamlessly executed 10 Board of Directors meetings, 12 Executive Committee meetings, two All Presidents' meetings, six Regional Presidents' meetings and two all-member meetings.
- Navigated the challenge of the 2024 NEA Representative Assembly crisis, which was canceled due to striking workers.
- Successfully and smoothly transitioned new policies passed by the Board of Directors, Executive Committee and Annual Meeting of Delegates into practice and adjusted workflows for compliance.
- Worked closely with archivists on the MTA History Project.
- Planned the 2025 Annual Meeting of Delegates.

Information Technology Services and Printing & Mailing Division

The two departments within this division provide printing and mailing services for locals and the MTA and provide IT support for staff and MTA technical infrastructure. Each department continues to search out and implement ways of saving costs, while delivering high-quality services to MTA staff and members.

The IT Department. During the past year, two new staff members joined the department: an IT trainer and a systems support specialist/division coordinator. They have brought fresh perspectives and great skill sets to the department and organization as a whole. The division collaborates with all other MTA divisions to ensure that technological needs are met and that the association uses its internal resources to the greatest extent possible. It is responsible for the implementation, support and maintenance of all major computer applications, as well as more than 200 laptop and desktop computers, printers, servers and internal and cellular telephone systems. The division's work ensures the smooth operation of technology systems that are woven through all parts of the organization and are essential to maximizing efficiency and productivity.

The **Printing and Mailing** department fulfilled 1,190 job requests during calendar year 2024 to meet print requests from all MTA divisions, locals, coalition partners and other outside clients. Local associations accounted for 352 of these requests, which involved the printing of materials such as contracts, fliers, newsletters and postcards. We continue to see an uptick in the use of the wide-format printer for banners, large posters and signs.

Large projects include the production and distribution of membership materials and cards, NEA-RA elections, candidate recommendation materials and mailings, and materials for various conferences including the Annual Meeting. As part of the MTA's ongoing history and archives project, the staff continues to scan historical MTA documents creating structured, searchable PDFs.

Human Resources Division

The re-established HR division is finally fully staffed this year and successfully is addressing many systems and processes that have been in need of repair and development. In particular, plan documents, policies and benefit SPDs have been updated and brought into compliance and all state and federal filings are being generated now on a timely schedule. Staff training opportunities and needs are being addressed and implemented. Staff recruitment for vacancies is being promoted now through a broader range of websites and recruiting sites in order to diversify the candidate pool for positions. Also, a robust onboarding process has been implemented to ensure that new hires are provided with an orientation and training. Lastly, contracts with vendors – especially benefits providers – are thoroughly reviewed and negotiated to provide cost savings for MTA, while preserving excellent benefits for MTA staff.

MTA Benefits

MTA Benefits recognized its 56th anniversary on April 1, 2025. MTAB's mission of creating premium benefits to offer economic resources, discounts and services that help members live their fullest lives is as impactful today as it was in our early years.

Over the past year, MTAB has focused on providing education to help members cope with major stressors in today's world. MTAB partners have come together to address financial and physical health and wellness. Examples of programming include in-person presentations, webinars and videos on retirement, stress and burnout, debt management and addiction.

MTAB advanced its outreach to new presidents this year, ensuring that local leaders know they can count on MTAB to send benefits materials and host webinars to educate their members on all that their MTA membership has to offer them. To that end, MTAB has made an important benefit free to all members going forward: an identity theft protection plan.

Each year, the MTA Disability Insurance program hosts an open enrollment period for all members in participating districts, as well as for all new members regardless of district. MTAB has continued unprecedented growth for the second year, adding new locals to the program and providing even more members with access to crucial paycheck protection.

MTAB conducted a focus group to guide its efforts in best communicating the benefits of membership, as well as ascertaining the level of awareness and relevance of MTAB programs among members. Overwhelmingly, members feel supported by MTAB and its many programs.

An enormous demonstration of MTAB's commitment to championing members' well-being was a contribution of \$100,000 to Mass Child and a set-aside of another \$100,000 to help MTA support immigrant rights, workers center and other similar organizations that are struggling with finances as they defend the most marginalized in our society.

IMPLEMENTATION REPORT

New Business Items of the 2024 Annual Meeting of Delegates

AM24 NEW BUSINESS ITEM #1

Task Force to Review the Local Office Support Program

APPROVED New Business Item #1: The MTA will create a task force to review all Policies and procedures associated with the Local Office Support program and recommend amendments to align these policies with the following objectives:

Increase access to Local Office Support funds for all locals to attend MTA Annual Meeting, Training and Professional Learning Conferences, and NEA Events

Support new member outreach,

Expand access to funds for locals engaged in rank-and-file organizing,

Reduce the burden of local bookkeeping and repeated exchange of funds between MTA and local affiliates.

Support ESP leadership development.

The task force will consult with any existing body tasked with policy review before making recommendations for adoption by the delegates of the 2025 MTA Annual Meeting.

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #1

The task force had 10 meetings, consulted with policy bodies and surveyed presidents, treasurers and MTA committee chairs. The task force developed proposed amendments to the policy, which were presented to the Board of Directors at its March meeting for recommendation to the 2025 Annual Meeting of Delegates. The 2025 Annual Meeting of Delegates will act on the proposed policy recommendation of the Board and task force.

AM24 NEW BUSINESS ITEM #2

Endorse a Plan to Disassociate NEA from Amazon.com

APPROVED New Business Item #2: The MTA Annual Meeting will endorse the following New Business Item to be presented at the 2024 NEA Representative Assembly:

“In light of Amazon’s position that the National Labor Relations Board (NLRB) is unconstitutional, the NEA shall use existing staff and resources to research and design a plan to remove any affiliations and partnerships with Amazon.com, Inc by May 1, 2028. (May Day). This plan will be presented to the 2025 Representative Assembly for adoption as a New Business Item.”

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #2:

Delegates to the 2024 NEA Representative Assembly (RA) brought a New Business Item to the RA floor. That New Business Item (#12 at the NEA RA) read as follows: “NEA shall use existing staff and resources to spread awareness via social media to NEA members about Amazon’s attack on workers’ rights and the National Labor Relations Board.” That NBI was approved by the NEA Representative Assembly.

AM24 NEW BUSINESS ITEM #3

President Biden’s Order on Women’s Health

APPROVED amended New Business Item #3: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation. The discussion of the order should include, but not be limited to: a) advancements in women’s health research, close health disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order. Also, the MTA through a new NEA business item will urge the NEA to similarly publicize the executive order.

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #3

Delegates to the 2024 NEA Representative Assembly (RA) brought a New Business Item to the RA floor, NBI 20. That New Business Item was referred to the NEA Board of Directors and Executive Director.

AM24 NEW BUSINESS ITEM #4

Encouraging Districts to Apply for IRA funds for Greener Schools

APPROVED New Business Item #4: Whereas, Massachusetts has 1,840 schools with 186 million square feet of building area responsible for an estimated 880,000 metric tons of carbon emissions annually, and

Whereas students spend over 15,000 hours inside a school by the time they graduate high school, and

Whereas, schools can fulfill their educational mission only when students and staff are provided with safe and healthful learning environments, and

Whereas, schools are increasingly subject to the impacts of extreme weather events that threaten the well-being of students, families, teachers and staff, and

Whereas, Massachusetts has set ambitious targets for the reduction of greenhouse gasses, and

Whereas, modifications to infrastructure, buildings and vehicles can decrease schools' greenhouse gas emissions, and

Whereas, the MTA belongs to the Climate Resilient Schools Coalition whose focus is to protect students from, and prepare students for, the effects of climate change, and

Whereas, the Inflation Reduction Act has allocated unlimited funds for the next ten years for the installation of ground source heat pumps to heat and cool schools, and

Whereas, the Environmental Protection Agency has allocated large sums of money for the transition from diesel to electric school buses,

Therefore be it resolved that the MTA will disseminate to all members, committees and local presidents easily understood and easily used resources to encourage school districts to apply for these funds, and

Therefore be it further resolved that MTA will actively support members organizing in their schools and communities for their districts to apply for these funds and to take other steps to reduce the use of fossil fuels in their schools.

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #4

The Center for Education Policy and Practice team within MTA's Legislative, Policy and Political Action Division carefully researched and prepared detailed and clear guidance documents on how districts could access Inflation Reduction Funds for green schools. We shared the materials with the makers of this NBI, the MTA Health and Safety organizer and the MTA Environmental Health and Safety Committee who disseminated it through their networks and conference exhibits. The materials are available at <https://massteacher.org/about-the-mta/committees/environmental-health-and-safety-committee/resources>

AM24 NEW BUSINESS ITEM #5

Decarbonization Task Force Reauthorization

APPROVED New Business Item #5: Whereas, the 2023 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards

decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the board and membership which provided a detailed plan with budgetary implications and a timeline,

and whereas, the recommendations are only now starting to be implemented,

and whereas, the Decarbonization Task Force should monitor the implementation of detailed timelines and action steps to help the MTA to achieve carbon neutrality by 2030.

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the UN Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #5

The Decarbonization Task Force was reauthorized at the 2024 Annual Meeting of Delegates. The Task Force has continued its work. The MTA has implemented many decarbonization practices, such as purchasing equipment for the MTA Print Shop that is environmentally sustainable, using recycled paper, and encouraging members to use public transportation or carpool to MTA conferences and events.

AM24 NEW BUSINESS ITEM #6

Refocus MTA on Education in Massachusetts

APPROVED amended New Business Item #6: The MTA Board of Directors shall not take positions on matters of international conflict until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #6

The MTA Board of Directors passed policy amendments in October which require MTA to publicize all motions and new business items for meetings of the Board of Directors and Executive Committee ten (10) days prior to the meeting. This will allow time for members to review what their Board and/or Executive Committee members will be voting on at upcoming meetings. The MTA's Division of Governance and Administration has implemented these policy amendments.

AM24 NEW BUSINESS ITEM #7

Publicizing Beyond Thoughts and Prayers

REJECTED New Business Item #7: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The

coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan's Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

AM24 NEW BUSINESS ITEM #8
Stop Development of Framework

REJECTED New Business Item #8: The MTA will not create a framework for discussing and a set of curriculum resources for learning about the history and current events on the Israeli-Palestinian conflict for educational use.

AM24 NEW BUSINESS ITEM #9
Written Policy on MTA's Involvement in International Affairs

Withdrawn by Maker.

AM24 NEW BUSINESS ITEM #10
Operations & Facilities Review

NBI #10 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #11
MTA Commitment to Locals on Membership Dues

NBI #11 was ruled out of order.

AM24 NEW BUSINESS ITEM #12
Changing the Funding Process for Public Sector Union Contracts

NBI #12 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #13
Health and Safety Protections for Educators

NBI #13 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #14
Pension Reform Facebook Group

NBI #14 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #15
Public Letter re: Mass PRIM Private Investments

NBI #15 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #16
MTA Organize an Annual Labor Conference of Pensions

NBI #16 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #17
MTA will Organize an Open Meeting 2 Weeks Prior to Mass PRIM's Quarterly Meetings

NBI #17 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #18
Take Actions to Safeguard MA Pensions

NBI #18 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #19
Divestment for Peace and Justice

NBI #19 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #20
Defending Academic Freedom

NBI #20 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #21
Publication of Board Agenda and Alerts on Website

NBI #21 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #22
MTA Website

NBI #22 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #23
Massachusetts Local Association Region District Map

NBI #23 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #24
School Safety Database and Report

NBI #24 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #25
Anti-Privatization NBI without Budgetary Implications

NBI #25 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #26
Defending Academic Freedom

NBI #26 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #27
Fossil Fuel Divestment

NBI #27 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #28
Safe Schools for All Program

NBI #28 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #29
Targeted Support for Rural and Minimum Aid Funding, A.M., 2024

APPROVED New Business Item #29:

- The MTA acknowledges the existential crisis facing rural and regional school districts in Massachusetts and establishes this issue as a legislative and organizing priority, statewide.
- The MTA will use its full lobbying power in the state house to advocate for equal distribution of the Fair Share revenues between early education, K-12 education, and higher

education, with the majority of the K-12 funding going to communities that haven't seen an increase from the Student Opportunity Act.

- The MTA will assign a dedicated organizer to help locals in these districts organize their members and their communities, and to connect these efforts with the statewide MTA action. This relationship will continue until there is significant movement on this funding issue.
- The MTA will use all viable methods to push/force the legislature and the governor to honor the language of the Fair Share Amendment (which states that the funds will be divided between infrastructure and public education) and cease funding privately run preschool options.
- The MTA will use its connections in the press to inform the public about the existential crisis facing our rural and minimum aid school districts, and use the MTA's communication apparatus to organize locals to bring the full power of the MTA to bear to push for consistent sustainable funding for rural aid and the setting of minimum aid levels.

IMPLEMENTATION OF AM24 NEW BUSINESS ITEM #29

The MTA has always been committed to providing school districts of all types across the Commonwealth with the resources that students and educators need and deserve. This core focus, which has resulted in historic victories with the Student Opportunity Act and Fair Share Amendment, has become even more important in recent years with a growing fiscal crisis. With many rural schools the crisis is especially acute, so the MTA is leading the charge for solutions that support the urgent needs of our schools, including expanded work with rural, regional and other districts that generally receive only minimum aid from Chapter 70.

During the FY25 state budget process MTA and our allies played a key role in winning some important first steps with a significant increase in Chapter 70 per-pupil minimum aid to \$104 – an investment made possible by Fair Share – and a small increase in rural school aid. Heading into the 2025-2026 legislative session, the MTA has prioritized a comprehensive platform that includes increasing rural school aid and minimum aid; increasing reimbursement for transportation costs; strengthening the special education circuit breaker reimbursement program; providing targeted funding to address the mental health crisis in public schools; and increasing the reimbursements that districts receive for tuition lost to charter schools. Since fiscal challenges vary among districts, it will take a combination of these solutions to ensure that every district has the resources that students and educators need to succeed.

To drive advocacy for these solutions, the MTA has organized a Fiscal Crisis Campaign to take the lead in strategizing and organizing statewide. The campaign's efforts have included direct lobbying of legislators and the administration, legislative hearings and correspondence, and member-led meetings organized at the local level or through the Senate District Coordinator program. Also, the campaign has helped convene United for Our Future – a broad coalition of educators, administrators, parents, advocacy groups and civil rights

leaders who are calling for immediate and decisive action to address the funding crisis.

These efforts have been supported by an organizer dedicated to coordinating the Fiscal Crisis workgroup, two organizers and a field rep working with districts in western Massachusetts, and research and technical support provided by the Bargaining Campaign Strategy Team. Members across the state are organizing in Fiscal Crisis Action Teams and bringing parents, students and local allies together to take strategic action in rural and minimum-aid districts in order to win increased funding.

The MTA Communications Division has increased public awareness of these issues by landing key agenda-setting stories in the press, including an exclusive in Politico ("New coalition urges education funding fix," Feb. 11, 2025) and in The Boston Globe ("A new coalition says Massachusetts school districts don't have enough money. Here's why." Feb. 13, 2025). MTA member voices are increasingly heard through stories in regional media, op-eds, letters to the editor and social media.

Furthermore, the MTA Communications staff assigned to this endeavor have identified regional stories that elevate member voices and our coalition partners. This includes earned media, op-eds, letters to the editor and social media posts. To learn more about ways you can get involved, please visit massteacher.org/fiscalcrisis.

Lastly, as part of these efforts, the MTA is fighting for Fair Share funds to be used as intended by voters – to support public education in PreK through higher education and public transportation – and not to subsidize private child care providers. This message has been communicated to legislative leaders and the MTA has made clear that the cost of child care is a major priority for the Commonwealth, but one that must be addressed using non-Fair Share general revenue.

AM24 NEW BUSINESS ITEM #30

[Establish Alternative Routes to Educator Licensure](#)

NBI #30 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #31

[NEA Directors to be Observers at Executive Committee during Executive Session](#)

NBI #31 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #32

[Endorse NBI for 2024 RA on Nationwide Walkout](#)

NBI #32 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #33

[Endorse NBI for 2024 RA on Aligning Contract Expiration Dates](#)

NBI #33 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #34

[Endorse NBI for 2024 RA on Strike/Action Ready Locals](#)

NBI #34 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #35

Establish an MTA Strike Fund

NBI #35 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #36

Stop Endorsements of Corporate Parties and Build an Independent Political Party in Massachusetts

NBI #36 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #37

Union Solidarity Network – Local Unions Join in Strikes, Walkouts, Rallies, Marches, etc.

NBI #37 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #38

MTA Solidarity and Mobilization in Support of Student Protests and a Ceasefire in Gaza

NBI #38 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #39

Revoke Healey Endorsement

NBI #39 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #40

Emphatic Closing of Debate

NBI #40 was not addressed due to loss of quorum.

AM24 NEW BUSINESS ITEM #41

Concerns around Electric School Buses

NBI #41 was not addressed due to loss of quorum.



Massachusetts Teachers Association

Max Page, President

Deb McCarthy, Vice President

Mike Fadel, Executive Director-Treasurer

Minutes of the 2024 MTA Annual Meeting of Delegates

Friday-Saturday, April 26-27, 2024

(The minutes are unofficial until approved by the MTA Board of Directors)

Friday Business Session – April 26, 2024

Call to Order

The 179th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Friday, April 26, 2024 at 2:12 p.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Pledge of Allegiance

Vice President Deb McCarthy led the delegation in reciting the Pledge of Allegiance.

Star Spangled Banner

The Annual Meeting Chorus, led by Tim Sullivan and accompanied by Matthew Cunningham, sang the Star-Spangled Banner.

Moment of Remembrance

Chorus Director Tim Sullivan gave a tribute to Bob Lague, who was the chorus director for MTA Annual Meeting for many decades. A moment of silence was observed to remember the educators and other public servants who have passed away during the past year. The MTA chorus sang an original composition written by Bob Lague entitled, "In Remembrance of Educators."

Land Acknowledgement

Springfield Education Association President and MTA Board Director Tracy Little-Sasanecki, with Springfield Education Association Vice President Brenda Dunn, presented the Land Acknowledgment.

Member Acknowledgement

MA Society of Professors at UMass Amherst and MTA Board Member Christine Turner, with Chicopee Education Association member Claudia Palframan, presented the member acknowledgment.

Opening Remarks

President Max Page welcomed remote and in-person Delegates and acknowledged victories this past year, including stories from the Andover and Newton locals and informed members of the *Threat from the Right* report.

Announcements

Vice President Deb McCarthy welcomed the Delegates to the MTA Annual Meeting and recognized the staff who prepared for this meeting and introduced the MTA Directors.

President Max Page welcomed and thanked the Delegates and reviewed the following information:

- Special rules can be found in the Delegate Handbook.
- MTA prohibits secret recordings or recordings to which consent has not been provided.
- Recognized MTA members retiring this year and thanked them for their commitment to public education and the union.
- Recognized first-time delegates.
- Introduced the officials at the Business Session held today, including the members of the Bylaws and Rules Committee, parliamentarian, stenographer, and assistants.
- Thanked the staff for helping to make the meeting of Delegates possible.
- New Business Item procedure
- Debating motions and amendments

Executive Director-Treasurer Mike Fader encouraged members to contribute to Voice of Teachers for Education (VOTE), MTA's Political Action Committee (PAC).

Governance Director Jennifer Manning explained the meeting's technology as well as the voting devices.

Adopt the Preliminary Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, reported on the required number of delegates needed for a quorum. One-fifth of the total number of delegates entitled to be present constitutes a quorum: One-fifth of 2,900 entitled to be present is 580; thus, 580 equals a quorum. The Chair reported that 732 delegates either logged in virtually or proceeded through onsite registration. Thus, a quorum was present.

Moved and seconded to adopt the preliminary report of the Credentials and Ballot Committee.

Voted to adopt the preliminary report of the Credentials and Ballot Committee.

Adoption of Special Meeting Rules (Attachment A)

Chair of the Bylaws and Rules Committee, Jackie Gorrie, reviewed the Special Meeting Rules.

Moved and seconded to adopt the Special Rules of the 2024 MTA Annual Meeting.

Voted to adopt the Special Meeting Rules of the 2024 MTA Annual Meeting. (Attachment A)

Order of Business (Attachment B)

President Max Page announced the Order of Business.

Moved and seconded to adopt the Order of Business

Moved and seconded that the body would move into a committee of the whole for a period not to exceed 30 minutes immediately following the budget presentation.

Moved and seconded to substitute the motion: To have a question-and-answer period not to exceed 30 minutes immediately following the budget presentation.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject the substitute motion: To have a question-and-answer period not to exceed 30 minutes immediately following the budget presentation.

Voted to adopt the Order of Business.

Report on Certified Candidates (Attachment C)

Pam Skinner and Deb Morsley, Co-Chairs of the Credentials and Ballot Committee reported that there were no campaign violations to report. The co-chairs also called the delegates' attention to certified candidates listed in the delegate handbook and read the the list of candidate names (Attachment C).

Bargaining Certificate Program Recognition

Vice President Deb McCarthy recognized and presented awards to 31 Massachusetts public educators for their completion of the Bargaining Certificate Program offered through MTA.

Graduates of 2024 Bargaining Certificate Program:

Cheri Armstrong, Monomoy Regional Education Association; Peggy Boyle, Easton Educators Association; Julia Brotherton, Beverly Teachers Association; Sean Brown, Wareham Education Association; Kerry Conway, Athol Teacher Association; Brenda Dunn, Springfield Education Association; Asia Emerick, Wachusett Regional School District; Joshua Gabrenas, Athol Teacher Association; Anne Gardiner, Melrose Education Association; Laura Gesner, Athol Teacher Association; Donna Grady, Franklin Education

Association; Gail Guarino, Massachusetts Community College Council; Julie Hamilton, Monson Teachers Association; Ann Johnson, Massachusetts State College Association - Framingham; Ramsey Kurdi, Springfield Education Association; Katie Lecaro, Education Association of Plymouth & Carver; Ryan Liacos, Wellesley Educators Association; Peter Malloy, Tewksbury Teachers Association; Dawn Martens, Randolph Education Association; Whitney Nielsen, Hudson Education Association; Banke Oluwole, Cambridge Education Association; Nicole Roberge, Wareham Education Association; Shawn Sheehan, Easthampton Education Association; Kelly Socia, Massachusetts Society of Professors-Lowell; Sarah Sontag, Wayland Teachers Association; Michael Stassen, Massachusetts State College Association – Fitchburg; Abby Steiner, East Longmeadow Education Association; Nancy Stenberg, Springfield Education Association; Karen Suttle, Revere Teachers Association; Michael Wittier, Sutton Teachers Association; Ailey Wynne, Quabbin Regional Teachers Association.

MTA Video

Video presented on highlights of the past year.

Act on Proposed Amendments to the MTA Standing Rules

President Max Page reviewed the procedures for discussing proposed amendments to the MTA Standing Rules. Jackie Gorrie, Chair of the Bylaws and Rules Committee, presented the following proposed amendments to the Standing Rules for adoption. Proposed additions to the Standing Rules are **bold**; proposed deletions are ~~crossed out~~.

Proposed Amendment #1

MTA Standing Rule 5, Local Delegations – Modifications to use Gender Neutral Language
Rule 5: Local Delegations, Section 3 ... the vote of ~~his~~ **her** ~~or~~ **their** local...

Voted to adopt Proposed Amendment #1

MTA Standing Rule 5, Local Delegations – Modifications to use Gender Neutral Language
Rule 5: Local Delegations, Section 3 ... the vote of ~~his~~ **her** ~~or~~ **their** local...

Act on Proposed Amendments to the MTA Bylaws

President Max Page reviewed the procedures for consideration of proposed amendments to the MTA Bylaws. Jackie Gorrie, Chair of the Bylaws and Rules Committee presented the following proposed amendments to the Bylaws for adoption. Proposed additions to the bylaws are **bold**; proposed deletions are ~~crossed out~~.

Proposed Bylaw Amendment #1:

Bylaw Article III – Membership, Section 4, Membership Year

A. The membership year shall be from July 1 to June 30.

B. A person who is not a member of the Association may enroll in the Association for the next membership year between April 1 and June 30 of the current year. The

enrollee shall be eligible to receive certain benefits and services of the Association, as authorized by the Board of Directors, between the date of enrollment in the Association and July 1. Such early enrollees will not be included in membership counts for governance representation or have individual governance rights until their membership becomes effective on July 1.

Voted to adopt Proposed Bylaw Amendment #1:

Bylaw Article III – Membership, Section 4, Membership Year

A. The membership year shall be from July 1 to June 30.

B. A person who is not a member of the Association may enroll in the Association for the next membership year between April 1 and June 30 of the current year. The enrollee shall be eligible to receive certain benefits and services of the Association, as authorized by the Board of Directors, between the date of enrollment in the Association and July 1. Such early enrollees will not be included in membership counts for governance representation or have individual governance rights until their membership becomes effective on July 1.

Proposed Bylaw Amendment #2:

Bylaw Articles III, IV, and VII – Modifications to Gender Neutral Language

Article III, Membership;

Section 2,

A. (3) ~~he/she was~~ **they were**

D. (1) ~~his/her~~ **their**

Section 3

A. (4) (c) ~~mother, father, sister, brother, son, daughter,~~ **parent, sibling, child,**

Article IV, Finance; Section 2

A. (d) ~~his or her~~ **their**

A. (a & b) ~~he or her~~ **them** (4 instances)

Article VII, Nominations, Elections & Terms

Section 2

A. (2) ~~he or she~~ **they seek**

D. (3) ~~he/she~~ **they**

Section 3

A. (2) ~~he or she~~ **seeks they seek**

E. (3) ~~he/she~~ **they**

G. (4) (b) ~~he/she~~ **they**

Section 4

D. (4) ~~he/she~~ **they**

Section 6

E. he/she is they are

Article VII, Section 7

D. (1) he/she they

Voted to adopt Proposed Bylaw Amendment #2:

Bylaw Articles III, IV, and VII – Modifications to use Gender-Neutral Language

Article III, Membership;

Section 2,

A. (3) he/she was they were

D. (1) his/her their

Section 3

A. (4) (c) ~~mother, father, sister, brother, son, daughter,~~ parent, sibling, child,

Article IV, Finance; Section 2

A. (2) (d) ~~his or her~~ their

A. (3) (a & b) ~~him or her~~ them (4 instances)

Article VII, Nominations, Elections & Terms

Section 2

A. (2) ~~he or she seeks~~ they seek

D. (3) he/she they

Section 3

A. (2) ~~he or she seeks~~ they seek

E. (3) he/she they

G. (4) (b) he/she they

Section 4

D. (4) he/she they

Section 6

E. he/she is they are

Article VII, Section 7

D. (1) he/she they

Act on Proposed New Business Items WITH Budgetary Implications.

New Business Item #11 MTA Commitment to Locals on Membership Dues:

Locals must have 80% or more membership in each unit to pay more than \$3 each year in dues increases.

Ruled out of order, as the dues process is covered under bylaws and to change that, the process of amending the bylaws must be followed.

New Business Item #16 MTA Organize an Annual Labor Conference of Pensions.

No action is taken. The makers of this motion will resubmit the motion as one without budgetary implications, to be heard during Agenda Item 29: Act on Proposed New Business Items WITHOUT Budgetary Implications.

New Business Item #18 Take actions to safeguard MA Pensions

No action is taken. The makers of this motion will resubmit the motion as one without budgetary implications, to be heard during Agenda Item 29: Act on Proposed New Business Items WITHOUT Budgetary Implications.

New Business Item #29 Targeted Support for Rural and Minimum Aid Funding:

Moved and Seconded The MTA acknowledges the existential crisis facing rural and regional school districts in Massachusetts and establishes this issue as a legislative and organizing priority statewide.

The MTA will use its full lobbying power in the state house to advocate for equal distribution of the Fair Share revenues between early education, K-12 education, and higher education, with the majority of the K-12 funding going to communities that haven't seen an increase from the Student Opportunity Act.

The MTA will assign a dedicated organizer to help locals in these districts organize their members and their communities, and to connect these efforts with the statewide MTA action. This relationship will continue until there is significant movement on this funding issue.

The MTA will use all viable methods to lobby/force the legislature and the governor to honor the language of the Fair Share Amendment (which states that the funds will be divided between infrastructure and public education) and cease funding privately run preschool options.

The MTA will use its communications in the press to inform the public about the existential crisis facing our rural and minimum aid school districts. and use the MTA's communication apparatus to organize locals to bring the full power of the MTA to bear to push for consistent sustainable funding for rural aid and the setting of minimum aid levels.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #29 Targeted Support for Rural and Minimum Aid Funding:

The MTA acknowledges the existential crisis facing rural and regional school districts in Massachusetts and establishes this issue as a legislative and organizing priority, statewide.

The MTA will use its full lobbying power in the state house to advocate for equal distribution of the Fair Share revenues between early education, K-12 education, and higher education, with the majority of the K-12 funding going to communities that haven't seen an increase from the Student Opportunity Act.

The MTA will assign a dedicated organizer to help locals in these districts organize their members and their communities, and to connect these efforts with the statewide MTA action. This relationship will continue until there is significant movement on this funding issue.

The MTA will use all viable methods to push/force the legislature and the governor to honor the language of the Fair Share Amendment (which states that the funds will be divided between infrastructure and **public** education) and cease funding privately run preschool options.

The MTA will use its connections in the press to inform the public about the existential crisis facing our rural and minimum aid school districts. and use the MTA's communication apparatus to organize locals to bring the full power of the MTA to bear to push for consistent sustainable funding for rural aid and the setting of minimum aid levels.

Without objection, move to Agenda Item #30: Act on Proposed Resolutions.

Act on Proposed Resolutions

President Max Page introduced Deb Gesualdo to the Resolution Committee, and explained the process with Resolutions. Proposed additions are underlined, proposed deletions are ~~crossed out~~.

Moved to amend Resolution A-10: PRIVATIZATION OF PUBLIC INSTITUTIONS

The Massachusetts Teachers Association opposes the privatization of the institution of public education or any component therein. The MTA recognizes that privatization takes many forms, such as outsourcing Education Support Professionals (ESPs) services, auxiliary services and online program management; entering into public-private partnerships for early childhood education, public childcare, early college, and capital construction; filling school/college positions for multiple years with contract employees and temporary agency employees; and heavily relying on management consultants for school/college operations.

The MTA specifically opposes private for-profit contracts and partnerships if it determines that such contracts have a negative impact on public education or reduce or eliminate the number of staff providing or could be providing that educational service. The MTA opposes any efforts, including public-private partnerships, that undermine institutions of public education by diverting funds and/or weakening their democratic autonomy. The MTA stands strongly against the transformation of educational institutions from a public good to profitable commodities and believes anti-privatization legislation is needed. (75, 77, 80, 17, 24)

Moved and seconded to close debate.

Voted to close debate.

Voted to amend Resolution A-10 PRIVATIZATION OF PUBLIC INSTITUTIONS

The Massachusetts Teachers Association opposes the privatization of the institution of public education or any component therein. The MTA recognizes that privatization takes many forms, such as outsourcing Education Support Professionals (ESP) services, auxiliary services and online program management; entering into public-private partnerships for early childhood education, public childcare, early college, and capital construction; filling school/college positions for multiple years with contract employees and temporary agency employees; and heavily relying on management consultants for school/college operations.

The MTA specifically opposes private-sector contracts and partnerships if it determines that such contracts have a negative impact on public education or reduce or eliminate the number of staff providing or could be providing that educational service. The MTA opposes any efforts that undermine institutions of public education by diverting funds and/or weakening their democratic autonomy. The MTA stands strongly against the transformation of educational institutions from a public good to profitable commodities and believes anti-privatization legislation is needed. (75, 77, 80, 17, 24)

Moved to amend RESOLUTION C-6 HEALTHY AND SAFE SCHOOLS

The Massachusetts Teachers Association believes that staff and students deserve to be in a healthy and safe learning environment. We believe that measures should be taken to guarantee that physical conditions of buildings are maintained so as to conform to the highest possible standards for health and safety, in full compliance with all building codes and safety regulations of the state.

The MTA urges that school committees and boards of trustees must improve school mechanical ventilation systems to ensure that school space air quality is sufficient to diminish as much as possible the risk of airborne infections from indoor pathogens from any source (viral, bacterial and molds) in line with best practices and current scientific recommendations. This would require mechanical ventilation systems (Heating Ventilation and Air Conditioning, HVAC), which must be mechanically drawn from Air Handling Units (AHU) that provide a supply of clean outside air. At least five Air Changes per Hour (5 ACH) must be achieved in each school space. The outside air should be complemented by recycled air filtered through at least MERV 13 rated filters to achieve the minimum 5 ACH. Appropriate exhaust flows out of each school space must be balanced with the supply air into the rooms. Portable HEPA Ventilation units could also be provided to complement and maximize air cleansing.

The MTA recommends that contract bargaining language require formation of Health and Safety Committees composed of school personnel, parents, and school committee members and that they have regularly scheduled meetings designated to improve the health and safety of the school environment.

The MTA further urges that school committees provide for safe usage, proper storage and transfer and disposal of all toxic and/or hazardous substances used in school buildings and on school grounds.

The MTA strongly supports the enforcement of the Occupational Safety and Health Act (OSHA) on behalf of all employees in the public sector.

The MTA believes that all educational facilities must be safe from all environmental and chemical hazards, including lead from water pipe systems within schools, inadequate ventilation and climate control, particulate pollution, mold and sick-building syndrome.

The MTA urges that dangerous asbestos be removed immediately from the schools and that the Commonwealth provide funds for its removal and other related expenses.

The MTA also strongly supports the state's school immunization requirements. These requirements exist to protect students, staff and members of the wider community from serious diseases that can be prevented by vaccines. (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19, [24](#))

Moved and seconded to suspend the rules and return action on proposed Resolutions to its original place in the order of business.

Voted to reject suspending the rules.

Moved and seconded to close debate.

Voted to close debate.

Voted to amend RESOLUTION C-6 HEALTHY AND SAFE SCHOOLS

The Massachusetts Teachers Association believes that staff and students deserve to be in a healthy and safe learning environment. The MTA believes that measures should be taken to guarantee that physical conditions of buildings are maintained to conform to the highest possible standards for health and safety, in full compliance with all building codes and safety regulations of the state.

The MTA urges that school committees and boards of trustees must improve school mechanical ventilation systems to assure that school space air quality is sufficient to diminish as much as possible the risk of airborne infections from indoor pathogens from any source (viral, bacterial and molds), and bring them in line with best practices and current scientific recommendations. This would require mechanical ventilation systems (Heating Ventilation and Air Conditioning, HVAC), which must be mechanically drawn from Air Handling Units (AHU) that provide a supply of clean outside air. At least five Air Changes per Hour (5 ACH) must be achieved in each school space. The outside air could be complemented by recycled air filtered through at least MERV 13 rated filters to achieve the minimum 5 ACH. Appropriate exhaust flows out of each school space must be balanced with the supply air into the rooms. Portable HEPA Ventilation units could also be provided to complement and maximize air cleansing.

The MTA recommends that contract bargaining language require formation of Health and Safety Committees composed of school personnel, parents, and school committee members and that they have regularly scheduled meetings designated to improve the health and safety of the school environment.

The MTA further urges that school committees provide for safe usage, proper storage and transfer and disposal of all toxic and/or hazardous substances used in school buildings and on school grounds.

The MTA strongly supports the enforcement of the Occupational Safety and Health Act (OSHA) on behalf of all employees in the public sector.

The MTA believes that all educational facilities must be safe from all environmental and chemical hazards, including lead from water pipe systems within schools, inadequate ventilation and climate control, particulate pollution, mold and sick-building syndrome.

The MTA urges that dangerous asbestos be removed immediately from the schools and that the Commonwealth provide funds for its removal and other related expenses.

The MTA also strongly supports the state's school immunization requirements. These requirements exist to protect students, staff and members of the wider community from serious diseases that can be prevented by vaccines. (75, 77, 79, 84, 85, 88, 01, 03, 07, 19, 24)

Moved and seconded that the chairperson would announce and read the title of each of the remaining proposed resolutions brought to us for amendment. If a member wishes to debate that item, they would simply call out "hold." We would go to the next one, proceeding to the end. We would then vote on any resolution that does not have a hold on it, that will not be debated, as a group. And if there are resolutions with a hold, we would go back to do them individually.

Voted to reject that the chairperson would announce and read the title of each of the remaining proposed resolutions brought to us for amendment. If a member wishes to debate that item, they would simply call out "hold." Then we would go to the next one, proceeding to the end. We would then vote on any resolution that does not have a hold on it, that will not be debated, as a group. And if there are resolutions with a hold, we would go back to do them individually.

Moved to amend RESOLUTION C-7 SCHOOL FACILITIES: DESIGN, CONSTRUCTION AND FUNCTION

The Massachusetts Teachers Association believes that school facilities must be conducive to teaching and learning. The physical environment must allow for a variety of needs, including the number of students, physical characteristics of students, changes in teaching methods, presentation of instruction, and an increased use of school facilities. The MTA also believes that all school facilities must be well constructed, safe, energy-efficient, aesthetically pleasing, accessible, functional and adaptable to persons with disabilities.

The MTA supports ecologically conservative facility designs including heating, ventilation and air conditioning systems.

The MTA believes that the community, parents/guardians and education employees should play an advisory role in designing these facilities.

The MTA also believes that stable and sufficient funding must be provided for the design, construction, maintenance and operation of the school facility.

The MTA believes that one of the most effective means to prevent the risk of airborne infections to students and educators (viral, bacterial and molds) is a well-designed mechanical ventilation system that is in line with best practices and current scientific recommendations. This would require a system that provides for at least 5 Air Changes per Hour (5 ACH) based on outside clean air. Well-tempered outdoor supply air should be designed-in for every school indoor space. Temperature and relative humidity extremes should be avoided – by design – in new schools while conforming with at least 5 ACH ventilation rates as a design criterion as described in MTA Resolution C-6 Healthy and Safe Schools.

These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21, 24)

Moved and seconded to close debate.

Voted to close debate.

Voted to amend RESOLUTION C-7 SCHOOL FACILITIES: DESIGN, CONSTRUCTION AND FUNCTION

The Massachusetts Teachers Association believes that school facilities must be conducive to teaching and learning. The physical environment must allow for a variety of needs, including the number of students, physical characteristics of students, changes in teaching methods, presentation of instruction, and an increase in use of school facilities. The MTA also believes that all school facilities must be well constructed, safe, energy-efficient, aesthetically pleasing, accessible, functional and adaptable to persons with disabilities.

The MTA supports ecologically sensitive facility designs including heating, ventilation and air conditioning systems.

The MTA believes that the community, parents, guardians and education employees should play an advisory role in the design of the facilities.

The MTA also believes that stable and sufficient funding must be provided for the design, construction, maintenance and operation of the school facility.

The MTA believes that one of the most effective means to prevent the risk of airborne infections to students and educators (viral, bacterial and molds) is a well-designed mechanical ventilation system that is in line with best practices and current scientific recommendations. This would require a system that provides for at least 5 Air Changes per Hour (5 ACH) based on outside clean air. Well-tempered outdoor supply air should be designed-in for every school indoor space. Temperature and relative humidity extremes should be avoided – by design – in new schools while conforming with at least 5 ACH ventilation rates as a design criterion as described in MTA Resolution C-6 Healthy and Safe Schools.

These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21, 24)

Moved to amend RESOLUTION F-11 RIGHT TO STRIKE

The Massachusetts Teachers Association reaffirms its position that all PreK - Higher Education public school workers educational personnel should have the legal right to strike. The MTA condemns the jailing of its members and the imposition of coercive fines and arbitrary restitution for strike-related activities. The MTA also strongly encourages all of its members to support their colleagues who have been forced by the extreme stalling tactics and unwillingness of their employers to bargain in good faith to strike in order to improve educational working and learning conditions. (79, 85, 09, 24)

Voted to amend RESOLUTION F-11 RIGHT TO STRIKE

The Massachusetts Teachers Association reaffirms its position that all PreK - Higher Education public school workers should have the legal right to strike. The MTA condemns the jailing of its members and the imposition of coercive fines and arbitrary restitution for strike-related activities. The MTA also strongly encourages all of its members to support their colleagues who have been forced by the extreme stalling tactics and unwillingness of their employers to bargain in good faith to strike in order to improve working and learning conditions. (79, 85, 09, 24)

Act on Proposed New Business Items WITHOUT Budget or Implementation

New Business Item #1 Task Force to Review The Local Office Support Program:

Moved and seconded: I move that the MTA create a task force to review all Policies and procedures associated with the Local Office Support program and recommend amendments to align these policies with the following objectives:

- Increase access to Local Office Support funds for all locals to attend MTA Annual Meeting, Training and Professional Learning Conferences, and NEA Events
- Support new member outreach,
- Expand access to funds for locals engaged in rank-and-file organizing,
- Reduce the burden of local bookkeeping and repeated exchange of funds between MTA and local affiliates.
- Support ESL leadership development.

The task force will consult with any existing body tasked with policy review before making recommendations for adoption by the delegates of the 2025 MTA Annual Meeting.

Voted to approve New Business Item #1 Task Force to Review The Local Office Support Program: The MTA create a task force to review all Policies and procedures associated with the Local Office Support program and recommend amendments to align these policies with the following objectives:

- Increase access to Local Office Support funds for all locals to attend MTA Annual Meeting, Training and Professional Learning Conferences, and NEA Events
- Support new member outreach,
- Expand access to funds for locals engaged in rank-and-file organizing,
- Reduce the burden of local bookkeeping and repeated exchange of funds between MTA and local affiliates.

Support ESP leadership development.

The task force will consult with any existing body tasked with policy review before making recommendations for adoption by the delegates of the 2025 MTA Annual Meeting.

Point of Personal Privilege: Request to change the timer when voting from 45 seconds to 35 seconds.

Without objection, Change the timer when voting from 45 seconds to 30 seconds.

New Business Item #2 Endorse A Plan to Disassociate NEA from Amazon.com.

Moved and seconded: The MTA Annual Meeting will endorse the following New Business Item to be presented at the 2024 NEA Representative Assembly:

“In light of Amazon's position that the National Labor Relations Board (NLRB) is unconstitutional, the NEA shall use existing staff and resources to research and design a plan to remove any affiliations and partnerships with Amazon.com, Inc by May 1, 2028. (May Day). This plan will be presented to the 2025 Representative Assembly for adoption as a New Business Item.”

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #2 Endorse A Plan to Disassociate NEA from Amazon.com: The MTA Annual Meeting will endorse the following New Business Item to be presented at the 2024 NEA Representative Assembly:

“In light of Amazon's position that the National Labor Relations Board (NLRB) is unconstitutional, the NEA shall use existing staff and resources to research and design a plan to remove any affiliations and partnerships with Amazon.com, Inc by May 1, 2028. (May Day). This plan will be presented to the 2025 Representative Assembly for adoption as a New Business Item.”

New Business Item #3 President Biden's Order on Women's Health.

Moved and seconded: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women's Health Research and Innovation, which was promulgated by President Joe Biden on March 12, 2024. The discussion of the order should include, but not be limited to: a) the Biden administration's desire to advance women's health research, close health disparities, and ensure that gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – presentation and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order and that President Joe Biden has demonstrated his commitment to advancing women's health care. Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

Moved and seconded to amend **New Business Item #3** President Biden’s Order on Women’s Health: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation ~~which was promulgated by President Joe Biden on March 18, 2024.~~ The discussion of the order should include, but not be limited to: a) ~~the Biden administration’s desire to~~ **advancements in** women’s health research, close health disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order ~~and that President Joe Biden has demonstrated his commitment to advancing women’s health care.~~ Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

Moved and seconded to close debate.

Voted to close debate.

Voted to amend New Business Item ~~New Business Item #3~~ President Biden’s Order on Women’s Health.: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation ~~which was promulgated by President Joe Biden on March 18, 2024.~~ The discussion of the order should include, but not be limited to: a) ~~the Biden administration’s desire to~~ **advancements in** women’s health research, close health disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order ~~and that President Joe Biden has demonstrated his commitment to advancing women’s health care.~~ Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve amended New Business Item **New Business Item #3** President Biden’s Order on Women’s Health: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation. The discussion of the order should include, but not be limited to: a) advancements in women’s health research, close health

disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order. Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

New Business Item #4 Encouraging districts to apply for IRA funds for greener schools.

Moved and seconded: Whereas, Massachusetts has 1,840 schools with 186 million square feet of building area responsible for an estimated 880,000 metric tons of carbon emissions annually, and

Whereas students spend over 15,000 hours inside a school by the time they graduate high school, and

Whereas, schools can fulfill their educational mission only when students and staff are provided with safe and healthful learning environments, and

Whereas, schools are increasingly subject to the impacts of extreme weather events that threaten the well-being of students, families, teachers, and staff, and

Whereas, Massachusetts has set ambitious targets for the reduction of greenhouse gasses, and

Whereas, modifications to infrastructure, buildings and vehicles can decrease schools' greenhouse gas emissions, and

Whereas, the MTA is a member of the Climate Resilient Schools Coalition whose focus is to protect students from, and prepare students for, the effects of climate change, and

Whereas, the Innovation Reduction Act has allocated unlimited funds for the next ten years for the installation of ground source heat pumps to heat and cool schools, and

Whereas, the Environmental Protection Agency has allocated large sums of money for the transition from diesel to electric school buses,

Therefore be it resolved that the MTA will disseminate to all members, committees and local presidents easily understood and easily used resources to encourage school districts to apply for these funds, and

Therefore be it further resolved that MTA will actively support members organizing in their schools and communities for their districts to apply for these funds and to take other steps to reduce the use of fossil fuels in their schools.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve **New Business Item #4** Encouraging districts to apply for IRA funds for greener schools: Whereas, Massachusetts has 1,840 schools with 186 million square feet of building area responsible for an estimated 880,000 metric tons of carbon emissions annually, and

Whereas students spend over 15,000 hours inside a school by the time they graduate high school, and

Whereas, schools can fulfill their educational mission only when students and staff are provided with safe and healthful learning environments, and

Whereas, schools are increasingly subject to the impacts of extreme weather events that threaten the well-being of students, families, teachers and staff, and

Whereas, Massachusetts has set ambitious targets for the reduction of greenhouse gasses, and

Whereas, modifications to infrastructure, buildings and vehicles can decrease schools' greenhouse gas emissions, and

Whereas, the MTA belongs to the Climate Resilient Schools Coalition whose focus is to protect students from, and prepare students for, the effects of climate change, and

Whereas, the Inflation Reduction Act has allocated unlimited funds for the next ten years for the installation of ground source heat pumps to heat and cool schools, and

Whereas, the Environmental Protection Agency has allocated large sums of money for the transition from diesel to electric school buses,

Therefore be it resolved that the MTA will disseminate to all members, committees and local presidents easily understood and easily used resources to encourage school districts to apply for these funds, and

Therefore be it further resolved that MTA will actively support members organizing in their schools and communities for their districts to apply for these funds and to take other steps to reduce the use of fossil fuels in their schools.

Moved and seconded to suspend the rules and do four more New Business Items without budgetary implications.

Voted to reject to suspend the rules and do four more New Business Items without budgetary implications.

Adopt the Supplemental Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee announced that as of 5:00 p.m. on Friday, April 26, 2024, that during the meeting so far, there were 896 delegates onsite or logged in to the virtual platform.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

Moved and seconded to reconsider all business that came before this body up to this point.

Voted to reject to reconsider all business that came before this body up to this point.

Speeches by Candidates for President, Vice President

Deb Mousley, Co-Chair of Credentials and Ballot Committee, announced the candidates:

Deb McCarthy and Yahaira Rodriguez, candidates running for MTA Vice President addressed the delegates.

Max Page, candidate running for MTA President, addressed the delegates.

Recess

The First Day of the 179th Annual Meeting of Delegates recessed at 5:33 p.m.

Saturday Business Session April 27, 2024

Call to Order

The second session of the 179th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Saturday, April 27, 2024, at 9:10 a.m. in the MassMutual Center Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Announcements

President Max Page announced at the recent Labor Notes conference in Chicago that all the leaders and activists from the Massachusetts striking locals were recognized nationally at the foundation dinner.

President Max Page announced the next round of MCAS ballot initiative petition forms and congratulated MTA on collecting 135,000 signatures in the fall.

President Max Page announced that the final deadline for submitting new business items without budgetary impact is one hour after the meeting convenes.

President Max Page reviewed the general meeting procedures and recognized first-time delegates, and introduced the people seated at the head table and recognized the staff who prepared for this meeting and introduced the MTA Directors.

Executive Director-Treasurer Mike Fadel encouraged members to contribute to Voice of Teachers for Education (VOTE), MTA's Political Action Committee (PAC)

Governance Director Jennifer Freeling explained the meeting's technology as well as the voting devices.

Adoption of the Supplemental Credentials Report

Deb Mousley, Co-Chair of the Credentials and Ballot Committee announced that as of 9:05am on Saturday, April 27, 2024, there were 974 members onsite or logged on to the virtual platform.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

Recognition and Presentation of Awards

MTA Teacher of the Year

De'Shawn Washington of the Lexington Education Association was recognized as the 2024 MTA Teacher of the Year.

MTA ESP of the Year

Karen Torres of the Andover Education Association was recognized as the MTA Education Support Professional of the Year.

MTA Presidents Awards

The 2024 MTA President's Award was presented to Jane McAlevey, Union Organizer and Author.

MTA Friend of Education

The 2024 MTA Friend of Education Award was presented to Citizens for Public Schools.

MTA Friend of Labor

The 2024 MTA Friend of Labor Award was presented to Shawn Fain, President of the United Auto Workers.

Act on Proposed New Business Items with Budgetary Implications

Requested by the maker of New Business Item #28 Safe Schools for All Program to move from New Business Item with Budgetary Implications to New Business Item WITHOUT Budgetary Implications.

Act on the Recommended Annual Operating Budget and Dues for FY2024-2025

President Max Page instructed the delegates on the process for adopting the annual budget and dues for 2024-2025. The adoption of the annual budget is in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

Vice President Deb McCarthy presented the proposed Annual Operating Budget to the delegates.

Moved to adopt the annual operating budget of **\$56,637,302** and an operating budget dues level of **\$537**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be **\$322.25**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$161.25**. Retiree annual dues remain at **\$30**.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Moved and seconded to amend the budget by reducing the dues increase by \$1.00, (due to the financial change to New Business Item #29 Targeted Support for Ruling on Minimum Aid Funding.) To adopt the annual operating budget of **\$56,544,895** and an operating budget dues level of **\$536**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be **\$321.75**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$161**. Retiree annual dues remain at **\$30**.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve the amendment to the annual operating budget of **\$56,544,895** and an operating budget dues level of **\$536**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be **\$321.75**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$161**. Retiree annual dues remain at **\$30**.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Moved and seconded to amend the amendment by reducing line item #113 by \$570,000 in order to hire three fewer field staff.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject the amended amendment by reducing line item #113 by \$570,000 in order to hire three fewer field staff.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt the annual operating budget of \$56,544,895 and an operating budget dues level of \$536, based on 92,243 full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be \$321.75, dues for paraeducators, food service personnel and other Education Support Professionals are to be \$161. Three annual dues remain at \$30.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Act on the Public Relations/Organizing Campaign Budget and Dues for FY 2024-2025

Moved to adopt the Public Relations/Organizing Campaign budget of **\$1,844,860** and a Public Relations/Organizing Campaign dues level of \$1 based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year. Dues for clerical staff and custodians are to be **\$12**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$6**.

Moved and seconded to amend the Public Relations/Organizing Campaign dues level of \$20 to \$1.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject the amendment of the Public Relations/Organizing Campaign dues level of \$20 to \$1.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt the Public Relations/Organizing Campaign budget of **\$1,844,860** and a Public Relations/Organizing Campaign dues level of **\$20**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year. Dues for clerical staff and custodians are to be **\$12**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$6**.

Moved and seconded to reconsider the operating budget and the PR&O budget
Voted to reject reconsidering the operating budget or the PR&O budget.

Elections

Co-Chairs of the Credentials and Ballot Committee, Pam Skinner and Deb Mousley guided the delegates through the election process. Delegates were instructed how to contact the Credentials and Ballot Committee if they experienced any issues with voting. The Co-Chairs explained that they will return with election results when tabulation is completed.

Issues Forum

President Max Page introduced Kathy Greeley, MTA Retired member, and the author of a new book, who spoke on MCAS and the need to upend our current high-stakes testing regime

President Max Page introduced. Annetta Argyres, president of the Professional Staff Union, who talked about the challenge in higher education

President Max Page introduced Karen Surine from the Severa Teachers Association discussed the North Shore campaign for paid family/medical leave.

President Max Page introduced Carrie Currier and Karla Torres from the Andover Education Association, who discussed the living wage campaign that is ongoing in Andover and statewide.

President Max Page introduced Donna Grady, president of the Franklin Education Association who discussed safety issues and safety issues that are ongoing.

Leadership Reports

Report of the Executive Director-Treasurer, Mike Fadel

Executive Director-Treasurer Mike Fadel presented his report.

Adopt the Results of the Election (Attachment D)

Deb Mousley, Co-Chair of the Credentials and Ballots Committee, announced the results of the election (Attachment D).

Vice President:

Deb McCarthy, 598 votes

Yahaira Rodriguez, 276 votes.

Deb McCarthy is elected.

President:

Max Page, 753 votes

Max Page is elected.

Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #5 Decarbonization Task Force Reauthorization

Moved and seconded Whereas, the 2023 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the board and membership which provided a detailed plan with budgetary implications and a timeline,

and whereas, the recommendations are only now starting to be implemented,

and whereas, the Decarbonization Task Force should monitor the implementation of detailed timelines and action steps to help the MTA to achieve carbon neutrality by 2030.

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the UN Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

Without objection moved to close debate.

Voted to approve New Business Item #5 Decarbonization Task Force Reauthorization: Whereas, the 2023 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the board and membership which provided a detailed plan with budgetary implications and a timeline,

and whereas, the recommendations are only now starting to be implemented,

and whereas, the Decarbonization Task Force should monitor the implementation of detailed timelines and action steps to help the MTA to achieve carbon neutrality by 2030.

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the UN Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

New Business Item #6 Refocus MTA on Education in Massachusetts

Moved and seconded: The MTA Board of Directors shall not take positions on matters of international conflict. The MTA will keep our focus on our core mission which is to work collectively with all our members to defend their rights and responsibilities in our collective agreements.

Moved and seconded to amend New Business Item #6 Refocus MTA on Education in Massachusetts : The MTA Board of Directors shall not take positions on matters of international conflict. ~~The MTA will keep our focus on our core mission which is to work collectively with all our members to defend their rights and responsibilities in our collective agreements.~~ until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.

Moved and seconded to close debate.

Voted to close debate.

Voted to amend New Business Item #6 Refocus MTA on Education in Massachusetts : The MTA Board of Directors shall not take positions on matters of international conflict. ~~The MTA will keep our focus on our core mission which is to work collectively with all our members to defend their rights and responsibilities in our collective agreements.~~ until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt as amended New Business Item #6 Refocus MTA on Education in Massachusetts: The MTA Board of Directors shall not take positions on matters of international conflict until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.

New Business Item #7 Publicizing Beyond Thoughts and Prayers.

Moved and seconded: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan's Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Moved and seconded to amend New Business Item #7 Publicizing Beyond Thoughts and Prayers.: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan's Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun) c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject the amendment to New Business Item #7 Publicizing Beyond Thoughts and Prayers.: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan's Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Without objection, Change the timer when voting from 30 seconds to 45 seconds.

Voted to reject New Business Item #7 Publicizing Beyond Thoughts and Prayers: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety

legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan’s Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Moved and seconded to reconsider New Business Item #6 Refocus MTA on Education in Massachusetts

Voted to reject to reconsider New Business Item #6 Refocus MTA on Education in Massachusetts

New Business Item #8 Stop Development of Framework.

Moved and seconded: The MTA will not create a framework for discussing and a set of curriculum resources for learning about the history and current events on the Israeli-Palestinian conflict for educational use.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject New Business Item #8 Stop Development of Framework: The MTA will not create a framework for discussing and a set of curriculum resources for learning about the history and current events on the Israeli-Palestinian conflict for educational use.

New Business Item #9 Written Policy on MTA’s Involvement in International Affairs

Withdrawn by maker.

New Business Item #10 Operations & Facilities Review

Moved and seconded: That MTA’s Executive Director-Treasurer review MTA operations and facilities to make recommendations to the Executive Committee about how to improve support of local affiliates’ ability to organize and represent members before the development of the 2025 Budget. This review shall include data on the effectiveness of the additional new hires for the current fiscal year and any additional new hires for the prospective membership year as of December 31, 2024.

Call for a quorum.

531 delegates were present, which did not constitute a quorum (580). President Max Page instructed the delegation that further motions requiring a vote could be entertained.

Recess

The 179th Annual Meeting of Delegates of the Massachusetts Teachers Association recessed at 3:22 p.m. and resumed business at 3:26 p.m.

Final Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee announced that as of 1:15 p.m. on Saturday, April 27, 2024, during the course of the meeting there were 1,047 delegates onsite or logged in to the virtual platform. The total number of delegates entitled to be present was

2900.

The number of local associations entitled to be present was 385. The number of local associations in attendance was 149.

The number of regional ethnic minority delegates entitled to be present was 50. The number in attendance was 17.

The number of statewide retired district delegates entitled to be present was 190. The number in attendance was 135.

The number of state and county affiliate delegates entitled to be present was 20. The number in attendance was one.

The number of delegates from the board of directors entitled to be present was 68. The number in attendance was 64.

The number of student delegates entitled to be present was . The number in attendance was zero.

No vote was taken since a quorum was not present.

VOTE Voice of Teachers for Education Announcement

Jackie Gorrie and Anne Weiss reported that a total of \$2,100 was collected for VOTE and announced the winners for various prizes.

Points of Personal Privilege

President Max Paged called on delegates to speak on points of personal privilege.

Adjournment

The 179th MTA Annual Meeting of Delegates adjourned at 3:45 p.m.

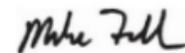
A true record.

ATTEST:



Carolyn Himottu, Official Recorder

ATTEST:



Mike Fadel, Executive Director-Treasurer

ATTACHMENT A
Adoption of Special Meeting Rules



ANNUAL MEETING OF DELEGATES

RECOMMENDED SPECIAL RULES OF THE 2024 MTA ANNUAL MEETING OF DELEGATES

The rules below are the MTA standing rules, adapted as necessary for 2024 to address the hybrid format of the 2024 meeting. The 2024 Annual Meeting Special Rules are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian, the MTA Bylaws and Standing Rules Committee, and are approved and recommended by the MTA Board of Directors.

RULE 1: Certification and Registration

Section 1. Composition of Credentials and Ballot Committee - A Credentials and Ballot Committee shall be appointed by the President for rotating terms of three (3) years.

Section 2. Duties:

The Credentials and Ballot Committee shall be responsible for the supervision of the accreditation of delegates and alternates at meetings of the delegates and for the seating of delegates. The decisions of the Credentials and Ballot Committee shall be final unless overruled by the Meeting(s) of Delegates.

The chair of the Credentials and Ballot Committee shall give a preliminary report at the first business session of the delegates and a final report when the registration is complete. The final report shall include the number of local associations in attendance and the number of eligible local associations not in attendance.

The committee shall be responsible for the conduct of the annual elections held at the Annual Meeting of Delegates.

The chair of the Credentials and Ballot Committee shall present the report of the balloting to the final business session of the Meeting(s) of Delegates.

RULE 2: Delegates and Alternates

Section 1. Certification of Delegates - Each local association shall file with the Executive Director-Treasurer via the systems provided, the list of elected local delegates and alternates by

April 19, 2024, and no additional reporting shall take place after that date. For the purposes of these rules, the term “local” shall be deemed to include all local associations.

Section 2. Alternates

Only an elected alternate, reported to MTA by April 19, 2024 may take the place of an absent delegate and only as authorized by the local president.

RULE 3: Registration/On-line Meeting access

Section 1. Registration procedures at a Meeting of Delegates shall be under the immediate direction of the Credentials and Ballot Committee.

Section 2. At a Meeting of Delegates where candidates are running for election, delegate registration shall begin on the first day of the meeting and shall be closed at the closing of the polls.

Section 3. Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.

Section 4. Quorum shall be established based on the number of delegates in the designated meeting room at the Mass Mutual Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.

Section 5. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.

Section 6. Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

RULE 4: Seating

Section 1. Non-Delegates

(a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.

(b) With the consent of the Meeting(s) of Delegates, a member, guest, or MTA staff may address the meeting.

Section 2. Seating Arrangements

(a) The auditorium seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff.

(b) Proper identification shall determine admittance to the proper section.

(c) Members of the press shall be given appropriate identification and admitted to the area reserved for their use.

(d) MTA staff members who need access to the floor of the meeting shall wear appropriate identification.

(e) The chair and members of each delegation shall assume responsibility for permitting only certified delegates to sit in the section designated for delegates.

- (f) A separate seating area shall be provided specifically for those delegates who prefer to wear masks, and only delegates wearing masks shall be permitted in said area.

RULE 5: Local Delegations

- Section 1. Each local delegation shall elect a chair and vice chair as appropriate.
- Section 2. If a roll call is requested, the AV platform can report individual delegate voting.

RULE 6: Order of Business and Debate

- Section 1. The President and Executive Director-Treasurer will have time on the agenda to add to the printed reports and to respond to questions from the floor.
- Section 2. The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.
- Section 3. The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.
- Section 4. The Meeting(s) of Delegates shall be conducted in accordance with the provisions of the MTA Bylaws.
- Section 5. There shall be an official parliamentarian appointed by the President.
- Section 6. No member shall speak in debate more than once to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating may not conclude their remarks by moving to close debate.
- Section 7. All motions made by delegates participating remotely requiring a second are deemed to be seconded.
- Section 8. Questions on the determination of whether or not an item is one of new business or a resolution shall be conveyed through the Presiding Officer for a decision.
- Section 9. New Business Items
 - (a) New business items without budgetary implications will be followed by Resolutions.
 - (b) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
 - (c) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.

- (d) New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- (e) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- (d) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Section 10. No delegate speaking in debate may move the previous question.

Section 11. With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

Section 12. Delegates need to enter the speaking queue by adding their name to speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

When debate begins, yellow cards shall be recognized first, up to a maximum of five (5) yellow cards, followed by recognition of red/green/yellow or green/red/yellow, and so on. If at any time there are only yellow cards, the standard green/red or red/green progression will continue until more yellow cards are raised, at which time the yellow/green/red or yellow/red/green or red/green or red/yellow will resume.

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition features of the virtual platform to indicate Yellow for "a question or point of order," Green for "in favor," or Red for "Against." Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

Section 13. Executive Session will not be possible during the 2024 Annual Meeting of delegates.

Section 14. Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7: Resolutions

Section 1. Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee prior to 5 p.m. on the

second Friday in January. Any proposed resolution approved by a majority vote of the Resolutions Committee shall be recommended to the Meeting(s) of Delegates, after having been presented to the March meeting of the MTA Board of Directors for its recommendation. If disapproved by the Resolutions Committee, the maker shall be notified prior to 5 p.m. on March 1.

Any proposed resolution not approved by the Resolutions Committee may be resubmitted to the committee for consideration in the following year.

Section 2. All proposed resolutions, insofar as possible, shall be printed in the official publication of the Association and shall be made available to delegates before action is scheduled thereon by the Meeting of Delegates.

Section 3. Resolutions that have been adopted at a previous meeting and are not amended or deleted pursuant to a submission under Section 1, shall continue in effect.

Section 4. All resolutions adopted by the Meeting(s) of Delegates shall be printed as official Association resolutions, as provided for in Rule 13 and as part of the document containing Bylaws and Standing Rules.

Section 5. Any proposed resolutions pending at adjournment of the Meeting of Delegates will be referred to the Resolutions Committee for consideration under Section 1 above.

RULE 8: Amendments to Bylaws and Standing Rules

Section 1. Proposed amendments to the Bylaws adopted upon at the Annual Meeting of Delegates shall be submitted in writing prior to 5 p.m. on the second Friday in January to the Committee on Bylaws and Rules.

Section 2. Amendments to the Standing Rules shall be presented to the Committee on Bylaws and Rules prior to the start of a Meeting of Delegates.

Section 3. Proposed amendments to the Bylaws and the Standing Rules, submitted by individual members of local associations shall be reviewed and, if necessary, combined and/or edited without substantive changes by the Committee on Bylaws and Rules and then submitted to a Meeting of Delegates.

Section 4. (a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.

(b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

Section 5. The Committee on Bylaws and Rules shall recommend to the Annual Meeting of Delegates procedures for consideration of amendments to the Bylaws and Standing Rules.

Section 6. Unless otherwise specified, all amendments to the Bylaws affirmatively adopted by the delegates shall take effect on the first day of the fiscal year next following.

*RULE 9: Nominations and Elections*Section 1.

- (a) In the first report of the Credentials and Ballot Committee, the Executive Director-Treasurer shall cause to be announced to the Annual Meeting the names of those candidates nominated under Article VII, Sections 2B, 3B, 4B, 5B, 6B.
- (b) Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting. Speech may be delivered in-person or remotely via the online meeting platform.
- (c) Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee member, or designee, shall be given three (3) minutes to speak in person to the respective delegates.
- (d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.
- (e) The committee shall report to the Annual Meeting Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2. Elections

- (a) Election shall be held at the Meeting of Delegates on the day when the final business session takes place.
- (b) For the 2024 Annual Meeting of Delegates, the election of candidates is scheduled to start at 11 a.m. on Saturday, after action on the proposed budget, and will take place within the business session (in person or virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately thereafter.
- (c) No other business shall be transacted during the elections. Election results will be presented at the conclusion of whichever item of business is being transacted at the time when the tabulations have been completed and announced.
- (d) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District delegates. The candidates receiving the highest number of votes shall be declared elected.
- (e) In the event of a tie between two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.
- (f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

Section 3. Campaign Expenditures

- (a) All candidates shall be required to file with the Credentials and Ballot Committee a complete account of campaign expenditures within twenty-one (21) days after the Annual Meeting, on a form provided by the Association.
- (b) The Credentials and Ballot Committee shall certify the receipt of these reports.

RULE 10: Distribution of Campaign Materials

- Section 1. All campaign materials shall be properly identified by source and sponsorship.
- Section 2. No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas or where such materials are visible from these areas.
- Section 3. At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.
- Section 4. Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

- Section 1. No electioneering shall be allowed during the time specified for the election.
- Section 2. At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12: Sergeant-at-Arms

The Presiding Officer of the Meeting(s) of Delegates shall appoint a Sergeant-at-Arms.

RULE 13: Distribution of Bylaws, Standing Rules and Resolutions

A copy of the Bylaws, Standing Rules and Resolutions of the Association shall be available upon request to any MTA member as soon as possible after the Annual Meeting of Delegates.

RULE 14: Non-Sexist Terms

All Bylaws, Standing Rules and Resolutions shall be written in non-sexist terms.

ATTACHMENT B

Order of Business



BUSINESS SESSION AGENDA – TENTATIVE, SUBJECT TO CHANGE

FRIDAY, April 26, 2024

12:00 – Recess (approximately 5:30 p.m.)

1. Call to Order (Noon) Max Page, President, Presiding
2. Pledge of Allegiance and The Star-Spangled Banner
3. Land Acknowledgment MTA Members
4. Member Acknowledgement MTA Members
5. Opening Remarks Max Page, President, Presiding
6. Announcements Max Page, President, Presiding
7. Adopt the Preliminary Credentials Report (Quorum) Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
8. Adopt Special Meeting Rules Jacqueline Gordon, Chair, Bylaws and Rules Committee
9. Adopt the Order of Business Max Page, President, Presiding
10. Report on Certified Candidates Pam Skinner and Deb Mousley, Co-Chairs, C&B
11. Recognition of Bargaining Certificate Program Graduates Deb McCarthy, Vice President
12. MTA Video
13. Act on Proposed Amendments to the MTA Standing Rules Jacqueline Gordon, Chair, Bylaws and Rules Committee
14. Act on Proposed Amendments to the MTA Bylaws Jacqueline Gordon, Chair, Bylaws & Rules Committee
15. Act on Proposed New Business Items with/without Budgetary Implications Max Page, President, Presiding
16. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
17. Speeches by Candidates for President and Vice President
18. Recess

SATURDAY, April 27, 2024

9 a.m. – Adjournment

19. Call to Order (9 a.m.) Max Page, President, Presiding
20. Announcements Max Page, President, Presiding
21. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
22. Awards Recognition Max Page, President, Presiding
 - a. Recognition Teacher of the Year De'Shawn Washington, Lexington Education Assn.
 - b. Recognition of Excellence of the Year Karen Torres, Andover Education Assn.
 - c. MTA President's Award Jane McAlevey, Union Organizer and Author
 - d. Friend of Education Citizens for Public Schools
 - e. Friend of Labor Shawn Fain, President, United Auto Workers
23. Act on Proposed New Business Items with Budgetary Implications Max Page, President, Presiding
24. Act on the Recommended Annual Operating Budget and Dues for FY2024-2025 Deb McCarthy, Vice President; Chair, Advisory Budget Committee
 - a. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2024-2025
 - b. Act on the Recommended MTA Annual Operating Budget and Dues for FY2024-2025
25. Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2024-2025 Max Page, Chair of the PR/Organizing Campaign
26. **MTA Elections will start at 11:00 am. If budget action goes beyond 11:00 am, elections will begin immediately after the budget vote.**
27. Issues Forum Max Page, President, Presiding
28. MTA Leadership Reports
 - a. Max Page, President
 - b. Deb McCarthy, Vice President
 - c. Mike Fadel, Executive Director-Treasurer
29. Act on Proposed New Business Items WITHOUT Budgetary Implications Max Page, President, Presiding
30. Act on Proposed Resolutions Deb Gesualdo, Chair, Resolutions Committee
31. Announce the Results of the Election Pam Skinner and Deb Mousley, Co-Chairs, C&B
32. Adopt the Final Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
33. Announce the Results of Any Runoff Election (if Necessary) Pam Skinner and Deb Mousley, Co-Chairs, C&B
34. Announcements and Points of Personal Privilege
35. VOTE Giveaway
36. Closing Comments Max Page, President, Presiding
37. Adjournment

ATTACHMENT C
Report on Certified Candidates

CERTIFIED CANDIDATES

Certification of Nomination Papers for Elections at 2024 MTA Annual Meeting

**MTA President, MTA Vice President,
Board Of Directors - District Seats and
At-Large Director For Ethnic Minority Membership;
Retired Members Committee**

March 7, 2024

Official Record

In accordance with *MTA Bylaws*, it is hereby certified that the candidates for the positions indicated below have filed proper nomination papers as required by Article VII of the Bylaws of the Massachusetts Teachers Association.

The order of the candidates' names on this document reflects the results of the lottery conducted by the Credentials and Ballot Committee. It shall be the order of placement of certified candidates on the election ballot at the Annual Meeting.

* **Election Waiver** according to *MTA Bylaws, Article VII, Section 3 D. (5), Section 3 G. (1), Section 3 H. (1), Section 4 C. (1), Section 5 C. (3), and Section 6 C. (2)*, applicable to seats on the Board of Directors and the Executive Committee, if the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate(s) declared elected. Therefore, the candidates indicated with an asterisk (*) are elected.



Deborah Mousley (Mar 7, 2024 15:49 EST)

DEB MOUSLEY, Co-Chair
MTA Credentials & Ballot Committee

2024 CANDIDATES

MTA PRESIDENT

Two-Year Term, Commencing July 15, 2024
Max Page

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2024
Deb McCarthy
Yahaira Rodriguez

MTA BOARD OF DIRECTORS

All Board seats below are one seat per race.
Each seat is a Three-Year Term, Commencing July 1, 2024.

AT-LARGE DIRECTOR for Ethnic Minority Membership

Rosa Lopez-Whitehill *

DISTRICT DIRECTOR

DISTRICT 7B
Rick Maynard *

DISTRICT 9B
No Candidates

DISTRICT 10
Kirsten Frazier

DISTRICT 35C
Christopher Szlachak *

DISTRICT 42C
Cherian Armstrong *

DISTRICT 14D
Sarah Ke...

DISTRICT 28D
No Candidates

DISTRICT 32D
Truong Dinh *

DISTRICT 30E
No Candidates

DISTRICT 23F
Jennifer Zabelsky *

DISTRICT 24F
Laura Newton *

* Indicates Elected by Waiver

2024 CANDIDATES

DISTRICT 25F

No Candidates

DISTRICT 19G

Robert (Bobby) Travers *

DISTRICT 44H

Paul Johansen *

DISTRICT 46H

Jeanne Brunner *

DISTRICT 47H

No Candidates

MTA RETIRED MEMBERS COMMITTEE

Four Seats - Two-Year Term, Commencing
July 1, 2024

Ora Gladstone *

Kathy Greeley *

Rick Last *

Rafael Moure-Eraso

* Indicates Elected by Voter

2024

**ATTACHMENT D
Results of the Election**

**OFFICIAL TABULATION OF ELECTIONS
CERTIFIED RESULTS**

**ANNUAL MEETING OF DELEGATES
APRIL 26 - 27, 2024
* = ELECTED**

UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE

MTA PRESIDENT

Two-Year Term, Commencing July 1, 2024

Candidate _____ Votes _____

Max Page * 77

MTA VICE PRESIDENT

Term, Commencing July 15, 2024

Candidate _____ Votes _____

McCarthy * 598
Yan Rodriguez 276

Elected by Waiver: If the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate declared elected. Therefore, the following are elected via the election waiver:

BOARD OF DIRECTORS – Three-year terms, Commencing July 1, 2024

- Rosa Lopez-Whitehill, At-Large Director for Ethnic Minority Membership
- Rick Maynard, District 7B
- Kirsten Frazier, District 10B
- Christopher Szkutak, District 35C
- Cherian Armstrong, District 42C
- Sarah McKeon, District 14D

Tabulation of Elections, 2024 Annual Meeting Page 1 of 2

Elected by Waiver, continued

Board of Directors election, continued

Truong Dinh, District 32D
Jennifer Zabelsky, District 23F
Laura Newton, District 24F
Robert (Bobby) Travers, District 19G
Paul Johansen, District 40H
Jeanne Brunner, District

RETIRED MEMBERS COMMITTEE Two-year terms, Commencing July 1, 2024

Ora Goldstone
Kathy Greeley
Last
Rafael Moure-Era

Certified Results, Approved by: MTA Credentials and Ballot Committee:

Deborah Mousley, Co-Chair
MTA Credentials and Ballot Committee



POWER COLLECTIVE



MASSMUTUAL CENTER

1277 Main St., Springfield, MA - 01103

CONNECT WITH US

 [massteacher.org](https://www.massteacher.org) | [mtatoday.org](https://www.mtatoday.org)

 [facebook@massteacher](https://www.facebook.com/massteacher)

 [instagram@massteacher](https://www.instagram.com/massteacher)