

2025 FORM FOR NEW BUSINESS ITEMS

Recognition of Heritage Months

NBI Name			
Elizabeth Goldberg		Norwood Teachers Association	
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Yahaira Rodriguez		Educational Association of Worcester, Inc.	
Delegate Seconding the Motion	Cell	Email	Association Represented or Retired

According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

MTA will create a policy to acknowledge all heritage months that were federally recognized as of 2024; the months that will be recognized are as follows: Black History Month; Women’ History month; Arab American Heritage Month; Jewish American Heritage Month; Asian American, Native Hawaiian and Pacific Islander Heritage Month; LGBTQ Pride month; Caribbean-American Heritage Month; Immigrant Heritage Month; Hispanic Heritage Month; and Native American Heritage Month. If and when additional federal heritage months are recognized, they can be added to this list. This acknowledgment shall include: at least one social media post about each heritage month, acknowledgment of the heritage month at any MTA events occurring during that month, and inclusion of each heritage month in MTA’s calendar on their website.

SUBMITTER’S RATIONALE:

While it’s important to recognize and celebrate diversity all year long, the heritage months are a way to focus a period of time on a particular group’s heritage and identity, in order to bring awareness of that group, and highlight the important role they have played in our country’s history. The current administration is removing these heritage months at the federal level, which is only serving to divide us. A written policy to recognize these months is a way to ensure that MTA continues the fight for these months to live on, and for our diverse body of educators and students to see themselves represented among the people of Massachusetts. A policy to recognize each of these months, as the federal government did prior to the current administration, will ensure that marginalized communities will have their histories and cultures shared with educators without having to constantly fight for a voice at the table.

DUES IMPACT:

None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

\$0; 36 hours

NEW BUSINESS ITEMS submitted 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 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.

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). These may be considered during the meeting in the order in which they are received.

Submit to MTAGovernance@massteacher.org

If you have any questions, please contact Jennifer Freeling, Director of Governance and Administration Division at jfreeling@massteacher.org.