



Friday, March 28, 2025 – Saturday, March 29, 2025

Agenda Items / Action Taken	Action Assignment / Next Step
Received a land acknowledgment from Board Director member Roxanne Campbell	None Required.
Received a Trans Visibility Day acknowledgment from Board Director member Roxanne Campbell	None Required.
Received a member acknowledgment from NEA Director Christine Mulroney.	None Required.
Approved the Minutes of the Board of Directors meeting February 7-8, 2025.	Governance and Administration.
Approved the Special Minutes of the Board of Directors meeting March 6, 2025.	Governance and Administration.
Received the following reports: <ul style="list-style-type: none"> • Financial Report of the Treasurer (FY 2024-2025) <ul style="list-style-type: none"> ○ Financial Overview ○ Comparative Statement of Financial Position and Balance Sheet Analysis ○ Comparative Summary Statement of Operations and Analysis ○ Detail Statement of Operations ○ Comparative Analysis of Membership Totals ○ Report on MTA/NEA Membership ○ Contingency Report ○ Fiscal Year 990 Tax Return • Field and Organizing Report (prek-12 & Higher Ed) • Public Relations/Organizing Campaign Expense Report • Status of Donations Account • MTAB Financials • Legislation, Policy, and Political Action Report • Training & Professional Learning (TPL) Report • Legal Report 	None Required.
Adopted the 2026-2027 Governance Calendar as amended: The December 2026 Board of Directors Meeting to be held virtually. (Attachment A)	Governance and Administration.



ACTIONS TAKEN

HIGHLIGHTS FROM
Board of Director Meeting



Received Blueprint Update: Communications Division from Amanda Torres-Price, Director of Communications	None Required.
Received Annual Report: MTA Retirement Plan Committee from Anne Wass, Chair	None Required.
<p>Received recommendations of the MTA Bylaws and Rules Committee for Proposed Amendments to the <i>MTA Bylaws and Standing Rules</i> for Final Adoption by the 2025 Annual Meeting of Delegates</p> <p>Voted (40-15) to recommend adoption of the proposed amendment Number 1: Article IV Finance to the 2025 Annual Meeting of Delegates (Attachment B)</p>	Governance and Administration.
Received report on Potential 2026 Ballot Initiatives and Decision Points from Paul McClory, Director of Grassroots Campaigns.	None required.
Adopted the Recommendation of the Local Office Support Task Force to recommend the proposed Policy to the 2025 Annual Meeting of Delegates. (Attachment C)	Governance and Administration and Finance and Accounting.
Recognized Guest Speakers.	None required.
Discussed the Political Landscape.	None required.
Received presentation on Wages and Living Conditions of Faculty and Staff at Public Higher Education Institutions in Massachusetts.	None required.
Received Legislative and Campaign Updates.	None required.
<p>Adopted 2025.03.28-29 NBI05 Amend Policy 95.30.10 as amended:</p> <p>For MTA Staff, Members of MTA Committees, Authorized Delegates, Others: The maximum total daily meal expense per member will be equal to the US General Services Administration (USGSA) meals and incidental expenses (M&IE) rate for Boston/Cambridge. Alcoholic beverages will not be reimbursed. When organizational meal functions are scheduled, additional meal expenses will not be paid.</p> <p>For MTA Executive Committee & Board of Directors: The maximum total daily meal expense per member shall not exceed the US General Services Administration (USGSA) meals and incidental expenses (M&IE) rate for Boston/Cambridge unless they are hosting a District or Region meeting which shall be reimbursed 1.25 times US General Services Administration (USGSA)</p>	Governance and Administration, Finance and Accounting and Human Resources.



<p>meals and incidental expenses (M&IE) rate for Boston/Cambridge. Alcoholic beverages will not be reimbursed. When organizational meal functions are scheduled, additional meal expenses will not be paid.</p>	
<p>Postponed until the June Board of Directors meeting the following agenda items:</p> <ul style="list-style-type: none"> b. Amend Policy 10.55 Annual Meeting Preconvention Meetings (second read) c. Amend Policy #180.30.10 Salary of the President and Vice President (second read) d. Proposed New Policy – Acceptable Use Policy (second read) e. Proposed New Policy #165 National Education Association – NEA Resolutions Committee (second read) f. New Policy 20.25.15 Guest Speaker and Observer Norms (second read) g. Amend 20.05.14 Guest Speaker Recognition Procedure (second read) h. Amend 20.25.17 Guidelines for Streamlining and Conduct of Board Meetings (second read) i. Amend Policy 175.45 Hiring Policy (second read) 	<p>Governance and Administration</p>
<p>Adopted New Section to Policy 10. Section 10.60 Distribution of Materials and Sign-Holding</p> <ul style="list-style-type: none"> • Members, including delegates and non-delegates, as well as approved exhibitors, may distribute materials outside of the business session hall. All materials will include identification of the organization or group that is distributing them. • Delegates may share materials within the business session hall only within their own local association. • No sign-holding will be permitted either in the business hall or any external areas in the building like registration, exhibit hall, etc., except in the case of Candidate Campaigning. • Any questions and complaints about this policy should be directed to the following people: Director of Governance, Sergeant at Arms, or the Chair of the Credentials and Ballot Committee. 	<p>Governance and Administration</p>
<p>Adopted 2025.03.28-29.2025 NBI03 Task Force for MTA webpage as amended: The MTA web page entitled “Resources on the Conflict in the Middle East” will be reviewed by a Task Force will be formed to complete this process. This Task Force will ensure that the resources will be a balance of history, curriculum, visual arts and film materials representing both the Palestinian and Jewish/Israeli perspectives. This process does not preclude the inclusion of neutral resources. All existing and newly added materials will be meticulously reviewed to ensure they do not promote hate against a protected class or deny the self-determination of any protected class.</p>	<p>Governance and Administration, Training and Professional Learning and Communications.</p>



<p>The Task Force will present to the Board a summary detailing. This approach ensures transparency, equity, and a commitment to balanced and inclusive educational materials. The Task Force will consult with the NEA Center for International Relations and through them, Educational International.</p>	
<p>Adopted recommendation of proposed amendments to the <i>MTA Resolutions</i> by the Resolutions Committee to the 2025 Annual Meeting of Delegates (Attachment D).</p>	<p>Governance and Administration</p>
<p>Received a report on the recommendation of the Electoral Review Committee for the proposed MTA Electoral District and Region Plan for action by the 2025 Annual Meeting of Delegates.</p>	<p>Governance and Administration</p>
<p>Adopted that the MTA Board of Directors sign the Petition (Attachment E).</p>	<p>Governance and Administration</p>
<p>Received and Discussed the Preliminary Budget for 2025-2026, as Recommended by the Executive Committee</p>	<p>Governance and Administration and Finance and Accounting.</p>
<p>Adopted the Recommendation of the Executive Committee for the Preliminary Operating Budget and Dues Level for 2025-2026 for Recommendation to the 2025 Annual Meeting of Delegates as amended: the Annual Operating Budget of \$58,692,057 and an Operating Budget dues level of \$550, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year. Dues for clerical staff and custodians are to be \$330; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$165.</p> <p>Amended by reducing line 23 by \$25,000 and moving \$25,000 to Line 92 for the purpose of creating an MTA mobile app to organize members and improve two-way communication.</p>	<p>Governance and Administration and Finance and Accounting.</p>
<p>Adopted the Recommendation of the Executive Committee for the Preliminary Public Relations/Organizing Campaign Budget and Dues Level for 2025-2026 for Recommendation to the 2025 Annual Meeting of Delegates: the Annual 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 2025-2026 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.</p>	<p>Governance and Administration and Finance and Accounting.</p>
<p>Executive Session: Adopted the Recommendation of the Executive Committee for Stacy Davis Gates, President, Chicago Teachers Union as the Recipient of the 2025 MTA</p>	<p>Governance and Administration.</p>



Friend of Education Award.	
Executive Session: Adopted United States Congresswoman Alexandria Ocasio-Cortez as the Recipient of the 2025 MTA President’s Award.	Governance and Administration.
Executive Session: Adopted the Recommendation of the Executive Committee for Chrissy Lynch, President, Mass AFL-CIO as the Recipient of the 2025 MTA Friend of Labor Award.	Governance and Administration.
Received Board of Directors At-Large Report from ESP Members: Yahaira Rodriguez, <i>At-Large ESP Executive Committee member</i> and Holly Currier, <i>At-Large Director for ESPs</i> .	None required.
Received Board of Directors At Large Report from Ethnic Minority Member Rosa Lopez-Whitehill, At Large Director for Ethnic Minority Membership, and Elizabeth Tyrell, At-Large Ethnic Minority Executive Committee Member.	None required.
Received Board of Directors Retired Members Report from Andrei Joseph, Statewide Retired Region Executive Committee member.	None required.
Received NEA Director Report from Christine Mulroney, NEA Director.	None required.
Voted to convert the June 2025 meeting of the Board of Directors to an online-only format and rescheduled at such a time that does not conflict with Boston Pride.	Governance and Administration.

ATTACHMENT A

Governance Calendar 2026-2027

2026-2027 MTA Governance Calendar

Executive Committee Meetings	Board of Directors Meetings
EC Retreat Dates: Wednesday-Friday, July 15-17, 2026 Location: MTA Headquarters, Quincy	New BOD Orientation, Retreat and Meeting Dates: Friday-Sunday, July 24-26, 2026 Location: UMASS Amherst
Friday, September 18, 2026 Location: <i>*collocated with All Presidents Meeting</i>	Friday/Saturday, October 16-17, 2026 Location:
Friday, November 6, 2026 Location: TBD	Saturday, December 12, 2026 Location: remote
Friday, January 15, 2027 Location: TBD	Friday/Saturday, February 5-6, 2027 Location: TBD
Friday, February 26, 2027 Location: TBD	Friday/Saturday, March 26-27, 2027 Location: TBD
2027 Annual Meeting of Delegates, Hynes Convention Center, Boston, MA May 14-15, 2027	
Friday, June 4, 2027 Location: MTA Headquarters, Quincy	Friday/Saturday, June 11-12, 2027 Location: TBD

New Board Orientation..... July 24, 2026
All Presidents’ Meeting.....September 19, 2026
Ethnically Marginalized Affairs Committee Conference..... December 3-4, 2026
All Presidents Meeting collocated with Union SkillsJanuary 22-23, 2027 OR January 29-30, 2027
Early Career Educators ConferenceTBD
ESP Conference April 2-3, 2027 OR April 9-10, 2027
2027 NEA Representative Assembly, Indianapolis, INJuly 1-July 5, 2027

ATTACHMENT B

2025	
PROPOSED AMENDMENT TO THE MTA BYLAWS	
<p>Name of Proposed Amendment: Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues</p>	
PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>Indicate Bylaw Article and Section/s:</p> <div style="border: 1px solid black; padding: 5px; margin: 5px;"> <p>Article IV: Section 1.C and Section 2.A(1)</p> </div>	<p>Indicate Bylaw Article and Section/s:</p> <div style="border: 1px solid black; padding: 5px; margin: 5px;"> <p>Article IV: Section 1.C and Section 2.A(1)</p> </div>
<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 style="padding-left: 40px;">A. Active Members</p> <p style="padding-left: 80px;">(1) Full-Time Dues</p> <p style="padding-left: 120px;">Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.</p>	<p style="color: green;"><i>Proposed changes shown as strikethrough (removed) and underlined (added)</i></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 style="padding-left: 40px;">A. Active Members</p> <p style="padding-left: 80px;">(1) Full-Time Dues</p> <p style="padding-left: 120px;">Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.</p> <p style="padding-left: 120px;"><u>The full-time dues shall increase each year by 2.5% and will be reflected in the budget that</u></p>



	<p><u>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>
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Impact Statement:

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.

Submitted by:

Max Page, MTA President. Local: MA Society of Professors
Deb McCarthy, MTA Vice President. Local: Hull Teachers Assn.

Bylaws and Rules Committee:

Recommends Adoption (8 – 0)

MTA Board of Directors:

Recommends Adoption (40-15)

ATTACHMENT C**Local Support Policy Proposal**

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. 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
2. 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. 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. The local association shall submit applications on an annual basis on or before December 31st.
5. Members and potential members 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 January 1. A sample template will be provided by the Division of Field and Organizing.
6. Local Support will be calculated based on full-time equivalents.
7. The amount of 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.

8. 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 Support has been filed and that their presence at the appeal is requested.
9. 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.

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.

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

- 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

ATTACHMENT D**Proposed Amendments to the MTA Resolutions****Recommended by the Resolutions Committee on Feb. 25, 2025****Resolutions Committee members:**

Deb Gesualdo, Chair

Conner Bourgoin

Joanna Gonsalves

Amy Morin

Penelope Jennewein

Rachel Hebert

Keith Michon Jr.

Mary MacDonald, Staff Consultant

Laura Mullen, Staff Assistant

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)

ATTACHMENT E**PETITION**

The labor movement holds one value above all others: solidarity. An injury to one is an injury to all. Labor demands an end to the Trump administration's assaults on immigrant workers and freedom of speech.

We will not stand by as President Donald Trump terrorizes immigrant workers with abduction, detention, and confinement without due process in unmarked facilities, far-flung detention centers, and a notorious prison in El Salvador.

The attacks are ramping up, and we need to act fast.

In Washington state, Immigration and Customs Enforcement agents locked up SEIU Local 925 member Lewelyn Dixon, a lab tech at the University of Washington, when she returned from a family trip. They smashed a car window and detained farmworker Alfredo "Lelo" Juarez, a leader in the berry-pickers union Familias Unidas para la Justicia, on his way to drop off his partner at work.

In Massachusetts, federal immigration agents snatched Rumeysa Ozturk, a graduate student at Tufts University on a student visa and an SEIU Local 509 member, on her way to Ramadan services. She had written an op-ed in the student newspaper in support of Palestine.

In New York, they abducted Mahmoud Khalil, a recent Columbia University graduate and United Auto Workers Local 2710 member, for protesting the genocide in Gaza. They also took many others whose names aren't public yet.

This administration attacked these members of our communities on their way to work, on their way to worship, on their way home. They locked them up after organizing their workplaces and speaking their minds. And they did that on purpose. They want to create a culture of fear. We must not bow to it.

We call on the Trump administration to immediately release our fellow workers and to stop this campaign of terror.

We call on all employers and state and local governments to refuse to collaborate with these attacks, and to do everything they can to resist.

We call on all elected officials to find their spines and stand up for these upstanding workers.



We call on all unions to organize rallies and demonstrations to demand that the administration stops these attacks and frees our fellow workers. We are going to have to disrupt business as usual to stop Trump's deportation machine.

Please sign this call and add your name to a growing list standing up to Trump's campaign of terror.