



Friday, June 13, 2025

Agenda Items / Action Taken	Action Assignment / Next Step
Received a land acknowledgment from Executive Committee member Elizabeth Tyrell.	None Required.
Received a member acknowledgment from Board Director Jacquelyn Rehm.	None Required.
Received an Asian and Pacific Islander Heritage acknowledgement from Board Director Roxanne Campbell.	None Required.
Received a Lesbian Gay Bisexual Transgender and Queer (LGBTQ) Pride Month acknowledgement from Executive Committee member Kirsten Frazier.	None Required.
Received a Jewish American Heritage Month acknowledgement from Board Director Elizabeth Goldberg.	None Required.
Approved the Adoption of the Order of Business.	None Required.
Recognized guest speakers.	None Required.
Introduced incoming Board Directors and acknowledged the outgoing Board Directors.	None Required.
Approved the Minutes of the Board of Directors meeting March 28-29, 2025.	Governance and Administration.
Approved the Annual Reports from MTA Committees.	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 ○ MTA/NEA Membership 	None Required.



<ul style="list-style-type: none"> ○ Contingency Report ● 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 ● Sunsetting Committees/Task Forces <ul style="list-style-type: none"> ○ Anti-Racism Task Force ○ Decarbonization Task Force ○ Board Policy Review Task Force ○ Ad Hoc Annual Meeting Task Force 	
<p>Approved that the Board endorses the Membership Plan, with an understanding that it will be updated based on input from this meeting, as well as the Field and Organizing retreat, and an updated version will come to the EC and Board.</p>	<p>Governance and Administration and Field and Organizing</p>
<p>Received an update on Lease Agreements.</p>	<p>None Required.</p>
<p>Received an update on Campaigns and State Budget - Noah Berger, Director of Legislation, Policy, and Political Action Division and Paul McClory, Director of Grassroots Campaigns.</p>	<p>None Required.</p>
<p>Adopted New Policy 20.25.15 Guest Speaker and Observer Norms (second read):</p> <p>The Massachusetts Teachers Association is committed to providing a respectful and inclusive environment for all participants. We expect all attendees, presenters, exhibitors, and volunteers to abide by the following Code of Conduct:</p> <p>Treat all individuals with respect, empathy, and kindness, fostering an environment free from harassment, discrimination, and offensive behavior. Encourage diverse perspectives, experiences, and ideas. Harassment of any kind, including but not limited to verbal, written, or physical conduct that is intimidating, offensive, or discriminatory, will not be tolerated. This includes offensive language, gestures, imagery, or unwelcome attention. Respect the privacy and boundaries of others. Participants who observe or are affected by any of these are asked to report such to either Board member appointed by the Chair for this purpose. Any participant who violates these norms may be subject to sanction, including expulsion from the meeting.</p>	<p>Governance and Administration</p>
<p>Adopted Amended 20.05.14 Guest Speaker Recognition Procedure (second read):</p> <p>Proposed Amendment:</p> <p>20.05.14 Guest Speaker Recognition Procedure</p>	<p>Governance and Administration</p>



<ul style="list-style-type: none"> • A 30-minute period, prior to Action Items, shall be available for members to address the Board on specific agenda items or other issues that are of concern. This time is reserved for MTA members who are not on the Board. • There will be a strict limit of two (2) minutes for each guest speaker. • A guest speaker who wishes to address the Board must register with MTA Governance (MTAGovernance@massteacher.org) no later than noon on the Thursday immediately before the Board meeting. Guest speakers: <ul style="list-style-type: none"> ○ May attend in-person; or ○ May submit video testimony; or ○ May ask their Board Director to read written comments on their behalf; or ○ May submit written testimony. <ul style="list-style-type: none"> ▪ Members who submit video testimony are encouraged to send in written comments in the event of technical difficulty. • Speakers will be heard in the order in which they are registered. • The Vice President or designee will keep the time and the time limit will be strictly enforced. • Depending on the number of persons registered, speakers may be asked to limit their remarks in order to hear as many as possible within the time allowed. • If no speakers are registered, the order of business as adopted will continue. • No motions or debate shall take place during the guest speaker recognition period. • A copy of the policy will be mailed with the Board agenda to those who receive that agenda. The procedure will be explained at the commencement of each Board meeting. • This policy may be waived by a majority vote of the Board of Directors. 	
<p>Adopted Amended 20.25.17 Guidelines for Streamlining and Conduct of Board Meetings (second read):</p> <p>Proposed Amendment to Policy #20.25.17 Guidelines for Streamlining and Conduct of Board Meetings</p> <ol style="list-style-type: none"> 1. Board meetings will start on time. The purpose of Board meetings is to conduct the business of the Association for as long as it takes. Therefore, there is no set time for adjournment. 2. Preparation (reading materials sent in advance) is the best vehicle to a more efficient meeting. 3. When Board materials are received, there is an expectation that Board members will call their Executive Committee members for information. Executive Committee members should have meetings with the Board members in their region prior to each Board meeting. 	<p>Governance and Administration</p>



<ol style="list-style-type: none"> 4. Specific issues germane only to individual locals should be dealt with away from the Board meetings. 5. All written reports will be read by the Board in advance. Information in the written report will not be repeated verbally. There will be an opportunity for questions and answers for a few minutes on each report. 6. The meeting will be conducted in accordance with Roberts' Rules of Order, Newly Revised, except where MTA has set other rules by policy or bylaw. 7. The Vice President will maintain the speaking order for the President. 8. The President will appoint one Executive Committee member as one point of contact for guest conduct referrals or complaints. The Board of Directors will elect one point of contact for guest conduct referrals or complaints. The terms for both positions shall be one (1) year. 9. The following statement will be on display prior to the Guest Speaker portion of the meeting: <p style="margin-left: 40px;">At every board meeting we reserve 30 minutes for members of the MTA who may wish to speak either in person or by video testimony. All comments will be accepted as advice but may not be responded to tonight. If you request follow-up, provide your contact information and indicate in your remarks if you would like follow-up. Remarks including any personal attacks about anyone, including members of the MTA Staff or members of the board, will not be tolerated.</p> 	
<p>Motion failed to include only Board Members in Executive Session after the Personnel Report.</p>	None Required.
<p>Executive Session: Presented and discussed Potential Ballot Initiatives.</p>	None Required.
<p>Executive Session: Discussed the Personnel Update and received an EEO Verbal Officer Report.</p>	None Required.
<p>Executive Session: Discussed the Labor Relations Report.</p>	None Required.
<p>Nominated candidates for election of two (2) members of the Board to serve on the Committee to Evaluate Executive Director-Treasurer (CEED) for two-year terms (July 1, 2025 – June 30, 2027).</p>	Governance and Administration.
<p>Adopted AM2025 NBI08 Defending Academic Freedom:</p> <p style="margin-left: 40px;">In order to help safeguard our members' academic freedom and First Amendment rights and protect them from harm in an increasingly repressive environment, the MTA will take appropriate action including but not limited to the following in response to attacks against them:</p>	Governance and Administration.



1. Create and publicize a mechanism like an online First Amendment violation and censorship tracker for reporting and tracking incidents of educators who are retaliated against for exercising academic freedom and their First Amendment rights and report the data to the membership on the MTA website, and via email in the “Latest News from the Massachusetts Teachers Association” and “MTA Union News” newsletters.
2. The MTA President and Vice President or their designated representative will reach out and/or respond to members facing retaliation or harassment for their protected speech or for exercising academic freedom and their locals to find out what kind of support they need.
3. Create legal resources that inform members about their academic freedom rights while carrying out their professional responsibilities and their First Amendment rights both inside and outside of their education institutions. The resources will also advise members about steps to take if they believe their academic freedom and/or First Amendment rights are being violated. These resources will be distributed to all members and local leaders and made easily accessible via the MTA website and other means.
4. Provide education for MTA staff and all interested members and local leaders on academic freedom, the First Amendment rights of students and educators, including staff, and how to respond when these rights are under attack. Training workshops should be provided by December 31, 2025, and annually thereafter. The education should include the following concepts in addition to general concepts of academic freedom and First Amendment rights:
 - a. The weaponization of the concept of oppression to censor curriculum, ban books, and silence diverse viewpoints in public education spaces.
 - b. Dishonest redefinitions of existing terminology used to discuss oppression and oppressive structures, as well as the invention of new terminology. Examples of this weaponization include, but are not limited to:
 - i. The redefinition of “Critical Race Theory (CRT),” an academic and legal framework that posits that systemic racism is part of American history and society, but which has been redefined by some groups to mean things like “teaching children to hate white people” or “reverse racism.”
 - c. ii. The invention of “Critical Social Justice Ideology (CSJ),” a new umbrella term that is being used to fight efforts to include the history and perspectives of BIPOC and LGBTQ+ people in educational curricula.
 - d. iii. The dangerous and reductive redefinition of “antisemitism” where criticism of the state of Israel and the political ideology of Zionism are weaponized to suppress teaching and learning about Palestinians and Palestine.
5. Oppose legislative mandates to adopt curricula produced by organizations advancing revisionist agendas, like the ones above that seek to eliminate a diversity of perspectives.



<p>Adopted Proposed New Policy #165 National Education Association – NEA Resolutions Committee (second read):</p> <p>ELECTION OF NEA RESOLUTIONS COMMITTEE MEMBERS</p> <p>A. The term of service on the NEA Resolutions Committee shall be for two (2) years, from September 1 to August 31.</p> <p>A. The election of members of the committee will occur on a staggered basis, with half the seats to which the MTA is entitled elected every year. Per the NEA’s guidelines, no member may serve more than six (6) years. To comply with this rule, a two-year term may be adjusted to a one-year term to prevent a member from serving more than the maximum six (6) years.</p> <p>A. Resolutions Committee members will be elected by NEA-RA delegates in attendance at the second on-site caucus meeting of MTA delegates, wherein delegates may vote for a number of candidates up to the number of seats to be filled. Candidates shall be ranked in order of votes received, filling the seats subject to election in descending order of votes won until all available seats are filled.</p> <p>A. Alternate members of the committee will be elected at the following caucus meeting at the same RA, with alternates filling any seats vacated during the following year in descending order of votes won during the most recent vote. Members who ran for, but were not elected to, Resolutions committee seats may run as an alternate. Each alternate will be elected to a one-year term.</p> <p>A. As part of the transition, half the members of the resolutions committee elected in 2025 will serve a one-year term.</p>	<p>Governance and Administration.</p>
<p>Adopted 2025.06.13 NBI 04 MTA Board NBI Form LGBTQ+ Committee Charges:</p> <p>Review of Committee Charges</p> <p>The LGBTQ+ Committee undertakes the following activities:</p> <ul style="list-style-type: none"> - Celebrates and shares the gains and accomplishments of members of the LGBTQ+ community; -Identifies concerns of LGBTQ+ members and students; - Recommends to the Board of Directors mechanisms to address those concerns; -Monitors the implementation and effectiveness of LGBTQ+ membership activities; - Develops resources and workshops on LGBTQ+ topics; - Communicates to MTA members activities that are of concern to the LGBTQ+ Community; - Heads and oversees the implementation of MTA LGBTQ+ Summits and/or 	<p>Governance and Administration.</p>



ACTIONS TAKEN

HIGHLIGHTS FROM
Board of Director Meeting



Conferences, with the assistance of MTA Staff, including but not limited to, workshops, presenters, keynote speakers, materials, event dates and location, exhibitors, and other logistics.	
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