



Saturday, July 26, 2025 – Sunday, July 27, 2025

Agenda Items / Action Taken	Action Assignment / Next Step
<p>Approved to suspend the rules in order to take up solidarity resolution:</p> <p>Approved as amended that the Massachusetts Teachers Association (MTA) stands in strong solidarity with Unite Here Local 26 as its members strike for fair wages and to resist harmful automation at Fenway Park. We are especially proud to stand with those striking workers who are also members of the MTA and other union education workers.</p> <p>When union members stand up and demand better, it lifts all of us. The fight for dignity, fairness, and economic justice does not end at the gates of Fenway Park—it begins there.</p> <p>MTA will inform all of its members: if you attend events at Fenway Park, please do not purchase food, beverages, or merchandise until a fair contract is reached.</p> <p>We call on Aramark to return to the bargaining table and settle the contract immediately.</p> <p>We also urge the Red Sox organization to take an active role in resolving this dispute so that workers—and Red Sox supporters—can return to enjoying America’s favorite ballpark together.</p>	<p>Governance and Administration/Communications.</p>
<p>Approved Annual Meeting NBI 01 Contract Language Protecting Marginalized Workers:</p> <p>We direct the MTA Staff to create a strong, model contract language protecting members of marginalized groups from discrimination in the workplace, including unjust discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, gender identity, or perceived immigration status.</p>	<p>Governance and Administration/Bargaining Campaigns and Strategy Team.</p>
<p>Approved Annual Meeting NBI 02 Back from the Brink of Nuclear War:</p> <p>A nuclear war would kill most of the global population either directly or through starvation resulting from the “nuclear winter” that would follow [1]. Our world has come within a hair’s breadth of nuclear destruction on multiple occasions. We have avoided that fate through a combination of sheer luck and the courage and wise judgment of a handful of individuals.</p>	<p>Governance and Administration/Communications/Field & Organizing/Legislation , Policy & Political Action.</p>



In the estimation of many informed observers, the danger of a nuclear war – intentional or accidental – is currently as great as it has ever been. The heating of the planet due to carbon pollution further increases the risk of nuclear confrontation, as nuclear-armed states compete for water and other resources [2]. Yet the world’s nine nuclear powers continue to oppose disarmament. The US government is the most powerful of that group and also bears more moral responsibility for this problem than the others. As such, it has an urgent duty to take the lead in preventing nuclear war.

The Massachusetts Teachers Association endorses the platform of the Back from the Brink campaign, which calls on the US government to:

- Actively pursue a verifiable agreement among nuclear-armed states to eliminate their arsenals;
- Renounce the option of using nuclear weapons first;
- End the sole, unchecked authority of any U.S. president to launch a nuclear attack;
- Take U.S. nuclear weapons off hair-trigger alert; and
- Cancel the plan to replace the entire U.S. nuclear arsenal with enhanced weapons. [3]

The MTA also commits to the following actions between now and December 31, 2025:

- Compiling and disseminating the K-12 curricular resources developed by WGBH to all MTA locals and members. They are available at <https://mass.pbslearningmedia.org/collection/nuclear-weapons-and-security-policy/>
- Sharing this resolution with all sibling unions in National Education Association (NEA), with the board of the Massachusetts AFL-CIO, with all members of the Massachusetts Congressional delegation, with MA state legislators, and with the union’s press contacts.

Notes

[1] Lili Xia, et al., “Global Food Insecurity and Famine from Reduced Crop, Marine Fishery and Livestock Production Due to Climate Disruption from Nuclear War Soot Injection,” *Nature Food* 3 (2022): 586–96.

[2] Asha Asokan and Ira Helfand, “Climate Change and Water Scarcity Will Increase Risk of Nuclear Catastrophe in South Asia,” *Bulletin of the Atomic Scientists* 78, no. 4 (2022): 214–17.

[3] <https://preventnuclearwar.org/>



<p>Approved Annual Meeting NBI 03 Fossil Fuel Divestment:</p> <p>Whereas in 2022 and 2023 the MTA Convention passed motions calling for the divestment of Massachusetts pension funds directly involved in fossil fuel extraction and indirectly in banking, financial services, and other businesses that profit from it; and</p> <p>Whereas, this MTA Convention continues to call upon the state pension funds (those included in the Pension Reserve Investment Trust (PRIT) managed by the Pension Reserve Investment Management (PRIM) Board to be divested of all direct and indirect fossil fuel holdings; and</p> <p>Whereas, it is requested that the two educator representatives to the PRIM Board (both MTA retired) report periodically to the MTA Executive Board on the state of fossil fuel divestment;</p> <p>Therefore, be it resolved, the status of fossil fuel divestment and the efforts of our representatives to PRIM to carry out this motion shall be made to next year's convention.</p>	<p>Governance and Administration/Legislation, Policy & Political Action.</p>
<p>Approved Annual Meeting NBI 04 Please Reconsider Investing in Murder:</p> <p>Massachusetts Teachers Association will submit an open letter to the Pension Reserves Investment Management Board announcing the MTA Board's December 2024 decision to disclose and divest MTA Investments and the MTA Staff Pension Fund from weapons manufacturers. The letter shall urge PRIM to take similar action with the investment of public-employee pensions in the Commonwealth of Massachusetts.</p>	<p>Governance and Administration/Legislation, Policy & Political Action.</p>
<p>Approved Annual Meeting NBI 05 Promoting Responsible Investment Too:</p> <p>In order to divest public pension funds from the manufacture, production, sale, and promotion of Weapons of Mass Destruction, the Massachusetts Teachers Association shall join the Massachusetts Coalition for Responsible Investment in endorsing S.767 / H.1264 (“AN ACT PROMOTING RESPONSIBLE INVESTMENT”). MTA will sign on to an organizational letter urging the bill’s passage on Beacon Hill.</p>	<p>Governance and Administration/Legislation, Policy & Political Action.</p>
<p>Approved Annual Meeting NBI 06 Arms Embargo:</p> <p>The Massachusetts Teachers Association will endorse Rep. Erika Uyterhoeven’s weapons divestment bill, H.2984 (“AN ACT RELATIVE TO PENSION DIVESTMENT FROM COMPANIES PROVIDING MILITARY EQUIPMENT TO THE STATE OF ISRAEL”).</p>	<p>Governance and Administration/Legislation, Policy & Political Action.</p>
<p>Approved Annual Meeting NBI 07 Member Petition for Organizer:</p> <p>In the event a request for MTA staff organizing support is rejected by a local president or governing board, members of a building or local can petition the MTA for reconsideration of organizing resources to assist with a specific campaign (bully boss, issue organizing, district-based concerns, etc.).</p>	<p>Governance and Administration/Field & Organizing.</p>



<p>A viable petition will require signatures of 25% of the members in a building/school for a building-based issue, or 10% of the total membership across buildings/schools for a local/district-wide issue. The letter should outline the organizing issue and be delivered to the Executive Director-Treasurer and Field & Organizing Director who will confer and respond directly to the authors of the letter. The local's respective MTA board and executive committee members--including At-Large members--will be notified of the request.</p> <p>Upon acceptance of this new business item, the information will be shared with members via a variety of channels including the MTA website, communication from the Board of Directors and Executive Committee members to their district membership, and in the MTA weekly newsletter.</p>	
<p>Withdrawn Annual Meeting NBI 09 Modified—Solidarity in Action: MTA's Roadmap to Secure Workers' Rights.</p>	None Required.
<p>Withdrawn Annual Meeting NBI 10 Oppose AI Driven Personalized Adaptive Learning Programs.</p>	None Required.
<p>Withdrawn Annual Meeting NBI 11 Resist Patriot Curriculum.</p>	None Required.
<p>Approved Annual Meeting NBI 12 Recognition of Heritage Months: 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.</p> <p>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.</p>	Governance and Administration.
<p>Postponed Annual Meeting NBI 13 Remove Curriculum Resources on “The Conflict of the Middle East.” until the task force has a conversation and look over the materials.</p>	Middle East Resources Task Force.
<p>Discussed Annual Meeting NBI 14 Proposal to Establish "Distinguished Service in Public Higher Education" Award (first read):</p> <p>To establish an annual award, presented at the Massachusetts Teachers Association (MTA) Annual Meeting, recognizing outstanding contributions to public higher education: "Distinguished Service in Public Higher</p>	None Required.



<p>Education". This award honors higher education faculty and staff who have demonstrated exceptional service, leadership, and unwavering dedication to the mission of public higher education.</p>	
<p>Approved motion to bundle and approved Annual Meeting NBI 15 Operations and Facilities Review, Annual Meeting NBI 17 Field and Organizing Expenses, Annual Meeting NBI 18 Expense Reimbursement Policy 95.30.10, and Annual Meeting NBI 19 Enumeration and Application of a Million, Billion, Trillion (Attachment A)</p>	<p>Governance and Administration.</p>
<p>Discussed Annual Meeting NBI 16 Expense Reimbursement Policy (first read): Remove the word "caucus" under the last bullet item (p.92) Policy #95.30.10</p>	<p>None Required.</p>
<p>Approved motion to refer Middle East Resources Task Force for Annual Meeting NBI22 K-12 Curriculum Resources Provided by MTA and Its Affiliates (Amended): Resolved that The MTA Board of Directors through the Training and Professional Learning Committee (hereafter identified as the Committee) and the Training and Professional Learning Division (hereafter identified as the Division) must ensure that curriculum resources posted on the MTA website and/or promoted by the MTA are in compliance with MTA Resolution F-33 (NON-DISCRIMINATORY PRACTICES). Under the direction of the Committee and the Division, curriculum resources intended for use by the membership will be fully reviewed for racist, anti-Semitic, or discriminatory content prior to publication in either electronic or hard-copy form, and this review will include all documents and media as well as linked resources on second and third-party websites. The MTA Board of Directors will receive and approve a report on this review prior to the publication of curriculum resources for membership access.</p>	<p>Middle East Resources Task Force.</p>
<p>Motion ruled out of order for Annual Meeting NBI 23 Reaffirming the Primary Mission of the MTA: On behalf of concerned members, we respectfully urge the Massachusetts Teachers Association to reaffirm its primary mission: advocating for the rights, dignity, and working conditions of educators across the Commonwealth. We respectfully ask that the MTA:</p> <ul style="list-style-type: none"> • Center its advocacy on issues directly tied to education, labor rights, and working conditions. • Refrain from endorsing or promoting political positions that fall outside of education and labor issues. • Ensure that all members, regardless of their political views, feel welcome, supported, and represented. 	<p>None Required.</p>
<p>Approved motion to refer Annual Meeting NBI 32 Direct MTA Leadership to Form a Committee on Stipends and Teacher Retirement to the Pension Task Force:</p>	<p>Pension Task Force.</p>



<p>Direct MTA Leadership to form a Committee on Stipends and Teacher Retirement. Said committee will research and report on the potential for leadership members of local associations that receive stipends for their services to have those stipends counted towards their Massachusetts Teachers' Retirement System (MTRS) retirement benefits.</p>	
<p>Approved Annual Meeting NBI 33 Understanding the Gaps: Investigating Local Delegate Participation in the MTA Annual Meeting:</p> <p>A) The MTA shall compile and share with the Executive Committee and Board of Directors a report listing all local associations that have sent less than 10% of their allocated delegates to the Annual Meeting of Delegates in 2023, 2024, and 2025. Attendance data will be disaggregated by in-person and remote participation.</p> <p>B) The MTA Executive Committee, Board of Directors, and field reps shall initiate direct communication with the presidents of identified local associations to better understand the reasons behind low delegate turnout. These results will be reported to the MTA and shared with the board and Annual Meeting Task Force.</p> <p>C) By January 2026, the MTA shall develop and distribute standardized contract language that local associations can use in collective bargaining to secure release time - referred to as "association days - for members to attend the Annual Meeting of Delegates.</p> <p>D) The MTA shall actively support local associations to include this standardized release time language in all future collective bargaining agreements it negotiates.</p>	<p>Governance and Administration/Bargaining Campaigns and Strategy Team.</p>
<p>Approved motion to refer Annual Meeting NBI 34 Promoting Media Literacy in Massachusetts Public Schools to the Government Relations Committee: MTA will:</p> <p>1) Advocate for strong media literacy instruction across K-12 curricula in Massachusetts public schools that is comprehensive and developmentally appropriate for all students.</p> <p>2) Support professional development for educators that focuses on promoting media literacy, such as analyzing biases and misinformation, the influence of social media on democracy and civil engagement, and the discernment of credible information.</p> <p>3) Support legislation and policy initiatives in the Commonwealth that promote strong media literacy in our schools.</p>	<p>Government Relations Committee</p>



<p>Motion ruled out of order for Annual Meeting NBI 35 Board Communication and Accountability Policy:</p> <p>It shall be the duty of the Board to communicate and share information with rank and file members regarding discussions, decisions, and votes that take place during Board and special meetings with the Executive Committee.</p> <p>Board members and Executive Committee members have a responsibility and obligation to relay this information to the members who elected them. Transparency and accountability are essential to maintaining trust and engagement within the union.</p> <p>If members are not receiving timely or accurate information from their Board representatives, they should formally notify union leadership in writing or through direct communication to address the issue.</p>	None Required.
<p>Motion ruled out of order for Annual Meeting NBI 36 Restructure Dues for Higher Education Members:</p> <p>We propose a restructuring of dues for higher education unions to reflect the significantly lower level of support we receive from the Massachusetts Teachers Association (MTA) compared to K–12 unions.</p> <p>Specifically, we recommend that dues for higher education unions be assessed proportionally based on the percentage of the total MTA membership they represent.</p>	None Required.
<p>Motion ruled out of order for Annual Meeting NBI 38 MTA to Help Build an Independent Working-Class Party:</p> <ul style="list-style-type: none"> - Our union will start to endorse and support only working-class candidates independent from both the Republican and Democratic parties. This includes members of the MTA and other labor organizations running for public office to promote union rights like legislation for the right to strike without restrictions. - Our union will discontinue any endorsements of and financial support for the Democratic and Republican Parties; both parties have made clear their opposition to public-sector unions having the right to strike for better conditions. - Our union will explore options for establishing a new, independent, working-class party alongside other unions, community organizations, and working-class political groups. This party can take inspiration from past efforts in the US like the Labor Party in the 1990s, Farmer-Labor Parties in the 1930s-40s, and the Socialist Party in the early-20th Century, as well as the long-standing tradition of workers and unions uniting to establish political parties of their own across the world. 	None Required.
<p>Motion failed for Annual Meeting NBI 39 Strong Campaign for the Public-Sector Right to Strike Without Restrictions:</p> <p>The MTA will initiate a strong joint campaign with other unions to win the public-sector right to strike without restrictions.</p>	None Required.



<ul style="list-style-type: none"> - Our union will fight to win the right to strike for public-sector workers by uniting MTA members across locals for statewide joint mass rallies, protests, walkouts, and strikes - Our union will reach out to other public-sector unions, both leadership and rank-and-file, to organize these joint actions. This will include the AFT, AFSCME, the US Postal Workers’ unions like NALC, AWPU, NPMHU, and NRLCA; federal workers organized in AFGE, NTEU, and other unions; municipal workers in the Teamsters, SEIU, the MNA, and UNITE HERE - Our union will not support legislation that includes a mandated waiting period before exercising a legal right to strike. Current legislation being considered in the Massachusetts Legislature mandates a 6 month waiting period before going on strike. If restrictions on the right to strike are codified in law, this will be used by management as a delaying tactic and a way to diffuse or suppress strike action. An example of this are the “cooling off periods” and other legal maneuvers used recently to suppress a potential strike by the railroad worker unions. 	
<p>Discussed as amended Annual Meeting NBI 40 Expose ALEC Legislators (first read): Mass Legislators that belong to American legislative exchange council be published in MTA Today annually.</p>	None Required.
<p>Approved the Adoption of the Order of Business.</p>	None Required.
<p>Received a land acknowledgment from Executive Committee member Elizabeth Tyrell.</p>	None Required.
<p>Received a member acknowledgment from Executive Committee member Anneta Argyres.</p>	None Required.
<p>Recognized guest speakers.</p>	None Required.
<p>Received the following reports:</p> <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 Report ○ Contingency Report • Field and Organizing Report: Status of Local Negotiations (prek- 	None Required.



<p>12 & Higher Ed)</p> <ul style="list-style-type: none"> • 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 • Union Rights Fund – An Annual Summary Report 	
<p>Approved the Proposed 2025-2026 Priorities as amended:</p> <ol style="list-style-type: none"> 1. Organize a more engaged membership to ensure strong democratic locals and a powerful unified MTA membership. <ol style="list-style-type: none"> a. Increase membership (to achieve greater financial stability and organizing and political power) through plans in every local (with special attention to those locals with little engagement with the MTA) to reach out to all potential members. Set a goal for total membership across the union, as well as density in each local. b. Continue the work of having all locals engage in democratic, expanded bargaining, including authentic involvement of parents and the broader community, and developing the escalating action plans necessary to win transformative contracts, including around living wages and benefits for ESP’s. Set a goal for having locals negotiating this year (or next) engage in expanded bargaining. c. Invest a significant sum – \$1 million – in our Independent Expenditure PAC, as a signal to our own locals (and our own potential member candidates) that we are committed to winning local and state legislative races. Rewrite CRC processes and IE PAC bylaws to have majority member voice on the IE PAC. d. Develop and implement a plan to encourage locals to engage in local races with a candidate endorsement process. Set a goal for the number of locals becoming active in local and state rep and senator elections. 2. Defend democracy, public education, unions, and the common good against the escalating federal attacks on our rights and institutions. <ol style="list-style-type: none"> a. Engage in the state budget fight to protect public education, and public services more generally, in the wake of the federal cuts, including advocacy for corporate fair share revenues with our Raise Up Massachusetts and other coalition partners b. Engage in a union-wide, ongoing political education effort, including the history of labor, the lessons from worldwide fights against authoritarianism and fascism, and the threats to public education and academic freedom. c. Defend our students and their families who are threatened, and defend our members, including their academic freedom, their 	<p>Governance and Administration/Legal Services/Finance and Accounting/Information and Technology Services/Printing & Mailing/Human Resources/Communications/Training and Professional Learning/MTA Benefits/Legislation, Policy & Political Action/Field & Organizing.</p>



<p>freedom to teach, and their freedom to protest. Play an active role at the national level, within the NEA and beyond, to defend and advance democracy, unions, and public education.</p> <p>3. Mobilize the political power to MTA and its members to engage in statewide legislative and policy campaigns that advance public education, labor rights, and the common good.</p> <ul style="list-style-type: none"> a. Work with other union and progressive organizations to encourage the development of credible alternative voices in Massachusetts politics, including the Working Families Party. b. Part of the resistance to the current presidential administration Trump regime is for our union to “fight forward” and win material gains for our members through statewide campaigns. Beginning this year, MTA will explore launching legislative constitutional amendment campaigns, <u>which includes organizing conversations with rank and file members at their worksite</u>, for a wealth tax and for universal public childcare and early education, including kindergarten, and high- quality, debt-free public higher education. Furthermore, building on new legal guidance, engage in a campaign to help locals who want to join the state’s excellent paid family and medical leave program. c. Continue our efforts to win legislative and education policy gains, including defending our Question 2 victory by winning improvements to the graduation requirement system, addressing the preK-16 fiscal crisis, achieving safe schools, MTEL reform, and retiree cost of living. 	
<p>Approved 2025.07.27 NBI 02 LOS Policy Amendment: RULES FOR OPERATION</p> <p>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, as applicable to their local:</p> <ul style="list-style-type: none"> a. Local Dues & Audit Certificate from the MTA Membership Department 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 <p>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.</p>	<p>Governance and Administration/Finance and Accounting.</p>



Update on Campaigns and State Budget.	None Required.
Discussed Labor Day Action and Fight Forward.	None Required.
<p>Elections-Nominations</p> <p>a. Elected Deb Gesualdo of the Board to serve on the Advisory Budget Committee, two-year term (July 1, 2025 – June 30, 2027**)</p> <p>b. Elected William Karvouniaris and Roxanne Campbell of the Board to serve on the Workplace Equity Committee, three-year term (July 1, 2025 – June 30, 2028**)</p> <p>c. Elect Brian Fitzgerald of the Board to serve as a Point of Contact for guest conduct referrals or complaints, one-year term (July 1, 2025-June 30, 2026**)</p>	Governance and Administration.
<p>Approved 2025.06.13 NBI 01 Clarification of NBI#5 Academic Freedom as amended:</p> <p>The MTA will take the following actions to fulfill NBI #5 Academic Freedom, passed by the MTA Board of Directors at the June 28, 2024 Board of Directors Meeting.</p> <ol style="list-style-type: none"> Educate the Massachusetts legislature about our opposition to any single definition of antisemitism and the dangers of adopting the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism and how the national movement to codify it into law is part of the broader assault on public education and free speech, by hosting education sessions specifically designed for the legislature, meeting with the Speaker of the House, the Senate President and legislators. Lobby the Massachusetts legislature in person and by sending letters to state legislators demanding that they do not adopt HR. 1558, H.1763 or any other bill filed that promotes the IHRA definition of antisemitism, its rationale or any other definition that conflates the criticism of Zionism and/or the state of Israel with antisemitism Work through the Senate District Coordinator (SDC) program and the Field Rep Organizers to educate MTA local leaders and members on the history and dangers of the IHRA definition of antisemitism and how the national movement to legislate it is part of the broader assault on public education and free speech. The SDC program will teach locals to lobby their state and local representatives, including, but not limited to School Committees/Boards, local governments (Mayors, Select Boards, Councils, and at Town Meetings) about the dangers of adopting the IHRA definition of antisemitism or any other definition that conflates the criticism of Zionism and/or the state of Israel with antisemitism if/when it becomes a concern in their city, town, or local. Create a toolkit with an analysis of the dangers of the IHRA definition or any other definition that conflates the criticism of Zionism and/or the state of Israel with antisemitism and the larger attack on public education and free speech. The toolkit should also include talking 	Governance and Administration.



<p>points that counter the disinformation campaign that is targeting the MTA as being antisemitic, one-sided, and accusing the MTA of attempting to indoctrinate students. Disseminate the toolkit to SDCs, local leaders and members.</p> <p>5. The MTA will prepare locals with resources to push back against their school boards passing resolutions like Brookline’s and Marblehead’s “Resolution Regarding the Massachusetts Teachers Association’s Curricular Materials on the Israel-Gaza Conflict” by providing them with talking points they could choose to use to speak in support of the MTA and its resources and challenge the false allegations being made in these resolutions so they don’t get passed.</p> <p>The MTA will also educate the MTA membership through MTA newsletters, <i>MTA Today</i>, and webinars on the dangers of adopting the IHRA definition or any other definition that conflates the criticism of Zionism and/or the state of Israel with antisemitism.</p>	
<p>Executive Session: Discussed Legal Updates</p>	None required.
<p>Executive Session: Discussed Personnel Report.</p>	None required.
<p>Executive Session: Discussed Labor Relations Report.</p>	None required.
<p>Executive Session: Discussed the Independent Expenditure Political Action Committee Policy.</p>	None required.
<p>Executive Session: Discussed CEED Report: Final Report.</p>	None required.
<p>MTA Policies: Approved proposed New Policy – Acceptable Use Policy (second read) (Attachment B).</p>	Governance and Administration, Information Technology Services
<p>MTA Policies: Approved amended Policy 10.55 Annual Meeting Preconvention Meetings (second read):</p> <p>The Annual Meeting Preconvention meetings shall be held as virtual meetings (online, via Zoom), with a minimum of two Preconvention meetings held. concept shall be changed from six (6) preconventions (Cape and Islands, Central, Metro, Northeast, Southeast, Western-Berkshire) to five (5) preconventions (Cape and Islands, Central, Northeast, Southeast, and West).</p>	Governance and Administration.



<p>MTA Policies: Approved amended Policy #180.30.10 Salary of the President and Vice President (second read):</p> <p>The salary year for the President and Vice President shall be July 15 through July 14 of the following year. The salary of the President shall be \$268,728. The salary of the Vice President shall be \$223,940. The President’s and Vice President’s salary shall be reviewed in 2027 and every three years thereafter at least 6 months prior to the end of the fiscal year by an ad hoc committee of five members elected by the Board of Directors. The committee shall elect its own Chair.</p>	<p>Governance and Administration, Finance and Accounting.</p>

ATTACHMENT A

NBI 15

180TH
ANNUAL MEETING OF DELEGATES
MAY 2-3, 2025
MassMutual Center - Springfield, MA

2025 FORM FOR NEW BUSINESS ITEMS

Operations and Facilities Review			04.18.2025
1:51 PM			
NBI Name			Date and Time
Kerry A. Costello			Andover Education
Association			
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Sarah McKeon			Framingham
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:

The MTA Executive Director-Treasurer will review MTA perations and facilities to make recommendations to the Executive Committee about how to improve support of local affiliate's ability to organize and represent members before development of the 2026 Budget This review shall include data on the effectiveness of the additional new hires approved at the 2024 Annual Meeting and any new hires for the prospective membership year as of December 31, 2025.

SUBMITTER'S RATIONALE:

The proposed MTA Budget has recommended dues increases significantly above a COLA increase in the last three years.(\$76 if this year's proposed \$14 dues increase passes as presented.) The cost of each employee is budgeted at approximately \$230,000. Over the sametime, affiliate locals have continued to report the need for support from their FSO Representative/Organizers and an increased response time from MTA Departments. All 400 locals regardless of size need support for our democratic unionism to improve working conditions and organize around issues that members have identified. MTA needs to be seriously committed to being good stewards of our members dues dollars especially as they continue to increase beyond a COLA. We need to improve our



responsiveness and accountability for the increases and to ensure our facilities meet the needs of members. If downsizing facility space (including Quincy Headquarters) is needed, then let's proceed in a data-driven manner to make those decisions.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Costs included in ongoing Budget

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

\$0; 5 hours



180th Annual Meeting of Delegates
May 2-3, 2025 | MassMutual Center, Springfield, MA



NBI 17

180TH

ANNUAL MEETING OF DELEGATES

MAY 2-3, 2025

MassMutual Center - Springfield, MA

2025 FORM FOR NEW BUSINESS ITEMS

FIELD and Organizing Expenses

04/18/2025 5:46 PM

NBI Name

Date and Time

Kerry A. Costello

Andover

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Millie Ficarra

Retired

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:

The ABC committee shall provide an enumerated list of all organizing activities at the local, regional and state levels conducted in the 25-26 budget year with the amount allocated and spent on each category included in the expense components section of #26 - State and Local Organizing. All grant programs will also be reported as a separate line item for each category listed: ALL IN, New Member Welcome Grants, Bargaining Crisis Grants and Higher Ed Negotiations Support Grants.

SUBMITTER'S RATIONALE:

The expense components listed in the descriptor for Field and Organizing describes " a wide variety or organizing activities at the local, regional and state levels" in addition to listing the Grant Programs authorized by the Board.

Members need to know exactly how those funds were allocated during the prior budget year. This allows the delegates to Annual Meeting to make more informed decisions regarding how our dues dollars were spent. It also provides guidance to the ABC, the Executive Committee and the Board regarding budget adjustments that may be warranted and/or sets parameters on expenditures to provide accountability. There is no "blank check" as the current rationale statement would seem to imply given that the 23-24 adopted amount was \$425,000 and actuals were \$554,917. The 24-25 actuals are not available at this time, but likely will exceed

DUES IMPACT:



None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

within budget development activity 0

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

\$0; 1 hour



A DIVERSE UNION
of EDUCATION
WORKERS

May 2-3, 2025 | **180th Annual Meeting of Delegates**
MassMutual Center, Springfield, MA



NBI 18

180TH

ANNUAL MEETING OF DELEGATES

MAY 2-3, 2025

MassMutual Center - Springfield, MA

2025 FORM FOR NEW BUSINESS ITEMS

Expense Reimbursement Policy 95.30.10

04/18/2025 5:46 PM

NBI Name

Date and Time

Kerry A. Costello

Andover

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Ruth Allen

Retired

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:

That the MTA Board prioritize the union's philosophical position that dues dollars are not used to purchase alcohol. This would involve bargaining with the one union (FSO) within MTA that currently has retained that ability to voucher an alcoholic drink with a work related meal. In addition, that allowance includes meals they are authorized to voucher with local leaders.

SUBMITTER'S RATIONALE:

Guidelines for Expense Reimbursement for the MTA Board, Executive Committee, Members of MTA Committees, Authorized delegates, Others includes the following language under meals.

The maximum daily total meal expense per member will be equal to the US Genra; Services Administration (USGA) meals and incidentals expenses (M &IE) rate for Boston/Cambridge. Alcoholic beverages will not be reimbursed.

This is not intended to preclude the Board's ability to establish a bargaining package.

DUES IMPACT:

None



ACTIONS TAKEN

HIGHLIGHTS FROM
Board of Director Meeting



SUBMITTER'S COST & STAFF TIME ESTIMATE:

0

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

\$0; unknown



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NBI 19

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2025 FORM FOR NEW BUSINESS ITEMS

Enumeration and Application of a Million, Billion, Trillion			04/21/2025 7:46
PM			
NBI Name		Date and Time	
Leonard Paolillo		MSCA	
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Jennifer (Jenna) Mendell		MSCA	
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:

Utilizing existing publications, the MTA shall enumerate the differences between a million, a billion and a trillion and how these numbers apply to populations and budgets. Additionally, the MTA shall encourage our members to educate our students on these differences and how they apply to populations and budgets. In addition, a similar motion will be submitted to the NEA-RA for their consideration,

SUBMITTER'S RATIONALE:

In these times of misinformation and disinformation, it is imperative that our members and students can decipher these differences and be more knowledgeable about government programs at the local, state and national level.



DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$400, 3-4 Hours

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

\$0; 1 hour



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ATTACHMENT B

IT RESOURCES AND COMMUNICATIONS SYSTEMS POLICY FOR NON-EMPLOYEE USERS

Massachusetts Teachers Association's (MTA) computers, networks, communications systems, and other information technology (IT) resources are intended for business purposes only to assist non-employees with the performance of their duties as leaders of the Massachusetts Teachers Association. To protect the MTA and its board of directors, it is the MTA's policy to restrict the use of all IT resources and communications systems as described below. Each user is responsible for using these resources and systems in a productive, ethical, and lawful manner and in a manner in compliance with the MTA Board Policy and MTA Bylaws.

The MTA's policies prohibiting harassment, namely Policy 175.110 - Workplace Equity Committee Policy, and all other applicable policies apply to the use of the MTA's IT resources and communications systems. No one may use any communications or computer system in a manner that may be construed by others as harassing or offensive based on race, national origin, sex, sexual orientation, age, disability, religious beliefs, or any other characteristic protected by federal, state, or local law or MTA Board Policy or Bylaws.

The use of MTA's IT resources and communications systems by a non-employee or board member shall signify their understanding of and agreement to the terms and conditions of this policy, as a condition of their service to the MTA in whatever non-employee capacity they may have.

Administration of This Policy

The Division of Governance is responsible for the administration of this policy. If you have any questions regarding this policy, please contact the Director of Governance and/or their designated division member.

Security, Access, and Passwords

Security of MTA's IT resources and communications systems is the responsibility of Information Technology Services (ITS), including approval and control of non-employees' and others' access to systems and suspension or termination of access in cases of misuse and when a user is no longer eligible to use the systems.

It is the responsibility of each non-employee user under this policy to adhere to ITS security guidelines, including but not limited to the creation, format, and scheduled changes of passwords. All usernames, pass codes, passwords, and information used or stored on the MTA's computers, networks, and systems are the property of MTA.

No non-employee user shall share usernames, pass codes, or passwords with any other person. A user shall immediately inform the IT Department if they know or suspect that any username, pass code, or password has been improperly shared or used, or that IT security has been violated in any way.

All users will be required to utilize Multi-factor Authentication (MFA) and will need to install an application on their cell phone in order to enter the codes into the service.

All users will need to complete an initial online security awareness training, and bi-annually thereafter. Periodically users will receive "test" phishing emails and enroll in training if they open attachments or click on links in such tests.

Resources and Systems Covered by This Policy. This policy governs all IT resources and communications systems owned by or available at MTA, and all use of such resources and systems when accessed using a non-employee user's own resource, including but not limited to:

Email systems and accounts.

No Expectation of Privacy. All contents of the MTA's IT resources and communications systems are the property of the MTA. Therefore, non-employee users should have no expectation of privacy whatsoever in any message, file, data, document or any other kind or form of information or communication transmitted to, received, or printed from, or stored or recorded on the MTA's electronic information and communications systems.

You are expressly advised that to prevent misuse, **MTA reserves the right to monitor, intercept, and review, without further notice, every user's activity using the MTA's IT resources and communications systems.**

The MTA may also store copies of such data and communications for a period of time after they are created and may delete such copies from time to time without notice.

Do not use the MTA's IT resources and communications systems for any matter that you desire to be kept private or confidential from the MTA.

Network Systems. MTA maintains integrated computer and data communications networks to facilitate all aspects of its business. You may never sign-on to any network equipment using the password or username of another user, whether they be an employee or non-employee. No non-employee users should access, attempt to access, alter, or delete any network document except in furtherance of authorized MTA business.

Downloading and Installing Software/Website Agreements. Email and downloading from the internet are prime sources of viruses and other malicious software. Therefore, users should avoid downloading or installing any software or shareware to their hard drive or personal device that is not expressly authorized or approved by the IT Department. In addition, non-employee users should not accept the terms or conditions of website agreements without first obtaining approval from the Director of the Division of IT Services in order to avoid infecting their own computer should there be a breach of some kind. The MTA is not responsible for problems that may arise due to downloading viruses or other malicious software or spyware on user's private computers.



Confidentiality and Proprietary Rights

MTA's confidential information and intellectual property (including trade secrets) are extremely valuable to MTA. Treat them accordingly and do not jeopardize them through your business or personal use of electronic communications systems, including email. Disclosure of the MTA's confidential information to anyone outside MTA and use of the MTA's intellectual property is subject to the MTA's Board Policy and Bylaws. Ask the Division of Governance if you are unsure whether to disclose confidential information to individuals or how to safeguard the MTA's proprietary rights.

Do not use MTA's name, brand names, logos, taglines, slogans, or other trademarks without written permission from the MTA Division of Governance. This is also in accordance with MTA BOD policy and Bylaws.

This policy also prohibits use of the MTA's IT resources and communications systems in any manner that would infringe on or violate the proprietary rights of third parties. Electronic communications systems provide easy access to vast amounts of information, including material that is protected by copyright, trademark, patent, and/or trade secret law. You should not knowingly use or distribute any such material downloaded from the internet or received by email without the prior written permission of the Division of IT Services.

Spam and Email Etiquette

MTA provides certain non-employee users with access to email for use in connection with performing their BOD or other leadership duties. MTA seeks to provide stable and secure email with rapid, consistent delivery times that promote communication for business purposes without incurring unnecessary costs or generating messages that are unproductive for the recipient. Many of the policies described below governing use of the MTA's email systems are aimed at reducing the overall volume of messages flowing through and stored on the network, reducing the size of individual messages, and making the system more efficient and secure.

Spam. Unfortunately, non-employee users of email and text messaging will occasionally receive unsolicited commercial or bulk messages (spam) which, aside from being a nuisance and a drain on IT resources, might be a means to spread computer viruses and other malicious software. Avoid opening unsolicited messages and report any suspicious messages to the administrator. Delete all spam immediately. Do not reply to the message in any way, even if it states that you can request to be removed from its distribution list. If delivery persists, contact the email administrator who will block any incoming messages from that address.

Non-employee users should be aware that spammers have the ability to access email addresses that are listed as senders or recipients on email messages, on websites, user discussion groups, and other internet areas. Therefore, you should be cautious about using and disclosing your MTA email address. If you use email for information gathering purposes, we strongly recommend that you not use your MTA email address but rather establish a separate email account for that purpose with a free email service, such as yahoo.com or google.com.

Etiquette. Proper business etiquette should be maintained when communicating via email. When writing business email, be as clear and concise as possible. Sarcasm, poor

language, inappropriate comments, attempts at humor, and so on, should be avoided. When communicating via email, there are no facial expressions and voice tones to assist in determining the meaning or intent behind a certain comment. This leaves too much room for misinterpretation. Email communications should resemble typical professional and respectful business correspondence.

Personal Use of MTA-Provided Email.

Personal use of MTA-provided email is never permitted.

Prohibited and/or Inappropriate Use of MTA IT Resources and Communications Systems

You are never permitted to use the MTA's IT resources and communications systems, including email, for any inappropriate or unlawful purpose. This includes but is not limited to:

Misrepresenting yourself as another individual or MTA.

Sending, posting, recording, or encouraging receipt of messages or information that may be offensive because of their sexual, racist, or religious content.

Revealing MTA's proprietary or confidential information, or intellectual property without authorization.

Conducting or soliciting illegal activities.

Representing your personal opinion as that of the MTA.

Interfering with the performance of your responsibilities or the jobs/responsibilities of other MTA non-employee users; both non-employees and employees.

For any other purpose that violates MTA's BOD policies or practices.

- State law prohibiting public employees from engaging in activity such as solicitation of contributions for certain political activity, etc. are still applicable and in effect - even when using MTA issued email. Follow all laws, rules and regulations related to such activity.
- Further, MTA email may not be used for campaigning related to any Local, MTA or NEA position.
- Finally, users are prohibited from representing themselves as MTA employees and are also prohibited from entering any contracts, to make purchases, or to engage outside vendors in any way.

Discipline

Non-employee users who violate any provision of this policy are subject to discipline, up to and including termination of membership in accordance with MTA BOD Policy and Bylaws.