



**A DIVERSE UNION
of EDUCATION
WORKERS**

**BOARD OF DIRECTORS SCHEDULE
Friday and Saturday, October 3-4, 2025**

The Verve Hotel Boston Natick, Tapestry Collection by Hilton
1360 Worcester Street
Natick, MA 01760

Network: Hilton Honors Meeting
Passcode: Splash page will open, enter code: Pluto

FRIDAY, October 3, 2025

5:00 p.m. – 6:00 p.m.	Dinner	Phoenix Ballroom
6:00 p.m. – 9:00 p.m.	Business Session	Apollo Ballroom

SATURDAY, October 4, 2025

7:30 a.m. – 9:00 a.m.	Breakfast	Phoenix Ballroom
9:00 a.m. – 1:00 p.m.	Business Session	Apollo Ballroom
1:00 p.m. – 1:30 p.m.	Lunch	Phoenix Ballroom
1:30 p.m. – 5:00 p.m.	Business Session	Apollo Ballroom

Please forward any pertinent questions to Max Page before the meeting so up-to-date information may be provided.



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BOARD OF DIRECTORS MEETING AGENDA

Friday and Saturday, October 3-4, 2025

The Verve Hotel Boston Natick, Tapestry Collection by Hilton
1360 Worcester Street
Natick, MA 01760

1. Call to Order (6:00 p.m.)
2. Roll Call (5 minutes)
3. Land Acknowledgement and Member Acknowledgement (10 minutes)
4. National Hispanic Heritage Month – Rosa Lopez-Whitehill, At-Large Director for Ethnic Minority Membership (10 minutes)
5. Welcome and Announcements (10 minutes)
6. Act on Adoption of the Order of Business (5 minutes)
7. Discussion of Dismantling Systems of Racism and Oppression (See Policy 20.05.06.01) (30 minutes)
8. Board Priorities Implementation Reports - Mike Fadel, Executive Director-Treasurer (60 Minutes)*
 - a. Update and Proposed Goals for Membership
 - b. Update and Proposed Goals on Municipal Political Organizing Efforts
 - c. Update on Political Education and Immigration Fightback Plans
 - d. Update on Constitutional Amendment and Discussion of Legislative Priorities for Second Year of the Legislative Session
 - e. Update on MTA Communications (Website and Public Relations Project)
9. Discussion with Working Families Party – Presentation by Georgia Hollister Isman, Senior Advisor for State and Local Governance & New England Regional Director Working Families Power & Working Families Party (30 minutes)*
10. Consent Agenda (At Least One Vote Required to Adopt ALL) (15 minutes):
 - a. Act on Approval of the Minutes of the Board of Directors of June 13, 2025*
 - b. Act on Approval of the Minutes of the Board of Directors of July 26-27, 2025*
 - c. Act on the Proposed Adoption of the Line-Item Budgets of MTA Committees FY2026*



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11. Consent Agenda (Vote NOT Required. Read Written Reports in Advance) (15 minutes):
Please forward any pertinent questions to Max Page before the meeting so up-to-date information may be provided.
- a. Financial Reports: Report of the Treasurer (FY2025-2026)*
 - 1. MTA/NEA Membership Report
 - b. Field and Organizing Report: Status of Local Negotiations Report (prek-12 & Higher Ed)
 - c. Public Relations/Organizing Campaign Expense Report
 - d. Status of Donations Account
 - e. MTAB Financial Report
 - f. Legislation, Policy, and Political Action Report
 - g. Training and Professional Learning (TPL) Report
 - h. Legal Report
12. Discussion and VOTE: Changes to 2025-2026 Governance Calendar (5 minutes)

~Friday Session Ends; Saturday Session Begins~

13. Recognition of Guest Speakers (up to 30 minutes)
14. Roll Call (5 minutes)
15. Discussion of 2026 State Ballot Initiatives (60 minutes)*
- a) Rent Control
 - i. Presentation by Homes for All – Presentation by Isaac Simon Hodes & Noemi Ramos, Homes for All
 - b) Legislative Stipends
 - i. Presentation by Coalition to Reform Our Legislature – Presentation by Jonathan Hecht, Coalition to Reform Our Legislature
 - c) Legislative Transparency
 - i. The Coalition for Healthy Democracy - Presentation by Jesse Littlewood, Campaign Manager
 - d) Vote Yes for a Safe Massachusetts: Keeping our Schools Safe from Gun Violence
 - i. Presentation by Ruth Zakarin, CEO of MA Coalition to Prevent Gun Violence and Carl Nilsson, President, Field First LLC
 - e) Tax Initiatives
 - i. Presentation by Noah Berger, Director of Center for Education Policy and Practice
 - f) Discussion and Consideration of Votes to Endorse Ballot Initiatives
16. Discussion and VOTE: MTA Budget Priorities – Deb McCarthy, Vice President (30 minutes)



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17. Public Relations and Organizing Authorizations (10 minutes)
 - a) Vote to authorize the expenditure of up to \$200,000 of PR/Organizing funds to Massachusetts Budget & Policy Center to support their operating budget for the period of July 2025-June 2026

18. Annual Overview of Board of Directors Fiduciary Duties – Laurie Houle, General Counsel (20 minutes) *
 - a. Financial Conflict of Interest Policy for MTA Officials and Signing Statements

19. Summer Conference Debrief and Evaluation, and Discussion of Upcoming MTA Conferences– Ricardo Rosa, Director of Division of Training and Professional Learning and Interim Deputy Executive Director (20 minutes)*

20. Governor’s High School Graduation Council Report – Max Page, President, Deb McCarthy, Vice President (30 minutes)

21. Review and VOTE – MTA Policies (30 minutes)
 - a. Unfinished business from the July Board of Directors Meeting:
 1. Amend Policy 175.45 Hiring Policy (second read)
 2. Amend Policy #135.25 MTA Candidate Recommendation Committee Procedures, Section II, B, 1e (first read)
 3. Discussion on Reserves Policy (first read)
 4. Policy Task Force Presentation and Recommendations – Elizabeth Tyrell, Chair
 - i. Amend Policy 85.E.13 Hearing Procedures: Executive Committee as a Membership Board (first read)
 - ii. Amend Policy 70.05 – Policy/Procedure for the Nomination and Election of Regional and Retired Ethnic Minority Delegates to the MTA Annual Meeting of Delegates (first read)
 5. 2025.03.28-29.2025 NBI01 Support for Death of Member (first read)
 6. 2025.03.28-29 NBI 02 Secure Email to MTA Board (first read)
 7. 2025.06.13 NBI 03 MTA Board NBI Form Committee Emails (first read)
 - b. MTA Policies (second reads)
 1. Annual Meeting NBI 14 Proposal to Establish “Distinguished Service in Public Higher Education” Award (second read)
 2. Annual Meeting NBI 16 Expense Reimbursement Policy (second read)
 3. Annual Meeting NBI 40 Expose ALEC Legislators (second read)
 - c. MTA Policies (first read)



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1. Amend Policy 200.75 Reimbursement for Retirees at Annual Meeting

~Lunch Break~ (30 minutes)

22. Executive Session* (90 minutes)

- a. Personnel Update
- b. CEED Update: Executive Director-Treasurer Goals
- c. Labor Relations Report
- d. Discussion and Act on Recommendation from the Executive Committee regarding our MTA's Independent Expenditure PAC
- e. Legal Update
- f. Act on Recommendation from Personnel Selection Team for the following positions:
 - a. Deputy Executive Director
 - b. Regional Manager – Central and West Office
 - c. Regional Manager – Statewide Organizing Team
 - d. Payroll Manager

23. Elections (30 minutes)

- a) Elect three (3) members of the MTA Board for two-year terms on the MTAB Board of Directors (through November 2027)
- b) Elect two (2) members of the MTA Board for one-year terms on the MTAB Board of Directors (through November 2026) to fill vacancies for the remainder of unexpired terms

24. Unfinished Business from July 26-27, 2025 Board of Directors Meeting (60 minutes)

- a. Act on Proposed MCAS Task Force Charge
- b. 2025.06.13 NBI 02 Task Force on Accessibility and Disability Justice
- c. 2025.07.27 NBI 03 Facilitated Union Dialogue on the Conflict in Israel and Palestine

25. Board of Director At-Large Reports and NEA Director Reports (30 minutes)

- a. ESP Members: Yahaira Rodriguez, At-Large ESP Executive Committee member and Holly Currier, At-Large Director for ESPs.
- b. Ethnic Minority Members: Elizabeth Tyrell, At-Large Ethnic Minority Executive Committee member and Rosa Lopez Whitehill, At-Large Director for Ethnic Minority Membership.
- c. Retired Members: Andrei Joseph, Statewide Retired Region Executive Committee member, and Bonnie Page and Bob Miller, Statewide Retired District Directors.
- d. NEA Director Report, Christine Mulroney, Senior NEA Director.

26. Leadership Reports (10 minutes)*

- a. Report of the President
- b. Report of the Vice President



c. Report of the Executive Director-Treasurer

27. New Business (*Deadline: Friday, September 19, 2025*)

28. Adjournment

Appendix A: 2025-2026 MTA Governance Calendar

Appendix B: 2026-2027 MTA Governance Calendar

Appendix C: July 26-27, 2025 Board of Directors Meeting Actions Taken

Appendix D: List of Committee and Task Force Members*

The asterisks identify items to be sent in advance under separate cover or distributed as handouts at the meeting.

To be recorded as excused from attendance at Board meetings, members must send an email to MTA Governance in advance of the meeting with the reason for non-attendance: MTAGovernance@massteacher.org. The MTA Bylaws stipulate: *The position of district director shall be declared vacant in the event a member is absent from two consecutive Board meetings without prior notice.*

Policy on Executive Sessions of the Board of Directors (Policy No. 20.05.12); Second and Fourth Paragraphs

Items to be taken up in Executive Session shall be identified in the call to the meeting. The Board of Directors reserves the right to go into Executive Session at any time during the meeting, as it deems appropriate. Any motion for the Board to hold an Executive Session for items not listed on the agenda as requiring Executive Session, must be decided by a roll call vote; the names of those voting for and against entering Executive Session shall be available to any member of the MTA.

...

All items discussed in Executive Session shall be held as confidential by Board (or Executive Committee) members and others invited to be present.

Guest Speaker Recognition Procedure (Policy No. 20.05.14)

- *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:

 - *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.*
 - *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.*



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- *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*

cc: MTA Local Presidents
MTA Committee Chairs
MTA Presidents of FSO, MATA, MTASO
MTA Staff

Agenda Item #12



2025-2026 MTA Governance Calendar

Executive Committee Meetings	Board of Directors Meetings
EC Retreat Dates: Tuesday-Thursday, July 15-17, 2025 Location: MTA Headquarters, Quincy	New BOD Orientation, Retreat and Meeting Dates: Friday-Sunday, July 25-27, 2025 Location: UMASS Amherst
Friday, September 12, 2025 Location: Sheraton, Springfield	Friday/Saturday, October 3-4, 2025 Location: The Verve Hotel, Natick
Friday, November 7, 2025 Location: MTA Headquarters, Quincy	Friday/Saturday, December 12 - 13, 2025 Location: DoubleTree, Westborough
Friday, January 9, 2026 Location: TBD <i>Collocated with All Pres — January 10, 2026</i>	Friday/Saturday, February 6-7, 2026 Location: The Verve Hotel, Natick
Friday, February 27, 2026 Location: TBD <i>Collocated with ECEC</i>	Friday/Saturday, March 20-21, 2026 Location: AC Marriott Worcester
Friday, May 29, 2026 Location: MTA Headquarters, Quincy	Friday/Saturday, June 5-6, 2026 Location: TBD

New Board Orientation..... July 25, 2025
All Presidents' Meeting.....September 20, 2025
Early Career Educators ConferenceTBD
All Presidents Meeting.....**January 23, 2026**
2026 Annual Meeting of Delegates, Hynes Convention Center.....May 8-9, 2026
NEA Representative Assembly, DenverJuly 3-July 7, 2026

Agenda Item #16

MTA Proposed Budget Priorities for the MTA 2026-2027 Budget

The Executive Committee Voted to recommend to the MTA Board of Directors at the October, 2025 meeting:

MTA Proposed Budget Priorities for the MTA 2026-2027 Budget

- Continue to implement the recommendations of the Blueprint report to build strong locals and member power across the MTA: connect members to the life of the union, cultivate leadership at all levels, maximize bargaining power, advance policy solutions and campaigns, and lead on economic, social, and racial justice.
- **Ensure appropriate staffing in field and organizing so that locals have the resources to grow their power.** Provide locals with the resources and support they need to effectively advance the Blueprint [and annual Board](#) priorities.
- Preserve and grow the rank-and-file power of our union by establishing robust MTA systems for membership tracking and analysis and by assisting locals to establish strong systems for membership sign-up, data collection, tracking, and retention, with special attention to signing up current non-members. [Continue to expand the use of democratized bargaining principles across our union.](#)
- Support legislative and political campaigns to secure funding for public education, pre-K through higher education, work toward universal publicly funded early education and childcare, [end the high stakes testing regime](#), diversify our education workforce, win a statewide minimum pay for ESP members [and all educators](#), win pay equity for public higher education employees in the three segments of public higher education, win paid family medical leave at least equal to the Mass PFML law for all public school educators in Massachusetts, improve dignity and security for our retired members, promote the community schools model, protect and advance our members' right to strike, protect and enhance our members' right to work in physically safe and healthy workplaces, and advance our broader common good demands [through progressive taxes](#).
- Ensure that the MTA is a leading voice for public education, labor rights and broader racial and economic justice in the legislature and at the ballot through programs that empower members as participants in their union and in the political process.
- Implement organization-wide programs for members and staff cultivating an inclusive and activist culture rooted in social, racial, gender, and economic justice and provide programmatic and organizing support to members of color.
- Strengthen local associations, regional networks and bargaining councils that build solidarity and coordinate bargaining and issue campaigns by region.

· Advance the statewide campaign around the PreK –12 ESP Bill of Rights, the Classified Staff Bill of Rights, and the Adjunct Bill of Rights, to win living wages, better working conditions, and respect for ESPs and adjunct faculty.

· Provide leadership, professional and membership development programs to active, retired and student members.

· Advocate for a fair and secure retirement for our retired members, ~~including at the federal level with the WEP/GPO fight,~~ and engage retirees in the broader advocacy efforts for public education.

· Protect the future financial stability of the Massachusetts Teachers Association by conducting regular assessments of membership trends, maintaining strong reserves, and meeting contractual obligations to MTA employees by adequately funding the pension fund and post-retirement health benefits.

- Support and promote local budget revenue campaigns and elections.
- Defend and prioritize the work of the fightback resistance.

Agenda Item #17**a**

Application for Funding to the MTA Public Relations/Organizing Campaign Committee - 2025

MassBudget is applying for bold funding from the Massachusetts Teachers Association as we continue our longstanding partnership to improve public education and the lives of working families across the Commonwealth. MTA has provided significant general operating funds for our work over many years, including last year for the first time through the PR&O grant process. We look forward to continuing our shared work to advance public education and the common good in Massachusetts, especially through an equitable distribution of public resources in the state budget.

Amount Requested: \$250,000

Date Submitted: 8/1/2025

Scope of Time: Fiscal Year July 2025-June 2026

Note: MassBudget uses union-printed materials for all larger printing needs. This includes all of our business stationery (envelopes, letterhead, folders, fundraising appeal letters, etc.) We also use union catering for our events and are always looking for options to engage union businesses for our needs.

Organization Background

Each of us has a responsibility to build a better tomorrow. People largely share this belief and spend many hours helping their community by volunteering at soup kitchens, tutoring young children, and through many other efforts. However, our individual efforts are not enough to eliminate homelessness, secure a high-quality education for every child, or provide a good job for every person. Systemic change is not individual—it is collective. In order to achieve systemic change we must bring our resources together and build better systems that center the public good.

At MassBudget, we see the state budget as the vehicle to create systemic, enduring change. We envision a Commonwealth where children, families, and communities have access to the resources and opportunities for everyone to succeed and build the life they want. Every person, regardless of background or identity, can fully participate in building a just, multi-racial democracy and benefit from the public good. We aim to create a more inclusive democracy where all voices are heard, by focusing on issues such as education, housing, tax justice, and transportation.

Our rigorous research goes beyond the numbers. It is rooted in the lived experiences of communities and people from across Massachusetts. Through our partnerships with coalitions, advocates, and grassroots organizations, especially those in communities of color and working-class communities, we turn data into actionable solutions that will build a more equitable future for all.

Our research informs and is informed by our core activities:

- Budget trainings: we equip grassroots organizations with the tools to navigate the state budget process, so they can focus on their priorities without being sidelined by bureaucratic complexity
- Coalition support: we create powerful, data-driven policy and budget analysis to support advocacy campaigns led by those most impacted by policy choices
- Community messaging: we shift the conversation to focus on the real impact of public investments, while actively challenging the false narratives that hinder equitable progress
- Policy advocacy: we educate policymakers on the urgent challenges facing families by presenting data-driven solutions informed by the lived experiences of our partners

MTA has been a longstanding partner both as a funder of our work and a partner in many of the fights we have taken part in. Together, we have advanced legislation and won ballot question campaigns critical to expanding well-being for children, educators, and working families across Massachusetts. Among these are the expansion of the child tax credit, establishment of paid family and medical leave, increases to the minimum wage, and of course the historic fights for the Student Opportunity Act and the Fair Share Amendment.

Project Overview

Funding from MTA is critical in allowing us to continue operating and providing support to the labor movement and non-labor grassroots advocacy organizations. In particular, there are three areas that we believe will be key to our continued success: tax policy (primarily around the continued implementation of Fair Share), higher education funding, and K-12 education funding.

FAIR SHARE:

The historic passage of the Fair Share Amendment is now unlocking over two billion in new dollars across the state for our public education and transportation system. Since Fair Share went into effect, MassBudget has played a significant role in ensuring adequate implementation of the new surtax, including closing the joint filer loophole, which protected \$600 million in state revenues, and pushing for the equitable distribution of these new resources. Funding from MTA will be used to continue demonstrating the value of Fair Share and defending it against the misinformation from anti-tax advocates that mislead the public with the goal to cut into their support for public investments.

Fair Share funding will also be necessary for the continued implementation of the Student Opportunity Act (SOA) and the higher education investments that we have been advocating for alongside MTA.

K-12 EDUCATION:

MassBudget was a key partner to the Fund Our Future campaign that led to the passage of the Student Opportunity Act in 2019. This law updated the state's K-12 funding formula, specifically targeting underfunded districts that disproportionately serve low-income students and students of color. MassBudget continues to monitor progress for its implementation and provide solutions for challenges that arise each year. This requires analysis and advocacy throughout the state budget process and

beyond. This past year, alongside MTA, we fought for the funding that would make up the gap created by the SOA inflation cap. Implementation of the SOA is slated to be completed by FY2027, and thanks in part to our advocacy the Legislature has created a commission to study the future of the formula and K-12 funding more broadly. We will be engaging this commission to ensure that they discuss and prioritize the areas where investments would generate equitable funding. Some of these may include vocational education, rural districts, and school buildings.

HIGHER EDUCATION:

Massachusetts has seen significant growth in access to public higher education thanks largely to Fair Share funding. However, there is still much work to do on ensuring high quality higher education to all across our public higher education system. The increase in demand for community colleges now that they are free is most likely impacting the quality of the services offered: academic advising, tutoring, availability of courses, student-faculty ratio, wellness services, scholarships, career counseling, and transfer services; and the workload carried by faculty and staff in community colleges, which already has them stretched thin.

Given the significant uncertainty due to federal budget cuts, MassBudget, with support from national partners such as the Institute on Taxation and Economic Policy and the Center for Budget Policy Priorities, will report on the impact of those cuts on higher education. We will pay particular attention to Pell Grant cuts, restrictions on student loans, the rollback of DEI programs (such as TRiO) designed to provide students with the necessary tools to succeed in higher education, and the fiscal impact of the elimination of the minority-serving institutions designations. We will also continue to be active participants in the Higher Ed for All coalition and contribute to additional efforts to expand higher education funding at the state level.

Work Plan

To address ongoing inequities our work will encompass **four strategic activities**: (1) continued **collaborative work with our partners**; (2) rigorous **research and policy analysis** with an equity lens; (3) executive, legislative, and public **advocacy** on our findings; and (4) **strategic communications** to shift the public discourse. Each of these strategic activities — when intentionally coordinated and implemented — have the following goals: increasing public awareness about inequities, engaging and empowering communities, and driving equitable policy solutions. The following are the activities we will be taking to reach these goals.

PARTNERSHIPS:

- Serve as a thought partner to coalitions across the advocacy landscape, including Higher Ed for All, the Massachusetts Education Justice Alliance, and Raise Up Massachusetts, in crafting strategies for moving forward related legislation and ballot question efforts
- Present to partner organizations on our areas of expertise, including policy analysis, 501(c)(3) advocacy compliance, and the state budget process. Organizations include base-building

grassroots community organizations, membership organizations, labor unions, among many others. Over the past few years we have done between 80-100 presentations per year.

- Specifically for grassroots organizations, our goal is to help develop the state budget advocacy expertise of their leadership, in order to combine their lived experience expertise with our advocacy and policy expertise and set them up to be effective advocates for their communities.

RESEARCH AND ANALYSIS:

- Produce reports and analysis on topics such as Student Opportunity Act implementation, universal free college, campus operating and facilities funding, among others.
- Beyond education, MassBudget will continue to produce state budget and tax policy analysis, along with policy research on issues such as housing, transportation, health care, and more.

ADVOCACY:

- Meet with legislators and executive officials, and provide testimony at public hearings to advocate for our legislative priorities, and support the legislative priorities of our partners.
- Support partner organization lobby days with data and fact checking of materials, to ensure accurate information being shared with policymakers.

COMMUNICATIONS:

- Present at public events to drive the public discourse in support of the policies that we are advancing.
- Participate in earned media opportunities for our analysts and leadership, including radio, TV, and podcast interviews; op-eds; and any others that are brought to our attention.
- Enhance our social media presence to educate and engage the public on policy issues that affect the lives of all Massachusetts residents.
- Expand our focus on language justice by providing translated materials and interpretation at our events to ensure that our work is accessible to members of all the communities that we seek to serve through our grassroots partnerships.

MassBudget's annual work planning process will occur in Q4 2025. As part of this process, we will engage with MTA and other partners to ensure we can adequately plan for research products that will best support their ongoing advocacy efforts. On that same timeline, MassBudget will be conducting our strategic planning process, for which we will also engage MTA and other partners. This will help to define MassBudget's positionality, purpose, and contributions to grassroots movements, and include metrics that will assist us in quantifying our success.

Thank you for your ongoing support and consideration of this request.

Ordinary Income/Expense		MassBudget FY25 BUDGET				
		CORE ORGANIZATION	<i>Delivering on Equity Subtotal</i>	DELIVERING ON EQUITY	<i>Budget Subtotal</i>	TOTAL BUDGET
INCOME						
	4100 · Grants	1,485,197		958,750		2,443,947
	4200 · Organizations	411,000				411,000
	4300 · Contracts	63,750				63,750
	4400 · Individuals	125,000				125,000
	4500 · Program Services	13,250				13,250
	4700 · Interest & Dividends	40,000				40,000
Total Income		2,138,197		958,750		3,096,947
EXPENSE						
	5200 · Gross Payroll	1,229,301		289,875		1,519,176
	5400 · Payroll Taxes	128,656		8,795		137,451
	5600 · Health Insurance & Workers' Comp. Ins.	253,834		12,421		266,255
	5800 · Pension Benefit	71,259		4,700		75,959
	6000 · Consulting & Professional Fees	125,500		20,000		145,500
	7200 · Awards & Grants to Others	32,500		500,000		532,500
	7210 · Depreciation > \$5,000	2,037				2,037
	7220 · Donations to Other Groups	0				0
	7230 · Dues & Memberships	500				500
	7240 · Education & Training	26,000		47,000		73,000
	7260 · Equipment & Furniture	12,000				12,000
	7280 · Events & Meetings	30,000		72,132		102,132
	7500 · Printing and Publications	11,000		2,542		13,542
	7600 · Operations	44,600		1,285		45,885
	7700 · Occupancy	134,010				134,010
	7850 · Transportation	17,000				17,000
	7900 · Miscellaneous Expenses	20,000				20,000
Total Expense		2,138,197		958,750		3,096,947
Net Ordinary Income		0		0		0

2025 Major Funders

Grants:

- AM Fund
- Annie E. Casey Foundation
- Barr Foundation
- Center on Budget and Policy Priorities
- Ciccolo Family Foundation
- Eastern Bank Charitable Foundation
- Economic Security Project
- Herman & Frieda Miller Foundation
- Hyams Foundation
- Krupp Family Foundation
- Massachusetts Teachers Association
- Menemsha Family Fund
- Nellie Mae Education Foundation
- Share our Strength Coalition
- Oak Foundation
- Parker Family Foundation

Organizations:

- 1199 SEIU
- American Federation of Teachers - Massachusetts
- Boston Teacher's Union (BTU)
- SEIU Local 509
- Boston Children's Hospital

Agenda Item #21a**1**

DATE OF MEETING: July 28, 2024

ITEM NO. _____

MTA Board of Directors' Meeting
ITEM OF NEW BUSINESS

Check One: • Proposed Policy • Proposed One-Time Action • Informational Item

MOVED: The additional underlined addition to MTA Policy 175.45 Hiring Policy and Procedure for Management and Professional Staff.

The Personnel Selection Team (PST) for each job opening should include the President, Vice President, Executive Director-Treasurer, and at least four others who are members of the Board of Directors. In addition to the President and Vice President who are members of the Executive Committee, at least one of the other members should be a current member of the Executive Committee, and when possible at least half of the other members should be ethnic minority members. Members of the PST must be members of the Board of Directors, and their eligibility to serve on the PST shall run concurrent with their Board of Directors term. The Director of Human Resources and appropriate staff Managers may be present at the discretion of the President. Every effort shall be made to assemble the seven members of the PST to include ESP, Higher Ed, PreK-12, non-classroom educators, and retired members. Selection for the Personnel Selection Team will reflect the diversity of MTA membership. After exercising every reasonable effort to assemble the PST in the manner described above, the President may decide to go forward with the PST with a minimum of 3 available PST members, exclusive of the President, Vice President and Executive Director-Treasurer; all of whom must be voting members of the Board of Directors.

Every effort shall be made to assemble the seven members of the PST to include ESP, Higher Ed, PreK-12, non-classroom educators, and retired members. MTA leadership shall endeavor to include all members of the Executive Committee and Board of Directors on a PST through an equitable assignment rotation,

Selection for the Personnel Selection Team will reflect the diversity of MTA membership.

After exercising every reasonable effort to assemble the PST in the manner described above, the President may decide to go forward with the PST with a minimum of 3 available PST members, exclusive of the President, Vice President and Executive Director-Treasurer; all of whom must be voting members of the Board of Directors.

RATIONALE:

Each MTA Board of Directors is elected to represent members of their district and should have equal opportunity to participate on the Personnel Selection Team. Several BOD members consistently serve on the PSTs and there should be broader BOD engagement. Participation in the PST through an assignment rotation improves transparency and ensures all BODs have an opportunity to determine who will support our organizing.

COST ESTIMATE:

STAFF TIME ESTIMATE:

SUBMITTED BY:

Yahaira Rodriguez - At Large ESP Executive Committee, John Sullivan- Region G Executive Committee

Agenda Item #21a**2**

Proposal to allow retired members to serve on CETs

Purpose: to increase representation at CETs

Submitted by: Michelle E. Dunn, CD 9

Proposal:

In the event that a local president is unable to find volunteers for the two representatives each local is entitled to send to a CET in their district, the local president shall be allowed to appoint a dues-paying retired member who either a.) was a member of that local immediately preceding their retirement, or b.) lives in the electoral district for which the CET is being held.

Proposed CET Policy Amendment

Amend Policy #135.25 Section II. B, 1e:

e. Local/chapter presidents and their appointees: Two members from each local association or chapter within the affected legislative district, one of whom shall be the local/chapter president or their designee, and one of whom shall be appointed by the local/chapter president. **If a local/chapter president is unable to identify a current active member to fill one or both of these roles, they may appoint a dues-paying retired member who either (1) was a member of the local/chapter immediately prior to retirement, or (2) resides in the legislative district.** Local/chapter presidents, or their designees, and the local/chapter presidents' appointees represent their locals/chapters at CET meetings...

Rationale:

While some of our CETs have been well attended, we sometimes struggle to field a reasonable number of participants. On at least one occasion this year, Katie Lecaro and I were the only non-staff participants in a CD 9 CET, and neither of us resided in the electoral district where the race was being held. Many local presidents know retired members who are politically engaged and would welcome the opportunity to participate. Finally, in many cases our retired members have more free time and flexibility in their schedules, and are more available to serve on CETs than members who have not yet retired.

Our bylaws allow for retired members to serve on the CRC, and in fact, when I asked earlier in the year, I was told that roughly one-third of our current CRC members are retired. In addition, we allow retired members to serve as SDCs. Finally, we treat retired members as equals to local members in a number of other situations. I don't see a reason for preventing them from representing a local. Allowing them to serve on CETs would bolster participation and enable more voices to be heard in CETs.

Agenda Item #21a**3**

Reserves Policy Background (July 2025)

The purpose of the MTA's Reserves Policy is to maintain appropriate levels of liquidity to meet the short-term obligations and long-term needs of the organization. In 2016 MTA hired the accounting firm Grant Thornton to conduct a comprehensive reserves planning study. That study was completed in 2017 and recommendations were presented to the Board. The study was "refreshed" in 2018 and summarized for the 2018 Annual Meeting as part of the budget presentation. A key recommendation was for MTA to develop a formal reserves policy based on the framework and recommendations in the 2017 study. For reasons that are unclear, such a policy was never drafted or adopted. I strongly recommend to the Executive Committee that we deliberate and recommend a reserves policy to the BOD for first consideration at the July Board meeting.

Additionally, I will continue to consult with CFO Beth Evers, other NEA affiliate Executive Directors, and NEA colleagues regarding best practices for reserve policies and best practices for reserves studies.

The Grant Thornton study identified MTA's funding needs fall into three categories of liquidity:

- 1) Working Capital. MTA's revenue is highly cyclical. To ensure financial stability, the recommendation, confirmed by CFO Evers, is to maintain a minimum of 8 weeks of operating cash. For FY26, this would mean maintaining \$9 million in working capital.
- 2) Risk Reserves. This category of reserves was a key reason for the 2017 reserves study. The Janus case was pending before the Supreme Court. The threat of losing agency fee presented MTA leadership with a significant concern regarding the potential for a loss of membership. There was a great deal of uncertainty about the impact of the loss of agency for the MTA's budget. The good news is that because of a focus on organizing, advocacy, and strong representation, the loss of agency fee has had a minimal impact on overall membership and dues revenue.

However, there are many other risk considerations (e.g. potential reduced NEA support because of loss of payroll deduction in other state affiliates; declining student enrollment; litigation; ongoing right-wing policy and political assaults against higher ed, education generally, unions generally, and the MTA, etc). These risks need to be catalogued, assessed, and are a key part of informing the reserves policy. In 2017, faced with the threat of the loss of agency fee, the recommended risk reserves were \$18.5 million (roughly 40% or 20 weeks of the \$48.5M 2017 budget). Although Janus was then the greatest recent threat to MTA's membership and budget, absent a new assessment, it is not clear what an appropriate current level of risk reserves should be.

- 3) The third category is a catch-all: Other Needs for Liquidity. This category includes long-term obligations, ballot initiatives and other strategic campaigns, capital expenditures, etc. In 2017, the recommendation for this category was a range between \$34.5 million and \$53.3 million (i.e. anywhere from 70% to 110% -- or 36 to 56 weeks -- of the annual budget). As with risk reserves, this category also adds to the need for a new reserves study. MTA's long-term obligations have changed since 2017, capital needs are changing, and there is growing organizational support for increased strategic campaign activity including ballot initiatives.

Current Reserves Status

Twenty-two years ago MTA had no reserves and had to borrow against the headquarters building in order to make an obligated pension contribution. At that point MTA began regularly setting aside contributions to build up reserve investments. Through careful stewardship (and boosted with help from the one-time influx of cash from the Hanover insurance company sale and headquarters building sale) MTA's investment reserves grew to almost \$94 million by the end of FY2021. However, two ballot campaigns later, as of 6/27/25 MTA's reserves stand at \$65,436,923.

Over the last four years, MTA has led one ballot initiative campaign and played a leading role in another. These campaigns (the Fair Share campaign and the MCAS campaign) were critical for addressing the aspirations and goals of the MTA membership and made deep structural changes in state budget resources and education policy. These are core purposes for our strategic reserve capacity. Ballot initiative campaigns will continue to be an important way to address the aspirations and goals of the membership. However, to plan for these campaigns thoughtfully, we need to adopt a sustainable reserves policy and engage in periodic reserves studies to assess risk and thoughtfully steward our resources for major transformational campaigns. Such campaigns are not "add-ons" to MTA's work, but core to the work. However, resources for these campaigns must be built up year over year so that MTA does not find itself in the financial straits it was in twenty some years ago.

Draft MTA Reserves Policy (July 2025)

In order to guard against risks – known and unknown – and in order to ensure that MTA has the ability to engage in large-scale transformational campaigns such as, but not limited to, ballot initiatives, the MTA BOD adopts the following Reserves Policy:

- 1) Working Capital. MTA's revenue is highly cyclical. To ensure financial stability, the EDT and CFO are authorized to maintain a minimum of 8 weeks of operating cash. For FY26, this would mean maintaining \$9 million in working capital.
- 2) Risk Reserves. MTA faces significant risks including: demographic shifts resulting in declining student enrollment and subsequent impacts on overall public education employment; right-wing policy and political assaults (and litigation) on unions and public education; potential reduced NEA grant support because of loss of membership in other states; the possible loss of payroll dues deduction because of federal policy; etc. These risks need to be periodically catalogued, assessed, and are a key part of informing the reserves policy. Until the 2017 recommendations are updated with a new study, MTA will maintain 20 weeks of risk reserves. For FY26 that is \$23 million.
- 3) Other Needs for Liquidity. This category includes long-term obligations, ballot initiatives and other strategic campaigns, capital expenditures, etc. Until the 2017 recommendations are updated with a new study, MTA will maintain 36 weeks of reserves in this category. For FY26 that is \$41.5 million.

Accordingly, MTA will maintain total reserves (Working Capital, Risk Reserves, and Other Needs) equal to 64 weeks of the annual operating budget. For FY26 this is \$74 million.

In order to regularly assess risks and ensure resources for strategic opportunities, MTA will periodically conduct a reserves study utilizing the services of outside consultants if necessary.

Agenda Item #21a**4**

Charge of the Policy Review Committee

“The Policies Task Force will consist of nine members....and will review MTA Policies from an equity lens. The Task Force will review MTA Policies and make suggestions to the MTA Board to fix policies that create inequities and propose changes to expand access to opportunities for fuller engagement of members of color and other marginalized groups within the MTA.”

Members of the Policy Review Task Committee

[Conner Bourgoin, Cheri Cluff, Lisa Hua, Rosa Lopez-Whitehill, Betsy Preval, Candace Shivers, Victor Soto, and Committee Chair Elizabeth Tyrell]

MTA Staff Supporting the committee

Jen Freeling, John Connelly, Mike Fadel, Laurie Houle

The committee reviewed the entire policy book in a detailed fashion. All members of the committee participated in open discussions around any concerns identified by members of the committee. The committee identified three basic actions moving forward.

Some of the identified changes were essentially clerical updates, like the fact that annual meeting is not always at the Hynes Convention Center. Those changes will be pursued by governance, because they are outside of the charge of the committee.

The committee will be submitting recommendations for policy changes at the next BOD meeting. They include expanding acceptable identification for annual meeting delegates, making translations of the policy book and bylaws available, encouraging the annual meeting issues forums to include issues pertaining to ethnic minority members, and expanding reimbursement availability to ethnic minority delegates to annual meeting, using funds remaining after reimbursement of travel expenses to ethnic minority delegates elected to the regional seats.

The final category is the minority involvement plan, which Candace Shivers, chair of the EMAC Committee, has agreed to be addressed during the EMAC retreat this August. Should any policy change recommendations arise as a result of that work, the committee will present them to the board.

Agenda Item #21a**4i**

<p>85. EXECUTIVE COMMITTEE HEARING PROCEDURES: EXECUTIVE COMMITTEE AS A MEMBERSHIP BOARD</p> <p>E. HEARING</p> <p>13. Evidence</p> <p>The parties may offer such evidence as they desire and shall produce such additional evidence as the Hearing Officer may deem non-repetitious and necessary to an understanding and determination of the dispute. The Hearing Officer shall make the final determination of the relevancy and materiality of any evidence offered. Conformity to the legal rules of evidence is not required. All evidence shall be taken in the presence of the parties except where any of the parties are absent in default or have waived their right to be present.</p>	<p>TF: Discussed the need for language that states evidence should be evaluated for potential bias. Also, seeking clarity on what defines “evidence.” And, not to characterize a person of color with subjective language, eg that someone feels “intimidated” by them.</p> <p>85.35.02: Addition to III. E. 4. – Conduct of Hearing: Hearing officer and committee will be attentive to implicit bias throughout these proceedings.</p>
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Agenda Item #21a**4ii**

Policy Proposal

Add to Policy 70.05 – Policy/Procedure for the Nomination and Election of Regional and Retired Ethnic Minority Delegates to the MTA Annual Meeting of Delegates

Funding

(add the following after the current “Funding” paragraph):

If all of the available Regional Ethnic Minority Delegate seats are not elected, candidates who do not win election may be eligible for funding from MTA if elected as a local delegate.

The total possible funding (TPF) from MTA is equal to the number of seats without any candidates multiplied by the prevailing funding amount per seat (FA/S).

The minimum amount available per delegate is equal to the TPF divided by the number of potential applicants up to but not exceeding the FA/S. The number of potential applicants is equal to the number of candidates running for but not elected to a seat.

Following the nomination deadline, candidates in contested elections will be notified that if they are not elected as a Regional Ethnic Minority Delegate but are elected as a local delegate that they may be eligible for reimbursement of expenses related to attending Annual Meeting. The minimum and maximum potential reimbursement will be communicated to the candidates at that time.

To be eligible for reimbursement under this provision, the member must have run for but not been elected as a Regional Ethnic Minority Delegate AND must be reported by the local president as an elected local delegate by the final delegate reporting deadline as communicated by MTA to local presidents.

Those eligible may apply for possible reimbursement of expenses that include meals (subject to USGSA per diems), one night hotel, parking, and mileage directly connected with attending Annual Meeting, and only the portion of those expenses not paid for or reimbursed by the local association.

To apply for funding, an eligible member must submit an expense voucher to MTA Governance within 30 days of the completion of Annual Meeting.

Agenda Item #21a**5**

MTA Board of Directors' Meeting
ITEM OF NEW BUSINESS

Check One: Proposed Policy Proposed One-Time Action Informational Item

MOVED:

1. When a member's life is lost at work, the MTA will encourage all of our local associations to have members present for memorial services, when possible, and to provide support for the family and community of the member whose life is lost at work.
2. The MTA will provide similar support for other NEA affiliates by having members present for memorial services, when possible, and by providing support for the family and the community of an NEA member whose life is lost at work.

RATIONALE:

Greater support will build unity and solidarity at a time of loss. This will strengthen the ties between members in different communities and strengthen our relationships as a state affiliate with other NEA affiliates.

COST ESTIMATE:

STAFF TIME ESTIMATE:

SUBMITTED BY:

Motion by Adam Snodgrass, Groton-Dunstable 12F
Second by Chris Mulroney, Framingham & Sarah McKeon, Framingham

Agenda Item #21a**6**

MTA Board of Directors' Meeting
ITEM OF NEW BUSINESS

Check One: Proposed Policy Proposed One-Time Action Informational Item

MOVED:

Motion to provide MTA Members with a secure way to send emails to their representatives on the MTA BOD.

RATIONALE:

This will encourage communication between MTA members and their representatives on the MTA BOD.

COST ESTIMATE:

STAFF TIME ESTIMATE:

SUBMITTED BY:

Motion by Adam Snodgrass, Groton-Dunstable 12F
Second by Chris Mulroney, Framingham & Sarah McKeon, Framingham

Agenda Item #21a**7**

DATE OF MEETING: June13,2025

ITEM NO. _____

MTA Board of Directors' Meeting

ITEM OF NEW BUSINESS

Check One: Proposed Policy Proposed One-Time Action Informational Item

MOVED:

The MTA will send notification emails to all members who submit their names for consideration to serve on any MTA committee, regardless of whether they are selected. The Chair or Co-Chairs of the respective committee(s) will be CC'd on these communications.

In addition, the Board of Directors will receive a comprehensive report by October 31st each year. This report will include a complete list of committee members and any existing vacancies. The list will detail each member's name, email address, local association, and the number of vacancies per committee.

The Board will also receive timely updates whenever vacancies on any committee are filled.

RATIONALE:

Board members have received inquiries from members regarding the timeline for communications from the MTA about the committees they signed up for. Currently, only those who are selected to serve receive an email notification, leaving others without confirmation or follow-up.

By CC'ing the Chair or Co-Chairs on these communications, they will also be made aware of which members expressed interest in their committee. This allows them to follow up directly—whether to recruit volunteers, invite interested members to attend meetings, or encourage them to provide input.

Additionally, the annual committee list provided to the Board of Directors is intended to help Board members identify potential participants within their Locals, Chapters, and Regions. This enables Board members to support committee recruitment efforts and ensures they know who to contact when committee-related issues arise or when input is needed from specific groups.

SUBMITTED BY:

Alex Rivera-Ortiz, Educational Association of Worcester, 10B

Agenda Item #21b**1**

2025 FORM FOR NEW BUSINESS ITEMS

Proposal to Establish "Distinguished Service in Public Higher Education" Award			April 15, 2025, 5:39 P
NBI Name			Date and Time
Rosa Di Virgilio Taormina			Association of Professional Administrators
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Joanna Gonsalves			Massachusetts State College Association
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:

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 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.

SUBMITTER'S RATIONALE:

Higher education professionals—including faculty and staff—are essential to fulfilling the MTA's mission of advocating for quality public education at every level. The absence of awards recognizing their achievements creates an unintentional disparity within our union's public recognition efforts.

Establishing these awards would:

- Affirm the MTA's commitment to all sectors of public education.
- Celebrate the expertise, service, and impact of MTA members working in higher education.
- Promote solidarity and visibility across our diverse membership.
- Foster a greater sense of inclusion and value among higher education members.

DUES IMPACT:

none

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Because higher ed represents ~10% of the broader union membership, we anticipate that administering this award will require only about 10% of the time and resources typically dedicated to the K-12 award program.

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

\$200; 5 hours



Agenda Item #21b**2**

2025 FORM FOR NEW BUSINESS ITEMS

Expense Reimbursement Policy

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:

Remove the word "caucus" under the last bullet item (p.92) Policy #95.30.10

SUBMITTER'S RATIONALE:

MTA policy 40.05 state that the MTA does not recognize caucuses therefor "caucus meetings" are not to be considered for reimbursement under any condition.

" MTA does not officially recognize caucuses. Caucuses are a group of members who come together over an issue and are independent of the MTA. No such group shall be affiliated with the MTA or be provided with resources from the Association."

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

0

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

\$0; 1 hour

Agenda Item #21b**3**

2025 FORM FOR NEW BUSINESS ITEMS

NBI Name			Date and Time
Delegate Making the Motion	Cell	Email	Association Represented or 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:

SUBMITTER'S RATIONALE:

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

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.

Agenda Item #21c**1**

The first would amend Policy 200.75 to increase reimbursement for retirees at Annual Meeting from \$450 to \$650 when the meeting is held in Boston. Below is the existing Policy with our proposed changes CAPITALIZED.

200.75 Process for Expense Reimbursement for Statewide Retired District Delegates to the MTA Annual Meeting of Delegates

In accordance with the vote of the 2004 Annual Meeting of Delegates, the MTA will reimburse registered Statewide Retired District Delegates. Each Retired Delegate will be reimbursed up to \$450 for expenses incurred while a delegate to the MTA Annual Meeting of Delegates (current amount set at February 2017 Board Meeting).

DELEGATES MAY BE REIMBURSED UP TO \$650 WHEN THE ANNUAL MEETING IS HELD IN BOSTON.

(1) After the Annual Meeting, delegates will submit an expense voucher to the Office of the Director of MTA Governance and Administration, for expenses incurred including receipts for ALL items with the exception of mileage, tolls, and hotel tips. No more than \$450 will be reimbursed, NO MORE THAN \$650 WHEN THE MEETING IS HELD IN BOSTON. Expense vouchers must be received no later than July 15, or they will not be paid.

(2) Expenses will be reimbursed for actual expenses for up to one hotel night, delegates' parking, mileage at the Board/committee rate from home to the Annual Meeting site and return, and meals with the exception of the Retired Members luncheon period, if this meal function is provided by MTA.

Submitted by: Andrei Joseph, Executive Committee, Retired

Seconded by: Bonnie Page, Statewide Retired Director

Agenda Item #24a

MCAS Opt-Out

MOVED:

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

RATIONALE:

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

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

APPROVED AT THE FEBRUARY 2025 BOARD OF DIRECTORS MEETING:

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

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

Agenda Item #24b

DATE OF MEETING: June 14, 2025

ITEM NO.

MTA Board of Directors' Meeting ITEM OF NEW BUSINESS

Check One: Proposed Policy **Proposed One-Time Action** Informational Item

MOVED:

A task force relating to accessibility and disability justice shall be created to address accessibility and disability-related issues affecting MTA members with disabilities, both within our union and in their workplaces.

Scope of Task Force Work:

- **Accessibility Assessment:** Review the accessibility of MTA events (in-person and virtual), meetings, and communications.
- **Rank-and-File Member Input:** Actively gather input and lived experiences from union education workers with disabilities across the state.
- **Barrier Identification:** Identify specific barriers that members with disabilities encounter in their workplaces, included, but not limited to lack of accommodations, inaccessible materials, and workplace discrimination.
- **Actionable Recommendations:** Develop concrete and actionable recommendations for improving accessibility and disability inclusion within the MTA.
- **Local Advocacy and Organizing Support:** Create recommendations for supporting members in advocacy and organizing work at the local/district level to advance disability inclusion.
- **Report to the Board:** Present a report to the MTA Board of Directors with findings and proposed action items by the December 2025 Board meeting.

Composition of Task Force:

- Rank-and-file members with disabilities and/or lived experience
- Rank-and-file members with knowledge of accessibility standards and disability rights
- Union leaders (e.g. MTA Board members, local union leaders, etc.) committed to equity and inclusion
- Staff as needed for support

RATIONALE:

The MTA's slogan, "*A diverse union of education workers,*" must be reflected in our structures, policies, and practices. Members with disabilities (both visible and invisible) face barriers to full participation in union activities, including inaccessible venues, inadequate digital accommodations, and a lack of inclusive planning.

Additionally, education workers with disabilities often experience ableism in the workplace and struggle to obtain the accommodations they are legally and ethically entitled to.

Disability justice is a critical but often overlooked aspect of intersectional union work and social justice organizing.

SUBMITTED BY:

Deb Gesualdo, NEA Director

SECONDED BY:

Will Karvouniaris, 21G

Agenda Item #24c

Moved that the MTA President will organize and facilitate a structured, member-led dialogue on the ongoing conflict in Israel and Palestine. This process shall include the voices of members-leader members who are concerned about the rise in anti-semitism and Rank & File for Palestine, and any other interested members-leaders.

The purpose of this dialogue is to:

1. Foster mutual understanding among union members with divergent perspectives on this issue.
2. Model respectful and principled conversation about complex political issues.
3. Prevent internal divisions from undermining our union solidarity.
4. Identify ways we can stand for justice globally while remaining rooted in our core mission to organize for worker rights, public education, and racial and social justice.

The President shall ensure:

- Participation is voluntary, representative, and inclusive.
- A trained neutral facilitator supports the conversation.
- A written summary of member perspectives (not positions) is reported back to the Board of Directors.
- The process shall be completed by the December 2025 BOD meeting.

Rationale:

As educators and unionists, we must be able to hold difficult conversations while maintaining our unity. The current crisis in Israel and Palestine has deeply affected members on all sides. Without creating space for dialogue, we risk division, alienation, and distraction from our shared goals. This NBI seeks to center healing, learning, and solidarity, making our union stronger and more inclusive.