



**A DIVERSE UNION
of EDUCATION
WORKERS**

**BOARD OF DIRECTORS SCHEDULE
Saturday and Sunday, July 26-27, 2025**

UMASS Amherst
Student Union Ballroom

FRIDAY July 25, 2025

12:30 p.m. – 1:00 p.m.	Lunch	Rooms 804-808, 8 th Floor
1:00 p.m. – 5:00 p.m.	New Board Orientation	Rooms 804-808, 8 th Floor

SATURDAY July 26, 2025

9:00 a.m. – 10:00 a.m.	Continental Breakfast	Student Union Ballroom
10:00 a.m. – 1:00 p.m.	Board Retreat	Student Union Ballroom
1:00 p.m. – 2:00 p.m.	Lunch	Student Union Ballroom
2:00 p.m. – 4:00 p.m.	Board Retreat	Student Union Ballroom
4:00 p.m. – 5:30 p.m.	Business Session	Student Union Ballroom
5:30 p.m. – 6:30 p.m.	Dinner	Student Union Ballroom
6:30 p.m. – 8:00 p.m.	Business Session	Student Union Ballroom

SUNDAY July 27, 2025

8:00 a.m. – 9:00 a.m.	Breakfast	Student Union Ballroom
9:00 a.m. – 12:00 p.m.	Business Session	Student Union Ballroom
12:00 p.m. – 1:00 p.m.	Lunch	Student Union Ballroom
1:00 p.m. – 4:00 p.m.	Business Session	Student Union Ballroom
4:00 p.m. – 5:15 p.m.	Welcome Reception	Campus Center 163C
5:15 p.m. – 6:30 p.m.	Keynote with Dr. Keeanga-Yamahtta Taylor	Campus Center Auditorium
7:30 p.m. – 9:00 p.m.	HCR Reception with Dr. Cornel West	Student Union Ballroom

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



**A DIVERSE UNION
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MTA Board of Directors Meeting Agenda

Saturday, July 26 - Sunday, July 27, 2025

UMASS Amherst

Student Union Ballroom

UMass Campus

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1. Call to Order (4:00 p.m.)
 2. Roll Call (10 minutes)
 3. Adoption of the Order of Business (5 minutes)
 4. 2025 Annual Meeting Attendance Recap; Totals by category and region – Jennifer Freeling, Director of Governance and Administration (2 hours 45 minutes)
 - a. Discussion and VOTE on 2025 Annual Meeting of Delegates New Business Items
 1. AM2025 NBI01 Contract language protecting marginalized workers
 2. AM2025 NBI02 Back from the Brink of Nuclear War
 3. AM2025 NBI03 Fossil Fuel Divestment
 4. AM2025 NBI04 Prim Letter
 5. AM2025 NBI05 Promoting Responsible Investment
 6. AM2025 NBI06 Arms Embargo
 7. AM2025 NBI07 Member Petition for Organizer
 8. AM2025 NBI09 Solidarity in Action: MTA's Roadmap to Secure Workers' Rights and Economic Justice
 9. AM2025 NBI10 Oppose AI Driven Personalized Adaptive Learning Programs
 10. AM2025 NBI11 Resist Patriot Curriculum
 11. AM2025 NBI12 Recognition of Heritage Months
 12. AM2025 NBI13 Remove Curriculum Resources on "The Conflict of the Middle East."
 13. AM2025 NBI14 Proposal to Establish "Distinguished Service in Public Higher Education" Award
 14. AM2025 NBI15 Operations and Facilities Review
 15. AM2025 NBI16 Expense Reimbursement Policy
 16. AM2025 NBI17 Field and Organizing Expenses
 17. AM2025 NBI18 Expense Reimbursement Policy 95.30.10
 18. AM2025 NBI19 Enumeration and Application of a Million, Billion, Trillion
 19. AM2025 NBI22 K-12 Curriculum Creation by MTA and Its Affiliates
 20. AM2025 NBI23 Reaffirming the Primary Mission of the MTA
 21. AM2025 NBI32 Direct MTA Leadership to Form a Committee on Stipends and Teacher Retirement
 22. AM2025 NBI33 Understanding the Gaps: Investigating Local Delegate Participation in the MTA Annual Meeting
 23. AM2025 NBI34 Promoting Media Literacy in Massachusetts Public Schools



**A DIVERSE UNION
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WORKERS**

- 24. AM2025 NBI35 Board Communication and Accountability Policy
- 25. AM2025 NBI36 Restructure Dues for Higher Education Members
- 26. AM2025 NBI38 MTA to Help Build an Independent Working-Class Party
- 27. AM2025 NBI39 Strong Campaign for the Public-Sector Right to Strike Without Restrictions
- 28. AM2025 NBI40 Expose ALC Legislators

~end Saturday Session~

- 5. Call to Order (9:00am)
- 6. Roll Call
- 7. Land and Member Acknowledgement (15 minutes)
- 8. Recognition of Guest Speakers (Up to 30 Minutes)
- 9. Consent Agenda (At Least One Vote Required to Adopt ALL) (5 minutes)
 - a. Act on Approval of the Minutes of the Board of Directors of June 13, 2025*
- 10. Consent Agenda (Vote Not Required. Read Written Reports in Advance) (10 minutes):
Please forward any pertinent questions to President Max Page before the meeting so that up-to-date information can be provided.
 - a. Financial Reports: Report of the Treasurer (FY 2024-2025)
 - 1. Financial Overview
 - 2. Comparative Statement of Financial Position and Balance Sheet Analysis
 - 3. Comparative Summary Statement of Operations and Analysis
 - 4. Detail Statement of Operations
 - 5. MTA/NEA Membership Report
 - 6. Contingency Report
 - b. Field and Organizing Report: Status of Local Negotiations (prek-12 and 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
 - i. Union Rights Fund – An Annual Summary Report*
- 11. Discussion and VOTE on Proposed 2025-2026 Priorities (1 hour)
- 12. Update on Campaigns and State Budget (5 minutes)



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13. Discussion on Labor Day Action and Fight Forward (30 minutes)
14. Elections-Nominations (30 minutes)
 - a. Elect one (1) member of the Board to serve on the Advisory Budget Committee, two-year term (July 1, 2025 – June 30, 2027**)
**Committee seat will end when Board position ends, or at the conclusion of the term, whichever comes first
 - b. Elect two (2) members of the Board to serve on the Workplace Equity Committee, three-year term (July 1, 2025 – June 30, 2028**)
**Committee seat will end when Board position ends, or at the conclusion of the term, whichever comes first
 - c. Elect one (1) member 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**)
**Seat will end when Board position ends, or at the conclusion of the term, whichever comes first

~~lunch~~

15. Executive Session* (1 hour)
 - a. Legal Updates
 - b. Personnel Report
 - c. Labor Relations Report
 - d. Discussion and VOTE on Independent Expenditure Political Action Committee Policy
 - e. CEED Report: Final Report (unfinished from June)
16. Review and VOTE – MTA Policies (30 minutes)
 - a. Unfinished business from June Board of Directors Meeting:
 1. Amend Policy 10.55 Annual Meeting Preconvention Meetings (second read)
 2. Amend Policy #180.30.10 Salary of the President and Vice President (second read)
 3. Proposed New Policy – Acceptable Use Policy (second read)
 4. Amend Policy 175.45 Hiring Policy (second read)
 5. Amend Policy #135.25 MTA Candidate Recommendation Committee Procedures, Section II, B. (first read)
 - b. Discussion and VOTE on Reserves Policy (first read)
17. Unfinished Business from June 13, 2025 Board Meeting (30 minutes)
 - a. Policy Task Force Presentation and Recommendations – Elizabeth Tyrell, Chair*
 - b. Act on Proposed MCAS Task Force Charge
 - c. 2025.03.28-29.2025 NBI01 Support for Death of Member



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- d. 2025.03.28-29 NBI 02 Secure Email to MTA Board
 - e. 2025.06.13 NBI 01 Clarification of NBI#5 Academic Freedom
 - f. 2025.06.13 NBI 02 Task Force on Accessibility and Disability Justice
 - g. 2025.06.13 NBI 03 MTA Board NBI Form Committee Emails
18. New Business (Deadline: Sunday, July 13, 2025) (20 minutes)
- a. 2025.07.27 NBI 01 Virtual Options for Winter and Summer Conferences
 - b. 2025.07.27 NBI 02 LOS Policy Amendment
 - c. 2025.07.27 NBI 03 Facilitated Union Dialogue on the Conflict in Israel and Palestine
19. Board of Directors At-Large Verbal Reports (15 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-Wright, *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 & Bob Miller, *Statewide Retired Region Director*.
 - d. NEA Directors Report: Christine Mulrone, *NEA Director*.
20. Leadership Reports* (15 minutes)
- a. Report of the President
 - b. Report of the Vice President
 - c. Report of the Executive Director-Treasurer
21. Adjournment

Appendix A: 2025-2026 Governance Calendar
Appendix B: 2026-2027 Governance Calendar
Appendix C: June 13, 2025, Board Meeting Actions Taken

NOTE: The asterisk (*) identifies items, if not included in the initial agenda mailing that are to be forwarded under separate cover prior to the meeting or distributed as handouts at the meeting.

NOTE: To be recorded as excused from attendance at Board meetings and for hotel room cancellation, Board members must notify MTA Governance in advance of the meeting by e-mail with the reason for non- attendance: MTAGovernance@massteacher.org. *MTA Bylaws (Article VII Section 4, E. 1) 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 to the President.*

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.



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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: o 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.*
- *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, and MTASO
MTA Staff

Agenda Item #4

NBI #	Title	with/without Budgetary....	MTA Dues Impact	MTA Cost Estimate	MTA Staff Time Estimate	Staff time	EC Recommendation to BOD
AM2025 NBI02	Back from the Brink of Nuclear War	without	none	\$0	100	hours	No Recommendation
AM2025 NBI03	Fossil Fuel Divestment	without	none	\$0	5	hours	Support
AM2025 NBI04	Prim Letter	without	none	\$0	2	hours	Support
AM2025 NBI05	Promoting Responsible Investment	without	none	\$0	1	hour	No Recommendation
AM2025 NBI06	Arms Embargo	without	none	\$0	1	hour	No Recommendation
AM2025 NBI07	Member Petition for Organizer	without	none	\$0	unknown		Rejection
AM2025 NBI09	Solidarity in Action: MTA's Roadmap to Secure Workers' Rights and Economic Justice	without	none	\$0	Ongoing		Support
AM2025 NBI10	Oppose AI Driven Personalized Adaptive Learning Programs	without	none	\$0	120	hours	WITHDRAWN
AM2025 NBI11	Resist Patriot Curriculum	without	none	\$0	80	hours	WITHDRAWN
AM2025 NBI12	Recognition of Heritage Months	without	none	\$0	36	hours	Support
AM2025 NBI13	Remove Curriculum Resources on "The Conflict of the Middle East."	without	none	\$0	1	hour	No Recommendation
AM2025 NBI14	Proposal to Establish "Distinguished Service in Public Higher Education" Award	without	none	\$200	5	hours	Support
AM2025 NBI15	Operations and Facilities Review	without	none	\$0	5	hours	Support
AM2025 NBI16	Expense Reimbursement Policy	without	none	\$0	1	hour	Support
AM2025 NBI17	Field and Organizing Expenses	without	none	\$0	1	hour	No Recommendation
AM2025 NBI18	Expense Reimbursement Policy 95.30.10	without	none	\$0	unknown		Support
AM2025 NBI19	Enumeration and Application of a Million, Billion, Trillion	without	none	\$0	1	hour	Support
AM2025 NBI22	K-12 Curriculum Creation by MTA and Its Affiliates	without	none	\$0	20	hours	REFER TO WEB RESOURCES WORKING GROUP
AM2025 NBI23	Reaffirming the Primary Mission of the MTA	without	none	\$0	0	hours	Out of Order
AM2025 NBI32	Direct MTA Leadership to Form a Committee on Stipends and Teacher Retirement	without	none	\$0	40	hours	REFER TO PENSION TF
AM2025 NBI33	Understanding the Gaps: Investigating Local Delegate Participation in the MTA Annual Meeting	without	None	\$0	40	hours	Support

NBI #	Title	with/without Budgetary....	MTA Dues Impact	MTA Cost Estimate	MTA Staff Time Estimate	Staff time	EC Recommendation to BOD
AM2025 NBI34	Promoting Media Literacy in Massachusetts Public Schools	without	None	\$0	100	hours	REFER TO GRC
AM2025 NBI35	Board Communication and Accountability Policy	without	None	\$0	0	hours	Out of Order
AM2025 NBI36	Restructure Dues for Higher Education Members	without	None	\$0	0	hours	Out of Order
AM2025 NBI38	MTA to Help Build an Independent Working-Class Party	without	None	\$0	0	hours	Out of Order
AM2025 NBI39	Strong Campaign for the Public-Sector Right to Strike Without Restrictions	without	None	\$0	100	hours	Rejection
AM2025 NBI40	Expose ALC Legislators	without	None	\$0	2	hours	Support with amendments

Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
ADAMS CHESHIRE TEACHERS ASSN	01	A	3	0		
BERKSHIRE HILLS EDUCATION ASSN	01	A	5	0	1	
CENTRAL BERKSHIRE EDUCATORS ASSN	01	A	5	0		
CLARKSBURG TEACHERS ASSN	01	A	2	0		
FARMINGTON RIVER EDUCATORS ASSN	01	A	2	0		
FLORIDA EDUCATION ASSN	01	A	2	0		
HANCOCK TEACHERS ASSN	01	A	2	0		
LEE EDUCATION ASSN	01	A	4	0		
LENOX EDUCATION ASSN	01	A	3	0		
MCCANN FACULTY ASSN	01	A	2	0		
MOUNT GREYLOCK EDUCATORS ASSN	01	A	5	0		
NORTH ADAMS PARAPROFESSIONALS ASSN	01	A	2	0		
NORTH ADAMS TEACHERS ASSN	01	A	3	0		
PITTSFIELD EDUCATIONAL ADMINISTRATORS ASSN	01	A	2	0		
RICHMOND EDUCATORS' ASSN	01	A	2	0		
SAVOY EDUCATION ASSN	01	A	2	0		
SOUTHERN BERKSHIRE REGIONAL EDUCATION ASSN	01	A	3	0		
UNITED EDUCATORS OF PITTSFIELD	01	A	11	6	6	
AGAWAM EDUCATION ASSN	02	A	11	9	8	2
AGAWAM PROFESSIONAL ADMINISTRATORS ASSN	02	A	2	0		
GATEWAY EDUCATION ASSOCIATION	02	A	4	4	4	
SOUTHWICK-TOLLAND-GRANVILLE EDUCATION ASSN INC	02	A	4	4	4	
WEST SPRINGFIELD EDUCATION ASSN	02	A	10	5	5	
WESTFIELD EDUCATION ASSN	02	A	14	9	9	
BELCHERTOWN EDUCATION ASSN	03	A	7	6	6	
CHESTERFIELD GOSHEN TEACHERS ASSN	03	A	2	0		
EASTHAMPTON EDUCATION ASSN	03	A	5	3	2	
GRANBY EDUCATORS ASSN	03	A	3	0		
HADLEY EDUCATION ASSN	03	A	2	2	1	1
HAMPSHIRE REGIONAL EDUCATION ASSN	03	A	3	2	2	
HATFIELD TEACHERS ASSN	03	A	2	2	2	
NORTHAMPTON ASSN OF SCHOOL EMPLOYEES	03	A	12	12	11	2
SOUTH HADLEY EDUCATION ASSN	03	A	6	6	6	
SOUTHAMPTON TEACHERS ASSN	03	A	2	0		
WARE TEACHERS ASSN	03	A	3	0		
WESTHAMPTON TEACHERS ASSN	03	A	2	0		
WILLIAMSBURG TEACHERS ASSN	03	A	2	0		
AMHERST-PELHAM ADMINISTRATORS ASSN	04	A	2	0		
AMHERST-PELHAM EDUCATION ASSN	04	A	9	9	8	
ATHOL TEACHERS ASSN	04	A	6	0		

* Numbers in these columns INCLUDE Board Delegates, who are NOT reported by their local. Thus, in some cases there will be more attended delegates than reported delegates

Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
ERVING TEACHERS ASSN	04	A	2	0		
FRANKLIN COUNTY TECHNICAL TEACHERS ASSN	04	A	2	0		
FRONTIER REGIONAL EDUCATION ASSN	04	A	3	0		
GILL-MONTAGUE EDUCATION ASSN	04	A	4	0		
GREENFIELD EDUCATION ASSN	04	A	5	1	1	
HAWLEMONT TEACHERS ASSN	04	A	2	0		
LEVERETT EDUCATION ASSN	04	A	2	0		
MAHAR TEACHERS ASSN	04	A	3	0		
MOHAWK DISTRICT EDUCATION ASSN INC	04	A	4	1	1	
ORANGE ELEMENTARY TEACHERS ASSN	04	A	3	0		
PETERSHAM EDUCATIONAL ASSN	04	A	2	0		
PIONEER VALLEY ASSN OF SUPPORT PROFESSIONALS	04	A	2	0		
PIONEER VALLEY REGIONAL EDUCATION ASSN	04	A	2	0		
ROWE TEACHERS ASSN	04	A	2	0		
SHUTESBURY EDUCATION ASSN	04	A	2	1	1	
SWIFT RIVER EDUCATION ASSN	04	A	2	0		
UNION 38 EDUCATORS ASSN	04	A	4	0		
SPRINGFIELD ADMINISTRATORS ASSN	05	A	3	0		
SPRINGFIELD EDUCATION ASSN	05	A	50	33	31	2
TECHNICAL EMPLOYEES ASSN (SPRINGFIELD)	05	A	2	2		
EAST LONGMEADOW EDUCATION ASSN	06	A	8	0		
HAMPDEN-WILBRAHAM EDUCATION ASSN	06	A	7	4	4	
LONGMEADOW EDUCATION ASSN	06	A	8	7	7	
LOWER PIONEER VALLEY ED COLLAB EDUCATORS UNION	06	A	2	1	1	
LUDLOW EDUCATION ASSN	06	A	8	4	4	
MONSON EDUCATORS ASSOCIATION INC	06	A	4	1	2	
PALMER TEACHERS ASSN	06	A	4	0		
PATHFINDER EDUCATION ASSN	06	A	3	0		
CHICOPEE EDUCATION ASSN	26	A	23	14	7	6
HOLYOKE EDUCATORS ASSN	26	A	2	0		
HOLYOKE PARAPROFESSIONALS ASSN	26	A	5	0	1	
HOLYOKE PUBLIC SCHOOL SECRETARIES ASSN	26	A	2	0		
HOLYOKE TEACHERS ASSN	26	A	9	4	4	
ASHBURNHAM WESTMINSTER EDUCATORS UNION	07	B	2	0		
ASHBURNHAM-WESTMINSTER TEACHERS ASSN	07	B	5	0		
FITCHBURG EDUCATION ASSN	07	B	15	7	8	
GARDNER EDUCATION ASSN	07	B	7	0		

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
LEOMINSTER ADMINISTRATORS ASSN	07	B	2	0		
LEOMINSTER EDUCATION ASSN	07	B	12	1	1	
LEOMINSTER SCHOOL SECRETARIES ASSN	07	B	2	0		
LEOMINSTER TUTORS ASSN	07	B	3	0		
MONTACHUSETT REG TEACHERS ASSN	07	B	4	0		
MONTACHUSETT REGIONAL PARAPROFESSIONAL ASSN	07	B	2	0		
NARRAGANSETT DISTRICT ED ASSN	07	B	3	0		
PARAEDUCATOR ASSN OF LEOMINSTER SCHOOLS	07	B	3	0		
WINCHENDON SECRETARIES ASSN	07	B	2	0		
WINCHENDON SUPPORT PERSONNEL ASSN	07	B	2	0		
WINCHENDON TEACHERS ASSN	07	B	3	0		
AUBURN EDUCATION ASSN	08	B	5	1	1	
BAY PATH ADMINISTRATORS ASSN	08	B	2	0		
BAY PATH TEACHERS ASSN	08	B	3	0		
BRIMFIELD EDUCATIONAL SUPPORT PROFESSIONALS ASSN	08	B	2	0		
BROOKFIELD EDUCATIONAL SUPPORT PROFESSIONALS ASSN	08	B	2	0		
DUDLEY-CHARLTON PARAPROFESSIONAL ASSN	08	B	2	0		
DUDLEY-CHARLTON TEACHERS ASSN	08	B	7	0		
EDUCATIONAL ASSN OF LEICESTER	08	B	3	0		
HOLLAND EDUCATIONAL SUPPORT PROFESSIONALS ASSN	08	B	2	0		
LEICESTER PARAPROFESSIONAL ASSN	08	B	2	0		
NORTH BROOKFIELD TEACHERS ASSN	08	B	2	0		
QUABBIN REGIONAL SCHOOL DISTRICT PARA ASSN	08	B	2	0		
QUABBIN REGIONAL TEACHERS ASSN	08	B	5	1		
QUABOAG EDUCATION ASSN	08	B	4	0		
SOUTHBRIDGE EDUCATION ASSN	08	B	5	4	3	1
SOUTHERN WORCESTER COUNTY EDUCATIONAL COLLABORATIV	08	B	2	0		
SPENCER-EAST BROOKFIELD TEACHERS ASSN	08	B	4	0		
STURBRIDGE EDUCATIONAL SUPPORT PERSONNEL ASSN	08	B	2	0		
TANTASQUA EDUCATION ASSN	08	B	5	0		
UNION 61 TEACHERS ASSN	08	B	4	4	2	1
WALES ESSENTIAL SUPPORT PERSONNEL	08	B	2	0		
ALGONQUIN REGIONAL TEACHERS ASSN	09	B	4	1	1	
BERLIN-BOYLSTON EDUCATORS' ASSN	09	B	3	0		
BERLIN-BOYLSTON PARAEDUCATOR ASSN	09	B	2	0		

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
GRAFTON TEACHERS ASSN	09	B	6	0		
MENDON-UPTON REG TEACHERS ASSN	09	B	5	0		
NORTHBORO TEACHERS ASSN	09	B	5	0		
SOUTHBORO TEACHERS ASSN	09	B	5	0		
WACHUSETT REGIONAL EDUCATION ASSN	09	B	12	7	2	3
WEST BOYLSTON TEACHERS ASSN	09	B	3	0		
WESTBOROUGH EDUCATION ASSN	09	B	11	0		
EDUCATIONAL ASSN OF WORCESTER INC	10	B	67	24	25	2
SHREWSBURY EDUCATION ASSN	10	B	12	5	5	
SHREWSBURY PARAPROFESSIONALS ASSN	10	B	6	0		
CENTRAL MASSACHUSETTS COLLABORATIVE UNION	11	B	3	0	1	
DOUGLAS EDUCATIONAL SUPPORT PROFESSIONALS ASSN	11	B	2	0		
DOUGLAS TEACHERS ASSN	11	B	3	0		
HOPEDALE EDUCATION ASSN INC	11	B	4	0		
MILFORD TEACHERS ASSN	11	B	11	0		
MILLBURY TEACHERS ASSN	11	B	4	0		
NORTHBRIDGE TEACHERS ASSN	11	B	5	0		
OXFORD EDUCATION ASSN	11	B	4	2	1	1
SUTTON EDUCATION SUPPORT ASSN	11	B	2	2	2	
SUTTON TEACHERS ASSN	11	B	4	0		
UXBRIDGE TEACHERS ASSN	11	B	6	0		
WEBSTER ADMINISTRATIVE ASSISTANTS	11	B	2	0		
WEBSTER ADMINISTRATORS ASSN	11	B	2	0		
WEBSTER EDUCATORS ASSN	11	B	4	0		
WEBSTER INSTRUCTIONAL ASSISTANTS ASSN	11	B	2	0		
COHASSET TEACHERS ASSN	33	C	5	1		1
EDUCATION ASSN OF NORWELL	33	C	6	3		3
HANOVER TEACHERS ASSN	33	C	5	2	2	
HINGHAM EDUCATION ASSN	33	C	12	1	1	1
HULL TEACHERS ASSN	33	C	3	3	4	
MARSHFIELD EDUCATION ASSN	33	C	11	1	1	
ROCKLAND EDUCATION ASSN	33	C	8	2	1	1
SCITUATE TEACHERS ASSN	33	C	6	0		
DUXBURY TEACHERS ASSN	34	C	7	0		
EDUCATION ASSN OF PLYMOUTH AND CARVER	34	C	23	4	4	
HALIFAX TEACHERS ASSN	34	C	2	0		
KINGSTON TEACHERS ASSN	34	C	4	4	4	
PEMBROKE TEACHERS ASSN	34	C	7	3	1	2
PLYMOUTH ADMINISTRATORS ASSN	34	C	2	0		
PLYMPTON TEACHERS ASSN	34	C	2	0		
SILVER LAKE EDUCATION ASSN	34	C	5	0		
ABINGTON EDUCATION ASSN	35	C	5	0		

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
BRIDGEWATER-RAYNHAM EDUCATION ASSN	35	C	11	2	2	
EAST BRIDGEWATER ASSISTANT PRINCIPALS ASSN	35	C	2	0		
EAST BRIDGEWATER EDUCATION ASSN	35	C	6	0		
EDUCATORS' ASSN OF FREETOWN AND LAKEVILLE	35	C	7	0		
MIDDLEBORO EDUCATION ASSN	35	C	9	5	5	
READS COLLABORATIVE EDUCATORS ASSN	35	C	2	0		
WEST BRIDGEWATER EDUCATION ASSN	35	C	4	0		
WHITMAN-HANSON EDUCATION ASSN	35	C	9	2	1	2
BROCKTON EDUCATION ASSN	36	C	28	15	15	1
BROCKTON EDUCATION SUPPORT PROFESSIONAL ASSN	36	C	11	0		
STOUGHTON TEACHERS ASSN	36	C	9	3	1	2
BARNSTABLE ADMINISTRATORS ORGANIZATION	41	C	2	0		
BARNSTABLE TEACHERS ASSN	41	C	16	0		
BOURNE EDUCATORS ASSN	41	C	6	2		
MARION TEACHERS ASSN	41	C	2	0		
MATTAPOISETT EDUCATORS ASSN	41	C	2	0		
OLD ROCHESTER PROFESSIONAL EDUCATORS' ASSN	41	C	4	2	2	
ROCHESTER MEMORIAL SUPPORT PERSONNEL ASSN	41	C	2	0		
ROCHESTER MEMORIAL TEACHERS ASSN	41	C	2	0		
SANDWICH EDUCATION ASSN	41	C	7	2	2	
SIPPICAN SCHOOL SUPPORT PERSONNEL ASSN	41	C	2	0		
UPPER CAPE COD REGIONAL TEACHERS ASSN	41	C	3	0		
WAREHAM EDUCATION ASSN	41	C	7	5	2	3
CAPE TECH ASSN	42	C	3	0		
DENNIS-YARMOUTH EDUCATORS ASSN	42	C	8	6	5	1
DENNIS-YARMOUTH REGL SECRETARIES AND ASSISTANTS	42	C	4	3	3	
FALMOUTH EDUCATORS ASSN	42	C	10	0		
MASHPEE TEACHERS ASSN	42	C	5	0		
MONOMOY REGIONAL EDUCATION ASSN	42	C	7	5	4	1
NAUSET EDUCATION ASSN	42	C	9	0		
PROVINCETOWN ASSN OF EDUCATORS	42	C	2	0		
TRURO EDUCATION ASSN	42	C	2	1	1	
MARTHA'S VINEYARD EDUCATORS ASSN	43	C	10	0	1	
NANTUCKET TEACHERS ASSN	43	C	6	0		
ASHLAND EDUCATORS ASSN	14	D	8	0		
FRAMINGHAM TEACHERS ASSN	14	D	27	12	7	7

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
HOPKINTON TEACHERS ASSN	14	D	8	7		2
KEEFE TECH SCHOOL SECRETARIAL ASSN	14	D	2	0		
KEEFE TECHNICAL EDUCATORS ASSN	14	D	3	0		
MARLBOROUGH EDUCATORS ASSN	14	D	10	0		
BEDFORD EDUCATION ASSN	15	D	8	2	2	
CARLISLE TEACHERS ASSN	15	D	2	0		
CASE PROFESSIONAL ASSN	15	D	2	0		
CONCORD TEACHERS ASSN	15	D	5	1	1	
CONCORD-CARLISLE BUS DRIVERS	15	D	2	0		
CONCORD-CARLISLE SUPPORT STAFF	15	D	2	0		
CONCORD-CARLISLE TEACHERS ASSN	15	D	4	0		
CONCORD-CARLISLE TUTORS ASSN	15	D	2	0		
LINCOLN EDUCATORS ASSN	15	D	5	0		
LINCOLN-SUDBURY REGIONAL TEACHERS	15	D	4	0		
SUDBURY EDUCATION ASSN	15	D	8	0		
WAYLAND TEACHERS ASSN	15	D	9	0	1	
WESTON AIDES AND PARAPROFESSIONALS ASSN	15	D	2	0		
WESTON EDUCATION ASSN	15	D	6	0		
WESTON EDUCATIONAL ADMINISTRATIVE ASSISTANTS ASSN	15	D	2	0		
BROOKLINE EDUCATORS UNION	27	D	24	15	12	4
DEDHAM EDUCATION ASSN	27	D	9	3	3	
MILTON EDUCATORS ASSN	27	D	12	0		
DOVER-SHERBORN EDUCATION ASSN	28	D	7	0		
FRANKLIN EDUCATION ASSN	28	D	12	9	8	
MEDFIELD TEACHERS ASSN	28	D	8	0		
MILLIS TEACHERS ASSN	28	D	4	4		3
NORWOOD TEACHERS ASSN	28	D	9	7	7	1
TRI COUNTY MAINTENANCE ASSN	28	D	2	0		
TRI COUNTY TEACHERS ASSN	28	D	3	0		
WESTWOOD TEACHERS ASSN	28	D	8	0		
NATICK ASSN OF ADMIN ASSISTANTS AND CLERKS	29	D	2	0		
NEEDHAM EDUCATION ASSN	29	D	15	6	4	1
THE EDUCATION ASSN OF NATICK	29	D	14	0		
WELLESLEY EDUCATORS ASSN	29	D	15	10	3	7
AVON EDUCATION ASSN	32	D	3	1		
BRAINTREE EDUCATION ASSN	32	D	14	5	5	
HOLBROOK EDUCATION ASSN	32	D	4	0		
QUINCY EDUCATION ASSN	32	D	21	21	11	11
WEYMOUTH EDUCATORS ASSN	32	D	17	8	8	
BELLINGHAM TEACHERS ASSN	30	E	5	0		
BLACKSTONE VALLEY REG VOCATIONAL	30	E	3	3	1	2
BLACKSTONE-MILLVILLE REG SCH DIST EDUCATORS ASSN	30	E	4	2	2	

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
BLACKSTONE-MILLVILLE SUPPORT PERSONNEL ASSN	30	E	2	0		
KING PHILIP TEACHERS ASSN	30	E	5	0		
NORFOLK TEACHERS ASSN	30	E	3	0		
PLAINVILLE EDUCATION ASSN	30	E	3	0		
SHARON TEACHERS ASSN	30	E	10	3	3	
TECCA UNION	30	E	3	0		
WALPOLE TEACHERS ASSN	30	E	10	0		
WRENTHAM EDUCATORS' ASSN	30	E	3	0		
BLUE HILLS REG VOC TEACHERS ASSN	37	E	3	0		
BRISTOL-PLYMOUTH TEACHERS ASSN	37	E	3	2	1	2
CANTON EDUCATORS ASSN	37	E	9	9	1	9
EASTON EDUCATORS ASSN	37	E	9	2	2	
RANDOLPH EDUCATION ASSN	37	E	9	6	6	
SEGREGANSET TEACHERS ASSN	37	E	2	0		
TAUNTON ADMINISTRATORS ASSN	37	E	2	0		
TAUNTON EDUCATION ASSN	37	E	14	7	7	
TAUNTON EDUCATIONAL SECRETARIES AND ASSISTANTS	37	E	5	0		
TAUNTON THERAPY ASSISTANTS ASSN	37	E	2	0		
ATTLEBORO ASSN OF CLERICAL PERSONNEL	38	E	2	0		
ATTLEBORO EDUCATION ASSN	38	E	11	4	2	2
ATTLEBORO PARAPROFESSIONALS ASSN	38	E	4	0		
ATTLEBORO PUBLIC SCH ADMINISTRATORS ASSN	38	E	2	0		
ATTLEBORO SCH DEPT BLDG TRADES MAINT MECHS ASSN	38	E	2	0		
ATTLEBORO SCHOOL CUSTODIANS ASSN	38	E	2	0		
BRISTOL COUNTY AGRICULTURAL H S SUPP STAFF ASSN	38	E	2	0		
FOXBOROUGH EDUCATION ASSN	38	E	7	0		
MANSFIELD ASSN OF SECRETARIES AND CLERKS	38	E	2	0		
MANSFIELD BUILDING AND GROUNDS ASSN	38	E	2	0		
MANSFIELD EDUCATORS ASSN	38	E	11	0		
NORTON TEACHERS ASSN	38	E	7	2	2	1
BERKLEY TEACHERS ASSN	39	E	2	0		
DIGHTON-REHOBOTH REGIONAL PARAPROFESSIONALS ASSN	39	E	2	0		
DIGHTON-REHOBOTH TCHRS ASSN	39	E	6	0		
DIMAN TEACHERS ASSN	39	E	4	2		2
FALL RIVER EDUCATORS ASSN	39	E	22	12	12	1
SEEKONK EDUCATORS ASSN	39	E	5	0		
SOMERSET TEACHERS ASSN	39	E	6	6	4	
SWANSEA EDUCATORS ASSN	39	E	6	0		
ACUSHNET TEACHERS ASSN	40	E	3	3	4	

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DARTMOUTH EDUCATORS ASSN	40	E	10	6	6	
FAIRHAVEN EDUCATORS ASSN	40	E	5	0		
GREATER NEW BEDFORD ADMINISTRATORS UNION INC	40	E	2	0		
GREATER NEW BEDFORD EDUCATORS UNION	40	E	5	0		
NEW BEDFORD EDUCATORS ASSN	40	E	27	11	5	6
NEW BEDFORD SUPPORT SPECIALISTS UNION	40	E	2	0		
ETHNIC MINORITY DELEGATE	ETHNIC MINORITY	ETHNIC MINORITY	0	27		
CHELMSFORD SCHOOL ADMINISTRATORS	12	F	2	0		
DRACUT ADMINISTRATORS ASSN	12	F	2	0		
DRACUT PARAPROFESSIONALS ASSN	12	F	2	0		
DRACUT TEACHERS ASSN	12	F	6	3	3	
GREATER LOWELL EDUCATIONAL SUPPORT PERSONNEL	12	F	2	0		
GREATER LOWELL PARAEDUCATOR ORGANIZATION	12	F	2	0		
GREATER LOWELL REGIONAL TEACHERS ORGANIZATION	12	F	6	0		
GROTON DUNSTABLE EDUCATORS ASSN	12	F	6	0		1
NORTH MIDDLESEX REGIONAL SCH DIST TEACHERS ASSN	12	F	7	0		
TEWKSBURY TEACHERS ASSN	12	F	8	8	8	
TYNGSBOROUGH TEACHERS ASSN	12	F	5	0		
WESTFORD EDUCATION ASSN	12	F	10	2	2	
ACTON BOXBOROUGH EDUCATION ASSN	13	F	10	3	4	
ACTON BOXBOROUGH OFFICE SUPPORT ASSN	13	F	2	0		
AYER SHIRLEY REGIONAL EDUCATION ASSN	13	F	4	0		
CLINTON TEACHERS ASSN	13	F	5	0		
HARVARD EDUCATORS ASSN	13	F	3	0		
HUDSON EDUCATION ASSN	13	F	7	3	2	1
HUDSON PARAEDUCATORS ASSN	13	F	2	0		
HUDSON SCHOOL ADMINISTRATIVE ASSISTANT ASSN	13	F	2	0		
LITTLETON EDUCATORS ASSN	13	F	4	0		
LUNENBURG EDUCATION ASSN	13	F	4	2	2	
MAYNARD EDUCATION ASSN	13	F	4	0		
MAYNARD EDUCATION SUPPORT ASSN	13	F	2	0		
NASHOBA REG EDUCATION ASSN	13	F	9	1	1	
ANDOVER ADMINISTRATORS ASSN	22	F	2	0		
ANDOVER EDUCATION ASSN	22	F	18	15	12	4
METHUEN ADMINISTRATORS ASSN	22	F	2	0		

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
METHUEN EDUCATION ASSN	22	F	15	7	5	
NORTH ANDOVER TEACHERS ASSN	22	F	14	7	2	5
BOXFORD TEACHERS ASSN	23	F	3	0		
HAVERHILL EDUCATION ASSN	23	F	21	20	14	7
MASCONOMET TEACHERS ASSN	23	F	4	0		
MIDDLETON EDUCATORS ASSN	23	F	3	0		
NEWBURYPORT INSTRUCTIONAL ASSISTANTS ASSN	23	F	2	0		
NEWBURYPORT TEACHERS ASSN	23	F	6	0		
PENTUCKET ASSN OF TEACHERS	23	F	6	2	1	
TOPSFIELD TEACHERS ASSN	23	F	3	0		
TRITON REGIONAL TEACHERS ASSN	23	F	6	1	1	
WHITTIER REGIONAL TEACHERS ASSN	23	F	4	0		
BEVERLY TEACHERS ASSN	24	F	14	13	9	5
DANVERS TEACHERS ASSN	24	F	8	8	7	1
GEORGETOWN EDUCATION ASSN	24	F	3	0		
GEORGETOWN EDUCATION SUPPORT ASSN	24	F	2	0		
GLOUCESTER ASSN OF EDUCATIONAL PARAPROFESSIONALS	24	F	3	0		
GLOUCESTER TEACHERS ASSN	24	F	7	7	6	
HAMILTON-WENHAM EDUCATION ASSN	24	F	6	0		
IPSWICH EDUCATORS ASSN	24	F	6	0		
MANCHESTER-ESSEX TEACHERS ASSN	24	F	4	0		
ROCKPORT EDUCATIONAL SUPPORT STAFF ASSN	24	F	2	0		
ROCKPORT TEACHERS ASSN	24	F	3	0		
LYNNFIELD TEACHERS ASSN	25	F	6	0		
MARBLEHEAD EDUCATION ASSN	25	F	8	8	1	4
NAHANT TEACHERS ASSN	25	F	2	0		
NORTH READING EDUCATION ASSN	25	F	6	0		
PEABODY SCHOOL ADMINISTRATORS	25	F	2	0		
REVERE TEACHERS ASSN	25	F	17	9	9	1
SAUGUS EDUCATIONAL PARAS ASSN	25	F	2	0		
SAUGUS EDUCATORS ASSN	25	F	5	3	3	
SAUGUS SCHOOL CLERICAL ASSN	25	F	2	0		
SWAMPSCOTT EDUCATION ASSN	25	F	6	0		
WINTHROP TEACHERS ASSN	25	F	6	0		
BILLERICA ADMINISTRATORS GROUP	16	G	2	0		
BURLINGTON EDUCATORS ASSN	16	G	9	6	7	
LABBB COLLABORATIVE EDUCATION ASSN	16	G	5	0		
SHAWSHEEN TEACHERS ASSN	16	G	5	0		
WILMINGTON TEACHERS ASSN	16	G	9	0		
WINCHESTER EDUCATION ASSN	16	G	12	9	8	1
WOBURN TEACHERS ASSN	16	G	12	11	9	2
LEXINGTON EDUCATION ASSN	17	G	26	13	2	10
MINUTEMAN FACULTY ASSN	17	G	3	0		

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STONEHAM EDUCATION ASSN	17	G	7	0		
WALTHAM EDUCATORS ASSN	17	G	19	14	10	5
NEWTON TEACHERS ASSN	18	G	40	14	12	1
WATERTOWN EDUCATORS ASSN	18	G	11	11	10	1
CAMBRIDGE EDUCATION ASSN	19	G	32	26	11	15
CAMBRIDGE SAFETY SPECIALISTS ASSN	19	G	2	0		
CHELSEA ADMINISTRATORS ASSN	19	G	2	0		
SOMERVILLE EDUCATORS UNION	19	G	16	7	5	2
ARLINGTON EDUCATION ASSN	20	G	17	7	4	3
BELMONT EDUCATION ASSN	20	G	11	3	3	2
EVERETT TEACHERS ASSN	20	G	20	19	11	8
MEDFORD PARAPROFESSIONALS ASSN	20	G	3	0		
MEDFORD TEACHERS ASSN	20	G	11	0		
MALDEN EDUCATION ASSN	21	G	15	12	11	1
MELROSE EDUCATORS UNION	21	G	9	8	3	3
NORTHEAST SECRETARIES ASSN	21	G	2	0		
NORTHEAST SUPERVISORS ASSN	21	G	2	0		
NORTHEAST TEACHERS ASSN	21	G	4	0		
READING ASSN OF SECRETARIES AND CLERKS	21	G	2	0		
READING PARAEDUCATORS ASSN	21	G	3	0		
READING TEACHERS ASSN	21	G	9	0		
WAKEFIELD EDUCATION ASSN	21	G	10	4	2	1
MASS COMMUNITY COLLEGE COUNCIL	44	H	72	32	13	15
MASS STATE COLLEGE ASSN	45	H	48	32	24	4
DEPARTMENT CHAIR UNION	46	H	2	0		
FACULTY STAFF UNION UMASS BOSTON	46	H	13	11	6	4
MA SOCIETY OF PROFESSORS UMASS AMHERST	46	H	31	15	14	2
ASSOCIATION OF PROFESSIONAL ADMINISTRATORS	47	H	26	15	9	4
UMASS LOWELL GRANT AND CONTRACT FUND EMPLOYEES	47	H	2	2	2	
UMASS LOWELL MA SOCIETY OF PROFESSORS	47	H	12	6	4	3
CLASSIFIED STAFF UNION	48	H	5	2	1	1
UMASS LOWELL CLASSIFIED TECH UNION	48	H	2	0		
UMASS LOWELL MAINTENANCE TRADE UNION	48	H	3	0		
UNIVERSITY STAFF ASSN UMASS AMHERST	48	H	16	15	15	
PROFESSIONAL STAFF UNION	49	H	37	32	28	3
RETIRED MEMBERSHIP	STATEWIDE RETIRED	STATEWIDE RETIRED	147	147	81	47
STATE/COUNTY LOCAL	ST-COUNTY	ST-COUNTY	0	1	1	

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Local	District	Region	Entitlement	Dels Reported	Attended In-Person*	Attended Remotely*
REGIONAL ETHNIC MINORITY	REM DELEGATE/ACTIVE	REM DELEGATE/ACTIVE	50	27	16	7
SEAM - BRANDEIS ASPIRING EDUCATORS	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - BRIDGEWATER STATE UNIVERSITY	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - BRISTOL COMMUNITY COLLEGE	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - CLARK UNIVERSITY	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - FITCHBURG STATE UNIVERSITY	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - MERRIMACK COLLEGE	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - SALEM STATE UNIVERSITY	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - STATEWIDE STUDENTS	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - UMASS AMHERST	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - UMASS LOWELL	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		
SEAM - WESTFIELD STATE UNIVERSITY	STATEWIDE STUDENT	STATEWIDE STUDENT	2	0		

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2025 FORM FOR NEW BUSINESS ITEMS

Contract language protecting marginalized workers 3/23/25 1:48 PM

NBI Name			Date and Time
Elizabeth Tyrell			Andover Education Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Holly Currier			Andover Education 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:

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.

SUBMITTER'S RATIONALE:

Our current president has declared war on decades of civil rights progress. This motion will empower locals to provide protection for their members on a contractual basis.

DUES IMPACT:

none

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Staff Time- 40 hours maximum

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

\$0; 5 hours

2025 FORM FOR NEW BUSINESS ITEMS

Back from the Brink of Nuclear War

03/24/2025 7:12 pm

NBI Name

Date and Time

Kevin Young

MSP UMass Amherst

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Jerry Levinsky

MSP UMass Amherst

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:

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.

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/>

SUBMITTER'S RATIONALE:

The US labor movement has a special role to play in the fight for nuclear disarmament. In the powerful Nuclear Freeze movement that culminated in the 1980s, over two dozen national unions and the AFL-CIO endorsed the Freeze. In 1982 the MTA issued a resolution urging "all nations to declare a moratorium on nuclear weapons" (I-12: Nuclear Weapons Moratorium).

As a union of 117,000 educators, the MTA occupies a vital position in any effort to raise awareness of the need for disarmament and to force our government to pursue it. The ongoing possibility of a nuclear war and its horrific consequences receive shockingly little attention in US politics or news media. Most of the US public is therefore unaware of the magnitude of the danger. MTA and other educators' unions can help change that.

DUES IMPACT:

none

SUBMITTER'S COST & STAFF TIME ESTIMATE:

no financial cost; 8 hours of staff

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

\$0; 100 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

Fossil Fuel Divestment

March 25, 2025

5:34 pm

NBI Name			Date and Time
Richard Goldberg			retired
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Kathy Greeley			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:

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

Whereas, this MTA Conventiun 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

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;

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.

SUBMITTER'S RATIONALE:

Climate change is the existential threat to humankind. Few would argue the necessity to transition to a world economy based on sustainable energy. Our own inaction to move to divestment in fossil fuels is evident in our inability to act on what we know. Our PRIM representatives won't move until the legislature tells them to. Bills calling for fossil fuel divestment never advance to a final vote. The result is that no progress is made on fossil fuel divestment. By passing this NBI we can at least keep the issue alive and hold our officials both on the PRIM Board and the legislature accountable;

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

None

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

2025 FORM FOR NEW BUSINESS ITEMS

Please Reconsider Investing in Murder

03.25.2025 10:49 pm

NBI Name

Date and Time

Martha London

Retired

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Kelsey Romano

Berkshire Hills Education 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:

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.

SUBMITTER'S RATIONALE:

By approving an amended version of Divestment for Peace and Justice with overwhelming support on 14 December 2024, the MTA Board took a principled stand for human rights and against industries deriving profit from war and human misery. The successful effort by an organization of MTA's official size and prestige is a major achievement in the international movement for a ceasefire in Gaza, which leaders of organizations such as the American Friends Service Committee have emphasized warrants much wider attention.

This follow-up NBI, calling on the MTA to send an open letter to PRIM, presents an opportunity to document the historic progress of the largest educators union in New England. Asserting MTA's leadership among progressive organizations in the Commonwealth, the open letter would likewise provide a principled example for PRIM – which currently holds \$2.1 billion worth of MA taxpayer money in investments in Maersk, Raytheon, Northrop Grumman, Lockheed Martin, Boeing, and Elbit Systems – with other public institutions to follow.

DUES IMPACT:

none

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 2 hours

2025 FORM FOR NEW BUSINESS ITEMS

Promoting Responsible Investment Too

03.25.2025 10:49 pm

NBI Name			Date and Time
Colin Green			New Bedford Educators Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Nancy Aykanian			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:

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.

SUBMITTER’S RATIONALE:

The MTA is responsible for taking positions on issues that affect educators and students in Massachusetts. At the 2007 Annual Meeting, for example, delegates voted to support “expedited” withdrawal of troops from Iraq and to impose “limits on aggressive military recruitment in the state’s public schools.” As recounted in the August-September 2007 issue of MTA Today,

“The new business item on Iraq noted that educators believe that ‘conflict resolution must not only be taught in schools but must as well be modeled by local, state, national and international leaders.’ It further noted that the costs of supporting military operations in Iraq are ‘indisputably impacting schools, our students, and our communities by diverting money away from public education, health care, and social programs.’” (MTA Today, Vol 38 No 1, p. 13)

DUES IMPACT:

None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

\$0; 1 hour



2025 FORM FOR NEW BUSINESS ITEMS

Arms Embargo			3-25-25 10:50pm
NBI Name			Date and Time
Tom Meyers		Retired	
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Kirsten Frazier		Education Association of Worcester	
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 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”).

SUBMITTER’S RATIONALE:

Attempts to dismantle public education affect the everyday lives of teachers and students across the Commonwealth. These ongoing attacks are closely connected to US financial and ideological support for Israel’s genocide against the Palestinian people. Despite reports from the UN, Amnesty International, and Human Rights Watch detailing Israel’s crimes against humanity, the United States sent a record \$17.9 billion dollars in aid to Israel in a single year. Rather than, for example, pay a year’s salary for 195,438 elementary school teachers at home, US taxpayers fund bombs for schools and hospitals abroad. In Massachusetts, the state’s Pension Fund invests \$2.1 billion of public money in weapons manufacturers.

The urgency of passing this specific weapons divestment bill (H.2984) is heightened with the most-recent collapse of the ceasefire agreement in Gaza. While the International Criminal Court has issued an active arrest warrant for Benjamin Netanyahu, the state he governs has resumed killing hundreds of Palestinians each day. Israel relies on weapons and financial support from the US, all while US oligarchs systematically defund public libraries, museums, and K-16 education. Within the current domestic political climate, many pro-Israel organizations target educators and their unions for legitimate criticism of a foreign state; work to shut down Ethnic Studies and DEI initiatives; and advocate for heightened repression on university campuses. To effectively defend public education at this moment, it is necessary to understand how uncritical support for Israel's ethnic-cleansing project and the military-industrial complex mutually reinforces right-wing rollbacks of academic freedom and the defunding of public education. Representatives Erika Uyterhoeven of Somerville, Samantha Montaño of Jamaica Plain, and Natalie M. Higgins of Worcester have petitioned Bill H.2984 to divest MA pensions from the State of Israel; all three were MTA-endorsed candidates in the 2024 election.

Specifically, the bill compels the Pension Reserves Investment Management Board (PRIM) to divest the Pension Reserves Investment Trust Fund (PRIT) “from all stocks, securities, and other obligations of any company selling weapons to the State of Israel, unless the company announces within 30 days of the effective date of this act that it will not renew or enter into contracts for weapons sales to the State of Israel.” By endorsing this specific bill on Beacon Hill, MTA lessens its complicity with crimes against humanity and fights back against right-wing attacks on our public education system. Divest from destruction, and bring our Commonwealth closer to reinvesting public money in the public good.

DUES IMPACT:

None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

\$0; 1 hour



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

2025 FORM FOR NEW BUSINESS ITEMS

Member Petition for Organizer

4/1/2025

NBI Name			Date and Time
Kerri Scott			Melrose Educators Union
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Holly Currier			Andover Education 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:

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, or district-based concerns).

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 regional manager for which their local is affiliated; the local’s respective board and executive committee members will be notified of the request. An organizer shall be assigned to do an intake and meet with the petitioners within a reasonable amount of time.

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.

SUBMITTER’S RATIONALE:

A variety of situations could lead to a president not requesting an organizer, leaving the members without the adequate support they deserve as dues-paying members. The collection of signatures from the designated percentage of the membership indicates the importance of the issue within the local or building. Notifying the board and executive committee representatives provides an opportunity for further regional connections and understanding of member issues and experiences.

DUES IMPACT:

None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

\$0

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

\$0; unknown



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

2025 FORM FOR NEW BUSINESS ITEMS

Modified—Solidarity in Action: MTA's Roadmap to Secure Workers' Rig 4/24/2025 1:06pm

NBI Name			Date and Time
Deb Gesualdo			Malden Education Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Conner Bourgoin			Tewksbury Teachers 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:

Because our government (municipal, state, and federal), big business, and their political allies have doubled down on their continued attack on all working people, resulting in worsening working conditions and rising income inequality for working families, the MTA will work to complete the following two objectives:

1 Strongly and publicly support United Auto Workers (UAW) President Shawn Fain’s call to align contract expirations and will actively encourage our locals to adopt this strategy as a critical and powerful tool in the fight for racial, economic, and social justice; and

2 Stand with and organize alongside our union siblings across the nation, in both the public and private sector, as they organize toward launching major actions on International Workers' Day on May 1, 2028 (or sooner if the timeline across the broader labor movement shifts given the political climate in the United States).

In order to make necessary progress to meet this goal, the MTA will:

- 1 Fight relentlessly to dismantle the prohibition on public sector strikes in Massachusetts;
- 2 Continue to support forming and sustaining bargaining councils among locals across the

Commonwealth;

- 3 Encourage and support cross-local coordination, organizing, and mobilization;
- 4 Support escalating actions, strike readiness, and organizing campaigns in locals;
- 5 Educate local leaders and rank-and-file members on labor and strike history;
- 6 Educate local leaders and rank-and-file members on the value of the strategy of aligning contract expiration dates, as well as bargaining demands;
- 7 Create a solidarity action map for the MTA website that includes strikes and other actions for all union workers in the Commonwealth;
- 8 Create a plan for a coordinated escalation across all locals; and
- 9 Take bold, unapologetic action to help MTA locals secure fair contracts and obliterate any attempt to weaken our power as workers and public educators.

With 71% of Americans, including broad bipartisan support, viewing unions favorably and 88% of people under 30 viewing them favorably, the time is now for organized labor to act boldly and creatively to harness the economic power of working people and challenge corporate greed. By taking the above actions, the MTA will empower locals and union educators to fight for improved working conditions, fairer pay for themselves and their communities, and the schools our students deserve.

SUBMITTER'S RATIONALE:

With 71% of Americans, including broad bipartisan support, viewing unions favorably and 88% of people under 30 viewing them favorably, the time is now for organized labor to act boldly and creatively to harness the economic power of working people and challenge corporate greed. By taking the above actions, the MTA will empower locals and union educators to fight for improved working conditions, fairer pay for themselves and their communities, and the schools our students deserve. The strength of unions comes from our unity. As the largest labor union in Massachusetts, we must take bold action to build an economy that serves the common good.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; Ongoing

2025 FORM FOR NEW BUSINESS ITEMS

Oppose AI Driven Personalized Adaptive Learning Programs 4/8/25 3:00

NBI Name			Date and Time
Barry Davis			Haverhill Education Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Connor Bourgoin			Tewksbury Teachers 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:

Because our government (municipal, state, and federal), big business, and their political allies have launched an attack on public education, resulting in the defunding and devaluing public education while trying to standardized all teaching and materials through the use of AI Driven Personalized Adaptive Learning Programs, the MTA will:

- Develop common contract language to make sure our classrooms remain places of educator directed instruction, opposing AI and other boxed curricula driven models.
- Develop common contract language to increase compensation for ESPs and other lower paid employees when asked to supervise students on these programs as the sole educator in the room.
- Develop common contract language for educator-led curriculum development, with a focus on academic freedom in the classroom.
- Create resources for locals on how these AI controlled programs standardize learning, are being used to support and justify the use of the MCAS, how these programs are deskilling our profession and how the overuse of technology is directly connected to the dysregulation and behavior we see in our classrooms, to be used to educate our members, school administrations and communities.
- Urge the Government Relations Committee to support legislation against the use of these programs in our classrooms, non-educator directed use of cellphones in school and any legislation that prevents the harmful use of technology in our schools.
- Disseminate to all locals, and include withing the "MTA Union News" emails, information about how educators around the country (and maybe even in other countries) are fighting teacherless computer based curriculums

SUBMITTER'S RATIONALE:

Throughout the Commonwealth of Massachusetts many education institutions are relying heavily on Personalized Adaptive Learning Programs to educate and assess students, something that was once part of the duty of the educators in the room. Allowing them to assess the student as a whole and not a score on a spreadsheet. That the programs are being used more and more to justify larger classes, less human interactive learning time, and contributing to the technology addiction many of our students are facing. This causes damage to our students and community while deskilling the educators in the classroom. It is time for us to stand up to these curriculums and allow educators to make curricular choices

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 120 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

Resist Patriot Curriculum			4/8/25 3:00
NBI Name			Date and Time
Barry Davis			Haverhill Education Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Connor Bourgoin			Tewksbury Teachers 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:

Because our government (municipal, state, and federal), big business, and their political allies have launched an attack on public education, resulting in the defunding and devaluing public education while trying to standardized all teaching and materials, the MTA will:

- Oppose any legislation that tries to prescribe that educators teach a "Patriot" Curriculum, with Patriot Curriculum being defined as any prescribed curriculum that pushes a white supremacist agenda, intended to blur or incorrectly define the facts in favor of a white centric model that marginalizes ethnically marginalized communities, immigrants and the LGBTQ+ Community.
- Oppose any legislation that tries to erase the knowledge, history and existence of marginalized groups including but not limited to people of color, immigrants, the LGBTQ+ Community.
- Disseminate to all locals, and include within the "MTA Union News" emails, information about how educators around the country (and maybe even in other countries) are fighting back
- Create a resource bank, with outreach to MTA educators, of peer reviewed material that meets high academic standards, to aid locals when fighting back these curricula.

SUBMITTER'S RATIONALE:

During these unprecedented attacks on public education and public education curriculum the MTA needs to be prepared for the fights that are going to come and develop a strategy. Being prepared rather than a reactionary response will allow us to be organized and unified in our fight.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 80 hours

2025 FORM FOR NEW BUSINESS ITEMS

Recognition of Heritage Months

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

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

MOTION

MOVED:

MTA will create a policy to acknowledge all heritage months that were federally recognized as of 2024; the months that will be recognized are as follows: Black History Month; Women’ History month; Arab American Heritage Month; Jewish American Heritage Month; Asian American, Native Hawaiian and Pacific Islander Heritage Month; LGBTQ Pride month; Caribbean-American Heritage Month; Immigrant Heritage Month; Hispanic Heritage Month; and Native American Heritage Month.

If and when additional federal heritage months are recognized, they can be added to this list. This acknowledgment shall include: at least one social media post about each heritage month, acknowledgment of the heritage month at any MTA events occurring during that month, and inclusion of each heritage month in MTA’s calendar on their website.

SUBMITTER’S RATIONALE:

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

DUES IMPACT:

None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

\$0; 36 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

NBI Name _____ Date and Time _____
Remove Curriculum Resources on “The Conflict of the Middle East.”

Delegate Making the Motion Cell Email Association Represented or Retired
Joanna Honig Watertown

Delegate Seconding the Motion Cell Email Association Represented or Retired
Brian Shoemaker Newton Public Schools

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 will remove the curriculum resources on the “Conflict of the Middle East.”

SUBMITTER’S RATIONALE: The rationale for removing these resources includes:

1. **IMPACT:** No matter the intent, the curriculum resources have divided our union, marginalized our Jewish members, and painted a very poor picture of the MTA within the Commonwealth and in the media.
2. **BIAS:** The posted curriculum resources are one-sided, biased, and will politicize our classrooms.
3. **LACK OF A SYSTEM:** Since the MTA has never posted resources on a geopolitical conflict before, they have no system for choosing resources that ensures that they are inclusive of all of our students - including those from historically marginalized communities.

IMPACT:

While the intent of these curriculum resources was to provide a tool for MA teachers, the impact of the resources the MTA posted has caused great harm. 125 members and nearly 2000 Massachusetts community members wrote a letter to Max Page and MTA leadership to remove the resources. Since the materials were released in December, there have been numerous news articles published about the MTA’s resources. Governor Healy said, “The images on the Massachusetts Teachers Association website were antisemitic, offensive and never should have been shared in the first place.”

In a time when public education is in political peril, it is vital for the MTA to display a united front. The MTA also needs widespread support from Massachusetts government officials and the community at large. These resources have betrayed the public’s trust, divided the union, and put MTA leadership at odds with some legislators. It is time to take down the resources and start to rebuild a strong union that works with our government to make schools better for all Massachusetts teachers and students.

BIAS:

The cover page of the resources says that the “resources **reflect diverse positions** and are meant to aid our own members’ learning pedagogy” It also says that the MTA is “attempting to provide pathways for educators to understand **the various positions of those involved in the conflict.**”

However, this is simply not true. Of the 90 or so original resources posted on the MTA website, **nearly 80% told the Palestinian narrative, demonized Israel or both.** For example, there were 18 films and documentaries – not one painted a favorable picture of Israel or told “Israel’s side.” Instead, the documentaries all supported the Palestinian struggle against Israel – often by **delegitimizing Israel’s existence.** In fact, State Senator John Velis - who is not Jewish said that, “he couldn’t find anything in the MTA materials that presented the Jewish or Israel perspective.”

Even when the MTA began to delete and add resources, the Israel story is still missing. As of late March, almost everything in the MTA resources about Israel or Judaism deals with the Holocaust or antisemitism. The page is missing reputable Israeli authors and historians who document the history of Israel and its struggle with its neighbors.

If the goal of the MTA was to post resources that showed diverse and various positions of those involved in the conflict, they completely missed the mark. Putting one-sided resources into classrooms will politicize our classrooms. These resources teach students what to think, not how to think.

LACK OF A SYSTEM:

There is no apparent process or protocol that goes into uploading any resources – including the ones on Israel and Gaza - to the MTA website. This is extremely dangerous because it means that resources are chosen based on the subjective opinions of MTA staff and board members. Even the updated “task force” that was charged with reviewing the materials has no no guardrails against further antisemitic bias.

The MTA must immediately remove the resources and design an equity-based protocol for evaluating resources before posting any in the future. In this instance, Jews, who make up less than 2% of the population were hurt. However, this lack of a system has the potential to hurt other historically marginalized populations in the future. This is critical for teaching with all of our historically-marginalized students in mind.

References:

<https://www.bostonglobe.com/2025/03/09/opinion/israel-palestinians-history-curriculum-mta/>

<https://www.bostonglobe.com/2025/02/19/metro/massachusetts-teachers-association-mta-israel-hamas-antisemitic/>

<https://www.bostonglobe.com/2025/02/13/metro/massachusetts-teachers-association-mta-israel-hamas-war-antisemitic/>

DUES IMPACT:

None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

\$0;1hour

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



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

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

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 of 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

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 delgates, Others includes the following language under meals.

The maximum daily total meal expense per member will be equal to the US Genra; Services Adminsitration (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

SUBMITTER'S COST & STAFF TIME ESTIMATE:

0

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

\$0; unknown

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.

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

2025 FORM FOR NEW BUSINESS ITEMS

K-12 Curriculum Resources Provided by MTA and Its Affiliates (Amended) 4/26/25 3:00 pm

NBI Name			Date and Time
Robert O'Connell			Longmeadow Education Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Matt Wroth			Westfield Education 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:

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.

SUBMITTER'S RATIONALE:

The Massachusetts Teachers Association is a union dedicated to improving the workplace and the quality of life for all education employees and to protecting their hard-won rights. The MTA is an association of highly qualified professionals, committed to establishing and maintaining optimal conditions for student learning from preschool through graduate school. The MTA must act in the best interest of all of its members by refraining from supporting or promoting curricula and curriculum resources that are harmful to the educators it represents and the students served by those educators.

MTA Resolution F-33 states "The Massachusetts Teachers Association believes that discrimination because of race, color, creed, size, national origin, religious belief, residence, physical disability, mental disability, political activity, professional association activity, age, marital status, family relationship, gender, gender identity or sexual orientation should be eliminated. The MTA supports the development and implementation of programs to eliminate such discrimination in public education at all levels. (79, 80,11)"

Curriculum materials and resources for use in the Pre-K and K-12 Classroom must meet the requirements and standards outlined in the Massachusetts Curriculum Frameworks. New curriculum must be approved by the local School Committee or Board of Education before it can be used in the classroom, and educators using unapproved content and materials are subject to discipline up to and including dismissal.

The MTA recently failed to act in the best interest of the students of the Commonwealth and the educational professionals it represents by posting and promoting educational resources containing anti-semitic content. By failing to review all of the materials and links prior to publication, the Committee and the Division did not meet their obligation to the membership. Members accessing materials promoted by the MTA have an expectation that the materials meet the rigorous standards and ideals of the MTA. The requirement of a thorough review with a report to the MTA Board of Directors prior to publication protects the MTA

membership and the students of the Commonwealth.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$0

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

\$0; 20 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

Reaffirming the Primary Mission of the MTA

04/27/25 1:00 pm

NBI Name

Date and Time

Matt Wroth

Westfield Education Association

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Robert O'Connell

Longmeadow Education 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:

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:

- 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.

SUBMITTER'S RATIONALE:

In recent years, there has been a growing perception that the MTA has increasingly engaged in broader political activities that, while important in other contexts, can at times distract from our core purpose. Our members are united by a shared commitment to education, not necessarily by uniform political beliefs. It is crucial that the Association remains focused on the issues that directly affect educators: fair contracts, safe and supportive workplaces, professional respect, and the resources we need to support our students.

When the MTA focuses its energy and resources on improving teachers' salaries, benefits, working conditions, and advocating for strong public schools, it strengthens solidarity among members and demonstrates clear, tangible results. This focus ensures that every teacher, regardless of personal political affiliation, feels represented and supported.

We respectfully ask that the MTA:

- 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.

By remaining firmly rooted in our shared mission, the MTA can better unite its members and more effectively advocate for the changes we urgently need in our schools and classrooms.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$0, 1 hour

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

\$0; 0 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

Direct MTA Leadership to Form a Committee on Stipends and Teacher Retirement			04/28/25; 2:00pm
NBI Name			Date and Time
David Patrick			Bridgewater-Raynham Education Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Ashley Mallard			Bridgewater-Raynham Education 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:

Motion: 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.

SUBMITTER'S RATIONALE:

The Massachusetts Teachers Association (MTA) and its local affiliates play a pivotal role in shaping the educational experiences of students in Massachusetts public schools. The dedicated leadership within these associations often provide valuable services that enhance the support and advocacy for educators and students alike. Currently, many association leaders receive stipends for their services. However, unlike other educators—such as teachers, administrators, coaches, or club advisors—who can have their salaries or stipends factored into their MTRS retirement calculations, union leaders are currently excluded from similar considerations.

By forming this committee and undertaking this research, the MTA can work towards equity for its union leaders, recognizing the important role they play in supporting Massachusetts educators and students. This initiative will not only enhance the financial security of those serving in leadership positions but also strengthen the overall effectiveness of our collective efforts in education.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$0 ; Unknown

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

\$0; 40 hours

2025 FORM FOR NEW BUSINESS ITEMS

Understanding the Gaps: Investigating Local Delegate Participation in the MTA Annual Meeting

NBI Name			Date and Time
Julia Norman			Waltham Educators Assn.
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Kimberly Auger			Everett Teacher's Assn.
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:

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.

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.

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.

D) The MTA shall actively support local associations to include this standardized release time language in all future collective bargaining agreements it negotiates.

SUBMITTER'S RATIONALE:

The Annual Meeting of Delegates is a cornerstone of democratic engagement within the MTA, yet participation rates remain disproportionately low. In 2024, only 732 delegates attended—a mere 25% of the total delegate seats allocated across the state. Many local associations have a history of not sending delegates at all, and the MTA has not conducted any direct outreach to these locals to understand the reasons behind their non-participation.

To strengthen member engagement and ensure more equitable representation, the MTA must first develop a clear and comprehensive understanding of the systemic, logistical, or contractual barriers that hinder delegate participation. This includes compiling attendance data over a multi-year period and initiating direct communication with local presidents from underrepresented associations.

Additionally, anecdotal evidence from members indicates that a significant obstacle to attendance is the requirement to use personal time to participate in the Annual Meeting on Friday. Many local contracts either do not include provisions for association leave or restrict it solely to local presidents or leadership. To remedy this, the MTA should develop standardized contract language that guarantees release time for union participation and work to include this language in all future MTA-supported collective bargaining agreements.

Increasing attendance at the Annual Meeting is essential for a stronger, more democratic union. Understanding and addressing the barriers to participation is the first step toward achieving that goal.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 40 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

Promoting Media Literacy in Massachusetts Public Schools 5/1/25 @9:40PM

NBI Name			Date and Time
Am Cecil Fuoti			Framingham Teachers Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Alejandra Londoño			Framingham Teachers 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:
MTA will:

- 1) Advocate for strong media literacy instruction across K-12 curricula in Massachusetts public schools that is comprehensive and developmentally appropriate for all students.
- 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.
- 3) Support legislation and policy initiatives in the Commonwealth that promote strong media literacy in our schools.

SUBMITTER'S RATIONALE:

The advances in technology of the last few decades have allowed us to access information faster than ever. However, with this immediate access to information also comes the inevitable exposure to misinformation. In an age of social media influence, it's essential that the public have strong media literacy. Our educators and our students need to be able to continuously grow their understanding of technology advances in order to remain fully informed while being able to discern credible information. By promoting media literacy, the MTA would empower students and educators to continue to think critically in the face of an evolving world.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 100 hours

2025 FORM FOR NEW BUSINESS ITEMS

Board Communication and Accountability Policy

May 2 2025

NBI Name			Date and Time
Yahaira Rodriguez			Education association of worces
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Sarah McKeon			Framingham teachers ass
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:

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.

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.

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.

SUBMITTER'S RATIONALE:

The strength and integrity of our union depends on open communication, transparency, and mutual accountability. It is essential that all union members remain informed about decisions that affect their rights, working conditions, and representation. The outlined duty of the Board to communicate discussions, decisions, and votes from both regular and special meetings ensures that the Executive Committee — and by extension, the general membership — remains aware of actions taken on their behalf.

By reinforcing the responsibility of board and a executive committee members to relay accurate and timely information to the membership, we uphold the Democratic principles on which our union is founded. When communication breaks down or becomes inconsistent. It can trust, faster, misinformation, and diminished member engagement, providing a formal mechanism for members to raise concerns if they are not being adequately informed helps address potential gaps in communication and hold elective represent accountable.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 0 hours

2025 FORM FOR NEW BUSINESS ITEMS

Restructure Dues for Higher Education Members

05/02/2025 3:25 PM

NBI Name

Date and Time

Rosa Taormina

Assn of Professional Administrators

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Jenna Shales

Assn of Professional Administrators

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:

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. Specifically, we recommend that dues for higher education unions be assessed proportionally based on the percentage of the total MTA membership they represent.

SUBMITTER'S RATIONALE:

Higher education unions operate under fundamentally different conditions than K–12 locals. While K–12 unions receive robust and dedicated support from MTA staff, higher education locals are typically assigned just one MTA field representative—who is not even exclusively dedicated to higher education. K-12 locals require exceptional support for their complex negotiations whereas the higher education unions are simply informed of what their cost of living adjustments will be, direct from the governor's office, with little to no negotiation.

Due to our comparatively smaller numbers, higher education unions are consistently outvoted by K–12 locals on key decisions, despite paying the same dues. This structural imbalance results in disproportionately low representation and support. A proportional dues structure would more fairly align financial contributions with the level of support and influence received.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Unknown

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

\$0; 0 hours

2025 FORM FOR NEW BUSINESS ITEMS

MTA to Help Build an Independent Working-Class Party 05/02/2025 4:49 PM

NBI Name			Date and Time
Jacob Bilsky			Holyoke Teachers Association
Delegate Making the Motion	Cell	Email	Association Represented or Retired
Peggy Wang			Assn of Professional Admin.
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:

- 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.

SUBMITTER'S RATIONALE:

The two-party system in the United States continues to fail the U.S. working class. Nationally, the Trump Administration is tearing up union contracts and firing public-sector workers. Cuts to funding in education, research, and social services threaten millions of public-sector jobs across the country. The Republican Party has waged a war on unions for decades, including Ronald Reagan firing striking air traffic controllers and destroying PATCO in 1981 and the party pushing for anti-union "Right to Work" laws at the state and national level for decades. Additionally, George HW Bush led the negotiations for the North American Free Trade Agreement, decimating domestic, unionized industries in the United States.

Despite being seen as a pro-union party by many Americans, the Democratic Party has enthusiastically aided the Republican Party in the war on unions. In 2022, Joe Biden signed bipartisan legislation that blocked railroad workers from striking and forced them to accept a concessionary contract that did not meet their needs. Going back further, Bill Clinton took NAFTA over the finish line, betraying the numerous unions that helped elect him in the process. He also cut the federal workforce by 400,000 during his time in office. Each of these administrations promised reforms for labor and delivered nothing. Many Democratic politicians aided the Republican-controlled 80th Congress in passing the Taft-Hartley Act and overriding its veto. Democratic attacks on unions go back to the 19th Century, with President Grover Cleveland violently suppressing the labor movement in each of his nonconsecutive terms amid events like the Haymarket Affair and Pullman Strike.

We must also recognize the complicity of both parties in carrying out military and intelligence operations that undermine the labor movement abroad. The Democratic and Republican parties also routinely vote for military aid to anti-labor and anti-democratic regimes around the world and are currently enabling a genocide in Palestine.

In Massachusetts, the Healy administration continues to oppose public-sector employees' right to strike and fines our locals for fighting for the learning and working conditions of students and educators alike. The Department of Elementary and Secondary Education goes a step further in denying the collective bargaining rights of educators in districts under state receivership, with the collaboration of local, officially non-partisan but Democrat-aligned, politicians and the state government. The Democratic Party has offered union workers poverty wages across the state, especially for our paras. It exempts municipal workers from state minimum wage laws and Paid Family Medical Leave – paras in Marblehead were making as little as \$11/hr before their strike.

Working-class people in Massachusetts and the United States broadly cannot continue to financially and politically support the two corporate parties that dominate the political system and rule in favor of the capitalist class. We must take steps to break from the Democratic and Republican Parties to build a party of our own. This process can begin with running independent labor candidates, similar to the independent campaign of BCTGM member Dan Osborn in Nebraska.

A workers' party can finally fight for and win universal healthcare, higher education, and housing, the right to organize and strike, reproductive rights, and mass public works and housing projects.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 0 hours



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

2025 FORM FOR NEW BUSINESS ITEMS

Strong Campaign for the Public-Sector Right to Strike Without Restrictions 05/02/2025 4:49 PM

NBI Name

Date and Time

Peggy Wang

Assn of Professional Admin.

Delegate Making the Motion

Cell

Email

Association Represented or Retired

Jacob Bilsky

Holyoke Teachers Assoc.

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 will initiate a strong joint campaign with other unions to win the public-sector right to strike without restrictions.

- 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.

SUBMITTER'S RATIONALE:

At least 8 MTA locals have gone on strike over the last few years against poverty wages, lack of paid parental leave, understaffing, unsafe working conditions, and more – most recently in Beverly, Gloucester, and Marblehead this past November. These strikes have won much higher starting wages and better contracts that were not on the table prior to locals striking.

These strikes are commendable, but the ban on public-sector strikes keeps many public-sector workers (union or not) from being able to fight for improved wages, contracts, and staffing levels that can provide quality public services. Currently, the Trump administration is exploiting bans on public-sector strikes to attack the federal workers' unions and push through mass layoffs. This is not just an attack on federal workers, but an attack on all public-sector workers and the entire labor movement. With union density at an all-time low, and with public-sector workers unionized at much higher rates than private-sector workers (32.2% to 5.9%), it's no accident Trump wants to cripple public-sector unions. The labor movement is under threat, and we need to take coordinated, mass action to protect jobs and union rights, to bring more workers into our unions, and to help fund and staff social services.

Public-sector unions were built in the 60s and 70s off of strikes. The MTA, as the largest union in New England with over 110,000 members, can help lead the fight for the public-sector right to strike. We can join with nurses, social workers, postal workers, municipal workers, federal workers, and many other unionized public workers to coordinate mass walkouts, rallies, and even strikes to demand the right to strike and improved conditions for our members and our communities. We can demand that the funds held in reserves –

over \$8B in the MA Rainy Day Fund and over \$1B in the Fair Share Amendment reserve fund – go toward our contracts and membership to fight the cost-of-living crisis and improve staffing levels in our schools.

We should refuse any conditions on the right to strike. Current legislation that's been pending since 2017 stipulates 6 months of "good-faith" bargaining before the ability to strike. We should not accept any restrictions on the basic right to strike – that time can be used by districts and the state legislature to ice out attempts to organize, as has been done with other unions such as the flight attendants' unions and the rail workers' unions.

DUES IMPACT:

None

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

\$0; 100 hours



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

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 #11

Proposed MTA Priorities for 2025-2026

MTA Board of Directors Meeting – July 27, 2025

Below is a **proposed** set of priorities for the MTA for 2025-2026.

At the outset, it is important to name that the ongoing work of the MTA – by staff, leaders, and members – will continue and will involve a significant portion of the work of our leaders and staff, including:

- enforcing contracts, including dealing with grievances, arbitrations, etc.
- negotiating contracts – of the more than seven hundred contracts, roughly several hundred are up for renewal each year.
- advocating for funding – pre-k through higher ed – in state and local budgets.
- advocating for the whole of our legislative agenda
- continuing our community schools initiative
- continuing the work of the safe schools task force on mental health and behavior issues.
- maintaining and growing membership
- educating our members through workshops and conferences
- communicating, via print and other media, and through our own social media the work of the MTA and its members (especially using the new NEA grant won by the Communications Division)

As we consider key priorities, we should be thoughtful about how those priorities can be integrated into the ongoing yearly work of the MTA.

Finally, part of our discussion of priorities must include the roles the EC and BOD must play in achieving our agreed-upon goals. We should commit to having these priorities on every EC and BOD agenda.

Proposed MTA Board Priorities for 2025-2026 – Fighting Back, and Fighting Forward for Public Education and our Union

1. Build a more powerful union through stronger locals and a more engaged membership

- 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.

2. Defend democracy, public education, and the common good in the face of federal attacks

- 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 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.

3. Build the political power of MTA and its members

- a. 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.
- b. 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.
- c. Work with other union and progressive organizations to encourage the development of credible alternative voices in Massachusetts politics, including the Working Families Party.

4. Engage in statewide legislative and policy campaigns

- a. Part of the resistance to Trump 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 for a wealth tax and for universal public childcare and early education, 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.
- b. 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.

Agenda Item #16a**1**

Proposed Policy Change

Policy 10. ANNUAL MEETING OF DELEGATES

10.55 Preconvention Meetings

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).~~

Agenda Item #16a**2**

Proposed Policy Change to #180.30.10 Salary of the President and the Vice President

EXISTING LANGUAGE: 180.30.10 Salary of the President and the Vice President

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 3.0 times the Massachusetts average salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar). The salary of the Vice President shall be 2.5 times the Massachusetts average salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar). The computation shall be based on salary data for the prior year as determined by the reports of the Massachusetts Department of Elementary and Secondary Education.

Effective July 15, 2016, the annual salary will be based on the salary paid to the President and Vice President in the previous year. In the event that the salary of the President becomes greater than 3.0 times the Massachusetts average salary of classroom teachers in the elementary and secondary schools (rounded to the nearest dollar) and/or the salary of the Vice President becomes greater than 2.5 times this measure, the following two conditions will apply until such time as the salary is less than or equal to the above calculation:

- If the Massachusetts average salary of classroom teachers in the public elementary and secondary schools remains the same or decreases in any year, the salary of the President and Vice President will be level-funded for the next year.
- If the average salary of classroom teachers in the public elementary and secondary schools increases in any year, the salary of the President and Vice President will increase by 0.5% (rounded to the nearest dollar), for the next year.

The method of computing the President's and Vice President's salary and the salary rate shall be reviewed every three years by an ad hoc committee of five members elected by the Board of Directors. The committee shall elect its own Chair.

PROPOSED LANGUAGE: 180.30.10 Salary of the President and the Vice President

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.

Agenda Item #16a**3**

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.

Agenda Item #16a**4**

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 #16a**5**

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 #16b

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 #17b

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 #17c

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 #17**d**

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 #17**e**

NBI Name Clarification of NBI#5 Academic Freedom

Maker: Kelsey Romano 703-554-4471 kelseyaustrinromano@gmail.com 1A

Secunder

Paul Johansen 413-212-6132 mtabod44h@gmail.com 44H

MOTION

MOVED:

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.

1. 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.
2. 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
3. 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.
4. 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 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.
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 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.

The MTA will also educate the MTA membership through MTA newsletters, *MTA Today*, 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.

SUBMITTER'S RATIONALE:

This NBI clarifies the actions to be taken to fulfill NBI#5, Academic Freedom that was passed by the MTA Board of Directors on June 28, 2024.

The IHRA definition is as follows: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities." On its face, it seems like a fair definition, but as described on the IHRA's working definition of antisemitism document ([linked here](#)), it states, "Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity." Therefore, critiques on the state of Israel become synonymous with antisemitism, which is a false equivalency.

This call to reject the IHRA definition of antisemitism is supported by many organizations:

- The American Civil Liberties Union (ACLU), [statement linked here](#)
- The Joint Letter to UN Secretary-General António Guterres and Under Secretary-General Miguel Ángel Moratinos titled "Human Rights and other Civil Society Groups Urge United Nations to Respect Human Rights in the Fight Against Antisemitism" was signed by 104 organizations urging against the adoption of the IHRA definition of antisemitism ([letter linked here](#)). Signers of this letter include Amnesty International, Human Rights Watch, B'Tselem, and the Palestinian Centre for Human Rights (PCHR).

Columbia University recently [fired the President of UAW Local 2710](#) and [expelled, suspended, and revoked the degrees](#) of students who participated in pro-Palestine protests.

[Mahmoud Khali, a lawful permanent resident](#) and [Legaa Kordia](#), Columbia University students, activists, and pro-Palestinian organizers, were unlawfully arrested by ICE and are facing deportation for their advocacy work.

Educators and students at all levels are in danger if the IHRA definition, or anything resembling it, is allowed to be made law.

Educators need to understand why the IHRA definition is dangerous and why speaking out against the actions of the Israeli government and on behalf of the Palestinian people is not, because criticizing a foreign government for crimes against humanity is not antisemitic hate speech.

We must provide strong support for educators and local education communities in districts where

school boards or committees are passing resolutions that restrict what teachers are allowed to teach. This support is essential because educators are increasingly facing political and ideological pressures that threaten academic freedom, professional autonomy, and the integrity of the curriculum. Preparing and empowering teachers to navigate and respond to these constraints is critical to ensuring that students continue to receive a high-quality, inclusive, and honest education.

DUES IMPACT: 0

SUBMITTER'S COST & STAFF TIME ESTIMATE: 5 hours

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

Agenda Item #17**f**

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 #17**g**

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 #18a

DATE OF MEETING: July, 2025

ITEM NO. _____

MTA Board of Directors' Meeting
ITEM OF NEW BUSINESS

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

NBI NAME: Virtual Options for Winter and Summer Conferences

MOVED: That the Winter and Summer MTA Conferences have a remote option going forward.

RATIONALE:

The basis for this motion is that the current practice of in-person Winter and Summer Conferences is discriminatory to anyone with physical and financial limitations as well as to anyone with second and/or third jobs. This particularly applies to Adjuncts and Part-timers who have no benefits or vacation days and frequently must work evenings and weekends to make ends meet. The lack of a remote option limits member's and director's opportunities to expand their knowledge of how to be effective and active union members and representatives.

COST ESTIMATE:

STAFF TIME ESTIMATE:

SUBMITTED BY:

Paul Johansen 44H (MCCC, Berkshire Community College) mtabod44h@gmail.com

413-212-6132

Seconded by: Kelsey Romano 1A kelseyaustrinromano@gmail.com 703-554-4471

Agenda Item #18b

DATE OF MEETING: July 26, 2025

ITEM NO. _____

MTA Board of Directors' Meeting
ITEM OF NEW BUSINESS

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

MOVED: I move to amend 140.50 MTA Local Support Program to reflect the following changes to Items 1 and 2.

RULES FOR OPERATION

- 1) Locals are encouraged to maintain an updated record of these expenses and, when requested, communicate this record to the MTA. Each local association, or each group of local associations, requesting MTA support shall make available to MTA all of the following documents, as applicable to their local:
 - 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

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.

RATIONALE:

Given the current political climate and the number of potential members, the MTA needs to reduce barriers of financial support for locals while also supporting a member-organizing plan.

SUBMITTED BY:

Kyle Gekopi, NEA Director

Agenda Item #18c

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.