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Massachusetts Teachers
Association

TODAY



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EDUCATION



Sprinting Toward Nov. 5

From High-Stakes Tests to Authentic Learning

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Lynnfield members canvassing with gusto for YES on 2!

MTA TODAY

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COVER PHOTOGRAPHY BY ERIC HAYNES



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From High-Stakes Tests to Authentic Learning



“**How much brilliance, how many great ideas, how many contributions to society have we lost because of this unhinged devotion to a one-time test?”**

MAX PAGE

I had the pleasure recently of canvassing for Question 2 in Westfield with Susan Edwards, a member of the Springfield Education Association. As we walked our “turf,” Susan shared a story of a retired woman she had met on a previous day of canvassing. In high school, the woman hadn’t done well on standardized tests, but she had managed to get through and went on to college to find that she was brilliant. She became a nurse practitioner and cared for thousands of Westfield residents, from birth to death.

The story reminded me of what U.S. Rep. Ayanna Pressley said when she endorsed Question 2 on an MTA webinar this month: “For someone like myself who was a poor test-taker, if educators had not realized who I was holistically and wanted to invest in and nurture and cultivate and encourage my leadership skills, I don’t know where I would be today.”

Here are two people who found a way past the obstacles of testing, in part because they were not subjected to a make-or-break MCAS exam that might have denied them a diploma.

This is the tragedy of the high-stakes use of the MCAS to determine who gets a diploma: It adds yet another barrier to opportunity for our young people, so often students of color, from working-class families, who have disabilities or are acquiring English as a language.

Our job as educators is to nurture our students as future citizens, adults, parents, neighbors, community members and workers. But the regime of the high-stakes MCAS takes away time that should be devoted to authentic learning and prevents so many young people from demonstrating their knowledge and discovering their full capabilities.

A few weeks back, I attended an online memorial service for an old friend’s mother. As I read the obituary I realized that the “funeral home” the family was using was actually Recompose, a company that has pioneered a new approach to natural burial. The company is the product of a former student, Katrina Spade, who developed the idea in her thesis design project under my guidance at UMass Amherst.

Katrina, who grew up in New Hampshire, wasn’t subjected to a high-stakes standardized test. I think of her creativity, nurtured by public school educators all the way through college and beyond, and see how easily it could have been crushed by a high-stakes testing regime, which is the fate for so many students.

The opposition likes to emphasize how “only” 700 students a year are denied a diploma, even though they have passed all their classes. (There are many who drop out after having failed the tenth-grade test, and many thousands who lose up to a month of class time devoted to test prep and test taking.) Just think of the possibilities lost by just one student being cut off from the opportunities offered by a high school diploma. A life of potential narrowed by being denied the credential they earned over four years of classes; effectively being told they are failures. How much brilliance, how many great ideas, how many contributions to society have we lost because of this unhinged devotion to a one-time test?

On Nov. 5, we will bend the curve away from the failed model of high-stakes testing. We will redirect public education to authentic learning in classrooms. And we will look forward to our society benefiting from the next brilliant nurse, the next Congressional representative, the next world-changing inventor. **T**

Max Page, MTA President

Educators Fan Out to Support YES ON 2

A question to replace the MCAS high school graduation requirement will be on the Nov. 5 ballot.

By **Mary MacDonald**

Photographs by **Eric Haynes**

Katie Fontes walked down shaded sidewalks in Cambridge recently, carrying a shoulder bag filled with campaign pamphlets, ready to explain the impact of Question 2 on public schools and students in two minutes or less. On the doorsteps where she found residents home, Fontes chatted briefly about the fast-approaching election, and moved on.

Her turf covered several dozen homes, apartments and condos occupied by likely voters, one of the hundreds worked by educators volunteering this summer and fall for the ballot campaign. The question, which appears on the Nov. 5 statewide ballot, will replace the high-stakes MCAS high school graduation requirement. In its place, local districts will certify that students have met the already-high Massachusetts standards for graduation.

Campaign volunteers, including working and retired educators, their family members, parents, elected officials and supporters of public education, have fanned out throughout the state over the

past several months, urging a YES vote on Question 2.

Fontes, who teaches ninth- and tenth-grade English as a Second Language in Revere, sees the impact of the high-stakes MCAS exam for high school graduation. Many of her students who already have plans after graduation have been tripped up by the standardized exam, which is taken in English in the tenth grade.

“As an ESL educator, I know the MCAS affects our most vulnerable learners the most, especially the special education and ESL learners,” Fontes said.

Students who are learning to write and read English as a new language – a process that typically takes several years – have access to a dictionary as their sole accommodation on the test, Fontes said. Most of her students are newcomers, in their first year in the U.S.

“It’s unfair, especially for a lot of my students that already have jobs and who are already planning to go into vocational work, into plumbing or being an electrician,” Fontes said. “They have a plan. They have skills that are valuable to our communities, and yet the MCAS is a barrier to them receiving a high school diploma.”

Every year, the MCAS high school graduation test in Massachusetts prevents about 700 students from receiving a high



Katie Fontes, left, a Revere teacher of English as a Second Language, canvassed for Question 2 recently through a Cambridge neighborhood.

school diploma, according to state data. These are students who have met all other requirements for their graduation, including passing all required courses. The actual number affected by the exam is much higher – because many students drop out after failing to pass the exam, and those students are not included in the graduation data.

The effort to change this started more than a year ago, when the MTA joined forces with a group of parents seeking to end the use of standardized MCAS exams as a graduation requirement. More than 170,000 state residents signed petitions across the state to put the issue on the November ballot.

Voting has already begun. Although the statewide election is Nov. 5, the early voting period began Oct. 19 and will continue through Nov. 1. Individual communities will set early voting periods within that window.

Getting out the message for YES on 2 has been the work of several hundred volunteers. They've been writing letters to the editor in small publications throughout Massachusetts, speaking to parents at back-to-school nights, walking neighborhoods in canvasses and making phone calls to frequent voters.

In Methuen, retired member Deb Mousley has enjoyed walking around and talking with people about the ballot



State Rep. Mike Connolly, left, joined MTA members and state Rep. Steve Owens, third from left, for a canvass in Cambridge.



Educators with the Melrose Education Association canvassed in early September at a community event.

question. A former teacher and guidance counselor, she said many voters initially seemed confused about the question. She said after a conversation, several were more supportive. “People have no idea that students have been denied a diploma and only given a certificate of attendance,” she said.

Many educators have found these one-on-one conversations easy, particularly with engaged parents of young students, who remember having to take the MCAS graduation test themselves. More than 70,000 contacts have been made over the last several months of the campaign, including more than 200,000 doors reached.

Joel Patterson, a high school math teacher and member of the Cambridge Education Association, organized one of the larger canvasses in September. He spent much of the late summer walking through the city neighborhoods, speaking with residents.

“The response from the people who we talk to is overwhelmingly positive,” he said. “They’re learning about it for the first time from me and other canvassers.”

In his job, Patterson sees the burdens placed by the test requirement on students with learning disabilities or those who don’t have English as their language at home. “These kids struggle a lot with standardized testing. To have their diploma vetoed, when they’ve passed all of their classes, because they can’t pass one standardized test, it’s not fair to these kids.”

Cambridge Education Association President Dan Monahan was one of the canvassers in late September, pedaling off on a bike to his targeted neighborhood. Before starting off, he said he had found conversations with people about Question 2 fairly easy, particularly when they understand that it narrows the curriculum. “Tests don’t measure what we most want our kids to do when they’re out of high school,” Monahan said. “There are so many things that are more important. There is so much time spent preparing students for the test. They can’t take elective classes.”

Kathy Greeley, a retired member who recently wrote a book about MCAS and testing, has been among the frequent canvassers for the ballot question. A longtime former English teacher, she taught through the entire period of MCAS, which started in 1993. The high school graduation test became a requirement in 2003. “I saw that it hurt a lot of kids and it particularly hurt our most vulnerable kids,” Greeley said.

Her canvassing has shown, she said, that people listen to and trust educators. “And I’m local. All of the campaigning I’ve done has been in my neighborhood. I can talk from experience.” **T**

For more information on the campaign for YES on 2, visit the campaign website at yesonquestion2ma.com. To join a canvassing or phone bank effort up through early November, please visit mobilize.us/massteacher.





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ACTIVISM SPOTLIGHT

Fitchburg Education Association paraeducators Scott Gammel, Jennifer LeBlanc and Leslie Santiago, from left, attended a contract action rally outside City Hall.



CONTRACT BATTLES

for Education Support Professionals

By **Scott McLennan**

The last pay raise given to Shrewsbury Superintendent of Schools Joe Sawyer boosted his salary by \$32,175.

That's more money than the lowest paid paraprofessional makes in a year, said Shrewsbury Paraprofessionals Association member Wesley Engvall, during a Shrewsbury School Committee meeting in September.

"Your priorities are skewed away from the most essential workers who work with the most vulnerable students, and that has an impact on us as human beings," Engvall said. "We are not numbers on a spreadsheet."

Engvall made the remarks at a meeting attended by several members of the

SPA, which is fighting to secure a fair contract.

The Shrewsbury union's concerns – and members' stories – echo those heard in similar contract fights happening throughout the state.

Paraeducators – also known as Education Support Professionals – are typically paid far less than licensed teachers, yet over time the responsibilities handed over to these essential educators have grown.

In many cases, they work with students on legally mandated special education plans and contend daily with significant learning and behavioral needs. The position's low pay and poor access to

/ CONTINUED ON PAGE 10

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“We are not numbers on a spreadsheet.”

WESLEY ENGVALL
Shrewsbury Paraprofessionals
Association president

Shrewsbury Paraprofessionals Association members brought their fight for a fair contract to a recent school committee meeting.

/ CONTINUED FROM PAGE 6

benefits are leading to staff shortages in many Massachusetts districts.

In Methuen, ESPs are furious over the district’s decision to contract with non-unionized workers and pay them higher hourly wages than the full-time staff.

ESPs who belong to the Methuen Education Association are trying to lift pay rates that are among the lowest in their region.

Michelle Hall has been a full-time ESP in Methuen for 15 years, and her pay is topped out at \$24,900 – not much higher than the entry-level pay of \$20,000. On the weeks when her health insurance costs are deducted, Hall’s paycheck is just \$330 – for a two-week pay period.

“We have untrained 19-year-olds coming in making more than full-time staff,” she said of contracted staff. “They get paid \$150 per day. My pay works out to be \$132 per day.”

Methuen has more than 60 openings for ESP positions, and Hall said the MEA is fighting to lift starting salaries above \$30,000 over a new, three-year contract. ESPs, she maintained, should not be expected to work multiple jobs to make ends meet.

“The district did offer us \$1,000 more per year, but also wanted us to extend our workday by an hour,” Hall said. “We are willing to negotiate, but we are no longer willing to work for free.”

In Fitchburg, paraeducators are fighting to create a starting salary of \$40,000. The current top salary for the job is about \$30,000.

“I’ve been working with special education students for 22 years, and can’t live off of this one job,” said Jennifer LeBlanc, a Fitchburg Education Association member who holds a second job.

The FEA paraeducators are bargaining alongside union members who are classroom teachers, and the solidarity between the units is driving a push for worker equity.

“We are trying to get 10 paid holidays, like other workers have. Right now, we have none,” said Scott Gammel, a leader of the paraeducators.

The Fitchburg School Committee got the message that all educators deserve fair pay and benefits when the FEA recently delivered a petition signed by the membership demanding equitable treatment for all members.

Likewise in Shrewsbury, when ESPs took their fight to the School Committee, the president of the Shrewsbury Education Association — a separate union from the SPA — spoke up for them.

“I’m going to speak from the heart as an educator with 36 years of teaching experience,” said SEA President Kelly Finneran. “I could not imagine doing my job of educating my fourth graders without the support of these paras.” **T**

For more information on ESPs and contract actions, visit massteacher.org/esp.



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Supporting Diversity in Education

Mentor program launched by Retired members aims to help new educators of color.

By **Mary MacDonald**

The first few years of a career for public school educators are usually the most difficult. All at once, they're learning to navigate the demands of administrators, new material, classroom management and working with parents. For teachers and ESPs who are among the few, or only, Black or Hispanic educators in a building, the feeling of isolation can be overwhelming.

Joe Zellner and other Retired members remember that feeling. Under a new member-led program, Retired educators of color, with varying professional backgrounds, have agreed to be mentors to new-career educators of color, to provide a sounding board for them if they encounter challenges in the workplace. The Retired Member – New Educator of Color Mentoring Program launched this fall.

Zellner, a Black teacher who retired in 2007 after a career at Concord-Carlisle High School, said he signed up as a mentor because he knew that even in a great school, in a great district, being a minority-race educator can be challenging. Zellner, a former social studies teacher, said he feels he can offer professional support to younger colleagues.

“What I intend to bring, and hope I can explain to others, is there is room on the other side. You can get through this,” he said.

Although Zellner said Concord generally has had a good record of attracting Black and other minority-race or ethnicity educators, he would anecdotally hear after a few years that many had left their positions. After retiring, he worked for many years as a substitute teacher. “Retention is an issue,” Zellner said.



Joe Zellner, a Retired educator, is participating as a mentor.

While the idea for this program originally came from the Retired Members Committee, it is a joint collaboration with the RMC, the New Member Committee and the Ethnic Minority Affairs Committee. For people seeking mentoring, it is open to educators of color within the first five years of their careers. Several recently retired members already have signed on to serve as mentors. New educators seeking a mentor are signing up, as well.

Under the program, the one-on-one sessions are designed to be in-person for the initial meeting, but later will take whatever form suits the individuals.

One of the primary goals is to help diversify the state's teaching workforce by reducing turnover in districts. The Retired Members Committee started looking into a mentoring program after speaking individually with more than a dozen retired members of color, who had shared

their own stories of having experienced racism or discrimination in the workplace.

This became an item for action for the RMC's social and racial justice subcommittee, said Phyllis Neufeld, a member of the RMC, in part because of committee self-reflection. “We had not always been as welcoming a union to educators of color, and we want to be part of that change.”

Having a professional mentor, outside their building, will allow new educators to share any frustrations they may have, and gain some insight. For mentor-retirees, the program gives them a professional outlet. “This is a really unique way to keep your hand in the profession and feel like you're making a difference,” Neufeld said. **T**

Educators interested in being mentored or in participating as a mentor can send an email to mtamentoring@massteacher.org or visit massteacher.org/news/2024/09/mentorshipprogram for more information.



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Financial Help for Educators – Deadline Approaching

An MTA-backed initiative offers loan repayment options, scholarships and other financial resources for working educators and students enrolled in educator preparation programs. The deadline for Tomorrow's Teachers applications is Nov. 18. Both programs are funded by the state budget and administered by the state's Office of Student Financial Assistance. Resources also are available for early childhood educators and paraprofessionals.

For more information, please visit massteacher.org/financialaidforeducators.

Congratulations to Honor Our Own Award Recipients

MTA Retired members Kenneth Kalen and Elaine Koury are the recipients of the 2024 Honor Our Own Award. Kalen is a former teacher at Gibbons Elementary School in Stoughton. Koury, a founder of the Retired Wisdom Warriors, was a longtime English and performing arts teacher in Boston and Cambridge.

Read more about their awards at massteacher.org/honorourown.

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Make Better Hearing a Goal for 2025

Planning for a new year often comes with a renewed focus on health and wellness. For example, appointments for preventative screenings with primary care providers, dentists, or eye doctors routinely make the list. But have you considered checking your hearing?

MTA Benefits is pleased to announce that it has transitioned its preferred hearing aid discount vendor from Hear in America to TruHearing, a leading provider of premium hearing benefits. The company has one simple goal: to improve the lives of people with hearing loss through affordable hearing health care and innovative technology. This new partnership offers MTA members deeper discounts on hearing aids than was previously available, broader access

to in-network providers and a free online hearing assessment.

The hearing program includes the latest hearing aids in a variety of styles that offer features that seamlessly integrate into your life, such as:

- Multi-voice management. Capable of pinpointing multiple voices in real time to make sure you're always a part of group conversations.
- Bluetooth streaming. Streaming from your phone directly to your hearing aids for convenient calls, music, movies, and more.
- Fuss-free recharging. Up to 39 hours of battery life. (Available on select models. Thirty-nine hours of use on a single charge or 34 hours with five hours of streaming.)

Your hearing program through TruHearing is a comprehensive hearing-care solution that offers you and your family hearing aids at a 30–60% discount off the average retail price.

As part of the program, a TruHearing provider will perform a comprehensive hearing exam, which includes a \$45 exam copay. If hearing aids are needed, your provider will help you determine the best option for your lifestyle, hearing loss profile and budget.

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- A dedicated hearing consultant will schedule an appointment with a local provider.
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- If hearing aids are needed, your provider will help you choose.
- Schedule fitting, fine-tuning, and follow-up visits as needed. **T**

Visit mtabenefits.com/hearing-aids to learn more.



THE MTA Advantage

The MTA Advantage is a publication of MTA Benefits, a subsidiary of the Massachusetts Teachers Association

The Education Sector is a New Target for Cyber Thieves

In the last 12 months, educational institutions have become a new target and easy prey for cyber thieves and ID theft criminals. The most recent examples include the Association of Texas Professional Educators, with 425,000 individuals affected, and the Association of California School Administrators, with 55,000 affected.

There's no doubt that cyberattacks are becoming more prevalent and more sophisticated. No one is immune. That's why the month of October is designated as Cybersecurity Awareness Month.

Beginning Oct. 1, the Cybersecurity and Infrastructure Security Agency announced the kickoff of the 21st Cybersecurity Awareness Month. Throughout October, CISA and the National Cybersecurity Alliance will remind the public how to stay safe online by taking four basic steps:

- **Use strong passwords** that are long, random, and unique to each account, and use a password manager to generate them and to save them.
- **Turn on multifactor authentication** on all accounts that offer it. We need more than a password on our most important accounts, like email, social media and financial accounts.



- **Recognize and report phishing**, or as we like to say, "Think before you click." Be cautious of unsolicited emails, texts or calls asking you for personal information, and don't click on links or open attachments from unknown sources.
- **Update software.** In fact, enable automatic updates on software so the latest security patches keep devices that you are connected to continuously up to date.

For an added level of protection, MTA members have access to high-quality, identity theft protection plans at

member-only rates through Securus ID. In fact, until Dec. 31, 2024, members can get a free basic level individual Securus account. As the holidays approach, when many of us will be making purchases, why not try free protection?

For more information, visit mtabenefits.securusid.com today.

Mark Pribish, Identity Theft Practice Leader, in conjunction with Securus ID, contributed to this article.



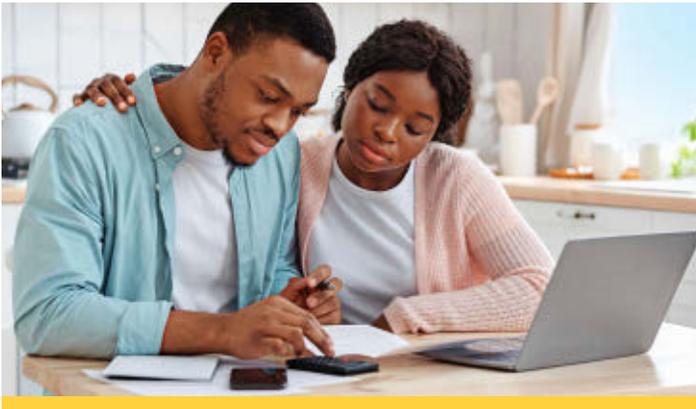


Life Insurance: A Story About Human Life Value

There's one thing at the heart of every smart financial plan: life insurance.

Though planning for the uncertainties that life can bring might be emotional and overwhelming, understanding how much coverage you need is a humane process. It's all about human life value.

Human life value is a core principle of life insurance coverage, and it helps you determine how much coverage you need to ensure that your family has what you want or wish to provide for them. This formula multiplies your income by the years you have remaining until retirement. The sum reflects the amount of coverage you'd need to find in a life insurance policy that could provide your loved ones with the support they need should the unexpected happen.



As an alternative to calculating this figure, you might also assess your family's needs and use that to determine the amount of coverage you're seeking. For many people, this comes to about seven to 10 times your annual income. In addition to replacing income lost through death, life

insurance can also help settle any debts you might have, including mortgages and loans.

To meet your coverage needs affordably, you can work with a financial advisor to build a plan that includes both permanent and term insurance. Permanent life insurance is what it sounds like — once you enroll in a permanent policy, as long as you continue to pay your premiums, the policy is in force for life. The policy builds cash value over the course of your lifetime and could pay benefits while you're alive, helping you accumulate cash for future savings goals such as education, retirement or funds for emergencies.



Term life insurance offers coverage for a specific number of years. These policies tend to be more affordable initially and can help you fill the gap of your needs above your permanent life insurance policy. Many plans also allow you to change or convert the term policy into a permanent policy during the original term period.

Life insurance can reduce the risks that prevent your financial plan from coming to fruition. By combining the right amount of permanent and term life insurance coverage, you can protect your family and loved ones against the unforeseen circumstances or risks in life.

To learn more about these types of life insurance and how MTA Benefits can help you, contact Tom Colbert of Vista Financial Group, at 888-646-1972, ext. 104, or by email at tom@vistafg.com.



Editor: **Carolyn Cassiani**
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No dues dollars are ever used to market MTA Benefits programs.



Resources for Family Care and Personal Well-Being

Prioritizing personal well-being alongside family responsibilities, particularly when caring for aging parents, is essential. The demands of supporting loved ones can feel overwhelming, but these three resources offered to MTA members can help ease the burden.

Estate Planning with Gentreo

Gentreo is a company that specializes in digital estate planning and provides MTA members with the tools to create, store, share and access important documents, including wills, health care proxies and powers of attorney. With expert guidance throughout the process, Gentreo ensures estate planning is straightforward and secure. Having these documents available offers peace of mind and protects the interests of family members in times of need. MTA members receive 50 percent off Gentreo's annual membership fee and can store all their legal documents for only \$75.

Eldercare with ElderBenefit

Eldercare has increasingly become a significant concern for many people, particularly those in the “sandwich generation” who support both children and aging parents. ElderBenefit offers a free referral service that connects MTA members with eldercare solutions tailored to their specific situations. Whether seeking in-home caregiving, senior housing options, or assistance in understanding how to fund care, certified senior care advisers are available to provide needed guidance. This resource can alleviate some of the stress associated with providing care for elders, allowing members to focus on the well-being of themselves and their loved ones.

Emergency Medical Transport with MASA

MASA Medical Transport Solutions provides worldwide air and ground ambulance transportation services for members

and their families. MASA membership is a supplement to health insurance coverage that gives you financial protection for lifesaving emergency transportation services, both at home and away. Coverage includes emergency medical transportation, repatriation – even pet return services. Knowing that this kind of support is available whether you're home or traveling can be reassuring, especially during unexpected medical situations.

By using these resources, MTA members can create a balanced approach to self-care and family responsibilities. Prioritizing mental and emotional health through programs like Gentreo, ElderBenefit, and MASA Medical Transport Solutions can lead to a more fulfilling life. Seeking support is a proactive step that ensures both individual needs and family care are addressed effectively.



Taking these steps can enrich your life and help secure a brighter future for your family. Embracing the journey of caring for oneself and loved ones, and reaching out for assistance when needed, is vital in navigating life's challenges while ensuring that everyone's needs are met.

Details on all the benefits mentioned in this article can be found at mtabenefits.com.



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CYBER



PET



112-10777 (3/24) LC 2020-366

**2024
ELECTION**



Kamala Harris
for President

Vote
YES^{ON}**2**

**YOUR VOTE
YOUR VOICE**

Vote for Public Education

Recommended Candidates

The MTA encourages members to support these candidates for U.S. House and Senate, who have been officially recommended by the NEA and also support Question 2.



Elizabeth Warren
 for U.S. Senator



Jim McGovern
 for U.S. Representative



Lori Trahan
 for U.S. Representative



Ayanna Pressley
 for U.S. Representative



Bill Keating
 for U.S. Representative

**NEA
 RECOMMENDED
 CANDIDATES**

DON'T FORGET TO VOTE BY TUESDAY, NOV. 5

The recommendations in this election guide are for candidates on the general election ballot in 2024.

- Election Day is Tuesday, November 5.
- Applications for mail-in ballots must be turned in by 5 p.m. on October 29.

- Mail-in ballots returned in person or by drop box must be delivered by 8 p.m. on Election Day.
- Ballots returned by mail must be postmarked by Election Day and reach your local election office by 5 p.m. on November 8th in order to be counted.

- The in-person early voting period is October 19 – November 1.

Each city and town chooses its own early voting locations and sets its own schedules within these dates. See all early voting options at www.MassEarlyVote.org.

STATE SENATE



Mike Brady
 D-2nd Plymouth &
 Norfolk District



Julian Cyr
 D-Cape and Islands
 District



Lydia Edwards
 D-3rd Suffolk
 District



Jamie Eldridge
 D-Middlesex &
 Worcester District



Paul Feeney
 D-Bristol and
 Norfolk District



Dylan Fernandes
 D-Plymouth &
 Barnstable



Adam Gomez
 D-Hampden
 District



Ed Kennedy
 D-1st Middlesex
 District



Paul Mark
 D-Berkshire, Hampden,
 Franklin & Hampshire
 District



Joe Pacheco
 D-3rd Bristol and
 Plymouth District

**MTA
 RECOMMENDED
 CANDIDATES**

STATE HOUSE OF REPRESENTATIVES



James Arena-DeRosa
 D-8th
 Middlesex District



Michelle Badger
 D-1st Plymouth
 District



Becky Coletta
 D-6th Plymouth
 District



Mike Connolly
 D-26th Middlesex
 District



Rodney Elliott
 D-16th Middlesex
 District



Owen Fletcher
 D-5th Barnstable
 District



Dennis Gallagher
 D-8th Plymouth
 District



Carmine Gentile
 D-13th Middlesex
 District



Homar Gómez
 D-2nd Hampshire
 District



Clinton Graham
 I-7th Norfolk District



Ryan Hamilton
 D-15th Essex
 District



Jim Hawkins
 D-2nd Bristol
 District



Sarah Hewins
 D-2nd Plymouth
 District



Natalie Higgins
 D-4th Worcester
 District



Tara Hong
 D-18th Middlesex
 District



Vanna Howard
 D-17th Middlesex
 District



Mary Keefe
 D-15th Worcester
 District



Kathy LaNatra
 D-12th Plymouth
 District

STATE HOUSE OF REPRESENTATIVES



David LeBoeuf
 D-17th Worcester
 District



Jack Lewis
 D-7th Middlesex
 District



Kostas Loukos
 D-1st Bristol
 District



Hadley Luddy
 D-4th Barnstable
 District



Sam Montañó
 D-15th Suffolk
 District



James O'Day
 D-14th Worcester
 District



Sean Reid
 D-11th Essex
 District



Estela Reyes
 D-4th Essex
 District



Lindsay Sabadosa
 D-1st Hampshire
 District



Margaret Scarsdale
 D-1st Middlesex
 District



Erika Uyterhoeven
 D-27th Middlesex
 District



Bud Williams
 D-11th Hampden
 District

Vote
 YES ^{ON} 2

On November 5, we need every member of the MTA to vote Yes on Question 2.

High Standards, Not High Stakes

Talk to your family members, friends and neighbors. Let them know Question 2:

- Replaces the MCAS graduation requirement.
- Requires students to satisfactorily complete coursework aligned with the state's high academic standards.
- Ends a harmful practice that denies a high school diploma to 700 students each year.
- Lets educators better prepare students for college and careers.

MTA ESP of the Year Nominations Open Soon

Nominations will open soon for the 2025 MTA Education Support Professional of the Year. Look for a link to the nomination form and information on the upcoming MTA ESP Conference at massteacher.org/esp. The conference will be held April 5-6, 2025.

Looking for Member Obituaries?

Member obituaries have moved to our website. You will find a compilation of obituaries, which are searchable by date of death and name. Obituary listings are updated regularly throughout the year at massteacher.org/obits.

Letters to the Editor

MTA Today invites letters to the editor from members. They should be no more than 200 words. Each letter submitted for publication must address a topic covered in MTA Today, must be signed and must include the writer's telephone number for confirmation purposes. Opinions must be clearly identified as belonging to the letter writer. We reserve the right to edit for length, clarity and style. Submit to: MTA Today, 2 Heritage Drive, 8th Floor, Quincy, Mass. 02171-2119, or email mtatodayletters@massteacher.org.



Learn More About Artificial Intelligence at Brainstorm

The MTA Training and Professional Learning Division will host Brainstorm, Conversations on AI in Public Education, on Nov. 16. Join fellow members for a day of discussion about the promises and problems of AI and large language model software in our schools, colleges and universities. No consultants, no sales pitches, just discussion on how to plan for the appropriate use of these technologies in public education.

To learn more visit massteacher.org/aiineducation.

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ANNUAL INCOME



Most Americans are underinsured; a life insurance policy that provides for 7-10 times your annual income can help secure your legacy and provide for your loved ones.

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GET IN TOUCH TO ASSESS YOUR CURRENT NEEDS.

Thomas J. Colbert
President, Vista Financial Group, Inc.
Email: tom@vistafg.com
Phone: 774.551.0013, ext. 101



Nomination Papers Available

Seats for MTA office, including Executive Committee and Board of Directors, will be decided at the 2025 Annual Meeting of Delegates.

MTA members who intend to seek election to MTA office at the 2025 Annual Meeting of Delegates or to run for NEA Director or Alternate NEA Director may now request nomination papers.

At the Annual Meeting, scheduled to take place May 2-3, 2025, elections will be held for four Executive Committee seats, 15 District Director seats and two Statewide Retired seats on the MTA Board.

Four members of the Retired Members Committee also will be elected at the Annual Meeting.

In addition, there are three NEA Director seats and up to six Alternate NEA Director seats up for election, for which online voting instructions will be sent to the active membership in March.

Requests for nomination papers for MTA office must be submitted in writing to the office of the Executive Director-Treasurer, MTA, 2 Heritage Drive, 8th Floor, Quincy, MA 02171-2119, or by emailing MTAGovernance@massteacher.org. Although there is no deadline for requesting them, nomination papers for MTA office must be received by the Executive Director-Treasurer by 5 p.m. on Friday, March 7, 2025, regardless of postmark.

Nomination papers for the NEA Director posts may be requested in the same manner but must be received by no later than 5 p.m. on Friday, Jan. 10, 2025.

No person may be a candidate for more than one office. Each candidate must specify the office sought, the term of the office, their MTA individual membership ID number (which can be found on the MTA membership card), home and school addresses, telephone numbers, fax numbers, email addresses and local association affiliation.

All candidates must comply with the nomination and election provisions of the MTA Bylaws and policies, which will be made available to candidates.

Regional Executive Committee members*

Four seats for Regional Executive Committee will be elected at Annual Meeting by the delegates from each respective region. The seats are for Regions B, D, E and H. A candidate must be an active MTA member** and must be employed in education within the electoral region in which the candidate seeks office. Nomination papers must be signed by at least 100 active members from the candidate’s region, with no more than 25 from any one local affiliate. Members elected to serve on the Executive Committee also serve concurrently on the MTA Board.

District Directors*

Fifteen District Director seats on the MTA Board will be elected at Annual Meeting by the delegates from each respective district. The open districts are 10B, 33C, 36C, 41C, 29D, 39E, 40E, 12F, 13F, 16G, 17G, 20G, 45H, 48H and 49H. Each candidate must be an active MTA member** and must be employed in education within the electoral district in which the candidate seeks office. Nomination papers must be signed by at least 50 active members from the candidate’s district.

Statewide Retired District Directors*

Two Statewide Retired Director seats are up for election on the Board. Any retired member may be a candidate by submitting a self-nomination letter to the office of the Executive Director-Treasurer, or emailed to MTAGovernance@massteacher.org, by 5 p.m. on March 7.

Terms for the above Executive Committee and Board seats are three

TIMELINE

NOMINATION DEADLINE

December 30

Candidate Recommendation Committee

Congressional Districts 1, 3 and 4

NOMINATION DEADLINE

January 10

MTA Annual Meeting of Delegates

- Retired Ethnic Minority Delegates
- Statewide Retired District Delegates

NEA RA (Representative Assembly)

- Statewide, Regional and Retired Delegates

NEA Directors and Alternate NEA Directors

AMENDMENT DEADLINE

January 10

Filing Deadline for Proposed Bylaw and Resolutions Amendments

Initial Deadline for Proposed Amendments to Standing Rules

NOMINATION DEADLINE

February 7

MTA Annual Meeting of Delegates

- Regional Ethnic Minority Delegates

NOMINATION DEADLINE

March 7

Executive Committee

Regions B, D, E and H

Board of Directors

- 10B, 33C, 36C, 41C, 29D, 39E, 40E, 12F, 13F, 16G, 17G, 20G, 45H, 48H and 49H
- Statewide Retired (2 seats)

Retired Members Committee

NOMINATION DEADLINE

April 4

NEA RA Student Delegates

years and begin on July 1, 2025.

NEA Directors and Alternate NEA Directors*

Three NEA Director seats will be filled by a vote of the active members in March and April, in tandem with NEA statewide and regional delegate elections. These members serve on the NEA Board of Directors and concurrently on the MTA Board. Two of the NEA Directors seats are for full, three-year terms, beginning Sept. 1, 2025, and expiring Aug. 31, 2028, in accordance with the NEA's fiscal year. The third seat will fill an interim vacancy for the remainder of an unexpired term. That member will take office on Sept. 1, 2025, and serve through Aug. 31, 2026. Vacancies for up to six Alternate NEA Director seats also will be filled. Each candidate must be an active NEA member**, as determined by the NEA Constitution and Bylaws, for at least two years immediately preceding the election. Nomination papers must be signed by at least 200 active members, with no more than 50 from any one local affiliate and no more than 100 from any one electoral district. The policy on eligibility and procedures for the direct election of NEA Directors and Alternate NEA Directors is available upon request. **T**

For information on nominations and elections, please contact John Connelly of the MTA Division of Governance and Administration by calling (617) 878-8305 or emailing jconnelly@massteacher.org.

*In accordance with Article IX, Section 2B of the MTA Bylaws, all members of the Board of Directors (including officers; Regional, Statewide Retired and At-Large Executive Committee members; District, Statewide, and At-Large Directors; and NEA Directors) will be delegates to the MTA Annual Meeting of Delegates. Election as delegates will occur simultaneous to, and by virtue of, election to the offices as indicated.

**RIF'd members and members who have been granted leaves of absence by their employers may be considered active members employed in education.

Delegates to Be Elected for NEA RA

Tentative dates for the NEA Representative Assembly are July 2-6, 2025, and it will be held in Portland, Oregon.

Statewide, regional and retired delegates from Massachusetts to the 2025 NEA Representative Assembly will be elected by the membership during February, March and April.

The nomination period for delegates is now in process and will close at 5 p.m. on Friday, Jan. 10. Nominees are encouraged to use the self-nomination form available online at massteacher.org/nomform. The form may be submitted electronically. Alternatively, a paper form can be found on Page 22 of this issue of MTA Today.

The election period for statewide and regional delegates runs from March 3 through April 18.

Online voting instructions for statewide and regional delegates will be sent to eligible active MTA/NEA members.

For active members, the delegate categories include regional non-supervisor, statewide non-supervisor, and statewide other/supervisor.

The MTA will be notified by the NEA in January 2025 of the number of delegates allocated to Massachusetts. The allocation of statewide and regional delegates will be based on electoral regions A, B, C, D, E, F, G, and H. A list of local associations by electoral region is available upon request.

The distribution of statewide and regional seats will be voted on by the MTA Board of Directors at its meeting in February; candidates will be informed of the final allocation plan and will be given an opportunity to alter the designation for the level they seek to represent.

The election period for retired delegates runs from Feb. 3, 2025, through March 14, 2025. Online voting instructions for retired delegates will be sent only to retired and retired life NEA members.

Retired members receive an allocation of RA delegates in proportion to their

membership, and candidates for those seats are elected by the retired membership.

Tentative dates for the RA are July 2-6, 2025, and it is scheduled to take place in Portland, Oregon. The statewide, regional and retired delegates from Massachusetts will attend, in addition to delegates elected by local associations.

The Credentials and Ballot Committee has adopted procedures for the election that call for online voting instructions to be sent to each NEA member in Massachusetts.

Those who prefer to vote by paper ballot may request one by following the instructions that will be sent to all voters.

Voting is by secret ballot, and the election and tabulation are conducted under the supervision of the Credentials and Ballot Committee.

There is a \$2,000 travel stipend for statewide, regional, retired and student delegates.

Elected delegates are expected to comply with the accountability requirements set forth by the MTA. Funding will not be provided unless accountability requirements are met.

The procedure for the election of MTA delegates to the RA should be reviewed carefully by anyone considering candidacy. **T**

PROCEDURAL INQUIRIES

Inquiries concerning nomination and election procedures may be addressed to John Connelly in the MTA Division of Governance and Administration at 617-878-8305 or at jconnelly@massteacher.org.

2025 NOMINATIONS

Delegates to the NEA RA • Regional and Retired Ethnic Minority Delegates to the MTA Annual Meeting
• Statewide Retired District Delegates to the MTA Annual Meeting

For all positions except Regional Ethnic Minority Delegate to Annual Meeting, the nomination **deadline is 5 p.m. on Friday, Jan. 10, 2025**, regardless of postmark. For the Regional Ethnic Minority Delegate position, the **deadline is 5 p.m. on Friday, Feb. 7.**

We encourage candidates to use the online form available at massteacher.org/nomform (or this paper form may be submitted).

1 NAME OF CANDIDATE:

MEMBER ID #:

PERSONAL EMAIL:

HOME ADDRESS:

PHONE:

LOCAL ASSOCIATION (leave blank if retired):

DISTRICT / REGION / RETIRED:

2 **Please check the box to indicate the elected position you are seeking.**
Candidate must fill out a separate nomination form for each position sought.

Please check one box only.

- Retired Delegate to MTA Annual Meeting
- Regional Ethnic Minority Delegate to MTA Annual Meeting*
- Retired Ethnic Minority Delegate to MTA Annual Meeting*
- Regional Delegate to NEA RA
- Statewide, Non-Supervisor Delegate to NEA RA
- Statewide, Supervisor Delegate to NEA RA
- Retired Delegate to NEA RA

Position / Membership Status

- Teacher or Education Support Professional
- Administrator or Supervisor
- Retired Member

***Candidates for Ethnic Minority Delegate to Annual Meeting, please indicate your ethnic minority designation.**

- Black or African American
- American Indian or Alaska Native
- Asian
- Hispanic
- Native Hawaiian or Pacific Islander
- Cape Verdean

3 **Bio / statement — please print — or use the online form at massteacher.org/nomform.**

INSTRUCTIONS

- 1.** MTA Policy: Each candidate may submit by the deadline a headshot photograph and biography/statement containing no more than 50 words. Note: Only the first 50 words will be printed. The Credentials and Ballot Committee reserves the right to edit all bios.
- 2.** Write out your statement on a separate piece of paper and submit with this form.
- 3.** Type or print clearly, using both upper- and lowercase letters, as you expect the final statement to appear.
- 4.** Do not combine words or numbers with hyphens or slashes.
- 5.** “An,” “a” and “the” constitute one word.
- 6.** Abbreviations such as “NEA-RA” and “MTA” count as one word.
- 7.** A date represented as “October 1, 2020” shall constitute three words. The same date represented as “10/1/20” is only one word.
- 8.** Send this entire nomination form, including biography/statement and photo, to:
**MTA Governance and Administration Division,
2 Heritage Drive, 8th Floor, Quincy, MA 02171-2119**
See nomination deadlines above. A photo the MTA has used within 2 years may be reused.

4 **Please select from the following and check the appropriate boxes.**

- 50-word (maximum) bio/statement enclosed.
- I am not submitting a bio/statement.
- I have emailed a photo to jconnelly@massteacher.org (high-resolution 300dpi).
- Photo enclosed.
- Use my 2023 or 2024 photo. MTA can only use past photos if published for 2023 or 2024 elections.
- I am not submitting a photo.

My qualifications are in accordance with those of the designated position for which I am a candidate:

.....
SIGNATURE

DATE

Additional forms may be requested or this form may be duplicated.

REGIONAL AND RETIRED ETHNIC MINORITY DELEGATES TO BE CHOSEN

Due to a Bylaw change at the 2022 Annual Meeting of Delegates, there is now an allocation of ethnic minority delegates to the Statewide Retired District.

These delegates to the 2025 MTA Annual Meeting will be elected by members of the Statewide Retired District in February and March and in each region of the active membership in March and April in conjunction with NEA delegate/Director elections.

The nomination period for Regional and Retired Ethnic Minority delegates is now open. For retired delegate candidates, the deadline is 5 p.m. on Friday, Jan. 10, 2025. For regional delegate candidates among the active members, the deadline is 5 p.m. on Friday, Feb. 7, 2025. Nominations are open to all eligible ethnic minority members through a self-nomination process. Nominees are encouraged to use the self-nomination form available online at [massteacher.org/nomform](https://www.massteacher.org/nomform). The form may be submitted electronically. Alternatively, a paper form can be found on Page 22 of this issue of MTA Today.

The election period for retired members runs from Feb. 3, 2025 through March 14, 2025. For active members, it runs from March 3, 2025 through April 18, 2025. Online voting instructions for the ethnic minority delegate seats will be sent to all MTA members.

The MTA provides reimbursement of up to \$450 for eligible expenses incurred by each Regional and Retired Ethnic Minority delegate to the Annual Meeting.

The allocation of Retired Ethnic Minority delegates is two. The allocation of Regional Ethnic Minority delegates for the active membership is based on MTA electoral regions and equal to the number of District Directors from each region.

No more than one delegate from each district within a region will be elected,

with the exception of districts 10B and 44H, which each have two delegate seats.

There will be 50 seats for Regional Ethnic Minority delegates. All terms will last for one year. The regional allocations are: Region A, seven seats; Region B, six seats; Region C, seven seats; Region D, six seats; Region E, five seats; Region F, six seats; Region G, six seats; and Region H, seven seats. Each regional candidate must be employed in education within the region in which the candidate seeks office. **T**

RETIRED COMMITTEE HAS FOUR SEATS OPEN

Four members of the Retired Members Committee will be elected by Statewide Retired District delegates to the 2025 MTA Annual Meeting in May.

Go to [massteacher.org/nomform](https://www.massteacher.org/nomform) or see the December issue of the MTA Retired Reporter for details and the self-nomination form for these positions. The deadline for nominations is March 7, 2025. Terms last two years and begin on July 1. **T**

NOMINATIONS SOUGHT FOR CANDIDATE RECOMMENDATION COMMITTEE

Nominations are now open for the election of members to the MTA Candidate Recommendation Committee.

The committee is responsible for making recommendations to members to support candidates for state and federal office.

Elections will be held to fill the following seats on the Candidate Recommendation Committee: one seat each in Congressional Districts 3 and 4, and two seats in Congressional District 1.

Terms on the committee last for three years. The committee member must reside in the congressional district to be represented. Any MTA member interested in running for the

CRC should obtain the nomination form online at [massteacher.org/nomform](https://www.massteacher.org/nomform) or contact John Connelly in the MTA Division of Governance and Administration. He can be reached by calling 617-878-8305 or emailing jconnelly@massteacher.org.

The nomination form and a biographical statement of not more than 100 words must be received by Dec. 30.

Those eligible to vote for CRC members are delegates to the past year's MTA Annual Meeting of Delegates who reside in the specified congressional district.

Upon request, candidates will be provided with a list of Annual Meeting delegates for the congressional district, along with names and addresses.

If the number of candidates is equal to or less than the number of positions to be filled, elections may be waived and the candidates declared elected to the positions in question.

Ballots including the candidates' biographical statements will be sent to the electorate on the first Friday in February (Feb. 7, 2025) and must be returned no later than 5 p.m. on the last Friday in February (Feb. 28, 2025).

The CRC terms will begin on March 15, 2025. Members are eligible to be elected for two consecutive three-year terms. **T**

RESOLUTIONS COMMITTEE ACCEPTING PROPOSALS

Proposed revisions to MTA Resolutions are now being accepted. Resolutions are the organization's statements of principle on issues relating to members, public education, the welfare of students, and human and civil rights.

A proposal for a new resolution or revision of an existing one may be submitted by any member.

The deadline for submissions to the Resolutions Committee is 5 p.m. on Friday, Jan. 10, 2025. Submissions must be made in

/ CONTINUED ON PAGE 26

Bylaws and Rules Committee Accepting Proposals

The MTA Bylaws and Rules Committee will soon begin reviewing proposed amendments.

A proposal to amend the Bylaws addresses the governance of the association or the primary characteristics and functions of the MTA. A proposal to amend the Standing Rules addresses the procedures of the Annual Meeting of Delegates, nominations and elections or governance documents.

Filing process and deadline

Proposed changes to the Bylaws must be received in writing by the MTA Bylaws and Rules Committee by 5 p.m. on Jan. 10, 2025.

Proposed changes to the Standing Rules only may be submitted in writing to the MTA Bylaws and Rules Committee up to the opening of the first business session of the Annual Meeting, which will be held May 2-3 in Springfield. However, early submission by the Jan. 10 deadline provides an opportunity for a full hearing by the committee, consideration by the MTA Board and presentation at the April preconvention meetings.

It also allows advance publication in the Spring issue of MTA Today.

Submitters will be informed of hearing dates and will be expected to meet with the committee to discuss the language and intent of their proposals.

Proper format

Please use the following format for each proposed amendment. A template is available from the MTA Division of Governance and Administration upon request.

1. Specifically cite all articles, sections and lines of the Bylaws or Standing Rules that are to be changed or affected.
2. Set forth your proposal in two columns, comparing the proposed text opposite the present text. In the proposed language, underline amended or added

language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.

3. Accompany each proposed amendment with a written rationale on its purpose, impact and intent.
4. Include at the end of all proposals the submitter's name and local association information.
5. Provide your full name, address, telephone number(s), email address and your MTA membership ID number, which can be found on your MTA membership card.

Who may submit proposals

Individual MTA members, groups of members and local associations are eligible to submit proposed amendments to the MTA Bylaws and Standing Rules. Members wishing to use an official title representing an MTA affiliate or committee are required to submit evidence that a vote was taken by authorized representatives of the affiliate or the committee.

Current document

A copy of the current MTA Bylaws, Standing Rules and Resolutions is available to any member upon request and at massteacher.org/bylaws.

Assistance

The Bylaws and Rules Committee and members of the MTA staff are available to discuss ideas for potential amendments and to provide technical assistance.

Inquiries and proposals submitted to the Bylaws and Rules Committee should be channeled through the MTA Division of Governance and Administration by mailing:

MTA
2 Heritage Drive, 8th Floor,
Quincy, MA 02171-2119;
calling 617-878-8213; or emailing
mtagovernance@massteacher.org. **T**

ELECTION WAIVER

If the number of candidates is equal to or less than the number of positions to be filled, elections may be waived and the candidates declared elected to the positions in question.

STATEWIDE RETIRED DISTRICT DELEGATES TO BE ELECTED

MTA Statewide Retired District delegates to the 2025 MTA Annual Meeting will be elected in conjunction with the NEA RA retired delegate elections.

The nomination period for Statewide Retired District delegates is now in process and will close at 5 p.m. on Friday, Jan. 10, 2025.

Nominations are open to all eligible MTA/NEA retired members through a self-nomination process.

Nominees are encouraged to use the self-nomination form available online at massteacher.org/nomform. The form may be submitted electronically. Alternately, a paper form can be found on Page 22 of this edition of MTA Today.

The election period will run from Feb. 3 through March 14, 2025.

Online voting instructions for statewide retired delegates will be sent to retired MTA/NEA members.

Those who prefer to vote by paper ballot may request one, per the instructions provided.

The MTA reimburses up to \$450 for eligible expenses incurred by each Statewide Retired District delegate to the Annual Meeting.

The 2025 allocation of Statewide Retired District delegates will be based on the number of MTA/NEA retired members from the Statewide Retired District on record no later than Jan. 15, 2025. Terms will last one year.

The procedure for the election will be sent to any Statewide Retired District delegate candidate who requests a copy. **T**

Nominations open for 2025 MTA Friend of Labor & Friend of Education Awards

Each year, the MTA honors individuals who have made significant contributions to the labor movement and public education in the Commonwealth, by presenting the MTA Friend of Labor Award and the MTA Friend of Education Award.

The policy/guidelines establish the purpose of the Friend of Labor Award as follows:

- To acknowledge specific and general contributions to the working people of the Commonwealth.
- To publicize these accomplishments to members of the labor community and to the general public.
- To thank the designated individual for their time, effort and skill in bringing about those accomplishments.

The policy/guidelines establish the purpose of the Friend of Education Award as follows:

- To acknowledge specific and general contributions to the educators and students of the Commonwealth.
- To publicize these accomplishments to members of the educational community and to the general public.
- To thank the designated individual for their time, effort and skill in bringing about those accomplishments.

To nominate someone to be considered for the Friend of Labor or Friend of Education award, please include the following information:

- The name, mailing address, email address, and title, if applicable, of the nominee and the award sought for them.

- A statement to support the nomination that summarizes the nature of the accomplishments and contributions of the individual to education and educators.
- Your name, email address, local association, mailing address and telephone numbers. **T**

Please send your nomination to MTAGovernance@massteacher.org no later than Wednesday, Feb. 12, 2025.



The graphic features the MTA logo (Massachusetts Teachers Association) in the top left. In the center, there is a stylized scale of justice with a flame above it. The text 'HUMAN & CIVIL RIGHTS AWARDS' is prominently displayed in large, bold, orange letters. Below this, the words 'A W A R D S' are spaced out. To the right, the text 'NOMINATIONS OPEN' is written in white. Below this, there are three paragraphs of white text providing details about the awards, including the date of the presentation (Sunday, July 27, 2025) and the location (to be posted at massteacher.org/hcr). A QR code is located in the bottom right corner. At the bottom left, a white banner contains the text 'NOMINATIONS ARE DUE BY APRIL 21, 2025. Forms are available at massteacher.org/hcr.'

RESOLUTIONS COMMITTEE ACCEPTING PROPOSALS

/ CONTINUED FROM PAGE 23

writing and signed by the proposer. Please submit them by email to Mary MacDonald, the committee's staff consultant, at mmacdonald@massteacher.org. The committee may also propose resolutions.

All resolutions submitted by the January deadline are considered by the Resolutions Committee. Any resolution that receives a majority vote in favor from the committee is brought before the Board of Directors at its meeting in March.

To become the official position of the MTA, a resolution must be adopted by the delegates to the Annual Meeting. **T**

For a copy of the current MTA Resolutions, please visit massteacher.org/resolutions.

Statement of Ownership, Management and Circulation

1. Publication Title: MTA Today
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15. Extent and Nature of Circulation

	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)	88,771	89,402
b. Paid and/or Requested Circulation		
1. Mailed Outside-County Paid Subscriptions	88,090	88,722
2. Mailed In-County Paid Subscriptions	0	0
3. Paid Distribution Outside the Mails	0	0
4. Paid Distribution by Other Classes of Mail Through the USPS	0	0
c. Total Paid Distribution	88,090	88,722
d. Free or Nominal		
1. Free or Nominal Rate Outside-County Copies	446	445
2. Free or Nominal In-County Copies	0	0
3. Free or Nominal Rate Copies Mailed at Other Classes Through the USPS	0	0
4. Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
e. Total Free or Nominal Rate Distribution	446	445
f. Total Distribution	88,536	89,167
g. Copies Not Distributed	235	235
h. Total Sum	88,771	89,402
i. Percent Paid	99.50%	99.50%
16. Electronic Copy Circulation		
a. Paid Electronic Copies	94,837	90,387
b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a)	182,927	179,109
c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a)	183,373	179,554
d. Percentage Paid Both Print & Electronic Copies	99.76%	99.75%

I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.

17. The Statement of Ownership will be printed in the Fall 2024 issue of this publication

18. Signature and title of Editor, Publisher, Business Manager or Owner:

Amanda Torres-Price, Director of Communications

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/ or civil sanctions (including civil penalties).

Call for Nominations

2026 NEA Foundation Awards for Teaching Excellence

Nominations are open for the 2026 NEA Foundation Awards for Teaching Excellence. All current members of an NEA local affiliate or bargaining unit are eligible, including teachers, Education Support Professionals, higher education faculty and staff.

The MTA Executive Committee will choose the MTA nominee. Awardees are honored each year at the NEA Foundation's Salute to Excellence in Education Gala.

Applicants should email mtagovernance@massteacher.org for information and application materials.

Regional Retirement Consultations Available

You only retire once. You should not be expected to be an expert in something you will never do again. Take advantage of the valuable services provided by our retirement consultants, who are available to MTA members without charge.

All consultations are held by appointment. Members are advised to call or email selected MTA consultants in advance to schedule an appointment.

Proof of membership must be submitted when requesting retirement services. This schedule is in effect from September to June, except at the MTA's Quincy headquarters, which is staffed during the summer and school vacations. Please be aware that the MTA consultants do not have records of your service, so members are advised to bring that information to meetings.

Quincy Office

Peter Mili - virtual on weekdays.
Contact: pmili@massteacher.org or 617-878-8256. Patricia Thompson - virtual on weekdays. Contact: pthompson@massteacher.org or 617-878-8766. Ray Thompson - in person on weekdays. Contact: 617-878-8255 or rthompson@massteacher.org.

Holyoke Office

Ron Lech - in person third Saturday of each month. Contact: rlech@massteacher.org or 413-537-2335.

Middleton Office

Barbara Callaghan - in person second Saturday of each month. Contact: bcallaghan@massteacher.org or 617-878-8760. Katie Callaghan - in person fourth Saturday of each month.

Contact: kcallaghan@massteacher.org or 617-878-8761.

Raynham Office

Larry Abbruzzi - by phone second Saturday of each month. Contact: labbruzzi@massteacher.org or 508-824-9194. Nancy Mikels - in person third Saturday of each month. Contact: nmikels@massteacher.org or 781-789-8257.

Pittsfield Office

Cathy Grady - in person second Saturday of each month. Contact: cgrady@massteacher.org or 617-878-8762.

Worcester office

Ed Nelson - in person first Saturday of each month. Contact: enelson@massteacher.org or 774-239-7823. Karen Melanson - in person second Saturday of each month. Contact: kmelanson@massteacher.org or 978-660-4359.

Higher Education Members

Ed McCourt. Contact: emccourt@massteacher.org or 617-878-8527.



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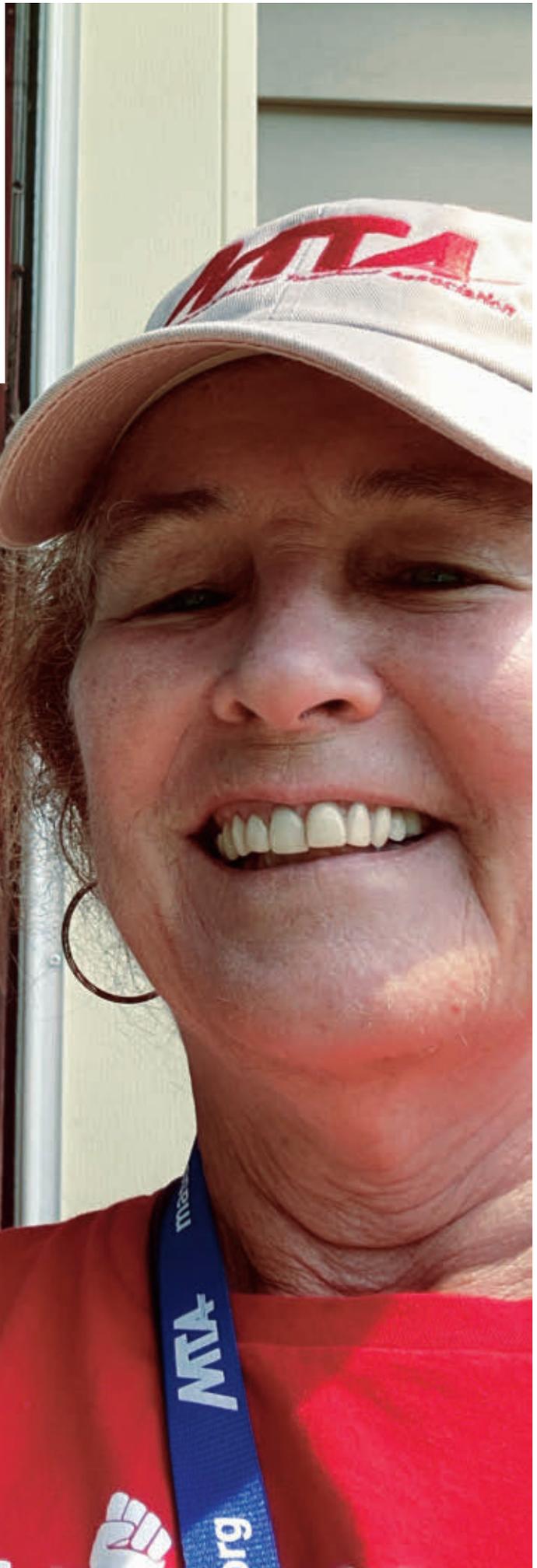


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LAST WORD

Deb Mousley

Retired, former teacher and guidance counselor in Methuen

“ Since my retirement, I have had time to reflect on the public education system. Although it has educated fine people, we have grossly ignored the growing number of students who wish to follow a vocational path. Our towns and cities need to advocate for more vocational schools that are attainable, with adaptive careers that meet our complex, modern society and community needs, including paramedics, lab researchers, environmental testers, veterinarian technicians, farmers, groomers, HVAC technicians, big machine operators, carpenters and dispatchers. We need to offer alternatives to the four-year college path and demand living wages. This will enable our graduates to provide for their families with pride and dignity.”