



**Board of Directors
February 2-3, 2024
Wellsworth Hotel**
(formally known as Southbridge Hotel and Conference Center)
**14 Mechanic Street
Southbridge, MA 01550
Schedule of Events**

Wi Fi Network: MTA24
Password: MEteach24!

FRIDAY

5:00 p.m. – 6:00 p.m.	Dinner	Visions Restaurant
6:00 p.m. – 9:00 p.m.	Business Session	Crystal Ballroom

SATURDAY

7:30 a.m.-9:00 a.m.	Breakfast*	Visions Restaurant
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*Guests will receive a voucher for breakfast upon check-in to the hotel and must present that voucher to hotel staff at breakfast

8:00 a.m.-9:00 a.m.	Dismantling Systems of Oppression Board Education Program	Crystal Ballroom
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9:00 a.m. – 1:00 p.m.	Business Session	Crystal Ballroom
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1:00 p.m. – 2:00 p.m.	Lunch	Visions Restaurant
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2:00 p.m. – 5:00 p.m.	Business Session	Crystal Ballroom
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Guest Speaker Recognition Procedure (Policy No. 20.05.14)

At regular meetings of the Board of Directors, a 30-minute period, prior to Action Items, will be available for members (in the audience) to address the Board on specific agenda items or other issues that are of concern.

Persons wishing to make comments will register with the Vice President prior to the start of the meeting. Speakers will be heard in the order in which they are registered.



BOARD OF DIRECTORS' AGENDA
Friday, February 2 – Saturday, February 3, 2024
Wellsworth Hotel
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14 Mechanic Street
Southbridge, MA 01550

1. Call to Order (6:00 p.m.)
2. Roll Call (5 minutes)
3. Land, Member and Black History Month Acknowledgement (20 minutes)
4. Act on Adoption of the Order of Business (10 minutes)
5. Recognition of Guest Speakers (up to 30 minutes)
Members interested in speaking as a guest should refer to the information at the end of this document for Policy 20.05.14.
6. Consent Agenda (At Least One Vote Required to Adopt ALL) (10 minutes):
 - a. Act on Approval of the Board of Directors' Minutes of December 9, 2023*
 - b. Act on the recommendation of the Electoral Review Committee for the proposed regional and statewide allocation of delegate seats to the 2024 NEA Representative Assembly*
7. Consent Agenda (Vote NOT Required. Read Written Reports in Advance) (20 minutes):
Please forward any pertinent questions to President Max Page before the meeting so that up-to-date information may be provided.
 - a. Financial Reports: Report of the Treasurer (FY 2023-2024: November 2023)
 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. Comparative Analysis of Membership Totals November 2023
 6. MTA Membership
 - b. Field and Organizing Reports
 - c. Public Relations/Organizing Campaign Expense Report

- d. Status of Donations Account
 - e. Government Relations Report
 - f. Grassroots Campaigns Report
 - g. MTAB Financials
 - h. Center for Education Policy and Practice (CEPP) Report
 - i. Training and Professional Learning Report
 - j. Legal Report
8. Update: Development of Reserves Policy – Mike Fadel, Executive Director-Treasurer (10 minutes)
9. Discussion and VOTE: update Charge and Timeline of BOD Policy and Procedures Task Force – Yahaira Rodriguez (10 minutes)
10. Discussion and VOTE: Recommendation of 2024 Annual Meeting Special Rules to the Annual Meeting of Delegates – Jackie Gorrie, Chair of the MTA Bylaws and Rules Committee (10 minutes)
11. Update on Statewide Campaigns / Take Action – Stephanie Marcotte, Tim Warren (20 minutes)
12. Discussion and VOTE: Proposed MTA Policy Revisions (20 minutes)
- a. Policy 90.07 Negotiating the Executive Director-Treasurer’s Contract (*second read*)
 - b. Policy 90.05, Section III, F Evaluation Procedure for the Executive Director-Treasurer (*second read*)
 - c. Policy 160.10 Minority Involvement Plan (*second read*)
13. Executive Session – Confidential* (1 hour)
- a. Personnel Update
 - b. Labor Relations Report
 - c. CEED Interim Report
 - d. Discussion of Internal (Organizational) Security
 - e. Act on Approval of the ESP of the Year for 2024
 - f. Discussion and Vote: Proposed Policy Revision 175.75 – Supplemental Personnel
14. New Business (**Deadline:** Saturday at 10:00 a.m.)
15. Board of Directors At-Large Reports (10 minutes)
- a. ESP Members: *Yahaira Rodriguez, At-Large ESP Executive Committee member, and Holly Currier, At-Large Director for ESPs.*
 - b. Ethnic Minority Members: *Elizabeth Tyrell, At-Large Ethnic Minority Executive Committee member, and Rosa Lopez Whitehill, At-Large Director for Ethnic Minority Membership.*

- c. Retired Members: Andrei Joseph, *Statewide Retired Region Executive Committee member*, and Kip Fonsh and Joe Herosy, *Statewide Retired District Directors*.
- d. NEA Director Report: Yan Kohl, *NEA Director*.

16. Unfinished Business

17. Leadership Reports* (10 minutes)

- a. Report of the President*
- b. Report of the Vice President
- c. Report of the Executive Director-Treasurer*

18. Adjournment

Appendix A – Award Nomination Flyer: 2024 MTA Friend of Education

Appendix B – Award Nomination Flyer: 2024 MTA Friend of Labor

Appendix C – 2024 Elections/Nominations Recap

Appendix D – 2023-2024 Revised Governance Calendar

Appendix E – 2024-2025 Revised Governance Calendar

Appendix F – Local Association Correspondence to the BOD*

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

To be recorded as excused from attendance at Board meetings and for hotel room cancellation, Board members must notify Carolyn Himottu, MTA/Quincy, in advance of the meeting by e-mail with the reason for non-attendance: chimottu@massteacher.org. The *MTA Bylaws* stipulate: *The position of district director shall be declared vacant in the event a member is absent from two consecutive Board meetings without prior notice.*

Policy on Executive Sessions of the Board of Directors

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.

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Persons wishing to make comments will register with the Vice President prior to the start of the meeting. Speakers will be heard in the order in which they are registered.

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.

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 and Secretaries of FSO, MATA, MTASO
MTA Staff