



## Board Alerts from Sunday, July 28, 2024

Agenda Items/Action Taken	Action Assignment/Next Step
Received a member acknowledgment from Board of Directors member Kelsy Romano and land acknowledgment from Board of Directors member Andrew Gorry.	None required.
Recognition of Guest Speakers: Martha London a retired member, MaryBeth Verani a retired member, Robin Goldstein a retired member, Karen Burstein of Bedford Education Assn., Josia DeChiara of Cambridge Education Assn., Cameron (Brett) Berkman of Framingham Teachers Assn., Tom Meyers a retired member, Aylat Lifshitz of Malden Education Assn., Ramsey Kurdi of Springfield Education Assn, and Merrie Najimy of Concord Teachers Assn.	None required.
Recognition of New Board of Directors Members: 46H Jeanne Brunner of MA Society of Professors UMass Amherst, 32D Truong Dinh of Braintree Education Assn., 10B Kirsten Frazier of Educational Assn. of Worcester, 44H Paul Johansen of Mass Community College Council, 24F Laura Newton of Beverly Teachers Assn., 35C Christopher Szkutak of Whitman-Hanson Education Assn., 43C Cheri Cluff of Martha’s Vineyard Educators Assn., 25F Roxanne Campbell of Revere Teachers Assn, 28D Elizabeth Goldberg of Norwood Teachers Assn. 30E Jacquelyn Rehm of Walpole Teachers Assn., 47H Adam St. Jean of UMass Lowell MA Society of Professors.	None required.
Received training on Governance Application – Convene	None required.
Voted to approve that the Board of Directors use hand votes and only use Convene for roll call votes.	Governance and Administration.
Approved the Minutes of the Board of Directors meeting June 15, 2024	Governance and Administration.
Received the following reports: <ul style="list-style-type: none"> <li>a. Financial Report of the Treasurer (FY 2022-2023: through April 2024)               <ul style="list-style-type: none"> <li>1. Financial Overview</li> <li>2. Comparative Statement of Financial Position and Balance Sheet Analysis</li> <li>3. Comparative Summary Statement of Operations and Analysis</li> <li>4. Detail Statement of Operations</li> <li>5. NEA/MTA Membership</li> <li>6. Contingency Report</li> </ul> </li> </ul>	None Required.



<ul style="list-style-type: none"> <li>b. Field and Organizing Report (prek-12 and Higher Ed)</li> <li>c. Public Relations/Organizing Campaign Expense Report</li> <li>d. Status of Donations Account</li> <li>e. MTAB Financials</li> <li>f. Legislation, Policy, and Political Action Report             <ul style="list-style-type: none"> <li>1. Government Relations</li> <li>2. Grassroots and Campaigns</li> <li>3. Center for Education Policy and Practice (CEPP)</li> </ul> </li> <li>g. Training &amp; Professional Learning (TPL) Report</li> </ul>	
<p>Approved to authorize spending of up to an additional \$250,000 of PR/Organizing funds by the MTA for the ballot initiative to eliminate the MCAS graduation requirement.</p>	<p>Communications and Finance and Accounting.</p>
<p>Adopted New Business Item 05 – Academic Freedom (Attachment A)</p>	<p>Legislation, Policy and Political Action, TPL</p>
<p>Adopted New Business Item 03 – School Safety, The MTA will create a confidential database for MTA member educators to report instances of verbal, physical, or personal property attacks at public schools and colleges. The data will be used to create a report to be presented to Governor Healey, the Secretary of Education, and the Massachusetts Department of Education to appeal for the release of funds and resources to address the current mental health crisis for students and educators. Funds will target mental health resources, school safety measures and increase in staff that are not based on surveillance or policing.</p>	<p>Field and Organizing and Communications</p>
<p>Adopted as amended the New Business Item 01 – Pension Funds</p> <ul style="list-style-type: none"> <li>1 MTA will create, endorse, and support a Pension Reform Facebook Group (Where’s Our 11?) to inform, organize, and mobilize MTA members to take action and address the abusive investments and mismanagement of the PRIT fund by Mass PRIM, MTRS, and their private fund managers.             <ul style="list-style-type: none"> <li>- This is to be done in consultation with the Minnesota Pension Reform Group (20k members), Ohio Retired Teacher Association Facebook Group (18k members), and Benchmark Financial Services (a Leading Pension Advocacy Organization)</li> </ul> </li> <li>2 The MTA will organize an annual Labor Conference of Pensions (LCOP) in collaboration with all willing Sibling Unions in Massachusetts who are invested in or impacted by Mass PRIM and their Private Funds. This Conference may be virtual or</li> </ul>	<p>Communications, Legislation, Policy and Political Action, TPL</p>



<p>co-located with an already-existing MTA conference, but must have separate branding. The mission of this conference is to demand financial science, not marketing, guide the management of the PRIT fund, and raise awareness of the true cost and societal impact of our pension investments. It is an open secret that Wall Street views public pensions as <a href="#">“dumb money”</a>. It's time we change that.</p> <p>This conference will host a council of experts: academics, journalists, regulators, state and federal delegates, advocacy groups, and pension specialists from NEA, AFT, SEIU, Public Safety Unions, Teamsters, and United Auto Workers to offer their insight and provide a forum of direct communication between independent experts and pension beneficiaries. This forum will also provide all current Mass PRIM board members with access to independent, evidence-based research and information about Private Funds. This conference will publish a report compiling and highlighting the research findings from the council of experts, which will be distributed to the media, state &amp; federal regulators, and pension board members &amp; fund managers.</p> <p>3. The MTA will record and save all public Mass PRIM meetings to allow access to all members of the MTA.</p> <p>4. The MTA, in coordination with the Private Equity Stakeholder Project, will write a public letter requesting Mass PRIM to allow time for public comment at all public meetings, as is standard practice in Massachusetts. Until such time, MTA will organize an open meeting for all Mass PRIM board representatives and MTA members two weeks prior to Mass PRIM’s quarterly meetings to allow for comments and concerns from MTA members to be heard and then expected to be represented by our PRIM board members at Mass PRIM’s next meeting. This meeting may also be used as a forum to organize a media strategy authoring editorials and opinion pieces about our concerns to local and national media organizations.</p>	
<p>Adopted the amended New Business Item 02 Privatization: The MTA will publicly oppose the privatization of all institutions of public education or any of their components by:</p> <ul style="list-style-type: none"> <li>• adding a page dedicated to resources and information regarding how to identify and fight privatization to the MTA’s website</li> <li>• creating an anti-privatization task force to support locals in this work</li> <li>• providing sample anti-privatization language for member unions to include in future contracts</li> <li>• working to support stronger anti-privatization legislation in Massachusetts</li> </ul>	<p>Communications, Field and Organizing, Governance and Administration, Legislation, Policy and Political Action.</p>
<p>Voted to table until the October MTA Board Meeting New Business Item 04 – Regional Map: The MTA will digitize and update as needed the Massachusetts Local Association Region District Map,  <a href="https://drive.google.com/file/d/10HNXyTUIakXLB0KB_ObFtIF_Ock2HjFG/view?usp=sharing">https://drive.google.com/file/d/10HNXyTUIakXLB0KB_ObFtIF_Ock2HjFG/view?usp=sharing</a>,</p>	<p>Governance and Administration.</p>



## Highlights from the Board of Directors Meeting

<p>and post it on the MTA website for members to access at any time. The map will be an interactive resource for all members to find their district number, region, local presidents, board of directors, and executive committee members. When a member clicks on a town on the map a drop down menu appears with all the information for that MTA affiliated town or local. Vacancies for board of director seats or executive committee members will also be highlighted.</p>	
<p>Voted to table until the October MTA Board Meeting New Business Item 06 – Divestment for Peace and Justice: The Massachusetts Teachers Association (MTA) shall divest all MTA staff pension funds and other investments from businesses that provide arms or other forms of military assistance to the state of Israel. The MTA shall likewise demand that the Pension Reserves Investment Management (PRIM) Board divest all pension funds from those businesses that provide arms or other forms of military assistance to the state of Israel.</p>	<p>Governance and Administration.</p>
<p>Rejected New Business Item 07 – Framework: The MTA will cease any work from the Division of Training and Professional Learning to create a framework or curriculum on the Israel-Palestine conflict.</p>	<p>None required.</p>
<p>Adopted New Business Item 08 – MTA Email Address: That MTA provide all members of the Board of Directors, Executive Committee Members and Committee chairs with a <a href="mailto:massteacher.org">massteacher.org</a> email address effective 7/1/24.</p>	<p>Governance and Administration and Information Technology Services.</p>
<p>Adopted New Business Item 09 – Communications Section on BOD Agenda: That a new section in BOD Agenda be added called <i>Communications</i> at every BOD meeting.</p>	<p>Governance and Administration.</p>
<p>Voted to table until the October Board Meeting New Business Item 10 – Safe Schools for All: That MTA will support a statewide "Safe Schools for All" program focusing on the mental health of staff and students. MTA will provide financial and staff support and will lobby for policy change at the statewide level, including but not limited to funding for safe staffing levels, behavioral support, para support and smaller class size. The the goal is to pull all of the current and future resources for members to access in on place. Ultimately trainings and/or a summit will be available to all.</p>	<p>Governance and Administration.</p>
<p>Elected Christine Mulroney to serve on the Advisory Budget Committee for a two-year term (July 1, 2024 – June 30, 2026)</p>	<p>Governance and Administration.</p>
<p>Elected Kelsey Romano to serve on the Advisory Budget Committee for the remainder of an unexpired term (through June 30, 2025)</p>	<p>Governance and Administration.</p>



## Highlights from the Board of Directors Meeting

Elected Shelly Fraser to serve on the Retired Members Committee for a two-year term (July 1, 2024 – June 30, 2026)	Governance and Administration.
Executive Session: <b>Voted</b> to sending a letter to the Massachusetts State House.	Governance and Administration.
Adopted MTA Priorities for 2024-2025 (Attachment B)	Governance and Administration.
Adopted amended Policy <u>20.15.06 Public Statements</u> - Name Change Task Force Recommended Slogan Policy (second read) (Attachment C)	Communications and Governance and Administration.
Adopted proposed <u>Lease/Purchase Policy (second read)</u> Decarbonization Policy on Office Leases/Purchases: “MTA will prioritize leasing/purchasing office space that is in buildings with 100% renewable energy options.”	EDT and Operations/Facilities
Policy Change 85. EXECUTIVE COMMITTEE (First Read) Add a new section to 85. EXECUTIVE COMMITTEE Executive Committee agendas including full wording of all motions and New Business Items shall be made available on the website at least ten days prior to an Executive Committee meeting. Actions taken at the meeting shall be reported on the website within four business days of the meeting. The second read will take place at the 2024 October Board meeting.	Governance and Administration.
Policy Change <u>20.05.29 Publication of Board Agendas and ALERTS on website</u> (First Read) PROPOSED CHANGES: Change “ALERTS” in the title to “Actions Taken” <u>20.05.29 Publication of Board Agendas and <b>ALERTS Actions Taken</b> on website</u> Delete existing language and substitute: <b>Board of Directors agendas including full wording of all motions and New Business Items shall be made available on the website at least ten days prior to a Board meeting. Actions taken at the meeting shall be reported on the website within four business days of the meeting.</b> The second read will take place at the 2024 October Board meeting.	Governance and Administration.
Voted to defer the approval of the <i>Unite Here Local 26 position: Neutral, and is asking other unions to remain neutral</i> to the Executive Committee.	Governance and Administration.
Executive Director-Treasurer Mike Fadel reviewed the potential proposal of bylaws at the annual meeting for the dues escalator process.	None required.



<p><b>Proposed Policy Change 175.4 Hiring Policy and Procedure for Management and Professional Staff</b></p> <p>Proposed Policy Change (first read) The additional <u>underlined</u> to MTA Policy 175.4 Hiring Policy and Procedure for Management and Professional Staff. (first read)</p> <p>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.</p> <p>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. <b><u>MTA leadership shall endeavor to include all members of the Executive Committee and Board of Directors on a PST through an equitable assignment rotation,</u></b></p> <p>Selection for the Personnel Selection Team will reflect the diversity of MTA membership.</p> <p>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.</p> <p>The second read will take place at the 2024 October Board meeting.</p>	<p>Governance and Administration.</p>
<p>Received BOD At Large Reports from ESP Member Yahaira Rodriguez, At-Large ESP Executive Committee member, Ethnic Minority Members - Written report on file, Retired Member Andrei Joseph, Statewide Retired Region Director and NEA Directors Report presented by Christine Mulroney, NEA Director.</p>	<p>None required.</p>



*Highlights from the Board of Directors Meeting*

Received leadership reports from the President, Vice President and Executive Director-Treasurer.	None required.
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## **ATTACHMENT A**

### **New Business Item 05**

#### **June 28, 2024 Board of Directors Meeting**

#### **Approved**

**Voted** to adopt New Business Item 05 – Academic Freedom - As a union committed to human and civil rights, the MTA has a moral and ethical duty to protect educators’ right to teach and students’ right to learn. In the past decade, right-wing groups have successfully organized to dismantle programs that educate students about racial and social justice, LGBTQ+ rights, colonialism, etc. Their latest crusade is to use a misappropriated version of the International Holocaust Remembrance Alliance’s (IHRA) “working definition” of antisemitism that conflates criticism of the state of Israel with antisemitism. Right-wing groups are currently lobbying for the formal adoption of the IHRA definition and curricula about antisemitism that uses this definition at the local, state and federal levels, including at the BESE here in Massachusetts. The goal is clear: to manufacture hysteria and fear in order to shut down teaching and learning about Israel/Palestine, as they have done with education on racial and social justice. The consequences are dire to educators and students and could lead to the loss of federal funding for public education institutions that are deemed to violate the IHRA definition or any similar ones with another name.

The MTA must be prepared for the adoption of the IHRA definition and any mandated or recommended curricula about antisemitism that uses this definition by local, state, and federal government authorities that have the power to enforce it in our public schools and universities.

Be it moved that the MTA will:

- Lobby against the potential adoption of the IHRA definition of antisemitism at the state level
- Lobby for the regular, open and transparent and public process to be applied to Budget Amendment 803 (“Addressing Antisemitism”), and lobby for seats on the Commission.
- Inform members and local leadership about the above two issues, and provide them with resources to lobby their local and state representatives



- Educate and provide resources to the membership about the right-wing attack on educators' right to teach and students' right to learn about so-called divisive content, including Israel/Palestine
- Educate members on the impact of the adoption of the IHRA definition and any mandated or recommended curricula about antisemitism that uses this definition on academic freedom and their First Amendment rights, pre-k through 16
- Protect educators who are targeted by the weaponization of the IHRA definition or other misappropriated definitions of antisemitism

**ATTACHMENT B**



Massachusetts Teachers Association

*Max Page, President  
Deb McCarthy, Vice President  
Mike Fadel, Executive Director-Treasurer*

**MTA Priorities for 2024-2025**

**1. Build greater member engagement to build stronger, more assertive locals to achieve victories for educational, economic, racial, and gender justice at the district, campus, and state level.**

- accelerate a membership campaign to sign up all potential members, including retired members
- support democratized bargaining as the norm in every local.
- provide training for all locals to be ready for escalating actions.
- support the building of regional bargaining councils
- develop ways to build attendance at Annual Meeting by more locals.
- engage retired members and aspiring educators as activists for public education
- expand the year-round member organizing program
- build a broad-based political education effort, including the history of labor and our own union, and about the growing threats to academic freedom and, more broadly, to defending democracy.
- broaden communication about educational and training opportunities available beyond MTA.
- Organize our members to elect pro-labor and pro-public education candidates in the 2024 election, and, at the same time, prepare for attacks on public education and unions including Head Start program, the rolling back on our federal student loan programs, removal protections for LGBTQ students in schools, the implementation of a nationwide voucher program, and destroying labor rights.

**2. End the High-Stakes Testing Regime**

- Win at the ballot on November 5

- Prepare to defend our victory in the legislature
- Educate families on their right to opt out of MCAS.
- Advance our effort to more broadly rethink learning and assessment, including promoting performance-based assessments
- Develop a strategy for removing the barriers of MTEL.
- Advocate at the federal level via the NEA for an overhaul of the testing regime

### **3. Full Funding for Our Public Schools, Colleges, Our Students and Educators, Birth through Retirement**

#### **A. Fully Fund Our Public Schools**

- Fix the funding formula to support all schools, including addressing the inflation “glitch,” funding for busing, charter reimbursement, rural aid, special education services.
- Win statewide minimum, living-wage pay for all educators, even as we continue to advance the prek-12 ESP Bill of Rights.
- Win paid family and medical leave for all educators

#### **B. Achieve High-Quality, Debt-Free Public Higher Education**

- Win passage of a comprehensive higher education reinvestment bill -- and continued investments in the budget via the Fair Share revenues, for worker pay, debt-free higher ed, green buildings without campus debt, and student supports.
- Expand and Strengthen the Higher Ed for All coalition.
- Win endorsements for the Bills of Rights for Higher Ed ESP’s and Adjunct Faculty
- Advance the campaign for wage equity across the higher ed system.
- develop and advocate for the best strategy for early college

#### **C. Win Dignified Retirement for All Members**

- win an improvement to the COLA, and protect retiree health insurance
- protect our members’ pensions by challenging the use of private equity
- play a central role in winning GPO/WEP at the national level.

#### **D. Advocate for Universal, Public PreK and Childcare**

- challenge the use of Fair Share funds for private childcare
- with allies, build a campaign for universal, public prek, early education, and childcare

**4. Build a Community School Movement in Massachusetts**

- educate members and the public about the power of community schools
- lead a steering committee composed of MTA, AFT, BTU, and other community allies
- identify and gain commitments for an initial set of school districts to pursue the community school model.

**5. Build our Political Power on Beacon Hill and In Municipal Races**

- Create new political formation (s) – including a PAC – to help recruit and elect true labor and education allies in the legislature, and in municipal elections, and unelect those who are not.
- Strengthen our SDC and PAL system to make electeds more accountable to members.
- Train members on strategic political analysis
- Challenge the lack of transparency and centralized power in the State House

**6. Continue the campaign to address the crisis of student mental health and behavior issues.**

- address mental health funding, especially for more staff
- challenge the use of social media and excessive technology in schools.
- campaign for educator-developed policies on behavior challenges, including on suspensions and “time-out” rooms, while addressing racial and social disparities in suspensions.
- develop model contract language, change district policies around mental health and behavior issues, and support school counselors and other educators who are on the frontlines of addressing the issues.
- develop policies to prevent violence toward educators
- address unique issues related to immigrant students, LGBTQ and non-binary students.

**7. Maintain Our Commitment to Our Broader Work of Social Justice**

- Continue to be an active member of Raise Up Massachusetts and its fight for a \$20 minimum wage, and be a strong ally for reproductive rights, gun safety legislation, campaigns for a green future, housing justice, and more.



## ATTACHMENT C

### Policy Amendment as recommended by the Name Change Task Force

Presented to the MTA Board of Directors on March 22-23, 2024

Add to Policy 20.15.06 Public Statements (addition in red):

1. The President or their designee is the designated spokespersons for the MTA.
2. The MTA expects that its Officers, Board and Staff, when speaking as representatives of the MTA, will make statements which are consistent with adopted positions of the policymaking bodies of the Association.
3. **Whenever possible without requiring funds to implement, all public-facing MTA logos will include the slogan: "A diverse union of education workers."**

Approved

**\*highlighted text added by General Counsel per MTA Policy 20.05.11**