



## Saturday, December 14, 2024

Agenda Items / Action Taken	Action Assignment / Next Step
<b>Received</b> a land acknowledgment from Board of Directors member Christine Mulroneu.	None Required.
<b>Received</b> a member acknowledgment from Board of Directors member Kirsten Frazier.	None Required.
<b>Recognition of Guest Speakers.</b>	None Required.
<b>Sought volunteers</b> for the Board Norms and Guest Speaker Policy Subcommittee: Brian Fitzgerald, Christine Mulroneu, Mary Malinowski, Elizabeth Goldberg, Kirsten Frazier, Diana Marcus, Barry Davis, Joe Herosy	Governance and Administration
<b>Approved</b> the Minutes of the Board of Directors meeting October 18-19, 2024.	Governance and Administration
<b>Approved</b> the Minutes of the Special Board of Directors meeting October 27, 2024.	Governance and Administration
<b>Received</b> the following reports: <ul style="list-style-type: none"> <li>• Financial Reports: Report of the Treasurer * <ul style="list-style-type: none"> <li>• Comparative Analysis of Membership Totals October 2024</li> </ul> </li> <li>• Report of the Auditor (FY 2023-2024) Citrin Cooperman &amp; Co., LLP*</li> <li>• Field and Organizing Reports</li> <li>• Public Relations/Organizing Campaign Expense Report</li> <li>• Status of Donations Account</li> <li>• MTAB Financial Report</li> <li>• Legislation, Policy, and Political Action Report</li> <li>• Training and Professional Learning (TPL) Report</li> </ul>	None Required.
<b>Received</b> report: Yes on 2 Campaign Win and Follow Up.	
<b>Voted</b> to approve the MTA Proposed Legislative Package. (Attachment A)	



<b>Received</b> Report from the Annual Meeting Task Force	
<b>Voted</b> to approve Worcester as the location for the 2029 MTA Annual Meeting.	Governance and Administration and Training and Professional Learning, Annual Meeting Task Force
<b>Voted</b> to approve the MTA Summer Conference dates of July 27-30, 2025.	Governance and Administration and Training and Professional Learning
<b>Discussion</b> about Upcoming Political Landscape.	None Required.
<b>Adopted</b> Proposed Policy NBI 10.2024 NBI 03 Part 2: Divestment of MTA Staff Pension Funds (second read) as amended: To the extent permitted by law, the Massachusetts Teachers Association (MTA) shall disclose and divest all MTA staff pension funds from businesses that provide arms or other forms of military assistance.	Governance and Administration and Finance and Accounting, Retirement Plan Committee.
<b>Adopted</b> Proposed Policy NBI 10.2024 NBI 03 Part 3: Divestment of MTA Investments (second read) as amended: The Massachusetts Teachers Association (MTA) shall disclose and divest all other investments from businesses that provide arms or other forms of military assistance.	Governance and Administration and Finance and Accounting
<b>Adopted</b> Amended Policy 160.10 Minority Involvement Plan (second read) (Attachment B)	Governance and Administration and Ethnically Marginalized Affairs Committee
<b>Adopted</b> Amend Policy 50 EMAC Name Change (second read): Ethnically Marginalized Affairs Committee (EMAC): <b>Ethnically Marginalized Minority Affairs Committee (EMAC)</b> The Ethnically Minority Marginalized Affairs Committee provides opportunities for pro-active leadership for the identification, development and empowerment of ethnic minority membership at all levels of the MTA	Governance and Administration and Ethnically Marginalized Affairs Committee



<b>UNFINISHED BUSINESS:</b>	
Update on MTA Logo Tagline and Website	Unfinished. Governance and Administration
Act on Recommendation from the Executive Committee: Updated Taskforce Charges: <ul style="list-style-type: none"> <li>• Safe Schools for All Task Force Charge</li> <li>• Pension Task Force Charge</li> <li>• MTA Climate Task Force Charge (approved at November 2024 EC Mtg) (NEW)</li> </ul>	Unfinished. Governance and Administration
MTA Policies: <ul style="list-style-type: none"> <li>21.3 Amend Policy 50.05 Structure and Policies of MTA Committees (second read)</li> <li>21.4 Amend Policy 50.20 Committee Descriptive Narratives and Charges (second read)</li> <li>21.5 Amend Policy 50. Committees – Housekeeping (second read)</li> <li>21.6 Amend Policy 125.40.08 Major Event–Summer Conference (second read)</li> <li>21.7 Delete Policy 250.20 Educational Management Organization (second read)</li> <li>21.10 Amend Policy 200.70 Process for Expense Reimbursement for Attendance at the NEA-Retired Annual Meeting (second read)</li> <li>21.11 Amend Policy 95.30.10 Expense Reimbursement Policy (second read)</li> <li>21.12 Proposed Policy Annual Meeting Preconvention Meetings* (first read)</li> <li>21.13 Amend Policy #180.30.10 Salary of the President and Vice President (first read)</li> <li>21.14 Proposed Policy – Acceptable Use Policy (first read)</li> <li>21.15 Proposed Policy #165 National Education Association – NEA Resolutions Committee (first read)</li> </ul>	Unfinished. Governance and Administration
Board of Directors At-Large Reports: <ul style="list-style-type: none"> <li>22.1 ESP Members: <i>Yahaira Rodriguez, At-Large ESP Executive Committee member, and Holly Currier, At-Large Director for ESPs.</i></li> <li>22.2 Ethnic Minority Members: <i>Elizabeth Tyrell, At-Large Ethnic Minority Executive Committee member, and Rosa Lopez Whitehill, At-Large Director for Ethnic Minority Membership.</i></li> <li>22.3 Retired Members: <i>Andrei Joseph, Statewide Retired Region Executive Committee member, and Kip Fonsh and Joe Herosy, Statewide Retired District Directors.</i></li> <li>22.4 NEA Director Report: <i>Christine Mulrone, NEA Director.</i></li> </ul>	Unfinished. Governance and Administration



<p>Unfinished Business from October, 2024 Board of Directors Meeting:  24.1. Discussion: Communications/BOD Passed Language: “That a new section in the BOD Agenda be added called <i>Communications</i> at every BOD meeting.”</p>	<p>Unfinished. Governance and Administration</p>
<p>New Business Items for December, 2024 Board of Directors Meeting:  NBI12.14.2024 NBI01 MCAS Opt Out  NBI12.14.2024 NBI02 Protecting Marginalized Students</p>	<p>Unfinished. Governance and Administration</p>
<p>Leadership Reports:  Report of the President  Report of the Vice President  Report of the Executive Director-Treasurer</p>	<p>Unfinished. Governance and Administration</p>

**2025-2026**

# **Legislative Priorities for a More Economically and Racially Public Schools and Colleges**

Government Relations Committee Proposal to the Board of Directors  
December 14, 2024

# GRC Members

Betsy Preval, GRC Chair

Colleen Avedikian

Fran Frederick

Susan Greco

Richard Levy

Christopher Montero

Joy Ross

Nellie Taylor

Max Page, Ex Officio

Deb McCarthy, Ex Officio

# Government Relations Committee (GRC)

The members of the GRC have worked collaboratively with the Government Relations team to develop a proposed 2025-2026 legislative agenda.

The development of the agenda was an intensive, member-driven process that included significant input from educators across the Commonwealth in order to ensure that our legislation reflects the hopes and aspirations of our membership. The process commenced in September when the process and timeline for developing the agenda were established. In October, the committee began to solicit specific legislative proposals from MTA members. In total, 775 members submitted ideas, with related or similar ideas subsequently being combined into single proposals, resulting in 55 unique policies to be considered by the GRC.

Members were afforded the opportunity to provide in-person testimony in support of their submissions at a GRC hearing in November and 26 members attended the hearing to advocate for their proposals. After the hearing, the GRC, in consultation with GR staff and other MTA divisions, carefully reviewed each submission and proceeded to craft a proposed legislative package. The proposed agenda encompasses wide-ranging issues that together articulate our shared commitment to public education, fairness for all workers in our communities, and a secure retirement for public-sector employees.

## GRC Recommendations

The GRC recommends filing 22 pieces of legislation, which for the purposes of this discussion have been divided into 4 categories:

- High-Quality, Free Public Higher Education
- Funding our Schools to Meet the Needs of All Students
- Ensuring a Dignified Retirement
- Policies to Create the Schools our Students Deserve

### **Public Higher Education Wage bill:**

- Address the crisis of inadequate wages for higher education faculty and staff that is harming recruitment and retention of staff and the ability of higher education workers to meet the needs of students.

### **Adjunct Justice Bill:**

- Provide adjunct faculty (and staff who work and teach) with access to health insurance and state pension options.
- Require per-course pay parity for adjunct faculty.
- Establish a 7.5% state contribution to the mandatory SMART Plan retirement account for faculty who work less than half time.
- Create a fund and mechanism for increasing the number of tenure-track faculty on public college and university campuses and give current adjunct faculty notice and priority consideration for new full-time positions.

### **Free and Debt-Free Public Higher Education Bill:**

- Establish free and debt-free public higher education in the Commonwealth.

### **Green and Healthy Colleges Bill:**

- Meeting our state's climate change goals by updating and constructing green and healthy campus buildings, paid for by the Commonwealth.

### **State Contract Funding:**

- Work with AFL Public Sector Unions to streamline the process through which public higher education collective bargaining agreements are validated and funded.

# Legislative Priorities

## Funding our Schools to Meet the Needs of All Students

### **Chapter 70 Inflation Glitch:**

- Fix the Chapter 70 formula so that funding keeps pace with inflation over time.

### **Rural Aid Funding:**

- Increase funding to rural school districts to ensure those schools can meet the needs of their students.

### **Regional School Transportation:**

- Increase state reimbursement for regional school transportation.

### **In District Transportation:**

- Restore funding for reimbursements for in-district transportation for non-regional schools (it was eliminated in 2002).

### **SPED Circuit Breaker:**

- Increase the SPED reimbursement rate to at least 90% of the amount over the threshold.

### **Charter School Reimbursement:**

- Increase reimbursement rates and add a fourth year.

### **Mental Health Support:**

- Increase funding for counselors, paraprofessionals, and other educators who support the mental health and safety of students and educators.

### **403b defined contribution retirement plans:**

- Prior to public employee enrolling in a 403b plans the plan would be required to disclose its fee ratio and return, net of fees, for each investment under the retirement plan and the compensation paid to any person who providing investment advice.

### **457 SMART Plan:**

- Automatically enrolls new state employees in the state's deferred compensation plan (the SMART plan) and allows other governmental bodies to elect to automatically enroll new employees in their deferred 457 compensation plans. The SMART plan provides public employees with quality low fee defined contribution options.

### **Fair and Dignified Retirement Bill:**

- Immediately increase the COLA base from \$13,000 to \$18,000 and over time raise the base to align with Social Security's maximum allowable benefit for an individual worker (\$36,132 in 2020).
- Freeze municipal retiree premium contribution rates
- Cap out-of-pocket expense for non-Medicare eligible retirees

### **Part-Time Creditable Service:**

- Educators who worked in a part-time capacity to meet the demands of child-rearing or family care will be allowed up to a 5-year buyback toward their retirement.

### **MTRS RetirementPlus Bill:**

- In 2001, when RetirementPlus was first introduced, many teachers encountered a confusing enrollment process. This bill would provide impacted teachers with a new opportunity to join RetirementPlus.

### **PRIM Related Bills:**

- Recommend that the new pension task force make recommendations to the GRC and the Board related PRIM transparency and other pension investment related bills.

### **MCAS:**

- Make MassCore mandatory, provide funding, and create a commission and public process to explore new ideas.

### **Paid Family Medical Leave:**

- Legislation to ensure that school employees are covered by the state Paid Family and Medical Leave law, with state paying employer share.

### **K-12 Educator Wage Bill:**

- Establish minimum salaries for ESPs and teachers.

### **Recess:**

- Ensure all K-8 students are guaranteed at least 30 minutes of unstructured playtime every day.

### **Right to Strike:**

- Address the statutory prohibition on public employees engaging in a strike.

### **Anti-Privatization:**

- Strengthen enforcement of the Taxpayer Protection Act (the Pacheco Law).
- Expand protections to municipal employees.

# ATTACHMENT B

## 160.10 MTA ~~Ethnic Minority~~ Ethnically Marginalized Involvement Plan

### I. THE POLICY STATEMENT

### II. MTA

### III. ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

### IV. IDENTIFICATION OF ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED MEMBERS

### V. COMMUNICATION WITH ETHNIC-MINORITIES

### VI. TRAINING PROGRAM FOR ETHNIC-MINORITIES

### VII. MTA ANNUAL MEETING OF DELEGATES

### VIII. NEA BYLAW 3-1 (G)

## MTA ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED INVOLVEMENT PLAN MTA ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

### I. THE POLICY STATEMENT

The Massachusetts Teachers Association (MTA) reaffirms its commitment to represent and include its ~~ethnic minority~~ ethnically marginalized members in all phases of the Association. The MTA shall develop effective mechanisms for:

- the communication of the affairs and concerns,
- the promotion of participation in governance by elected and non-elected members, and
- the monitoring of this policy as it concerns the various ethnic and minority constituents (as defined by MTA Resolution F-33).

#### **Resolution F-32: Diversity**

The Massachusetts Teachers Association believes that the diversity of our society enhances the lives of all individuals. The similarities and differences among people in regard to race, color, ethnicity, national origin, religion, language, gender, sexual orientation, gender identity and expression, immigration status, age, physical and mental ability, size, occupation, marital or parental status or social class form the fabric of our society.

The MTA also believes that education should raise the awareness and understanding of the qualities that individuals and members of diverse groups possess. The MTA urges that inaccuracies and biases be identified and corrected.

The MTA further believes that basic education should reflect our multicultural society. In addition, the MTA believes that the contributions of historically marginalized groups should be recognized and become a part of the established curriculum.

#### **Resolution F-33: Non-Discriminatory Practices**

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

*Annual Meeting of Delegates: May 1994*

*Edited: April 2002; December 2021, November 2022*

To accomplish these ends, the MTA commits to increases in administrative, technical, and financial resources to promote maximum ~~ethnic minority~~ ethnically marginalized participation within the organization in accordance with MTA Resolutions F-32 and F-33.

### ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED PARTICIPATION IN GOVERNANCE

The Massachusetts Teachers Association (MTA) reaffirms its commitment to the goal of maximum ~~ethnic minority~~ ethnically marginalized participation in all levels of organizational governance. The MTA actively encourages and recruits ~~ethnic minority~~ ethnically marginalized members to participate in committees, conferences, and workshops; and to become candidates for all elective positions. The MTA will include ~~ethnic minority~~ ethnically marginalized members in all strategic actions, including but not limited to: Involvement in shaping budget priorities and implementation of the "Blueprint"

Properties and/or other corresponding governmental documents about the goals or direction of the MTA. The MTA will encourage and support the involvement of a broad spectrum of ~~ethnic minority~~ ethnically marginalized leaders as mentors and consultants at all levels of local, state, and national membership.

## II. MTA

### 1. Ongoing Responsibilities

- A. To monitor and update the ~~Minority~~ Ethnically Marginalized Involvement Plan and monitor and help implement the Ethnically Marginalized ~~Minority~~ Action Plan.
- B. Identify ~~ethnic minority~~ ethnically marginalized members within the MTA.
- C. Demonstrate ~~ethnic minority~~ ethnically marginalized involvement in MTA organizational activities (local and state).
- D. Monitor and encourage MTA participation in conferences supported by NEA/MTA and local funds to assure the 24.2% ~~ethnic minority~~ ethnically marginalized participation required by NEA.
- E. Monitor and share educational reports for impact on minority educators and students.
- F. Communicate with/to the membership via mass and social media.
- G. To create new and utilize existing training programs to address ~~ethnic minority~~ ethnically marginalized issues, including affirmative action and affirmative retention, to be used by local associations.
- H. Involve EMAC Chair to develop program budget recommendations.
- I. To communicate MTA's position on affirmative action and affirmative retention.
- J. To communicate an interest in and support of the MTA Equal Employment and Affirmative Action Policy.
- K. Encourage local associations to provide funding for ethnic minorities training/workshop programs.
- L. Will hire people from diverse and underrepresented backgrounds.
- M. Have a structured onboarding process for appointed committee members, which will include but is not limited to what/who is EMAC, history of the committee, MIP, expectations of appointed members, some of the resources available within and outside the organization.
- N. Update process on how ethnic members are recruited and selected to serve on the committee and ensure those that are appointed have the will and ability to actively support the work at hand.
- O. Annual report/discussion/update on numbers within the MTA from membership.
- P. Assist locals who want to establish committees or task forces at their locals.

## III. ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

### 1. Mission Statement

The ~~Ethnic Minority~~ Ethnically Marginalized Affairs Committee (EMAC) is established to advise the MTA Board of Directors as to the status, concerns, and affairs of ethnically and racially marginalized ~~minority~~ groups in the United States on a local, state, and national level. EMAC advocates for the identification, development, and empowerment of MTA's American Indian/Alaska Native, Indigenous, Asian, Native Hawaiian or other Pacific Islander, Asian, Black, Hispanic, Latino/a, Middle East and North African (MENA) and other ~~racial or ethnic minority~~ ethnically and racially marginalized ~~(includes Cape Verdean)~~ members. ~~We also recognize that more ethnic groups identify as 'minorities' since the founding of EMAC. They include but aren't limited to Arab, Muslim, Middle Eastern. EMAC will include these groups in its work.~~

### 2. Purpose of the ~~Ethnic Minority~~ Ethnically Marginalized Affairs Committee

The ~~Ethnic Minority~~ Ethnically Marginalized Affairs Committee (EMAC) is comprised of multiethnic/multiracial educators.

It exists to advise the MTA Board of Directors, and to by advocate for ~~ethnic minority~~ ethnically and racially marginalized constituents within the Association. Specifically, EMAC ~~will~~ monitors the implementation of the MTA's ~~Ethnic Minority~~ Ethnically Marginalized Involvement Plan.

### 3. Composition of the EMAC

EMAC shall consist of 11 members which should include, when possible, the following representatives: at least

one representative from each of the four (4) ~~ethnic minority~~ ethnically marginalized groups defined by the NEA: American Indian/Alaska Native, Asian, Native Hawaiian, or other Pacific Islander; Black; Hispanic; and other racial or ~~ethnic minority~~ ethnically marginalized groups (includes Cape Verdean); and at least one ~~ethnic minority~~ ethnically marginalized member from higher education (not one of the four defined groups), one ESP, one non-minority member, one member from the MTA Board, one EOC chair/designee (ex-officio). An effort will be made to have representation from each Executive Committee region. The At-Large Director to represent ~~ethnic minority~~ ethnically marginalized membership and the At-Large Executive Committee member to represent ~~ethnic minority~~ ethnically marginalized membership shall each serve ex-officio. Ex-officio seats are in addition to the 11 committee members specified above.

#### 4. Ongoing Responsibilities

- A. To advise and assist the Board and locals regarding ~~minority~~ ethnically marginalized affairs.
- B. Assist the EOC in monitoring MTA's employee recruitment efforts.
- C. Monitor the MTA's ~~Ethnic Minority~~ Ethnically Marginalized Involvement Plan
- D. Monitor aspects of ongoing ~~ethnic minority~~ ethnically marginalized interests and facilitate dialogue of minority interests in all MTA conferences and Juneteenth.
- E. Provide leadership training for ~~ethnic minority~~ ethnically marginalized members.
- F. Assist the MTA president in the distribution of funds for statewide and national ethnic minorities conferences.
- G. Work with Governance and Membership to explore the possibility of expanding the demographic information that the MTA collects about our members so that we can better understand and organize our members. This demographic data will include categories such as ethnicity within and beyond the four traditional categories or gender identity, LGBTQ+, pronouns.

#### IV. IDENTIFICATION/PARTICIPATION OF ~~ETHNIC MINORITY~~ ETHNICALLY MARGINALIZED MEMBERS

##### 1. MTA

A. The MTA will obtain official census and employment data from:

1. Federal
2. State
3. Massachusetts Department of Education
4. MTA and NEA sources

*These statistics will be provided to EMAC and local presidents.*

- B. MTA publications will be used to ask ~~ethnic minority~~ ethnically marginalized members to self-identify annually and to get involved in organizing activities.
- C. MTA will conduct an identification survey of ~~ethnic minority~~ ethnically marginalized members and their concerns and issues by group.

EMAC recommends the following steps to meet the objective:

- D. EMAC will host regional forums for ~~ethnic minority~~ ethnically marginalized members and other members to discuss their concerns and issues.
- E. Encourage self-identification through the statewide membership drive. Identified ~~ethnic minorities~~ ethnically marginalized members will be reported to the MTA President and EMAC through the regular annual membership reporting process.
- F. MTA to provide updated reports on ~~ethnic minority~~ ethnically marginalized numbers to the committee annually and in a timely manner. This will help with the identification of ethnic members.
- G. MTA membership department to discuss membership issues with EMAC (where are our members, ways in which MTA can efficiently help us identify minority members through sources like the state, federal, DESE) to ensure we are exploring most if not all avenues to look for our minority members as outlined in the MIP.

## 2. Local Association

- A. The local presidents will be asked to identify ~~ethnic minority~~ ethnically marginalized members within their membership.
- B. The local presidents will be asked to distribute materials and share information when asked by MTA or EMAC.

## V. COMMUNICATION WITH ETHNIC MINORITIES

1. Improve communication between the MTA and NEA and ~~ethnic minority~~ ethnically marginalized members by utilizing current means of communication, such as *MTA Today*, web pages, survey and social media.
2. Update and publish EMAC brochure for ~~ethnic minority~~ ethnically marginalized member involvement; include brochure in Professional Development, Summer Conference, and other conference packets.
3. Special communications may be sent from time to time to the ~~ethnic minority~~ ethnically marginalized membership.
4. To make maximum use of local newsletters.
5. Show the involvement of ethnic minorities in the general activities of MTA in *MTA Today* and other media outlets used by MTA.

## VI. TRAINING PROGRAMS FOR ETHNIC MINORITIES

1. Continue Minority Leadership Training conferences and other specialized training programs.
2. Continue ~~ethnic minority~~ ethnically marginalized leadership activities at Summer Conference.
3. Facilitate and encourage ~~ethnic minority~~ ethnically marginalized member participation at MTA/NEA conferences, meetings and workshops.
4. Provide information to ~~ethnic minorities~~ ethnically marginalized members on the process of becoming candidates/delegates on local, state and national levels to encourage their candidacy.
5. Continue to increase the utilization of the ethnically marginalized minorities, tapping a broader spectrum of seasoned experienced ~~ethnic minority~~ ethnically marginalized members.
6. Mentorship programs for ethnic minorities for navigating the NEA-RA and Annual Meeting.

## VII. MTA ANNUAL MEETING OF DELEGATES

1. The MTA President, EMAC, and MTA Board members will communicate with local presidents to emphasize the importance of encouraging ~~ethnic minority~~ ethnically marginalized members to become delegates to the Annual Meeting.
2. The MTA President and EMAC will jointly correspond with all identified MTA ~~ethnic minority~~ ethnically marginalized members, urging their candidacy for delegate to the Annual Meeting.

## VIII. NEA BYLAW 3-1(G)

The plan below reflects an attempt to use more one-to-one member outreach to members who are choosing to attend EMAC sponsored events with the direct goal of encouraging them to consider nominating themselves as delegates to the NEA RA. We believe that if we reach out to members who have already shown an interest in union activities, we will have a greater chance of success.

The following plan is set forth to encourage ~~ethnic minority~~ ethnically marginalized members to become delegates to the NEA Representative Assembly. The Executive Director-Treasurer will assign staff as need to work with NEA for implementation of Bylaw 3-1(g).

## SEPTEMBER-OCTOBER

Update on identification of ethnic minorities

### 1. MTA

- a. The MTA will obtain official census and employment data from:
  - i. Federal
  - ii. State

iii. Massachusetts Department of Education

iv. MTA and NEA sources

These statistics will be provided to the EMAC and local presidents.

b. MTA publications will be used to ask ethnic minorities to self-identify annually.

c. MTA will conduct an identification survey of ~~ethnic minority~~ ethnically marginalized members and their concerns and issues.

d. MTA will encourage self-identification through statewide membership drive. Identified ethnic minorities will be reported to the MTA President and EMAC through the regular annual membership reporting process.

## 2. Local Association

a. The local presidents will be asked to identify ~~ethnic minority~~ ethnically marginalized members within their membership.

b. The local presidents will be asked to distribute materials and share information when asked by MTA or EMAC

c. The local presidents will be asked to encourage members to attend events like the EMAC Winter Conference.

EMAC assists MTA President in identifying ~~ethnic minority~~ ethnically marginalized members to send to the NEA Minority and Women's Leadership Training.

## **OCTOBER-NOVEMBER**

Publicize in *MTA Today* date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of MTA delegates to the NEA Regional Assembly, (including MTA's policy statement).

The MTA President and Vice President will meet with the large local presidents to distribute lists of self-identified ethnically marginalized members ~~minorities~~ and encourage these presidents to reach out to these individuals as potential candidates for the NEA Representative Assembly.

Submit an article in *MTA Today* in support of ~~ethnic minority~~ ethnically marginalized nominations and MTA's policy.

## **DECEMBER-JANUARY**

MTA will communicate through email and publish on the MTA website by December 1 the procedure for the election of MTA delegates to the MTA Annual Meeting and to the NEA Representative Assembly and all other open elective positions within the MTA or NEA, including the date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of delegates (including MTA's policy statement).

At Annual EMAC Winter Conference, Chair will review date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of MTA delegates to the NEA Representative Assembly.

EMAC will provide copies of election procedures and nomination forms at annual EMAC Winter Conference.

EMAC will distribute and collect demographics cards that members can use to self-identify, and committee can use cards to reach out to these members as potential candidates for the NEA Representative Assembly.

EMAC will review and make changes in Ethnically Marginalized ~~Minority~~ Involvement Plan to be ready for presentation at the February Board Meeting.

EMAC Retreat - This will be a two-day retreat. (if needed) this will require funds to support EMAC members' possible overnight stays. exceptions to the overnight stay for committees can be waived by the executive director-treasurer.

## **MID-DECEMBER**

MTA President and EMAC jointly correspond with every identified MTA ~~ethnic minority~~ ethnically marginalized member urging candidacy and directing them to MTA article on NEA/RA Elections and emailing nomination forms.

MTA President and EMAC jointly correspond with every local president regarding NEA/RA Statewide and Regional Delegate Elections; enclose copy of memo to ~~ethnic minority~~ ethnically marginalized members and request their encouragement of ~~ethnic minority~~ ethnically marginalized participation.

EMAC communicates need for support from MTA Board of Directors and Executive Committee to carry out the adopted procedure to promote the election of ~~ethnic minority~~ ethnically marginalized delegates to the NEA/RA.

## **JANUARY**

EMAC plans for Spring forums to discuss race, ethnicity, and public education or educational training summits to support

diverse learners.

## **FEBRUARY**

Publish an article in MTA Today to encourage voter participation. Include MTA's policy statement on ~~ethnic minority-~~[ethnically marginalized](#) involvement in the article.

EMAC solicits the support of MTA Board of Directors and Executive Committee to carry out the adopted procedure to promote the election of ~~ethnic minority-~~[ethnically marginalized](#) delegates to the MTA Annual Meeting and the NEA-RA.

## **MARCH**

Election ballots mailed with accompanying photo and bio statements. Candidates will have been given the option of declaring their ethnic background in the bio statement.

~~Spring Forum/Summit to discuss current events as it pertains to race, ethnicity, and public education. Collect member identification with demographics and contact information from attendees to be used for fall follow-up regarding nominations for NEA RA.~~

## **APRIL-JUNE**

MTA will communicate through email and publish on the MTA website by June 30 the procedure for the election of MTA delegates to the MTA Annual Meeting and to the NEA Representative Assembly and all other open elective positions within the MTA or NEA, including the date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of delegates (including MTA's policy statement).

Planning for ~~ethnic minority-~~[ethnically marginalized member](#) training at the MTA Summer Leadership Conference and for the EMAC Winter Conference

Juneteenth event

Mentor ~~ethnic minority-~~[ethnically marginalized](#) delegates for RA (late May)? Hold workshops for MTA Annual Meeting and NEA RA Annual Meeting

## **AUGUST**

MTA Summer Conference with ~~ethnic minority-~~[ethnically marginalized](#) leadership training. Collect member identification with demographics and contact information from attendees to be used for fall follow-up regarding nominations for NEA RA.

EMAC Retreat -This will be a two-day retreat. (if needed) this will require funds to support EMAC members' possible overnight stays. exceptions to the overnight stay for committees can be waived by the executive director-treasurer.)

***Adopted by MTA Board of Directors: December 1979***

***Amended: November 1991***

***Reaffirmed: November 1991, 1992, 1993***

***Amended: December 1994***

***Reaffirmed: December 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003***

***Reaffirmed: January 2004***

***Amended and Reaffirmed: December 2005, 2006***

***Reaffirmed: December 2007, 2008***

***Reaffirmed: November 2009***

***Amended & Adopted: December 2010, 2011***

***Reaffirmed: December 2012, December 2013, December 2014,***

***December 2015 Amended & Adopted: February 2018, February 2019***

***Reaffirmed: December***

***2019 Amended: December 2021, November 2022, February 2024***