



NAVIGATING THE UNION & BECOMING ACTIVE AS A GLOBAL MAJORITY MEMBER



A DIVERSE UNION
of EDUCATION
WORKERS

ETHNICALLY
MARGINALIZED
AFFAIRS
COMMITTEE



ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

Contact the EMAC committee at emac@massteacher.org.

Please visit [massteacher.org/emac](https://www.massteacher.org/emac) to learn more.



Archival NEA photos used with permission from The
History of the National Education Association.
www.nea.org

Prepared by the Massachusetts Teachers Association
Communications Division.

Printed in Quincy, Massachusetts by Printing & Mailing
Division.

www.massteacher.org

March 2025

CONTENTS

5	EMAC Who We Are
6	Know the EMAC Committee
9	Laying the Foundation for EMAC
16	About MTA
17	MTA Organizational Chart
18	MTA History
20	MTA Ethnically Marginalized Involvement Plan
26	MTA Bylaws
38	Election Opportunities for MTA Ethnic Minority Members
41	Local Associations with Regions/Districts and Directors
46	MTA Board of Directors and Executive Committee by Region/District
48	MTA Regional/District Map
49	Committee Policy
56	Committee List
66	NEA Mission and Vision
67	NEA Structure
68	History and Development of NEA-ATA Relationship
69	Bylaw 3-1(g) History
70	Ask Me About 3-1(g) and Policy Text
72	NEA Caucuses



WHO WE ARE & OUR PURPOSE

The Ethnically Marginalized Affairs Committee exists to advise the MTA Board of Directors, and to advocate for ethnically marginalized constituents within the Association. Specifically, EMAC will monitor the implementation of the MTA's Ethnically Marginalized Involvement Plan.

MISSION STATEMENT

The Ethnically Marginalized Affairs Committee is established to advise the MTA Board of Directors as to the status, concerns and affairs of ethnic and minority groups on a local, state and national level. EMAC advocates for the identification, development and empowerment of MTA's American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and other racial or ethnic minority (including 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 and Middle Eastern members. EMAC will include these groups in its work.



KNOW THE EMAC COMMITTEE



CANDACE SHIVERS, Chair

I am a professor of sociology and human services. I have been involved in the union for 18 years, serving at the chapter, local, statewide and national levels. I have been the Massachusetts Community College Council chapter president at Mount Wachusett for 11 years and I serve on the MCCC Board of Directors and Executive Committee. I am a former member of the MTA Board of Directors. I have served on the Board Negotiations Team, served on MTA's Candidate Recommendation Committee and Personnel Selection Team and am a former Massachusetts director on the National Education Association Board of Directors, where I served on several committees and was secretary of the Board Black Caucus.



HEBA ABU

I am a math educator in Cambridge Public Schools. Education is my second profession as I worked for years in the engineering field. I am a naturalized American citizen, a person of color, and that added various perspectives for my daily work and professional commitments. I have been involved with multiple racial equality initiatives in Cambridge and beyond, like the Building Equity Bridges Team and the Racial Equity Team in my school, and the Train the Trainer program. Moreover, I have been an EMAC Committee member since 2019 and have completed a second master's degree in leadership in education. I have started some volunteering jobs to support immigrant women in the Boston area.



NAOMI AKAN

I am a fourth grade special educator with the Canton Public Schools. This is my twelfth year in education. I was born in Nigeria, immigrated to Canada at a young age and became a naturalized American citizen in 2020. My journey began as an ESP/ABA in Canton where I received the MTA ESP of the Year in 2022 and the NEA Award for Teaching Excellence in 2023. I'm a member of the Canton Diversity, Equity and Inclusion Committee. I believe that creating affirming school cultures through a DEI lens helps build a sense of belonging. Being an MTA EMAC Committee member has enabled me to connect with union siblings from diverse backgrounds, while fostering inclusive and equitable initiatives. I currently hold a seat on the MTA Board of Directors for Region 37E and I serve on the MTA Anti-Oppression Board Committee.



CHERIAN ARMSTRONG

I am a career education and community service coordinator at Monomoy Regional High School. In my 26 years as an educator, I have taught in many different positions at all grade levels. I serve as the political action leader for my local and I facilitate the Cape and Islands Massachusetts Educator Action Network and the Cape Cod Regional Schools Bargaining Council. I am also on the MTA Board of Directors representing Region 42C and serve on several committees, including the Anti-Oppression Committee and the Equal Opportunity Council. In September, I will take office as an NEA Director. I began my anti-racism work in 1995 as a community minister and continue to be a strong advocate for racial and social justice, and a co-conspirator.



PRISCILLA BARTLEY

I'm in my tenth year of teaching second grade in Newton and I've been a part of my local for just as long. Before that, I was an aide in Brookline for six years and also a part of that union. In my position as a second-grade teacher, I take pride in the initiatives I've taken that are aimed at establishing classroom and school diversity, equity, inclusion and decolonization of the curriculum. I lead affinity groups for girls of color, have started a program to build a bond between Boston and Newton families, co-write culturally responsive curriculum for social studies and literacy, and much more. I've been attending the EMAC winter conference for many years and I'm glad to officially be on the board now. I look forward to working alongside you.



JENNIPHER BURGESS

I am a proud Education Support Professional in Lexington. I serve on my local's executive board as the district-wide, Unit C representative. I have been a facilitator for MTA's Locals Confronting Racism for three years. Outside of my education and union work, I serve on the board of Belmont Against Racism. I am the founder of Black & Brown in Belmont. I am passionate about advocating for the most marginalized and vulnerable, specifically in our public schools, as well as our communities across the state. I hope that my work with EMAC will continue to move the MTA forward in our desire to be a more equitable union.



CLAUDIA FOX TREE, PH.D.

I am a retired middle school special education teacher. I have taught social justice courses and workshops as professional development for over 30 years. I have a bachelor's degree in psychology and anthropology from UMass Boston and a master's in education from Northeastern University. My heritage is Arawak and German. I frequently lead conversations about including past and present Indigenous experiences. I earned my Ph.D. in education from Lesley University with a dissertation on decolonizing anti-racism.



LISA HUA

I am a middle school math teacher and math interventionist in the Palmer Public Schools and a member of the Palmer Teachers Association. I am excited to be part of EMAC and enjoy organizing and being part of spaces for more Asian American and Pacific Islander educators to come together. I look forward to getting to know all of you and to give voice to all educators of color in Massachusetts.



ROSA LOPEZ-WHITEHILL

I am a former ELL student from Puerto Rico. This is my twelfth year teaching Spanish, currently to high school students in Pembroke. I became involved in the EMAC Committee nine years ago because I wanted to lift the voices of global majority educators who are marginalized and isolated. For the last four years, I have held the At-Large Ethnically Marginalized Director position on the MTA Board of Directors. Three years ago I became the NEA Hispanic Caucus Northeast Regional Director. At my local level, I am the Political Action Leader and serve on the negotiations team.



KEITH MICHON

I am an educator, local union president and member of the MTA Board of Directors who has been committed to recognizing systems of oppression and disrupting those systems through education and solidarity actions. As a middle school math and computer science teacher, I've always been intentional about providing opportunities for marginalized student groups to engage deeply in science, technology, engineering and math disciplines. As an education labor leader, I've been committed to improving working and learning conditions for educators and students, which includes eliminating unnecessary barriers to the profession and creating pathways to leadership that promote diverse representation in positions of power.



BETSY PREVAL

I am a 14-year middle school educator in Cambridge. Additionally, I am a doctoral student at UMass Boston in the Urban Education, Leadership and Policy Program. Locally, I am the Cambridge Education Association's vice president-elect of social justice and a founding member of the Educators for Coalition leadership team. At the state level, in addition to being a member of EMAC, I'm the chair of the MTA Governance Relations Committee. I served from 2018 to 2023 on the Board of Directors for both the MTA and NEA. I am passionate about exploring various forms of intersectionality, specifically how power and oppression operate in various spaces.



ELIZABETH TYRELL

I am a middle school math teacher in Andover. My heritage is Tsimshian, a tribe whose ancestral lands are in the Pacific Northwest. I am currently serving as the Ethnically Marginalized At-Large member on the executive committee, where I am honored to advocate for the destruction of the high-stakes testing regime, securing educators' right to strike, and the fight for living wages for ESPs. At the local level, I am the first vice president of the Andover Education Association. I hope to help advance the participation of Ethnically Marginalized members at both the state and local level.

Max Page, MTA President, Ex-Officio
Deb McCarthy, MTA Vice President, Ex-Officio
Anneta Argyres, Equal Opportunity Council EOC chair, Ex-Officio

“ THE BEGINNING OF THE STRUGGLE FOR MINORITY INVOLVEMENT IN THE MTA DID NOT BEGIN IN THE 1970s. THERE ARE BLACK EDUCATORS WHO SERVED AS EARLIER PIONEERS, SUCH AS THE REV. DR. ROBERT L. CARTER OF FAIRHAVEN, GIRLIE DAVIS OF SPRINGFIELD, AND MANY OTHERS WHO MUST BE RECOGNIZED.”

—*Louise Gaskins*

LAYING THE FOUNDATION

“Imagining Intersectional and Inclusive Communities,” the theme of this year’s EMAC conference, pays tribute to those who laid the foundation for EMAC as well as those who have advanced the voices of minority educators through the ensuing decades.

In the Civil Rights era, the election of NEA’s first Latino and Black presidents pointed to increased recognition of ethnic minorities in the profession, but NEA’s merger in 1966 with the American Teachers Association, an African-American teachers’ organization, may have been one of the largest single factors in helping the NEA become a civil rights, as well as a professional, association.

The fight for minority recognition continued in the 1970s with the launch of NEA’s Minority Involvement Program.

In the mid-1970s, the NEA sent a team to facilitate the first Minority Involvement Plan with the MTA. But it took the work of dedicated Ethnically Marginalized activist members such as Louise Gaskins to write, win support for and implement the plan, which established the first Minority Affairs Committee in 1979.

According to Gaskins, “The MTA leadership invited people of color to participate in the various training sessions run by the NEA. The trainers were excellent and totally determined to prepare the participants to be ready to ‘hit the ground running.’”

She continued, “About this time, the NEA made it a requirement that each state affiliate submit a Minority Involvement Plan to foster and achieve the involvement of its minority members in the workings of the state affiliate. Some of the members initiated the draft of MTA’s first MIP Plan and presented it to the MTA president and executive director. The leaders accepted it, moved it through the process and submitted it to the NEA.

**“NEA APPROVED THE PLAN AND THUS, THE MAC —
A PART OF THE PLAN — WAS BORN.”**

The timeline on the following pages depicts some of the historical markers that led to the formation of the MAC, whose name was later changed to EMAC, and some of EMAC’s achievements as the driving force behind ethnic minority participation and advancement within the MTA.

TIMELINE

1964

PRESIDENT LYNDON B. JOHNSON signs the CIVIL RIGHTS ACT, outlawing racial discrimination in public accommodations, public education, employment, apprentice programs and union membership, and to some extent, voting.



1966

NEA merges with the AMERICAN TEACHERS ASSOCIATION, a national African-American teachers group, at the height of the CIVIL RIGHTS MOVEMENT.



“Outstretched hands must extend on all sides if this unity is to become a reality,” NEA told its members.

1965

GOV. JOHN VOLPE signs into law collective bargaining rights for K-12 teachers in Massachusetts.



1967

NEA elects first Hispanic president, BRAULIO ALONSO.



1968

NEA elects first black president, ELIZABETH DUNCAN KOONTZ.



1971

BLACK CAUCUS, AMERICAN INDIAN/ALASKA NATIVE CAUCUS and CHICANO-HISPANIC CAUCUS form at NEA.



1970

NEA creates MINORITY INVOLVEMENT PROGRAM.



Showing Unity. NEA-ATA Joint Committee members gather at NEA's annual meeting in 1961.

1974

NEA adopts BYLAW 3-1(g), NEA's most effective and comprehensive measure for encouraging racial/ethnic diversity in leadership at all levels of the organization; ASIAN AND PACIFIC ISLANDER CAUCUS forms at NEA; Collective bargaining legislation passes for higher education employees in Massachusetts.



TIMELINE

1975

PRESIDENT LYNDON B. JOHNSON signs the CIVIL RIGHTS ACT, outlawing racial discrimination in public accommodations, public education, employment, apprentice programs and union membership, and to some extent, voting.



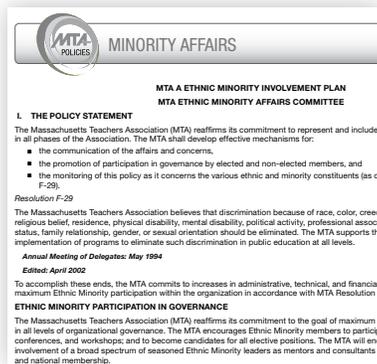
1976

LOUISE GASKINS becomes first ethnic minority director to represent Massachusetts on the NEA BOARD OF DIRECTORS. MTA Annual Meeting passes bylaw change calling for ethnic minority representation on all MTA committees and creates a new bylaw affirming MTA as an equal opportunity employer in staff hiring practices.



1979

MTA Board of Directors adopts MTA MINORITY INVOLVEMENT PLAN, which establishes the Minority Affairs Committee (later renamed EMAC), and issues its comprehensive plan to represent and include ethnic minority Teachers members in all phases of the association.



1983

MTA Board of Directors adopts AFFIRMATIVE ACTION AND RETENTION STATEMENT and MINORITY ACTION PLAN.



1986

MTA increases MINORITY DELEGATE REPRESENTATION at MTA Annual Meetings.



1990

MAC holds hearings across Massachusetts on the issues raised at the MINORITY LEADERSHIP CONFERENCE, presents a workshop on the project at Summer Conference and publishes findings for MTA members.



1988

NEA REGIONAL MINORITY LEADERSHIP CONFERENCE initiates discussions of the problems that children of color encounter in public schools.



1995

MTA ANNUAL MEETING OF DELEGATES passes RESOLUTION F-29, committing to increases in administrative, technical and financial resources to promote ethnic minority participation.



TIMELINE

2000

MTA ANNUAL MEETING passes RESOLUTION F-30, which reflects the belief that the diversity of our society enhances the lives of individuals, that basic education should reflect our multicultural society, and that the contributions of diverse ethnic groups should be recognized and become a part of the established curriculum.



2006

MINORITY AFFAIRS COMMITTEE changes name to ETHNIC MINORITY AFFAIRS COMMITTEE.



2005

MAC FORMS FOCUS GROUPS to work to identify reasons why minority members become involved, or fail to become involved, in association activities.



2009

EMAC surveys all MTA members with the goal of making the committee and ethnic minority issues more visible.



2010

EMAC WORKS WITH MINORITY INTERN RECRUITMENT COMMITTEE, participates in organizer training and works to identify and meet with minority members around the state on involvement opportunities.



2013

For the first time, ETHNIC MINORITY AFFAIRS COMMITTEE members from outside MASSACHUSETTS are invited to attend MTA's EMAC CONFERENCE.



2012

Two EMAC members attend NEA's 3-1(g) workshop in Washington, D.C., to learn new ways of reaching out to ethnic minorities in MTA membership through self-identification and other means, with the aim of meeting the goals of NEA's BYLAW 3-1(g).



2014

EMAC celebrates 35 YEARS of making a difference at the MTA with at its annual conference in December. Participating are some of MTA EMAC'S EARLIEST MINORITY ACTIVISTS. Video greetings from Washington, D.C. feature NEA's president, a past president, vice president and secretary-treasurer, all of whom are ethnic minorities.



ABOUT MTA

The Massachusetts Teachers Association represents 117,000 members in 400 local associations throughout Massachusetts. We are teachers, faculty, professional staff and Education Support Professionals, retirees and students working at public schools, colleges and universities across Massachusetts.

OUR MISSION

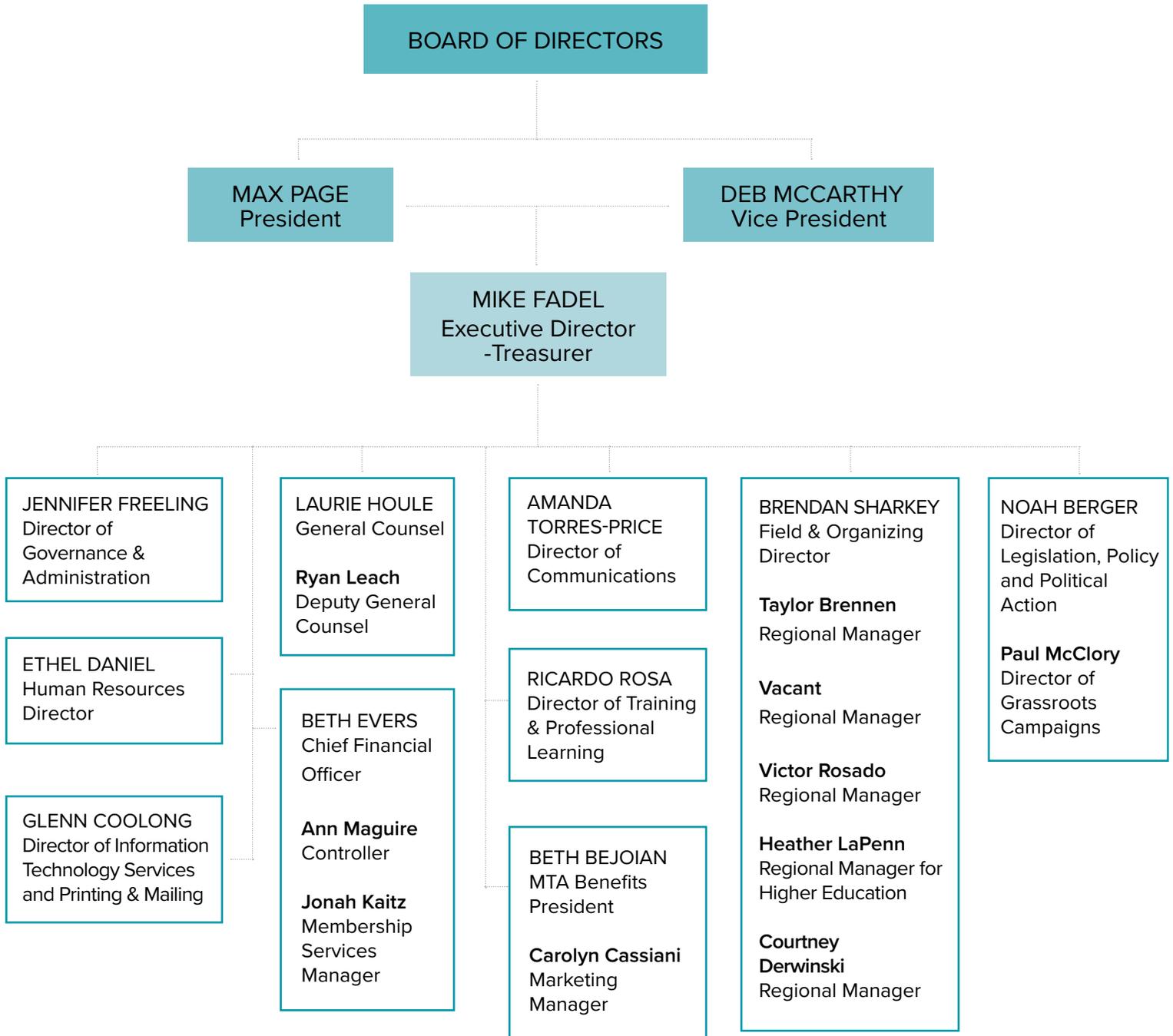
The MTA is a member-driven organization, governed by democratic principles, that accepts and supports the interdependence of professionalism and unionism. The MTA promotes the use of its members' collective power to advance their professional and economic interests. The MTA is committed to human and civil rights and advocates for quality public education in an environment in which lifelong learning and innovation flourish.

WHAT IS THE MTA?

The MTA is a union, dedicated to improving the workplace and the quality of life for all education employees and to protecting their hardwon rights. Equally important, we are an association of highly qualified professionals, committed to establishing and maintaining optimal conditions for student learning from preschool through graduate school. NEA, MTA and local affiliates are highly democratic organizations in which members' views and concerns are vital to the development of policies and programs. Your three-way membership means you have a voice in determining priorities and direction in your school district, in Boston and in Washington.

We really do work together for public education.

ORGANIZATIONAL CHART





MTA HISTORY

MTA members have been advocates for public education for 175 years. Every legislative and legal victory is a victory for students, for the MTA, for public schools and colleges, and for the future.

Eighty-five educators from across the state meet in Worcester, Massachusetts, on November 24 and establish the Massachusetts Teachers Association.

The first laws are passed offering pensions and job protection to teachers. A state aid law diverts a portion of state income taxes to poorer schools to equalize educational opportunity.

• 1845

• 1845–99

• 1900–20

• 1945

Progressive practices are implemented, such as physical fitness programs for students, special education, programs to address the problem of school dropouts (or “non-graduates,” as they were then called) and a state tax to help poor school districts.

The Legislature passes an equal pay law for men and women. The Legislature, however, leaves adoption of the law up to each individual city and town. Almost 20 years later, a number of Massachusetts school systems will still maintain two separate pay scales.

All new teachers in the public schools must be certified. For a century, the MTA had advocated for passage of this law.

The MTA uses its political power to help pass important legislation: Chapter 622, which ensures access for students to all programs without regard to sex, race, religion or national origin; the Transitional Bilingual Education Act, guaranteeing bilingual education to students from myriad language backgrounds; and Chapter 766, guaranteeing appropriate services to the state’s more than 100,000 special needs students.

• 1954

• 1965

• 1972–80

• 1976

Collective bargaining rights are granted to Massachusetts teachers. Within two years of the law’s implementation, more than 200 teacher contracts are signed across the state. Within five years, \$1 billion is added to teachers’ salaries in Massachusetts.

Public higher education joins the MTA.

Passage of Proposition 2½ places severe limits on local property taxes—the main source of funding for public schools. The impact is devastating.

The Supreme Judicial Court rules for the plaintiffs in the McDuffy lawsuit, ending a 17-year struggle to have the state’s school financing system declared unconstitutional. The SJC rules that the quality of a child’s education must not be limited by the wealth of the community in which the child reside

• 1980

• 1984

• 1993

• 1999

“Wall-to-wall” organizing opens the MTA to participation by all public school employees.

The Massachusetts Education Reform Act is signed into law. It dramatically restores state financial aid to public schools through a seven-year “foundation budget” commitment and, for the first time in state history, academic standards for public schools are no longer the sole purview of towns and cities. Rather, the state plays a key role.

The MTA takes to the airwaves with its statewide paid media campaign promoting public education. After nearly a decade of lobbying, the Legislature passes retirement reform.

On February 15, 2005, the state Supreme Judicial Court dismisses the Hancock case. The decision reaffirms the fact that the state has a constitutionally enforceable duty to provide a quality education to all students, but gives the governor and the Legislature more time to address inadequacies and disparities.

The Fund Our Future coalition wins the Student Opportunity Act to provide \$2 billion a year in additional funding for public schools when fully phased in. On Nov. 26, 2019, the governor signs the SOA into law. Plaintiffs in *Mussotte v. Peysen* agree to drop a lawsuit against the Commonwealth alleging it perpetuated an education funding system insufficient to provide a constitutionally guaranteed right to a quality public education — but they pledge to monitor SOA implementation

• 2005

• 2016

• 2019-20

• 2024

On November 8, 2016, voters overwhelmingly defeat Question 2, a state ballot initiative that would have sharply increased the number of charter schools.

The MTA continues to organize educators and work with parents and communities to protect public education. Advocacy increases to pass the Cherish Act to secure adequate funding and fair working conditions on public higher education campuses.

ETHNICALLY MARGINALIZED INVOLVEMENT PLAN

THE POLICY STATEMENT

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

- the communication of 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 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 ethnically marginalized participation within the organization in accordance with MTA Resolutions F-32 and F-33.

ETHNICALLY MARGINALIZED PARTICIPATION IN GOVERNANCE

The Massachusetts Teachers Association (MTA) reaffirms its commitment to the goal of maximum ethnically marginalized participation in all levels of organizational governance. The MTA actively encourages and recruits ethnically marginalized members to participate in committees, conferences and workshops; and to become candidates for all elective positions. The MTA will include 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 ethnically marginalized leaders as mentors and consultants at all levels of local, state and national membership.

MTA

Ongoing Responsibilities

- A. To monitor and update the Ethnically Marginalized Involvement Plan and monitor and help implement the Ethnically Marginalized Action Plan.
- B. Identify ethnically marginalized members within the MTA.
- C. Demonstrate 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% 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 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 and 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 that those who 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.

ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

MISSION STATEMENT

The 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 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, Native Hawaiian or other Pacific Islander, Asian, Black, Hispanic, Latino/a, Middle East and North African (MENA) and other ethnically and racially marginalized members.

PURPOSE OF THE ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

The Ethnically Marginalized Affairs Committee (EMAC) is comprised of multiethnic/multiracial educators. It exists to advise the MTA Board of Directors by advocating for ethnically and racially marginalized constituents within the Association. Specifically, EMAC monitors the implementation of the MTA's Ethnically Marginalized Involvement Plan.

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) ethnically marginalized groups defined by the NEA: American Indian/Alaska Native, Asian, Native Hawaiian, or other Pacific Islander; Black; Hispanic; and other racial or ethnically marginalized groups (includes Cape Verdean); and at least one ethnically marginalized member from higher education (not one of the four defined groups), one Education Support Professional, 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 ethnically marginalized

membership and the At-Large Executive Committee member to represent ethnically marginalized membership shall each serve ex-officio. Ex-officio seats are in addition to the 11 committee members specified above.

ONGOING RESPONSIBILITIES

- A. To advise and assist the Board and locals regarding ethnically marginalized affairs.
- B. Assist the EOC in monitoring MTA's employee recruitment efforts.
- C. Monitor the MTA's Ethnically Marginalized Involvement Plan.
- D. Monitor aspects of ongoing ethnically marginalized interests and facilitate dialogue of minority interests in all MTA conferences and Juneteenth.
- E. Provide leadership training for 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.

IDENTIFICATION / PARTICIPATION OF ETHNICALLY MARGINALIZED MEMBERS

MTA

- A. The MTA will obtain official census and employment data from:
 - Federal
 - State
 - Massachusetts Department of Education
 - MTA and NEA sources

These statistics will be provided to EMAC and local presidents.

- B. MTA publications will be used to ask ethnically marginalized members to self-identify annually and to get involved in organizing activities.
- C. MTA will conduct an identification survey of 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 ethnically marginalized members and other members to discuss their concerns and issues.
- E. Encourage self-identification through the statewide membership drive. Identified 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 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.

LOCAL ASSOCIATION

1. The local presidents will be asked to identify ethnically marginalized members within their membership.

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

COMMUNICATION WITH ETHNIC MINORITIES

1. Improve communication between the MTA and NEA and 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 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 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.

TRAINING PROGRAMS FOR ETHNIC MINORITIES

1. Continue Minority Leadership Training conferences and other specialized training programs.
2. Continue ethnically marginalized leadership activities at Summer Conference.
3. Facilitate and encourage ethnically marginalized member participation at MTA/NEA conferences, meetings and workshops.
4. Provide information to 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, tapping a broader spectrum of seasoned, experienced ethnically marginalized members.
6. Mentorship programs for ethnic minorities for navigating the NEA-RA and Annual Meeting.

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 ethnically marginalized members to become delegates to the Annual Meeting.
2. The MTA President and EMAC will jointly correspond with all identified MTA ethnically marginalized members, urging their candidacy for delegate to the Annual Meeting.

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 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

MTA

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

- Massachusetts Department of Education
- 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 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.

LOCAL ASSOCIATION

1. The local presidents will be asked to identify ethnically marginalized members within their membership.
2. The local presidents will be asked to distribute materials and share information when asked by MTA or EMAC.
3. The local presidents will be asked to encourage members to attend events like the EMAC Winter Conference.

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

October-November

Publicize in MTA Today the 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 and encourage these presidents to reach out to these individuals as potential candidates for the NEA Representative Assembly.

Submit an article to MTA Today in support of 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 the 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 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 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 ethnically marginalized members and request their encouragement of ethnically marginalized participation.

EMAC communicates the need for support from MTA Board of Directors and Executive Committee to carry out the adopted procedure to promote the election of 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 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 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.

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 ethnically marginalized member training at the MTA Summer Leadership Conference and for the EMAC Winter Conference

Juneteenth event

Mentor ethnically marginalized delegates for RA (late May)

Hold workshops for MTA Annual Meeting and NEA RA Annual Meeting

August

MTA Summer Conference with 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, December 2024

MTA BYLAWS

ARTICLE VII

NOMINATIONS, ELECTIONS & TERMS OF OFFICE

Section 1. General Stipulations

- A. No person may be a candidate for more than one office.
- B. A local affiliate shall not be represented on the Board by more than one officer. If more than one officer is elected from the same local, the officer elected to the higher office shall prevail.
- C. All elections shall be held by Australian or machine ballot.
- D. When there is a contested election, each candidate may appoint a designee to observe the counting of the ballots.
- E. Elected candidates shall not be seated until they have filed a report with the Credentials and Ballot Committee giving a complete account of campaign expenditures. The Credentials and Ballot Committee shall certify the receipt of these reports.

Section 2. President and Vice President

A. Eligibility

- (1) Any active or retired member of the Association is eligible to be a candidate for President or Vice President.
- (2) To be a candidate, an active member must be employed, or considered to be employed, by a school committee or other governing board of an educational institution or education-related agency within the region from which he or she seeks office.

B. Nomination

- (1) Nomination by the General Membership.
 - a. Nomination papers may be obtained:
 - in person or in writing
 - from the Executive Director-Treasurer
 - any time after July 1.Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.
 - b. Nomination papers must be signed by 200 active or retired Association members.
 - No more than 50 of those signatures may be obtained from any one local affiliate.
 - No more than 100 of those signatures may be obtained from any one electoral district.
 - c. Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.
 - d. The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.
- (2) Nomination at the Annual Meeting of Delegates
 - a. Nomination papers may be obtained at the Annual Meeting from the Executive Director-Treasurer.
 - b. Nomination papers must be signed by 200 of the registered delegates with the same limitations as described in Section 2B(1)b above.

- c. Nomination papers must be filed with the Credentials and Ballot Committee prior to the close of the first business session.
- d. The Committee will certify that the nomination papers comply with the requirements in Sections 2B(1) b, 2B(2)b and 2B(2)c above. Upon certification, the candidate's name will be placed on the ballot for the office sought.

C. Election

- (1) The only candidates for election shall be those nominated in accordance with Sections 2B(1) or 2B(2) above.
- (2) The President and Vice President shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.

D. Term of Office

- (1) The term of office shall be two years or until their successors have been chosen.
- (2) The officers shall be eligible for an additional two-year term in the same office.
- (3) If an officer has filled an unexpired term, he/she shall be eligible for election for two full terms.
- (4) The President and Vice President will serve co-terminously.
- (5) The term of office of the President and Vice President shall commence on July 15.

E. Vacancies - President

- (1) In the event of the death, resignation, absence or disability of the President, the Vice President shall serve as Acting President.
- (2) An Acting President shall serve until:
 - the next Annual Meeting of Delegates, or
 - the completion of that term in the event the unexpired term of President ends on the next July 14.

F. Vacancies - Vice President

- (1) The office of Vice President shall be declared vacant in the event:
 - the Vice President dies or resigns, or
 - the Vice President is elected to complete the second year of an unexpired term of President.
- (2) Interim vacancies for Vice President shall be filled by a mail balloting to the registered delegates to the previous Annual Meeting, provided such delegates continue to qualify for delegate status.
- (3) The Interim Vice President thus elected shall take office immediately upon election unless otherwise specified and shall complete the unexpired term.

G. Vacancies - President and Vice President

- (1) In the event of the death, resignation, absence or disability of both the President and the Vice President, the Board shall elect an Acting President.
- (2) Election of an Acting President shall proceed in the following manner:
 - a. At the next Board meeting, the chair of the meeting shall submit to the Board a list of candidates and their biographies.
 - b. The candidates shall have the opportunity to make a presentation to the Board at said meeting.
 - c. The Board shall elect an Acting President who shall take office immediately upon election unless otherwise specified and shall serve until:
 - the next Annual Meeting of Delegates, or
 - the completion of that term in the event the unexpired term ends on the next July 14.

H. Vacancies - President, Vice President and Executive Director-Treasurer

- (1) In the event that the offices of President, Vice President and Executive Director-Treasurer are simultaneously vacant, a special meeting of the Board shall elect an Acting President and Acting Executive Director-Treasurer.
- (2) Said meeting shall be called within 30 days by the chair of the Committee on Credentials and Ballot. If that chair is vacant, the meeting shall be called by the first available committee chair in the order in which the committees are listed in Article X.
- (3) The rules regarding notice and business to be transacted set forth in Article VI, Section 2 C (1) shall be observed.

Section 3. Regional, Statewide Retired and At-Large Executive Committee Members

A. Eligibility

- (1) Any active member of the Association is eligible to be a candidate for Regional Executive Committee member.
- (2) To be a candidate, an active member must be employed, or considered to be employed, by a school committee or other governing board of an educational institution or education-related agency within the region from which he or she seeks office.
- (3) Any retired member is eligible to be a candidate for Statewide Retired Region Executive Committee member.
- (4) Any active member who is an education support employee is eligible to be a candidate for At-Large ESP Executive Committee member.

B. Nomination for Regional Executive Committee

- (1) Nomination papers may be obtained:
 - in person or in writing
 - from the Executive Director-Treasurer
 - any time after July 1.
 - Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.
- (2) Nomination papers must be signed:
 - by at least 100 active Association members from the candidate's region.
 - no more than 25 of which may be from any one local affiliate within the region to be represented.
- (3) Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.
- (4) The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

C. Nomination for Statewide Retired Region Executive Committee

- (1) Candidates for Statewide Retired Region Executive Committee member may self-nominate after July 1.
- (2) A self-nominating letter must be filed with the Executive Director-Treasurer prior to 5 p.m. on the first Friday in March. The office being sought must be specified.
- (3) The Credentials and Ballot Committee will certify the self-nominating letter if it is in order. Once certified, the candidate's name shall be placed on the ballot for the office sought.

D. Election

- (1) The only candidates for election shall be those nominated in accordance with Section 3B above.
- (2) Eight Regional Executive Committee members shall be elected at the Annual Meeting of Delegates

- Seven (7) members shall be elected by the delegates from the geographical regions to be represented.
 - One member shall be elected from the public higher education membership.
 - The candidate receiving the highest number of votes shall be declared elected.
- (3) One Statewide Retired Region Executive Committee member shall be elected at the Annual Meeting of Delegates by the delegates representing the Statewide Retired District. The candidate receiving the highest number of votes shall be declared elected.
 - (4) One At-Large ESP Executive Committee member shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.
 - (5) If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

E. Term of Office

- (1) The term of office shall be for three years or until their successors have been chosen.
- (2) Members shall be eligible for not more than two consecutive terms provided that an Executive Committee member who has been elected to one two-year term under the previous bylaw shall nonetheless be eligible to serve two more three-year terms. Anyone elected to two two-year terms under the previous Bylaw shall be eligible to serve an additional three-year term.
- (3) If a member has filled an unexpired term, he/she shall be eligible for election to two full terms, provided, however, that the consecutive years served do not exceed nine.
- (4) The term of office shall commence on July 1.
- (5) After one year out of office, an Executive Committee member who has retired is eligible to serve as the Statewide Retired Region Executive Committee member.

F. Vacancies

- (1) The position of Regional Executive Committee member shall be declared vacant in the event:
 - a member is absent for two consecutive Executive Committee or Board meetings without prior notice to the President, or
 - a member dies or resigns, or
 - a member is elected to become an officer, or NEA Director, or
 - a member loses eligibility to serve as Regional Executive Committee member due to a change in employment status, including a leave of absence requested to serve in a position outside any MTA bargaining unit if said leave exceeds 90 calendar days, or
 - no member files papers to be a candidate or all candidates withdraw prior to the election, or
 - the annual election for this office does not take place.
- (2) Eligible members shall be notified of the vacancy and the election process.
- (3) The vacancy shall be filled by a mail balloting to the appropriate registered delegates to the previous Annual Meeting, provided such delegates continue to qualify for delegate status.
- (4) If there is only (1) candidate for the position, the election shall be waived and the candidate declared elected.
- (5) The Regional Executive Committee member thus elected shall take office immediately upon election unless otherwise specified and shall complete the unexpired term.
- (6) All provisions of Paragraph F, with the exception of sub-paragraph 1, bulleted item 4, shall apply to the Statewide Retired Region Executive Committee member.

G. At-Large ESP Executive Committee Member

(1) Eligibility

Any active member of the Association who is an education support employee is eligible to be a candidate for At-Large ESP Executive Committee member.

(2) Nomination Process

a. Nomination papers may be obtained:

- in person or in writing
- from the Executive Director-Treasurer
- any time after July 1.

Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide the nomination papers, stating the candidate's name and the office sought.

b. Nomination papers must be signed by 200 active Association members:

- no more than 50 of those signatures may be obtained from one local affiliate.
- no more than 100 of those signatures may be obtained from one electoral district.

c. Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.

d. The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

(3) Election

a. The only candidates shall be those nominated in accordance with the Section G(2) Nomination Process above.

b. The At-Large ESP Executive Committee member shall be elected at the Annual Meeting of Delegates by all delegates.

c. If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

(4) Term of Office

a. The term of office for At-Large ESP Executive Committee member shall be for three years or until a successor has been chosen.

b. If a member has filled an At-Large Executive Committee unexpired term, he/she shall be eligible for election to two full terms, provided, however, that the consecutive years served do not exceed nine.

c. The term of office shall commence on July 1.

(5) Vacancies

a. The position of At-Large ESP Executive Committee member shall be declared vacant in the event:

- a member is absent for two consecutive Executive Committee or Board meetings without prior notice to the President, or
- a member dies or resigns, or
- a member is elected to become an officer, or NEA Director, or
- a member loses eligibility to serve as At-Large ESP Executive Committee member due to
- a change in employment status, including a leave of absence requested to serve in a position outside any MTA bargaining unit if said leave exceeds 90 calendar days, or
- no member files papers to be a candidate or all candidates withdraw prior to the election, or
- the annual election for this office does not take place.

b. Eligible members shall be notified of the vacancy and the election process.

- c. The vacancy shall be filled by a mail balloting to the appropriate registered delegates to the previous Annual Meeting, provided such delegates continue to qualify for delegate status.
- d. If there is only one (1) candidate for the position, the election shall be waived and the candidate declared elected.
- e. The At-Large ESP Executive Committee member thus elected shall take office immediately upon election unless otherwise specified and shall complete the unexpired term.
- f. All provisions of Paragraph (5) shall apply to the At-Large ESP Executive Committee member.

H. At-Large Ethnically Marginalized Executive Committee Member

(1) Eligibility

Any active member of the Association is eligible to be a candidate for At-Large Ethnically Marginalized EC Member. Ethnically Marginalized for purposes of this paragraph only shall mean American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and Cape Verdean.

(2) Nomination Process

a. Nomination papers may be obtained:

- in person or in writing
- from the Executive Director-Treasurer
- any time after July 1

Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.

b. Nomination papers must be signed by 200 active Association members:

- No more of those signatures may be obtained from any one local affiliate.
- No more than 100 of those signatures may be obtained from any one electoral district.

c. Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.

d. The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

(3) Election

a. The only candidates shall be those nominated in accordance with Section H (2) above.

b. The At-Large Ethnically Marginalized EC Member shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.

c. If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

(4) Term of Office

a. The term of office shall be for three years or until a successor has been chosen.

b. Members shall be eligible for two consecutive three-year terms, unless a member has filled an unexpired term. No consecutive years served may exceed nine.

c. The term of office shall commence on July 1.

(5) Vacancies

a. The position of At-Large Ethnically Marginalized EC Member shall be declared vacant in the event:

- the member is absent for two (2) consecutive Executive Committee or Board meeting without notice to the President, or

- the member dies or resigns, or
 - the member is elected to become an officer or NEA Director, becomes a Region Executive Committee member, or
 - the member loses eligibility to serve on the EC due to a change in employment leave of absence requested to serve in a position outside any MTA bargaining unit if said leave exceeds 90 calendar days, or
- b. Eligible members shall be notified of the vacancy and the election process.
 - c. The vacancy shall be filled by mail balloting to the appropriate registered delegates to the previous Annual Meeting, provided such delegates continue to qualify for delegate status.
 - d. If there is only one candidate for the position, the election shall be waived and the candidate declared elected.
 - e. The Ethnically Marginalized EC Member thus elected shall take office immediately upon election unless otherwise specified and shall serve until the term expires.
 - f. All provisions of Paragraph (5) shall apply to the At-Large Ethnically Marginalized Executive Committee Member.

Section 4. Board of Directors

A. Eligibility

- (1) Any active member of the Association is eligible to be a candidate for District Director.
- (2) Said candidate must be employed, or considered to be employed, by a school committee or other governing board of an educational institution or education-related agency within the district from which the candidate seeks office.

B. Nomination Papers

- (1) Nomination papers may be obtained:
 - in person or in writing
 - from the Executive Director-Treasurer
 - any time after July 1.

Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide the nomination papers, stating the candidate's name and the office sought.
- (2) Nomination papers must be signed by at least 50 active Association members from the candidate's district.
- (3) Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.
- (4) The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 4B above.
- (2) The District Directors shall be elected at the Annual Meeting of Delegates by only those delegates from within the candidate's district. The candidate receiving the highest number of votes shall be declared elected.
- (3) If the number of candidates is equal to the number of seats to be filled, the election shall be waived and the candidate(s) declared elected.

D. Term of Office

- (1) The term of office shall be for three years or until their successors have been chosen.
- (2) Members shall be eligible for election for two consecutive three-year terms.
- (3) The term of office shall commence on July 1.

- (4) If a member has filled an unexpired term, he/she shall be eligible for election to two full terms, provided, however, that the consecutive years served do not exceed nine.
- (5) After one year out of office, a member is again eligible to be a candidate for District Director.
- (6) In no event shall any reduction in electoral district representation or realignment of electoral districts prevent a director from completing the term of office.

E. Vacancies

- (1) The position of District Director shall be declared vacant in the event:
 - a member is absent for two consecutive Board meetings without prior notice to the President, or
 - a member dies or resigns, or
 - a member is elected to become an officer, NEA Director, or Regional Executive Committee member, or
 - a member loses eligibility to serve as a District Director due to a change in employment status, including a leave of absence requested to serve in a position outside any MTA bargaining unit if said leave exceeds 90 calendar days, or
 - no member files papers to be a candidate or all candidates withdraw prior to the election, or
 - the annual election for this office does not take place.
- (2) Eligible members shall be notified of the vacancy and the election process.
- (3) The vacancy shall be filled by a mail balloting to the appropriate registered delegates to the previous Annual Meeting provided said delegates continue to qualify for delegate status.
- (4) If there is only one (1) candidate for the position, the election shall be waived and the candidate declared elected.
- (5) The District Director thus elected shall take office immediately upon election unless otherwise specified and shall complete the unexpired term.

Section 5. At-Large Director for Ethnically Marginalized Membership

A. Eligibility

Any active ethnically marginalized member of the Association is eligible to be a candidate for At-Large Director for Ethnically Marginalized Membership. Ethnically marginalized for purposes of this paragraph only shall mean American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and Cape Verdean.

B. Nomination Papers

- (1) Nomination papers may be obtained:
 - in person or in writing
 - from the Executive Director-Treasurer
 - any time after July 1.

Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.
- (2) Nomination papers must be signed by 200 active Association members:
 - No more than 50 of those signatures may be obtained from any one local affiliate.
 - No more than 100 of those signatures may be obtained from any one electoral district.
- (3) Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.
- (4) The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 5B above.
- (2) The At-Large Director for Ethnically Marginalized Membership shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.
- (3) If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

A. Term of Office

- (1) The term of office shall be for three years or until a successor has been chosen.
- (2) Members shall be eligible for two consecutive three-year terms, and in no event shall a person hold this office for more than nine consecutive years.
- (3) The term of office shall commence on July 1.
- (4) After one year out of office a member is again eligible to be a candidate for At-Large Director for Ethnically Marginalized Membership.

B. Vacancies

- (1) The position of At-Large Director for Ethnically Marginalized Membership shall be declared vacant in the event:
 - a member is absent for two (2) consecutive Board meetings without prior notice to the President, or
 - a member dies or resigns, or
 - a member is elected to become an officer, or NEA Director, becomes a Regional Executive Committee member, or
 - a member loses eligibility to serve on the Board due to a change in employment status, or
 - no member files papers to be a candidate or all candidates withdraw prior to the election, or
 - the annual election for this office does not take place.
- (2) The vacancy shall be filled in the following manner:
 - a. Eligible members shall be notified of the vacancy and the election process.
 - b. At the next Board meeting, the President shall submit to the Board a list of candidates for the vacant position and their biographies.
 - c. The candidates or their designees shall have the opportunity to make a presentation to the Board at that meeting.
 - d. The Board shall then elect an At-Large Director for Ethnically Marginalized Membership who shall take office immediately upon election unless otherwise specified and shall serve until the next June 30, if the term expires then. Otherwise, the interim Director shall serve until the next election at which time he/ she is eligible to be a candidate to fill the unexpired term.
- (3) Nomination

Section 6. Statewide Retired District Director(s)

A. Eligibility

Any retired member of the Association is eligible to be a candidate for Statewide Retired District Director(s).

B. Nomination Process

- (1) Candidates may self-nominate after July 1.

- (2) A self-nominating letter must be filed with the Executive Director-Treasurer prior to 5 p.m. on the first Friday in March. The office sought must be specified.
- (3) The Credentials and Ballot Committee will certify the self-nominating letter if it is in order. Once certified, the candidate's name shall be placed on the ballot for the office sought.

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 6B above.
- (2) A maximum of two Statewide Retired District Director(s) shall be elected at the Annual Meeting of Delegates by the delegates representing the Statewide Retired District. The candidate(s) receiving the highest number of votes shall be declared elected.
- (3) If the number of candidates is equal to the number of seats to be filled, the election shall be waived and the candidate(s) declared elected.

D. Term of Office

- (1) The term of office shall be for three years or until a successor has been chosen.
- (2) Members shall be eligible for two consecutive three-year terms, and in no event shall a person hold this office for more than nine consecutive years.
- (3) The term of office shall commence on July 1.
- (4) After one year out of office a member is again eligible to be a candidate for Statewide Retired District Director(s).

E. Vacancies

- (1) The position of Statewide Retired District Director shall be declared vacant in the event:
 - a member is absent for two (2) consecutive Board meetings without prior notice to the President, or
 - a member dies or resigns, or
 - a member is elected to become an officer, or
 - a member loses eligibility to serve on the Board due to a change in employment status, or
 - no member files papers to be a candidate or all candidates withdraw prior to the election, or
 - the annual election for this office does not take place.
- (2) The vacancy shall be filled in the following manner:
 - a. Eligible members shall be notified of the vacancy and the election process.
 - b. At the next Board meeting, the President shall submit to the Board a list of candidates for the vacant position and their biographies.
 - c. The candidates or their designees shall have the opportunity to make a presentation to the Board at that meeting.
 - d. The Board shall then elect a Statewide Retired District Director who shall take office immediately upon election unless otherwise specified and shall serve until the next June 30, if the term expires then. Otherwise, the interim Director shall serve until the next election, at which time he/she is eligible to be a candidate to fill the unexpired term.

Section 7. NEA Directors and Alternates

A. Eligibility

- (1) Candidates for NEA Director or Alternate NEA Director shall be active members.
- (2) Said candidates must meet the educational position requirements as set forth in Article V, Section 1 of the NEA Constitution and the membership requirements set forth in Article V, Section 2D of the NEA Constitution.
- (3) An NEA Director may not hold statewide, regional or district office in MTA.

- (4) An Alternate NEA Director may hold statewide, regional or district office in MTA.
- (5) A person may not simultaneously be a candidate for NEA Director and Alternate NEA Director, or simultaneously serve as NEA Director and Alternate NEA Director.

B. Nomination, Election and Term of Office

- (1) The procedures for the nomination and election of NEA Director and Alternate NEA Director shall be established by the Board of Directors and shall comply with the provisions of the NEA Constitution and Bylaws.
- (2) The term for both offices shall be for three years.
- (3) The term of office shall commence on September 1.

C. Allocation

- (1) The number of NEA Directors is determined according to the provisions of Article V, Section 1 of the NEA Constitution.
- (2) In the event that MTA anticipates being required to reduce the number of NEA Directors pursuant to NEA Bylaw 5-1d, the reduction of one NEA Director may be achieved by the deletion of the NEA Director position, which terminates in August of said year; hence, there will be no election for this position in that specified year. In the event MTA is notified that it will be required to eliminate an NEA Director for the next membership year and has not opted to reduce by the method set forth in the previous sentence, the necessary reduction shall be achieved by removing the NEA Director elected at the previous annual election. When more than one Director was elected at such election, the position of the NEA Director who received the lower number of votes in such election shall be the one eliminated.
- (3) In the event that an increase in membership entitles the MTA to an additional NEA Director, said director shall be elected to a three-year term. If the additional position is created between annual election periods, it shall be treated as a vacancy and filled according to the procedure set forth in D(2) and (3) below.
- (4) The number of Alternate NEA Directors shall be equal to the number of NEA Directors for Massachusetts. The Alternate NEA Directors shall serve as alternates for the NEA Directors for Massachusetts at NEA Board meetings.
- (5) The Alternate NEA Directors shall be ranked according to which alternate received the highest number of votes at the annual election at which the alternates were elected.
- (6) Any alternate elected to fill an unexpired term will be ranked below the alternates elected to fill full three- year terms.

D. Vacancies

- (1) The position of NEA Director shall be declared vacant in the event he/she:
 - dies or resigns, or
 - is elected to an MTA or other NEA office, or
 - loses eligibility to serve on the NEA Board due to a change in employment status.
 - In addition, a position shall be deemed vacant in the event no member files papers to be a candidate or all candidates withdraw prior to the election.
- (2) In the event of a vacancy in the position of NEA Director between annual election periods, the Board shall designate the first Alternate NEA Director to serve as Interim NEA Director until August 31 following the next annual election. If any alternate declines to serve as Interim NEA Director, the Board shall designate the next ranking alternate. An Interim NEA Director may continue to hold statewide, regional or district office in MTA, but shall have only one vote on the MTA Board.
- (3) In the event the positions of Alternate NEA Director are vacant and an additional director position is created or a vacancy occurs among the directors, the additional position or vacancy shall be filled in the following manner:

- a. At the next MTA Board meeting the President shall submit to the Board a list of candidates for the vacant position and their biographies.
 - b. The candidates or their designees shall have the opportunity to make a presentation to the Board at that meeting.
 - c. The Board shall elect an Interim NEA Director who shall take office immediately upon election unless otherwise specified and shall serve until the next annual election.
- (4) In the event the position of Alternate NEA Director is vacant, the position shall be filled for the remainder of the unexpired term at the next annual election; provided, however, that if at the time of the next annual election there would be less than one year remaining in the unexpired term, the position shall not be filled for the remainder of that term.

Section 8. At-Large Director for Education Support Professionals

A. Eligibility

Any active member who is an Education Support employee is eligible to be a candidate for At-Large Director for Education Support Professionals.

B. Nomination Papers

- (1) Nomination papers may be obtained:

- in person or in writing
- from the Executive Director-Treasurer
- any time after July 1.

Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers, stating the candidate's name and office sought.

- (2) Nomination papers must be signed by 200 active Association members:

- no more than 50 of those signatures may be obtained by one local affiliate.
- no more than 100 of those signatures may be obtained from any one electoral district.

- (3) Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.

- (4) The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 8B above.
- (2) The At-Large Director for Education Support Professionals shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.
- (3) If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

D. Terms of Office

- (1) The term of office shall be for three years or until a successor has been chosen.
- (2) Members shall be eligible for two consecutive three-year terms, and in no event shall a person hold this office for more than nine consecutive years.
- (3) The term of office shall commence on July 1.
- (4) After one year out of office, a member is again eligible to be a candidate for At-Large Director for Education Support Professionals.

E. Vacancies

- (1) The position of At-Large Director for Education Support Professionals shall be declared vacant in the event:
 - a member is absent for two (2) consecutive Board meetings without prior notice to the President, or
 - a member dies or resigns, or
 - a member is elected to become an officer, or NEA Director, becomes a Regional Executive Committee Member, or
 - a member loses eligibility to serve on the Board due to a change in employment status, or
 - no member files papers to be a candidate or all candidates withdraw prior to the election, or
 - the annual election for this office does not take place.
- (2) The vacancy shall be filled in the following manner:
 - a. Eligible members shall be notified of the vacancy and the election process.
 - b. At the next Board meeting, the President shall submit to the Board a list of candidates for the vacant position and their biographies.
 - c. The candidates or their designees shall have the opportunity to make a presentation to the Board at that meeting.
 - d. The Board shall then elect an At-Large Director for Education Support Professionals who shall take office immediately upon election unless otherwise specified and serve until the next June 30, if the term expires then. Otherwise, the interim Director shall serve until the next election at which time he/ she is eligible to be a candidate to fill the unexpired term.

Section 9. Executive Director-Treasurer

The Executive Director-Treasurer shall be employed by the Board under terms of a contract not to exceed four years in length.

ELECTION OPPORTUNITIES FOR MTA ETHNIC MINORITY MEMBERS

Full details online at massteacher.org/MTAelections.

- MTA Statewide, Regional and Retired Delegates to the NEA Representative Assembly
- Regional and Retired Ethnic Minority Delegates to the MTA Annual Meeting
- Other Opportunities for Election: MTA Leadership, Executive Committee, Board of Directors and NEA Board

Our strength as a union is built on member engagement and union democracy. From the local to the state to the national level, we need members to speak, act and organize. Fighting for racial justice requires that we work to bring a diversity of voices into our union democracy. Our union is stronger when ethnic minority members participate in MTA and NEA election processes at the local, state and national levels. We urge local presidents and other leaders to encourage ethnic minority members to take advantage of these opportunities for involvement. All MTA and NEA election information may be accessed on the MTA website: massteacher.org/MTAelections.

MTA Statewide, Regional and Retired Delegates to NEA Representative Assembly

The NEA Representative Assembly is held every year, during the first week of July. This is the meeting of representatives from all NEA state associations and is the world's largest democratic deliberative assembly. At the NEA-RA, policies are voted on and set regarding a range of issues critical to educators, from testing to economic and racial justice, to electoral politics, and more. It is an opportunity for democratic engagement and making national connections to build our movement and strength.

We are committed to even greater involvement by MTA ethnic minority members in all organizational activities, and particularly at the Representative Assembly. This commitment is expressed in NEA Bylaw 3-1(g), and its intent is strongly supported by MTA through its Minority Involvement Plan. According to NEA Bylaw 3-1(g), it is the policy of the NEA to achieve ethnic minority delegate representation **at least equal to** the proportion of identified ethnic minority populations within the state. NEA defines ethnic minority by statistical compilation as published by the U.S. Bureau of the Census – American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and Other Racial or Ethnic Minority (includes Cape Verdean).

MTA conducts elections for the statewide, regional and retired delegates to the NEA-RA. The nomination deadline is **the second Friday in January**, every year. Election details and access to the self-nomination form can be found online at massteacher.org/MTAelections.

Active members also have the option of running as a local delegate to the NEA-RA; to pursue that option, contact your president to inquire about the process and timeline for your local. All retired members also have the option of running as a retired delegate to the RA by filling out the nomination form available via the election page.

MTA provides travel funding to NEA-RA delegates, subject to an accountability requirement for qualified reimbursable travel expenses. The Policies/Procedures on the Nomination and Election of Statewide, Regional and Retired Delegates to the NEA-RA is available upon request.

Regional and Retired Ethnic Minority Delegates to the MTA Annual Meeting

The MTA Annual Meeting of Delegates is held every year on a Friday and Saturday during late April or May. In this meeting, delegates from across the state gather to vote on policies and set the direction for the MTA in the year ahead. Your voice matters.

There are 50 seats available for Regional Ethnic Minority Delegates to the MTA Annual Meeting. Each electoral region among the active membership (A, B, C, D, E, F, G, and H) is entitled to these specifically-designated ethnic minority delegate seats equal to the number of district directors from that region, and, based on nominations received, one delegate per district is elected. The retired membership has an allocation of two such delegate seats.

Ethnic Minority members are encouraged to self-nominate to run for delegate status in this category. The nomination deadline for Retired members is the second Friday in January, and for Active members the deadline is

the first Friday in February. Election details and access to the self-nomination form can be found online at massteacher.org/MTAelections.

MTA provides travel funding for these Annual Meeting delegates (up to \$450 in eligible travel expense reimbursement). The Policy/Procedure for the Nomination and Election of Regional and Retired Ethnic Minority Delegates to the MTA Annual Meeting of Delegates is available upon request. All active members also have the option of running as a local delegate to Annual Meeting; to pursue that option, contact your local president to inquire about the process and timeline for your local. All retired members also have the option of running as a retired delegate to Annual Meeting by filling out the nomination form available via the election page.

Other Opportunities for Election

Elections are also held most years for district and regional seats on the MTA Board of Directors and Executive Committee. Both the Board and Executive Committee also include at-large seats for members to represent Ethnic Minority Members and Education Support Professionals. Every two years, MTA elects its President and Vice President. In addition, MTA elects NEA Directors (members of the NEA Board of Directors) every year. Ethnic Minority members are encouraged to consider serving in all of these roles. These seats each require filing of nomination papers with signatures. Papers and further information may be obtained by emailing the Division of Governance at MTAGovernance@massteacher.org.

NEA Directors represent MTA on the NEA Board of Directors. They work to set policy and inform the direction of the NEA. Those serving on the MTA Board of Directors and Executive Committee work with the leadership to set policy and inform the direction of the MTA. These positions, governing NEA and MTA, are critical to our union democracy.

See the MTA website massteacher.org/MTAelections for details.

The deadline for filing nomination papers for NEA Director (and Alternate) is the second Friday in January each year. The deadline for filing nomination papers for MTA Office is the first Friday in March each year.

Committee Elections: Four seats on the Retired Members Committee are up for election every year. And members are elected to serve on the Candidate Recommendation Committee each year. Full details and access to the self-nomination forms can be found online at massteacher.org/MTAelections.

Nomination and Election Details

Election information, deadlines and relevant self-nomination forms are published in the Fall issue of MTA Today and emailed to members in July and December.

All MTA and NEA election information and electronic nomination forms for delegate seats may be accessed at the MTA website: massteacher.org/MTAelections.

If you need to look up your region and district, you can do so from the sidebar on the above web page.

Please consider serving in an elected role for MTA. The strength of our union is grounded in the engagement of members in our union's democratic structures.

Contact Information

If you have any questions regarding the nomination or election process, and to obtain nomination paperwork and copies of MTA Bylaws and Policies, please contact the MTA Division of Governance & Administration at MTAGovernance@massteacher.org or by calling 617-878-8305. Members of the Ethnically Marginalized Affairs Committee are also available to assist and can be reached by email at emac@massteacher.org.

ELECTORAL REGIONS & DISTRICTS

LOCAL ASSOCIATION	District	Region
Abington Education Assn	35	C
Acton Boxborough Education Assn	13	F
Acton Boxborough Office Support Assn	13	F
Acushnet Teachers Assn	40	E
Adams Cheshire Teachers Assn	01	A
Agawam Education Assn	02	A
Agawam Professional Administrators Assn	02	A
Algonquin Regional Teachers Assn	09	B
Amherst-Pelham Administrators Assn	04	A
Amherst-Pelham Education Assn	04	A
Andover Administrators Assn	22	F
Andover Education Assn	22	F
Arlington Education Assn	20	G
Ashburnham Westminster Educators Union	07	B
Ashburnham-Westminster Teachers Assn	07	B
Ashland Educators Assn	14	D
Association Of Professional Administrators	47	H
Athol Teachers Assn	04	A
Attleboro Assn Of Clerical Personnel	38	E
Attleboro Education Assn	38	E
Attleboro Paraprofessionals Assn	38	E
Attleboro Public Sch Administrators Assn	38	E
Attleboro Sch Dept Bldg Trades Maint Mechs Assn	38	E
Attleboro School Custodians Assn	38	E
Auburn Education Assn	08	B
Avon Education Assn	32	D
Ayer Shirley Regional Education Assn	13	F
Barnstable Administrators Organization	41	C
Barnstable Teachers Assn	41	C
Bay Path Administrators Assn	08	B
Bay Path Teachers Assn	08	B
Bedford Education Assn	15	D
Belchertown Education Assn	03	A
Bellingham Teachers Assn	30	E
Belmont Education Assn	20	G
Berkley Teachers Assn	39	E
Berkshire Hills Education Assn	01	A
Berlin-Boylston Educators' Assn	09	B
Berlin-Boylston Paraeducator Assn	09	B
Beverly Teachers Assn	24	F
Billerica Administrators Group	16	G
Blackstone Valley Reg Vocational	30	E
Blackstone-Millville Reg School District Educators Assn	30	E
Blackstone-Millville Support Personnel Assn	30	E
Blue Hills Reg Voc Teachers Assn	37	E
Bourne Educators Assn	41	C
Boxford Teachers Assn	23	F

LOCAL ASSOCIATION	District	Region
Braintree Education Assn	32	D
Bridgewater-Raynham Education Assn	35	C
Brimfield Educational Support Professionals Assn	08	B
Bristol County Agricultural H S Supp Staff Assn	38	E
Bristol-Plymouth Teachers Assn	37	E
Brockton Education Assn	36	C
Brockton Education Support Professional Assn	36	C
Brookfield Educational Support Professionals Assn	08	B
Brookline Educators Union	27	D
Burlington Educators Assn	16	G
Cambridge Education Assn	19	G
Cambridge Safety Specialists Assn	19	G
Canton Educators Assn	37	E
Cape Tech Assn	42	C
Carlisle Teachers Assn	15	D
Case Professional Assn	15	D
Central Berkshire Educators Assn	01	A
Central Massachusetts Collaborative Union	11	B
Chelmsford School Administrators	12	F
Chelsea Administrators Assn	19	G
Chesterfield Goshen Teachers Assn	03	A
Chicopee Education Assn	26	A
Clarksburg Teachers Assn	01	A
Classified Staff Union	48	H
Clinton Teachers Assn	13	F
Cohasset Teachers Assn	33	C
Concord Teachers Assn	15	D
Concord-Carlisle Bus Drivers	15	D
Concord-Carlisle Support Staff	15	D
Concord-Carlisle Teachers Assn	15	D
Concord-Carlisle Tutors Assn	15	D
Danvers Teachers Assn	24	F
Dartmouth Educators Assn	40	E
Dedham Education Assn	27	D
Dennis-Yarmouth Educators Assn	42	C
Dennis-Yarmouth Regl Secretaries and Assistants	42	C
Department Chair Union	46	H
Dighton-Rehoboth Regional Paraprofessionals Assn	39	E
Dighton-Rehoboth Tchrs Assn	39	E
Diman Teachers Assn	39	E
Douglas Educational Support Professionals Assn	11	B
Douglas Teachers Assn	11	B
Dover-Sherborn Education Assn	28	D

LOCAL ASSOCIATION	District	Region
Dracut Administrators Assn	12	F
Dracut Paraprofessionals Assn	12	F
Dracut Teachers Assn	12	F
Dudley-Charlton Paraprofessional Assn	08	B
Dudley-Charlton Teachers Assn	08	B
Duxbury Teachers Assn	34	C
East Bridgewater Assistant Principals Assn	35	C
East Bridgewater Education Assn	35	C
East Longmeadow Education Assn	06	A
Easthampton Education Assn	03	A
Easton Educators Assn	37	E
Education Assn Of Norwell	33	C
Education Assn Of Plymouth And Carver	34	C
Educational Assn Of Leicester	08	B
Educational Assn Of Worcester	10	B
Educators' Assn Of Freetown And Lakeville	35	C
Erving Teachers Assn	04	A
Everett Teachers Assn	20	G
Faculty Staff Union Umass Boston	46	H
Fairhaven Educators Assn	40	E
Fall River Educators Assn	39	E
Falmouth Educators Assn	42	C
Farmington River Educators Assn	01	A
Fitchburg Education Assn	07	B
Florida Education Assn	01	A
Foxborough Education Assn	38	E
Framingham Teachers Assn	14	D
Franklin County Technical Teachers Assn	04	A
Franklin Education Assn	28	D
Frontier Regional Education Assn	04	A
Gardner Education Assn	07	B
Gateway Education Assn	02	A
Georgetown Education Assn	24	F
Georgetown Education Support Assn	24	F
Gill-Montague Education Assn	04	A
Gloucester Assn Of Educational Paraprofessionals	24	F
Gloucester Teachers Assn	24	F
Grafton Teachers Assn	09	B
Granby Educators Assn	03	A
Greater Lowell Educational Support Personnel	12	F
Greater Lowell Paraeducator Organization	12	F
Greater Lowell Regional Teachers Organization	12	F
Greater New Bedford Administrators Union	40	E
Greater New Bedford Educators Union	40	E
Greenfield Education Assn	04	A
Groton Dunstable Educators Assn	12	F

LOCAL ASSOCIATION	District	Region
Hadley Education Assn	03	A
Halifax Teachers Assn	34	C
Hamilton-Wenham Education Assn	24	F
Hampden-Wilbraham Education Assn	06	A
Hampshire Regional Education Assn	03	A
Hancock Teachers Assn	01	A
Hanover Teachers Assn	33	C
Harvard Educators Assn	13	F
Hatfield Teachers Assn	03	A
Haverhill Education Assn	23	F
Hawlemont Teachers Assn	04	A
Hingham Education Assn	33	C
Holbrook Education Assn	32	D
Holland Educational Support Professionals Assn	08	B
Holyoke Educators Assn	26	A
Holyoke Paraprofessionals Assn	26	A
Holyoke Public School Secretaries Assn	26	A
Holyoke Teachers Assn	26	A
Hopedale Education Assn	11	B
Hopkinton Teachers Assn	14	D
Hudson Education Assn	13	F
Hudson Paraeducators Assn	13	F
Hudson School Administrative Assistant Assn	13	F
Hull Teachers Assn	33	C
Ipswich Educators Assn	24	F
Keefe Tech School Secretarial Assn	14	D
Keefe Technical Educators Assn	14	D
King Philip Teachers Assn	30	E
Kingston Teachers Assn	34	C
Labbb Collaborative Education Assn	16	G
Lee Education Assn	01	A
Leicester Paraprofessional Assn	08	B
Lenox Education Assn	01	A
Leominster Administrators Assn	07	B
Leominster Education Assn	07	B
Leominster School Secretaries Assn	07	B
Leominster Tutors Assn	07	B
Leverett Education Assn	04	A
Lexington Education Assn	17	G
Lincoln Educators Assn	15	D
Lincoln-Sudbury Regional Teachers	15	D
Littleton Educators Assn	13	F
Longmeadow Education Assn	06	A
Lower Pioneer Valley Educ Collab Educators Union	06	A
Ludlow Education Assn	06	A
Lunenburg Education Assn	13	F

LOCAL ASSOCIATION	District	Region
Lynnfield Teachers Assn	25	F
Ma Society Of Professors Umass Amherst	46	H
Mahar Teachers Assn	04	A
Malden Education Assn	21	G
Manchester-Essex Teachers Assn	24	F
Mansfield Assn Of Secretaries And Clerks	38	E
Mansfield Building And Grounds Assn	38	E
Mansfield Educators Assn	38	E
Marblehead Education Assn	25	F
Marion Teachers Assn	41	C
Marlborough Educators Assn	14	D
Marshfield Education Assn	33	C
Martha's Vineyard Educators Assn	43	C
Masconomet Teachers Assn	23	F
Mashpee Teachers Assn	42	C
Mass Community College Council	44	H
Mass State College Assn	45	H
Mattapoisett Educators Assn	41	C
Maynard Education Assn	13	F
Maynard Education Support Assn	13	F
Mccann Faculty Assn	01	A
Medfield Teachers Assn	28	D
Medford Paraprofessionals Assn	20	G
Medford Teachers Assn	20	G
Melrose Educators' Union	21	G
Mendon-Upton Reg Teachers Assn	09	B
Methuen Administrators Assn	22	F
Methuen Education Assn	22	F
Middleboro Education Assn	35	C
Middleton Educators Assn	23	F
Milford Teachers Assn	11	B
Millbury Teachers Assn	11	B
Millis Teachers Assn	28	D
Milton Educators Assn	27	D
Minuteman Faculty Assn	17	G
Mohawk District Education Assn	04	A
Monomoy Regional Education Assn	42	C
Monson Educators Assn	06	A
Montachusett Regional Paraprofessional	07	B
Montachusett Reg Teachers Assn	07	B
Mount Greylock Educators Assn	01	A
Nahant Teachers Assn	25	F
Nantucket Teachers Assn	43	C
Narragansett District Ed Assn	07	B
Nashoba Reg Education Assn	13	F
Natick Assn Of Admin Assistants And Clerks	29	D
Nauset Education Assn	42	C
Needham Education Assn	29	D
New Bedford Educators Assn	40	E
New Bedford Support Specialists Union	40	E

LOCAL ASSOCIATION	District	Region
Newburyport Instructional Assistants Assn	23	F
Newburyport Teachers Assn	23	F
Newton Teachers Assn	18	G
Norfolk Teachers Assn	30	E
North Adams Paraprofessionals Assn	01	A
North Adams Teachers Assn	01	A
North Andover Teachers Assn	22	F
North Andover School Administrators Assn	22	F
North Brookfield Teachers Assn	08	B
North Middlesex Regional Sch Dist Teachers Assn	12	F
North Reading Education Assn	25	F
Northampton Assn Of School Employees	03	A
Northboro Teachers Assn	09	B
Northbridge Teachers Assn	11	B
Northeast Secretaries Assn	21	G
Northeast Supervisors Assn	21	G
Northeast Teachers Assn	21	G
Norton Teachers Assn	38	E
Norwood Teachers Assn	28	D
Old Rochester Professional Educators' Assn	41	C
Orange Elementary Teachers Assn	04	A
Oxford Education Assn	11	B
Palmer Teachers Assn	06	A
Paraeducator Assn Of Leominster Schools	07	B
Pathfinder Education Assn	06	A
Peabody School Administrators	25	F
Pembroke Teachers Assn	34	C
Pentucket Assn Of Teachers	23	F
Petersham Educational Assn	04	A
Pioneer Valley Assn Of Support Professionals	04	A
Pioneer Valley Regional Education Assn	04	A
Pittsfield Educational Administrators Assn	01	A
Plainville Education Assn	30	E
Plymouth Administrators Assn	34	C
Plympton Teachers Assn	34	C
Professional Staff Union	49	H
Provincetown Assn Of Educators	42	C
Quabbin Regional School District Para Assn	08	B
Quabbin Regional Teachers Assn	08	B
Quaboag Education Assn	08	B
Quincy Education Assn	32	D
Randolph Education Assn	37	E
Reading Assn Of Secretaries And Clerks	21	G
Reading Paraeducators Assn	21	G
Reading Teachers Assn	21	G
Reads Collaborative Educators Assn	35	C
Revere Teachers Assn	25	F

LOCAL ASSOCIATION	District	Region
Richmond Educators' Assn	01	A
Rochester Memorial Support Personnel Assn	41	C
Rochester Memorial Teachers Assn	41	C
Rockland Education Assn	33	C
Rockport Educational Support Staff Assn	24	F
Rockport Teachers Assn	24	F
Rowe Teachers Assn	04	A
Sandwich Education Assn	41	C
Saugus Educational Paras Assn	25	F
Saugus Educators Assn	25	F
Saugus School Clerical Assn	25	F
Savoy Education Assn	01	A
Scituate Teachers Assn	33	C
Seekonk Educators Assn	39	E
Segreganset Teachers Assn	37	E
Sharon Teachers Assn	30	E
Shawsheen Teachers Assn	16	G
Shrewsbury Education Assn	10	B
Shrewsbury Paraprofessionals Assn	10	B
Shutesbury Education Assn	04	A
Silver Lake Education Assn	34	C
Sippican School Support Personnel Assn	41	C
Somerset Teachers Assn	39	E
Somerville Educators Union	19	G
South Hadley Education Assn	03	A
Southampton Teachers Assn	03	A
Southboro Teachers Assn	09	B
Southbridge Education Assn	08	B
Southern Berkshire Regional Education Assn	01	A
Southern Worcester County Educational Collaborativ	08	B
Southwick-Tolland-Granville Education Assn	02	A
Spencer-East Brookfield Teachers Assn	08	B
Springfield Administrators Assn	05	A
Springfield Education Assn	05	A
Stoneham Education Assn	17	G
Stoughton Teachers Assn	36	C
Sturbridge Educational Support Personnel Assn	08	B
Sudbury Education Assn	15	D
Sutton Education Support Assn	11	B
Sutton Teachers Assn	11	B
Swampscott Education Assn	25	F
Swansea Educators Assn	39	E
Swift River Education Assn	04	A
Tantasqua Education Assn	08	B
Taunton Administrators Assn	37	E

LOCAL ASSOCIATION	District	Region
Taunton Education Assn	37	E
Taunton Educational Secretaries & Assistants	37	E
Taunton Therapy Assistants Assn	37	E
Tecca Union	30	E
Technical Employees Assn (Springfield)	05	A
Tewksbury Teachers Assn	12	F
The Education Assn Of Natick	29	D
Topsfield Teachers Assn	23	F
Tri County Maintenance Assn	28	D
Tri County Teachers Assn	28	D
Triton Regional Teachers Assn	23	F
Truro Education Assn	42	C
Tyngsborough Teachers Assn	12	F
Umass Lowell Classified Tech Union	48	H
Umass Lowell Grant And Contract Fund Employees	47	H
Umass Lowell Ma Society Of Professors	47	H
Umass Lowell Maintenance Trade Union	48	H
Union 38 Educators Assn	04	A
Union 61 Teachers Assn	08	B
United Educators Of Pittsfield	01	A
University Staff Assn Umass Amherst	48	H
Upper Cape Cod Regional Teachers Assn	41	C
Uxbridge Teachers Assn	11	B
Wachusett Regional Education Assn	09	B
Wakefield Education Assn	21	G
Wales Essential Support Personnel	08	B
Walpole Teachers Assn	30	E
Waltham Educators Assn	17	G
Ware Teachers Assn	03	A
Wareham Education Assn	41	C
Watertown Educators Assn	18	G
Wayland Teachers Assn	15	D
Webster Administrative Assistants	11	B
Webster Administrators Assn	11	B
Webster Educators Assn	11	B
Webster Instructional Assistants Assn	11	B
Wellesley Educators Assn	29	D
West Boylston Teachers Assn	09	B
West Bridgewater Education Assn	35	C
West Springfield Education Assn	02	A
Westborough Education Assn	09	B
Westfield Education Assn	02	A
Westford Education Assn	12	F
Westhampton Teachers Assn	03	A
Weston Aides And Paraprofessionals Assn	15	D
Weston Education Assn	15	D

LOCAL ASSOCIATION	District	Region
Weston Educational Administrative Assistants Assn	15	D
Westwood Teachers Assn	28	D
Weymouth Educators Assn	32	D
Whitman-Hanson Education Assn	35	C
Whittier Regional Teachers Assn	23	F
Williamsburg Teachers Assn	03	A
Wilmington Teachers Assn	16	G
Winchendon Secretaries Assn	07	B
Winchendon Support Personnel Assn	07	B
Winchendon Teachers Assn	07	B
Winchester Education Assn	16	G
Winthrop Teachers Assn	25	F
Woburn Teachers Assn	16	G
Wrentham Educators' Assn	30	E

Updated March 2025.

BOARD OF DIRECTORS & EXECUTIVE COMMITTEE

EXECUTIVE COMMITTEE - REGION A	Cedric Cunningham
BOARD DIRECTOR District 01A	Kelsey Romano
BOARD DIRECTOR District 02A	Kristy Dyer
BOARD DIRECTOR District 03A	Paul Johnson-Calderon
BOARD DIRECTOR District 04A	Danielle Seltzer
BOARD DIRECTOR District 05A	Tracy Little-Sasanecki
BOARD DIRECTOR District 06A	Jennifer Silva
BOARD DIRECTOR District 26A	Diane Baez
EXECUTIVE COMMITTEE - REGION B	Kirsten Frazier
BOARD DIRECTOR District 07B	Magdalena Goodgion
BOARD DIRECTOR District 08B	Brian Leonard
BOARD DIRECTOR District 10B	Tina Mansfield
BOARD DIRECTOR District 11B	Matthew McAuliffe
EXECUTIVE COMMITTEE - REGION C	Katuska Lecaro
BOARD DIRECTOR District 33C	June Gustafson
BOARD DIRECTOR District 34C	Mary Pat Dodge
BOARD DIRECTOR District 35C	Christopher Szkutak
BOARD DIRECTOR District 36C	Kimberly Gibson
BOARD DIRECTOR District 41C	Nicole Roberge
BOARD DIRECTOR District 42C	Cheri Armstrong
BOARD DIRECTOR District 43C	Cheri Cluff
EXECUTIVE COMMITTEE - REGION D	Gayle Carvalho
BOARD DIRECTOR District 14D	Sarah Mckeon
BOARD DIRECTOR District 15D	Shelly Fraser
BOARD DIRECTOR District 27D	Justin Brown
BOARD DIRECTOR District 28D	Elizabeth Goldberg
BOARD DIRECTOR District 29D	Kyle Gekopi
BOARD DIRECTOR District 32D	Truong Dinh
EXECUTIVE COMMITTEE - REGION E	Cynthia Roy
BOARD DIRECTOR District 30E	Jacquelyn Rehm
BOARD DIRECTOR District 37E	Naomi Akan
BOARD DIRECTOR District 38E	Joseph Spremulli
BOARD DIRECTOR District 39E	Keith Michon
BOARD DIRECTOR District 40E	Christopher Saulnier

EXECUTIVE COMMITTEE - REGION F	Barry Davis
BOARD DIRECTOR District 12F	Adam Snodgrass
BOARD DIRECTOR District 13F	Amanda Montero
BOARD DIRECTOR District 22F	Matthew Bach
BOARD DIRECTOR District 23F	Jennifer Zabelsky
BOARD DIRECTOR District 24F	Laura Newton
BOARD DIRECTOR District 25F	Roxanne Campbell
EXECUTIVE COMMITTEE - REGION G	John Sullivan
BOARD DIRECTOR District 16G	Diana Marcus
BOARD DIRECTOR District 17G	Julia Norman
BOARD DIRECTOR District 18G	Jamie Rinaldi
BOARD DIRECTOR District 19G	Robert Travers Jr.
BOARD DIRECTOR District 20G	Kimberly Auger
BOARD DIRECTOR District 21G	William Karvouniaris
EXECUTIVE COMMITTEE - REGION H	Anneta Argyres
BOARD DIRECTOR District 44H	Ntohm Izuchi
BOARD DIRECTOR District 44H	Paul Johansen
BOARD DIRECTOR District 45H	Luis Rosero
BOARD DIRECTOR District 46H	Jeanne Brunner
BOARD DIRECTOR District 47H	Adam St. Jean
BOARD DIRECTOR District 48H	Mary Malinowski
BOARD DIRECTOR District 49H	Andrew Gorry
MTA PRESIDENT	Max Page
MTA VICE PRESIDENT	Deborah McCarthy
EXECUTIVE COMMITTEE - AT LARGE ESP	Yahaira Rodriguez
AT-LARGE DIRECTOR FOR ESPs	Holly Currier
AT-LARGE ETHNICALLY MARGINALIZED EXECUTIVE COMMITTEE	Elizabeth Tyrell
AT-LARGE DIRECTOR FOR ETHNICALLY MARGINALIZED MEMBERSHIP	Rosa Lopez-Whitehill
EXECUTIVE COMMITTEE STATEWIDE RETIRED	Andrei Joseph
BOARD DIRECTOR STATEWIDE RETIRED	Clifford Fonsh
BOARD DIRECTOR STATEWIDE RETIRED	Joseph Herosy
NEA SENIOR DIRECTOR	Christine Mulroney
NEA DIRECTOR	John Bracey
NEA DIRECTOR	Brian Fitzgerald
NEA DIRECTOR	Kyle Gekopi
NEA DIRECTOR	Deborah Gesualdo
NEA DIRECTOR	Nicole Prevost
EXECUTIVE DIRECTOR-TREASURER	Mike Fadel

COMMITTEES

STRUCTURE AND POLICIES OF MTA COMMITTEES

I. STRUCTURE

The MTA committee structure shall consist of five types of committees: committees of the bylaws, policy committees, program committees, special project groups, and temporary task forces. Committees may be authorized by the MTA Bylaws, by the Executive Committee, by the Board of Directors, or by the Annual Meeting of Delegates. For purposes of this policy, they shall be referred to as “committees” and any exceptions shall be noted.

All committees are responsible to the Board of Directors through the Executive Committee. Committees of the bylaws and task forces created by the Annual Meeting of Delegates have a dual responsibility to the Annual Meeting of Delegates and to the Board of Directors.

A. Committees of the MTA Bylaws

The MTA Bylaws requires ten committees and defines their structure and functions: Advisory Budget Committee, Bylaws and Rules Committee, Candidate Recommendation Committee, Credentials and Ballot Committee, Electoral Review Committee, Hearing Committee, Committee on Professional Standards and Ethics, Resolutions Committee, Retired Members Committee, and Workplace Equity Committee.

B. Policy Committees

Policy committees fulfill important functions and priorities of the Association, as established by the MTA Board of Directors or the Annual Meeting of Delegates. They implement and monitor ongoing policy requirements, and unless otherwise charged, are not responsible for program development. The charge or function of each such committee is established by the MTA policy to which it is responsible. Policy committees are: Board Negotiating Team, Committee to Evaluate the Executive

Director-Treasurer, Equal Opportunity Council, Ethnically Marginalized Affairs Committee, Personnel Selection Team, State Review Channel.

C. Program Committees

There are five program committees: Full Capacity Local Training Committee, Government Relations Committee, Training and Professional Learning Committee, and Human Relations Committee. The role of program committees shall be:

- to be assigned appropriate special projects by the President, the Executive Committee, or the Board;
- to advise MTA governance and the divisions to which they are attached on policies and programs within their charge;
- to recommend appropriate programs to meet designated committee goals;
- to assist the divisions to which they are assigned in monitoring trends;
- to assist in the implementation of proposed programs; and
- to submit an annual report.

D. Special Project Groups

Special Project Groups are committees that are created and serve at the pleasure of the Board of Directors. Although they are ad hoc, they tend to be permanent committees.

E. Task Forces

Task forces are temporary groups created to fill a specific task and then sunset, when assignment to an existing committee is not logical or advisable. The task forces are temporary, short-term or special projects established by the MTA Executive Committee, Board of Directors or Annual Meeting of Delegates to fulfill a specific task. The MTA Executive Committee and Board of Directors will establish the specific expectations for each task force, including timeline, composition, responsibilities, and resources needed for successful implementation.

II. SIZE

- A. Committees shall have up to nine members including the Chair, at the discretion of the President, except where a specific number is dictated by the charge of the committee, the policy that created the committee, or the MTA Bylaws.

III. CHARGES

- A. When a governance body establishes a committee, it shall set forth the charge (or mission), desired composition, intended longevity of the newly created entity, and deadlines for its final report and recommendations. The committees have the ability to refine priorities and determine how best to implement them.
- B. Committees established by the MTA Bylaws or specific MTA Policies have their charges defined by these documents.
- C. At any time during the year, additional specific tasks may be assigned to committees by the President, the Executive Committee, the Board of Directors, or by the Annual Meeting of Delegates. All such assignments shall include reasonable but specific deadlines.
- D. If an assigned task carries a budgetary impact, the funding must be provided for at the time of the creation, the new assignment, or at the next following Executive Committee meeting.
- E. The specific charge that each committee will address will be determined by the MTA Executive Committee with the approval of the MTA Board of Directors. This charge will serve as the framework within which the committee will operate. The President, the Executive Director-Treasurer, the Executive Committee and the Board of Directors may require collaborative efforts involving several divisions and committees depending on MTA needs.
- F. To the extent possible, the projects of program committees will reflect major MTA priorities, goals, objectives, and other imperatives, as appropriate.

IV. BUDGETS

- A. The Annual Meeting in May will adopt the bottom-line total for committee budgets in the Governance Budget. The Board of Directors will adopt the line-item committee Budgets at the August or October meetings. The Executive Committee may authorize additional funding for existing committees. After the budget process, changes to approved profiles and budgets with substantive budgetary impact shall be presented to the Executive Committee for approval in writing stating the reason(s) for the request for additional funding.
- B. Written proposals for new conferences, major new programs or newsletters developed by committees shall be presented to the Vice President/ABC Chair no later than the November Executive Committee meeting for preliminary approval before the annual budget process.
- C. Programs developed by the committees and accepted for continuation will be assigned by the Executive Director-Treasurer to the appropriate MTA division or program area for continued implementation. The assigned division (program area) budget should reflect the addition of such programs.
- D. Chairs and their respective Staff Consultants should communicate with Directors of divisions to be impacted

by their projected requests, for the purpose of developing a coordinated effort and to provide input toward the creation of the division budgets for the next fiscal year.

- E. The funding of task forces authorized by the Annual Meeting of Delegates will be submitted to the Executive Committee for approval at its May/June meeting.
- F. Funding for committee members to attend the Annual Meeting of Delegates, the Summer Conference, statewide, regional or national conferences may be authorized only in the instance where attendance is required.
 1. Annual Meeting of Delegates: Expenses may be authorized only for members of the following committees which have specific Annual Meeting assignments for the duration of that assignment: Advisory Budget Committee, Bylaws and Rules Committee, Credentials and Ballot Committee, Electoral Review Committee (when applicable), and the Resolutions Committee. These expenses will be reflected in the Committees' budgets.
 2. Summer Conference: Expenses may be authorized for members of committees who have specific responsibilities for workshops or major events at the Summer Conference for the day(s) required for the specific activity(ies). These expenses will be reflected in the committees' budgets.
 3. Regional and Statewide Conferences: If the committee is sponsoring a workshop or conference, expenses may be authorized for members who have specific responsibilities. These costs will be reflected in the committee's budget.
 4. In-State and National Conferences: Funding for attendance of committee members at in-state and/or national conferences sponsored by the NEA, other MTA committees, or other organizations must be approved by the MTA President in advance and funded through the President's Conference Account in the Governance Budget.

V. CHAIRS AND STAFF CONSULTANTS

- A. The Chairs will confer periodically with their Staff Consultants for planning purposes.
- B. Each Chair shall report to the President all areas to be addressed which may result in a recommendation to the Board relative to an MTA position on pending issues.
- C. The agenda of the Executive Committee and the Board of Directors shall be forwarded to Chairs.
- D. To aid the Chair and to assist in fulfilling assignments and objectives, the Executive Director-Treasurer shall assign a Staff Consultant to each committee. The Staff Consultant to each program committee shall be the Division Director. The Staff Consultant is responsible to the Executive Director-Treasurer. The Staff Consultant may act only within the established scope of duties as determined by the Executive Director-Treasurer under the policies of the Board of Directors.
- E. Chairs shall respond in writing to all written communications addressed to the attention of the committee.

VI. RESPONSIBILITIES OF THE COMMITTEE CHAIR

- A. Appointment to the position of Committee Chair is not a forum for individual, local or county concerns. All concerns brought to the committee must be acted upon in light of statewide importance and within the parameters of the MTA's strategic plan.
- B. Be familiar with the charge to the committee and stay within the confines of the charge.
- C. Be familiar with the budget of the committee, the annual budget process, how the committee's budgeted amount is to be used, and stay within the budget parameters of the committee profile.
- D. At the first meeting of the committee, the Chair and the Staff Consultant shall assure that the following are completed:
 - Review attendance policies.
 - Set meeting schedule for the year.
 - Examine the committee charge.
 - Inform members of the meeting location.

- Make clear that members may not send substitutes or alternates to committee meetings.
 - Explain reimbursement procedures.
 - Appoint/elect a recorder and, if needed, a Vice Chair for the committee.
- A. Set the agenda for each committee meeting and provide it to the Staff Consultant in time to distribute to committee members prior to each meeting.
 - B. Facilitate committee deliberations, utilizing time efficiently and accomplishing the work of the committee in the least amount of meetings.
 - C. Work with colleagues as a guiding force to remain on topic and reach appropriate decisions.
 - D. Appoint the Co-Chair or Vice Chair as Chair, if it is necessary to be absent from a meeting.
 - E. Provide the Staff Consultant with all requests for information or assistance in performing the committee's work.
 - F. In coordination with the Staff Consultant, responds in a timely way to implementation assignments in the ALERTS from the Executive Committee meetings, Board of Directors' meetings, and the Annual Meeting of Delegates.
 - G. File an annual report, including attendance record, by June 1 of each year. All reports will be submitted to the June Board of Directors' meeting.

VII. RESPONSIBILITIES OF THE COMMITTEE STAFF CONSULTANT

The Staff Consultant is the key MTA staff resource for the assigned committee or special project group. The Staff Consultant serves in an advisory capacity, arranges and attends meetings, and facilitates all goals and activities of the committee in coordination with the Chair.

- A. Reviews the charge with the committee and stays within the confines of the charge.
- B. Assists the Chair in planning the agenda for each meeting.
- C. Works with the Chair to focus members on established goals.
- D. Distributes the agenda and minutes to committee members prior to each meeting.
- E. At the first meeting of the committee, the Chair and the Staff Consultant shall assure that the following are completed:
 - Review attendance policies.
 - Set meeting schedule and location for the year.
 - Review the committee charge.
 - Make clear that members may not send substitutes or alternates to committee meetings.
 - Explain reimbursement procedures.
 - Appoint/elect a recorder and, if needed, a Vice Chair for the committee.
- F. Staff Consultants are responsible for collecting, coding account numbers, approving, and submitting meeting expense vouchers to the Division of Finance and Accounting within one work week of a committee meeting. Vouchers must be approved in accordance with MTA expense policies and procedures. The Staff Consultant is responsible for assuring that all vouchers are properly filled out with accurate mileage, appropriate dates and locations, member's address, and detailed receipts.
- G. Provides content advice to the Chair and members.
- H. Provides material needed by the committee.
- I. Advises the committee on MTA's policies and procedures as necessary.
- J. Works with the Chair to provide appropriate orientation of new members.
- K. Arranges for the booking of committee meetings and providing a final meal count to the appropriate MTA staff responsible for booking the meetings at MTA or external facilities. Forwards meeting

notices to committee members with response deadlines. If there is a conflict in scheduling a meeting at an MTA location, the meeting may be held at one of the approved external meeting sites.

- L. Notifies the Chair of attendance prior to a scheduled meeting.
- M. In coordination with the Chair, responds in a timely way to implementation assignments in the ALERTS from the Executive Committee meetings, Board of Directors' meetings, and the Annual Meeting of Delegates.
- N. In conjunction with the Chair, files an annual report including attendance record by June 1 of each year. All reports will be submitted to the June Board of Directors' Meeting.

VIII. RESPONSIBILITIES OF COMMITTEE MEMBERS

- A. Appointment to the position of committee member is not a forum for single, individual, local, or county concerns. All concerns brought to the committee must be acted upon in light of statewide importance and impact.
- B. Attend all committee meetings in accordance with the attendance policy.
- C. Arrive promptly at the scheduled meeting time. Committees operate on a very tight schedule. Please anticipate emergencies and traffic tie-ups, and allow enough time so it will not be a problem.
- D. It is very important to respond to the e-mail or letter regarding each meeting by the response deadline. If you respond yes, but find you cannot attend due to some unforeseen circumstance, please notify the Staff Consultant as soon as possible.
- E. Substitute or alternates are not permitted to attend in place of committee members.
- F. If absent from a meeting, it is the responsibility of the committee member to contact the Chair or Staff Consultant to be updated about what transpired at the meeting.
- G. Be informed about agenda items and come to meetings prepared to discuss them.
- H. Solicit suggestions and ideas and bring them to the committee.
- I. Committee members are expected to follow MTA's expense reimbursement policy.

IX. ROLE OF THE OFFICERS ON COMMITTEES

- A. The Officers are ex-officio members of all committees and are invited to all meetings. Committee members should not feel it is unusual if an Officer drops in on a meeting.
- B. The President makes committee appointments.
- C. The President appoints committee chairs with the approval of the Executive Committee.
- D. Committee members who do not meet the attendance policy requirements, or whose attendance is erratic, will be removed from the committee by a notice from the President.
- E. The President oversees the implementation of committee policies.
- F. The President provides direction to committees on specific activities.
- G. The President communicates with Chairs and Staff Consultants on any changes to policies and procedures.

X. RECRUITMENT OF MEMBERS TO COMMITTEES

- A. Information on MTA committees shall be posted on the MTA website, along with a form to be filled out by members who are interested in serving. The link to this information will be publicized prominently at least once per year in an issue of MTA Today. Applications for committee service from interested members must be submitted to the MTA President.
- B. Applications may be initiated by individual members or recommended by local leaders, Board members, committee chairs or members, or MTA staff.

- C. The letter of application shall include committee preferences and provide information helpful to the President in making appropriate appointments to specific committees.

XI. APPOINTMENT PROCESS AND TERMS

- A. The Chairs of committees shall be appointed by the President concurrent with his/her term, with the approval of the Executive Committee. (Initial Appointment: July Executive Committee Meetings.) In the event that a new Chair is not appointed by
- B. July 15, the present Chair will continue to serve until a new appointment is made.

- C. Members of committees shall be appointed by the President.
- D. Members of committees shall, at the time of their appointment, be members of MTA. Failure to retain membership in the MTA by a committee member shall be just cause for removal from committee membership by the MTA President who may appoint a replacement.
- E. Members of committees are eligible to be appointed for up to six (6) consecutive years, including Chairs, but serve at the discretion of the President. In no event shall a member serve for more than six consecutive years. Interim vacancies shall be filled by the President and each interim appointee shall commence a new term sequence. Regardless of the actual date of appointment, all terms shall be interpreted to commence on July 1 of the current fiscal year. The Chairs will submit recommendations to the President annually relative to continuation of the committee or the re-appointment of its members.

This provision shall not apply to Chairs or committees that are subject to conflicting bylaw or policy provisions relative to terms and appointments. Task forces are also exempt, and members appointed shall serve at the discretion of the President or until the completion of the charge.

In the event the committee has more or less than nine members, the President shall make adjustments accordingly. Subsequent appointments will be in compliance with the two-year term appointment provision in the existing policy. The six-year term limit continues to apply regardless of staggering, even if it results in a five-year term limit in some cases. For purposes of maintaining the staggering, those members of newly formed committees who were originally appointed for one-year terms will be eligible to serve a maximum of five years.

Time served on the temporary committee or task force shall be counted toward the six-year term limit on the permanent committee.

- F. Members of the Advisory Budget Committee shall be elected or appointed for a two-year term. Interim vacancies shall be filled by election (Executive Committee and Board members) or by appointment (local association members) for the remainder of the term. If a vacancy occurs between Executive Committee or Board meetings, the President may appoint subject to ratification by the appropriate policymaking body at its next meeting.

The President, in an emergency situation, is authorized to appoint an interim replacement to fill any vacancy on the Advisory Budget Committee for the remainder of the fiscal year.

- G. Insofar as possible, consideration for appointment will be given to geographical balance, teaching level, constituency representation, relevant experience or expertise.
- H. Members who are full-time employees of the MTA cannot sit as voting members on any MTA committee. Any member who is presently a full-time employee and sits on a committee as a voting member shall move to a non-voting status, if he or she remains on the committee. Employees may attend committee meetings as non-voting staff resources. Members who are part-time or stipend employees of MTA may serve on committees if appointed or elected. There may be exceptions to this policy; for example, when a special committee or task force is formed for a specific organizational activity requiring cross-divisional participation of members, leaders, and staff.

XII. MEETINGS

- A. Meetings will be held at MTA, local, no-cost or low-cost facilities.
- B. The President and Vice President are members ex officio of all committees and may attend meetings.
- C. MTA will publish on the website the dates, times, and locations of all committee meetings.

XIII. REPORTING

Each committee shall keep minutes of its meetings and attach an attendance list.

Board members planning to attend a meeting should notify the Chair in advance.

In accordance with the MTA Bylaws, the Chairs of committees shall submit their annual reports to the June meeting of the Board of Directors. The attendance record for the entire year will be attached to the annual report.

XIV. COMMITTEE ATTENDANCE POLICY

Serving on an MTA committee is an honor and an important responsibility. To this end, please adhere to the attendance policy.

- A. The expectation is that a committee member will attend all meetings of the committee.
- B. Committee members are required to respond to the meeting notice by the response deadline whether they will or will not be able to attend the meeting.
- C. In the event of an emergency/illness, the committee member must e-mail or call the Staff Consultant as soon as possible so that dinner may be cancelled.
- D. If a committee member does not respond to the meeting notice, he/she will be considered absent.
- E. Committee members whose attendance is erratic or who do not comply with the attendance policy will be removed.
- F. Committee members are expected to attend at least 75% of all committee meetings or they will be removed from the committee.
- G. It is the responsibility of the Chair and Staff Consultant to notify the President when a committee member has not complied with the attendance policy.

XV. EXPENSE REIMBURSEMENT

The provisions of Finance Policy No. 95.30.10 are applicable to members of MTA committees in connection with their attendance at meetings of their respective committees.

XVI. BUSINESS TRAVEL ACCIDENT INSURANCE COVERAGE

MTA committee members shall be provided with Accidental Death and Dismemberment Insurance Coverage for \$50,000 per individual while traveling on committee business.

Board of Directors: Revised June 2004

Board of Directors: Revised January 2013, December 2015, January 2015, June 2020

Committee Descriptive Narratives and Charges

COMMITTEES OF THE BYLAWS

ADVISORY BUDGET COMMITTEE

The Advisory Budget Committee reports to the Executive Committee its assessment of the financial needs of the MTA, and makes recommendations to the Executive Committee on budget, capital needs and other financial matters.

Bylaw reference: ARTICLE X, Section 2. Advisory Budget Committee.

Policy reference: Policy No. 95.90.05. Policy for Capital Expenditures and Bids.

BYLAWS AND RULES COMMITTEE

Receives and processes proposed amendments to the MTA Bylaws and Rules, makes a report and recommendations to the Board of Directors and to the Annual Meeting of Delegates.

Bylaw reference: ARTICLE X, Section 3. Bylaws and Rules Committee.

Standing Rule references:

RULE 8: Amendments to Bylaws and Standing Rules.

RULE 13: Distribution of Bylaws, Standing Rules and Resolutions.

MTA Bylaws, Rules and Resolutions: MTA Bylaws and Standing Rules Sections.

CANDIDATE RECOMMENDATION COMMITTEE

The Candidate Recommendation Committee recommends support of candidates for state and federal office.

Board of Directors: August 1996; Amended August 1997

Bylaw reference: ARTICLE X, Section 10. Candidate Recommendation Committee.

Policy references: Policy No. 135.25. MTA Candidate Recommendation Committee Procedures. Policy No. 70.33. Policy/Procedure for the Election of the Members of the MTA Candidate Recommendation Committee.

CREDENTIALS AND BALLOT COMMITTEE

Supervises MTA and NEA elections, registers delegates at the Annual Meeting, conducts ballot lotteries, reviews candidate bios, certifies election results and monitors campaign regulations.

Bylaw reference: ARTICLE X, Section 4. Credentials and Ballot Committee.

Standing Rules reference: ALL STANDING RULES. Policy references:

Policy Section 70. All Election Policies.

Policy Section 35. All Campaign Regulations.

ELECTORAL REVIEW COMMITTEE

The Electoral Review Committee reviews and makes recommendations regarding electoral districts and regions to the Board of Directors and the Annual Meeting of Delegates.

Bylaw references:

ARTICLE X, Section 5. Electoral Review Committee.

ARTICLE VIII. ELECTORAL DISTRICTS AND REGIONS.

HEARING COMMITTEE

If necessary, the Hearing Committee would conduct removal proceedings for president, vice president, district directors and regional executive committee members.

Bylaw references:

ARTICLE X, Section 6. Hearing Committee.

ARTICLE XI, DISCIPLINE, DISAFFILIATION AND RECALL.

Policy reference: Policy No. 105.05. Hearing Committee Rules of Procedure

COMMITTEE ON PROFESSIONAL STANDARDS AND ETHICS

The Board of Directors endorsed the change in direction for the Committee of Professional Standards and Ethics, which is moving from a litigation to a mediation model, with a pro-active publication campaign for the Code of Ethics of the Education Profession and adopted the following recommendations of the Subcommittee on Ethics:

- (1) That appropriate training be provided on an on-going basis for the ethics committee members. (Intent: dispute resolution, professional ethics issues.)
- (2) That membership on the ethics committee be staggered so that no more than one-third of the terms expire within a given year.

Board of Directors: March 1993

Policy References: Code of Ethics of the Education Profession.

NEA/RA July 1970; MTA Board March 1971; Amended June 2001

CODE OF ETHICS COMPLIANCE PROCEDURES

MTA Board March 1971; Revised January 1974; Revised December 1974; Revised June 2001; January 2015

Executive Committee Appellate Review Board for Ethics Cases – Hearing Procedures: Discipline and Disaffiliation.

The Committee on Professional Standards and Ethics informs the membership of the existence of the Code of Ethics of the Education Profession, as adopted by the NEA Representative Assembly, and undertakes reasonable efforts to familiarize the membership with its provisions. It has the discretion to render informal advisory opinions upon inquiry by a member or a local affiliate, and mediates disputes if requested.

Bylaw reference: ARTICLE X, Section 7. Committee on Professional Standards and Ethics.

Ethics Booklet reference: Code of Ethics of the Education Profession and MTA Procedures for Compliance with the Code of Ethics of the Education Profession.

Policy references: Policy No. 85.35.02. Executive Committee Hearing Procedures as a Membership Board.

Copies of the Code of Ethics and Compliance Procedures are available from the MTA Division of Legal Services

RESOLUTIONS COMMITTEE

The Resolutions Committee receives and processes proposed resolutions, makes a report to the Board of Directors and makes recommendations to the Annual Meeting of Delegates.

Bylaw reference: ARTICLE X, Section 8. Resolutions Committee.

Standing Rule reference: RULE 7: Resolutions.

MTA Bylaws, Rules and Resolutions: MTA Resolutions Section.

RETIRED MEMBERS COMMITTEE

The Retired Members Committee establishes opportunities for retired members to address and pursue issues of common concern, creates avenues to safeguard and strengthen retirement benefits and makes recommendations to the MTA on such issues, provides forums for information sharing, establishes involvement in the election of pro-education candidates to public office and lobby for educational measures in support of public education, coordinates communications with Statewide Retired District delegates and retired members.

Bylaw reference: ARTICLE X, Section 9. Retired Members Committee.

Policy reference: Policy No. 70.34. Electoral Process: MTA Retired Members Committee

WORKPLACE EQUITY COMMITTEE

The Workplace Equity Committee receives (and adjudicates) complaints of harassment filed by an MTA employee against any member, officer, Board or Executive Committee member.

Bylaw reference: ARTICLE X, Section 11. Workplace Equity Committee.

Policy reference: Policy No. 175.111. MTA Workplace Equity Committee Policy on Complaints of Harassment, Inappropriate or Unlawful Conduct in the Workplace Against MTA Officers

POLICY COMMITTEES

BOARD NEGOTIATING TEAM

The Board Negotiating Team negotiates collaborative bargaining agreements with MTA employee organizations and the employment agreement terms and salary between MTA and the Executive Director-Treasurer and makes recommendations to the Board of Directors. The Team also hears FSO and MATA unresolved grievances beyond the level of the Executive Director-Treasurer.

Policy references:

Policy No. 20.40.01. Composition. Policy No. 20.40.02. Grievances. Policy No. 20.40.03. Stipend.

Policy No. 20.40.04. Board Negotiating Team Candidates for Staff Positions.

COMMITTEE TO EVALUATE THE EXECUTIVE DIRECTOR-TREASURER (CEED)

CEED sets goals with the Executive Director-Treasurer, evaluates the Executive Director-Treasurer, and provides reports to the Board of Directors.

Policy reference: Policy No. 90.05. Evaluation Procedure for Executive Director-Treasurer.

EQUAL OPPORTUNITY COUNCIL

The Equal Opportunity Council oversees the implementation of the Equal Employment and Affirmative Action Policy and serves as advisor to the Executive Director-Treasurer or designee. The EOC also

- (1) Interfaces with the Employee Relations Specialist (“ERS”) (formerly referred to as the EEO

Officer) and monitors the Equal Employment and Affirmative Action Policy compliance, the implementation of programs and procedures related to the Policy and may participate in the resolution of problems as they relate to the Policy.

- (2) Reviews the Policy at least annually and recommends changes related to the Policy or relays concerns related to compliance with the Policy to the Board of Directors by the June Board meeting or upon such later date as may be mutually agreed upon by a majority vote of the EOC.
- (3) Monitors compliance with the Policy, identifies inequities or problem areas and makes recommendations to the appropriate authority in the following sequence: ERS, Director of Human Resources, Executive Director-Treasurer, MTA Executive Committee, MTA Board of Directors.
- (4) Reviews employment practices to ensure they are in alignment with the Policy and makes recommendations to the Board of Directors.
- (5) Reviews hiring and recruitment reports prepared by the Human Resources Division compliance with the Policy.
- (6) Reviews audits of employment and promotional patterns prepared by the Director of Human Resources or the ERS and periodically reviews recruitment procedures.
- (7) For divisions within MTA whose workforce does not reflect alignment with the Policy, the EOC shall determine whether the selection criteria and/or the recruitment process are contributing factors and make appropriate recommendations.

Policy reference: Policy No. 175.25. Equal Employment and Affirmative Action Policy.

ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE (EMAC)

The Ethnically Marginalized Affairs Committee provides opportunities for pro-active leadership for the identification, development and empowerment of Ethnically Marginalized membership at all levels of the MTA.

Board of Directors: Amended December 2004 – name change

Policy reference: Policy No. 160.10. MTA Ethnically Marginalized Involvement Plan (MIP)

PERSONNEL SELECTION TEAM

The Personnel Selection Team interviews and recommends candidates for management and professional staff positions. An annual training program is required by the Hiring Policy.

- (1) Reviews documentation related to candidates recommended by the hiring manager.
- (2) Interviews recommended candidates.
- (3) Recommends a candidate for approval by the Executive Committee or Board of Directors, as appropriate for the position vacancy.
- (4) Ranks candidates if more than one is acceptable.
- (5) Completes Recruitment Report (President or designee) and forwards to the Personnel Officer upon selection of the final candidate.
- (6) Informs Personnel of the selected candidate.

Policy reference: Policy No. 175.45. Hiring Policy and Procedure for Management and Professional Staff.

STATE REVIEW CHANNEL

The State Review Channel is responsible for appellate review of challenges to statewide, regional, retired, student and local NEA delegate elections, and for challenges to elections for MTA elective office.

Policy reference: Policy No. 70.40. State Review Channel Procedures for Appellate Review of Challenges to Statewide, Regional, Retired, Student and Local NEA Delegate Elections and Challenges to Elections for MTA Elective Office.

PROGRAM COMMITTEES

FULL CAPACITY LOCAL TRAINING COMMITTEE

Review and restructure MTA leadership and professional training programs and delivery systems to align with the Strategic Action Plan to ensure membership participation and efficient use of organizational resources (i.e. trainings are aligned with the stated needs of locals, chapters and members and impart skills and knowledge necessary to strengthen local capacity and expand professional skills).

- Create a common curriculum for all leadership and professional training programs aligned with skills and knowledge desired for each capacity (leadership, communication skills, political action, professional standards, regulatory requirements, external messaging, member-generated public relations and media outreach, etc.
- Develop online training modules, webinars and narrated PowerPoints in addition to live trainings.
- Annually disseminate a catalog that describes offerings, along with knowledge and skills to be learned, a schedule of trainings and information on scheduling training programs locally.
- Develop training evaluations to capture data necessary to assess and improve content and delivery.
- Fold in duties of the Affiliate Services Committee and Summer Conference training.

Board of Directors: December 2010

GOVERNMENT RELATIONS COMMITTEE

The Government Relations Committee develops and recommends to the Board of Directors the adoption of the MTA's Legislative Program, support and opposition statements, and monitors the ongoing progress.

HUMAN RELATIONS COMMITTEE

The Human Relations Committee solicits, reviews and selects recipients for the MTA Human and Civil Rights Awards, and plans the annual Human and Civil Rights Awards Banquet.

EDUCATION POLICY AND PRACTICE COMMITTEE

The Professional Development Committee supports the work of the MTA Center for Education and Policy and Practice, which has been focusing on three main areas, all of which are tied to recommendations made in the Teachers' Blueprint for Education Excellence:

- Influencing educational policy, including the Board of Education, other educational organizations, and those in a position to make educational decisions;
- Informing, educating and improving understanding of educational issues;
- Improving practice for teachers and paraprofessionals.

Board of Directors: July 1990, Amended: 2002

Policy reference: Policy Section 55. Educational and Professional Issues

TRAINING AND PROFESSIONAL LEARNING (TPL) COMMITTEE

The TPL Committee is charged with the following:

- Consulting and advising the Division of TPL on matters related to educator professional development;
- Conducting an annual needs assessment of MTA members;
- Suggesting legislation and regulatory changes to the appropriate MTA committee or Division on matters related to educator professional development requirements;
- Reviewing TPL programming and making suggestions for additions and revisions; and

- Working with TPL and Communications staff to promote TPL programming on social media and other appropriate communication vehicles.

Board of Directors: March 2016

SPECIAL PROJECT GROUPS

EDUCATION SUPPORT PROFESSIONALS (ESP) COMMITTEE

The ESP Committee identifies and defines issues of education support professionals; selects the recipient of the annual ESP award and makes a recommendation to the Board of Directors for presentation of the ESP award at the ESP Conference.

- (1) The ESP Committee shall identify and define education support professional issues.
- (2) The ESP Committee shall assist in the administration of the Annual ESP Award, shall serve as the MTA selection committee for the ESP Award and shall make a recommendation to the March meeting of the MTA Board of Directors for presentation of the ESP Award at the annual ESP conference.
- (3) The MTA ESP of the Year recipient will be appointed as an ex-officio member of the ESP Committee for a term of one year, beginning on July 1 following the awarding of the honor.

Board of Directors: December 1994; Amended December 2000; Edited December 2001; Amended June 2004; Amended October 2021

Policy reference: Policy No. 15.50. Education Support Professionals Award Program.

ENVIRONMENTAL HEALTH AND SAFETY COMMITTEE

The Environmental Health and Safety Committee supports and encourages and acts as a resource for the MTA and its affiliates in their efforts to promote healthy and safe environments for staff and students. In particular, the EH&S will:

- Maintain an accessible central location of EH&S information in schools.
- Advocate passage of legislation that seeks to protect children and staff from EH&S problems.
- Continue MTA initiatives and efforts to educate members and staff.
- Encourage the formation of local EH&S committees, including the use of EPA's "Tools for Schools" Program.
- Encourage MTA locals to bargain for contract language that will promote healthy and safe environments.

Board of Directors: August 1998; Amended March 2003 – name change; Amended June 2003

MTA INVESTMENT COMMITTEE

The MTA Investment Committee shall review, make recommendations, oversee, and work with the Director of Finance and Accounting and appropriate financial consultants to ensure that MTA investments are properly invested and monitored.

The MTA Investment Committee's fiduciary responsibility to the MTA regarding its funding role is to ensure that investments are made that best serve the professional and economic interest of the members.

Board of Directors: December 2005; Amended editorially 2012

Board of Directors: August 2021

Policy Reference: 95.50.02 MTA Statement of Investment Policy, Objectives and Guidelines.

LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER + ISSUES COMMITTEE

The LGBTQ+ Issues Committee undertakes the following activities:

- Identifies concerns of LGBTQ+ members and students;
- Recommends to the Board of Directors mechanisms to address those concerns;
- Monitors the implementation and effectiveness of LGBTQ+ membership activities;
- Communicates to MTA members activities of concern to LGBTQ+ members.

Board of Directors: June 1994; Name change, amended: February 2017

NEA CONVENTION PLANNING COMMITTEE

The NEA Convention Planning Committee assists the President in planning for the next-scheduled NEA Convention, and helps to organize the Massachusetts delegates for the upcoming NEA Representative Assembly. The NEA Convention Social Subcommittee works with the Conference Administrator to plan interesting, informative and entertaining social functions around the NEA Convention events for the attending Massachusetts delegates (and their families).

Policy reference: Policy No. 165.45.10. NEA Convention Planning Committee.

NEW MEMBER COMMITTEE

The New Member Committee exists to create an environment in which the Association will be there first in providing new members with orientation and information to assist them in becoming acclimated to the work and Association environment.

Charge One: Develop special resource materials for new educators.

Charge Two: Advise the editor of the MTA Today on information for new educators as needed and assist the MTA Web master with MTA's New Members section and maintain communications with new members.

Charge Three: Develop and facilitate a very visible New Member Program at the Summer Conference and other programs such as the Early Career Educators Conference.

Charge Four: Work with other MTA committees and departments to develop presentations and workshops to benefit new members (wherever possible and appropriate).

Charge Five: Maintain a membership of at least 15, but no more than 20 members whenever possible, specifically including as members of the Committee previous participants in Committee programming whenever possible.

Board of Directors: October 1997; Amended June 2004; March 2015; March 2019

STUDENT MEMBERSHIP COMMITTEE

The Student Membership Committee works to increase student membership; works with institutions of higher education to develop student chapters; works toward developing a viable statewide student organization.

Board of Directors: October 1999; Amended October 2001

Bylaw references: ARTICLE III, Section 3: Individual Membership, A. Categories, (3) Student Membership. ARTICLE IV, Section 2. Dues, D. Student Members

Policy reference: Policy No. 250.15.01. Student Education Association of Massachusetts (SEAM) Bylaws

CAREER AND TECHNICAL EDUCATION COMMITTEE (CTE)

The purpose of MTA's Career and Technical Education Committee is to:

- Advance public knowledge and appreciation of career/vocational/technical education;

- Work within MTA to advance the interests of students and teachers in career/vocational/technical education.

Board of Directors: March 2011; Name change, amended: October 2017

TASK FORCES

TASK FORCE ON ANTI-RACISM

The Task Force on Antiracism is charged to hold discussion groups for members to come together to discuss and strategize around anti-racism including processing the harmful impacts of racism and to develop antiracism strategies for working in their locals, schools, and/or communities.

The Task Force will do outreach to local Presidents to inform members of the opportunity for participation. The MTA will also support the work of the Task Force by publicizing the discussion groups via its communication channels with members. The Task Force on Anti-Racism will be charged for a duration of 3 years.

Annual Meeting of Delegates: May 2022

MTA NAME CHANGE TASK FORCE

To be truly inclusive of the diversity of our 110,000 members and over 400 local associations, MTA President will appoint a Task Force to develop a democratic process and a work plan with the goal of changing the name of MTA in 3 years to honor our commitment to full inclusion of all members. The submitter of this NBI would be the chair of the Task Force.

Goals of the Task Force

- Organize a process for engaging members about the MTA name
- Encourage inclusiveness to all MTA Locals Association and look into impact to the Local with the name change
- Create Timeline for the research and steps for name change work
- Estimate cost associated with process for each fiscal year. Submit a report to the MTA Board of Directors each year of the task force

The Task Force will be appointed by MTA President and will be composed of members to represent the below membership groups (to reflect the diversity of the profession): 3 ESP members recommended by the ESP committee, 2 Board of Directors, 2 Higher Ed (from different local associations), 2 Local Presidents, and 2 Retired Members.

Annual Meeting of Delegates: May 2021

TASK FORCE ON SPECIAL EDUCATION

MTA will create a Task Force on Special Education to look at the feasibility of creating an organizing initiative and potential legislation around the following topics:

- Gather information about the staffing patterns of special education teachers, working conditions and the size of their caseloads.
- Research Child Find.
- Investigate inequalities along disability, racial, ethnic and socioeconomic lines.
- Develop a toolkit for local associations to use in bargaining for professionally certified special education staff.
- Create and distribute a toolkit for parents/ guardians to clarify the special education process and their parental rights.
- Create a toolkit for parents/guardians to be able to locate professional support(s) such as an advocate.

- Foster collaboration and coalition work between SpEdPac and the MTA.

The Task Force should include special education teachers, general education teachers, parents/guardians, students and other staff as appropriate. The committee should be representative of a variety of locals. The Task Force will sunset on June 30, 2024 unless extended by the Board or Annual Meeting.

Annual Meeting of Delegates: May 2021 Amended: May 2022

PROGRESSIVE DUES TASK FORCE

MTA will re-establish the Progressive Dues Task Force to continue its work through 2023 to design a more progressive, revenue-neutral dues structure for the MTA and present a proposal to the Annual Meeting of Delegates in 2022 and/or 2023.

Annual Meeting of Delegates: May 2021

OTHER GROUPS

LARGE LOCALS

“Large Locals” is a coalition of the presidents of the MTA’s largest local associations.

HIGHER EDUCATION LEADERSHIP COUNCIL (HELCO)

The Higher Education Leadership Council is a coalition of the presidents of MTA’s statewide higher education local associations and their representatives on the MTA Executive Committee and Board of Directors. Policy reference: see Policy 110.25.

PRESIDENTS’ ACADEMY PLANNING TEAMS

The Vice President oversees the planning teams that plan and present at the New Presidents’ Academy, the Presidents’ Forum, the New Presidents II, at the Summer Conference.

PUBLIC RELATIONS/ORGANIZING CAMPAIGN COMMITTEE

The PR Campaign/Organizing Committee seeks to enhance the image of public education, including preK-12 educators, higher education and education support professionals.

Policy reference: Policy No. 190.70.10. Public Relations/Organizing Campaign Criteria.

RETIREMENT PLAN COMMITTEE

The Retirement Plan Committee (aka the Pension Committee) administers the MTA’s Staff Retirement Plan, monitors fund performance, adopts and implements an investment policy with the assistance of a financial advisor, and reports annually to the MTA Board of Directors.

Policy references: Policy No. 175.100. MTA Staff Retirement Plan 175.100.04. Fiduciary Responsibility of the MTA Staff Retirement Plan Committee 95.50.03. Finance: Socially Responsible Investments for the MTA Staff Retirement

(Note: The comprehensive MTA Staff Retirement Plan and its amendments reside in the office of MTA Human Resources.)

EDUCATIONAL & PROFESSIONAL ISSUES

CONTINUING EDUCATION UNITS

1. The MTA shall maintain its accreditation as a certified provider of professional training through the International Association for Continuing Education and Training (IACET).
2. All participants in MTA training programs shall be provided with documentation of Continuing Education Units (CEUs) earned as authorized by IACET.
3. The use of CEU documentation for licensure, re-licensure, employment, or compensation purposes is the sole responsibility of the recipient.

Board of Directors: March 1995

Amended: January 2010

MTA POSITION ON DIFFERENTIATED PAY AND POSITION STATEMENT ON MERIT PAY FOR PREK-12 TEACHERS

MTA supports the value of all disciplines; MTA does not support differentiated pay among disciplines within a district.

Board of Directors: August 2005

The MTA opposes any merit pay plan in which individual teacher's pay is based on his or her students' scores on standardized tests. Such a pay system is inequitable, divisive and ineffective at improving student achievement.

Board of Directors: December 2005

COMMITTEES

Committees advise the MTA Board of Directors and staff on issues and services related to their assigned areas of responsibility.

- Advisory Budget Committee, Board Negotiating Team, Bylaws and Rules Committee
- Candidate Recommendation Committee, Career and Technical Education Committee, Credentials and Ballot Committee, Education Policy & Practice Committee, Education Support Professionals Committee, Electoral Review Committee
- Environmental Health and Safety Committee, Equal Opportunity Council
- Ethnically Marginalized Affairs Committee
- Full-Capacity Local Training Committee, Government Relations Committee, Hearing Committee
- Investment Committee
- Lesbian, Gay, Bisexual, Transgender and Queer+ Issues Committee, Human Relations Committee
- NEA Convention Planning Committee, New Member Committee
- New Presidents Academy, Planning Team Personnel Selection Team
- Professional Standards and Ethics Committee, Public Relations/Organizing Campaign Committee, Resolutions Committee
- Retired Members Committee, Retirement Plan Committee, State Review Channel
- Student Membership Committee, Task Force on Race
- The Massachusetts Child
- Training and Professional Learning Committee, Workplace Equity Committee

ADOPTED AT THE 2006 NEA REPRESENTATIVE ASSEMBLY

THE NATIONAL EDUCATION ASSOCIATION

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

OUR VISION

Our vision is a great public school for every student.

OUR MISSION

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

OUR CORE VALUES

These principles guide our work and define our mission:

1. **Equal Opportunity.** We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.
2. **A Just Society.** We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.
3. **Democracy.** We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.
4. **Professionalism.** We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.
5. **Partnership.** We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.
6. **Collective Action.** We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

NEA also believes every student in America, regardless of family income or place of residence, deserves a quality education. In pursuing its mission, NEA has determined that we will focus the energy and resources of our 3.2 million members on improving the quality of teaching, increasing student achievement and making schools safer, better places to learn.

NEA STRUCTURE

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES
Chartered by Congress—1906



BOARD COMMITTEES, WORKGROUPS, & THINK TANKS

Elevating Member/Leader Voice and Expertise Think Tanks

- Reimagining the Future of Public Education
- Enterprise-wide Vision for Leadership Development System
- Safe and Just Schools
- The Future of Organizing

Board Committees

- Annual Meeting Review Committee
- Board Leadership Development Work group
- Education Support Professionals Careers Committee
- Executive Officer Compensation Committee
- Friend of Education Committee
- Human and Civil Rights Awards Committee
- Legislative Committee
- Local President Release Time Committee
- Professional Practices and Standards Committee
- Read Across America Advisory Committee
- UniServ Advisory Committee

COMMITTEES OF THE REPRESENTATIVE ASSEMBLY

- Constitution, Bylaws, and Rules
- Program and Budget
- Resolutions
- Credentials
- Elections

SOCIAL JUSTICE AND CONSTITUENCY COMMITTEES

- Ethnically Marginalized Affairs
- Sexual Orientation and Gender Identity
- Aspiring Educators
- Women’s Issues

OTHER ADVISORY BODIES

- NEA-Retired Executive Council*

* elective rather than appointive body.

Note: This chart does not include special committees established by NEA governance, and ad-hoc internal committees of the Board of Directors and Executive Committee.

HISTORY & DEVELOPMENT OF THE NEA-ATA RELATIONSHIP

In 1966, Black and white educators demonstrated their concern for the unity and integrity of the education profession by completing a merger of the National Education Association and the American Teachers Association (ATA).

The merger of NEA and ATA paved the way for merger agreements between African-American and white associations in state and local affiliates throughout the South. It also signaled NEA's great leap forward in terms of promoting civil and human rights of educators and children. For decades ATA had sought to eliminate discrimination in education, to eradicate racism in American society, to improve the education of children, and to strengthen the educational systems of communities.

ATA had its roots in the National Association of Teachers in Colored Schools, founded in 1904 by J.R.E. Lee of Tuskegee Institute in Alabama. Under the leadership of its first executive secretary, H. Council Trenholm, ATA expanded its membership from 3,100 in 1944 to 11,000 in 1947. By 1963, ATA membership had grown to over 75,000 educators — Black and white — and the association had become known as an advocate of equality of educational opportunity for every child and equality of professional status for every teacher.”

Although the NEA governing documents had never placed racial restrictions on membership, little was done in the early years to encourage Black educators to participate in Association affairs. While Booker T. Washington had addressed the NEA convention in 1884, there were few other signs of cultural pluralism in NEA. NEA's first positive step toward organizational integration was the creation in 1926 of a committee to investigate the status of Black teachers in the United States. Two years later, the NEA Representative Assembly established the Committee to Cooperate with the National Association of Teachers in Colored Schools as a permanent committee with a regular budget appropriation. In 1940, the Joint Committee of NEA and the newly renamed American Teachers Association was established under the leadership of NEA President Donald Du Shan E and Dr. Trenholm.

Over the years the NEA-ATA Joint Committee did much to improve the status of Black educators in NEA. The committee obtained a ruling from the NEA Executive Committee that Black teachers could be certified as NEA members through the white state association in states where the black state association was not affiliated with NEA. The Joint Committee also succeeded in having the NEA Bylaws reinterpreted to permit the affiliation of so-called second state associations, which made it possible for representatives of these associations to serve as delegates to the NEA Representative Assembly.

In July 1952, the Joint Committee recommended that the Board of Directors, pursuant to the policy established in the Bylaws by the 1950 Representative Assembly, choose for the 1953 Representative Assembly a city where there would be assured equality in all accommodations. Subsequently, the Board voted that the 1953 Representative Assembly be held in Miami Beach, Florida. Thus, in 1953, NEA became the first large national organization to hold its national convention in the South under nondiscriminatory conditions.

The NEA-ATA Joint Committee worked with the American Textbook Publishers Association and the Southern Textbook Publishers Association to identify textbook writers, editors, and consultants who were without racial bias. Working with the American Child Health Association, the Joint Committee studied the health and health problems of Black children. The Joint Committee sponsored courses, activities, and publications about race relations and minority group problems.

In testimony to the effectiveness of the NEA-ATA Joint Committee, the 1966 NEA Representative Assembly, meeting in Miami Beach, gave unanimous approval to the merger of NEA and ATA, and ATA

delegates approved merger by a vote of 178 to 3. The Human and Civil Rights Awards Ceremony during the NEA Annual Meeting honors and celebrates recipients from around the country who advance the cause of racial and social justice.

A highlight of the 1991 NEA Representative Assembly in Miami Beach was a commemoration of the 25th anniversary of the merger of NEA and ATA. The celebration featured Association leaders who were involved in the NEA-ATA merger and in the mergers of the dual state affiliates.

The 2016 NEA Representative Assembly in Washington, D.C. featured the 50th anniversary celebration of the NEA-ATA merger of 1966.

HISTORY BRIEF OF BYLAW 3.1 (G)

IN PERSPECTIVE WITH THE NEA-ATA MERGER

1951: Members of the American Teachers Association are given delegate representation in the NEA Representative Assembly (RA) in proportion to their membership.

1954: U.S. Supreme Court delivers ruling on Brown v. Board of Education.

1964: NEA RA adopts Resolution 12 requiring racially segregated state affiliates to merge.

1966: The National Education Association and American Teachers Association formally merge in a ceremony, signing a Unification Certificate at the NEA RA in Miami Beach, Florida.

1967: Braulio Alonso becomes NEA's first Hispanic president.

1968: Elizabeth Duncan Koontz becomes NEA's first Black president; NEA establishes the Center for Human Relations, today known as Human & Civil Rights.

1970-72: NEA ethnic minority caucuses are formed.

1974: NEA adopts new governing documents whereby ethnic minority representation is guaranteed in the Constitution for NEA governing bodies; Bylaw 3-1(g) takes effect on September 1 to establish ethnic minority requirements at the NEA RA.

1975: NEA forms the Minority Affairs Committee and the Committee on Teacher Rights, today known as the Committee on Human and Civil Rights.

1979: To comply with the Labor Management Reporting and Disclosure Act (Landrum-Griffin) Bylaw 3-1(g) is amended to establish state goals for ethnic minority representation.

1982: NEA Executive Committee adopts visitation team procedures by Bylaw 3-1(g) stakeholders for NEA-sponsored assistance to states working toward their ethnic minority goals.

1996: Visitation workshops are added to the range of Executive Committee procedures for assisting states working toward their ethnic minority goals.

2002: States are provided new 3-1(g) goals following the release of ethnic minority figures as reported by the 2000 U.S. Decennial Census; NEA RA adopts changes to ethnic minority reporting, adding Native Hawaiian or Other Pacific Islander and Multiple Races as categories for reporting ethnic minority attendance.

2004: Other Racial or Ethnic Minority category added to delegate attendance and included in overall ethnic minority attendance figures.

2006: NEA celebrates the 40th anniversary of the NEA-ATA merger at the RA in Orlando, Florida.

2009: (G)University is launched, an internal NEA website for use by national, state and local affiliate leaders for collaborating on and researching Bylaw 3-1(g) national policy and innovation in state/local implementation.

2012: States are provided new 3-1(g) goals following release of ethnic minority figures as reported by the 2010 U.S. Decennial Census.

ASK ME ABOUT 3-1(G)

3-1(g) lies at the heart of NEA's efforts to encourage racial and ethnic diversity in leadership throughout all levels of the Association — local, state, and national.

3-1(g) has been part of NEA's Bylaws since the early 1970s and requires each state affiliate to implement action plans for meaningful involvement of ethnic-minority members in organizational leadership.

3-1(g) is not a mandate to fill ethnic-minority quotas, or a guarantee for the election of ethnic-minority members.

3-1(g) is a progressive approach to encourage every NEA affiliate to put forth its best effort to establish meaningful, sustainable, representation and involvement of ethnic-minority members throughout organizational leadership.

3-1(g) builds on NEA's long and proud record of racial and social justice. We have always been at the leading edge of history when it comes to human and civil rights—amplified through our mission, goals, and core values; and demonstrated throughout our organizational history and development.

3-1(g) begins at the NEA Representative Assembly by engaging each State Association to elect a state and local delegation that reflects the racial and ethnic diversity among all of the students, school employees, and communities we serve.

3-1(g) has ensured that the NEA Representative Assembly today continues to be highly diverse — nearly 40% of RA delegates at the 2019 RA in Houston, Texas self-identified as ethnic minorities, compared with approximately 36% in the general U.S. population (2010 Census). Based on this percentage, the 2019 RA was the most diverse national assembly in NEA history.

3-1(g) policy does not require a State Association to meet its numerical goal each year at the RA, but rather that it submits a plan for achieving its numerical goal, that the plan is approved by the NEA Executive Committee, and that the state association complies with its plan components.

3-1(g) sets forth an always changing and evolving challenge — and successfully diverse affiliates are quick to recognize that a variety of actions and approaches must take place to achieve and maintain success. Some of these actions may include:

- Informing members about the Association's member involvement policies through presentations and other creative media;
- Establishing ethnic minority affairs or human and civil rights committees to coordinate plan actions and activities between state and local affiliates;
- Identifying and encouraging ethnic-minority candidates to run for delegate and other governance positions.
- Submitting names of ethnic-minorities as candidates for appointment to state and national committees.

3-1(g) is an Association issue, not an ethnic-minority issue — and relies on all members in order to achieve its greatest success. Discover what your local or state association is doing to ensure that 3-1(g) serves as a continuing membership covenant for the foreseeable future.

BYLAW 3-1(G) POLICY TEXT

REPRESENTATIVE ASSEMBLY

Allocation of Delegates

1. It is the policy of the Association to achieve ethnic-minority
2. delegate representation at least equal to the proportion of identified
3. ethnic-minority populations within the state. Prior to December 1
4. of each fiscal year, each state affiliate shall submit to the NEA
5. Executive Committee for its approval a legally permissible plan
6. which is designed to achieve a total state and local delegation to
7. the Representative Assembly held that fiscal year which reflects
8. these ethnic-minority proportions. If a state affiliate fails to submit
9. such a plan, the NEA Executive Committee fails to approve a plan
10. which is submitted, or a state affiliate fails to comply with an
11. approved plan, the Representative Assembly may deny to the
12. delegates from the state affiliate any right to participate in the NEA
13. Representative Assembly at the Annual Meeting other than to (i)
14. participate in elections for Association officers and (ii) vote on
15. increases in Association membership dues. Local affiliates shall
16. comply with the approved plan of the state affiliate, and if a local
17. affiliate fails to do so, the right of its delegates to participate in the
18. NEA Representative Assembly at the Annual Meeting may be
19. limited as indicated above. The failure of a state or local affiliate to
20. comply with the provisions of this Bylaw shall in addition be
21. grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

NEA HUMAN & CIVIL RIGHTS

CAUCUSES

<https://www.nea.org/professional-excellence/conferences-events/annual-meeting-and-representative-assembly/delegate-resources/ra-agenda/state-caucuses>

Through leadership training professional development and member activism. NEA's Human and Civil Rights department aims to identify, develop and lift the voices of educator-leaders who advocate for opportunity for all students no matter their zip code.

AMERICAN INDIAN/ALASKA NATIVE CAUCUS

<https://www.facebook.com/groups/158517070864203/>

ASIAN, NATIVE HAWAIIAN AND PACIFIC ISLANDER CAUCUS

<https://nea-apic.com>

BLACK CAUCUS

<https://www.neablackcaucus.org>

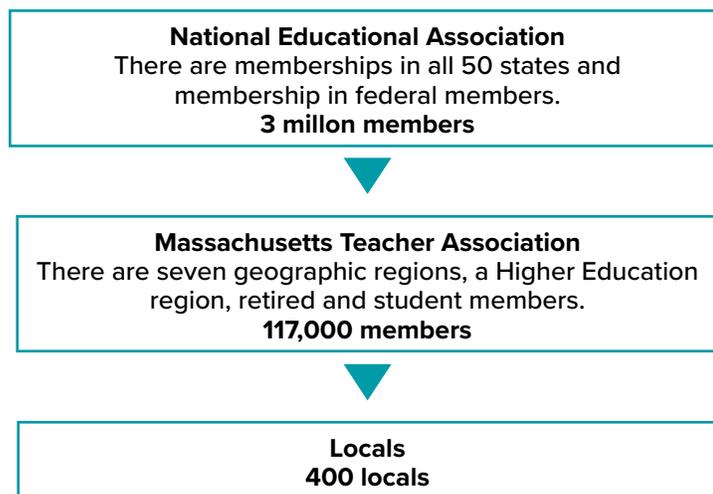
HISPANIC CAUCUS

<https://neahispaniccaucus.org>

LGBTQ+ CAUCUS

<https://www.nea-lgbtqc.org/>

NEA & MTA



NAVIGATING THE UNION



BECOMING ACTIVE AS A
GLOBAL MAJORITY MEMBER



A DIVERSE UNION
of EDUCATION
WORKERS



massteacher.org/emac