



**A DIVERSE UNION
of EDUCATION
WORKERS**

Minutes of the 2025 MTA Annual Meeting of Delegates

DRAFT

Friday-Saturday, May 2-3, 2025

(The minutes are unofficial until approved by the MTA Board of Directors)

Friday Business Session – May 2, 2025

Call to Order

The 180th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Friday, May 2, 2025, at 12:13 p.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Pledge of Allegiance

Vice President Deb McCarthy led the delegation in reciting the Pledge of Allegiance.

Star Spangled Banner

The Annual Meeting Chorus, led by Tim Sullivan sang the Star-Spangled Banner.

Moment of Remembrance

A moment of silence was observed to remember the educators and other public servants who have passed away during the past year. President Max Page noted the loss of former MTA President Mary Gilmore, the loss of former MTA President and state legislator Carol Doherty, and former Annual Meeting Chorus director Bob Lague. The MTA chorus sang an original composition written by Bob Lague entitled, "In Remembrance of Educators."

Land Acknowledgement

Holyoke Paraprofessionals Association member and MTA Board Director Diane Baez presented the Land Acknowledgment.

Member Acknowledgement

Massachusetts Community College Council member and chapter president and professor at Springfield Technical Community College Renae Gorman presented the member acknowledgment.

Opening Remarks

President Max Page welcomed remote and in-person Delegates and acknowledged yesterday was May day, International Workers' Day where he asked how many of the delegates participated in a walk-in or a rally yesterday, mentioned the MTA archives project, the huge win in November defeating high-stakes testing by winning Question 2, and the signing of the Social Security Fairness Act.

Announcements

Vice President Deb McCarthy welcomed the Delegates to the MTA Annual Meeting and recognized the staff who prepared for this meeting.

President Max Page welcomed Executive Director-Treasurer Mike Fadel to the podium to welcome the Delegates to the MTA Annual Meeting.

President Max Page welcomed and thanked the Delegates and reviewed the following information:

- MTA Annual Meeting is for MTA delegates and staff only to conduct business.
- Third year of hybrid Annual Meeting which includes an in-person and virtual option.
- MTA's standing rules which govern the rules of how we conduct our regular in-person Annual Meeting needed to be adapted to account for this hybrid meeting.
- The Bylaws and Rules committee created the special rules to allow us to conduct a robust meeting and can be found in the Delegate Handbook.
- MTA prohibits secret recordings or recordings to which consent has not been provided. Hold points of personal privilege to the end of the meeting.
- Recognized MTA members retiring this year and thanked them for their commitment to public education and the union.
- Recognized first-time delegates.
- Introduced the officials at the Business Session head table, including the members of the Bylaws and Rules Committee, parliamentarian, stenographer, and assistants.
- Thanked the staff and member volunteers for helping to make the Meeting of Delegates possible.
- New Business Item procedure.
- Debating motions and amendments.

Executive Director-Treasurer Mike Fadel encouraged members to contribute to Voice of Teachers for Education (VOTE), MTA's Political Action Committee (PAC).

Director of Governance and Administration Jennifer Freeling explained the meeting's technology as well as the voting devices.

Adopt the Preliminary Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, reported on the required number of delegates needed for a quorum. One-fifth of the total number of delegates entitled to be present constitutes a quorum: One-fifth of 2,897 entitled to be present is 580; thus, 580 equals a quorum. The Chair reported that 787 delegates either logged in virtually or proceeded through onsite registration. Thus, a quorum was present.

Moved, seconded, and voted to adopt the preliminary report of the Credentials and Ballot Committee.

Adoption of Special Meeting Rules (Attachment A)

Chair of the Bylaws and Rules Committee, Jackie Gorrie, reviewed the Special Meeting Rules.

Moved, seconded and voted to modify the voting time to 35 seconds.

Moved and seconded to adopt the Special Rules of the 2025 MTA Annual Meeting as amended. **Voted** to adopt the Special Meeting Rules of the 2025 MTA Annual Meeting as amended with 684 votes in favor and 19 against. (Attachment A)

Order of Business (Attachment B)

President Max Page announced the Order of Business.

Moved to change Agenda Item #16 Act on Proposed MCAS Opt-Out Campaign to a non-voting item.

Moved, seconded, and voted to adopt the Order of Business.

Report on Certified Candidates (Attachment C)

Pam Skinner and Deb Mousley, Co-Chairs of the Credentials and Ballot Committee reported that there were no campaign violations to report. The co-chairs also called the delegates' attention to certified candidates list in the delegate handbook and read the list of candidate names for contested seats (Attachment C).

MTA Video

Video presented on highlights of the past year.

Act on Proposed Amendments to the MTA Standing Rules

President Max Page acknowledged there were no standing rule proposals submitted by the January deadline. Jackie Gorrie, Chair of the Bylaws and Rules Committee, acknowledged there are no proposed amendments to the MTA standing rules.

Act on Proposed Amendments to The MTA Bylaws

President Max Page reviewed the procedures for consideration of proposed amendments to the MTA Bylaws. Jackie Gorrie, Chair of the Bylaws and Rules Committee presented the following proposed amendments to the bylaws for adoption. Proposed additions to the bylaws are **bold**; proposed deletions are ~~crossed out~~.

Proposed Bylaw Amendment #1:

Bylaw Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues

Section 1. Budget

~~C. The annual dues of active members and the budget of the Association shall be recommended to the Annual Meeting of Delegates by the Board of Directors. The budget must be approved by a majority of the delegates voting at the Annual Meeting of Delegates.~~

~~The adoption of the budget will automatically determine the annual dues for active members rounded to the next higher dollar amount.~~

Section 2. Dues

Full-time dues and part-time dues percentages are based upon membership category.

A. Active Members

(1) Full-Time Dues

Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.

The full-time dues shall increase each year by 2.5% and will be reflected in the budget that delegates vote on at the Annual Meeting. The Delegates may, by majority vote, approve a larger increase. The Delegates may, by two-thirds vote, approve a lesser increase.

The annual dues for active members will be rounded to the next higher dollar amount.

Moved and seconded to amend proposed Bylaw Amendment #1:

Bylaw Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues

Section 1. Budget

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The annual dues for active members will be rounded to the next higher dollar amount.

Moved and voted to close debate.

Voted to approve the amendment of proposed Bylaw Amendment #1:

Bylaw Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues

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The annual dues for active members will be rounded to the next higher dollar amount.

Moved, seconded, and voted to close debate.

Voted to reject the Proposed Bylaw Amendment #1 as amended:

Bylaw Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues

Section 1. Budget

C. ~~The annual dues of active members and the~~ budget of the Association shall be recommended to the Annual Meeting of Delegates by the Board of Directors. The budget must be approved by a majority of the delegates voting at the Annual Meeting of Delegates.

~~The adoption of the budget will automatically determine the annual dues for active members rounded to the next higher dollar amount.~~

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The full-time dues shall increase each year by 2.5% and will be reflected in the budget that delegates vote on at the Annual Meeting. The Delegates may, by majority vote, approve a larger increase. The Delegates may, by majority vote, approve a larger or lesser increase.

The annual dues for active members will be rounded to the next higher dollar amount.

Moved and seconded to reconsider the vote on the Proposed Bylaw Amendment #1:
Bylaw Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues

Voted to reject to reconsider the vote on the Proposed Bylaw Amendment #1:
Bylaw Article IV: FINANCE, Section 1.C. Budget; and Section 2. Dues, A. Active Members, (1) Full-Time Dues

Act on Proposed Region & District Plan (Attachment D)

Brian Fitzgerald, Chair, Electoral Review Committee reviewed the proposed Region & District Plan.

Moved the proposed Region & District Plan.

Voted to approve the proposed Region & District Plan (Attachment D).

Act on Proposed New Business Items WITH Budgetary Implications.

Moved and seconded New Business Item #20 Ensuring Member Driven Democracy on International Positions:

The Massachusetts Teachers Association (MTA) Executive Board shall be asked by Annual Meeting delegates to create a new neutrality policy stating that the MTA Board of Directors, Executive Committee, and Leadership, when acting in their official capacities as representatives of the MTA, will not take official positions on matters related to geopolitics, foreign policy, or global conflicts.

Furthermore, said policy will clarify that official positions on matters related to geopolitics, foreign policy, or global conflicts may only be adopted through a vote of a special meeting of the delegates of the Annual Meeting.

If a new business item (NBI) concerning a geopolitical, foreign policy, or global conflict is presented to the Board of Directors, the Board is strongly urged to call a virtual special meeting of the delegates of the Annual Meeting and vote within 30 days. Adoption of such a position would require a vote of the delegates.

Recess

The First Day of the 180th Annual Meeting of Delegates recessed at 3:27 p.m. and reconvened at 3:38 p.m.

Point of order was acknowledged to correct that the Board of Directors makes the policy and staff implement the policy.

Moved, seconded and voted to close debate.

Voted to reject New Business Item #20 Ensuring Member Driven Democracy on International Positions:

The Massachusetts Teachers Association (MTA) Executive Board shall be asked by Annual Meeting delegates to create a new neutrality policy stating that the MTA Board of Directors, Executive Committee, and Leadership, when acting in their official capacities as representatives of the MTA, will not take official positions on matters related to geopolitics, foreign policy, or global conflicts.

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If a new business item (NBI) concerning a geopolitical, foreign policy, or global conflict is presented to the Board of Directors, the Board is strongly urged to call a virtual special meeting of the delegates of the Annual Meeting and vote within 30 days. Adoption of such a position would require a vote of the delegates.

Moved and seconded New Business Item #21 Legal representation for members threatened with deportation and discounted immigration legal services.:

The MTA will immediately revise its legal services policy to provide legal representation in cases where members are threatened with detention, deportation, and expedited removal for exercising academic freedoms. In addition the MTA will secure discounted immigration legal services for all MTA members as soon as possible.

Moved, seconded, and voted to close debate.

Voted to adopt New Business Item #21 Legal representation for members threatened with deportation and discounted immigration legal services.:

The MTA will immediately revise its legal services policy to provide legal representation in cases where members are threatened with detention, deportation, and expedited removal for exercising academic freedoms. In addition the MTA will secure discounted immigration legal services for all MTA members as soon as possible.

Moved and seconded New Business Item #24 Food & Housing Insecurity Among MTA

Members: The MTA will create a statewide taskforce comprised of members from Higher Ed and PreK-12 focusing on food and housing insecurity in our union. MTA will provide financial and staff support to allow the taskforce to do the following work: 1) lobby for policy change at the statewide level, including but not limited to funding increases for all educators to earn a living wage; 2) utilize the National Faculty & Staff Health Assessment survey as a model for surveying members about their mental and physical health (NF&SHA survey includes modules on food insecurity); 3) destigmatize the experience of food and housing insecurity among MTA members; 4) research the impact food and housing insecurity experienced by our members has on their ability to perform their jobs well and the impact student food and housing insecurity

has on our members; 5) compile and distribute best practices from members that are focused on supporting students experiencing food and housing insecurity. The taskforce may develop trainings or a summit experience for all members.

The Task Force will report each December to the Board and conclude its work and make final recommendations to the MTA Board of Directors at the December 2028 meeting.

Moved, seconded, and voted to close debate.

Voted to adopt New Business Item #24 Food & Housing Insecurity Among MTA Members: The MTA will create a statewide taskforce comprised of members from Higher Ed and PreK-12 focusing on food and housing insecurity in our union. MTA will provide financial and staff support to allow the taskforce to do the following work: 1) lobby for policy change at the statewide level, including but not limited to funding increases for all educators to earn a living wage; 2) utilize the National Faculty & Staff Health Assessment survey as a model for surveying members about their mental and physical health (NF&SHA survey includes modules on food insecurity); 3) destigmatize the experience of food and housing insecurity among MTA members; 4) research the impact food and housing insecurity experienced by our members has on their ability to perform their jobs well and the impact student food and housing insecurity has on our members; 5) compile and distribute best practices from members that are focused on supporting students experiencing food and housing insecurity. The taskforce may develop trainings or a summit experience for all members.

The Task Force will report each December to the Board and conclude its work and make final recommendations to the MTA Board of Directors at the December 2028 meeting.

Received Update on MCAS Opt-Out Campaign

NEA Director, Brian Fitzgerald discussed the Proposed MCAS Opt-Out Campaign.

Act on Proposed Amendments to Policy 140.50 MTA Local Support Program

Chair of Task Force to Review the Local Office Support Program, Kyle Gekopi, presented the Proposed Amendments to Policy 140.50 MTA Local Support Program. Proposed additions to the policy are **bold**; proposed deletions are ~~crossed-out~~.

Moved the Proposed Amendments to Policy 140.50 MTA Local Support Program:

Proposed Amendments to Policy 140.50 MTA Local Support Program

140.50 MTA Local Support Program

PURPOSE

To help associations defray part of the cost of operating local associations.

RULES FOR OPERATION

1. **Locals are encouraged to maintain an updated record of these expenses and, when requested, communicate this record to the MTA.** Each local association, or each group of local associations, requesting MTA support shall make available to MTA **all of the following documents** a record of expenses for the current fiscal year in the categories for which support is requested.
 - a. **Local Dues & Audit Certificate (MTA Generated)**
 - b. **Confirmation or Receipt of Filing Previous Year's 990 Tax Form**
 - c. **Confirmation or Receipt of Most Recent 150E Forms 1 and 2**
 - d. **Full unit lists of all staff of the local's employer eligible to enroll in the local association**

~~b.* For expenses submitted in excess of \$100, receipts or other supporting documentation should be maintained by local associations and made available to MTA upon request. In addition to the Audit Certificate that is required to be filed by September 15, all locals requesting support should also submit a quarterly Income Statement (Financial Statement showing Incomes and Expenses) for the quarter just ended.~~

~~2. Categories of support are limited to the following:~~

- ~~• OFFICE EXPENSES: rent, telephone, utilities, equipment, office supplies, postage, printing, insurance, paper, clerical services, payroll taxes, disability costs associated with but not limited to CART services and interpreting, technology services, including ZOOM and other electronic services, and audit costs.~~
- ~~• COMPENSATION: local officers, committee chairs and committee members.~~
- ~~• CONFERENCES: registration fees at MTA approved conferences and hotel room costs for MTA Annual Meeting (as advertised by MTA).~~

A) The intention of the Local Support Program is to provide financial support for office expenses, officer compensation, and MTA Conferences that cultivate labor organizing and social justice.

~~3. 2.~~ The MTA and the local association, or the group of local associations, shall enter into a written agreement covering the categories of support and the association(s) shall annually certify that the financial statements have been audited or reviewed.

~~4. a. 3.~~ The local association shall submit **applications** requests for reimbursement on an **annual** quarterly basis and shall certify the amount of local dues for the succeeding fiscal year on or before **January 1st**. ~~September 15.~~

~~b. The due date of the final local office support fiscal year reporting should be postmarked or received by the first business day after July 15 of the appropriate year.~~

~~5. 4. a.~~ Members **and potential members** or agency fee payers should be reported on a full-time equivalent basis in accordance with the percentage of MTA's active dues paid. **Such reports should be acquired through 150e information requests by December 1. A sample template will be provided by the Division of Field and Organizing.**

~~b. Local Support Maximum reimbursements will~~ should be calculated based on full-time equivalents.

~~6. 5.~~ The amount of reimbursement for local support shall be based on **the higher of either**
a. the amount of local support received in FY 2024, or
b. the amount of local support received in FY 2025, or

c. the current year's membership as of January 1st and the previous year's in-person delegate attendance at Annual Meeting. If a local was unable to send a full in-person delegation to the Annual Meeting, a member who attended one of the annual MTA conferences offered by the Division of Training and Professional Learning (TPL) within the previous year may be substituted for the purposes of this policy. The amount will be determined in accordance with the table below.

6.-7. In future appeals, the local association President, the Executive Committee member, and the Board member who represent the local will be notified that an appeal for late-filed Local Office Support has been filed and that their presence at the appeal is requested.

7. The Local Support Review Task Force will convene at least once per year to discuss potential amendments to this policy to further align it with the charge established by the 2024 Annual Meeting of Delegates. Further amendments to this policy will not require approval from the Annual Meeting Delegates.

FUNDING

Local associations submitting documentation by the stated deadline will receive funding on the following schedule based upon member FTE and attendance at Annual Meeting and TPL Conferences. may be reimbursed for 50% of the expenses incurred up to the maximums set forth in the following reimbursement schedules.

100% OF ACTIVE MTA DUES

LOCAL DUES ——— REIMBURSEMENT

| | |
|----------------------|---|
| Less than \$30 | \$5.00 per member or agency fee payers |
| \$30 -44.99 | \$10.00 per member or agency fee payers |
| \$45 -59.99 | \$15.00 per member or agency fee payers |
| \$60 -79.99 | \$20.00 per member or agency fee payers |
| *\$80 or more | \$25.00 per member or agency fee payers (effective 1998-99) |

60% OF ACTIVE MTA DUES

LOCAL DUES ——— REIMBURSEMENT

| | |
|----------------------|---|
| Less than \$18 | \$3.00 per member or agency fee payers |
| \$18 -26.99 | \$6.00 per member or agency fee payers |
| \$27 -35.99 | \$9.00 per member or agency fee payers |
| \$36 or more | \$12.00 per member or agency fee payers |
| \$48 or more | \$15.00 per member or agency fee payers |

30% OF ACTIVE MTA DUES

LOCAL DUES ——— REIMBURSEMENT

| | |
|----------------------|--|
| Less than \$9 | \$2.00 per member or agency fee payers |
| \$9 -13.49 | \$3.00 per member or agency fee payers |
| \$13.50 -17.99 | \$5.00 per member or agency fee payers |
| \$18 or more | \$7.00 per member or agency fee payers |

\$24 or more \$8.00 per member or agency fee payers

| | ACTIVE PROFESSIONALS | ANNUAL MEETING DELEGATE BONUS |
|----------|----------------------|-------------------------------|
| FY 2026 | \$17 per FTE | \$0 per delegate |
| FY 2027 | \$19 per FTE | \$100 per delegate |
| FY 2028 | \$21 per FTE | \$200 per delegate |
| FY 2029+ | \$23 per FTE | \$300 per delegate |
| FY 2030+ | \$25 per FTE | \$400 per delegate |

** The change in the policy which was adopted May, 1997 shall be effective in FY 1998-99; all local associations will be notified of the change in the policy before the effective date.*

- ~~Members should be categorized according to the schedule for the percentage of MTA active dues or agency fee paid when Local Association Support worksheets are prepared.~~
- The amount of funding provided to each local shall be reduced proportionately if less than the total amount of projected program costs, as requested in the proposed budget, is included in the budget adopted by the Annual Meeting of Delegates.
- Local support payments shall be paid to local associations only if dues payments are remitted in accordance with the *MTA Bylaws*, Article IV, Section 3.

Moved and seconded to amend Proposed Amendments to Policy 140.50 MTA Local Support Program: Amendment 1 to the **PROPOSED AMENDMENT TO POLICY CHANGE for Local Office Support**

140.50 MTA Local Support Program

PURPOSE

To help associations defray part of the cost of operating local associations.

RULES FOR OPERATION

1. Locals are encouraged to maintain an updated record of these expenses and, when requested, communicate this record to the MTA. Each local association, or each group of local associations, requesting MTA support shall make available to MTA all of the following documents:
 - a. Local Dues & Audit Certificate (MTA Generated)
 - b. Confirmation or Receipt of Filing Previous Year’s 990 Tax Form
 - c. Confirmation or Receipt of Most Recent 150E Forms 1 and 2.
 - d. Full unit lists of all staff of the local’s employer eligible to enroll in the local association.

~~b.* For expenses submitted in excess of \$100, receipts or other supporting documentation should be maintained by local associations and made available to MTA upon request. In addition to the Audit Certificate that is required to be filed by September 15, all locals requesting support should also submit a quarterly Income Statement (Financial Statement showing Incomes and Expenses) for the quarter just ended.~~

2. ~~Categories of support are limited to the following:~~

- OFFICE EXPENSES: rent, telephone, utilities, equipment, office supplies, postage, printing, insurance, paper, clerical services, payroll taxes, disability costs associated with but not limited to CART services and interpreting, technology services, including ZOOM and other electronic services, and audit costs.
 - COMPENSATION: local officers, committee chairs and committee members.
 - CONFERENCES: registration fees at MTA approved conferences and hotel room costs for MTA Annual Meeting (as advertised by MTA).
2. The intention of the Local Support Program is to provide financial support for office expenses, officer compensation, and MTA Conferences that cultivate labor organizing and social justice.
 3. The MTA and the local association, or the group of local associations, shall enter into a written agreement covering the categories of support and the association(s) shall annually certify that the financial statements have been audited or reviewed.
 4. The local association shall submit ~~requests~~ applications for reimbursement on an annual quarterly basis and shall certify the amount of local dues for the succeeding fiscal year on or before January 1st. ~~September 15.~~
 - b. The due date of the final local office support fiscal year reporting should be ~~postmarked or received by the first business day~~ LOCAL ASSOCIATIONS 120 July 2024 after July 15 of the appropriate year.
 5. a. Members and potential members or agency fee payers should be reported on a full-time equivalent basis in accordance with the percentage of MTA's active dues paid. Such reports should be acquired through 150e information requests by December 1. A sample template will be provided by the MTA.
 - b. Local Support Maximum reimbursements will should be calculated based on full-time equivalents.
 6. The amount of reimbursement for local support shall be based on the current year's membership. the higher of either:
 - a. ~~The amount of local support received in FY 2024, or~~
 - b. ~~The amount of local support received in FY 2025, or~~
 - c. The current year's membership as of January 1st and the previous year's in-person delegate attendance at Annual Meeting. If a local was unable to send a full in-person delegation to the Annual Meeting, a member who attended one of the annual MTA conferences offered by the Division of Training and Professional Learning (TPL) within the previous year may be substituted for the purposes of this policy. The amount will be determined in accordance with the table below.
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- The amount of funding provided to each local shall be reduced proportionately if less than the total amount of projected program costs, as requested in the proposed budget, is included in the budget adopted by the Annual Meeting of Delegates.
- Local support payments shall be paid to local associations only if dues payments are remitted in accordance with the MTA Bylaws, Article IV, Section 3.

Point of Order was acknowledged asking if there is still a quorum.
Moved and seconded for quorum call.
Loss of quorum.

Speeches by Candidates for One MTA NEA Director

Jackie Gorrie, Retired, announced the candidates:

Conner Bourgoin and Brian Fitzgerald, candidates running for one MTA NEA Director addressed the delegates.

Recess

The First Day of the 180th Annual Meeting of Delegates recessed at 5:36 p.m.

Saturday Business Session – May 3, 2025

Call to Order

The second session of the 180th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Saturday, May 3, 2025, at 9:00 a.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Announcements

President Max Page announced that we are trying up to wrap up around 3:00 p.m. to march in support of workers at MGM and support our local educators in Springfield, Holyoke, Chicopee, and beyond and the Massachusetts Community College Council.

President Max Page readdressed the Question 2 victory to end high-stakes testing, the continued success of our Fair Share Amendment victory, and the Social Security Fairness Act at the federal level.

President Max Page announced that the final deadline for submitting new business items without budgetary impact is one hour after the meeting convenes.

President Max Page reviewed the general meeting procedures and recognized first-time delegates, and introduced the people seated at the head table and recognized the staff who prepared for this meeting.

Executive Director-Treasurer Mike Fadel encouraged members to contribute to Voice of Teachers for Education (VOTE), MTA's Political Action Committee (PAC).

Governance Director Jennifer Freeling explained the meeting's technology as well as the voting devices.

Adoption of the Supplemental Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee announced that as of 9:15 a.m. on Saturday, May 3, 2025, there were 1,021 members onsite or logged in to the virtual platform.

Moved and voted to adopt the Supplemental Credentials Report.

Recognition and Presentation of Awards

Bargaining Certificate Program Recognition

Vice President Deb McCarthy recognized and presented awards to 51 Massachusetts public educators for their completion of the Bargaining Certificate Program offered through MTA.

Graduates of 2025 Bargaining Certificate Program:

Judy Bennett, Greenfield Education Association
Catherine Blake, Wareham Education Association
Roxanne Campbell, Revere Teachers Association
Gayle Carvalho, Quincy Education Association
Alexandria Cellucci, Lynnfield Teachers Association
Alex Cespedes, Holyoke Teachers Association
Kyle Chambers, University Staff Association, UMass Amherst
Mary Ann D'Eufemia, Pentucket Teachers Association
Lidia Diieso Galvin, Watertown Educators Assn
Michelle Dunn, Dennis-Yarmouth Educators Association
Sarah Fitzgerald, Massachusetts Society of Professors
Fran Frederick, Belchertown Education Association
Michele Fridley, Westborough Education Association
Marissa Fried, Cambridge Education Association
Rebecca Fuller, Sharon Teachers Association
Michael Geary, Massachusetts Community College Council, Bristol
Tom Gill, Foxboro Education Association
Camille Godbout-Chouinard, University Staff Association
Julie Hamilton, Monson Teachers association
Nicole Hawes, Lynnfield Teachers Association
Melissa Hogg, Saugus Educators Association
Matthew Hollis, Grafton Teachers Association

Maura Jones, Hull Teachers Association
Kristin Keegan, Winchester Education Association
Apostolos Koutropoulos, PSU-UMASS
Janelle Lacy, Watertown Educators Association
Amy LeBlanc, Pentucket association of teachers
Mary Malinowski, University Staff Association UMass Amherst
Heike Mertens-Tuplin, Weymouth Educators Association
Keith Michon, Fall River Educators' Association
Christopher Montero, Cambridge Education Association
Chris Mulrone, Framingham Teachers Association
Kevin Myles, Malden Education Association
Christy Nickerson, Woburn Teachers' Association
Sheryl Norris, Winchester Education Association
Deborah Place, University Staff Association
Patricia Plucinski, Dennis-Yarmouth Regional Secretaries and Assistants Association
Jariza Rodriguez, Classified Staff Union
Stephanie Rondeau, Winchendon Teachers Association
Susan Soares, Arlington Education Association
Adam St. Jean, Massachusetts Society of Professors – Lowell
Robin Strizhak, Lexington Education Association
Rosa Taormina, Association of Professional Administrators
Modeline Telfort, Quincy Education Association
Bobby Travers, Cambridge Education Association
Jay Wallace, Wakefield Education Association
Katelyn Watts, Haverhill Education Association
Chris Weeks, University Staff Association
Caity Welz, Springfield Ed Assoc
Allyson Wicander, Southwick-Tolland-Granville

MTA ESP of the Year

Katherine Monteiro was recognized as the MTA Education Support Professional of the Year.

MTA Presidents Awards

The 2025 MTA President's Award was presented to U.S. Representative Alexandria Ocasio-Cortez.

MTA Friend of Education

The 2025 MTA Friend of Education Award was presented to Stacy Davis Gates, President, Chicago Teachers Union.

MTA Friend of Labor

The 2025 MTA Friend of Labor Award was presented to Chrissy Lynch, President, MA AFL-CIO.

Moved and seconded to suspend the rules that all of the NBIs that are not considered on the floor today during our business session shall be taken up by the board and that the board shall notify the maker and seconder of all those NBIs as to when they're scheduled to be dealt with at the MTA board.

Moved for a quorum call. **Voted** for a quorum call and a quorum existed.

Voted to suspend the rules that all of the NBIs that are not considered on the floor today during our business session shall be taken up by the board and that the board shall notify the maker and seconder of all those NBIs as to when they're scheduled to be dealt with at the MTA board.

Reconvened on amendment to the Proposed Amendments to Policy 140.50 MTA Local Support Program:

[Amendment 1 to the PROPOSED AMENDMENT TO POLICY CHANGE for Local Office Support](#)

140.50 MTA Local Support Program

PURPOSE

To help associations defray part of the cost of operating local associations.

RULES FOR OPERATION

8. [Locals are encouraged to maintain an updated record of these expenses and, when requested, communicate this record to the MTA.](#) Each local association, or each group of local associations, requesting MTA support shall make available to MTA [all of the following documents](#):
 - a. [Local Dues & Audit Certificate \(MTA Generated\)](#)
 - b. [Confirmation or Receipt of Filing Previous Year's 990 Tax Form](#)
 - c. [Confirmation or Receipt of Most Recent 150E Forms 1 and 2.](#)
 - d. [Full unit lists of all staff of the local's employer eligible to enroll in the local association.](#)

~~b.* For expenses submitted in excess of \$100, receipts or other supporting documentation should be maintained by local associations and made available to MTA upon request. In addition to the Audit Certificate that is required to be filed by September 15, all locals requesting support should also submit a quarterly Income Statement (Financial Statement showing Incomes and Expenses) for the quarter just ended.~~

~~2. Categories of support are limited to the following:~~

- ~~● OFFICE EXPENSES: rent, telephone, utilities, equipment, office supplies, postage, printing, insurance, paper, clerical services, payroll taxes, disability costs associated with but not limited to CART services and interpreting, technology services, including ZOOM and other electronic services, and audit costs.~~
- ~~● COMPENSATION: local officers, committee chairs and committee members.~~
- ~~● CONFERENCES: registration fees at MTA approved conferences and hotel room costs for MTA Annual Meeting (as advertised by MTA).~~

9. [The intention of the Local Support Program is to provide financial support for office expenses, officer compensation, and MTA Conferences that cultivate labor organizing and social justice.](#)

10. The MTA and the local association, or the group of local associations, shall enter into a written agreement covering the categories of support and the association(s) shall annually certify that the financial statements have been audited or reviewed.

11. The local association shall submit requests applications for reimbursement on an annual quarterly basis and shall certify the amount of local dues for the succeeding fiscal year on or before January 1st. ~~September 15.~~
 - b. ~~The due date of the final local office support fiscal year reporting should be postmarked or received by the first business day LOCAL ASSOCIATIONS 120 July 2024 after July 15 of the appropriate year.~~
12. a. Members and potential members or agency fee payers should be reported on a full-time equivalent basis in accordance with the percentage of MTA's active dues paid. Such reports should be acquired through 150e information requests by December 1. A sample template will be provided by the MTA.
 - b. Local Support ~~Maximum reimbursements~~ will should be calculated based on full-time equivalents.
13. The amount of reimbursement for local support shall be based on the current year's membership. ~~the higher of either:~~
 - a. ~~The amount of local support received in FY 2024, or~~
 - b. ~~The amount of local support received in FY 2025, or~~
 - c. The current year's membership as of January 1st and the previous year's in-person delegate attendance at Annual Meeting. ~~If a local was unable to send a full in-person delegation to the Annual Meeting, a member who attended one of the annual MTA conferences offered by the Division of Training and Professional Learning (TPL) within the previous year may be substituted for the purposes of this policy. The amount will be determined in accordance with the table below.~~
14. In future appeals, the local association President, the Executive Committee member, and the Board member who represent the local will be notified that an appeal for late-filed Local Office Support has been filed and that their presence at the appeal is requested.

FUNDING

Local associations submitting documentation by the stated deadline will receive funding on the following schedule based upon member FTE and attendance at Annual Meeting and TPL Conferences; may be reimbursed for 50% of the expenses incurred up to the maximums set forth in the following reimbursement schedules.

100% OF ACTIVE MTA DUES

LOCAL DUES REIMBURSEMENT

| | |
|----------------------|---|
| Less than \$30 | \$5.00 per member or agency fee payers |
| \$30-44.99 | \$10.00 per member or agency fee payers |
| \$45-59.99 | \$15.00 per member or agency fee payers |
| \$60-79.99 | \$20.00 per member or agency fee payers |
| *\$80 or more | \$25.00 per member or agency fee payers (effective 1998-99) |

60% OF ACTIVE MTA DUES

LOCAL DUES REIMBURSEMENT

Less than \$18 \$3.00 per member or agency fee payers
 \$18-26.99 \$6.00 per member or agency fee payers
 \$27-35.99 \$9.00 per member or agency fee payers
 \$36 or more \$12.00 per member or agency fee payers
 \$48 or more \$15.00 per member or agency fee payers

30% OF ACTIVE MTA DUES

LOCAL DUES REIMBURSEMENT

Less than \$9..... \$2.00 per member or agency fee payers
 \$9-13.49 \$3.00 per member or agency fee payers
 \$13.50-17.99 \$5.00 per member or agency fee payers
 \$18 or more \$7.00 per member or agency fee payers
 \$24 or more \$8.00 per member or agency fee payers

| | ACTIVE PROFESSIONALS | ANNUAL MEETING DELEGATE BONUS |
|----------|----------------------|-------------------------------|
| FY 2026 | \$17 per FTE | \$0 per delegate |
| FY 2027 | \$19 per FTE | \$100 per delegate |
| FY 2028 | \$21 per FTE | \$200 per delegate |
| FY 2029+ | \$23 per FTE | \$300 per delegate |
| FY 2030+ | \$25 per FTE | \$400 per delegate |

* The change in the policy which was adopted May, 1997 shall be effective in FY 1998-99; all local associations will be notified of the change in the policy before the effective date.

- Members should be categorized according to the schedule for the percentage of MTA active dues or agency fee paid when Local Association Support worksheets are prepared.
- The amount of funding provided to each local shall be reduced proportionately if less than the total amount of projected program costs, as requested in the proposed budget, is included in the budget adopted by the Annual Meeting of Delegates.
- Local support payments shall be paid to local associations only if dues payments are remitted in accordance with the MTA Bylaws, Article IV, Section 3.

Moved and seconded to refer the local office support policy back to the committee and to come back at the 2026 Annual Meeting with recommendations.

Moved, seconded, and voted to close debate.

Voted to refer the local office support policy back to the committee and to come back to the 2026 Annual Meeting with recommendations.

Act on Proposed New Business Items with Budgetary Implications

Moved and seconded New Business Item #25 LGBTQ+ Summit/Annual Conference:

The MTA will host an in-person Summit during the 2025–2026 school year focused on LGBTQ+ topics impacting educators, students, and the broader community.

This event will invite members to root their teaching and organizing in the rich cultural traditions and legacies of LGBTQ+ joy, resilience, and resistance. Open to all MTA members, the Summit will provide a space to explore a wide range of topics affecting both our membership and students across Massachusetts.

Following the Summit, the MTA will hold its annual LGBTQ+ Conference in October. This gathering will be held annually and will further advance the union’s commitment to its mission as a racial and social justice organization.

Moved, seconded, and voted to close debate.

Voted to adopt New Business Item #25 LGBTQ+ Summit/Annual Conference:

The MTA will host an in-person Summit during the 2025–2026 school year focused on LGBTQ+ topics impacting educators, students, and the broader community.

This event will invite members to root their teaching and organizing in the rich cultural traditions and legacies of LGBTQ+ joy, resilience, and resistance. Open to all MTA members, the Summit will provide a space to explore a wide range of topics affecting both our membership and students across Massachusetts.

Following the Summit, the MTA will hold its annual LGBTQ+ Conference in October. This gathering will be held annually and will further advance the union’s commitment to its mission as a racial and social justice organization.

Moved and seconded New Business Item #26 Constructive Dialogue Task Force:

The MTA will create a Constructive Dialogue Task Force. This Task Force is charged with holding professional learning opportunities to help union members build essential dialogue skills, fostering a community that cultivates the respectful and open exchange of ideas. In a time of great polarization in our society, these skills are key to uniting our union membership as we advocate for public education, as well as strengthening educators’ abilities to navigate and lead difficult conversations around complicated issues in the classroom.

In collaboration with the Constructive Dialogue Institute, a non-partisan, non-profit organization focused on learning to engage with others across differences, the Task Force is charged with holding professional development for up to 150 MTA members with leadership roles, either within MTA or local unions, or other individuals identified by the Task Force. This professional development will include online lessons on evidence-based practices to navigate difficult

conversations, peer-to-peer conversations, and interactive trainings to learn and practice constructive dialogue skills. In addition, the Task Force will be charged with determining how the knowledge from these learning opportunities will be shared more broadly with union members, including the possible extension of the Task Force beyond 1 year.

Moved and seconded to amend New Business Item #26 Constructive Dialogue Task Force:
The MTA will create ~~host~~ a Constructive Dialogue Task Force. This Task Force is charged with ~~holding~~ professional learning opportunities to help union members build essential dialogue skills, fostering a community that cultivates the respectful and open exchange of ideas. ~~In a time of great polarization in our society, these skills are key to uniting our union membership as we advocate for public education, as well as strengthening educators' abilities to navigate and lead difficult conversations around complicated issues in the classroom.~~

~~In collaboration with the Constructive Dialogue Institute, a non-partisan, non-profit organization focused on learning to engage with others across differences, the Task Force is charged with holding~~ **This professional development for up to 150 MTA members will be open to any interested member or leader with leadership roles, either within MTA or local unions, or other individuals identified by the Task Force. This professional development will include online lessons on evidence-based on best practices to navigate difficult conversations, peer-to-peer conversations, and interactive trainings to learn and practice effective dialogue skills.** ~~In addition, the Task Force will be charged with determining how the knowledge from these learning opportunities will be shared more broadly with union members, including the possible extension of the Task Force beyond 1 year.~~

The professional development may also involve a train-the trainer model so that the knowledge from these learnings will be shared more broadly with union members. The MTA will use its discretion to tap into MTA members who are skilled in facilitation of difficult conversations and pay them at the regular workshop presenter rate of \$125.00 per hour.

Moved, seconded, and voted to close debate.

Voted to adopt the amendment to New Business Item #26 Constructive Dialogue Task Force:
The MTA will create ~~host~~ a Constructive Dialogue Task Force. This Task Force is charged with ~~holding~~ professional learning opportunities to help union members build essential dialogue skills, fostering a community that cultivates the respectful and open exchange of ideas. ~~In a time of great polarization in our society, these skills are key to uniting our union membership as we advocate for public education, as well as strengthening educators' abilities to navigate and lead difficult conversations around complicated issues in the classroom.~~

~~In collaboration with the Constructive Dialogue Institute, a non-partisan, non-profit organization focused on learning to engage with others across differences, the Task Force is charged with holding~~ **This professional development for up to 150 MTA members will be open to any interested member or leader with leadership roles, either within MTA or local unions, or other individuals identified by the Task Force. This professional development will include online lessons on evidence-based on best practices to navigate difficult conversations, peer-to-peer conversations, and interactive trainings to learn and practice effective dialogue skills.** ~~In~~

~~addition, the Task Force will be charged with determining how the knowledge from these learning opportunities will be shared more broadly with union members, including the possible extension of the Task Force beyond 1 year.~~

The professional development may also involve a train-the trainer model so that the knowledge from these learnings will be shared more broadly with union members. The MTA will use its discretion to tap into MTA members who are skilled in facilitation of difficult conversations and pay them at the regular workshop presenter rate of \$125.00 per hour.

Moved, seconded, and voted to close debate.

Voted to adopt as amended New Business Item #26 Constructive Dialogue Task Force:
The MTA will host professional learning opportunities to help union members build essential dialogue skills, fostering a community that cultivates the respectful and open exchange of ideas.

This professional development for up to 150 MTA members will be open to any interested member or leader. This professional development will include ~~online~~ lessons on evidence-based on best practices to navigate difficult conversations, peer-to-peer conversations, and interactive trainings to learn and practice effective dialogue skills.

The professional development may also involve a train-the trainer model so that the knowledge from these learnings will be shared more broadly with union members. The MTA will use its discretion to tap into MTA members who are skilled in facilitation of difficult conversations and pay them at the regular workshop presenter rate of \$125.00 per hour.

Moved and seconded New Business Item #27 Pursue a Citizen-Initiated Ballot Measure for Pension Transparency:

The MTA shall explore and initiate, in partnership with other public sector unions and allies, the development of a citizen-initiated ballot measure to require full public transparency and independent third-party auditing of the PRIT fund, including the public disclosure of all performance, valuation, and risk reports for private equity and alternative investments. For if our pensions are revealed to have been effectively plundered and mismanaged, the public must know that frontline educators, the MTA and its members had taken every step possible to demand accountability and transparency, leading the public conversation and investigation into the stewardship and transparency of our retirement savings under PRIM's control, positioning ourselves as defenders of public trust and dollars, fighting for the financial security of our schools, students, and communities against Wall Street greed and systemic negligence.

If the worst happens—and there is a reckoning over missing pension funds—we must be able to say: "We fought, against all odds, to demand transparency and confront hard, inconvenient truths. Despite the dereliction of duty of others, we, a union of proud, diverse, caring public educators, held the line and did whatever it took to right this wrong and safeguard our students, our schools, and our communities."

Moved, seconded and voted to suspend the rules to bundle NBIs 27, 28, 29, 30 and 31 and refer them to the Pension Task Force.

Moved and seconded New Business Item #37 End Hybrid Annual Meeting:

Due to the technical issues that are occurring during this Annual Meeting I request that going forward all Annual Meetings will be in person only.

Moved and seconded to amend New Business Item #37 End Hybrid Annual Meeting:

Due to the technical issues that are occurring during this Annual Meeting I request that ~~going forward~~ starting 2027 Annual Meetings will be in person only.

Moved and seconded to close debate.

Without objection, moved to close debate.

Voted to reject to amend New Business Item #37 End Hybrid Annual Meeting:

Due to the technical issues that are occurring during this Annual Meeting I request that ~~going forward~~ starting 2027 Annual Meetings will be in person only.

Moved, seconded and voted to close debate.

Voted to reject to adopt New Business Item #37 End Hybrid Annual Meeting:

Due to the technical issues that are occurring during this Annual Meeting I request that going forward all Annual Meetings will be in person only.

Act on the Recommended Annual Operating Budget and Dues for FY2025-2026

President Max Page instructed the delegates on the process for adopting the annual budget and dues for 2025-2026. The adoption of the annual budget is in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

Vice President Deb McCarthy presented the proposed Annual Operating Budget to the delegates.

Moved to adopt the annual operating budget of **\$58,968,786** and an Operating Budget dues level of **\$553**, based on **92,243** full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be **\$332**; dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$166**. Retiree annual dues remain at **\$30** per the MTA Bylaws.

Moved and seconded to amend the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

Voted to adopt as amended the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

Moved and seconded to amend the amendment the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

I move that the funds allocated for the position of Deputy Executive Director in line 107 of the Governance and Administration budget be moved to the Field and Organizing Combined Budget for the purpose of hiring additional regional organizers.

Ruled out of order because of the bylaws, they are designated to the executive committee and the board to determine what positions are needed. So, moving money from this line to some other line does not create those positions nor does it eliminate the position. The board has voted to create the position of deputy executive director. That's been created, and that's what will go forward. If people wanted to move money, even to say that they intend, they would like to hire those organizers, that will be money in that budget, but it would have to go to the executive committee and the board to decide.

Moved and seconded to amend the amendment the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

Move to reduce line item 26 by \$100,000 and apply the savings to reduce MTA dues raised as a result of the passage of NBI #21.

Moved and seconded for quorum call. A quorum existed.

Without objection, moved to close debate.

Voted to reject to amend the amendment the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

Move to reduce line item 26 by \$100,000 and apply the savings to reduce MTA dues raised as a result of the passage of NBI #21.

Moved and seconded to amend the amendment the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

I move to remove the position in the budget for the deputy executive director treasurer found in line 107.

Point of order was acknowledged to move to challenge the rule out of order the removal of the deputy executive director position.

Moved, seconded and voted to close debate.

Voted to sustained chair's ruling.

Moved, seconded, and voted to close debate.

Voted to adopt as amended the Recommended Annual Operating Budget and Dues for FY2025-2026:

To recommend to the Delegates to the MTA Annual Meeting the adoption of the Annual Operating Budget of \$58,968,786 and an Operating Budget dues level of \$553, based on 92,243 full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be \$332; dues for paraeducators, food service personnel and other Education Support Professionals are to be \$166. Retiree annual dues remain at \$30 per the MTA Bylaws.

Move \$60,000 from Line 23 and create a new line item LGBTQ+ Conference.

Act on the Public Relations/Organizing Campaign Budget and Dues for FY 2025-2026

Moved to adopt the Annual Public Relations/Organizing Campaign budget of **\$1,844,860** and a Public Relations/Organizing Campaign dues level of **\$20**, based on **92,243** full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be **\$12**; dues for paraeducators, food service personnel and other education support professionals are to be **\$6**.

Voted to adopt the Annual Public Relations/Organizing Campaign budget of **\$1,844,860** and a Public Relations/Organizing Campaign dues level of **\$20**, based on **92,243** full-time equivalent active members for the 2025-2026 fiscal year.

Dues for clerical staff and custodians are to be **\$12**; dues for paraeducators, food service personnel and other education support professionals are to be **\$6**.

Moved and seconded to reconsider all business that has taken place up to this time in the Annual Meeting.

Voted to reject to reconsider all business that has taken place up to this time in the Annual Meeting.

Elections

Co-Chairs of the Credentials and Ballot Committee, Pam Skinner and Deb Mousley guided the delegates through the election process. Delegates were instructed how to contact the Credentials and Ballot Committee if they experienced any issues with voting. The Co-Chairs explained that they will return with election results when tabulation is completed.

Recess

The Second Day of the 180th Annual Meeting of Delegates recessed at 1:56 p.m. and reconvened at 2:15 p.m.

MTA Video

Video presented on the first-ever Inspire Youth Summit that MTA had this year.

Moved and seconded to suspend the rules to move up New Business Item #19 Enumeration and Application of a Million, Billion, Trillion to right now.

Voted to reject to suspend the rules to move up New Business Item #19 Enumeration and Application of a Million, Billion, Trillion to right now.

Act on Proposed New Business Items WITHOUT Budgetary Implications

Moved and seconded New Business Item #1 Contract language protecting marginalized workers:

We direct the MTA Staff to create a strong, model contract language protecting members of marginalized groups from discrimination in the workplace, including unjust discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, gender identity, or perceived immigration status.

Move and seconded to suspend the rules so that we can extend our time here doing business of the MTA until we finish the business of the MTA.

Voted to reject to suspend the rules so that we can extend our time here doing business of the MTA until we finish the business of the MTA.

Without objection, vote on New Business Item #1 Contract language protecting marginalized workers.

Voted to adopt New Business Item #1 Contract language protecting marginalized workers:
We direct the MTA Staff to create a strong, model contract language protecting members of marginalized groups from discrimination in the workplace, including unjust discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, gender identity, or perceived immigration status.

Moved, seconded and voted to reconsider the vote on New Business Item #1 Contract language protecting marginalized workers:

We direct the MTA Staff to create a strong, model contract language protecting members of marginalized groups from discrimination in the workplace, including unjust discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, gender identity, or perceived immigration status.

Moved and seconded to amend New Business Item #1 Contract language protecting marginalized workers:

We direct the MTA Staff to create a strong, **anti-racist** model of contract language protecting members of marginalized groups from discrimination in the workplace, including unjust

discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, gender identity, or perceived immigration status.

Without objection, make the language change to New Business Item #1 Contract language protecting marginalized workers:

We direct the MTA Staff to create a strong, **anti-racist** model of contract language protecting members of marginalized groups from discrimination in the workplace, including unjust discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, or race, or gender identity, or perceived immigration status.

Moved to amend “or race” from New Business Item #1 Contract language protecting marginalized workers:

We direct the MTA Staff to create a strong, anti-racist model of contract language protecting members of marginalized groups from discrimination in the workplace, including unjust discipline or dismissal. Members we seek to explicitly protect from unfair treatment include members who are ethnically marginalized, members of the LGBTQ+ community, or on the basis of medical condition or diagnosis, or religious belief, ~~or race~~, or gender identity, or perceived immigration status.

Moved for a quorum call. **Loss of quorum.**

Announce the Results of the Election (Attachment E)

Pam Skinner, Co-Chair of the Credentials and Ballots Committee, announced the results of the election (Attachment D).

MTA Board of Directors Statewide Retired District:

Robert “Bob” Miller, 62 votes

Bonnie Page, 51 votes

Joe Herosy, 45 votes

Gerry Ruane, 35 votes

Robert “Bob” Miller and Bonnie Page were elected.

MTA Board of Directors District 16G:

Christy Nickerson, 19 votes

Diana Marcus, 8 votes

Christy Nickerson was elected.

Adjournment

The 180th MTA Annual Meeting of Delegates adjourned at 3:06 p.m.

ATTACHMENT A

Adoption of Special Meeting Rules

180TH

ANNUAL MEETING OF DELEGATES

MAY 2-3, 2025

MassMutual Center - Springfield, MA

RECOMMENDED SPECIAL RULES OF THE 2025 MTA ANNUAL MEETING OF DELEGATES

The rules below reflect a modification of the MTA Standing Rules, adapted as necessary for 2025 to address the hybrid format of the 2025 meeting. The 2025 Annual Meeting Special Rules are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian, the MTA Bylaws and Standing Rules Committee, and are approved and recommended by the MTA Board of Directors.

RULE 1: Certification and Registration

Section 1. Composition of Credentials and Ballot Committee - A Credentials and Ballot Committee shall be appointed by the President for rotating terms of three (3) years.

Section 2. Duties:

The Credentials and Ballot Committee shall be responsible for the supervision of the accreditation of delegates and alternates at meetings of the delegates and for the seating of delegates. The decisions of the Credentials and Ballot Committee shall be final unless overruled by the Meeting(s) of Delegates.

The chair of the Credentials and Ballot Committee shall give a preliminary report at the first business session of the delegates and a final report when the registration is complete. The final report shall include the number of local associations in attendance and the number of eligible local associations not in attendance.

The committee shall be responsible for the conduct of the annual elections held at the Annual Meeting of Delegates.

The chair of the Credentials and Ballot Committee shall present the report of the balloting to the final business session of the Meeting(s) of Delegates.

RULE 2: Delegates and Alternates

Section 1. Certification of Delegates - Each local association shall file with the Executive Director-Treasurer via the systems provided, the list of elected local delegates and alternates by April 25, 2025 and no additional reporting shall take place after that date. For the purposes of these rules, the term "local" shall be deemed to include all local associations.

Section 2. Alternates

Only an elected alternate reported to MTA by April 25, 2025 may take the place of an absent delegate and only as authorized by the local president.

RULE 3: Registration/On-line Meeting access

Section 1. Registration procedures at a Meeting of Delegates shall be under the immediate direction of the Credentials and Ballot Committee.

Section 2. At a Meeting of Delegates where candidates are running for election, delegate registration shall begin on the first day of the meeting and shall be closed at the closing of the polls.

Section 3. Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.

Section 4. Quorum shall be established based on the number of delegates in the designated meeting room at the MassMutual Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.

Section 5. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.

Section 6. Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

RULE 4: Seating

Section 1. Non-Delegates

(a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.

(b) With the consent of the Meeting(s) of Delegates, a member, guest, or MTA staff may address the meeting.

Section 2. Seating Arrangements

(a) The auditorium seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff.

(b) Proper identification shall determine admittance to the proper section.

(c) Members of the press shall be given appropriate identification and admitted to the area reserved for their use.

(d) MTA staff members who need access to the floor of the meeting shall wear appropriate identification.

(e) The chair and members of each delegation shall assume responsibility for permitting only certified delegates to sit in the section designated for delegates.

(f) A separate seating area shall be provided specifically for those delegates who prefer to wear masks, and only delegates wearing masks shall be permitted in said area.

RULE 5: Local Delegations

Section 1. Each local delegation shall elect a chair and vice chair as appropriate.

Section 2. If a roll call is requested, the AV platform can report individual delegate voting.

RULE 6: Order of Business and Debate

Section 1. The President and Executive Director-Treasurer will have time on the agenda to add to the printed reports and to respond to questions from the floor.

Section 2. The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.

Section 3. The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.

Section 4. The Meeting(s) of Delegates shall be conducted in accordance with the provisions of the MTA Bylaws.

Section 5. There shall be an official parliamentarian appointed by the President.

Section 6. No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating a motion may not conclude their remarks by moving to close debate.

Section 7. All motions made by delegates participating remotely requiring a second are deemed to be seconded.

Section 8. Questions on the determination of whether or not an item is one of new business or a resolution shall be channeled through the Presiding Officer for a decision.

Section 9. New Business Items

- (a) New business items without budgetary implications will be followed by Resolutions.
- (b) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- (c) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
- (d) New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- (e) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by

the Presiding Officer.

(d) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Section 10. No delegate speaking in debate may move the previous question.

Section 11. With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

Section 12. Delegates need to enter the speaking queue by adding their name to speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

When debate begins, yellow cards will be recognized in order, up to a maximum of five (5) yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on. If at any time there are no yellow cards, the standard green/ red or red/green progression will continue until more yellow cards are raised, at which time the yellow/green/red or yellow/red/green order will resume.

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for “a question or point of order,” Green for “in favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

Section 13. Executive Session will not be possible during the 2025 Annual Meeting of Delegates.

Section 14. Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7: Resolutions

Section 1. Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee prior to 5 p.m. on the second Friday in January. Any proposed resolution approved by a majority vote of the Resolutions Committee shall be recommended to the Meeting(s) of Delegates, after having been presented to the March meeting of the MTA Board of Directors for its

recommendation. If disapproved by the Resolutions Committee, the maker shall be notified prior to 5 p.m. on March 1.

Any proposed resolution not approved by the Resolutions Committee may be resubmitted to the committee for consideration in the following year.

Section 2. All proposed resolutions, insofar as possible, shall be printed in the official publication of the Association and shall be made available to delegates before action is scheduled thereon by the Meeting of Delegates.

Section 3. Resolutions that have been adopted at a previous meeting and are not amended or deleted pursuant to a submission under Section 1, shall continue in effect.

Section 4. All resolutions adopted by the Meeting(s) of Delegates shall be printed as official Association resolutions, as provided for in Rule 13 and as part of the document containing Bylaws and Standing Rules.

Section 5. Any proposed resolutions pending at adjournment of the Meeting of Delegates will be referred to the Resolutions Committee for consideration under Section 1 above.

RULE 8: Amendments to Bylaws and Standing Rules

Section 1. Proposed amendments to the Bylaws to be acted upon at the Annual Meeting of Delegates shall be submitted in writing prior to 5 p.m. on the second Friday in January to the Committee on Bylaws and Rules.

Section 2. Amendments to the Standing Rules shall be presented to the Committee on Bylaws and Rules prior to the opening of a Meeting of Delegates.

Section 3. Proposed amendments to the Bylaws and the Standing Rules, submitted by individual members or local association, shall be reviewed and, if necessary, combined and/or edited without substantive changes by the Committee on Bylaws and Rules and then submitted to a Meeting of Delegates.

Section 4. (a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.

(b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

Section 5. The Committee on Bylaws and Rules shall recommend to the Annual Meeting of Delegates procedures for consideration of amendments to the Bylaws and Standing Rules.

Section 6. Unless otherwise specified, all amendments to the Bylaws affirmatively adopted by the delegates shall take effect on the first day of the fiscal year next following.

RULE 9: Nominations and Elections

Section 1.

(a) In the first report of the Credentials and Ballot Committee, the Executive Director-

Treasurer shall cause to be announced to the Annual Meeting the names of those candidates nominated under Article VII, Sections 2B, 3B, 4B, 5B, 6B.

- (b) Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting. Speech may be delivered in-person or remotely via the online meeting platform.
- (c) Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee member, or designee, shall be given three (3) minutes to speak in person to the respective delegates.
- (d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.
- (e) The committee shall report to the Annual Meeting Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2. Elections

- (a) Election shall be held at the Meeting(s) of Delegates on the day when the final business session takes place.
- (b) For the 2025 Annual Meeting of Delegates, the election of candidates is scheduled to start at 11 a.m. on Saturday, after action on the proposed budget, and will take place within the business session (in person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.
- (c) No other business will be transacted during the elections. Election results will be presented at the conclusion of whichever item of business is being transacted at the time when the tabulations have been completed and certified.
- (d) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District delegates. The candidates receiving the highest number of votes shall be declared elected.
- (e) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.
- (f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

Section 3. Campaign Expenditures

- (a) All candidates shall be required to file with the Credentials and Ballot Committee a complete account of campaign expenditures within twenty-one (21) days after the Annual Meeting, on a form provided by the Association.
- (b) The Credentials and Ballot Committee shall certify the receipt of these reports.

RULE 10: Distribution of Campaign Materials

- Section 1. All campaign materials shall be properly identified by source and sponsorship.

Section 2. No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas or where such materials are visible from these areas.

Section 3. At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4. Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

Section 1. No electioneering shall be allowed during the time specified for the election.

Section 2. At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12: Sergeant-at-Arms

The Presiding Officer of the Meeting(s) of Delegates shall appoint a Sergeant-at-Arms.

RULE 13: Distribution of Bylaws, Standing Rules and Resolutions

A copy of the Bylaws, Standing Rules and Resolutions of this Association shall be available upon request to any MTA member as soon as possible after the Annual Meeting of Delegates.

RULE 14: Non-Sexist Terms

All Bylaws, Standing Rules and Resolutions shall be written in non-sexist terms.

ATTACHMENT B
Order of Business

2025 BUSINESS SESSION AGENDA

| FRIDAY, MAY 2 12 p.m. - Recess (approximately 5:30 p.m.) | | |
|--|--|--|
| 1 | Call to Order (Noon) | Max Page, President, Presiding |
| 2 | Pledge of Allegiance and "The Star-Spangled Banner" | |
| 3 | Land Acknowledgment | MTA Members |
| 4 | Member Acknowledgment | MTA Members |
| 5 | Opening Remarks | Max Page, President, Presiding |
| 6 | Announcements | Max Page, President, Presiding |
| 7 | Adopt the Preliminary Credentials Report (Quorum) | Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B) |
| 8 | Adopt Special Meeting Rules | Jacqueline Gorrie, Chair, Bylaws and Rules Committee |
| 9 | Adopt the Order of Business | Max Page, President, Presiding |
| 10 | Report on Certified Candidates | Pam Skinner and Deb Mousley, Co-Chairs, C&B |
| 11 | MTA Video | |
| 12 | Act on Proposed Amendments to the MTA Standing Rules | Jacqueline Gorrie, Chair, Bylaws & Rules Committee |
| 13 | Act on Proposed Amendments to the MTA Bylaws | Jacqueline Gorrie, Chair, Bylaws & Rules Committee |
| 14 | Act on Proposed Region & District Plan | Brian Fitzgerald, Chair, Electoral Review Committee |
| 15 | Act on Proposed New Business Items with/without Budgetary Implications | Max Page, President, Presiding |
| 16 | Act on Proposed MCAS Opt-Out Campaign | Brian Fitzgerald, NEA Director |
| 17 | Act on Proposed Amendments to Policy 140.50 MTA Local Support Program | Kyle Gekopi, Chair of Task Force to Review the Local Office Support Program |
| 18 | Adopt the Supplemental Credentials Report | Pam Skinner and Deb Mousley, Co-Chairs, C&B |
| 19 | Recess | |

SATURDAY, MAY 3 9 a.m. - Adjournment

| | | |
|-----------|---|--|
| 20 | Call to Order (9 a.m.) | Max Page, President, Presiding |
| 21 | Announcements | Max Page, President, Presiding |
| 22 | Adopt the Supplemental Credentials Report | Pam Skinner & Deb Mousley, Co-Chairs, C&B |
| 23 | Awards Recognition | Max Page, President, Presiding |
| | A. Recognition of ESP of the Year | Katherine Monteiro, Weymouth Educators' Assn. |
| | B. MTA President's Award | U.S. Rep. Alexandria Ocasio-Cortez |
| | C. Friend of Education | Stacy Davis Gates, President, Chicago Teachers Union |
| | D. Friend of Labor | Chrissy Lynch, President, MA AFL-CIO |
| 24 | Act on Proposed New Business Items WITH Budgetary Implications | Max Page, President, Presiding |
| 25 | Act on the Recommended Annual Operating Budget and Dues for FY2025-2026 | Deb McCarthy, Vice President; Chair, Advisory Budget Committee |
| | A. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2025-2026 | |
| | B. Act on the Recommended MTA Annual Operating Budget and Dues for FY2025-2026 | |
| 26 | Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2025-2026 | Max Page, President, Presiding |
| 27 | MTA Elections will start at 11 a.m. If budget action goes beyond 11 a.m., elections will begin immediately after the budget vote. | |
| 28 | Act on Proposed New Business Items WITHOUT Budgetary Implications | Max Page, President, Presiding |
| 29 | Lunch Recess at or around 12 p.m. (30 minutes) | Max Page, President, Presiding |
| 30 | Announce the Results of the Election | Pam Skinner & Deb Mousley, Co-Chairs, C&B |
| 31 | Act on Proposed New Business Items WITHOUT Budgetary Implications | Max Page, President, Presiding |
| 32 | Act on Proposed Resolutions | Deb Gesualdo, Chair, Resolutions Committee |
| 33 | Issues Forum | Max Page, President, Presiding |
| 34 | MTA Leadership Reports | |
| | A. Max Page, President | |
| | B. Deb McCarthy, Vice President | |
| | C. Mike Fadel, Executive Director-Treasurer | |
| 35 | Adopt the Final Credentials Report | Pam Skinner & Deb Mousley, Co-Chairs, C&B |
| 36 | Announce the Results of Any Runoff Election (if Necessary) | Pam Skinner & Deb Mousley, Co-Chairs, C&B |
| 37 | Announcements and Points of Personal Privilege | |
| 38 | Closing Comments | Max Page, President, Presiding |
| 39 | Adjournment | |

ATTACHMENT C
Report on Certified Candidates

CERTIFIED CANDIDATES

Certification of Nomination Papers for Elections at MTA Annual Meeting

Executive Committee, Board Of Directors, and Retired Members Committee

March 12, 2025

Official Record

In accordance with *MTA Bylaws*, it is hereby certified that the candidates for the positions indicated below have filed proper nomination papers as required by Article VII of the Bylaws of the Massachusetts Teachers Association.

The order of the candidates' names on this document reflects the results of the lottery conducted by the Credentials and Ballot Committee which shall be the order of placement of certified candidates on the election ballots at Annual Meeting.

***Election Waiver:** According to the [MTA Bylaws](#), *Article VII, Section 3 D. (5), Section 3 G. (3c.), Section 3 H. (3c.), Section 4 C. (3), Section 5 C. (3), and Section 6 C. (2)*, applicable to seats on the Board of Directors and the Executive Committee, 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. Therefore, the candidates indicated with an asterisk (*) are elected.



[Pamela Skinner \(Mar 12, 2025 19:12 EDT\)](#)

PAM SKINNER, Co-Chair
MTA Credentials & Ballot Committee

2025 CANDIDATES

MTA EXECUTIVE COMMITTEE CANDIDATES

Each seat is a Three-Year Term,
Commencing July 1, 2025.
Seats below are one seat per race:

REGION B

No Candidates

REGION D

Gayle Carvalho *

REGION E

Cynthia Roy *

REGION H

Anneta Argyres *

* Indicates Elected by Waiver

MTA BOARD OF DIRECTORS CANDIDATES

Each seat is a Three-Year Term,
Commencing July 1, 2025.

STATEWIDE RETIRED DISTRICT

Two seats to be elected:

Bonnie M. Page

Joe Herosy

Gerry Ruane

Robert (Bob) Miller

Seats below are one seat per race:

DISTRICT 10B

Tina Mansfield *

DISTRICT 33C

No Candidates

DISTRICT 36C

Kimberly Gibson *

DISTRICT 41C

Nicole Roberge *

DISTRICT 29D

Sherene Michlin *

DISTRICT 39E

Keith Michon, Jr. *

DISTRICT 40E

Lori R. Silveira *

DISTRICT 12F

Julie Taggart *

2025 CANDIDATES

DISTRICT 13F

No Candidates *

DISTRICT 16G

Christy Nickerson

Diana Marcus

DISTRICT 17G

Kristine Barker *

DISTRICT 20G

Kim Auger *

DISTRICT 45H

No Candidates

DISTRICT 48H

No Candidates

DISTRICT 49H

Andrew Gorry *

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

Four Seats - Two-Year Term, Commencing July 1, 2025

Maureen Colgan Posner *

Dale Melcher *

Phyllis Neufeld *

Amy Wolpin *

* Indicates Elected by Waiver

ATTACHMENT D

Recommended Electoral Region & District Plan

RECOMMENDED ELECTORAL REGION & DISTRICT PLAN

Per MTA Bylaws, the Electoral Review Committee (ERC) reviews the Electoral Region and District Plan every three years and recommends a plan to the Annual Meeting which complies with MTA Bylaws and NEA standards. Upon approval of a majority of delegates present and voting at the Annual Meeting, the plan will be implemented on July 1, 2025.

ERC's review of the June 2024 membership figures showed that the existing Electoral District and Region plan DOES MEET the mathematical compliance according to NEA affiliation standards and the "one person, one vote principle."

In accordance with the Bylaws, notice was provided to Local Presidents and Board members for two separate opportunities to give input, once prior to initial review of the plan and then prior to finalizing the proposed plan. The proposed plan was shared with Local Presidents and Board members as part of the outreach and invitation to provide input before finalizing ERC's recommendation.

Compliance

The Bylaws require that the electoral districts shall be drawn based on a ratio of 1:1900 or major fraction thereof. This means the acceptable range for district size is 951 – 2850 members.

In order to be in compliance with the one-person, one vote principle, as required by NEA, the smallest districts making up a bare majority of the District Board Seats must represent at least 45.1% of the total membership.

The current and recommended plan achieves this compliance. In its review of the current compliant plan, the committee has voted to recommend no changes to the current plan which follows.

One Person, One Vote

"Each affiliate shall apply the one person one vote principle for representation on its governing bodies..."

- NEA Bylaw 8 7(a) and 8 11(a)

NEA Standards

One person, one vote, or equal population voting, generally means that the vote of each member of the affiliate has the same weight as the vote of any other member. The association shall apply the one person one vote principle for representation on each of its several governing bodies. "Elected governing body" is any association elected body participating in the determination of general and significant policies and in the exercise of discretion in implementing such policies.

Electoral Percentage Test

Ascertaining Conformity to One Person One Vote

The electoral percentage is a calculation to determine whether the smallest voting membership units (the smallest MTA Electoral Districts) representing 50.1% of the members are represented by a bare majority (50.1%) of the governing body (MTA Board, District Director seats).

First, compute a bare majority as a percentage of the governing body using one half of the governing body (district seats) plus one. Then determine how many members each District Director represents; this is the voting district size. If the district is represented by more than one representative, divide the members of that district by the number of representatives to determine the number of members each one represents. The next step is to list all the representatives and number of members represented in order from the smallest to the largest by voting district size. Find the sum of the smallest constituencies (MTA Electoral Districts) electing the bare majority (of District Board seats) and determine what percentage that represents of the total

membership. To meet the test, the resulting percentage should not deviate more than 5% from the bare majority, it must therefore fall between 45.1% and 55.1%.

Members of the Electoral Review Committee

Brian Fitzgerald, Chair

Jackie Bishop

Mary Pat Dodge

Robert Erlandsen

Sarah McKeon

Bobby Travers

Pages 35-40

Attachment A is the current and recommended plan, the list of MTA Local Affiliates by district, as of June 2024 (one Board seat per district, unless otherwise indicated).

Pages 41-42

Attachment B shows the membership figures for the current and recommended plan, indicating mathematical compliance with the one person, one vote principle.

ATTACHMENT A

Local Affiliates By District

Current and Recommended Region and District Plan

Region A

DISTRICT 01A

Adams Cheshire Teachers Assn
Berkshire Hills Education Assn
Central Berkshire Educators Assn.
Clarksburg Teachers Assn
Farmington River Educators Assn
Florida Education Assn
Hancock Teachers Assn
Lee Education Assn
Lenox Education Assn
McCann Faculty Assn
Mount Greylock Educators Assn
North Adams Paraprofessionals Assn
North Adams Teachers Assn
Pittsfield Educational Administrators Assn
Richmond Educators' Assn
Savoy Education Assn
Southern Berkshire Regional Education Assn
United Educators of Pittsfield

DISTRICT 02A

Agawam Education Assn
Agawam Professional Administrators Assn
Gateway Education Association Inc.
Southwick-Tolland-Granville Education Assn Inc
West Springfield Education Assn
Westfield Education Assn

DISTRICT 03A

Belchertown Education Assn
Chesterfield Goshen Teachers Assn
Easthampton Education Assn
Granby Educators Assn
Hadley Education Assn
Hampshire Regional Education Assn

Hatfield Teachers Assn
Northampton Assn of School Employees
South Hadley Education Assn
Southampton Teachers Assn
Ware Teachers Assn
Westhampton Teachers Assn
Williamsburg Teachers Assn

DISTRICT 04A

Amherst-Pelham Administrators Assn
Amherst-Pelham Education Assn
Athol Teachers Assn
Erving Teachers Assn
Franklin County Technical Teachers Assn
Frontier Regional Education Assn
Gill-Montague Education Assn
Greenfield Education Assn
Hawlemont Teachers Assn
Leverett Education Assn
Mahar Teachers Assn
Mohawk District Education Assn Inc
Orange Elementary Teachers Assn
Petersham Educational Assn
Pioneer Valley Assn of Support Professionals
Pioneer Valley Regional Education Assn
Rowe Teachers Assn
Shutesbury Education Assn
Swift River Education Assn
Union 38 Educators Assn

DISTRICT 05A

Springfield Administrators Assn
Springfield Education Assn
Technical Employees Assn (Springfield)

RECOMMENDED ELECTORAL REGION & DISTRICT PLAN | 35

DISTRICT 06A

East Longmeadow Education Assn
Hampden-Wilbraham Education Assn
Longmeadow Education Assn
Lower Pioneer Valley Educ. Collab Educators Union
Ludlow Education Assn
Monson Educators Association Inc
Palmer Teachers Assn
Pathfinder Education Assn

DISTRICT 26A

Chicopee Education Assn
Holyoke Educators Assn
Holyoke Paraprofessionals Assn
Holyoke Public School Secretaries Assn
Holyoke Teachers Assn

Region B

DISTRICT 07B

Ashburnham Westminster Educators Union
Ashburnham-Westminster Teachers Assn
Fitchburg Education Assn
Gardner Education Assn
Leominster Administrators Assn
Leominster Education Assn
Leominster School Secretaries Assn
Leominster Tutors Assn
Montachusett Reg Teachers Assn
Narragansett District Ed Assn
Paraeducator Assn of Leominster Schools
Winchendon Secretaries Assn
Winchendon Support Personnel Assn
Winchendon Teachers Assn

DISTRICT 08B

Auburn Education Assn
Bay Path Administrators Assn
Bay Path Teachers Assn
Brimfield Educational Support Professionals Assn
Brookfield Educational Support Professionals Assn
Dudley-Charlton Paraprofessional Assn
Dudley-Charlton Teachers Assn

Educational Assn of Leicester
Holland Educational Support Professionals Assn
Leicester Paraprofessional Assn
North Brookfield Teachers Assn
Quabbin Regional School District Para Assn
Quabbin Regional Teachers Assn
Quaboag Education Assn
Southbridge Education Assn
Southern Worcester County Educational Collab
Spencer-East Brookfield Teachers Assn
Sturbridge Educational Support Personnel Assn
Tantasqua Education Assn
Union 61 Teachers Assn
Wales Essential Support Personnel

DISTRICT 09B

Algonquin Regional Teachers Assn
Berlin-Boylston Educators' Assn
Grafton Teachers Assn
Mendon-Upton Reg Teachers Assn
Northboro Teachers Assn
Southboro Teachers Assn
Wachusett Regional Education Assn
West Boylston Teachers Assn
Westborough Education Assn

DISTRICT 10B (Two District Directors)

Educational Assn of Worcester Inc
Shrewsbury Education Assn
Shrewsbury Paraprofessionals Assn

DISTRICT 11B

Central Massachusetts Collaborative Union
Douglas Educational Support Professionals Assn
Douglas Teachers Assn
Hopedale Education Assn Inc
Milford Teachers Assn
Millbury Teachers Assn
Northbridge Teachers Assn
Oxford Education Assn
Sutton Education Support Assn
Sutton Teachers Assn

Uxbridge Teachers Assn
Webster Administrative Assistants
Webster Administrators Assn
Webster Educators Assn
Webster Instructional Assistants Assn

Region C

DISTRICT 33C

Cohasset Teachers Assn
Education Assn of Norwell
Hanover Teachers Assn
Hingham Education Assn
Hull Teachers Assn
Marshfield Education Assn
Rockland Education Assn
Scituate Teachers Assn

DISTRICT 34C

Duxbury Teachers Assn
Education Assn of Plymouth And Carver
Halifax Teachers Assn
Kingston Teachers Assn
Pembroke Teachers Assn
Plymouth Administrators Assn
Plympton Teachers Assn
Silver Lake Education Assn

DISTRICT 35C

Abington Education Assn
Bridgewater-Raynham Education Assn
East Bridgewater Assistant Principals Assn
East Bridgewater Education Assn
Educators' Assn of Freetown And Lakeville
Middleboro Education Assn
Reads Collaborative Educators Assn
West Bridgewater Education Assn
Whitman-Hanson Education Assn

DISTRICT 36C

Brockton Education Assn
Brockton Education Support Professional Assn
Stoughton Teachers Assn

DISTRICT 41C

Barnstable Administrators Organization
Barnstable Teachers Assn
Bourne Educators Assn
Marion Teachers Assn
Mattapoisett Educators Assn
Old Rochester Professional Educators' Assn
Rochester Memorial Support Personnel Assn
Rochester Memorial Teachers Assn
Sandwich Education Assn
Sippican School Support Personnel Assn
Upper Cape Cod Regional Teachers Assn
Wareham Education Assn

DISTRICT 42C

Cape Tech Assn
Dennis-Yarmouth Educators Assn
Dennis-Yarmouth Regl Secretaries and Assistants
Falmouth Educators Assn
Mashpee Teachers Assn
Monomoy Regional Education Assn
Nauset Education Assn
Provincetown Assn of Educators
Truro Education Assn

DISTRICT 43C

Martha's Vineyard Educators Assn
Nantucket Teachers Assn

Region D

DISTRICT 14D

Ashland Educators Assn
Framingham Teachers Assn
Hopkinton Teachers Assn
Keefe Tech School Secretarial Assn
Keefe Technical Educators Assn
Marlborough Educators Assn

DISTRICT 15D

Bedford Education Assn
Carlisle Teachers Assn
CASE Professional Assn

Concord Teachers Assn
Concord-Carlisle Bus Drivers
Concord-Carlisle Support Staff
Concord-Carlisle Teachers Assn
Concord-Carlisle Tutors Assn
Lincoln Educators Assn
Lincoln-Sudbury Regional Teachers
Sudbury Education Assn
Wayland Teachers Assn
Weston Aides And Paraprofessionals Assn
Weston Education Assn
Weston Educational Administrative Assistants Assn

DISTRICT 27D

Brookline Educators Union
Dedham Education Assn
Milton Educators Assn

DISTRICT 28D

Dover-Sherborn Education Assn
Franklin Education Assn
Medfield Teachers Assn
Millis Teachers Assn
Norwood Teachers Assn
Tri County Maintenance Assn
Tri County Teachers Assn
Westwood Teachers Assn

DISTRICT 29D

Natick Assn of Admin Assistants and Clerks
Needham Education Assn
The Education Assn of Natick
Wellesley Educators Assn

DISTRICT 32D

Avon Education Assn
Braintree Education Assn
Holbrook Education Assn
Quincy Education Assn
Weymouth Educators Assn

Region E

DISTRICT 30E

Bellingham Teachers Assn
Blackstone Valley Reg Vocational
Blackstone-Millville Reg School District Educators Assn
Blackstone-Millville Support Personnel Assn
King Philip Teachers Assn
Norfolk Teachers Assn
Plainville Education Assn
Sharon Teachers Assn
TECCA Union
Walpole Teachers Assn
Wrentham Educators' Assn

DISTRICT 37E

Blue Hills Reg Voc Teachers Assn
Bristol-Plymouth Teachers Assn
Canton Educators Assn
Easton Educators Assn
Randolph Education Assn
Segreganset Teachers Assn
Taunton Administrators Assn
Taunton Education Assn
Taunton Educational Secretaries and Assistants
Taunton Therapy Assistants Assn

DISTRICT 38E

Attleboro Assn of Clerical Personnel
Attleboro Education Assn
Attleboro Paraprofessionals Assn
Attleboro Public Sch Administrators Assn
Attleboro Sch Dept Bldg Trades Maint Mechs Assn
Attleboro School Custodians Assn
Bristol County Agricultural H S Supp Staff Assn
Foxborough Education Assn
Mansfield Assn of Secretaries and Clerks
Mansfield Building and Grounds Assn
Mansfield Educators Assn
Norton Teachers Assn

DISTRICT 39E

Berkley Teachers Assn
 Dighton-Rehoboth Regional Paraprofessionals Assn
 Dighton-Rehoboth Tchrs Assn
 Diman Teachers Assn
 Fall River Educators Assn
 Seekonk Educators Assn
 Somerset Teachers Assn
 Swansea Educators Assn

DISTRICT 40E

Acushnet Teachers Assn
 Dartmouth Educators Assn
 Fairhaven Educators Assn
 Greater New Bedford Administrators Union
 Greater New Bedford Educators Union
 New Bedford Educators Assn
 New Bedford Support Specialists Union

Region F**DISTRICT 12F**

Chelmsford School Administrators
 Dracut Administrators Assn
 Dracut Paraprofessionals Assn
 Dracut Teachers Assn
 Greater Lowell Educational Support Personnel
 Greater Lowell Paraeducator Organization
 Greater Lowell Regional Teachers Organization
 Groton Dunstable Educators Assn
 North Middlesex Regional Sch Dist Teachers Assn
 Tewksbury Teachers Assn
 Tyngsborough Teachers Assn
 Westford Education Assn

DISTRICT 13F

Acton Boxborough Education Assn
 Acton Boxborough Office Support Assn
 Ayer Shirley Regional Education Assn
 Clinton Teachers Assn
 Harvard Educators Assn
 Hudson Education Assn

Hudson Paraeducators Assn
 Hudson School Administrative Assistant Assn
 Littleton Educators Assn
 Lunenburg Education Assn
 Maynard Education Assn
 Maynard Education Support Assn
 Nashoba Reg Education Assn

DISTRICT 22F

Andover Administrators Assn
 Andover Education Assn
 Methuen Administrators Assn
 Methuen Education Assn
 North Andover Teachers Assn

DISTRICT 23F

Boxford Teachers Assn
 Haverhill Education Assn
 Masconomet Teachers Assn
 Middleton Educators Assn
 Newburyport Instructional Assistants Assn
 Newburyport Teachers Assn
 Pentucket Assn of Teachers
 Topsfield Teachers Assn
 Triton Regional Teachers Assn
 Whittier Regional Teachers Assn

DISTRICT 24F

Beverly Teachers Assn
 Danvers Teachers Assn
 Georgetown Education Assn
 Georgetown Education Support Assn
 Gloucester Assn of Educational Paraprofessionals
 Gloucester Teachers Assn
 Hamilton-Wenham Education Assn
 Ipswich Educators Assn
 Manchester-Essex Teachers Assn
 Rockport Educational Support Staff Assn
 Rockport Teachers Assn

DISTRICT 25F

Lynnfield Teachers Assn
Marblehead Education Assn
Nahant Teachers Assn
North Reading Education Assn
Peabody School Administrators
Revere Teachers Assn
Saugus Educational Paras Assn
Saugus Educators Assn
Saugus School Clerical Assn
Swampscott Education Assn
Winthrop Teachers Assn

Region G

DISTRICT 16G

Billerica Administrators Group
Burlington Educators Assn
LABBB Collaborative Education Assn
Shawsheen Teachers Assn
Wilmington Teachers Assn
Winchester Education Assn
Woburn Teachers Assn

DISTRICT 17G

Lexington Education Assn
Minuteman Faculty Assn
Stoneham Education Assn
Waltham Educators Assn

DISTRICT 18G

Newton Teachers Assn
Watertown Educators Assn

DISTRICT 19G

Cambridge Education Assn
Cambridge Safety Specialists Assn
Chelsea Administrators Assn
Somerville Educators Union

DISTRICT 20G

Arlington Education Assn
Belmont Education Assn

Everett Teachers Assn
Medford Paraprofessionals Assn
Medford Teachers Assn

DISTRICT 21G

Malden Education Assn
Melrose Educators Union
Northeast Secretaries Assn
Northeast Supervisors Assn
Northeast Teachers Assn
Reading Assn of Secretaries And Clerks
Reading Paraeducators Assn
Reading Teachers Assn
Wakefield Education Assn

Region H

DISTRICT 44H (Two District Directors)
Mass Community College Council

DISTRICT 45H

Mass State College Assn

DISTRICT 46H

Department Chair Union
Faculty Staff Union UMASS Boston
MA Society of Professors UMASS Amherst

DISTRICT 47H

Association of Professional Administrators
UMASS Lowell Grant and Contract Fund Employees
UMASS Lowell MA Society of Professors

DISTRICT 48H

Classified Staff Union
UMASS Lowell Classified Tech Union
UMASS Lowell Maintenance Trade Union
University Staff Assn UMASS Amherst

DISTRICT 49H

Professional Staff Union

ATTACHMENT B

Membership as of June 2024

Current and Proposed Plan

ERC COMPLIANCE TEST

| District | Members | Cumulative Members | % of Membership | Cumulative % of Membership | Board Seats/ Votes | Cumulative Board Votes |
|------------|-------------|--------------------|-----------------|----------------------------|--------------------|------------------------|
| 43C | 763 | 763 | 0.72% | 0.72% | 1 | 1 |
| 48H | 1108 | 1,871 | 1.05% | 1.77% | 1 | 2 |
| 26A | 1483 | 3,354 | 1.40% | 3.17% | 1 | 3 |
| 44H(a) | 1627 | 4,981 | 1.54% | 4.70% | 1 | 4 |
| 44H(b) | 1628 | 6,609 | 1.54% | 6.24% | 1 | 5 |
| 06A | 1674 | 8,283 | 1.58% | 7.82% | 1 | 6 |
| 49H | 1747 | 10,030 | 1.65% | 9.47% | 1 | 7 |
| 47 | 1841 | 11,871 | 1.74% | 11.21% | 1 | 8 |
| 02A | 1872 | 13,743 | 1.77% | 12.97% | 1 | 9 |
| 03A | 1874 | 15,617 | 1.77% | 14.74% | 1 | 10 |
| 38E | 1908 | 17,525 | 1.80% | 16.54% | 1 | 11 |
| 04A | 1949 | 19,474 | 1.84% | 18.38% | 1 | 12 |
| 01A | 1956 | 21,430 | 1.85% | 20.23% | 1 | 13 |
| 42C | 1996 | 23,426 | 1.88% | 22.11% | 1 | 14 |
| 27D | 2022 | 25,448 | 1.91% | 24.02% | 1 | 15 |
| 46H | 2072 | 27,520 | 1.96% | 25.98% | 1 | 16 |
| 29D | 2073 | 29,593 | 1.96% | 27.93% | 1 | 17 |
| 41C | 2094 | 31,687 | 1.98% | 29.91% | 1 | 18 |
| 11B | 2108 | 33,795 | 1.99% | 31.90% | 1 | 19 |
| 10B(a) | 2110 | 35,905 | 1.99% | 33.89% | 1 | 20 |
| 10B(b) | 2110 | 38,015 | 1.99% | 35.88% | 1 | 21 |
| 34C | 2127 | 40,142 | 2.01% | 37.89% | 1 | 22 |
| 08B | 2129 | 42,271 | 2.01% | 39.90% | 1 | 23 |
| 30E | 2131 | 44,402 | 2.01% | 41.91% | 1 | 24 |
| 36C | 2144 | 46,546 | 2.02% | 43.94% | 1 | 25 |
| 28D | 2145 | 48,691 | 2.02% | 45.96%* | 1 | 26 |
| 12F | 2163 | 50,854 | 2.04% | 48.00% | 1 | 27 |
| 15D | 2198 | 53,052 | 2.07% | 50.08% | 1 | 28 |
| 13F | 2208 | 55,260 | 2.08% | 52.16% | 1 | 29 |
| 19G | 2225 | 57,485 | 2.10% | 54.26% | 1 | 30 |
| 45H | 2230 | 59,715 | 2.10% | 56.37% | 1 | 31 |
| 39E | 2235 | 61,950 | 2.11% | 58.48% | 1 | 32 |
| 22F | 2287 | 64,237 | 2.16% | 60.63% | 1 | 33 |

* Majority of BOD seats (26) must be at least 45.1%

DOES COMPLY

| District | Members | Cumulative Members | % of Membership | Cumulative % of Membership | Board Seats/ Votes | Cumulative Board Votes |
|---------------|----------------|--------------------|-----------------|----------------------------|--------------------|------------------------|
| 35C | 2310 | 66,547 | 2.18% | 62.82% | 1 | 34 |
| 21G | 2317 | 68,864 | 2.19% | 65.00% | 1 | 35 |
| 07B | 2323 | 71,187 | 2.19% | 67.19% | 1 | 36 |
| 09B | 2323 | 73,510 | 2.19% | 69.39% | 1 | 37 |
| 16G | 2343 | 75,853 | 2.21% | 71.60% | 1 | 38 |
| 40E | 2344 | 78,197 | 2.21% | 73.81% | 1 | 39 |
| 24F | 2396 | 80,593 | 2.26% | 76.07% | 1 | 40 |
| 25F | 2414 | 83,007 | 2.28% | 78.35% | 1 | 41 |
| 37E | 2414 | 85,421 | 2.28% | 80.63% | 1 | 42 |
| 17G | 2431 | 87,852 | 2.29% | 82.93% | 1 | 43 |
| 33C | 2455 | 90,307 | 2.32% | 85.24% | 1 | 44 |
| 18G | 2481 | 92,788 | 2.34% | 87.58% | 1 | 45 |
| 23F | 2513 | 95,301 | 2.37% | 89.96% | 1 | 46 |
| 14D | 2587 | 97,888 | 2.44% | 92.40% | 1 | 47 |
| 32D | 2600 | 100,488 | 2.45% | 94.85% | 1 | 48 |
| 05A | 2642 | 103,130 | 2.49% | 97.35% | 1 | 49 |
| 20G | 2811 | 105,941 | 2.65% | 100.00% | 1 | 50 |
| TOTALS | 105,941 | | 100.00% | | 50 | |

Total active members, June 2024: 105,941

The above list is sorted from the smallest to the largest electoral district.

A ratio of 1 : 1,900 or major fraction thereof shall be used in drawing up districts. Major fraction thereof: 951 = more than half of 1,900. 2,850 = one and one half of 1,900.

The 26 smallest districts must represent at least 45.1% of the membership (plus or minus 5% of the bare majority of 50.1%). To meet compliance, the smallest districts that constitute a majority of the Board's district votes (26 votes) must represent 50.1% of the membership (plus or minus 5%)

ATTACHMENT E

Results of the Election

180TH
ANNUAL MEETING OF DELEGATES
MAY 2-3, 2025
MassMutual Center - Springfield, MA

OFFICIAL TABULATION OF ELECTIONS
CERTIFIED RESULTS

ANNUAL MEETING OF DELEGATES
MAY 2 - 3, 2025

* = ELECTED

UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE

Elected by Waiver: 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. Therefore, the following are elected via the election waiver:

EXECUTIVE COMMITTEE – Three-year terms, Commencing July 1, 2025

Gayle Carvalho, Region D *
Cynthia Roy, Region E *
Anneta Argyres, Region H *

BOARD OF DIRECTORS – Three-year terms, Commencing July 1, 2025

Tina Mansfield, District 10B *
Kimberly Gibson, District 36C *
Nicole Roberge, District 41C *
Sherene Michlin, District 29D *
Keith Michon, Jr., District 39E *
Lori R. Silveira, District 40E *
Julie Taggart, District 12F *
Kristine Barker, District 17G *
Kim Auger, District 20G *
Andrew Gorry, District 49H *

Board of Directors, continued:

District 16G

| <u>Candidate</u> | <u>Votes</u> |
|---------------------|--------------|
| Christy Nickerson * | 19 |
| Diana Marcus | 8 |

Statewide Retired District

2 seats elected

| <u>Candidate</u> | <u>Votes</u> |
|-----------------------|--------------|
| Robert (Bob) Miller * | 62 |
| Bonnie M. Page * | 51 |
| Joe Herosy | 45 |
| Gerry Ruane | 35 |

RETIRED MEMBERS COMMITTEE – Two-year terms, Commencing July 1, 2025

4 seats elected by waiver:

Maureen Colgan Posner *
Dale Melcher *
Phyllis Neufeld *
Amy Wolpin *

* = ELECTED

Certified Results, Approved by: MTA Credentials and Ballot Committee:

Deborah Mousley, Co-Chair
MTA Credentials and Ballot Committee

