

**2026 PROPOSED AMENDMENTS
TO THE
MTA STANDING RULES
AND THE
MTA BYLAWS
FOR THE
2026 ANNUAL MEETING OF DELEGATES**

**Recommendations of the
MTA Bylaws and Rules Committee
And the
MTA Board of Directors**

**For Final Adoption by the
MTA Annual Meeting of Delegates**



MTA BYLAWS AND RULES COMMITTEE 2025– 2026

Jacqueline Gorrie, Retired, ***Committee Chair***

Caroline Coscia, Faculty Staff Union

Mary Ann D’Eufemia, Pentucket

Sue Doherty, Retired

Ramsey Kurdi, Springfield

Daniel Mulcare, Mass State College Assn.

Jacqueline Perkins, Plymouth-Carver

Adam St. Jean, MSP - UMass Lowell

Robert Williams, Holyoke Teachers

STAFF

Laurie Houle, General Counsel

Jennifer Freeling, Committee Staff Consultant

John Connelly, Committee Staff Assistant

EFFECTIVE DATES

Unless otherwise specified, all amendments to the MTA Standing Rules affirmatively adopted by the delegates shall take effect immediately upon adoption.

Standing Rule 8, Section 6. Unless otherwise specified, amendments to the MTA Bylaws affirmatively adopted by the delegates shall take effect on the first day of the fiscal year next following.

2026
PROPOSED AMENDMENT TO THE MTA STANDING RULES

1

Given the ongoing intention to hold MTA’s Annual Meeting as a hybrid meeting, the Bylaws and Rules Committee is recommending changes to MTA’s Standing Rules specifically to recognize and accommodate the hybrid format. “Special Rules” have had to be adopted each year since 2020. Proposed amendment #1 is modeled on the Special Rules that the delegates approved for the past four hybrid Annual Meetings. The Bylaws and Rules Committee recommended these changes to the Board of Directors, who subsequently voted to recommend the changes to the Annual Meeting of Delegates for adoption.

Added/new language is indicated as underlined text.

Deleted language is indicated as strike-through text.

MTA Standing Rules

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, ~~and a~~ Any other items on which votes are taken by electronic ballot, printed ballot, by hand, standing count, electronic vote or roll call vote will be managed by the Division of Governance in concert with the committee.

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 — Via the system provided, each local association shall file with the Executive Director-Treasurer a certificate of eligibility, on a form provided, at least seven (7) days before a meeting listing the list of its elected delegates and alternates, by 5pm on the Friday that is one week prior to the start of a Meeting. No changes to the list of elected delegates and alternates shall be accepted after that date. Changes from original certification forms and late certification as requested by the president of a local association shall be allowed, subject to all other rules, under the jurisdiction of the Credentials and Ballot Committee. For the purposes of these rules, the term “local” shall be deemed to include all local associations.

Section 2. Alternates

Only an elected alternate who has been reported as an alternate to MTA in accordance with the above deadline (by 5pm one week prior to a meeting) may take the place of an absent delegate and only as authorized by the local president.

~~Only a qualified alternate (one who presents an alternate temporary credential signed by the president of a local association) may take the place of an absent delegate.~~

~~If more than one (1) alternate is present, the local delegation shall determine who shall act as delegate.~~

~~If a delegate arrives late, and a duly qualified alternate has been registered, the alternate shall continue as delegate.~~

~~If a registered delegate leaves for an emergency reason, a duly qualified alternate may take the delegate's place.~~

RULE 3: Registration and Online 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. At a Meeting of Delegates where no candidates are running for election, delegate registration shall be closed two (2) hours after the meeting has been called to order.

Section 4. Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and to vote. The delegates shall present evidence of membership and temporary credential cards and then shall be given appropriate identification.

Section 5. ~~For in-person delegates, D~~delegate identification badges shall be worn around the neck in the holder provided in order to be clearly visible.

Section 6. Quorum shall be established based on the number of delegates present in the designated meeting room in addition to delegates verified by the AV professionals, connected to the meeting through the virtual meeting platform.

Section 7. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the results of any votes or elections.

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.

Registration is required.

(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 business session room~~ 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.
- ~~(e)~~(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. It shall be made by locals and the chair of each local delegation shall be responsible for taking an accurate poll of delegates present at the time of the vote, and for transmitting a report to the Credentials and Ballot Committee through the Presiding Officer. Board members shall be polled separately after the locals.~~
- Section 3. ~~An individual within the local may challenge the vote of their local; and if so, a poll of that delegation shall be taken by the Presiding Officer.~~

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. Delegates who wish to speak or make a motion shall follow this color-coded system: **Yellow** for a question or point of order, **Green** to speak in favor, and **Red** to speak against. Points of order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) three (3) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow ~~card position~~ 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, student 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 shall be deemed to be seconded.
- Section 8. ~~A member may yield the microphone or speaking time to another delegate only for the unused portion of their allotted time except when using a yellow position card. A member speaking on a yellow position card may not yield the microphone or speaking time to another delegate.~~
- Section 8. ~~A roll call vote shall be taken only after approval by a standing vote, of a majority of delegates present.~~

~~Section 9.~~ The Presiding Officer may require a teller count. A motion by the delegates for a teller count shall require a one-third vote of the delegates present.

Section 940. 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 1044. 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.
- (f) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Section 1142. No delegate speaking in debate may move the previous question.

Section 1243. With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

~~Section 14.~~ Any amendment to be voted in secret ballot shall be open for discussion by the delegates prior to voting.

Section 13. Delegates need to enter the speaking queue by adding their name to the speaker list at the microphone stations throughout the meeting room, and by using the color-coded system listed above, Yellow, Green, or Red. 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.

The 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 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, Green, or Red.

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

Section 1446. Executive Session will not be possible in hybrid Meetings of Delegates. Upon a vote of a majority of the delegates, the officials and delegates may go into executive session.

Section 1547. 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 in the speaker queue. ~~at the microphones.~~

Section 16 Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

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. Proposed Aamendments 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.
- (c) Each candidate in a contested election for Statewide, ~~At-Large, or~~ District Director; or Statewide, ~~At-Large, or~~ Regional Executive Committee member, or designee, shall be given three (3) minutes to speak to the respective delegates.
- ~~(c)~~(d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.
- ~~(d)~~(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 second meeting day. ~~when the final business session takes place.~~
- (b) The election of candidates will be scheduled to begin at 11 am on the second meeting day, after action on the proposed budget, and voting will take place within the business session (in person and virtual). If action on the budget goes beyond 11 am, elections will begin immediately after. Polls for voting shall be open on Election Day for a specified time designated in the call to the Meeting(s) of Delegates at such place or places as the President shall designate.
- (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.
- ~~(c)~~(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.
- ~~(d)~~(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.
- ~~(e)~~(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~~ business session room or, 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. ~~within the polling area.~~

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.

Bylaws and Rules Committee:

Recommends Adoption

Board of Directors:

Recommends Adoption

2026

PROPOSED AMENDMENT TO THE MTA STANDING RULES

Rule 6 Order of Business and Debate, Sections 2 and 3

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Rule 6, Sections 2 and 3	Rule 6, Sections 2 and 3
<p>Rule 6, Section 2:</p> <p>The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.</p> <p>RULE 6, Section 3:</p> <p>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.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>RULE 6, Section 2:</p> <p>The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report. <u>Awards will be presented on the first day following the Preliminary Credentials Report.</u></p> <p>RULE 6, Section 3:</p> <p>(The first item of business on the second meeting day shall be the presentation of awards). <u>The first (second)</u> 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.</p>

Impact Statement

The presentation of Awards would move to the first day of business, and new business items with budgetary implications would move up to the position previously held by the Awards on the second day of business.

Submitter(s):

Merrie Najimy (Concord Teachers Association)
Colin Green (New Bedford Educators Assn)

Bylaws and Rules Committee:

Recommends Adoption (8 – 0)

Board of Directors:

Recommends Adoption (63 – 0)

PROPOSED AMENDMENT TO THE MTA STANDING RULES

Rule 6 Order of Business and Debate, Sections 6 and 15

PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>Rule 6, Section 6 and 15</p>	<p>Rule 6, Section 6 and 15</p>
<p>RULE 6, Section 6: No member shall speak in debate more than twice to the same question during the same meeting, nor longer than three (3) 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).</p> <p>Rule 6, Section 15: 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...</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>RULE 6, Section 6: No member shall speak in debate more than twice to the same question during the same meeting, nor longer than <u>two (2)</u> (three (3)) 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).</p> <p>Rule 6, Section 15: When debate begins, yellow cards will be recognized in order, up to a maximum of (five (5)) <u>three (3)</u> yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on...</p>

Impact Statement

The time limit while speaking in debate would be reduced from three minutes to two minutes. The number of yellow cards considered prior to debate would be reduced from five to three.

Submitter(s):

Merrie Najimy (Concord Teachers Association)
Colin Green (New Bedford Educators Assn)

Bylaws and Rules Committee:

Recommends Adoption (8 – 0)

Board of Directors:

Recommends Adoption (41 – 14)

PROPOSED AMENDMENT TO THE MTA STANDING RULES



Rule 6 Order of Business and Debate, Section 11 New Business Items

PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>Rule 6, Section 11b-f</p>	<p>Rule 6, Section 11b-f, 11g(new), 11h(new)</p>
<p>Rule 6, Section 11b: 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.</p> <p>Rule 6, Section 11c: 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.</p> <p>Rule 6, Section 11d: 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.</p> <p>Rule 6, Section 11e: 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.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>Rule 6, Section 11b: 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. <u>Thirty minutes will be designated to consideration of new business items with budgetary implication, and thirty minutes will be designated to consideration of new business items without budgetary implications.</u></p> <p>Rule 6, Section 11c: New business items with budgetary implications must be submitted to the Presiding Officer <u>by 5:00 pm, on the Monday prior to the Meeting of Delegates,</u> (prior to the conclusion of business on the first meeting day) and shall be considered by the delegates before the budget is adopted.</p> <p>Rule 6, Section 11d: 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.)</p> <p>Rule 6, Section 11e: Other new business items <u>without budgetary implications</u> shall be submitted to the Presiding Officer <u>prior to 5pm of the first day of a Meeting of Delegates</u> (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.)</p>

<p>Rule 6, Section 11f: New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>	<p>Rule 6, Section 11f: <u>On the second day of the Meeting of Delegates, new business items without budgetary implications will be considered for a minimum of 90 minutes. New business items may be alternated with other agenda items.</u></p> <p>Rule 6, Section 11g: {new subsection created from existing subsection f} New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will <u>be referred to the board. Makers of the motion will be given an opportunity to speak to the board during the session when the new business item will be heard</u> (expire).</p> <p>Rule 6, Section 11h: {New Subsection} <u>Solidarity Actions planned on either the first or second day will commence after 5:00 pm or the close of business, whichever comes first.</u></p>
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Impact Statement

On the first meeting day, 60 minutes would be dedicated to New Business Items: 30 minutes to items with budgetary implications and 30 minutes to items without. The deadline for submitting New Business Items with budgetary implications would be the Monday prior to the meeting, instead of the conclusion of the first day of business. The deadline for submitting New Business Items without budgetary implications would be 5pm on the first day of business, instead of the first hour of the second day of business. New Business Items without budgetary implications would be considered for a minimum of 90 minutes on the second meeting day. Any New Business Items not acted upon or referred would not expire, but would be referred to the Board of Directors, with the makers given opportunity to address the Board. Any planned Solidarity Actions would commence at 5:00 pm, or at the close of business, whichever comes first, on either the first or second meeting day.

Submitter(s):

Merrie Najimy (Concord Teachers Association)
Colin Green (New Bedford Educators Assn)

Bylaws and Rules Committee:

Recommends Adoption (7 – 1)

Board of Directors:

Recommends Adoption (41 – 7)

PROPOSED AMENDMENT TO THE MTA BYLAWS

**Article IV Finance, Section 2 Dues,
C. Retired Members, 1**

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Article IV, Section 2, C, 1	Article IV, Section 2, C, 1
<p>C. Retired Members</p> <p>(1) Effective July 1, 2007, and thereafter, the annual dues for retired members shall be \$30. At the age of 80, a person who has been paying active/retired membership dues annually to the Association will be considered paid up and membership will continue in the Association provided the NEA dues requirement is maintained. The dues of NEA-R and NEA-R Life will be determined by the NEA Board of Directors.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>C. Retired Members</p> <p>(1) Effective July 1, (2007) <u>2026</u>, and thereafter, the annual dues for retired members shall be (\$30) <u>\$35 and the annual dues for retired ESP members shall be \$25.</u> At the age of 80, a person who has been paying active/retired membership dues annually to the Association will be considered paid up and membership will continue in the Association provided the NEA dues requirement is maintained. The dues of NEA-R and NEA-R Life will be determined by the NEA Board of Directors.</p>

Impact Statement

The MTA dues of retired members who pay annually would increase from \$30 to \$35, and the MTA dues of retired ESP members who pay annually would decrease from \$30 to \$25.

Submitter(s):

Andrei Joseph (Retired)
Submitting on behalf of the Retired Members Committee

Bylaws and Rules Committee:

Recommends Adoption (8 – 0)

Board of Directors:

Recommends Adoption (59 – 0)

PROPOSED AMENDMENT TO THE MTA BYLAWS

**Article III Membership,
Section 3 Individual Membership-Additional Categories, A (2)**

PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>Article III, Section 3, A (2)</p>	<p>Article III, Section 3, A (2)</p>
<p>(2) Retired membership shall be open to any retired employee of a school district, college or university. Retired membership is limited to persons who support the purposes and programs of the Association. In order to be eligible for retired membership, a person must have been an active member for at least five consecutive years immediately prior to retirement, where membership was available as determined by Board policy. Retired members may vote or hold office in the Association as provided by these Bylaws. A person eligible for any category of active membership is not eligible for retired membership.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>(2) Retired membership shall be open to any retired employee of a school district, college or university. Retired membership is limited to persons who support the purposes and programs of the Association. In order to be eligible for retired membership, a person must have been an active member for at least five (consecutive) years (immediately prior to retirement, where membership was available as determined by Board policy). Retired members may vote or hold office in the Association as provided by these Bylaws. A person eligible for any category of active membership is not eligible for retired membership.</p>

Impact Statement

For retired membership, the requirement of being an active member for at least five consecutive years immediately prior to retirement would be removed and replaced with the requirement of being an active member for any five years prior to retirement.

Submitter(s):

Andrei Joseph (Retired)
Submitting on behalf of the Retired Members Committee

Bylaws and Rules Committee:

Recommends Rejection (7 – 1)

Board of Directors:

Recommends Rejection (37 – 18)

PROPOSED AMENDMENT TO THE MTA BYLAWS

**Article V Governance: President, Vice President, Executive Director-Treasurer,
Section 3. Executive Director-Treasurer, B and E**

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Article V, Section 3, B and E	Article V, Section 3, B and E
<p>Section 3. Executive Director-Treasurer</p> <p>It shall be the duty of the Executive Director-Treasurer to:</p> <p>B. Supervise and coordinate the administrative and professional activities of the Association.</p> <p>E. Direct the employed staff in accordance with such policies and procedures as may be authorized by the Board.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>Section 3: Executive Director-Treasurer</p> <p>It shall be the duty of the Executive Director-Treasurer to:</p> <p>B. Supervise and coordinate, <u>as directed by the President and Board of Directors</u>, the administrative and professional activities of the Association.</p> <p>E. Direct the employed staff in accordance with <u>the direction from the President</u>, and such policies (and), procedures, <u>and priorities</u> as may be authorized by the Board.</p>

Impact Statement

The duties of the Executive Director-Treasurer would be revised, such that the duty to “supervise and coordinate...” would be “as directed by the President and Board of Directors.” And the duty to “direct the employed staff...” would be in accordance with “direction from the President.”

Submitter(s):

Max Page (Massachusetts Society of Professors)
Barbara Madeloni (Retired)

Bylaws and Rules Committee:

Recommends Rejection (5 – 3)

Board of Directors:

Recommends Rejection (43 – 16)

PROPOSED AMENDMENT TO THE MTA BYLAWS

**Article V Governance: President, Vice President, Executive Director-Treasurer;
Section 3. Executive Director-Treasurer**

PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>Article V, Section 3</p>	<p>Article V, Section 3:</p>
<p>Section 3: Executive Director-Treasurer</p> <p>It shall be the duty of the Executive Director-Treasurer to:</p> <p><i>New Language After Line W.</i></p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>Section 3: Executive Director-Treasurer</p> <p>It shall be the duty of the Executive Director-Treasurer to:</p> <p><i>[Add New Line X]:</i></p> <p><u>X. Nothing in the above enumeration of duties shall be construed to limit the authority of the MTA Annual Meeting to decide on annual budget line items.</u></p>

Impact Statement

Under the duties of the Executive Director-Treasurer, the new bullet would state that the duties listed may not limit the budgetary decision-making of the Annual Meeting of Delegates.

Submitters:

Jim Kaplan (Retired)
Joanna Gonsalves (MSCA)

Bylaws and Rules Committee:

Recommends Adoption (8 – 0)

Board of Directors:

Recommends Rejection (39 – 18)

2026

PROPOSED AMENDMENT TO THE MTA BYLAWS

Article VII Nominations, Elections & Terms of Office

Section 2. President and Vice President, C. Election, E & G Vacancies;

And

Article IX Delegate Meetings, Section 2. Delegates, G. Duties

PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>Article VII, Section 2. C, E, and G; and Article IX Section 2. G</p>	<p>Article VII, Section 2. C, E, and G; and Article IX Section 2. G</p>
<p>Article VII, Section 2. C. Election</p> <ol style="list-style-type: none"> (1) The only candidate for election shall be those nominated in accordance with Section 2B(1) or 2B(2) above. (2) The President and Vice President shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters. 	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>Article VII, Section 2. C. Election</p> <ol style="list-style-type: none"> (1) The only candidate for election shall be those nominated in accordance with Section 2B(1) or 2B(2) above. (2) (The President and Vice President shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.) <u>Effective July 1, 2026, and thereafter, the President and Vice President shall be elected by majority vote of all eligible members of the Union through a secure electronic ballot. The initial round of voting shall occur during the second full week of April, defined as the week beginning on the second Monday of April and concluding on the following Sunday, with electronic ballots closing at the end of the day on that Sunday at 11:59 p.m. Eastern Standard Time. In the event that no candidate receives a majority of the votes cast, a runoff election between the two highest vote-getters shall be conducted by electronic ballot during the first week of May, defined as the week beginning on the first Monday of May and concluding on the following Sunday, with ballots closing at the end of the day on that Sunday at 11:59 p.m. Eastern Standard Time.</u>

E. Vacancies - President

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

G. Vacancies - President and Vice President

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

E. Vacancies - President

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

G. Vacancies - President and Vice President

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

Article IX, Section 2.

G. Duties

The delegates to the Annual Meeting shall in accordance with the procedures set forth by these Bylaws:

- (1) Have jurisdiction over the accreditation of delegates and alternates at the Annual Meeting.
- (2) Adopt the agenda and the rules governing the meetings.
- (3) Elect the President, Vice President, Regional Executive Committee members, the At-Large ESP Executive Committee member, the Statewide Retired Region Executive Committee member, the Board of Directors, the At-Large Director for Ethnic Minority Membership, the At-Large Director of Education Support Professionals, the Statewide Retired District Director(s), and the members of the Candidate Recommendation Committee as it is provided in these Bylaws.
- (4) ...

Article IX, Section 2.

G. Duties

The delegates to the Annual Meeting shall in accordance with the procedures set forth by these Bylaws:

- (1) Have jurisdiction over the accreditation of delegates and alternates at the Annual Meeting.
- (2) Adopt the agenda and the rules governing the meetings.
- (3) Elect the (~~President, Vice President,~~) Regional Executive Committee members, the At-Large ESP Executive Committee member, the Statewide Retired Region Executive Committee member, the Board of Directors, the At-Large Director for Ethnic Minority Membership, the At-Large Director of Education Support Professionals, the Statewide Retired District Director(s), and the members of the Candidate Recommendation Committee as it is provided in these Bylaws.
- (4) ...

Impact Statement

The election of MTA President and Vice President would be removed from the Annual Meeting of Delegates and replaced with an election by direct vote of the MTA membership. The direct election would be conducted via electronic ballot, from the second Monday in April through the following Sunday. A candidate would need a majority to be elected, and any necessary runoff election would be among the two highest vote-getters, conducted as a direct vote of the MTA membership, via electronic ballot, from the first Monday in May through the following Sunday.

Submitter(s):

Craig Beaulieu (Stoughton Teachers Association)
Ashley Mallard (Bridgewater Raynham Education Association)

Bylaws and Rules Committee:

Recommends Adoption (5 – 3)

Board of Directors:

Recommends Adoption (38 – 18)

PROPOSED AMENDMENT TO THE MTA BYLAWS

Article IV Finance, Section 1. Budget, C.

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Article IV. Section 1.	Article IV. Section 1.
<p>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.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>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 <u>two-thirds (2/3) vote</u> (majority) of the delegates voting at the Annual Meeting of Delegates.</p>

Impact Statement

The threshold for approving the budget would change from a simple majority to a two-thirds majority.

Submitter(s):

Craig Beaulieu (Stoughton Teachers Association)
 Ashley Mallard (Bridgewater Raynham Education Association)

Bylaws and Rules Committee:

Recommends Rejection (8 – 0)

Board of Directors:

Recommends Rejection (53 – 0)

2026

PROPOSED AMENDMENT TO THE MTA BYLAWS

Article X Committees

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Article X	Article X
[Adding new Section 12, after existing Section 11.]	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>New Section 12, after Section 11:</p> <p><u>Section 12. Membership Engagement Committee</u></p> <p><u>A. Composition</u></p> <p><u>The Committee shall be composed of no less than fifteen (15) members, with at least one member representing each Electoral Region, appointed by the President.</u></p> <p><u>B. Duties</u></p> <p><u>It shall be the Committee's ongoing responsibility to investigate, analyze, and report on factors contributing to local participation in MTA activities, including, but not limited to, the Annual Conference.</u></p>

Impact Statement

The Membership Engagement Committee would be established, with specified composition and duties.

Submitter(s):

Craig Beaulieu (Stoughton Teachers Association)
Ashley Mallard (Bridgewater Raynham Education Association)

Bylaws and Rules Committee:

Recommends Adoption (5 – 3)

Board of Directors:

Recommends Rejection (43 – 11)

2026

PROPOSED AMENDMENT TO THE MTA BYLAWS**Article IX Delegate Meetings, Section 5. Voting (D)**

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Article IX. Section 5. D.	Article IX. Section 5. D.
<p>Section 5. Voting</p> <p>A. Only official delegates shall be entitled to vote.</p> <p>B. Each delegate shall have one vote.</p> <p>C. Delegates shall vote in the district and region in which they are employed.</p> <p>D. Delegates for Statewide Retired Electoral District shall vote in that district.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>Section 5. Voting</p> <p>A. Only official delegates shall be entitled to vote.</p> <p>B. Each delegate shall have one vote.</p> <p>C. Delegates shall vote in the district and region in which they are employed.</p> <p>D. Delegates for Statewide Retired Electoral District shall vote in that district, <u>provided, however, that delegates representing the Statewide Retired Electoral District shall not be entitled to vote on business items with budgetary and/or financial implications, including approval of the annual budget.</u></p>

Impact Statement

Retired Delegates to Annual Meeting would not be eligible to vote on any items with budgetary or financial implications.

Submitter(s):

Craig Beaulieu (Stoughton Teachers Association)
Ashley Mallard (Bridgewater Raynham Education Association)

Bylaws and Rules Committee:

Recommends Rejection (8 – 0)

Board of Directors:

Recommends Rejection (54 – 1)

PROPOSED AMENDMENT TO THE MTA BYLAWS

Article IV Finance, Section 2. Dues, C. Retired Members

PRESENT TEXT:	PROPOSED AMENDED TEXT:
Article IV. Section 2. C.	Article IV. Section 2. C.
<p>C. Retired Members</p> <p>(1) Effective July 1, 2007, and thereafter, the annual dues for retired members shall be \$30. At the age of 80, a person who has been paying active/retired membership dues annually to the Association will be considered paid up and membership will continue in the Association provided the NEA dues requirement is maintained. The dues of NEA-R and NEA-R Life will be determined by the NEA Board of Directors.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>C. Retired Members</p> <p>(1) Effective July 1, <u>2026</u> (2007), and thereafter, the annual dues for retired members shall be <u>\$50</u> (\$30). At the age of 80, a person who has been paying active/retired membership dues annually to the Association will be considered paid up and membership will continue in the Association provided the NEA dues requirement is maintained. The dues of NEA-R and NEA-R Life will be determined by the NEA Board of Directors.</p>

Impact Statement

The MTA dues of retired members who pay annually would increase from \$30 to \$50.

Submitter(s):

Craig Beaulieu (Stoughton Teachers Association)
Ashley Mallard (Bridgewater Raynham Education Association)

Bylaws and Rules Committee:

Recommends Rejection (8 – 0)

Board of Directors:

Recommends Rejection (56 – 1)

PROPOSED AMENDMENT TO THE MTA BYLAWS

ARTICLE VI Governance: Executive Committee & Board of Directors, Section 2. Board of Directors, A. Composition (1) and ARTICLE VII Nominations, Elections & Terms of Office

PRESENT TEXT:	PROPOSED AMENDED TEXT:
<p>ARTICLE VI, Section 2 A (1)</p>	<p>ARTICLE VI, Section 2 A (1)</p>
<p>A. Composition (1) The Board of Directors, hereinafter called the Board, shall consist of the President, Vice President, Executive Director-Treasurer, District Directors, one At-Large Director for Education Support Professionals, one At-Large Director for Ethnic Minority Membership, Statewide Retired District Director(s), Executive Committee members, and the National Education Association Director(s) and nonvoting members consisting of any NEA Student Director(s) attending school in Massachusetts and any NEA Executive Officers, NEA Executive Committee Member, NEA Retired Director, and any At-Large NEA Director who is also a member of the Association.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>A. Composition (1) The Board of Directors, hereinafter called the Board, shall consist of the President, Vice President, Executive Director-Treasurer, District Directors, one At-Large Director for Education Support Professionals, one At-Large Director for Ethnic Minority Membership, <u>one At-Large Director for Early Career Educators</u>, Statewide Retired District Director(s), Executive Committee members, and the National Education Association Director(s) and nonvoting members consisting of any NEA Student Director(s) attending school in Massachusetts and any NEA Executive Officers, NEA Executive Committee Member, NEA Retired Director, and any At-Large NEA Director who is also a member of the Association.</p>
<p>ARTICLE VII</p> <p>[Add new Section 10 after existing Section 9.]</p>	<p>ARTICLE VII</p> <p>[Add, after Section 9]:</p> <p><u>Section 10: At-Large Director for Early Career Educators</u></p> <p>A. <u>Eligibility</u> <u>Any active member of the Association within their first five years as an educator who has not previously served on the Board of Directors is eligible to be a candidate for At-Large Director for Early Career Educators.</u></p> <p>B. <u>Nomination Papers</u> (1) <u>Nomination papers may be obtained:</u> a. <u>in person or in writing</u> b. <u>from the Executive Director-Treasurer</u> c. <u>any time after July 1.</u> d. <u>Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate’s name and office sought.</u></p>

- (2) Nomination papers must be signed by 100 active Association members:
 - a. No more than 50 of those signatures may be obtained from any one local affiliate.
 - b. No more than 75 of those signatures may be obtained from any one electoral district.
- (3) Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.
- (4) The Credentials and Ballot Committee will certify the nomination papers if they are in order. Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 10B above.
- (2) The At-Large Director for Early Career Educators shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.
- (3) If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

D. Term of Office

- (1) The term of office shall be for three years or until a successor has been chosen.
- (2) Members shall be eligible for one term as the At Large Early Career Educator Director.
- (3) The term of office shall commence on July 1.

E. Vacancies

- (1) The position of At-Large Director for Early Career Educators shall be declared vacant in the event:
 - a. a member is absent for two (2) consecutive Board meetings without prior notice to the President, or
 - b. a member dies or resigns, or
 - c. a member is elected to become an officer, or NEA Director, becomes a Regional Executive Committee member, or
 - d. a member loses eligibility to serve on the Board due to a change in employment status, or

	<ul style="list-style-type: none"> e. <u>no member files papers to be a candidate or all candidates withdraw prior to the election, or</u> f. <u>the annual election for this office does not take place.</u> <p>(2) <u>The vacancy shall be filled in the following manner:</u></p> <ul style="list-style-type: none"> a. <u>Eligible members shall be notified of the vacancy and the election process.</u> b. <u>At the next Board meeting, the President shall submit to the Board a list of candidates for the vacant position and their biographies.</u> c. <u>The candidates or their designees shall have the opportunity to make a presentation to the Board at that meeting.</u> d. <u>The Board shall then elect an At-Large Director for Early Career Educators who shall take office immediately upon election unless otherwise specified and shall serve until the next June 30, if the term expires then. Otherwise, the interim Director shall serve until the next election at which time they are eligible to be a candidate to fill the unexpired term.</u>
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Impact Statement

A new seat on the MTA Board of Directors, the At-Large Director for Early Career Educators, would be established. Members within their first five years as educators would be eligible to run for this seat, to be elected at Annual Meeting by all delegates, with nomination and election processes, term of office, and the manner of handling vacancies, as specified.

Submitter(s):

Aylat Lifshitz (Malden Education Association)

Bylaws and Rules Committee:

Recommends Adoption (8 – 0)

Board of Directors:

Recommends Adoption (34 – 20)

PROPOSED AMENDMENT TO THE MTA BYLAWS

ARTICLE VII Nominations, Elections & Terms of Office, Section 2. President and Vice President, C. Election (2)

PRESENT TEXT:	PROPOSED AMENDED TEXT:
ARTICLE VII, Section 2. C (2)	ARTICLE VII, Section 2 C (2)
<p>(2) The President and Vice President shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.</p>	<p><i>Proposed amended language: Underline amended or added language. Enclose in parentheses language to be deleted. Indicate the location of completely new language.</i></p> <p>(2) The President and Vice President shall be elected by <u>majority direct vote of the entire Massachusetts Teachers Association membership</u> (vote of the delegates at the Annual Meeting of Delegates). In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.</p>

Impact Statement

Election of the MTA President and Vice President would be removed from the Annual Meeting of Delegates. The offices of President and Vice President would be elected by direct vote of the MTA membership. A majority would be required, and a runoff among the top two vote-getters would take place if a majority was not achieved on the first ballot.

Submitter(s):

Aylat Lifshitz (Malden Education Association)

Bylaws and Rules Committee:

Recommends Rejection (6 – 2)

Board of Directors:

Takes No Position (30 – 24)