

181ST

ANNUAL MEETING

OF DELEGATES

**DELEGATE
HANDBOOK**



**A DIVERSE UNION
of EDUCATION
WORKERS**

MASSACHUSETTS TEACHERS ASSOCIATION
2 Heritage Drive, 8th Floor
Quincy, MA - 02171-2119

Max Page, President
Deb McCarthy, Vice President
Mike Fadel, Executive Director-Treasurer
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Governance & Administration and Communications Divisions

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SCHEDULE OF EVENTS

TIME	EVENT	LOCATION
THURSDAY, MAY 7		
2 p.m. – 4 p.m.	Exhibitor/Candidate Booth Set-up	Hynes, Hallway 3rd Floor
FRIDAY, MAY 8		
8 a.m. – 9 a.m.	Exhibitor/Candidate Booth Set-up	Hynes, Hallway 3rd Floor
9 a.m. – 1 p.m.	MTAB Sponsored Booths	Hynes, Hallway 3rd Floor
9 a.m. – 6 p.m.	MTA Candidates and MTA Internal Booths	Hynes, Hallway 3rd Floor
10 a.m. – 5:30 p.m.	Delegate and Non-Delegate Registration	Hynes 304-306, 3rd Floor
10 a.m. – 6 p.m.	Meeting Rooms	Hynes, 3rd Floor
9:30 a.m. – 11 a.m.	Retired Delegates’ Breakfast and Candidate Speeches	Hynes 302, 3rd Floor
11 a.m.	Business Session Doors Open	Hynes Ballroom, 3rd Floor
12 p.m. (Noon)	Final Deadline: Proposed Amendments to Standing Rules	Hynes Ballroom, 3rd Floor
11:30 a.m. – 11:50 a.m.	MTA Chorus	Hynes Ballroom, 3rd Floor
12 p.m. (Noon)	Final Deadline: Proposed Amendments to Standing Rules	Hynes Ballroom, 3rd Floor
12 p.m. (Noon)	Business Session Convenes	Hynes Ballroom, 3rd Floor
Prior to Recess	Candidate Speeches for President and Vice President	Hynes Ballroom, 3rd Floor
Prior to Recess	Final Deadline: New Business Items WITH Budgetary Implications	Hynes Ballroom or via email
5:30 p.m. (Approximately)	Business Session Recesses	Hynes Ballroom, 3rd Floor
Immediately After Recess	At-Large Candidate Speeches	Hynes Ballroom, 3rd Floor
Immediately after At-Large Speeches	District and Region Candidate Speeches	Hynes, 3rd Floor
	Region A:	Meeting Room 302
	Region C:	Meeting Room 309
	District 18G:	Meeting Room 303

TIME	EVENT	LOCATION
SATURDAY, MAY 9		
7 a.m. – 8:30 a.m.	Higher Education Delegates Meeting	Hynes 302, 3rd Floor
8 a.m.	Business Session Doors Open	Hynes Ballroom, 3rd Floor
8 a.m. – Close of Elections	Delegate and Non-Delegate Registration	Hynes 304-306, 3rd Floor
8 a.m.	Candidates, MTAB Sponsors, and Internal Booths	Hynes, Hallway 3rd Floor
8 a.m. – Adjournment*	Meeting Rooms	Hynes, 3rd Floor
9 a.m.	Business Session Reconvenes	Hynes Ballroom, 3rd Floor
10 a.m. (Approx.)	Final Deadline: New Business Items WITHOUT Budgetary Implications	Hynes Ballroom, 3rd Floor
11 a.m. or earlier	Dismantling of MTA Candidate Booths	Hynes, Hallway 3rd Floor
11 a.m. / After Budget	Elections	Hynes Ballroom, 3rd Floor
11 a.m. – Adjournment	Dismantling of all other Booths	Hynes, Hallway 3rd Floor
Upon conclusion of election	Registration Room Closes	Hynes 304-306, 3rd Floor
After election until adjourn	Late Delegate and Non-Delegate Registration	Hynes Ballroom, 3rd Floor
For one hour after Election Results Announcement, Runoff campaigning may take place (if necessary)		Campaign Area and Candidate Booths
Results Announcement	Runoff Election (if necessary)	Hynes Ballroom, 3rd Floor
Adjournment	Business Session Adjourns	Hynes Ballroom, 3rd Floor

*Business Session, Deadlines, Statewide and At-Large Candidate Speeches, and Elections take place in the Hynes Convention Center, 3rd Floor and online.

MEETING ROOMS will be available at the Hynes Convention Center. *Rooms may be reserved on Friday from 10 a.m. to 6 p.m. and Saturday from 8 a.m. until adjournment of the Business Session. Sign-up sheets will be available in each room. Reservations may be made in advance – please contact TPL via email, events@massteacher.org. Per MTA policy, caucuses, campaigns and/or external groups will be charged for the use of meeting rooms.

NEW BUSINESS ITEMS submitted to the President in the MTA/Quincy Office by 5 p.m. on Monday, May 4, will be distributed to the delegates at Registration and commence to be considered at the Friday session. New Business Items **WITH** budgetary implications should be submitted either by the Monday prior to the Annual Meeting (May 4) or no later than prior to the conclusion of business on Friday (May 8) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2026-2027, which will occur Saturday morning. A new business item **WITH** budgetary implications is defined as any activity or action that would

result in an additional expenditure of more than \$1,000 by the MTA. New Business Items **WITH** budgetary implications will be considered in the order in which they are received but before other New Business Items **WITHOUT** budgetary implications. Other New Business Items **WITHOUT** budgetary implications may be submitted during the meeting up to the end of the first hour on Saturday morning (by approximately 10 a.m. Saturday, May 9). New Business Items with a policy implication must be submitted by 5 p.m. on the Monday (May 4) prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer. These may be considered during the meeting in the order in which they are received. If you have any questions, please contact Jennifer Freeling, Director of Governance and Administration Division, at jfreeling@massteacher.org.

The Business Session is held in the Hynes Convention Center 3rd Floor Ballroom and online. Doors open at 11 a.m. on Friday and 8 a.m. on Saturday. Admittance requires a proper badge at all times.

2026 BUSINESS SESSION AGENDA

FRIDAY, MAY 8 12 p.m. - Recess (approximately 5:30 p.m.)		
1	Call to Order (12 p.m.)	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 the Order of Business	Max Page, President, Presiding
9	Report on Certified Candidates	Pam Skinner and Deb Mousley, Co-Chairs, C&B
10	Act on Proposed Amendments to the MTA Standing Rules	Jacqueline Gorrie, Chair, Bylaws & Rules Committee
11	Act on Proposed Amendments to the MTA Bylaws	Jacqueline Gorrie, Chair, Bylaws & Rules Committee
12	Act on Recommendation from the Board of Directors on the bundled 2026 Ballot Initiatives	Max Page, President, Presiding
13	Act on Proposed New Business Items with/without Budgetary Implications	Max Page, President, Presiding
14	Receive the Supplemental Credentials Report	Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
15	Candidate Speeches for President and Vice President	
16	Recess	

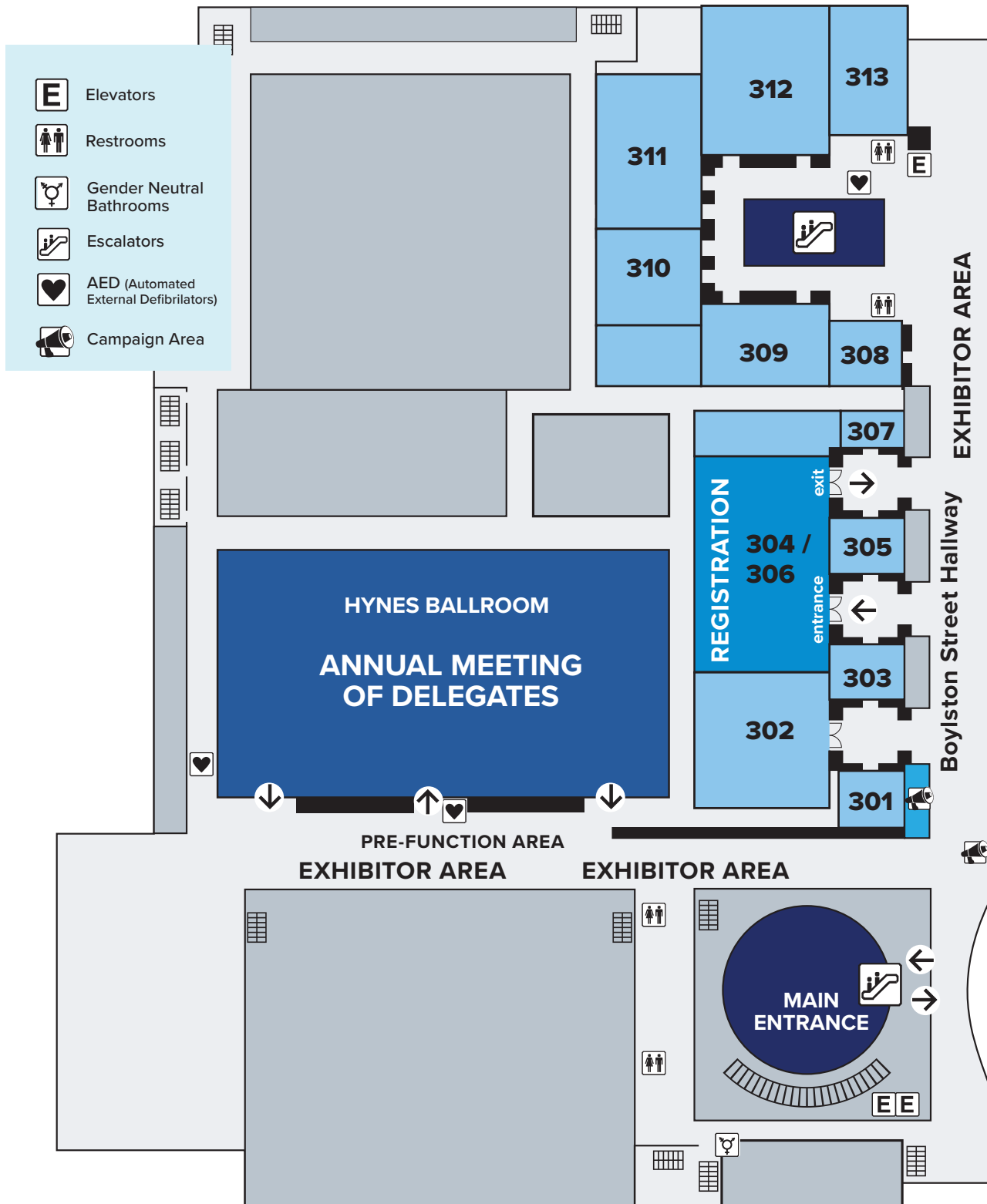
All Delegates: Please remain after the recess for candidate speeches for At-Large Board and Executive Committee seats, to be held immediately after recess in the Business Session room. Speeches for Regional and District positions will be held after At-Large speeches in the following meeting rooms on the 3rd floor, Hynes Convention Center: Region A – Room 302; Region C – Room 309; District 18G – Room 303

SATURDAY, MAY 9 9 a.m. - Adjournment

17	Call to Order (9 a.m.)	Max Page, President, Presiding
18	Announcements	Max Page, President, Presiding
19	MTA Video	
20	Receive the Supplemental Credentials Report	Pam Skinner & Deb Mousley, Co-Chairs, C&B
21	Awards Recognition A. MTA President's Award B. Friend of Education C. Friend of Labor D. Distinguished Service in Public Higher Education Award E. 2025 Honor Our Own Award Recipient	Max Page, President, Presiding California Teachers Association LUCE Immigrant Justice Network of MA Education Minnesota Adam Brieske-Ulenski, Mass. State College Assn. Chandler Creedon, Jr., Auburn Education Assn.
22	Act on Proposed New Business Items WITH Budgetary Implications	Max Page, President, Presiding
23	Act on the Recommended Annual Operating Budget and Dues for FY2026-2027 A. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2026-2027 B. Act on the Recommended MTA Annual Operating Budget and Dues for FY2026-2027	Deb McCarthy, Vice President; Chair, Advisory Budget Committee
24	Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2026-2027	Max Page, President, Presiding
25	MTA Elections will start at 11 a.m. If budget action goes beyond 11 a.m., elections will begin immediately after the budget vote.	Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
26	Act on Proposed New Business Items WITHOUT Budgetary Implications	Max Page, President, Presiding
27	Announce the Results of the Election	Pam Skinner & Deb Mousley, Co-Chairs, C&B
28	Act on Proposed New Business Items WITHOUT Budgetary Implications	Max Page, President, Presiding
29	MTA Runoff Elections will begin 1 hour after Election Results are announced, if necessary.	Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
30	Act on Proposed Resolutions	Deb Gesualdo, Chair, Resolutions Committee
31	Issues Forum	Max Page, President, Presiding
32	MTA Leadership Reports A. Max Page, President B. Deb McCarthy, Vice President C. Mike Fadel, Executive Director-Treasurer	
33	Receive the Final Credentials Report	Pam Skinner & Deb Mousley, Co-Chairs, C&B
34	Announce the Results of Any Runoff Election (if Necessary)	Pam Skinner & Deb Mousley, Co-Chairs, C&B
35	Announcements and Points of Personal Privilege	
36	Closing Comments	Max Page, President, Presiding
37	Adjournment	

HYNES CONVENTION CENTER

Boston



DUTIES OF ANNUAL MEETING DELEGATES

According to the MTA Bylaws, ARTICLE IX, DELEGATE MEETINGS, Section 2. Delegates, G. Duties:

The delegates to the Annual Meeting shall in accordance with the procedures set forth in 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 for Education Support Professionals, the Statewide Retired District Director(s), and the members of the Candidate Recommendation Committee as is provided in these Bylaws.
- (4) Fill interim vacancies that have occurred in the positions of Vice President, Executive Committee members, Board of Directors, in accordance with Article VII, Sections 2F, 3E, and 4E.
- (5) Adopt the annual budget of the Association.
- (6) Establish the level of annual dues.
- (7) Amend the Bylaws of the Association.
- (8) Act on new business items brought before it.
- (9) Enact all other such measures as may be necessary to achieve the goals and objectives of the Association which are not in conflict with the Bylaws.
- (10) Exercise final authority in all matters of the Association, except as otherwise provided in these Bylaws or by statute.

MTA AWARDS



FRIEND OF LABOR AWARD **Education Minnesota**

The 2026 MTA Friend of Labor Award will be bestowed on Education Minnesota, recognizing its overall achievements on behalf of educators and working people. The 84,000-member union has taken a key role as a plaintiff in a federal lawsuit fighting federal immigration enforcement near schools.



HONOR OUR OWN AWARD **Chandler Creedon Jr.**

A 30-plus-year school psychologist, Creedon is a former president of the Franklin Education Association and a longtime advocate for middle school students.



PRESIDENT'S AWARD **California Teachers**

Association is the recipient of the 2026 MTA President's Award. The 310,000-member union is being recognized for its leadership in spearheading a 2026 ballot campaign to continue a tax for the state's wealthiest residents to help fund public education, and for its decade-long efforts to strengthen locals and regional collaboration.



FRIEND OF EDUCATION AWARD **LUCE Immigrant Justice Network** **of Massachusetts**

The 2026 MTA Friend of Education Award will honor the LUCE Immigrant Justice Network of Massachusetts, a coalition of immigrant-led, grassroots organizations that is advancing principles of justice and equity.



DISTINGUISHED SERVICE **IN PUBLIC HIGHER** **EDUCATION AWARD**

Adam Brieske-Ulenski,

Ed.D., is the recipient of the inaugural Distinguished Service in Public Higher Education Award. He is a faculty member at Bridgewater State University and chair of its Elementary and Early Childhood Education program. His achievements include analyzing grade equity, persistence and retention data to establish actionable goals, and spearheading the redesign of key undergraduate and graduate programs that strengthen culturally responsive, anti-bias educator preparation.

DELEGATE REGISTRATION & PROCEDURAL INFORMATION

On-site Delegate Registration at the 2026 Annual Meeting of Delegates is located in Room 304/306 on the third floor of the Hynes Convention. The Business Session will take place on the same level of the Hynes in the Ballroom. All on-site delegates must proceed through Registration in Room 304/306 only once, and must do so before gaining entry to the Business Session.

Friday, May 8

- Delegate registration 10 a.m. to 5:30 p.m.
- Business Session doors open 11 a.m.

Saturday, May 9

- Delegate registration 8 a.m. until the conclusion of elections
- Business Session doors open 8 a.m.

Certification and Registration

According to the MTA Standing Rules, RULE 1: Certification and Registration, 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.

According to the MTA Bylaws, ARTICLE IX, DELEGATE MEETINGS, Section 5. Voting:

- Only official delegates shall be entitled to vote.
- Each delegate shall have one vote.
- Delegates shall vote in the district and region in which they are employed.
- Delegates for the Statewide Retired Electoral District shall vote in that district.

To proceed through on-site registration, delegates should be prepared to show a form of photo ID to the Credentials and Ballot member at the registration counters. The delegate will then be provided with a name badge, a unique delegate

voter key card, and color-coded badge holder (colors correspond to MTA's Electoral Regions, A through H, plus Retired). The key card must be inserted into the electronic handheld keypad device, to be picked up at the entrance to the Business Session.

Remote delegates are provided with registration credentials online, via email. The unique delegate link and login instructions are to be followed by those delegates participating remotely. Logging-in online will provide those delegates with access to voting, as well as the ability to participate in debate via the online speaking queue.

Identification Credentials

Color-coded badge holders combined with your unique printed name badge are your identification as a delegate. Delegates will not be admitted into the meeting without a badge and badge holder. Lanyards are available in the registration room and can be attached to your badge holder so that these credentials may be worn around your neck.

Delegates must wear proper badges at all times when in the convention center and in particular for admission to and within the Business Session. Please make sure your badge is visible when entering and assist the sergeants at arms, who are staffing the doors, by clearly showing your badge each time you enter.

Badge holders are color-coded by electoral region. Each badge bears the letter of your region and the number of your electoral district. Only delegates and officials will be permitted on the floor of the Business Session while the Annual Meeting is in session.

REGION	BADGE HOLDER COLOR
A	PURPLE
B	RED
C	GOLD
D	TEAL
E	BLACK
F	YELLOW
G	BLUE
H	ORANGE
Retired	GREEN
Students	CLEAR

Late Registration Cutoff

For the 2026 meeting, May 1 was the deadline date for local presidents to report elected delegates and alternates to MTA. After that date, delegate and alternate names were not accepted, and new delegate credentials cannot be provided.

Late Delegate Seating

In-person delegates who arrive to register after the official close of delegate registration on Saturday must go to the late registration table located at the entrance to the Ballroom. Such delegates must obtain approval of the seated delegation in order to proceed with registration.

Non-Delegate Registration and Seating

Non-delegate seating is available for members who are not delegates, visitors, MTA staff and the press. Non-delegates are required to register, wear badges, and sit in the area reserved for their use in the Business Session room.

Alternate Delegates

Local presidents were advised of a deadline to report any elected alternates to MTA no later than May 1. Local presidents may instruct the MTA Credentials and Ballot Committee to seat an elected and reported alternate to replace a delegate who was unable to attend. To make such a change, the alternate must have been reported to MTA by May 1. The local president may communicate this change either in-person at the registration service desk in Room 304/306 during registration hours, or by emailing MTAGovernance@massteacher.org.

Help and Issues Resolution

The Credentials and Ballot Committee provides a service desk in Room 304/306 for those delegates and local presidents with questions or problems relating to registration and credentials. This would be the location to go to for help, for example, for delegates who have lost their credentials and need a replacement.

Replacement of Lost Delegate Registration Materials

Please remember to keep your badge, badge holder and key card with you at all times. Remember to take your key card out of the keypad device, keep it with your badge and holder and remember to bring all materials with you when returning on Saturday morning.

If you lose your delegate materials, they may be replaced once.

Please follow these instructions to replace lost delegate materials:

- The registered delegate must apply in person to the chair (or the chair’s designee) of the Credentials and Ballot Committee at the registration service desk in Room 304/306.
- The Credentials and Ballot Committee must be able to verify that the member is a duly authorized registered delegate. The registered delegate must present photo identification.
- The registered delegate must fill in and sign the required form in the presence of the chair (or the chair’s designee) of the Credentials and Ballot Committee.
- Replacements will be made only during official registration hours of the Credentials and Ballot Committee.

Please allow time for new materials to be produced, including production of the replacement electronic key card, which is necessary for voting. If lost delegate materials are found, they must be turned over to the chair (or the chair’s designee) of the Credentials and Ballot Committee at the registration service desk.

Budget Books and Bylaws

A limited number of budget books and copies of the MTA Bylaws and Standing Rules are available within the meeting at the Bylaws and Rules table adjacent to the podium. Proposed amendments to the Bylaws must have been submitted in writing to the Bylaws and Rules Committee prior to 5 p.m. on the second Friday in January.

According to the MTA Bylaws, ARTICLE IX, DELEGATE MEETINGS, Section 6. Rules of Order:

A. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the proceedings of the association in all cases to which they are applicable provided they are not inconsistent with these Bylaws or with any special rules of order the association may adopt.

Amendments to the Standing Rules

MTA Standing RULE 8: Amendments to Bylaws and Standing Rules; Section 2:

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

Amendments to the Standing Rules must be submitted in writing to the Bylaws and Rules Committee. The committee will accept Standing Rules amendments via email to **MTAGovernance@massteacher.org** and on-site from 11 a.m. to noon on Friday, prior to the opening of the Annual Meeting.

To file an amendment to the Standing Rules, please fill out the Form for Submitting Amendments to the Standing Rules and submit to the Bylaws and Rules Committee. Forms will be available in the Ballroom at the Bylaws and Rules table (adjacent to the podium) or by emailing **MTAGovernance@massteacher.org**.

Proposed Resolutions

Proposed Resolutions for action at the Annual Meeting must have been submitted to the Resolutions Committee prior to 5 p.m. on the second Friday in January.

New Business Items

New Business Items submitted by 5 p.m. on the Monday prior to the Annual Meeting will be distributed to the delegates at registration and begin to be considered at the Friday session.

New Business Items WITH budgetary implications must be submitted either by the Monday prior to the Annual Meeting or no later than prior to the conclusion of business on Friday at the Annual Meeting so they may be acted upon prior to adoption of the annual budget and the dues for Fiscal Year 2026-2027, on Saturday morning. A new business item WITH budgetary implications is defined as any activity or action that would result in an additional MTA expenditure of more than \$1,000.

New Business Items WITH budgetary implications will be considered in the order in which they are received but

before other New Business Items WITHOUT budgetary implications.

New Business Items with policy implications must be submitted 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 and before Resolutions.

Other New Business Items WITHOUT budgetary implications shall be submitted prior to the end of the first hour of the business session of the second day of the Meeting of Delegates (by approximately 10 a.m. on the Saturday of the Annual Meeting) and shall be considered throughout the meeting at times determined by the presiding officer and before Resolutions. These may be considered during the meeting in the order in which they are received.

The New Business Item form is available on the MTA Annual Meeting webpage, at **massteacher.org/annualmeeting**, or may be submitted to the podium assistant in the business session room.

Motions

MTA Standing RULE 6: Section 13:

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

Use the "Motion Form" to submit motions to the Chair. Forms may be obtained online, from the podium or from the Bylaws and Rules Committee Table, which is adjacent to the podium. Then, deliver your written motion to the podium assistant.

PARLIAMENTARY MOTIONS GUIDE

The motions below are listed in order of precedence.
Any motion can be introduced if it is higher on the chart than the pending motion.

YOU WANT TO	YOU SAY	INTERRUPT?	SECOND?	DEBATE?	AMEND?	VOTE?
§ 21 Close meeting	I move to adjourn	No	Yes	No	No	Majority
§ 20 Take break	I move to recess for	No	Yes	No	Yes	Majority
§ 19 Register complaint	I raise a question of privilege	Yes	No	No	No	None
§ 18 Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§ 17 Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§ 16 Close debate	I move the previous question	No	Yes	No	No	2/3
§ 15 Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§ 14 Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§ 13 Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§ 12 Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§ 11 Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§ 10 Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

Based on Robert's Rules of Order Newly Revised

INCIDENTAL MOTIONS

No order of precedence. Arise incidentally and decided immediately.

YOU WANT TO	YOU SAY	INTERRUPT?	SECOND?	DEBATE?	AMEND?	VOTE?
§ 23 Enforce rules	Point of order	Yes	No	No	No	None
§ 24 Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§ 25 Suspend rules	I move to suspend the rules which ...	No	Yes	No	No	2/3
§ 26 Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
§ 27 Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§ 29 Demand rising vote	I call for a division	Yes	No	No	No	None
§ 33 Parliamentary law question	Parliamentary inquiry	Yes (if urgent)	No	No	No	None
§ 33 Request information	Request for information	Yes (if urgent)	No	No	No	None

MOTIONS THAT BRING A QUESTION AGAIN BEFORE THE ASSEMBLY

No order of precedence. Introduce only when nothing else pending.

§ 34 Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§ 35 Cancel or change previous action	I move to rescind/amend something previously adopted ...	No	Yes	Yes	Yes	2/3 or majority w/notice
§ 37 Reconsider motion	I move to reconsider the vote ...	No	Yes	Varies	No	Majority

Based on Robert's Rules of Order Newly Revised

SPEAKING FROM THE FLOOR

Obtaining the Floor – How to Be Recognized at the Microphone

Delegates need to enter the speaking queue by adding their name to the speaker list at the microphone stations throughout the business session meeting room or online using the virtual platform.

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

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.

The **YELLOW POSITION** will **NOT** allow a delegate to speak to the question, nor ask rhetorical questions, nor make any motions relating to the question.

No delegate shall speak using a **YELLOW POSITION** for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s).

A delegate speaking on a **YELLOW POSITION** may **NOT** yield the microphone or speaking time to another delegate.

No delegate speaking in debate may move the previous question.

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.

Recognition

Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member.

Reconsideration

A motion to reconsider an adopted item must be made by a delegate who voted on the prevailing side when the first vote was taken. If the motion to reconsider fails, the adopted item may not be reconsidered again. Bylaw amendments voted in the affirmative may **NOT** be reconsidered.

Voting Counts

Voting count will all be done using the LUMI Voting platform. When the Presiding Officer calls for the vote, virtual delegates will use the LUMI platform, and in-person delegates will use a voting device provided to them when they enter the business session.

Speaking Order

Any delegate wishing to speak or make a motion should follow the procedure above to be recognized to speak. No member shall speak in debate more than twice to the same question during the same meeting.

Speaking From the Floor

A two-thirds vote to close debate stops all further debate on the pending motion. The Parliamentarian, assisted by spotters, is responsible for keeping the order of speakers for the Presiding Officer. The speaking time of the delegates will be noted using an electronic countdown clock displayed onscreen. When time is reached, the Presiding Officer will call “TIME,” the microphone will be shut off, and the next speaker will be called upon to speak.

Seconding Motions

Main motions to adopt committee recommendations, such as those of the Board of Directors, the Bylaws and Rules Committee, the Resolutions Committee, or on the budget do not require a second. However, all motions for amendments originating from the floor and on motion forms must be seconded. If Standing Rule proposal #1 is adopted by the delegates, all motions made by delegates participating remotely requiring a second are deemed to be seconded.

Mamava Nursing Pod

An ADA-accessible Mamava Nursing Pod is accessible at the Hynes Convention Center, located on the first floor, off the south rotunda, near the Prudential Center entrance and adjacent to the restrooms.

Please download the Mamava app to access and lock the pod.

More information is available at www.mamava.com.

Lost and Found

If you lose or find an item while attending the MTA Annual Meeting, please check at Registration in Rooms 304-306. Please note that the MTA is NOT responsible for lost or stolen items. Anything left behind will be brought to MTA Headquarters in Quincy and held for 30 days. After that time, MTA will dispose of all items. If items are left in hotel rooms, it is the delegate's responsibility to contact the hotel directly.

Masked Section

Within the business session room, a "mask required" section is offered and clearly labeled as such. Delegates who prefer to be seated among others who are wearing masks may choose at any time to sit in this section. Only those delegates wearing a face mask will be allowed access to this section of seats.

2026 ELECTIONS

MTA Standing Rule 1, Section 2:

“... The (Credentials and Ballot) Committee shall be responsible for the conduct of the annual elections held at the Annual Meeting of Delegates.”

Elections will be held via handheld devices within the business session and online for delegates participating remotely. The elections will take place at 11 a.m. on Saturday, after action on the budget. If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.

The Following Elections Will Be Held at the 2026 Annual Meeting of Delegates

MTA PRESIDENT AND VICE PRESIDENT

Term: July 15, 2026 – July 14, 2028 (2 years)

Voters: All Delegates

MTA President 3 Candidates

- JOHN SULLIVAN
- MATT BACH
- DEB MCCARTHY

MTA Vice President 3 Candidates

- DEB GESUALDO
- DEAN ROBINSON
- GAYLE CARVALHO

MTA EXECUTIVE COMMITTEE

Term: July 1, 2026 – June 30, 2029 (3 years)

At-Large Seats

At-Large ESP Executive Committee member

2 Candidates

Voters: All Delegates

- SUSAN SOARES
- CAMILLE GODBOUT-CHOUINARD

At-Large Ethnic Minority Executive Committee member

2 Candidates

Voters: All Delegates

- ELIZABETH TYRELL
- ROSA LOPEZ-WHITEHILL

Regional Seats

Region A Executive Committee member

2 Candidates

Voters: Region A Delegates

- GISELLE RICHARDS-GENECE
- DECLAN KENNON

Region C Executive Committee member

2 Candidates

Voters: Region C Delegate

- KATUSKA (KATIE) LECARO
- CRAIG BEAULIEU

Statewide Retired Executive Committee member

4 Candidates

Voters: Retired Delegates

- AMY GRAFF
- RUTH ALLEN
- BARBARA MADELONI
- JONI (JOAN) L. CEDERHOLM

MTA BOARD OF DIRECTORS

Term: July 1, 2026 – June 30, 2029 (3 years)

At Large Seat

At-Large Director for ESPs

2 Candidates

Voters: All Delegates

- JANELLE QUARLES
- HOLLY CURRIER

District Seat

District Director, 18G

2 Candidates

Voters: 18G Delegates

- ALISON A. LOBRON
- JAMIE RINALDI

RETIRED MEMBERS COMMITTEE

(4 seats to be elected)

Term: July 1, 2026 – June 30, 2028 (2 years)

7 Candidates

Voters: Retired Delegates

- RICK LAST
- KATHY GREELEY
- RAFAEL MOURE-ERASO
- ORA GLADSTONE
- TRACEY PRATT
- EDWARD C. NELSON
- MERSH LUBEL KANIS

Every listed election will appear on the voting screens of all delegates. However, only the relevant voting constituency will be able to cast votes and have its votes recorded for tabulation.

Uncontested Elections

Candidates who ran uncontested were declared elected in accordance with the election waiver provision of the bylaws for the following seats: Executive Committee, Regions F and G; Board of Directors, District Directors for 1A, 3A, 4A, 5A, 6A, 26A, 34C, 43C, 27D, 37E, 38E, 22F, and 21G.

Candidate Names

The list of certified candidates in contested races and those elected under the waiver can be found in the Certified Candidates Document, available online and in the Handbook.

Candidate Speeches – Friday, May 8

Retired candidates will have the opportunity to deliver speeches to retired delegates during the retired delegates' breakfast, in Room 302 on Friday morning.

All other candidates will have the opportunity to deliver speeches to the delegates at the conclusion of Friday's business session. Statewide officer candidates and at-large candidates will speak to the full delegation within the ballroom. Fifteen minutes after the conclusion of those speeches, candidates will offer speeches in these meeting rooms:

Region A candidates: Room 302

Region C candidates: Room 309

District 18G candidates: Room 303

Candidate Speeches Online

In addition to the above, all candidates were given the option of providing a recorded speech for posting on the MTA's Annual Meeting webpage. Delegates may review the recorded speeches of candidates online at massteacher.org/annualmeeting.

Election Schedule – Saturday, May 9

The elections are 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.

In-person delegates who have completed the registration process onsite will have a unique voting keycard and should be sure that card is inserted into a handheld keypad device available at the entrance to the business session. The keycard and keypad device are necessary for all voting, including the elections. In-person delegates must have completed the on-site credentialing process in the Registration room (Room 304/306) prior to voting. The

Registration room will remain open until the conclusion of the elections, but be sure to allow enough time to obtain delegate credentials and the keypad device by the time the elections begin.

Election results will be announced from the podium by the co-chairs of the Credentials and Ballot Committee, as soon as they are available, during the Saturday Business Session.

If a runoff election is necessary, this fact and the accompanying schedule will be announced from the podium at the time the election results are presented. Any necessary runoff elections will be held within the business session, before the conclusion of the meeting on Saturday afternoon, in the same manner as the main election.

Voting in the Elections

The elections will take place as part of the business session, not in a separate voting room. At that point on the agenda, each contested race and its candidates will be announced and will then appear on the voting screens. Each race will be open for a specified time period, as announced from the podium.

For Elections except for Retired Members Committee

Except for the election of the Retired Members Committee, all elections will allow voters to cast a vote for a maximum of ONE candidate, and election voting will work the same way as all other voting taking place within the meeting.

For remote delegates: when the elections appear on your screen, click on your desired candidate selection, and it will be highlighted. There is no button to submit.

For in-person delegates: when the elections appear on your keypad device, either press the number that corresponds to a candidate name OR use the trackball to scroll and then press the trackball to select a candidate name. When a name is selected, confirmation of your vote will appear on the screen confirming you have voted. There is no button to submit.

For the Retired Members Committee Election

Because voters in the election of Retired Members Committee may vote for up to **FOUR candidates**, the process is a little different. The step of **submitting your vote is necessary** after selecting up to four (or less) candidates. Note: you will need to scroll down to view all seven candidates.

Remote retired delegates, for this election: when the election appears on your screen, click on up to four candidates, and they will be highlighted. When satisfied with your selections, click on "SEND" at the bottom of the page. If you wish to change or cancel your vote while voting is still open, press "Cancel" at the bottom of the page and then

make your selections again according to these instructions.

In-person retired delegates, for this election: when the election appears on your keypad device, either use the number buttons to select up to four candidates OR use the trackball to scroll through the candidate names and press on the trackball to select up to four. An “X” will appear in the box corresponding to your selection(s). When satisfied with your selection(s), click the green square on the keypad device to submit. Confirmation of your vote will appear on the screen confirming you have voted. If you wish to change or cancel your vote while voting is still open, press the “x” button to cancel your vote and then make your selections again according to these instructions.

Every listed election will appear on the voting screens of all delegates. However, only the relevant voting constituency will be able to cast votes and have its votes recorded for tabulation.

Election Requirements

According to the *MTA Standing Rules, RULE 9: Nominations and Elections, 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) 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) 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) 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) 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.

CERTIFIED CANDIDATES

Certification of Nomination Papers for Elections at MTA Annual Meeting

MTA President, MTA Vice President,
Executive Committee, Board Of Directors,
and Retired Members Committee

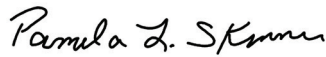
March 13, 2026

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 13, 2026 15:26:49 EDT)

PAM SKINNER, Co-Chair
MTA Credentials & Ballot Committee

2026 CANDIDATES

MTA PRESIDENT

Two-Year Term, Commencing July 15, 2026

John Sullivan

Matt Bach

Deb McCarthy

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2026

Deb Gesualdo

Dean Robinson

Gayle Carvalho

MTA EXECUTIVE COMMITTEE CANDIDATES

Executive Committee seats listed are one seat per race. Each seat is a Three-Year Term, Commencing July 1, 2026.

AT-LARGE ETHNIC MINORITY EC MEMBER

Elizabeth Tyrell

Rosa Lopez-Whitehill

AT-LARGE ESP EC MEMBER

Susan Soares

Camille Godbout-Chouinard

STATEWIDE RETIRED EC MEMBER

Amy Graff

Ruth Allen

Barbara Madeloni

Joni (Joan) L. Cederholm

REGION A

Giselle Richards-Genece

Declan Kennon

REGION C

Katuska (Katie) Lecaro

Craig Beaulieu

REGION F

Barry Davis *

REGION G

Dayshawn Simmons *

MTA BOARD OF DIRECTORS CANDIDATES

Board seats listed are one seat per race. Each seat is a Three-Year Term, Commencing July 1, 2026.

AT-LARGE DIRECTOR FOR ESPs

Janelle Quarles

Holly Carrier

DISTRICT 1A

Andrew Rapport *

DISTRICT 2A

No Candidates

DISTRICT 3A

Ian Petty *

DISTRICT 4A

Chris Herland *

* Indicates Elected by Waiver

2026 CANDIDATES

MTA BOARD OF DIRECTORS CANDIDATES

Board seats listed are one seat per race. Each seat is a Three-Year Term, Commencing July 1, 2026.

DISTRICT 5A

Sherika Allen *

DISTRICT 6A

Eric Simard *

DISTRICT 26A

Robert Williams *

DISTRICT 8B

No Candidates

DISTRICT 11B

No Candidates

DISTRICT 34C

Mary Pat Dodge *

DISTRICT 43C

Cheri Cluff *

DISTRICT 15D

No Candidates

DISTRICT 27D

Justin Brown *

DISTRICT 37E

Sarah Joncas *

DISTRICT 38E

Zack D'Orsi *

DISTRICT 22F

Juliette Darmon

DISTRICT 18G

Alison A. Lobron

Jamie Rinaldi

[Prior candidate withdrawn]

DISTRICT 21G

Will Karvouniaris *

DISTRICT 44H

No Candidates

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

Four Seats - Two-Year Term, Commencing July 1, 2026

Rick Last

Kathy Greeley

Rafael Moure-Eraso

Ora Gladstone

Tracey Pratt

Edward C. Nelson

Mersh Lubel Kanis

* Indicates Elected by Waiver

CAMPAIGN GUIDELINES

Campaign Hours

Friday 8 a.m. – 6 p.m. | Saturday 8 a.m. – 11 a.m.

Election Campaigning at the Annual Meeting of Delegates will take place on Friday and Saturday, prior to the commencement of the election period at approximately 11 a.m. on Saturday. On-site campaigning may take place in the designated areas of the Hynes Convention Center.

ALL campaign materials must be removed and campaigning discontinued by Saturday at 11 a.m. or when the election begins, whichever comes first.

In the event of a runoff election, campaigning for the runoff may resume on Saturday when the runoff is announced, for approximately 60 minutes.

Per MTA Standing Rules, RULE 10, Section 2:

No campaign literature or related materials may be distributed or posted within the seating area of the business session room or registration areas or where such materials are visible from these areas.

Designated Campaign Areas

Campaign materials including signage, flyers, handouts and other material are permitted in the campaign booths/tables (if such booths have been reserved by candidates) and in the hallway areas of the Hynes Convention Center, as indicated in communications provided to the candidates. Campaigning with campaign materials and congregating with signage is allowed in these designated areas.

Campaigners may not obstruct passage in these hallways at any time. Floor plans showing the designated campaign areas have been provided to all candidates and their campaign managers and are available from the co-chairs of the Credentials and Ballot Committee. Candidates and their campaigns must obey the directions of the Credentials and Ballot Committee (C&B) and convention center staff regarding relocation as deemed necessary by public safety or other meeting officials.

Campaigning with signage, flyers, handouts, and other material is subject to restriction by public safety officials and the Credentials and Ballot Committee, and participants must be aware of their surroundings and “common sense” guidance at all times. For example, congregating in any way that may block or impede access to or from escalators must be avoided at all times. Standing in front of the display booths of others for campaign purposes is also prohibited.

“Verbal Campaigning” on an individual basis may take place outside of the designated campaign areas, subject to the other provisions cited here. This and all campaign activity must cease when the polls open or at 11 a.m. on Saturday, whichever comes first.

Prohibited Campaign Areas and Practices

Campaign materials and campaigning of any kind are prohibited outside of the specified hours above and are prohibited at all times in the Annual Meeting Business Session room (Ballroom), the Registration Room (Room 304/306), near the entrance/exit doorways of those spaces and where they may be visible from these rooms.

While buttons may be worn in the Business Session, distribution of buttons in the Ballroom and Room 304/306 is prohibited.

Posting of any literature or materials on the walls of the Hynes Convention Center, any hotels, or the Prudential Center Mall is strictly prohibited. Stickers of any kind are also prohibited.

CAMPAIGN MATERIAL

Relevant Excerpts from MTA Policy 70.01, Campaign and Election General Policy

Campaign material is defined as any document, electronic transmission, object, or other material that has the purpose or effect of promoting the candidacy of an individual for an MTA office, and shall include, by way of illustration and without limitation, billboards, newspaper advertisements, audio-visual materials, emails, brochures, position papers, buttons, pins, articles of clothing, candy, posters, banners, signs, fans, pens, announcements and invitations. The campaign guidelines are an extension of and are consistent with electoral provisions in the MTA Bylaws and Standing Rules.

Campaign Material

- Candidates for MTA elective office should recognize the fact that the office which they seek carries with it high professional standards and, therefore, should conduct themselves and their campaigns in such a manner as not to demean the office.
- All campaign materials for candidates or issues which are placed or distributed at meetings of delegates should comply with these guidelines and the MTA Standing Rules. It is the responsibility of each candidate/sponsor(s) to urge full cooperation by all campaign workers.
- No campaign literature or related materials may be distributed or posted within the seating area of the business session or registration area or where such materials are visible from these areas. *[NOTE: Clothing is considered campaign material if it has the purpose or effect of promoting candidacy of an individual. As such, campaign-related clothing or items of clothing bearing the name of a candidate may not be worn into the business session or registration room. The committee has determined that manually altering an article of clothing in an attempt to achieve compliance is not acceptable.]*
- At meetings of delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices which are inconsistent with the Committee's guidelines.

- Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.
- Campaign material shall in no way be designed to attack the character of an individual or group.
- All campaign materials shall be properly identified by source and sponsorship. The Credentials and Ballot Committee defines source and sponsorship as follows: Member/Author; Local Association/Sponsor(s).
- The official logo or letterhead used by the MTA may not be utilized in campaign materials.

Responsibilities of Candidates

- Noisy demonstrations or use of sound equipment will not be permitted on the floor of the Annual Meeting or registration areas.
- No items should be given away by lottery, raffle, drawing or similar means in connection with campaigning for elective office or issues at meetings of delegates.
- Campaigners handing out materials should not create traffic problems, impede the process of registration, or hinder entry into the main assembly hall. Campaign materials may not be distributed in the business session spaces at any time.
- Campaigners may not use press-apply or other sticky-back materials for badges or signs. Campaign literature may not be posted on walls. Campaigners should not block entrances, exits, traffic or fire aisles. In addition, the campaigners may be requested to comply with other restrictions imposed by the management of the meeting facility.
- Campaigners should not remove or deface campaign materials belonging to another candidate.
- Candidates shall be responsible for compliance with this policy, including responsibility for the conduct of their campaign manager and campaigns and their adherence to this policy.
- Candidates and their campaigns shall comply with any request or directive from the Chair of the Committee or the Chair's designee.

- Candidates or sponsors shall assume responsibility for the transportation and storage of their campaign materials and for the removal of all campaign materials at the termination of the Meeting of Delegates.
- The wearing of campaign buttons on the floor of the Annual Meeting is permitted. The distribution of campaign buttons on the floor is not permitted.

Campaign Rules While Polls Are Open

- No campaigning shall be allowed by any candidates or their supporters while elections are in progress.

Relevant Excerpts From MTA Standing Rules

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 business session room or registration 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.

PROPOSED AMENDMENTS TO THE MTA STANDING RULES

Given the ongoing commitment 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 been 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.

#1

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~~ 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 5 p.m. 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 5 p.m. 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, 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.
- (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 87. 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 positioncard. A member speaking on a yellow positioncard 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 910. 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 1011. 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 1112. No delegate speaking in debate may move the previous question.

Section 1213. 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 1416.** 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 1517. 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 A~~ 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.
- (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 a.m. 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 a.m., 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

#2 **RULE 6: Order of Business and Debate, Sections 2 & 3**

PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<p>RULE 6, Section 2: The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.</p> <p>RULE 6, 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.</p>	<p>RULE 6, Section 2: 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: (The first item of business on the second meeting day shall be the presentation of awards). The <u>first</u> (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>IMPACT STATEMENT</p> <p>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.</p>	
<p>SUBMITTED BY</p> <p>MERRIE NAJIMY (Concord Teachers Association) COLIN GREEN (New Bedford Educators Assn.)</p>	
<p>BYLAWS AND RULES COMMITTEE Recommends Adoption (8 – 0)</p>	<p>BOARD OF DIRECTORS Recommends Adoption (63 – 0)</p>

#3 **RULE 6: Order of Business and Debate, Sections 6 & 15**

PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<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>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>
<p>IMPACT STATEMENT</p> <p>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.</p>	
<p>SUBMITTED BY</p> <p>MERRIE NAJIMY (Concord Teachers Association) COLIN GREEN (New Bedford Educators Assn.)</p>	
<p>BYLAWS AND RULES COMMITTEE Recommends Adoption (8 – 0)</p>	<p>BOARD OF DIRECTORS Recommends Adoption (41 – 14)</p>

<p align="center">PRESENT TEXT</p>	<p align="center">PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</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.</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>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 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 p.m., 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 5 p.m. 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: <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 p.m. or the close of business, whichever comes first.</u></p>
<p align="center">IMPACT STATEMENT</p> <p>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 5 p.m. 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 p.m., or at the close of business, whichever comes first, on either the first or second meeting day.</p>	
<p align="center">SUBMITTED BY</p> <p align="center">MERRIE NAJIMY (Concord Teachers Association) COLIN GREEN (New Bedford Educators Assn.)</p>	
<p align="center">BYLAWS AND RULES COMMITTEE Recommends Adoption (7 – 1)</p>	<p align="center">BOARD OF DIRECTORS Recommends Adoption (41 – 7)</p>

PROPOSED AMENDMENTS TO THE MTA BYLAWS

#1 Article IV FINANCE, Section 2 Dues, C. Retired Members, 1	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<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>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</u> and the <u>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>
<p>IMPACT STATEMENT</p> <p>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.</p>	
<p>SUBMITTED BY</p> <p>Andrei Joseph (Retired) Submitting on behalf of the Retired Members Committee</p>	
<p>MTA BYLAWS AND RULES COMMITTEE</p> <p>Recommends Adoption (8 – 0)</p>	<p>MTA BOARD OF DIRECTORS</p> <p>Recommends Adoption (59 – 0)</p>

#2 Article III MEMBERSHIP, Section 3 Individual Membership-Additional Categories, A (2)	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
(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.	(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 <u>(consecutive) years (immediately prior to retirement, where membership was available as determined by Board policy)</u> . 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.
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.	
SUBMITTED BY	
Andrei Joseph (Retired) Submitting on behalf of the Retired Members Committee	
MTA BYLAWS AND RULES COMMITTEE Recommends Rejection (7 – 1)	MTA BOARD OF DIRECTORS Recommends Rejection (37 – 18)

#3 Article IV GOVERNANCE: President, Vice President, Executive Director-Treasurer. Section 3. Executive Director-Treasurer, B and E	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
Section 3. Executive Director-Treasurer It shall be the duty of the Executive Director-Treasurer to: B. Supervise and coordinate the administrative and professional activities of the Association. E. Direct the employed staff in accordance with such policies and procedures as may be authorized by the Board.	Section 3. Executive Director-Treasurer It shall be the duty of the Executive Director-Treasurer to: B. Supervise and coordinate, <u>as directed by the President and Board of Directors,</u> the administrative and professional activities of the Association. E. Direct the employed staff in accordance with <u>the direction from the President, and such policies (and), procedures, and priorities</u> as may be authorized by the Board.
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.”	
SUBMITTED BY	
Max Page (Massachusetts Society of Professors) Barbara Madeloni (Retired)	
MTA BYLAWS AND RULES COMMITTEE Recommends Rejection (5 – 3)	MTA BOARD OF DIRECTORS Recommends Rejection (43 – 16)

#4

Article V GOVERNANCE: President, Vice President, Executive Director-Treasurer.
Section 3. Executive Director-Treasurer

PRESENT TEXT

PROPOSED AMENDMENT TEXT
(Underline and strikethrough text)

Section 3. Executive Director-Treasurer

It shall be the duty of the Executive Director-Treasurer to:
New Language After Line W.

Section 3. Executive Director-Treasurer

It shall be the duty of the Executive Director-Treasurer to:
[Add New Line X]:
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.

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.

SUBMITTED BY

Jim Kaplan (Retired) Joanna Gonsalves (MSCA)

MTA BYLAWS AND RULES COMMITTEE

Recommends Adoption (8 – 0)

MTA BOARD OF DIRECTORS

Recommends Rejection (39 – 18)

Article VII NOMINATIONS, ELECTIONS & TERMS OF OFFICE
Section 2. President and Vice President, C, E, and G

<p align="center">PRESENT TEXT</p>	<p align="center">PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i></p>
<p>Article VII, Section 2. C. Election</p> <p>(1) The only candidate for election shall be those nominated in accordance with Section 2B(1) or 2B(2) above.</p> <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>Article VII, Section 2. C. Election</p> <p>(1) The only candidate for election shall be those nominated in accordance with Section 2B(1) or 2B(2) above.</p> <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.) <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></p>
<p>Article VII, Section 2 E. Vacancies - President</p> <p>(1) In the event of death, resignation, absence or disability of the President, the Vice President shall serve as Acting President.</p> <p>(2) An Acting President shall serve until:</p> <ul style="list-style-type: none"> • 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. <p>G. Vacancies - President and Vice President</p> <p>(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.</p> <p>(2) Election of an Acting President shall proceed in the following manner:</p> <ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> • 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. 	<p>Article VII, Section 2 E. Vacancies - President</p> <p>(1) In the event of death, resignation, absence or disability of the President, the Vice President shall serve as Acting President.</p> <p>(2) An Acting President shall serve until:</p> <ol style="list-style-type: none"> 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. <p>G. Vacancies - President and Vice President</p> <p>(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.</p> <p>(2) Election of an Acting President shall proceed in the following manner:</p> <ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> • (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.

Continued on next page

#5 Article IX DELEGATE MEETINGS, Section 2. Delegates, G. Duties	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<p>Article IX, Section 2 G. Duties</p> <p>The delegates to the Annual Meeting shall in accordance with the procedures set forth by these Bylaws:</p> <ol style="list-style-type: none"> (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)... 	<p>Article IX, Section 2 G. Duties</p> <p>The delegates to the Annual Meeting shall in accordance with the procedures set forth by these Bylaws:</p> <ol style="list-style-type: none"> (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)...
<p>IMPACT STATEMENT</p> <p>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.</p>	
<p>SUBMITTED BY</p> <p>Craig Beaulieu (Stoughton Teachers Association) Ashley Mallard (Bridgewater Raynham Education Association)</p>	
<p>MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (5 – 3)</p>	<p>MTA BOARD OF DIRECTORS Recommends Adoption (38 – 18)</p>

#6 Article IV FINANCE: Section 1. Budget, C.	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
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.	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.
IMPACT STATEMENT The threshold for approving the budget would change from a simple majority to a two-thirds majority.	
SUBMITTED BY Craig Beaulieu (Stoughton Teachers Association) Ashley Mallard (Bridgewater Raynham Education Association)	
MTA BYLAWS AND RULES COMMITTEE Recommends Rejection (8 – 0)	MTA BOARD OF DIRECTORS Recommends Rejection (53 – 0)

#7 Article X COMMITTEES	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
[Adding new Section 12, after existing Section 11.]	New Section 12, after Section 11: <u>Section 12. Membership Engagement Committee</u> <u>A. Composition</u> <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> <u>B. Duties</u> <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>
IMPACT STATEMENT The Membership Engagement Committee would be established, with specified composition and duties.	
SUBMITTED BY Craig Beaulieu (Stoughton Teachers Association) Ashley Mallard (Bridgewater Raynham Education Association)	
MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (5 – 3)	MTA BOARD OF DIRECTORS Recommends Rejection (43 – 11)

#8 Article IX DELEGATE MEETINGS Section 5. Voting (D)	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<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>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.	
SUBMITTED BY	
Craig Beaulieu (Stoughton Teachers Association) Ashley Mallard (Bridgewater Raynham Education Association)	
MTA BYLAWS AND RULES COMMITTEE Recommends Rejection (8 – 0)	MTA BOARD OF DIRECTORS Recommends Rejection (54 – 1)

#9 Article IV FINANCE Section 2. Dues, C. Retired Members	
PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<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>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.	
SUBMITTED BY	
Craig Beaulieu (Stoughton Teachers Association) Ashley Mallard (Bridgewater Raynham Education Association)	
MTA BYLAWS AND RULES COMMITTEE Recommends Rejection (8 – 0)	MTA BOARD OF DIRECTORS Recommends Rejection (56 – 1)

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 AMENDMENT TEXT

(Underline and strikethrough text)

**Article VI, Section 2
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.

**Article VI, Section 2
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, one At-Large Director for Early Career Educators, 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.

Article VII
[Add new Section 10 after existing Section 9.]

Article VII
[Add, after Section 9]:
Section 10: At-Large Director for Early Career Educators

- A. Eligibility
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.
- B. Nomination Papers
 - (1) Nomination papers may be obtained:
 - a. in person or in writing
 - b. from the Executive Director-Treasurer
 - c. any time after July 1.
 - d. Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.
 - (2) Nomination papers must be signed by 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.

Continued on next page

PROPOSED AMENDMENT TEXT

(Underline and strikethrough text)

Continued from previous page

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
 - e. no member files papers to be a candidate or all candidates withdraw prior to the election, or
 - f. the annual election for this office does not take place.
- (2) The vacancy shall be filled in the following manner:
 - a. Eligible members shall be notified of the vacancy and the election process.
 - b. At the next Board meeting, the President shall submit to the Board a list of candidates for the vacant position and their biographies.
 - c. The candidates or their designees shall have the opportunity to make a presentation to the Board at that meeting.
 - d. The Board shall then elect an At-Large Director for 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.

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.

SUBMITTED BY

Aylat Lifshitz (Malden Education Association)

MTA BYLAWS AND RULES COMMITTEE
Recommends Adoption (8 – 0)

MTA BOARD OF DIRECTORS
Recommends Adoption (34 – 20)

#11

NOMINATIONS, ELECTIONS & TERMS OF OFFICE
Section 2. President and Vice President, C. Election (2)

PRESENT TEXT

(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.

PROPOSED AMENDMENT TEXT

(Underline and strikethrough text)

(2) The President and Vice President shall be elected by majority direct vote of the entire Massachusetts Teachers Association membership ~~(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.

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.

SUBMITTED BY

Aylat Lifshitz (Malden Education Association)

MTA BYLAWS AND RULES COMMITTEE

Recommends Rejection (6 – 2)

MTA BOARD OF DIRECTORS

Takes No Position (30 – 24)

ACT ON RECOMMENDATION FROM THE BOD

on the Bundled 2026 Ballot Initiatives

Tax Cutting Initiatives Motion

The MTA will commit \$2 million from a combination of reserves (MTAB and/or MTA), and the Public Relations and Organizing budget to fight the tax-cutting ballot initiatives of the Massachusetts High Technology Council that would blow an \$8 billion hole in our annual state budget. The MTA will mobilize members and staff around this campaign through November 2026.

Rent Control Initiative Motion

The MTA will commit \$1 million from a combination of reserves (MTAB and/or MTA) and the Public Relations and Organizing budget to support rent control ballot initiatives in Massachusetts. The MTA will mobilize members and staff around this campaign through November 2026.

Gun Control Motion

The MTA will commit \$500,000 from a combination of reserves (MTAB and/or MTA) and the Public Relations and Organizing budget to protect our gun control legislative victory. The MTA will mobilize members and staff around this campaign through November 2026.

PROPOSED AMENDMENTS TO THE RESOLUTIONS

MTA Resolutions are the association's statements of principle on issues relating to members, public education, the welfare of students and human and civil rights.

Resolutions may be submitted by any member to the Resolutions Committee by the second Friday in January. The committee members also may propose resolutions.

All resolutions submitted are considered by the committee, and those approved by a majority vote of the committee are recommended to Annual Meeting delegates after having been presented to the Board of Directors.

To become an official position of the MTA, a resolution must be adopted by the delegates at Annual Meeting. The proposed revisions printed in this edition of MTA Today have been recommended by the Resolutions Committee. The Board also voted on March 20 to recommend passage by the delegates.

A section of the current resolution that has a line through it is proposed for deletion; a section that is underlined is a proposed addition.

All current resolutions are posted on the MTA website at massteacher.org/resolutions.

A section of the current resolution that has a line through it is proposed for elimination; a section that is underlined is a proposed addition.

PROPOSED REVISED RESOLUTION

B-20 Physical Education

The Massachusetts Teachers Association believes that physical activity is essential to good health. Therefore, a comprehensive program of physical education – one that is developmental, sequential, cooperative in nature and culturally sensitive – should be provided daily in grades pre-kindergarten through 12 in or on a facility designed for that purpose.

The MTA urges individuals and families to renew their commitment to make daily quality health and physical education a part of their lives and in every school curriculum.

Physical education programs that require 225 minutes per week for middle and high school levels and 150 minutes per week for the elementary level would ensure well-rounded students, both academically and physically.

The MTA believes the inclusion of a comprehensive, skills-based health education program is a necessity in all grades, kindergarten through 12, to educate students of the Commonwealth to improve lifelong health.

Required time for health education students in PreK-2 should include a minimum of 40 hours, and for students in grades 3-12, a minimum of 80 hours of instruction per academic year.

There shall be no substitution of other instruction or activities for physical education or health education.

Coursework for health and physical education shall be regulated under the SHAPE National Physical Education Standards and the National Health Education Standards 3rd edition, an initiative of the National Consensus for Health Education.

Health and physical education shall be only taught by licensed health and physical education teachers.

The MTA further believes that such programs should be planned, directed and taught by licensed physical education teachers.

The MTA further believes that quality health and physical education programs are the best health insurance and K-12 students should not be denied daily access to either program. (92, 99, 09, 26)

PROPOSED REVISED RESOLUTION

F-15 Retirement

The Massachusetts Teachers Association shall continue to seek improvement in the Massachusetts Teachers' Retirement System and strongly disapproves of any action by the state Legislature or by the Congress of the United States or local governing bodies which would reduce retirement rights and benefits of Massachusetts educators.

The MTA supports a retirement system that provides for:

- Retirement security for retirees through a defined-benefit pension plan that is guaranteed for life, including cost-effective disability and survivor benefits;
- Automatic cost-of-living adjustments for retirees and beneficiaries that reflect actual increases in the cost of living;
- Purchase of credit for all approved leaves; and
- Full funding of the pension liability by the state.

Furthermore, The Massachusetts Teachers Association recognizes the importance of securing retirement contributions, from public higher education employers, for their part-time faculty members who teach at least two courses per semester across public institutions of higher education. Such benefits must be equal to those of other employees of the Commonwealth who work 20 or more hours per week.

The MTA believes that provisions must be made for comprehensive health insurance for all retired education employees and their spouses or domestic partners and that the state and/or local community contribute at least 50 percent of the premium costs.

The MTA further believes that domestic partners should have available to them the same retirement benefit options as are available to married individuals. (90, 99, 01, 09, 19, 26)

REPORT OF THE EXECUTIVE DIRECTOR- TREASURER

(Note: numbers and figures in this report are as of March unless otherwise noted.)

From Fight Back to Fight Forward and Beyond

In 2019, the MTA adopted five strategic priorities as a blueprint to grow collective power. These priorities continue to guide and inform the planning and work of the MTA. Even though those priorities could not have anticipated the chaotic tumult of the current federal administration and the subsequent impacts across our country and the globe, the continued implementation of those priorities has bolstered the strength of MTA and its 400 locals across the state.

Last year my report began with a brief description of the historical moment we were in as President Trump began his second term. It included a recounting of the threats from the federal administration coming at our democracy, public education, unions and the MTA. The report went on to describe MTA's fightback against those threats and fight forward to organize for a strong and equitable public education system and robust democracy. Last year's report also pointed out the challenge in carrying on the fightback and fight forward while also carrying out all the "normal" daily, monthly and yearly activities of the union.

A year later, unfortunately, many of those threats have come to pass and many more loom. Public education and health care have come under particular attack. Science, medicine and higher education all are targeted. And especially vicious have been the attacks on immigrants (and citizens) by ICE. Workplaces and schools, neighborhoods and whole communities have been devastated by these assaults. The president routinely scoffs at democratic principles and protections and claims to have the right to do anything, at any time, to anyone. Now he has led the country into another war and the Pentagon and war profiteers are asking

for \$200 billion more from Congress to execute the war, while Congress is debating how to cut \$200 billion from Medicaid, housing, veterans' benefits, etc. to meet those requests. Throughout the year, the wealthiest elites have had massive tax cuts and countless opportunities for gifting the public treasury and common good. Meanwhile, Trump has cut almost 300,000 federal jobs and stripped away union contracts and protections a million more federal workers.

Here in Massachusetts, cities and towns across the state are experiencing deep fiscal crises resulting in cutbacks of services and programs and layoffs of public sector workers including educators. The state's response has been to try to shift health care costs on to the backs of public workers, and potentially cut back on thousands of home care and health care workers who care for the most vulnerable. Also, as of this writing, the state Legislature still has not acted to fix RetirementPlus, continues to try to erode our great Question 2 ballot victory, and seeks to undermine educator autonomy and professionalism.

Lastly, as I detail in my budget report, we are faced with the challenge of two significant trends: significantly declining student enrollment and a reduction in the total number of employed, certified teachers in the state.

However, MTA members and our allies have not sat back. Local unions from Milford to Waltham and across the state have taken up the defense of immigrant students and families. Members have pressed their legislators for a fix to the fiscal crisis and to RetirementPlus. Locals have organized override votes and won in towns across the state and more. MTA members have thrown out bad mayors and school committee members and voted in worker-friendly, pro-public education candidates in many municipalities.

MTA locals and members have increasingly built strong escalating contract campaigns and won major contract gains for all members — especially Education Support Professionals — in preK-12 and higher ed locals. And from the first assaults on federal unions last winter until now, MTA members have marched, rallied and demonstrated to push back against cuts and fight for public education, the common good, and a democracy that is deeper and truer than we had before.

MTA committees and work groups including the Ethnically Marginalized Affairs Committee, the LGBTQ+ Committee, the Safe Schools for All Task Force, the Environmental Health & Safety Committee, the ESP Committee, and many more formal committees as well as ad hoc groups, continue to protect and advance the priorities of educators across the state. Thousands of MTA members marched in the 2025 May Day actions, three No Kings rallies, 2025 Labor Day actions, and more.

All of these actions are necessary, but insufficient. Ultimately, MTA members will have to join with union members across all sectors and all workers — whether union or not — to create strategic disruption and end the assaults on public education, the common good and democracy.

As of this writing, plans are under way for massive May Day demonstrations here in Massachusetts and across the country, with MTA and NEA affiliates playing a central role. Those actions will continue to build through Fourth of July celebrations, Labor Day actions, and Election Day in November.

Before turning to the various divisional reports, I want to take particular note of the key role of Ricardo Rosa, MTA deputy executive director. The Board last year created this position, bringing the MTA in line with other large NEA affiliates who have comparable positions. Over the past year, he has led MTA's engagement with the statewide Fightback strategy table, overseen MTA's work on community schools, developed Solidarity School — a series of workshops and trainings for members and locals — and played a key role in advancing staff training and leadership development across MTA. He also has developed and continues to manage Revolutionizing Education, the MTA's open-access journal of education policy and practice. He is well-known and respected in education policy and practice circles nationally and is similarly known and respected in union and community organization circles throughout Massachusetts. The MTA is fortunate to benefit from his leadership, and I feel lucky and humbled to have him as a colleague.

MTA Blueprint and 2025-26 Division Reports

Over the last year, MTA members and locals — supported by MTA staff — have continued to advance the 2019 MTA Blueprint priorities. MTA's staff are organized into nine divisions, along with MTA Member Benefits. Here is the Blueprint Summary, along with highlights from each division.

BLUEPRINT PRIORITIES SUMMARY

1. Connect members to the life of the union.
2. Cultivate and support leadership at all levels of the union.
3. Maximize our bargaining power.
4. Advance policy solutions and campaigns.
5. Lead on economic, social and racial justice.

Field & Organizing Division

This division includes 97 field staff working out of the six regional offices, as well as the higher ed team. These field rep-organizers, regional organizers, specialty organizers, strategic researchers, support staff and managers all provide direct, day-to-day support for locals, as well as for contract campaigns, issue campaigns, advocacy and organizing, training, and support for bargaining councils, override campaigns, etc. The F&O Division provides professional support for the ESP and Adjunct Living Wage campaigns, the Safe Schools Campaign and Task Force, an expanding Summer Member Organizing Program, membership recruitment and retention, environmental health and safety work, new and student member committees and activities, and the Retired members programming.

The F&O Division's top three priorities for the current year are as follows:

1. Build Membership Density.
2. Maximize Bargaining Power.
3. Fight forward against the escalating federal attacks on our union, communities and democracy.

1. Build Membership Density

Over the last year, field and membership staff have developed improved membership systems including 1) systematic outreach to locals to obtain full bargaining-unit lists; 2) work with locals to develop "Reason to Join" campaigns focused on locals' goals and priorities; 3) building basic membership structures, including identifying who in each local is responsible for signing

up potential members in each department, building and campus; 4) providing organizing training for membership sign-up; 5) regularly reporting on membership recruitment to assess membership density in each of our locals.

As a result of this focus, MTA locals this year increased their membership density (the percent of eligible workers who join the union) to 84 percent. The top 10 locals by percent of membership density are:

1. West Boylston Teachers Assn.	100%
2. Hanover Teachers Assn.	100%
3. Pentucket Assn. of Teachers	100%
4. Bridgewater-Raynham Teachers Assn.	100%
5. Dover-Sherborn Education Assn.	99.6%
6. Winchendon Teachers Assn.	99.0%
7. Concord Teachers Assn.	98.5%
8. Scituate Teachers Assn.	98.4%
9. Somerville Educators Union	98.2%
10. Brockton Education Assn.	98%

- Continuing this trend will require the combined work of local leaders, rank-and-file members, Executive Committee and Board members, and staff.
- **Online membership applications:** Fifty-four local unions are using the online application. So far this year, these locals have signed more than 700 new members through the online application.
- **New Member Liaisons:** 127 New Member Liaisons are working in locals across the state to build membership recruitment programs.
- **Retired Member-New Educator of Color Mentorship Groups:** The Retired Members Committee, working with the field’s new member organizer, has organized the second year of a mentorship program in which Retired members are paired as mentors with new educators of color. This year, 11 mentors are working with new educators across the state, up from seven pairings a year ago.
- **Summer Member Organizer Program:** Summer member organizers knocked on doors and made phone calls to potential members in their locals across the state. They signed up a total of 556 members during the 2025 program.

2. Maximize Bargaining Power Through Democratized Bargaining & Escalating Campaigns

Democratized bargaining has become the norm among MTA locals across the state. This means engaging members in every aspect of bargaining. Some elements of democratized bargaining include expanded bargaining (silent reps), a bargaining platform, a CAT team, bargaining for the common good proposals, coordinating bargaining among different units and an escalating contract campaign.

For example, in **Pittsfield**, the **Berkshire Educator Action Network (BEAN)** convened over 30 educators from nine locals, including **Mohawk Regional, Adams-Cheshire, North Adams, Berkshire Hills, Farmington River, McCann, Lenox and Southern Berkshire Regional**. Members discussed priorities for the coming year and shared organizing and bargaining strategies. Members of the **Southern Berkshire Regional Education Association (SBREA)** presented their experience with silent representatives, democratized bargaining and a contract action team to energize their membership and win a fair contract for educators, paraprofessionals and food service workers. Future BEAN meetings will focus on addressing local and regional health and safety issues, growing union membership and continuing the education and implementation around democratized bargaining.

Recognizing this work, MTA field managers made presentations on MTA’s democratized bargaining program at NEA convenings for state affiliates across the country. The past year also included local contract campaigns and significant wins.

- After 18 months, 2,000 **Professional Staff Union** members on the campuses of UMass Boston and UMass Amherst won a contract that advances their fight for a living wage, killed an administration attempt at merit pay and included a full COLA for all. PSU members organized a 94 percent vote of no confidence in the chancellor and held “practice pickets.” The contract includes a \$60,000 salary floor for existing UMass Boston employees and a \$200,000 economic adjustment pool distributed to members in specific job titles at UMass Amherst who earn less than \$80,000.
- The **Massachusetts Community College Council Day Unit** ratified a one-year agreement that runs through June 30, 2026. It includes a 3.5 percent increase for all members; time limitations on the administration in recouping overpayments, and additional rights for members to address salary miscalculations/underpayments. The contract also includes language that allows members to address bullying and overtime after

37.5 hours for professional staff.

- Holyoke Teachers Association members are fighting for a contract they deserve, coming out of receivership. As part of their campaign, 94 percent of members voted no confidence in the school committee's bargaining team, with 86 percent of members participating.
- The Cambridge Education Association and community members delivered a petition signed by nearly 1,300 Cambridge educators to the school committee in January. CEA members sent a clear message that they are united behind the CEA bargaining platform. Hundreds of silent reps attended their bargaining sessions, along with state legislators who joined on as silent reps.
- **Triton ESPs** won a 12 percent COLA over three years and increased starting pay from \$24,000 to \$33,000 by FY2029. The top step will increase from \$38,000 to \$45,000 by the contract's end. They also won an increase in longevity amounts to match teachers, and four weeks of paid parental leave with no deduction of sick leave, and another eight weeks through sick leave.
- The **TECCA Union** settled a three-year contract that included a 14.75 percent salary increase in year one, and 20.25 percent over three years for educators on the top step. The number of steps will be reduced from 14 to 12. TECCA is an online K-12 public school that MTA organized several years ago. This is its second contract since unionization.
- The **Educational Association of Worcester** is engaged in a multi-faceted organizing effort with all bargaining units united at the table for the first time and supported by an active and growing Contract Action Team. Bargaining priorities include consistency across units, fair and livable wages, increased professional autonomy and the addition into contracts of new job titles, including Wraparound Coordinators, ABA Specialists and ASL Interpreters.
- In Belmont, 95 percent of **Belmont Education Association** members voted to authorize a work-to-rule action. Ninety-seven percent of the members voted no confidence in the superintendent, school committee and select board.
- The **Haverhill Education Association** has made significant progress in its bargaining sessions. Members reached 16 tentative agreements by early March, as their campaign moves forward.
- Teachers and ESPs in the **Waltham Educators Association** negotiated together with silent reps. They reached an agreement that includes a 10 percent increase in pay over three years, additional professional

development time and meeting hours, 12 weeks of parental leave including five weeks paid by the district and seven weeks using the member's own sick time.

- The **Chicopee** local used expanded and unified bargaining among units. Sessions had more than 100 members attending. All three units held firm in support of the ESPs. The local agreed to a nine percent increase over three years, improved health & safety language, an increased stipend for diapering of students, a lower annual hour threshold for FMLA coverage and class coverage pay.
- The **Brockton Education Association** won a contract that includes a 12 percent salary increase over four years and 13 percent for the top step; 25 paid parental leave days, with ability to use up to 60 days through sick leave, contributed through retiree sick days.
- The **Winchester Education Association** recently settled a tentative agreement after executing a democratized bargaining campaign for three units. Eighty to 100 silent reps attended the sessions. The Unit C contract includes an 11 percent across-the-board increase and stronger Reduction in Force protections. Unit A won 10.25 percent over three years and improved parental leave (12 weeks paid not from sick leave by the end of the contract!) This language also will apply to units B and C.

Hands Off Our Healthcare (GIC). In January, the governor directed the Group Insurance Commission to shift rising costs to public employees through plan design changes which included:

- Increasing deductibles by \$250 for a single plan and \$500 for a family plan.
- Increasing office visit and specialist copays by \$5 to \$20 more per visit.
- Increasing urgent care copay from \$20 to \$30.
- Increasing ER copay from \$100 to \$150.
- Eliminating GLP-1 coverage for weight loss.

These changes would have resulted in a \$100 million shift in costs on to the backs of public employees, including MTA members. Fifty-four MTA locals (all of higher ed and 42 prek-12 locals) purchase their health insurance through the GIC. That's more than 34,000 active members, 10,000 retirees and surviving spouses. The impact also could have been spread to all MTA membership because under state law, municipalities may match the GIC benchmarks. MTA staff and member leaders, along with MTA-appointed GIC Commissioner Dean Robinson, constructed a plan to fight back against this huge proposed shift. The plan included member education and action and was implemented in six weeks.

It included: an MTA webinar that had 300 members attending; a two-week campaign to send more than 10,000 emails and individual letters to the governor, state legislators and GIC chair; a letter sent from the AFL-CIO to the legislature; public listening sessions that were packed with MTA members; higher ed members protesting outside a WGBH program featuring Governor Healey; a local presidents' Zoom meeting; and multiple forums and actions throughout the state.

As a result of this pressure, the governor on Feb. 23 dropped the proposal to increase copays and deductibles, while recommending the GIC eliminate GLP-1 for weight loss. A spring debriefing is planned by the MTA with local presidents to plan the next phase of the campaign and address the overarching health insurance crisis.

The Safe Schools for All Campaign

The Safe Schools for All Task Force continues its work to protect educators from workplace violence and to ensure minimal disruptions to instructional continuity due to student dysregulation.

3. Fight forward against escalating federal attacks on our union, communities and democracy.

Waltham and Framingham, along with other locals, have been holding regular standouts in support of immigrant students and families.

Immigration Staff / Member workgroup: The inter-divisional staff and member workgroup on immigration attacks continues to meet and build structures and respond to the need for mobilization community defense support in Milford, Everett, New Bedford and so many other communities across the state. Member leaders and MTA staff including Brenda Quintana, Ariana Foster and Travis Babb lead this work, along with Deputy Executive-Director Ricardo Rosa and Field Manager James Grogan.

Contract Language to Protect Marginalized Workers: In March 2025, the Bargaining Campaign Strategy Team created and distributed to field staff resources for negotiating protections for marginalized workers. For more information, ask your local's field staff member.

MTA Field staff development and training

The division provides robust training for new and veteran field staff. Last fall, we hosted an intensive, two-week training on advocacy that included contract interpretation, grievance presentation to school committees and college/university representatives, and arbitration preparation.

Additional trainings for staff in the coming year will include membership growth and early enrollment, the economics of bargaining, and other professional skills.

Bargaining Campaign Strategy Team (BCST)

- Bargaining Certificate Program: 377 members are currently enrolled in the program. To obtain the certificate, participants complete approximately 24 hours of training, including two core courses (Bargaining Foundations and Democratized Bargaining), and four elective courses based on the participants' interests and needs. In addition to offering classes through MTA's statewide in-person conferences, online courses are offered throughout the year. Eighty-nine members have graduated from the program over the past two years.
- Bargaining Databases and Tools: The contract database, municipal school finance database, and language and benefits database can be accessed through www.mta-contracts.org/Login. To gain access, users can register as a new user on that site. To access the salary portal, individuals should email bargaining@massteacher.org and request access. There is a limit of four member users per bargaining unit for these databases.

Training and Professional Learning Division

The TPL Division continues to provide hundreds of workshops, PDP programs and conferences throughout the year. Here are some recent highlights:

Conferences and other Education Offerings

- The EMAC Committee hosted its 4th Annual Juneteenth Celebration. Held at Fuller Middle School in Framingham, the event attracted 123 people.
- Over 700 members participated in the 2025 MTA Summer Conference at UMass Amherst, making it the largest conference in recent history. The conference included over 100 workshops on union skills, professional development and anti-oppression topics, a wide range of social events, and inspirational keynotes from Cornel West, Keeanga-Yamahtta Taylor and Maurice Mitchell.
- TPL has continued to offer a wide range of professional development opportunities, with PDP programming generating significant interest. A total of 2,288 members participated in PDP classes between the summer, fall, and winter/spring offerings. Class topics related to multilanguage learners, culturally responsive teaching, reading, writing and STEM instruction, special education, theories of motivation, artificial intelligence, and more.

- TPL launched a series of popular education offerings to meet the political moment. Under the banner of Solidarity School, educational offerings included workshops on immigration, community defense and rapid response, civil disobedience and deescalation, LGBTQ+ rights, the history of educator resistance, the freedom to teach, and the labor movement's role in times of political crisis.
- Last year's Annual Meeting supported an NBI calling for MTA to host professional learning opportunities to help union members build essential dialogue skills. In November, TPL hosted an education offering, "Building Difficult Dialogue Skills: Cultivating Understanding and Respect in an Age of Polarization." TPL is working with the seminar's facilitator, Bernadette Murphy, Professional Standards and Ethics Committee chair, to provide additional offerings on dialogue and mediation for members.
- In November, TPL provided logistical and promotional support for the 3rd Annual Men of Education event, a gathering focused on the empowerment, recruitment and retention of male educators of color.
- TPL worked closely with the EMAC Committee to support the 46th Annual Ethnically Marginalized Affairs Committee Conference in December, which was attended by 200 participants. It supported opportunities for learning and connecting, and included workshops related to building leadership, coalition building, community circles and immigration justice.
- The Winter Union Skills Conference had its largest conference yet on Jan. 24, with 490 members attending, a 13 percent increase over 2025. This year's event included over 30 workshops on topics related to negotiations, organizing, popular political education, legal rights, advocacy, and more.
- TPL worked with the New Member Committee on the Early Career Educators Conference, which was held in February at Worcester State University. This conference, designed for educators in their first five years of practice, offered 15 workshops on classroom instruction, education workers' mental health, racial, social and economic justice, and union advocacy.
- Last year's Annual Meeting supported an NBI to create an LGBTQ+ Summit in the 2025-26 school year. The inaugural event was held on March 7 at Worcester Technical High School. Interest in the event was strong, with registration reaching its capacity of 150 participants and a waitlist established. The summit was an engaging and energizing gathering, featuring workshops on supporting LGBTQ+ youth in schools, defending LGBTQ+ educators and

academic freedom, the intersectionality of the LGBTQ+ community, listening sessions, and more.

- TPL has been working to support the Education Support Professionals Committee with the ESP Conference scheduled to be held on April 10 and 11, 2026, at Margaritaville Resort in Hyannis. The conference was expected to include a variety of relevant professional development and union skills, and anti-oppression workshops, which will be taught exclusively by ESPs for the first time. By March 15, 236 members had registered for the conference.

The division provides ongoing support for webinars, book clubs and other education offerings as sponsored by various MTA committees and groups, including Locals Confronting Racism, the MTA's Climate Task Force, the Retiree Committee, SEAM, and the LGBTQ+ Committee. TPL's racial, social and economic justice work remains embedded in our professional development, union skills and leadership offerings. We are adopting more inclusive and culturally responsive approaches to our event planning, prompting and screening workshop proposals to have social justice content, and preparing facilitators to incorporate themes of oppression into their practices and programs.

Key Initiatives

- TPL added a new strategist position to support community school efforts, which has continued to expand with initiatives being explored in Framingham and Brockton. The community schools strategist provided technical assistance in support of a successful NEA grant valued at \$273,000 over two years that will support community school implementation at McCarthy Elementary School in Framingham. He also continues to build awareness and understanding of community schools through the production of education materials and workshops.
- TPL, in collaboration with CEPP and the UMass-Amherst Libraries, launched a journal, Revolutionizing Education. A Journal of Education Policy & Practice. The journal's site is: <https://rev-ed.org/>. The journal is a multi-disciplinary, peer-reviewed journal covering preK to higher education issues from a labor and anti-oppression lens.
- The Anti-Oppression webpage was launched in early January. It includes easy access to all committees and task forces working on inclusive social, racial and economic justice. There is also a Transformative Pathways tab that offers an array of lesson plans, books, films, articles, excerpts, tools and frameworks.
- DESE approved the MTA to grant PDPs to members

in Science & Technology/Engineering. We can currently grant PDPs in eight categories. Approval must be renewed every three years. TPL will renew the other seven categories this coming summer.

- The TPL Strategist who focuses on Union Skills and Leadership Development is undertaking a planning process to map out the scope and sequence of union skills education offerings across the state. This assessment will review the range of offerings provided, leadership development paths based on union roles, the accessibility of offerings, and more.

Legislation, Policy, and Political Action Division

This division's core functions include grassroots political action (ballot initiatives, overrides, local elections, and in-district meetings), policy development and analysis, and lobbying. This year's highlights include the following:

Mobilizing members and allies to demand the Legislature address the fiscal crisis caused by inadequate preK-16 education funding.

Campaign actions have included the delivery of more than 1,000 postcards to key legislators to demand funding to address the fiscal crisis and approximately 1,200 signatures on a joint letter from union leaders, superintendents, school committee members, and other municipal officials that outlines key funding priorities for the FY2027 budget. LPPA continues to organize monthly Fiscal Crisis Action Team meetings and joint actions by the United for Our Future Coalition. This advocacy has contributed to important victories in the FY26 budget and the governor's proposed FY27 budget. Combining increases in FY26 and those proposed for FY27, we are expecting substantial new funding for our schools, although we continue to build strength to fight for more. Gains include:

- A \$702 million increase in Chapter 70, keeping the promise of the Student Opportunity Act.
- \$316 million in new funding for the Special Education circuit breaker.

Higher education members' work with LPPA is leading to major investments of state funds to finance capital spending. The Debt Reveal project showed how state policies that shifted capital costs onto student fees added tens of thousands of dollars to their costs and reduced resources for faculty and staff. Both the House and Senate have approved the BRIGHT Act, which will commit over \$2.5 billion of state funds for investments so that those costs won't come from students and campus budgets.

Defending MTA's Question 2 Victory

MTA members spoke clearly at the governor's listening sessions to insist that we won't go back to a system based on standardized tests. The grassroots staff and Senate District Coordinators are ramping up the campaign to make sure the Legislature does not undo the will of the voters, as clearly expressed in our Question 2 win. We also have produced powerful reports on a positive vision of education and assessment and on the importance of listening to educators and stakeholders in building new systems that support great teaching and deeper learning.

Wages, PFML, RetirementPlus, Cell Phones and Protecting Immigrant and LGBTQ students

We face important fights on many priority bills. RetirementPlus has passed the House twice and we are fighting to get it through the Senate; the cell phone ban has passed the Senate and is awaiting action in the House; the Senate passed MTA-backed legislation that would safeguard against politically motivated attempts to ban books and protect librarians and that bill is now in the House; we are working with a broad coalition that has won funding for legal protection for immigrants and we are fighting for legislation to protect schools and other sensitive areas from ICE and to reduce any state cooperation. We also are working to build a broad coalition to win PFML for educators and make other improvements in that law. And we are working with members and our legislators to build support for living wages for ESPs.

Electing Pro-education Political Leaders, Passing Proposition 2½ Overrides

The Grassroots Division has coordinated and supported electoral and issue campaigns across Massachusetts, working closely with local associations and educator leaders. The division supported more than 80 local elections, helping to secure victories in over 70 percent of those races by recruiting candidates, coordinating endorsements, and mobilizing member engagement in municipal elections.

In addition to candidate races, the division has been leading and supporting several major statewide efforts, including defending the successful Question 2 campaign, advancing the RetirementPlus campaign, organizing around the fiscal funding crisis facing public education, and supporting educators' pensions through engagement in the PRIM Board elections.

Division of Legal Services

The Legal division functions like an in-house law firm for the MTA and local associations and members. All Legal staff are committed to providing the best legal services to local affiliates and to individual members who face legal issues arising out of their employment. Legal also collaborates with other MTA divisions to address issues that impact the MTA and its locals and members in increasingly complex ways. The division also oversees the popular retirement consultation program. As of the fall of 2025, the Legal division is finally fully staffed!

Legal deals with a high volume of requests for legal services. If requests continue to come in at the same pace as they have to date, there will be around 1,000 new requests for legal services filed this fiscal year. This is in addition to the existing cases on attorneys' dockets that were filed in prior fiscal years and were still active in this fiscal year.

These cases cover a very wide variety of legal issues, including (but not limited to): unfair labor practices, arbitrations, suspensions and terminations, licensure investigations, retirement appeals, unemployment, and criminal and 51A defense. Additionally, Legal implemented new immigration legal services pursuant to a NEA pilot program and the new policy adopted at last year's MTA Annual Meeting to "provide legal representation in cases where members are threatened with detention, deportation, and expedited removal for exercising academic freedoms." Legal staff also are active in providing legal training on a variety of issues for locals, members, and internally for other MTA staff.

Additionally, Legal has been involved in a number of important litigation matters, including: continuing litigation in the parent class action lawsuit filed related to the Newton Teachers Association strike; collaborating with a coalition of public sector unions to file a complaint challenging the tax cut ballot initiative; and working with NEA to file an amicus brief in a First Amendment case that could strengthen members' ability to safely exercise their free speech rights over matters of public concern.

Legal's administrative team has excelled in updating records and implementing new systems. Through many internal transitions and external challenges, the "regular" work of Legal in representing MTA's locals and members continues with expertise and enthusiasm.

Communications Division

The Communications Division provides communications support for locals and for MTA leadership and develops and implements public relations strategies and campaigns. Communications staff maintain and support the various communications platforms (MTA Today, MTA weekly Union News, social media, etc.) Staff also develop relationships with reporters and editors across the state in order to ensure that the MTA and local messages and stories are covered, always with an eye to lifting up members' voices.

In the past year, Communications staff assisted local contract campaigns across the state by driving the public narrative and centering educators as sympathetic through social media outreach, member communication, media training and press. Local spokespersons and members active on social media received training, coaching and support from MTA staff. This work has helped locals build their communications capacity for work that lasts beyond contract fights, including for override campaigns and municipal elections. Some highlights of the past year follow:

Website Launch, February 2026

On Feb. 26 — after seven months of work — the MTA launched a new, more contemporary and user-friendly website, [massteacher.org](https://www.massteacher.org), through NEA's affiliate platform. We underwent a thoughtful process for making this major change, including getting staff and board buy-in; exploring options for launching a new website independently; and ensuring the NEA would be able to accommodate our needs.

Increased Focus on Digital Content

Improving MTA's social media presence was a key goal this year, following participation by staff in NEA's "Digital Bootcamp" last year, and in line with launching a new website. We have created an ongoing editorial calendar to ensure a robust, meaningful presence on Facebook and Instagram, the platforms our members most heavily utilize. We have experimented with short videos, reels and stories, and attend conferences, rallies and other events to promote the work of the union. Our analysis of our social media work shows that content centered on the day-to-day realities of educators, solidarity actions and advocacy consistently drives the strongest engagement and reach. Across Facebook and Instagram in the most recent quarter, our total impressions were 2.9 million (up 121 percent from the previous quarter), and total engagements were 216,000 (up 153 percent.)

Branding of MTA Materials

Our MTA branding project continues. Based on feedback from the Board of Directors, we launched a refreshed logo with the new tagline in January 2025 and have been rolling it out on new materials throughout the year. By the end of fiscal 2026, we expect to have a complete style guide created, which will address design, as well as writing best practices.

Public Advertising and Digital Media Campaign, “Because of an Educator”

MTA Communications won a large grant from the NEA last year for positive advertising. The advertising campaign, “Because of an Educator,” will highlight a variety of accomplished MTA educators across the state being “thanked” for their help in propelling various members of the public in their professional and personal pursuits. Filming has begun and will continue through the spring. The influencer portion of this campaign will launch in early summer, followed by a launch of the ads in the “back-to-school” season.

Improving Immigrant Rights Resources and Supporting MTA’s Fight Back Efforts

With immigrants under constant threat through actions by the Trump administration — even more so than in his first term — MTA educators are hungry to learn about actions they can take to protect their immigrant students and communities. The MTA website includes a landing spot for immigrant rights resources and information. Check out the constantly evolving content by visiting this page: massteacher.org/resource-library/immigration-justice.

Finance and Accounting Division

The Finance division carries out all the routine and extraordinary financial, accounting, purchasing, payroll and membership functions for the MTA. Though much of this work is behind the scenes, it is crucial for the success and sustainability of all of MTA’s programs. The division provided training and membership support for locals and processed and reconciled thousands of files sent in from locals in the fall and winter. The division successfully completed audits with clean findings and provides reports with increasing regulatory complexity.

Enhanced Membership Reporting and Communication

- Expanded online training sessions for local officers on different membership management topics.
- Initiated office hours for membership training, troubleshooting, reconciliations and more.

- Adopted advanced technology to streamline application processing.
- Improved alignment and collaboration across divisions.

Process Improvement Initiatives Underway

- Streamlined monthly financial-close process to improve timeliness of financial reporting.
- Initiated project to develop new draft policies and Standard Operating Procedures to support the maturation of MTA financial operations.
- EasyAP: developed a module to improve workflow for accounts payable processes.
- Began research to identify the next integrated accounting and finance management system.

Staff Succession and Training

Successfully recruited and hired excellent staff for vacant positions including assistant controller, senior accounts receivable membership clerk, accounts receivable membership clerk and membership manager. Develop succession plans in anticipation of retirements and continue to improve F&A systems, processes and procedures within the division.

Information Technology Services and Printing & Mailing Division

The two departments within this division provide printing and mailing services for locals and the MTA and provide IT support for staff and MTA technical infrastructure. Each department continues to research and implement ways to deliver cost-efficient, high-quality services to MTA staff and members.

The Information Technology Services division continued to provide, support, and modernize the technology systems that enable the MTA to carry out its work and meet day-to-day needs of staff. ITS collaborates closely with all MTA divisions to ensure that technology solutions are reliable, secure and aligned with organizational priorities, while maximizing the effective use of internal resources.

A major focus during the past year was the continued migration of critical systems from on premises infrastructure to the cloud. This work improves system reliability, scalability, disaster recovery capabilities and long term sustainability, while reducing reliance on aging physical hardware. Key financial and administrative systems were rebuilt and transitioned to a cloudbased platform, positioning the MTA for future growth and modernization. ITS also supported several facility and workspace

initiatives across the organization. This included the setup and deployment of workstations and supporting technology for the new West Springfield office, continued technology support and enhancements at Batterymarch Park, and coordination of technology needs related to new furniture installations in the Raynham office. These efforts ensured staff had fully functional, modern work environments that supported productivity.

In addition, ITS completed updates to door entry and access control systems throughout the organization, improving both security and reliability while standardizing access management across multiple locations. To support Governance and communications, ITS also established and configured email accounts for members of the Board of Directors, ensuring consistent, secure and reliable communication aligned with organizational standards.

Beyond these major initiatives, ITS remained responsible for the implementation, support, and ongoing maintenance of all major computer applications and infrastructure. This includes support for more than 200 laptops and desktop computers, servers, printers, network equipment and internal and cellular telephone systems, as well as continued support for hybrid staff through secure-access solutions and centralized management tools.

Together, these efforts ensure the smooth operation of technology systems that are woven throughout all areas of the Association and remain essential to maximizing efficiency, productivity and continuity of operations.

Printing and Mailing

The Printing and Mailing department continues to play a critical role in supporting communications for all MTA divisions, local associations, coalition partners and external clients. During calendar year 2025, the department fulfilled 1,371 job requests, 417 of which were for local associations. These requests included the production of materials such as contracts, flyers, newsletters, postcards and other printed communications.

Large and complex projects included the production and distribution of membership materials and cards, election related materials, candidate recommendation mailings, and materials for conferences and major events, including the Annual Meeting. The department also continued its work scanning archived MTA documents, creating structured and searchable PDFs that improve longterm access to historical records.

A significant milestone for the department was the relocation of the print shop to 3 Batterymarch Park in January 2026. This move allowed for improved workflows,

more efficient use of space and expanded production capabilities. As a result, Printing and Mailing is now able to offer a broader range of products, including yard signs and additional wide format printing options, better meeting the evolving needs of local associations and statewide initiatives.

Human Resources Division

The Human Resources Division strengthened organizational performance by advancing initiatives that improve the employee experience, enhance talent acquisition and retention, foster an inclusive workplace culture, and increase operational efficiency across all HR functions. Over this year, HR coordinated with various divisions to support hiring for 79 roles and 123 Summer Member Organizers, managed 22 leaves of absence, nine retirements, and more.

Key projects included collaboration with the Retirement Plan Committee on ongoing governance and administration of the retirement plan, successful regulatory filings and compliance, working to harmonize benefits and leave provisions across multiple collective bargaining agreements, improved benefit enrollment documentation, ongoing development of employee training opportunities, and continued streamlining of HR processes and procedures.

Looking ahead, the division will:

- Proactively ensure compliance and risk mitigation with evolving regulatory requirements.
- Provide on-site safety trainings across all MTA offices.
- Conduct a strategic job analysis to enhance role clarity, support workforce planning, and ensure talent alignment with organizational objectives.
- Modernize the retirement application process to improve accessibility, streamline workflows, and enhance the employee experience.
- Update Core Plan documents to reflect current policies, benefits and compliance standards, ensuring clarity and consistency.
- Develop a Comprehensive Domestic Partner Guide to promote equitable access to benefits and strengthen inclusivity across the organization.

Division of Governance and Administration

The division manages all Governance-related meetings and events, including the Annual Meeting of Delegates, Executive Committee and Board of Directors' meetings, All Presidents' and Regional Presidents' meetings. The division also coordinates and manages the Massachusetts delegation's attendance at the NEA Representative Assembly. The division oversees all MTA elections and provides day-to-day assistance to MTA officers, the Executive Committee, the Board, member committees and local association leaders. Key activities this year included:

- Seamlessly executed eight Board meetings, 12 Executive Committee meetings, two All Presidents' meetings, six Regional Presidents' meetings and a revamped Human and Civil Rights Award celebration. The All Presidents' Meeting in January was collocated with the Winter Union Skills Conference and saw significantly increased attendance. Additionally, the new format of the Human and Civils Rights celebration, collocated with Summer Conference, was a huge success with over 400 members in attendance.
- Managed multiple elections including Board of Directors, Executive Committee, Candidate Recommendation Committee, Retired Members Committee, Regional Ethnic Minority and Retired Delegates to Annual Meeting, NEA Directors, and Statewide and Regional Delegates to the NEA Representative Assembly.
- Oversaw and implemented the formation of multiple new committees and task forces, bringing our total to more than 40 committees. Provided consultation and support to multiple committees including the Bylaws and Rules Committee, the Credentials and Ballot Committee, the Electoral Review Committee, the Committee to Evaluate the Executive Director-Treasurer, the Human Relations Committee, the Hearing Committee, the NEA Convention Planning Committee, and various Board subcommittees.
- Successfully and smoothly transitioned new policies passed by the Board, Executive Committee and Annual Meeting into practice and adjusted workflows for compliance.
- Worked closely with archivists on the MTA History Project.
- Planned the 2026 Annual Meeting, which takes place in Boston for the first time in years and with an anticipated increased participation.

MTA Benefits

MTA Benefits observed its 57th anniversary on April 1, 2026. MTAB's work over the past year has built upon the insights gained from the 2025 focus group, which showed that members value the support provided by MTAB and its diverse program offerings.

Perhaps the most important achievement was securing a special all-member open enrollment for MTA's disability insurance program this spring. The fact that this insurance coverage is not available to many members through their district, while coverage is guaranteed through our plan, makes the all-member opportunity that much more significant.

A focus on education drove our efforts, resulting in campaigns and webinars covering life and long-term care insurance, 403(b)s and the ever-evolving student loan debt repayment crisis. With education, members gain an understanding of their personal needs and how MTAB programs can help. Most importantly, members save tremendously when they participate in MTAB's programs.

MTAB continued its welcome campaign to all new members and new presidents. For the first time in six years, we printed a mini-version of the former Discount Directory to provide a tangible channel to highlight all that comes with an MTA membership and the significant positive economic impact on members and their families. Lastly, this year again, MTAB demonstrated its commitment to championing members' and students' well-being through its contributions to The Massachusetts Child, along with a significant contribution to immigrant rights organizations and workers' centers that defend the most marginalized in our society.

IMPLEMENTATION REPORT

New Business Items of the 2025 Annual Meeting of Delegates

AM25 NEW BUSINESS ITEM #20

Ensuring Member Driven Democracy on International Positions

REJECTED 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.

AM25 NEW BUSINESS ITEM #21

Legal Representation for Members Threatened with Deportation and Discounted Immigration Legal Services

APPROVED 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.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #21

The MTA Legal division has contracted with immigration attorneys to provide legal services in cases that fall under these parameters (as well as the parameters of the NEA Immigration Legal Services Policy, also adopted around the same time). Requests for immigration legal services may be made in the same manner as other requests for legal services under the Legal Services Policy.

AM25 NEW BUSINESS ITEM #24

Food & Housing Insecurity Among MTA Members

APPROVED 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

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #24

A Food and Housing Insecurity Task Force was created, consisting of eight members. The task force met via Zoom on Nov. 25, 2025, and on Jan. 20, 2026. Discussion centered around initial plans for surveying MTA members about their experiences of food and housing insecurity. The task force had a table at the LGBTQ+ Summit in March 2026 and will be hosting discussions with members at the 2026 Education Support Professionals Conference and Summer Conference. Regular monthly meetings will be scheduled, starting in spring 2026, as well as a day-long retreat for task force members to plan out the work for the next year.

AM25 NEW BUSINESS ITEM #25
LGBTQ+ Summit/Annual Conference

APPROVED 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.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #25

The LGBTQ+ Summit was held on Saturday, March 7, 2026, at Worcester Technical High School. Interest in the event was strong, with registration reaching its capacity of 150 participants and a waitlist established. Centered on the theme, “We Rise: Voices of Resistance and Intersectionality,” the summit was an engaging and energizing gathering. The program featured workshops on supporting LGBTQ+ youth in schools, defending LGBTQ+ educators and academic freedom, and exploring the intersectionality of the LGBTQ+ community. The summit also included listening sessions and a range of exhibitors who provided valuable community resources. The event was planned by the MTA LGBTQ+ Committee with support from the Training and Professional Learning staff. Planning is already underway for the next conference, tentatively scheduled for Oct. 23–24, 2026, pending confirmation of a venue.

AM25 NEW BUSINESS ITEM #26
Constructive Dialogue Task Force

APPROVED 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 lessons based on best practices to navigate difficult conversations, peer-to-peer conversations, and interactive trainings to learn and practice effective dialogue skills.

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.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #26

In November 2025, the Training and Professional Learning Division offered a statewide virtual workshop, “Building Difficult Dialogues: Cultivating Understanding and Respect in an Age of Polarization,” to expand professional learning opportunities focused on strengthening members’ dialogue skills. The workshop was open to all interested members and designed to support the respectful and open exchange of ideas within local associations and worksites. Facilitated by member leader and expert Bernadette Murphy, chair of the MTA’s Professional Standards and Ethics Committee, and Barbara Owens, a mediator with the Federal Mediation and Conciliation Service, the session provided interactive, skill-based learning grounded in best practices for navigating difficult conversations. Participants engaged in activities focused on effective communication strategies, deep listening and peer-to-peer dialogue. The training was attended by more than 60 members who expressed strong interest in continued learning in this area. Plans are underway to expand this work through additional in-person offerings, including a series of mediation trainings on Saturdays in Worcester.

AM25 NEW BUSINESS ITEM #27
Pursue a Citizen-Initiated Ballot Measure for Pension Transparency

APPROVED to bundle NBIs 27, 28, 29, 30, and 31 and refer them to the Pension Task Force.

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.”

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #27

The Pension Task Force has taken no action on this NBI.

AM25 NEW BUSINESS ITEM #28
MTA Legal must Pursue the Disclosure of PRIT Private Equity and Alternative Fund Performance Records

APPROVED to bundle NBIs 27, 28, 29, 30, and 31 and refer them to the Pension Task Force.

The MTA shall direct MTA Legal to formally pursue, through public records requests and other appropriate legal means, the disclosure of the full performance records, financial reports, valuation methodologies, and risk disclosures of all private equity and alternative funds held within the Pension Reserves Investment Trust (PRIT) fund managed by PRIM. These records shall be reviewed for accuracy, validity, and the legitimacy of private fund valuations and PRIM’s reported annual returns. A report summarizing the findings and verifying fiduciary compliance shall be shared with all members.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #28

Working with the MTA Legal division, the Pension Task Force has made a formal public records request of PRIM to obtain information related to this NBI. The information the Task Force has received, however, has not been useful. Either it does not provide the information requested, or it provides relevant information that, to be useful, would require further information. The Task Force members have not been successful in obtaining that further information.

The Pension Task Force’s failure to obtain the necessary information from PRIM has led its members to pursue another strategy for obtaining the information — namely, getting two MTA members who share the goals of the task force elected to the PRIM Board. If this strategy is successful, the task force expects that these elected members of the PRIM Board should be able to obtain useful information. They also might be able to have positive impacts on PRIM policy.

AM25 NEW BUSINESS ITEM #29
Fiduciary Standards & ERISA Protections and Impact Study for MTA Members’ Retirement Plans

APPROVED to bundle NBIs 27, 28, 29, 30, and 31 and refer them to the Pension Task Force.

Proposed Action: The MTA will:

1. Issue an official policy opinion clarifying whether the MTA asserts that fiduciary standards dictate that dues-paying union members are entitled to protections equivalent to those provided under the federal Employee Retirement Income Security Act of 1974 (ERISA), the federal protections MTA staff currently enjoy. The fiduciary standard legally obligates fiduciaries to act in the best interest of the beneficiary, and ERISA has proven to be the benchmark for retirement protections, serving the best interests of beneficiaries over the past 50 years.
2. Conduct an analysis of the impact the lack of ERISA protections has on members’ retirement savings. This will involve two comparative studies: first, a comparison of the investment outcomes between members participating in the non-ERISA-protected, NEA-endorsed Security Benefit

403(b) retirement plan offered to MTA members versus a comparable ERISA-protected Vanguard 401(k) retirement plan offered to MTA staff.

Second, a comparison of the investment experience between MTA’s fully funded, ERISA-protected pension plan and the non-ERISA-protected Massachusetts Teachers Retirement System, which is currently 60.4% funded.

3. Create two clear, member-facing data visualizations that illustrate the compounding and corrosive effects of management fees and costs on investment returns over a 30-year period, based on the findings from the impact studies.
 - a. The first data visualization will compare investment outcomes for a member who invested in a personal non-ERISA & NEA-endorsed Security Benefit 403(b) plan starting in 1995 with those of a comparable low-cost Vanguard ERISA 401(k).
 - b. The second data visualization will compare the investment experience of the PRIT Fund (with a 0.55% expense ratio) versus the Vanguard Global 60/40 Fund (with a 0.07% expense ratio) from 2000 to the present, accounting for all contributions and distributions to isolate investment performance.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #29

The Pension Task Force has taken no action on this NBI.

AM25 NEW BUSINESS ITEM #30
Independent Forensic Audit of PRIM’s Private Asset Valuations

APPROVED to bundle NBIs 27, 28, 29, 30, and 31 and refer them to the Pension Task Force.

The MTA will allocate funds to secure an independent pension expert or forensic auditor to conduct a comprehensive review of the PRIM Board’s valuation practices for private alternative assets held within the PRIT Fund. The goal of this audit is to assess the accuracy, validity, reliability, and legitimacy of PRIM’s private market asset valuations and investment practices.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #30

The Pension Task Force has submitted a Public Relations and Organizing Application for \$60,000 to cover the expected cost of such an audit. If this request for funding is granted, the task force will move ahead with arranging the audit.

AM25 NEW BUSINESS ITEM #31
Subsidizing Failure: How Wall Street’s Underperformance Turns Public Funds into Private Empires of Debt and Taxpayer Bailouts

APPROVED to bundle NBIs 27, 28, 29, 30, and 31 and refer them to the Pension Task Force.

The MTA shall commission an independent investigation to trace our retirement savings from contribution through investment to distribution. This report will document how public pension funds—specifically our savings managed

through the MTRS and PRIM—are utilized by private equity and alternative asset managers to build empires of debt that are at severe risk of bankruptcy, leaving the public with the bill. These managers engage in unsustainable borrowing, aggressive roll-ups, and monopolization of essential industries and social services, only to asset-strip and bankrupt these critical resources, as well-documented in hospitals, nursing homes, day-care centers, behavioral schools for at-risk youths, foster care services, energy infrastructure, and for-profit prisons.

This vicious cycle of privatizing public retirement funds to bankrupt public goods and services inflicts devastating social harm and results in billions of dollars in damages. When these debt-ridden empires collapse into bankruptcy, the costs are shifted back onto the public through taxpayer bailouts and the losses of public pension investments. The report shall include case studies, including but not limited to: Apollo’s Steward Health, Brookfield/Oaktree’s Diversified Energy, Centerbridge Partners Mentor Network, Blackstone’s Packers Sanitation, Bain Capital’s Aspen Educational Group, American Securities’ Air Method & ViaPath, H.I.G. Capital’s Wellpath, KKR’s Envision & Brightspring and American Industrial Partners’ REV Group — all directly connected to PRIM’s private fund managers — and shall recommend policy measures to safeguard public funds from continuing to fuel this vicious cycle of privatized gains and socialized losses.

The completed report shall be distributed to all MTA members, elected officials in Massachusetts, and appropriate news outlets.

IMPLEMENTATION OF AM25 NEW BUSINESS ITEM #31

The Pension Task Force has taken no action on this NBI.

AM25 NEW BUSINESS ITEM #1 **Contract Language Protecting Marginalized Workers**

NBI #1 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #2 **Back from the Brink of Nuclear War**

NBI #2 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #3 **Fossil Fuel Divestment**

NBI #3 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #4 **Prim Letter**

NBI #4 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #5 **Promoting Responsible Investment**

NBI #5 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #6 **Arms Embargo**

NBI #6 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #7 **Member Petition for Organizer**

NBI #7 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #8 **Defending Academic Freedom**

NBI #8 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #9 **Solidarity in Action MTA’s Roadmap to Secure Workers’ Rights and Economic Justice**

NBI #9 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #10 **Oppose AI Driven Personalized Adaptive Learning Programs**

NBI #10 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #11 **Resist Patriot Curriculum**

NBI #11 was ruled out of order.

AM25 NEW BUSINESS ITEM #12 **Recognition of Heritage Months**

NBI #12 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #13 **Remove Curriculum Resources on “The Conflict of the Middle East.”**

NBI #13 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #14 **Proposal to Establish “Distinguished Service in Public Higher Education” Award**

NBI #14 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #15 **Operations and Facilities Review**

NBI #15 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #16 **Expense Reimbursement Policy**

NBI #16 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #17 **Field and Organizing Expenses**

NBI #17 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #18 **Expense Reimbursement Policy 95.30.10**

NBI #18 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #19
Enumeration and Application of a Million, Billion, Trillion

NBI #19 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #22
K-12 Curriculum Creation by MTA and Its Affiliates

NBI #22 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #23
Reaffirming the Primary Mission of the MTA

NBI #23 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #32
Direct MTA Leadership to Form a Committee on Stipends and Teacher Retirement

NBI #32 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #33
Understanding the Gaps: Investigating Local Delegate Participation in the MTA Annual Meeting

NBI #33 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #34
Promoting Media Literacy in Massachusetts Public Schools

NBI #34 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #35
Board Communication and Accountability Policy

NBI #35 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #36
Restructure Dues for Higher Education Members

NBI #36 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #37
End Hybrid Annual Meeting

REJECTED 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.

AM25 NEW BUSINESS ITEM #38
MTA to Help Build an Independent Working-Class Group

NBI #38 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #39
Strong Campaign for the Public-Sector Right to Strike Without Restrictions

NBI #39 was not addressed due to loss of quorum.

AM25 NEW BUSINESS ITEM #40
Expose ALC Legislators

NBI #40 was not addressed due to loss of quorum.

Minutes of the 2025 MTA Annual Meeting of Delegates

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 G. Gore, the loss of former MTA President and state legislator Carol Doherty, and former Annual Meeting Chair and 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 in-person delegates and is 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 need 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 Member Leaders retiring this year and thanked them for their commitment to public education of 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 30 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 Papp announced the Order of Business.

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

Moved, seconded, and voted to accept 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 increase 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 categories.

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

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 here, 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 reported 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 two-thirds vote**, approve a **larger or** lesser increase.

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

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

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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, seconded, and voted to close debate.

Voted to reject the Proposed Bylaw Amendment 1 as amended:

Bylaw Article IV: FINANCE, Section 1. 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 portion 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 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 for 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 for 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: Ensuring Member Driven Democracy on International Positions:

The Massachusetts Teachers Association (MTA) Executive Board shall be asked by Annual Meeting delegates to create a non-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.

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.

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 (MASHA 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, etc. associated with but not limited to CART services and interpreting, technology, 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 1st.

b. The due date of the final 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. 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 state deadline will receive funding on the following schedule based upon membership 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 III, 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 application for reimbursement on an annual quarterly basis and shall certify the amount of local dues for the preceding 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 ~~last 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 reimbursement 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.
 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.

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 \$9.00 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.

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

Recess

The First Day of the 180th Annual Meeting of Delegates adjourned 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, Education 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, Weymouth Education Association
 Roxanne Campbell, Weymouth Teachers Association
 Gayle Caryll, Quincy Education Association
 Alexandra Cerreto, Lynnfield Teachers Association
 Alex Caspedes, Haverhill 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 Portmouth Educators Association
 Sarah Fitzgerald, Massachusetts Society of Professors
 Fran Frederick, Belmont 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 Mulroney, 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 Welch, Springfield Ed Assoc
Allyson Vander, Southwick-Needham-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 the 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 the MTA all of the following documents:
 - a. Local Dues & Audit Certificate (MTA Generated)
 - b. Confirmation or Receipt of Filing Previous Year's 990
 - c. Confirmation or Receipt of Most Recent 1099-E Forms 1 and 2.
 - d. Full unit lists of all local's employees eligible to enroll in the local association.

b.* For expenses submitted in excess of \$100, receipts and other supporting documentation should be maintained by local association 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.~~
 - b. ~~The amount of local support received in FY 2025.~~
 - c. The current year’s membership 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 (the Union 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 schedule below.
14. In future appeals, 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 is required at the appeal is requested.

FUNDING

Local associations submitting documentation by the stated deadline will receive funding on the following schedule based upon member FT 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	per delegate
FY 2027	\$19 per FTE	\$100 per delegate
FY 2028	\$21 per FTE	00 per delegate
FY 2029+	\$23 per FTE	per delegate
FY 2030+	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 this item.

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 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 Issue 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 PRIM 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 Publications/Organizing Campaign Budget.

Vice President Deb McCart 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 sustain 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 for Q+ Conference.

Act on the Public Relations/Organizing Campaign Budget and Dues for FY2025-2026

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 add 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. Items of quorum.

Announce the Results of Election (Attachment E)

Pam Skinner, Vice-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.

A true record.

ATTEST:

Olivia Osiecki

Olivia Osiecki, Official Recorder

ATTEST:

Mike Fadel

Mike Fadel, Executive Director-Treasurer

2025

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 rotational 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 decision 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 motion, 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 be offered to members and other approved guests. Registration is required for non-delegates.
 - (b) Without 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. If permission is granted by majority vote of the meeting(s), no delegate shall speak using a yellow card for more than one (1) time 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 as a full 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 yellow/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 progression 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 resolutions 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 resolution or motion shall also be recognized and shall take priority over other matters.

Section 13. Executive Session will, where 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 adopted on 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 adjournment of a Meeting of Delegates.

Section 3. Proposed amendments to the Bylaws and the Standing Rules, submitted by individual members of local associations, 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 shall be transacted during the election. 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 the same 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 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 MUA 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.



180th Annual Meeting of Delegates
May 2-3, 2025 | MassMutual Center, Springfield, MA

ATTACHMENT B
Order of Business

2025 BUSINESS SESSION AGENDA

FRIDAY, MAY 2 12 p.m. - Recess (approximately 1:00 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 & Local 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 Gesualdo, 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 any action goes beyond 11 a.m., elections will begin immediately after the next 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, I hereby certify 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 candidate 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 nomination ballot at Annual Meeting.

***Election Waiver:** According to the MTA Bylaws, Article VII, Section 3 D. (5), Section 3 G. (3c.), Section 3 H. (2), Section 4 A. (3), Section 5 C. (3), and Section 6 C. (2), applicable to seats on the Board of Directors and 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. If not, 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

Annetta 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. Price

Joe Herron

Gernandine

Robert (Bob) Miller

Seats below are one seat per race:

DISTRICT 28B

Tim 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 Election Waiver

2025

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 given to Local Presidents and Board members for 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 the recommended plan.

Compliance

The Bylaws require that the electoral districts shall be drawn based on a ratio of 1:1900 or more fraction thereof. This means the acceptable range for district size is 1810 to 2850 members.

In order to be in compliance with the one person, one vote principle, as required by NEA, the smallest district 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 Bylaws 7(a) and 8

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

Determining 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.

2025

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
 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
 Hampshire Regional Education Assn
 Gill-Orange Education Assn
 Greenfield Education Assn
 Hawley Teachers Assn
 Leverett Education Assn
 Mahar Teachers Assn
 Mohawk District Education Assn Inc
 Orange County Teachers Assn
 Petersham Educational Assn
 Pioneer Valley Assn of Support Professionals
 Pioneer Valley Regional Education Assn
 Rowe Teachers Assn
 Southbury 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 Education 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
 Berlin-Boylston Teachers Assn
 Mendon-Royalston Reg Teachers Assn
 Northboro Teachers Assn
 Southboro Teachers Assn
 Wachusee Regional Education Assn
 West Boylston Teachers Assn
 Westborough Education Assn

DISTRICT 10B (Two District Directors)

Educational Assn of Worcester Inc
 Shelburne Education Assn
 Shelburne 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 Lawrenceville
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
Dennis-Yarmouth Educators Assn
Dennis-Yarmouth Professional Secretaries and Assistants
Falmouth Educators Assn
Middlesex Regional Education Assn
Mondak 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 Regional 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 Education Secretaries and Assistants
 Taunton Teachers 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 School Teachers Assn
- Tewksbury Teachers Assn
- Tyngsborough Teachers Assn
- Westford Education Assn

DISTRICT 13F

- Acton Boxborough Education Assn
- Acton Boxborough Office Support
- 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
- Masconnet Teachers Assn
- Middleton Educators Assn
- Murrayport Educational Assistants Assn
- Newport Teachers Assn
- Pentucket Assn of Teachers
- Topsfield Teachers Assn
- Triton Regional Teachers Assn
- Whittier Regional Teachers Assn

DISTRICT 24F

- Beverly Teachers Assn
- Canvers 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 Educators Assn

Region H

DISTRICT 44H (Two District Directors)
 Middlesex 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%	12.98%	1	9
03A	1874	15,617	1.77%	14.75%	1	10
38E	1908	17,525	2.00%	16.54%	1	11
04A	1949	19,474	2.04%	18.38%	1	12
01A	1956	21,430	2.05%	20.23%	1	13
42C	1996	23,426	2.08%	22.11%	1	14
27D	2022	25,448	1.91%	24.02%	1	15
46H	2072	27,520	2.06%	26.08%	1	16
29D	2073	29,593	2.07%	27.93%	1	17
41C	2094	31,687	1.98%	29.91%	1	18
11B	2100	33,787	1.99%	31.90%	1	19
10B(a)	2100	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

RECOMMENDED ELECTORAL REGION & DISTRICT PLAN | 41

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 1,900 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% of the membership (plus or minus 5% of the simple 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 COLLECTIONS
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 candidates 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 *

Lineta 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

Candidate	Votes
Christy Nickerson *	19
Diana Marcus	8

Statewide Retired District
2 seats elected

Candidate	Votes
Robert (Bob) Miller *	62
Bonnie M. Page *	51
Joe Herosy	
Gerry Ruane	5

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

2 seats elected by waiver:

Lauren Colgan	
Dan Melcher *	
Phyllis Neufeld *	
Amy Wolcott	

* = Elected

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

Deborah Mousley, Co-Chair
MTA Credentials and Ballot Committee



