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Defending LGBTQ+ RIGHTS

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COVER PHOTOGRAPH BY ERIC HAYNES

 A DIVERSE UNION
of EDUCATION
WORKERS





Our Commitment to Public Education



“**As a Commonwealth ... we have recognized that public education is a nation-building institution.**”

MAX PAGE

Over these past eight years as your vice president and now president, I have repeatedly come back to two quotes that speak to our mission as educators, and as a union. They seem appropriate to share again in my last editorial for MTA Today.

The first is from our 1780 state Constitution, largely written by John Adams. Chapter V, Article II deserves to be read in full:

“Wisdom and knowledge, as well as virtue, diffused generally among the body of the people, being necessary for the preservation of their rights and liberties; and as these depend on spreading the opportunities and advantages of education in the various parts of the country, and among the different orders of the people, it shall be the duty of legislatures and magistrates, in all future periods of this commonwealth, to cherish the interests of literature and the sciences, and all seminaries of them; especially the university at Cambridge, public schools and grammar schools in the towns; to encourage private societies and public institutions, rewards and immunities, for the promotion of agriculture, arts, sciences, commerce, trades, manufactures, and a natural history of the country; to countenance and inculcate the principles of humanity and general benevolence, public and private charity, industry and frugality, honesty and punctuality in their dealings; sincerity, good humor, and all social affections, and generous sentiments, among the people.”

It is this line in particular – “it shall be the duty of legislatures and magistrates, in all future periods of this commonwealth, to cherish the interests of literature and the sciences, and all seminaries of them” – that has been the foundation of our state’s commitment that all young people get a public education. But not any public education, rather, one that demonstrates we are honoring the demand to “cherish” our public schools.

And think about how far our state bureaucrats have drifted from the goals of education laid out here: “to countenance and inculcate the principles of humanity and general benevolence ... and all social affections, and generous sentiments, among the people.” This is a vision of public education that nurtures creative adults, committed citizens and community-minded neighbors.

The other quote I keep coming back to is from 1846, written by Horace Mann, Secretary to the Massachusetts Board of Education. He was explaining the source of Massachusetts’ success as a state.

“One copious, exhaustless fountain supplies all this abundance. It is education — the intellectual, moral, and religious education of the people. Having no other mines to work, Massachusetts has mined into the human intellect; and, from its limitless resources, she has won more sustaining and enduring prosperity and happiness than if she had been founded on a stratification of silver and gold, reaching deeper down than geology has yet penetrated.”

As a Commonwealth, we have committed to public education from the start of the nation, and we have recognized that public education is a nation-building institution, carrying young people from their earliest years to adulthood, citizenship, creativity and public service.

What is missing from these two quotes is who is doing the “cherishing,” who is achieving the “education of the people.” It is you, my beloved MTA members, this generation’s educators, the latest in some 16 generations of educators who came before you, building on nearly 400 years of public schools in Massachusetts, creating a beacon for the rest of our nation. ▀

LGBTQ+ RIGHTS

Educators Are Defending the Rights of LGBTQ+ Students and Colleagues

By **Mary MacDonald**

Photographs by **Eric Haynes**



Educators who identify as LGBTQ+ and their professional allies are coming together this year in greater numbers to reflect on their strengths and challenges, and pinpoint how to best help students in their schools and college campuses.

For the first time, the MTA organized an LGBTQ+ Summit, held in March at Worcester Technical High School, an event that drew more than 150 people and resulted in a waiting list. The summit is in preparation for a full conference, for which the date and location are being finalized.

Educators who attended the summit said they felt supported and seen by their peers. Alex Rivera-Ortiz, a member of the Educational Association of Worcester who is a member of the MTA's LGBTQ+ Committee, was happy with the turnout: "Knowing and seeing that there were a lot of queer educators and allies who are willing to do the work and who came – you can tell it's needed."

Educators gathered in small classroom groups to discuss ways to support transgender, non-binary and gender non-conforming students, including through legal protections, and how to defend educators in their freedom to teach.

Rivera-Ortiz, who led a session on creating and supporting youth clubs for students, including the Gender and Sexuality Alliance Club, said the afterschool programs offer students a way to shed any "masks" that they may feel they have to wear through the day. "A lot of the times, the kids just come to hang out and feel like themselves," said Rivera-Ortiz.

Educators have the right to introduce topics in their classes that incorporate diverse themes. Rivera-Ortiz is making sure students in the GSA club he oversees, for example, get the perspective of LGBTQ+ history, as they would any part of American history.

In preparation for the upcoming LGBTQ+ Conference, the summit helped to provide feedback from participants on what sessions they enjoyed the most. The National Education Association participated, as well, and several sessions were led by its instructors.

The conference was created by a New Business Item approved by the MTA Annual Meeting delegates in 2025.

The nine-member LGBTQ+ Committee, which represent locals throughout the state, was pleased to learn that many of the summit attendees

were new-career educators, as well as people who had never attended an MTA conference previously, said Roxanne Campbell, a committee co-chair, who teaches in Revere.

“The people who attended were really great and they had a lot of questions: How do they support each other; how do they support their children,” she said.

For educators who identify as LGBTQ+, and their allies, the teaching environment in Massachusetts is a mixed bag. Some school districts are supportive; others are not. Colleagues themselves can be supportive, or not. Many educators are experiencing microaggressions, the comments or looks that can hurt someone or make them feel unseen. Rivera-Ortiz said one educator recently was told they couldn’t put a photo of their family on their desk.

One way that educators can advocate for their rights is to strengthen their local contracts with specific language, for example, that protects all members’ rights to gender-affirming care, which can include breast reconstruction for cancer survivors, said Kirsten Frazier, a presenter who teaches multilingual learners in elementary grades in Worcester.

The NEA last year updated its guidebook for bargaining to protect LGBTQ+ rights, which includes sample contract language.

MTA President Max Page said the union is committed to protecting educator and student rights to teach and learn freely. “Every student deserves a high-quality public education. We do not ask in our schools what your immigration status is, what your gender is, what your sexual preference is. This is one of the most fundamental and most powerful commitments we make as public educators.”

School committees are trying, in some areas, to limit what books can be found in

libraries, Page said. Other communities are trying to limit participation of trans students in athletics. “We have stood firmly against those, and we will always do that, partly because of the insistence of our members,” Page said.

For students, one of the most pressing education-based challenges in schools is bullying, said Frazier. By late in elementary school and middle school, it’s more of a problem. “Bullying is a perennial issue,” they said. “It’s not

“ I want them to know that I’m safe, that I’m here, and that I support everything that they do.”

TINA MANSFIELD
Educational Association of Worcester



Tina Mansfield, an Education Support Professional in Worcester, makes sure students on her bus know she's an ally.



“ A lot of the times, the kids just come to hang out and feel like themselves”

ALEX RIVERA-ORTIZ
Educational Association
of Worcester

Alex Rivera-Ortiz, above, said research has shown that having a supportive adult in the life of a LGBTQ+ youth can reduce suicide risk.

simply related to one’s gender identity. But when that is something that is not clearly defined, or it’s ambiguous, that certainly opens them up to some bullying that wouldn’t normally be there necessarily.”

Educators need to be mindful of this and intervene.

They also can be supportive through simple steps, like making sure classrooms are free of gender-specific references. Schools can stop using different colors for genders in graduation robes, as Worcester did recently. And a simple pin can send a message.

Rivera-Ortiz wears an MTA “Protect Trans Kids” button on his lanyard. Research has shown, he said, that the support and affirmation of even one adult in the life of an LGBTQ+ youth can reduce suicide risk by 40 percent. “Just having this pin saves lives,” Rivera-Ortiz said.

Tina Mansfield, an Education Support Professional who drives a school bus in Worcester, makes sure her kids know she’s an ally.

She attended the summit and was interested in learning about the legal protections for students and

professionals. Mansfield volunteered to drive the MTA Pride Bus for the June 6 Boston Pride for the People Parade and Festival.

One of Mansfield’s possessions is a rainbow magnet that she takes with her on her bus. “For my students, my colleagues, to let them know I’m there,” Mansfield said. “I want them to know that I’m safe, that I’m here and that I support everything that they do.”

MTA Vice President Deb McCarthy addressed summit attendees with an acknowledgement of trans rights. She cited the work of the Transgender Law

Center and its mission of advocating for the self-determination of all people.

“Cornel West said, ‘Justice is what love looks like in public,’” McCarthy said. “It seems to me when we lead with a lens toward trans justice, we lead with a blueprint that is a liberation agenda for all.”

For more information on MTA resources for LGBTQ+ rights, please visit massteacher.org/lgbtqplusresources.



The Pride Bus this year will be driven by Tina Mansfield, a Worcester bus driver.



PHOTOGRAPH BY S. NATHAN



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GIC INSURANCE

Ongoing Fight for GLP-1 Coverage

By **Scott McLennan**

Photograph **Eric Haynes**

MTA members led a successful fight this winter to stop health insurance deductibles and copays from drastically rising for hundreds of thousands of public employees and will continue organizing to restore full insurance coverage for GLP-1 drugs.

The state's Group Insurance Commission voted in February to drop coverage of the GLP-1 medications, when used solely for weight management.

In January, Gov. Maura Healey called on the GIC to redesign insurance plans used by state employees and many municipal employees and aim for more than \$100 million in cuts to workers' health care. The GIC responded with plans to raise deductibles and copays and eliminate coverage for GLP-1 medications unless the drugs were prescribed for more than weight management.

MTA members launched a campaign with other public employees to oppose the cost shifts and eventually Healey asked the GIC not to implement new insurance plan design changes. She continued her advocacy for the elimination of GLP-1 coverage for weight loss. The GIC voted 10-7 in favor of dropping GLP-1 coverage.

Dean Robinson, a member of the Massachusetts Society of Professors at UMass Amherst, and the MTA's representative on the GIC, told the commission before its vote that it did not make sense to separate the issues of obesity and illnesses related to obesity.

"Obesity isn't separate from those conditions - it causes them. Fat tissue actively drives inflammation, insulin resistance and cardiovascular damage," Robinson said. "When a doctor prescribes a GLP-1 for weight loss in these patients, they're treating the root cause of the heart disease and hypertension we're already paying to manage. The proposal draws a billing line, not a medical one. Same patient, same heart disease, same drug - covered with a diabetes code, not covered without one."

The MTA described Healey's reversal on copays and deductibles as a huge victory for workers, retirees and their families. The proposed cost shifts would have resulted in most plan subscribers paying hundreds of dollars more — and possibly thousands more — each year for health care. But union members and leaders are continuing a campaign to restore full coverage for GLP-1 drugs.

Bill Forster, a retired Cambridge Education Association member, helped rally retiree opposition to the proposed cuts. He maintains an email list of 480 members and their spouses, and encouraged them to call or email the governor and chair of the GIC commission. "We tied up their phone lines," he said. "People on our side would call and say they couldn't get through."

MTA President Max Page said Healey's Health Care Affordability Work Group should partner with public sector unions as they have both negotiating expertise and

market leverage for maintaining coverage of GLP-1 medications that is affordable for users and that won't drive premiums higher.

"Health care is a broken system, but we cannot use that as an excuse to deny people access to life-changing medicines," Page said. "The number of public employees buying insurance gives Massachusetts a great deal of influence in negotiating coverage with carriers. Likewise, within our union alone we have experts and researchers who can articulate the value of maintaining coverage of GLP-1s, versus the costs of paying for obesity-related health issues."

MTA Vice President Deb McCarthy said it is unfair to abruptly end access to GLP-1 medications for people using them to support healthier lifestyles.

"We understand the budgetary pressures created by coverage of GLP-1 medications. But we need time to develop a strategy for making access to GLP-1 drugs affordable," McCarthy said.

Rosa Taormina, president of the union that represents administrators working at state universities, has credited GLP-1 medications for improving her health.

"The Commonwealth has never singled out people with cancer or families seeking IVF treatment to close a budget gap," Taormina said. "Why is it choosing to do so now for people living with obesity — a recognized, chronic medical condition that, like any other, requires appropriate treatment? When public employees' wages fail to keep pace with housing, groceries and insurance premiums, there is no realistic way to 'pay out of pocket' for medications that cost thousands of dollars each year. This decision does not reflect fiscal responsibility — it reflects a choice about whose health care is considered essential."

Sam Sharp, a member of the University Staff Association at UMass Amherst, said dedicated public servants should not be

forced to leave their jobs to be able to afford health care.

"After losing well over 100 pounds with the aid of GLP-1 medications, the state of Massachusetts wants to take away what is a lifetime drug and condemn me back to immobility and isolation," Sharp said. "This is so much worse than never giving them to me in the first place because they gave me three years of hope and progress. I went from literally not being able to shop for my own groceries to being able to run and dance again. If GLP-1s are taken away from state employees, I will have to find a new job because I will not let Massachusetts' brutish cost-cutting measures send me back to a life that was not worth living." **T**

For more information on advocacy for members' health care, please visit massteacher.org/action-center.



Bill Forster, an MTA Retired member, helped organize retiree opposition to the proposed cuts.





Members of the Professional Staff Union at UMass Amherst secured a new contract after 18 months.

Professional Staff Union Wins Contract, Fights Off Merit Pay

By **Mary MacDonald**

The Professional Staff Union at UMass Boston and Amherst secured a strong new contract in February that removed the administration’s attempt to introduce merit pay, and that included salary boosts for many members on lower steps of the pay scale.

The agreement was the result of tireless work by hundreds of PSU members, according to a statement by chapter leaders, announcing what was then a tentative agreement. It ended 18 months of bargaining, which included more than 50 sessions that attracted hundreds of silent bargaining representatives.

PSU members made noise at rallies and practice pickets, signed petitions and mailed letters to legislators. “If you did any of those things in the last year and a half, THANK You!” the bargaining team said, in an email to members.

The contract was ratified on Feb. 19 by 99.7 percent of the votes. About 72 percent of members voted on the contract.

The agreement includes:

- A full, merit-pay-free COLA for all members, including retroactive payments.
- A \$60,000 minimum salary for Boston members, effective January 2027.
- Annual longevity bonuses in Boston starting at 15 years of service, effective in July.
- A \$200,000 economic adjustment pool for Amherst members, which will be distributed to members with specific job titles who earn less than \$80,000.
- Snow days for Amherst members that allow those scheduled to work on-site the day of an emergency closure to have a snow day, and that allow those

scheduled for remote work to work remotely.

- Increases to on-call and call-back pay and flexible work agreements for Boston members.

The contract, ratified in Boston and Amherst, now must be funded by the state Legislature through an existing supplemental budget. Once the Legislature funds the contract, retroactive payments will be made for any raises during the life of the contract. **T**



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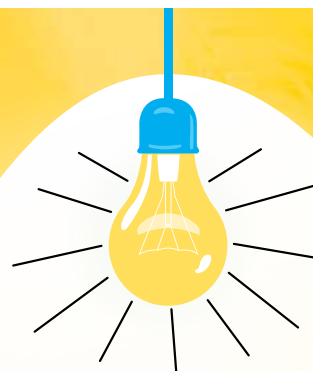


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Delegates to Gather for Annual Meeting

By **Mary MacDonald**

The 2026 MTA Annual Meeting of Delegates returns to Boston this year, on May 8 and 9, at the Hynes Convention Center. The meeting will feature virtual as well as in-person participation.

The 181st meeting will include elections of president and vice president, as well as statewide and regional seats on the Executive Committee and MTA Board of Directors.

Three people are running for president this year, and three for vice president. Candidates for president are John Sullivan, president of the Belmont Education Association; Matt Bach, president of the Andover Education Association; and Deb McCarthy, the current MTA vice president and a member of the Hull Teachers Association.

Members running for vice president are Deb Gesualdo, president of the Malden Education Association; Dean Robinson, a member of the Massachusetts Society of Professors; and Gayle Carvalho, president of the Quincy Education Association.

A complete list of MTA candidates and their statements begins on Page 30. A list of candidates who were elected by waiver is on Page 30.

The presiding officer at the Annual Meeting is MTA President Max Page, whose second term is drawing to a close.

The Annual Meeting is where all essential business of the 117,000-member union takes place, including approval of the association's operating budget for fiscal year 2026-2027, which begins July 1. Delegates will begin the business meeting on Friday, May 8, at noon.

Delegates will act on four proposed amendments to the MTA Standing Rules, 11 proposed amendments to Bylaws, and then consider New Business Items with and without budget implications. The business agenda also includes two amendments to Resolutions.

On Saturday, the meeting will resume at 9 a.m., according to an initial schedule, and then move into distribution of MTA awards and consideration of the budget. The elections will start at 11 a.m. If deliberation and vote on the budget extends beyond 11 a.m., the elections will immediately follow.

This year's MTA Awards include the newly created Distinguished Service in Public Higher Education Award, which honors faculty and staff who have demonstrated exceptional service, leadership and unwavering dedication to the mission of public higher education.

The inaugural award will go to Adam Brieske-Ulenski, Ed.D., 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, according to a nomination letter.

The 2026 MTA President's Award will be presented to the 300,000-member California Teachers Association, in recognition of its 2026 ballot campaign to continue a tax for the state's wealthiest residents to help fund public education, and for its decade-long effort to strengthen locals and regional collaboration.

The 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. The organization operates a hotline and provides numerous services for communities.

The 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.

Finally, the MTA delegates will recognize the 2025 Honor Our Own Award recipient, Chandler Creedon Jr., who received this honor from the Retired Members Committee last fall.

The delegates will consider a proposed MTA operating budget of \$58,882,351 for the coming fiscal year, which begins July 1.

The Board of Directors has proposed annual dues of \$566 for full-time active members, which is a \$13 increase over this year. Dues for secretaries, clerks and custodians would be \$339.75 under this proposal. Dues for Education Support Professionals, including food service personnel and paraeducators, would be \$170.

In addition, the proposed Public Relations/Organizing Campaign budget of \$2,699,700 will be considered. The recommended general dues assessment for the PR/Organizing budget is \$30. For secretaries, clerks and custodians, the assessment would be \$18. Paraeducators, food service personnel and other Education Support Professionals would be assessed \$9. **T**

For additional information and updates on the Annual Meeting, visit massteacher.org/annualmeeting.



John Sullivan

Candidate for MTA President

As a local leader, I'm proud of our organizing in Belmont and am running for MTA president to bring that same vision statewide: listen to members, organize to achieve our goals, then mobilize. Too many local leaders feel unsupported, and too many members feel disconnected from the work and direction of our statewide union. That didn't happen overnight. It reflects a culture that has drifted away from listening, collaboration and shared leadership. **I'm running to rebuild a democratic, member-led union that organizes to win, stands shoulder to shoulder with locals and chapters, and puts educators' and students' needs first.**

For 32 years, I've served as a special educator at Belmont High School. In my first year, I voted to go on strike. Two weeks freezing on the picket line in January taught me firsthand the power of solidarity. It also shaped my commitment to the union and leadership values rooted in courage, accountability and shared power.

Since then, I've served as a building representative, negotiator, local president and the Region G representative on the MTA Executive Committee. **In every role, my focus has remained consistent: strengthening member voice, increasing transparency, and building power at the worksite.**

Democratized Bargaining Builds Power

Impressive contract victories do not happen by accident. They happen when unions strategize and organize members to participate meaningfully in the bargaining process.

Twelve years ago in Belmont, I led a transformation to democratize our bargaining. Through worksite conversations in every building, educators identified priorities that became a member-endorsed platform guiding contract negotiations. When the school committee refused to bargain with silent representatives of our choosing, we continued to negotiate in good faith

while filing and winning a charge with the Department of Labor Relations.

The Belmont decisions affirmed the right of unions across Massachusetts preK-12 and higher education to include silent representatives at the bargaining table. This strategic, member-driven approach expanded power and transparency statewide. **Member-driven unionism requires transparency, courage and strategy: choosing the right path, staying in conversation, and determining how to achieve the schools and campuses that educators and students deserve.**

Leadership Across Locals and Regions

As a member of the MTA Executive Committee, I have connected members across the region to share best practices and strengthen solidarity across districts. Gayle Carvalho and I share a clear vision of strong public education, a democratic and member-driven union, and a more just society. I have been honored to organize alongside her to translate our shared values into an effective strategy. **We are the only candidates running who are not aligned with or beholden to a caucus, and our only commitment is to represent you!**

Guided by our shared vision, I've organized regional collaborations, including the Greater Boston Education Action Network (GBEAN), the Boston Education Support Professionals Action Network (BESPAN), and BCLAWS, a regional bargaining council. Together, we united members to advocate for fair leave policies, racial justice, professional respect for ESPs, safe working conditions, living wages and whole-child education. Through coordinated regional organizing, we strengthened collaboration among locals and turned collective energy into stronger, transformative contracts.

Clear Vision in Challenging Times

Public education and our union are facing sustained political and economic pressure. I have spent my career organizing in moments like this, bringing members together, strengthening the

union, and building the kind of internal solidarity that allows us to lead rather than react. Our strength lies in engaging members, transparent decision-making, and a culture where healthy debate strengthens our collective power. **As a statewide leader, I will prioritize organizing capacity, local support, and member voice so that our union is prepared not only to defend public education, but to shape its future.**

Investing in Public Education

One of my central goals as your president will be ensuring that elected officials recognize the necessity of sustained investment in public education. Students cannot succeed without adequate staffing, safe facilities, manageable class sizes/caseloads and comprehensive supports.

As workers, we must insist on fair compensation, affordable health care, secure retirements and safe classrooms and campuses. These are not luxuries; they are prerequisites for stable schools and campuses.

Educators also need the professional freedom to support the academic and emotional development of students and grow as professionals ourselves. Top-down mandates and short-term fixes undermine morale and weaken outcomes. **Our members deserve trust, respect and the space to innovate in ways that reflect the needs of their students.**

Fighting for Equity and Justice

Discrimination remains a pressing challenge, and I've organized to dismantle systems that perpetuate inequities in our society. Belmont Educators of Color and Accomplices (BECA) organize to educate ourselves about the history and impact of racism on our community, confront injustice directly, and organize to build supportive action.

As a regional leader, I've worked with other leaders to offer Locals Confronting Racism, conversations centered on intersectionality and action planning. **Collaboration, shared leadership and listening to members' lived experiences are essential for building equity in**

schools, colleges, universities and within the MTA itself.

Vision as MTA President

As MTA president, I will continue to:

- Bring members together across local, regional and chapter levels, including preK-12 and higher education.
- Strengthen bargaining power and transparency statewide.
- Expand member-driven decision-making and leadership pipelines.
- Ensure union strategy is focused on results, not politics.
- Advocate for fair contracts, strong working conditions and the schools and campuses our students deserve.
- Represent the diversity of our union by listening actively, confronting injustice

and fostering greater equity across our union, schools and campuses.

I am committed to leading with responsibility, ensuring every member's voice is heard, valued and respected because our union is strongest when we rise together.

Educators, this election will be decided by those who show up. I encourage every local and chapter to send its full delegation, participate in the debate, and engage in this democratic process. Together, we can move from words to action and from action to lasting change, building a union that is just, equitable, unstoppable and ready to fight for public education. **✪**



Matt Bach

Candidate for MTA President

I can not imagine a more satisfying career than teaching history in Andover for the past 25 years. I love coming into my classroom every day, and the work of our union at the local and state level has ensured that I can continue to take such pleasure in my work. I believe that public education is the greatest invention of humanity and the foundation for democracy, progress and economic, racial and gender equality. Yet, educators know that powerful political and economic forces relentlessly

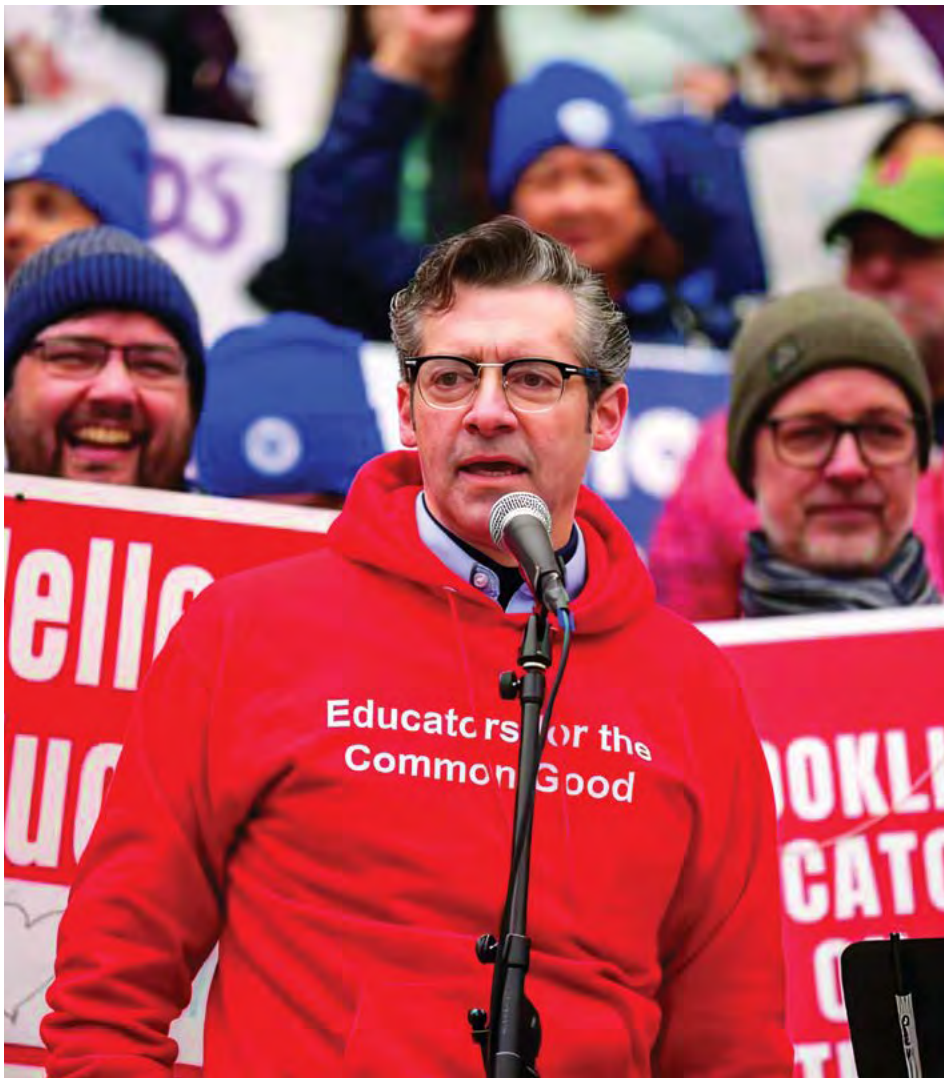
seek to squeeze our craft with austerity and commodify our labor, with corporate ed tech and AI products further consuming our already inadequate budgets. The only force capable of defending public education is not a friendly administrator, or a better-than-average member of the political class — it is our union.

Early in my career I realized that protecting my identity as an educator meant becoming a union activist, an understanding rooted in the working-

class values of my parents. My father ran a small tow truck business, and I worked for him through high school to help pay for college, pulling motorists from ditches and cleaning up tractor-trailer rollovers in western New York blizzards. That work taught me the physicality and precariousness of labor and how little the rich, corporations or politicians care about worker safety. My mother, a registered nurse, taught our family about the cruelty of the for-profit health care system, as well as the extraordinary care nurses provide. Because of my parents' sacrifices, I earned degrees from St. Bonaventure University and Harvard University in history and history of art and architecture before becoming a teacher and proud union member.

When I reflect on my career as an educator, I think not just about the meaningful relationships I have made over the years, but also about our struggles and victories as education workers. In 2020, when Andover educators voted overwhelmingly to refuse to enter school buildings and work outside until the district agreed to negotiate a safe return to work, it was deemed an illegal strike. We were forced back to work, and although we won HVAC improvements, we returned without the certainty of an agreement that prohibited retaliation against our local union leaders — myself included! However, nobody was disciplined or terminated because management was awakened to our power. We learned how the system is not actually an impartial arbiter, and that no one would save us except ourselves. We also learned how to organize for our next strike in 2023 to win better schools for students, members and families.

I consider my time as union president in Andover as essential to my contributions as a career public school educator. There is nothing like meeting a former student who has decided to become an educator — except meeting a former student who is an educator on strike! Winning a living wage for ESPs, 12 weeks of paid parental leave,



60 days of humane, paid family medical leave, more recess for dysregulated students, additional planning time for elementary teachers, and built-in union orientation time are highlights of my career. Our strike in Andover was transformational for our members. I could barely recognize people I had worked with for 20 years, as they were rejuvenated by understanding their power as organized workers to remedy injustices and indignities in their workplace.

Deb Gesualdo and I want this possibility for all locals. This moment is filled with fascist aggression, and we may feel overwhelmed with the struggles ahead. But building the union power capable of defeating the threats facing our students and neighbors begins by uniting with our coworkers to fight the authoritarianism in our workplaces. MTA members know when to take up that fight, and we will make sure that you have the MTA resources and organizing support to take militant action when you are ready.

Deb and I have both served as elected MTA leaders — Deb as NEA Director, myself as a member of the MTA Executive Committee, and both of us as Board Directors — as well as local presidents who led transformational contract campaigns. That experience means we are just as ready to guide statewide campaigns to success as we are to support locals in organizing to win historic contracts.

Not only have we created the space for members of our own locals to become union activists, but we have also brought locals together into successful regional bargaining councils. The Merrimack Valley Bargaining Council, which I co-founded, has taken the lead in a formerly docile region to set contract standards and goals across locals. In February, the MVBC led a direct action that resulted in flipping one of the Group Insurance Commissioner's votes from a "yes" to increasing costs on members to a "no" vote.



Under the leadership of members of Educators for a Democratic Union, MTA has defeated charter school expansion, led the charge for a more just school funding system in the Student Opportunity Act, taxed millionaires to fund public education and infrastructure, and weakened high-stakes MCAS testing. As the democratically nominated EDU candidates, our campaign will continue, expand and deepen those fights for public education and working class families. Our platform, created by delegates from last year's Annual Meeting and Summer Conference, grounds us within a collective project to build on the campaigns MTA has waged and won over the last six election cycles. Its specific, detailed commitments allow members to hold us accountable once elected.

One of the historical figures I admire the most is Jeannette Rankin, a lifelong advocate for women's and workers' rights. Rankin suggested that if you do not have a "philosophy" in times of crisis, you will be incapable of making decisions and essentially surrender that choice to your opponents. Our campaign platform embodies a philosophy of union democracy that has empowered members to win. When elected, that philosophy will continue to hold us accountable to MTA members as they lead the Commonwealth and the nation by democratizing their locals, achieving dignity and autonomy in their workplaces, and winning for the common good. †



Deb McCarthy

Candidate for MTA President

My name is Deb McCarthy, and I am an educator. My mother was an educator, my sister was an educator, my daughter is an educator, and my daughter-in-law is an educator. The fierce women in the photo for Deb and Dean represent more than 125 years of experience and dedication to public education. As public school educators, the women in my family provide first-hand testimonials around the truths behind our campaigns for the working conditions all educators deserve. My mom, widowed at the age of 44, raised five children on the salary of an educator

and reflects the fight for a dignified retirement for all educators. My sister, denied RetirementPlus because she was out on a maternity leave, was also one of the educators whose bold fightback against the punitive evaluation system in 2007, known as the Hull Case, reaffirms the legal framework governing the contractual evaluation protections for non-tenured teachers. My daughter and daughter-in-law experience the fiscal realities of student loans, child care, health care and affordable housing, when teaching in public schools that fail to meet the mandates of fully funded safe spaces for the academic, physical and

emotional needs of all our students and staff. As highly educated professionals we have been devalued, disrespected and denied agency and autonomy in a gendered workforce by systems of patriarchy that offer up our best practices and pedagogies to the altar of profit for the education privateer. As a leader, in a family of educators, I intimately understand your truths as educators and have a proven track record as a warrior who has championed your rights for years.

Additionally, I am driven by the moral imperative that, as a leader my actions must speak louder than my words: actions that must center the betterment of the common good. At the local level, I brought democratized bargaining to my local union more than a decade ago. I formed the South Shore Justice Alliance, organizing educators, parents and community members in a public campaign for safe and healthy schools, in a campaign against austerity budgets, and in a community campaign to support the Student Opportunity Act. I organized an Opt-Out movement that would become a foundational pillar in the overwhelming passage of Question 2, and I refused to administer the MCAS after the COVID pandemic, because of the collective harm happening to students.

The MTA has a rich history of militancy, with more than 45 strikes happening between 1969 and 2007, and I am proud of my solidarity on the lines with striking educators. In 2007, my first year as a union president, I joined striking educators in Quincy. I stood in solidarity with the striking educators in Dedham, Brookline, Haverhill, Malden, Woburn, Andover, Newton, Beverly, Gloucester and in Marblehead, because an injury to one is an injury to all. Likewise, I was there when locals like Fall River, Hingham, Braintree and Quincy achieved significant wins at the bargaining table because their members were strike ready. Driven by a moral imperative to campaign on my truths as a leader, I

will continue to speak truth to power about the toolkits necessary after a strike vote has been taken, and my deep commitment as an organizer around the work still needed with parents, community members and elected officials when we withhold our labor for the schools all communities deserve. These times demand bold actions, and we cannot afford the unintended consequences from a linear strike agenda that ignores the expansive horizon of what it is possible to be, both militant and strategic, in our fight against the privatization of our public goods.

These times demand a leader whose experience and expertise allows them to lead for the betterment of ALL of our members on day one. I am that leader. I was on the Board of Directors, an NEA Director, the chair of the Government Relations Committee, on the Board Negotiating Team, am an Executive Council member of the AFL-CIO, and have served two terms as the vice president of the MTA. I am widely respected for my coalition work with Citizens for Public Schools, MEJA, Women2Women and Raising Multicultural Kids. I was front and center as a leader on the Fair Share campaign and my leadership, tenacity and organizing capacity for the overwhelming passage of Question 2 are unmatched.

As the vice president of the MTA, I understand the internal machinations of the MTA's Bylaws that actually prevent us from being a union that is member-driven — Bylaws that reinforce patriarchy and actually create barriers for the power of a member-driven body of governance that effectuate the power we seek. Our governance structures concede power to rest in the hands of an individual, rather than in the hands of the collective. As the next president of the MTA, I intend to bring forward Bylaw changes that will extract this power from the governance of one, and instead create a governance structure that places power into the hands of the



collective. For example, the Advisory Budget Committee and Public Relations Committee need to reflect our regional and representative constituencies so that decisions are reflective of our representative body. We must also bring the work of the large locals into our decision-making processes, and we must also create decision-making spaces for the leaders in small locals. I brought forward a co-model structure of governance as a local president, and I will do the same as the next president of the MTA. We don't need Bylaw changes that place more power into the hands of the president; we need Bylaw changes that allow for a more inclusive and representative distribution of power for our members.

A vote for Deb and Dean will invigorate a rank-and-file union that creates power paradigms for the voice of

members in our governance structures — power that happens with a campaign for a single-payer health care system that replaces locals struggling in silos with the collective power from a campaign that benefits us all. Power that happens with a Deb and Dean vote. **T**



Deb Gesualdo

Candidate for MTA Vice President

My name is Deb Gesualdo, and I am a K-8 music educator in Malden. I began my career as an **Education Support Professional**, so my union perspective comes from work often undervalued, feminized and invisible.

For Matt Bach and me, **labor justice and social justice are inseparable**. Economic justice, racial justice, gender justice and LGBTQIA+ liberation are connected struggles. When working people organize across these differences, we build power to transform our workplaces, schools and communities.

Neither of us set out to be union leaders. **We stepped up because members deserved more voice, transparency and real power in their union.**

Early in my career, I was asked to join the bargaining team for specialists. I said no. I

was a young teacher without professional status, busy teaching third graders recorder. But when no one else stepped up, I did.

Once in the room, I saw the problem. Decisions were made without members, and information wasn't reaching those affected. When I held building meetings to inform members, I was told to stop. That moment made something clear: **A union does not belong to a handful of leaders. A union must belong to its members.**

Since becoming president of the **Malden Education Association in 2017**, our members organized to win historic raises for Education Support Professionals, averaging **37% over three years and 60% over six years**, along with paid parental leave, expanded sick

and bereavement leave, protections for housing-insecure students and stronger working conditions. We won these victories by organizing, opening bargaining to members and the community, and striking. The power built on the picket line continues to reverberate because **we raised the bar for what is possible.**

Along the way, I've served across our union, including the **National Council of Urban Education Associations Executive Committee** and the **NCUEA Urban and Minority Issues Committee**. I currently serve on the **MTA and NEA Boards of Directors**, chair the **MTA Resolutions Committee**, and serve on the **NEA Legislative Committee**. These experiences reinforced what I learned early on: **Our union's strength comes from informed members making strategic decisions.**

I am running with Matt Bach because we believe unions exist to **shift power, not manage decline**. More than **100 rank-and-file members across the Commonwealth** created our platform to support locals organizing for power, build collaboration across **preK-12 and higher education**, strengthen democracy in the MTA, assert educator dignity and autonomy, and fight for our communities.

At a moment when attacks on public education and democracy are intensifying, **we must match that intensity with our collective power**. Strong unions do more than win contracts. They create dignity, solidarity, liberation, and joy in our workplaces and communities.

Our power comes from working people acting through **deep democracy**, building unity, and using our collective strength. That is the kind of union Matt Bach and I believe in, and the union we are committed to building with you.

I ask for your support. Vote for Matt Bach and me and join us in building the union our members deserve. ♣

Dean Robinson

Candidate for MTA Vice President

I have spent my career at the intersection of scholarship and solidarity. As a political scientist, I study the forces that produce inequality in America — in our schools, our health care system, and our democracy. As a union activist for more than three decades, I fight to change them. I am asking MTA delegates to support my candidacy for vice president on a ticket with Deborah McCarthy, because this moment demands leadership that is deeply experienced and fully prepared for what is coming.

My union roots run deep. Since the 1990s I have served on the executive board of the Massachusetts Society of Professors. I served three years on the NEA Board of Directors and six years on MTA's Government Relations Committee, where I worked closely with Deb McCarthy on the Student Opportunity Act — a \$1.5 billion investment in our public schools — and where 2017 marked the beginning of our pursuit of legislation to allow public sector workers to strike. During the COVID-19 pandemic, on the Environmental Health and Safety Committee, I pushed for rapid antigen testing and wastewater surveillance to protect members and students before those measures were widely accepted.

Today I serve as your MTA-appointed commissioner on the Group Insurance Commission. The GIC has faced sustained pressure to shift hundreds of millions of dollars in costs onto members — higher copays, larger deductibles, eliminated coverage for essential medications. These are not abstract budget questions. They are decisions about whether a paraprofessional in Springfield or a community college instructor in Worcester can afford to stay healthy. I have fought those proposals using the



analytical tools my research provides and the moral clarity our movement demands. I know how to read a cost trend report. I know when data is used to rationalize harm.

The federal assault on public education has made this moment even more urgent. Proposed cuts to Title I, attacks on DEI and threats to student loan relief fall hardest on those with the least — educators and students of color, first-generation college students and communities that depend on public institutions as their pathway to opportunity. Racial and economic justice are not add-ons to our agenda. They are the foundation. My research on health inequality, my Springfield community work and three decades of union service have grounded that conviction.

I have known and worked closely with Deb McCarthy since 2017. Together we bring complementary strengths — her proven record of statewide organizing and legislative victory, and my expertise

in health care policy, higher education and the economics of inequality. I am a professor at UMass Amherst, where I serve as department chair of political science. I have spent my career asking hard questions about power and inequality in service of the communities I represent.

I am ready to fight alongside Deb — building organizing capacity to turn back federal attacks, protect the public institutions we have built together and advance the single-payer or all-payer health care reform Massachusetts workers and families deserve. I am asking for your vote. ▮



Gayle Carvalho

Candidate for MTA Vice President

The health of our union and our public schools depends on meeting the fundamental needs of the people who make them work. Our collective journey must move educators from survival to empowerment so that we can create public schools where every student thrives — no matter their ZIP code.

Before entering the classroom, I worked in journalism and in sales. Once I became a parent, I devoted a decade to raising my three children while pursuing my master's degree at night. Across these experiences, one skill has shaped everything I do: **listening**. It's what made me a better parent, educator and leader. I believe in a union that listens — to members, to families, and to the communities we serve — and then acts together.

Right now, educators across

Massachusetts are facing a crisis of safety, respect and sustainability. We're seeing unprecedented dysregulation and trauma among students, and the resulting aggression in our workplaces cannot be ignored. **This is an emergency.** My work on the Safe Schools for All Task Force has reinforced a basic truth: **Our union must demand the tools and funding needed to create healthy learning environments.** This means a fair Chapter 70 formula, equitable special-education funding and a developmentally-responsive curriculum that meets students where they are.

The foundation of our collective journey is stability: a fair contract with livable wages and space that allows educators to teach and students to learn. As president of the Quincy Education Association, I helped rebuild that foundation by

organizing 950 preK-12 educators across 19 schools so every voice could be heard. After nearly 200 days of negotiations, we stood an hour away from a strike vote before the city finally began *listening* — to educators and to the families who stood beside us.

This campaign became a turning point for the QEA. Our Contract Action Team grew to 300 members, we introduced silent representatives to negotiations, and we ensured transparency through constant communication. Afterward, we built new community engagement roles and revamped school committee endorsement efforts. **These weren't just tactics — they were steps toward restoring respect and power to Quincy educators.**

My commitment to stability and fairness extends beyond the preK-12 spectrum. The QEA is the only local in Massachusetts representing both preK-12 and higher education members. Working alongside Quincy College faculty and professional staff opened my eyes to how deeply connected our challenges are — underfunding, heavy workloads and constant threats to public access to learning. **Our entire education ecosystem thrives only when every part of it is supported.**

When educators feel secure, we can nurture belonging — the heart of any strong union. I've built coalitions with neighboring districts during concurrent bargaining, offered mutual aid to locals on strike, and learned that solidarity remains our greatest source of strength. **We can only be in solidarity, however, when we listen to every viewpoint.**

I'm running for MTA vice president to help our union listen deeply, organize powerfully and lead with the collective strength of educators across Massachusetts. Together, we can build the stability, respect and belonging that every educator and student deserves. **T**



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Top Four Home Insurance Claims & How to Prevent Them



According to Insurance Information Institute statistics from 2016 to 2020, about 1-in-20 insured homes has a claim each year. The six most common types of home claims also are, on average, among the costliest.

Fortunately, there are steps you can take to help protect your home from damage, and insurance options that will help cover you. See how costly some of the most common claims can be, what you can do to prevent them and coverage options The Hanover offers, in the event something happens.

Fire and Lightning

The average cost for a fire and lightning claim was \$77,340 and ranked in first place as the most expensive claim, and fifth as the most frequent claim.

Tips to Mitigate Damage

- Have a fire extinguisher on hand, especially in the kitchen, where almost half of home fires begin.
- Check smoke alarms monthly. Set a recurring date or day, such as the first Sunday of each month.
- In the event of lightning, unplug appliances, starting with computers and phones.

Insurance Protection to Consider

Guaranteed replacement cost coverage insures the full replacement cost to rebuild your home after a total loss, with materials and craftsmanship of like kind and quality, regardless of rising material and labor costs.

Bodily Injury and Property Damage

The average cost per claim for bodily injury and property damage was \$30,324, making it the second most expensive claim type. It ranks sixth as the most frequent claim.

Tips to Mitigate Damage

- Keep walkways clear, whether it's snow on your sidewalk or toys in the hallway.
- Beware of (your) dog. Nearly one-third of homeowners' liability claims stem from dog bites.
- Get rid of the trampoline. Few household items drive more home premium increases — or cause more injuries.

Insurance Protection to Consider

Umbrella coverage is insurance against defense costs, judgments and court costs relating to liability claims that take place on your property. This protection can be both important and affordable.

Water Damage and Freezing

At an average cost per claim of \$10,849, water damage and freezing were the fourth most expensive claim type, and second most frequent.

Tips to Mitigate Damage

- Keep gutters clean and use downspout extenders. Make sure gutters drain away from your home.
- Raise appliances off the floor, including washers, dryers and other heavy electrical equipment.

- Periodically run your sump pump and clean it each year before spring.

Insurance Protection to Consider

Water backup and sump pump overflow covers property losses and clean-up costs that result from water backing up through sewers, drains or sump overflows.

Wind and Hail Damage

Wind and hail damage had an average claim cost of \$11,695, ranking third most costly, but first most frequent claim.

Tips to Mitigate Damage

- Anchor larger outdoor items, such as grills or patio furniture, to prevent them from becoming potentially damaging projectiles in a windstorm.
- Check your roof for loose shingles frequently and repair promptly.
- Trim tree limbs to prevent them from overhanging structures.

Insurance Protection to Consider

Waiver of deductible coverage applies only to the highest deductible when a claim affects multiple properties, such as a home and a car, or two cars.

There's a lot to consider when insuring your home. That's why the best bet is to rely on the expertise of your local independent insurance agent. Educators Insurance Agency can help MTA members create the ideal combination of coverage, value and price. †

For questions contact them at

888-908-6822 or visit

www.educatorsinsuranceagency.com.

THE MTA Advantage

The MTA Advantage is a publication of MTA Benefits, a subsidiary of the Massachusetts Teachers Association

Planning Ahead in a Stabilizing Housing Market

Over the past year, homeowners have navigated a challenging economic landscape. Inflationary pressure and interest rate uncertainty have created strains for many households and people hopeful of homeownership. While those challenges were significant for some, the market has begun to show encouraging signs of stabilization following interest rate cuts in 2025. This opens the door for more thoughtful, long-term financial planning. At Mid-Island Mortgage Corp., we continue to closely monitor market trends and evaluate how we can best support MTA members' evolving needs — whether they're purchasing a home for the first time, refinancing an existing loan, or investing in the home they already love.

The power of home equity

For many homeowners, their home represents more than just a place to live. It's also one of their most valuable financial assets. As home values appreciate and mortgage balances decrease, equity can build quietly over time. In certain situations, responsibly accessing that equity can be a practical way to address important life priorities. Some homeowners choose to leverage equity to consolidate higher-interest debt, fund home improvements or create greater flexibility in their monthly budget. Others explore refinancing options to adjust loan terms or better align their mortgage with their long-term goals. Then, there are those who are just beginning their homeownership journey and starting to build equity. The right solution depends on individual circumstances, but with the right guidance, home equity can be a powerful financial tool.

Refinancing isn't just about securing a lower rate — it's about making intentional changes that align your mortgage



with your broader financial strategy. Refinancing may help homeowners simplify their finances, reduce long-term interest costs, or restructure debt more efficiently. Mid-Island Mortgage works with members to explore a range of refinancing and restructuring options, including:



Refinancing an existing mortgage to better match current financial goals



Combining first and second mortgages into a single, more manageable payment



Using refinancing as a tool for responsible debt consolidation

The goal is always clarity and sustainability, not short-term fixes. Thoughtful solutions can support financial wellness over time.

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Five Ways Hearing Aid Benefits Matter to Your Health

TruHearing®

For some people, their hearing aids work great and there's no need to make a new purchase. For others, there are good reasons to consider a change. With discounted pricing for MTA members through TruHearing, affording an upgrade is much more realistic. How do you know if you should upgrade your hearing aids?

Here are some reasons you might consider:

1. Your Changing Lifestyle

Achieving better hearing is an ongoing process, and your lifestyle is constantly changing. In fact, your life might look vastly different today than it did just a few years ago. Your health, your family situation, and even your social needs are all factors that can prompt you to look for new and different ways to address your changing hearing needs.

2. New Technology

Every year, newer, better hearing aids are developed using cutting edge technology. Just a few years ago, it was impossible to control your hearing aid settings and volume from your smartphone. Today, there are a wide variety of smartphone hearing aids that wirelessly connect to your mobile device so you can do amazing things, like take phone calls directly from your hearing aids, have music from your phone go straight to your ears without any wires or Bluetooth devices, and even get map directions from your phone directly into your ears while you drive. New technology can give you more freedom and allow you to live life with hearing aids unencumbered by a host of accessories.

3. Clearer Sound Quality and a More Comfortable Fit

The unfortunate reality is that some people buy hearing aids but never put them to good use. These hearing aid users may do an initial trial period, then simply put them in

a drawer and forget about them. One of the beauties of discounted pricing is that it allows you to try again with a product that suits you better.

Since you purchased your first pair, your hearing may have changed but hearing aids certainly have improved — even if it was just a few years ago that you got your last pair. Today's hearing aids have more channels, improved noise reduction, advanced feedback suppression and a more comfortable fit. All these advances make it easier to address your unique hearing needs and customize the hearing aids to your specific hearing profile. Using discounts offered through MTA Benefits, you have the ability to try out the better sound quality and fit of newer devices that have the potential to change your life in ways your current hearing aids cannot.

4. Replace Underperforming Hearing Aids

Like most electronics, the performance of your hearing aids may decline over time. Dust, moisture and everyday wear can leave your hearing aids not working as well as they used to. The inevitable decline of your current hearing aids is one of the reasons why the benefit through TruHearing is so valuable.

5. Better Hearing Aids and Lower Prices

If you've already purchased hearing aids through TruHearing, you know that our prices saved you money. But we'll never be satisfied with simply offering you a one-time savings.

Over the last few years, we've substantially lowered the cost of our hearing aids to the point where you could get a better hearing aid today than you could three or four years ago for roughly the same price. For example, if you originally bought a standard-level hearing aid, today you're likely able to get an advanced-level hearing aid with more features and better quality for the same price — or one that's even better for just

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Editor: **Carolyn Cassiani**
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Make the Most of Spring with MTA Benefits

By Diamond Coleman

Spring is the perfect time to get outside, explore something new, and enjoy the warmer days ahead. For MTA members, the season also brings opportunities to visit unique destinations while taking advantage of exclusive savings. From blooming gardens to exciting outdoor adventures, here are a few fun ways to make the most of spring.

Spring Blooms at a Botanical Garden

A visit to the New England Botanic Garden at Tower Hill is a beautiful way to celebrate the season. Located on 200 acres in Boylston, this garden features conservatories, scenic walking trails and breathtaking views of the Wachusett Reservoir. The garden also hosts seasonal programs and special events for visitors of all ages. MTA members receive free admission.



Experience Whale Watching in Gloucester

Head to the coast for an unforgettable whale watching adventure with Cape Ann Whale Watch in Gloucester. MTA members can enjoy tours to Stellwagen Bank — a national marine preserve about 12 miles off the coast — for \$40 (regularly \$55). Known for guaranteed whale sightings, this experience offers the chance to see these incredible animals in their natural habitat. Tours take place on the Hurricane II, the largest and fastest whale watching vessel north of Boston, giving guests more time to see the whales at their feeding grounds.

Relax on a Scenic River Cruise

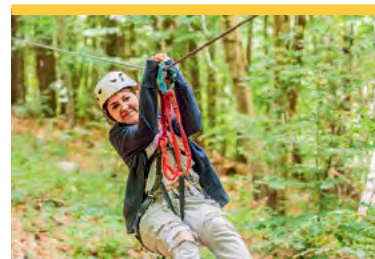
Enjoy the beauty of the coast with a cruise from Essex River Cruises & Charters in Essex. MTA members receive a \$5 discount while cruising through the peaceful salt marshes of the Essex River.



These cruises highlight local wildlife, regional history and the area's scenic landscape. With charming restaurants, antique shops and cultural landmarks nearby, it's a relaxing way to spend a spring day.

Zip and Climb in the Treetops

For those wanting an active outdoor experience, The Adventure Park at Heritage Museums & Gardens in Sandwich is the place to be. MTA members and their families enjoy \$47 adult general admission tickets to the aerial adventure park. Designed for ages 7 and up, the self-guided experience allows visitors to climb and zip line through five treetop trails, with nearly 60 platforms connected by bridges, ladders and zip lines. You can move at your own pace, making it a fun challenge for a wide range of abilities. Members also receive 10 percent off birthday party packages.



Save on Theme Parks with Access

Planning a bigger adventure? MTA members can enjoy theme park savings throughout the country with Access Nationwide Discounts. Save on admission to parks such as Disneyland Resort, Universal Orlando Resort, Universal Studios Hollywood and more. From roller coasters to immersive attractions, members can enjoy some of the country's most popular entertainment destinations at discounted prices.

Whether you're seeking thrills, family fun, or a day of relaxation, these member discounts make it easier than ever to create unforgettable memories this season.

Discover even more activities and excursions at mtabenefits.com.



Planning Ahead in a Stabilizing Housing Market

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For those looking to renovate, improve and invest in their home, renovation financing can offer a path forward without the need to move. For homeowners who love their location but want to enhance their living space, home improvements can increase comfort, functionality and even long-term property value when done wisely. Home equity loans and lines of credit are commonly used for projects such as kitchen updates, bathroom renovations, energy-efficient upgrades or essential repairs. When structured properly, these solutions allow homeowners to invest in their homes while maintaining predictable payments and long-term financial stability.

Considering a new home purchase in 2026? Purchase with confidence, as improved market conditions may



present opportunities that weren't available in recent years. Whether a first-time buyer or looking to make your next move, preparation and guidance are key. Mid-Island Mortgage has spent decades helping buyers navigate changing markets with confidence. From understanding financing options to structuring a mortgage that fits your long-term plans, our team is committed to

supporting informed, responsible homeownership.

There's no one-size-fits-all solution. That's why Mid-Island Mortgage takes a consultative approach — listening first, educating clearly and helping members explore options that align with their goals. As 2026 unfolds, now may be a good time to revisit your financial picture, understand your available options and plan proactively. Whether you're looking to purchase, refinance or renovate, Mid-Island Mortgage remains focused on helping future and current homeowners move forward with confidence and clarity. Ready to start the conversation about your mortgage strategy?

Visit mortgagecorp.com/mta
or contact Teresa Balian
at 617-665-7770 or
mtabenefits@mortgagecorp.com.

Five Ways Hearing Aid Benefits Matter to Your Health

continued from page 16

a little extra. If you're wondering about our price improvements and how to get the most bang for your buck, give us a call and one of our hearing consultants can help you.

The Value of a Hearing Aid Benefit Program

This partnership through MTA Benefits and TruHearing provides much more value than a one-time reduction in the out-of-pocket costs for your first pair of hearing aids. The full value comes over time, as it allows you to continually address your changing hearing loss profile with better hearing aids at lower costs. In turn, you can hear better over time, allowing you to improve your relationships and quality of life.

To learn more about this benefit program and the savings available to you, visit truhearing.com/mtabenefits.



**FIRST
WEDNESDAY**

RETIREE SPEAKER SERIES



All events are virtual,
on Zoom. **3 - 4 p.m.**
Registration is
required. Zoom link
will be sent a few days
before the event.

Registration
information will
be posted at
[massteacher.org/
retiredevents](https://massteacher.org/retiredevents).



MAY 6 Community Schools: A Whole Child, Whole-School Transformation Strategy

Community schools are public schools that partner with families and community organizations to support the whole child and family — academically, socially, emotionally and physically. They are guided by shared leadership, bringing together families, educators, students and community partners to shape priorities and solutions.

The MTA has launched an initiative to support the development of community schools in target districts across the state. Join us to hear how one school in Framingham is piloting this holistic approach to address root causes of absenteeism and underperformance and create a sustainable model for equity-driven school improvement.

JUNE 3 MTA Retirees Statewide Organizing Gathering

As our 2025–2026 speaker series wraps up, this workshop is both a reflection and a launchpad. We'll share highlights from this year's work, then turn the conversation to you — how retirees can support one another and help move the MTA forward. Members of the Retired Members Committee will briefly report out, followed by an interactive discussion to gather ideas, feedback and priorities as we shape goals for the year ahead.

**STAY TUNED FOR
UPCOMING SESSIONS!**

Candidates Vie for Offices at MTA Annual Meeting of Delegates

The contests for MTA president and vice president will be decided at the upcoming Annual Meeting of Delegates.

In addition, delegates will vote to elect at-large, regional and district positions on the Executive Committee and Board of Directors, as well as seats on the Retired Members Committee.

Candidates for MTA president are John Sullivan of the Belmont Education Association, Matt Bach of the Andover Education Association, and Deb McCarthy, of the Hull Teachers Association. Candidates for vice president are Deb Gesualdo, of the Malden Education Association, Dean Robinson, of the Massachusetts Society of Professors, and Gayle Carvalho, of the Quincy Education Association.

Contested Races for Executive Committee
Elizabeth Tyrell, of the Andover Education Association, and Rosa Lopez-Whitehill, of the Pembroke Teachers Association, are running for the At-Large Ethnic Minority Member seat on the Executive Committee. Susan Soares, of the Arlington Education Association, and Camille Godbout-Chouinard, of the University Staff Association, are running for the At-Large ESP Executive Committee Member seat.

Four retired members are vying for election to the Statewide Retired seat on the Executive Committee. They are Amy Graff, Ruth Allen, Barbara Madeloni and Joni (Joan) L. Cederholm.

Giselle Richards-Genece and Declan Kennon, both of the Springfield Education Association, are competing for the Region A seat on the Executive Committee. Katuska (Katie) Lecaro, of the Education Association of Plymouth and Carver, and Craig Beaulieu, of the Stoughton Teachers Association, are running for the Region C seat.

Contested Races for the Board of Directors
Janelle Quarles, of the Classified Staff Union, and Holly Currier, of the Andover Education Association, are running for the At-Large Director for Education Support Professionals seat. Alison A. Lobron, Gillian Van Delft and Jamie Rinaldi, all of the Newton Teachers Association, are competing for the District 18G seat.

Statements from the above candidates begin on Page 32.

Seven retired members are vying for four vacancies on the MTA Retired Members Committee. They are Rick Last, Kathy Greeley, Rafael Moure-Eraso, Ora Gladstone, Tracey Pratt, Edward C. Nelson and Mersh Lubel Kanis.

All other candidates for the Executive Committee and the Board have been declared elected under the election waiver in the MTA Bylaws. The provision states that if there is only

CANDIDATES DECLARED ELECTED



Barry Davis



Dayshawn Simmons



Ian Petty



Chris Herland



Sherika Allen



Eric Simard



Robert Williams



Justin Brown



Sarah Joncas



Zack D'Orsi



Juliette Darmon



Will Karvouniaris

one candidate for an open position, the election will be waived and the candidate is declared elected.

Board seats for districts 2A, 8B, 11B, 15D and 44H also have terms ending this year, but no candidates submitted nomination papers by the deadline. Therefore, the interim election process for filling vacancies will take place shortly after the Annual Meeting. Members in the affected districts will be notified of the nomination and election process, as well as the timeline.

The candidates for Executive Committee and Board of Directors declared elected by waiver are as follows:

Executive Committee

Region F: Barry Davis, Haverhill Education Association

Region G: Dayshawn Simmons, Somerville Educators Union

Board of Directors

District 1A: Andrew Rapport, Southern Berkshire Regional Education Association

District 3A: Ian Petty, Northampton Association of School Employees

District 4A: Chris Herland, Amherst-Pelham Education Association

District 5A: Sherika Allen, Springfield Education Association

District 6A: Eric Simard, Pathfinder Education Association

District 26A: Robert Williams, Holyoke Teachers Association

District 34C: Mary Pat Dodge, Kingston Teachers Association

District 43C: Cheri Cluff, Martha's Vineyard Educators Association

District 27D: Justin Brown, Brookline Educators Union

District 37E: Sarah Joncas, Canton Educators Association

District 38E: Zack D'Orsi, Foxborough Education Association

District 22F: Juliette Darmon, North Andover Teachers Association

District 21G: Will Karvouniaris, Wakefield Education Association. ▀

Alternative Nomination Process for Officer Elections

ARTICLE VII, Section 2B(2) of the MTA Bylaws provides for an alternative nomination process for president and vice president at the Annual Meeting of Delegates:

- a. Nomination papers may be obtained at the Annual Meeting from the executive director-treasurer.
- b. Nomination papers must be signed by 200 of the registered delegates with the same limitations as described in Section 2B(1)b of the MTA Bylaws.
- c. Nomination papers must be filed with the Credentials and Ballot Committee prior to the close of the first business session.
- d. The committee will certify that the nomination papers comply with the requirements in Sections 2B(1)b, 2B(2)b and 2B(2)c of the MTA Bylaws. Upon certification, the candidate's name will be placed on the ballot for the office sought.

The candidate(s) who have not previously filed papers may obtain nomination papers from the executive director-treasurer or their designee at the podium after the opening of the first business session of the Annual Meeting.

The candidate(s) must then file the nomination papers with the chair of the Credentials and Ballot Committee through the podium assistant, at the podium, prior to the close of the Annual Meeting.

In a meeting of delegates that is hybrid, members seeking candidacy by this alternative nomination method will be provided with paper sheets as well as an electronic/online signature form, which may be shared with potential signers. All of the above stipulations apply, including the provision that only signatures by registered Annual Meeting delegates will count. The electronic form will contain fields to collect the same information from signers as the

traditional paper form: name, member ID/last four digits of Social Security number, local association name, region/district and signature. The form will allow for an electronic signature, signed either by finger on a touchscreen/phone/tablet or by using a mouse on a non-touchscreen computer.

The deadline for submitting nomination papers is 5:15 p.m. on the first day of the meeting. Signatures collected on printed paper must be submitted to the podium by this deadline. Signatures collected electronically will be automatically transmitted to MTA by this deadline.

The Credentials and Ballot Committee will process the nomination papers for certification in accordance with the established procedure and will certify the papers if they are in compliance with the MTA Bylaws.

As the last item of business prior to the close of the first business session, the chair of the Credentials and Ballot Committee will present a supplementary (amended) report of the committee by reading into the record the names of those who have requested nomination papers for president and/or vice president.

Members seeking candidacy by this alternative nomination method will be given the opportunity to address the delegates during speeches from presidential and vice presidential candidates on the first day of the meeting only if at least 200 signatures were submitted by the above deadline. If less than 200 signatures were submitted, the opportunity to give a speech will not be provided.

The Credentials and Ballot Committee will assure that the names of all certified candidates for president and/or vice president will appear on the ballots. Sufficient space will be available on the ballot to allow for the names of certified additional candidates under the supervision of the committee. ▀

Biographical Statements of MTA Candidates

EXECUTIVE COMMITTEE At-Large ESP member

SUSAN SOARES

Arlington Education Assn.



I am a dedicated leader and ESP advocate, committed to professional respect, fair wages, strong benefits, safe workplaces and meaningful voices in decision-making. In 2018, I led the unionization of Arlington paraprofessionals, securing a transformative contract. In 2021, I was honored as ESP of the Year. I proudly serve on Arlington's Board and co-lead the Rainbow Alliance. I have chaired action networks, a bargaining council and recently spoke at the State House to fight for ESP compensation. I will continue elevating ESP leadership, respect, strengthening our collective power and continue to work hard to fight for what our members deserve.

CAMILLE GODBOUT-CHOUINARD

University Staff Assn.



In locals across the state, ESPs have secured big wins when they raised expectations and organized for power. As a Higher Ed ESP, I helped build a grassroots movement in my local centered around transparency, accountability

and empowering our rank-and-file. During bargaining, we resisted management's attempts to increase workplace surveillance by educating and organizing members, which strengthened our collective power. I bring these experiences and progressive values to the MTA ESP Committee and will bring them to the Executive Committee. ESPs are vital education workers; we deserve fair pay, dignity and safe working conditions.

EXECUTIVE COMMITTEE At-Large Ethnic Minority member

ELIZABETH TYRELL

Andover Education Assn.



As an Alaska Native 8th-grade math teacher who just overcame breast cancer, I know the challenges ethnic minority educators face — extra management scrutiny, exclusive team dynamics, and cultural and linguistic bias. I also know the power of a union that rejects those dynamics and believes we're stronger through inclusion. I'm committed to bringing the positive experiences I've had in Andover to the MTA and insisting every educator in the Commonwealth is treated with dignity and respect. We achieve that together through our union — fighting for our shared interests. I ask for your vote so I can help improve the MTA.

ROSA LOPEZ-WHITEHILL

Pembroke Teachers Assn.



I'm seeking your vote for the At-Large Ethnic Minority Executive Committee seat. I'm a high school Spanish teacher in Pembroke whose journey in the U.S. education system

started as an ELL student. Currently, I serve on the MTA Board of Directors and EMAC Committee, and was recently elected Treasurer for the NEA Hispanic Caucus. I'm committed to removing the very obstacles I faced as a student so many years ago, while inspiring members to fulfill their leadership goals and gain agency within the union and beyond. Working together, we can create a future where diversity thrives and is celebrated.

EXECUTIVE COMMITTEE Region A member

GISELLE RICHARDS-GENECE

Springfield Education Assn.



I welcome the opportunity to contribute a pragmatic and informed perspective to strengthen Region A's voice on the Executive Committee. As a leading member of the Springfield Education Association,

I have served as building representative, a bargaining team member securing a recent hard-won contract victory, a current executive board member, and on Springfield's Diversity, Inclusion and Racial Equity team. I actively engage in MTA and NEA convenings, including annual meetings, the annual NEA Representative Assembly and EMAC. I am prepared to provide governance and strategic leadership, ensure adherence to association policies, promote fiscal responsibility and represent regional and statewide interests.

DECLAN KENNON

Springfield Education Assn.



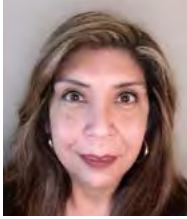
I'm a proud Multilingual Learners teacher at Springfield Central High School. I'm a building rep, an elected member of the SEA Executive Board and co-chair of the SEA Member Organizing

Committee. My commitments are to transparency, accountability, and above all, rank-and-file power. The capability of the MTA to meet this political moment rests solely in members like you. As your candidate to the EC, I would help educators organize to win in their workplace, towns and at the state level. I'm running on the EDU slate to ensure this vision is enacted through rigorous, democratic accountability to fellow committed organizers.

EXECUTIVE COMMITTEE Region C member

KATUSKA (KATIE) LECARO

Education Assn. of Plymouth and Carver



I am seeking re-election for the MTA Executive Board. I am deeply committed to exceptional public education for all, encompassing PreK through higher education; including the

critical initiative of universal, free public child care. I believe it is essential for the MTA to endorse pro-education, pro-union candidates and hold them accountable. Furthermore, I strongly support workplace dignity, which emphasizes:

- Livable wages
- Affordable health care and housing
- Safety
- Respect for all educators

My goal is to continue to foster unity and effective collaboration to build a strong school system and community, ensuring a better future for the next generation.

CRAIG BEAULIEU

Stoughton Teachers Assn.



Many members feel the MTA has drifted from its core purpose: supporting local unions and improving the immediate working conditions of educators. Members have also

expressed that the union does not always represent the perspectives of all members and that greater fiscal responsibility is needed. I share in these concerns, hence the reason I am running for Region C Executive Committee. I believe our union must refocus on transparency, accountability and member representation. As your representative, I will work to strengthen Region C voices, help refocus the union on the needs of all its members, and advocate continued fiscal responsibility.

AMY GRAFF

Retired



Hello, my name is Amy Graff and I would appreciate your vote for the position of Statewide Retired Executive Committee. Before retiring I was

very active in the Framingham Teachers Association. I held a variety of positions during my involvement with the FTA. I attended many MTA Annual Meetings, as well as many NEA RAs. I will be a great listener to your issues and work hard for retirees for COLAs and health care issues. I will bring some new ideas and work for all members, retired and soon to be retired. Thank you for your consideration.

RUTH ALLEN

Retired



I am running for the Executive Committee because I believe retirees and the MTA can build a better, mutually beneficial relationship. There is indeed a great amount of collective wisdom among MTA

Retired members, but I believe we are using a very small piece of it. Too many retirees feel unheard and would love to have in-person meetings, whether social gatherings or informational meetings or a combination of both. A once-a-year celebration of our own is simply not enough. Let's come together and share our collective wisdom, while continuing the great work that has been done for retirees.

EXECUTIVE COMMITTEE Statewide Retired member

BARBARA MADELONI

Retired



In 2014, members voted for a new direction for the MTA. Since then, we have transformed into a fighting union; garnering wins at the state and local levels for members and our communities. At

this critical moment for public education, unions and democracy, MTA must deepen and expand its organizing. Retired members have a particular obligation in this moment. As your representative, I commit to the ongoing organizing of retired members to support and guide the new generation of leaders, while also marshalling our forces to win a just and dignified retirement for ourselves and those who follow us.

JONI (JOAN) L. CEDERHOLM

Retired



I bring extensive leadership experience with a strong commitment to collaboration, transparency and responsible stewardship. Throughout my career, I have built bridges

between educators, strengthening our voices while mentoring colleagues. Leading with integrity, conviction and dedication to achieve measurable results.

After many years as a proud union member, I am seeking the opportunity to serve as your Statewide Retired Executive Committee Member. I will continue work to keep retirees informed, protect hard-earned benefits, encourage active participation, and continue advocating at the state and national level to support retirees, educators and public education. Our voices must remain strong in retirement.

BOARD OF DIRECTORS
At-Large Director for ESP

JANELLE QUARLES
Classified Staff Union



CSU member at UMass Boston. MTA EMAC BOD for six years and a local President for eight years. While on the ESP Committee, I helped launch our statewide rESPECT campaign, which led to gains in our ongoing fight for living wages. I ask for your vote for MTA's ESP At-Large!

HOLLY CURRIER
Andover Education Assn.



I have been on the front line of transforming the MTA into a fighting union and empowering educators, especially ESPs, to dream big and organize to win. I commit to continuing to grow the movement so every local is organized and powerful enough to surpass what we've won in Andover.

BOARD OF DIRECTORS
District Director 18G

ALISON A. LOBRON
Newton Teachers Assn.



I am a passionate leader who has rallied support for Newton educators during Covid, the teacher strike and five rounds of budget cuts. My goal is to bring forth actual issues that are important to educators in MA. I will work to ensure every MTA member has a voice.

GILLIAN VAN DELFT
Newton Teachers Assn.

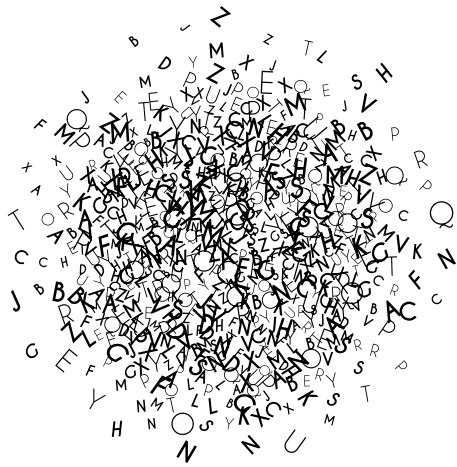


Through service on EMAC, Joint Labor Committee on Mental Health, as delegate and school social worker, I've seen how policy, budgets and new business shape our union. Drawing on lived experience while advocating for all, I'm running to amplify underrepresented voices — absence from the table should never mean absence of representation.

JAMIE RINALDI
Newton Teachers Assn.



The present moment demands that we imagine new possibilities for member activism. We must continue to build power across the state. As the struggle to defend public education, union rights and professional autonomy intensifies, we must seek new ways to stand up in solidarity to confront these challenges.



REVOLUTIONIZING education

INVITATION TO SUBMIT

REVOLUTIONIZING EDUCATION: a Journal of Education Policy and Practice

The Massachusetts Teachers Association, in partnership with the University of Massachusetts-Amherst Libraries, is excited to announce the launch of Revolutionizing Education – A Journal of Education Policy & Practice — an open-access, peer-reviewed journal. This pioneering journal is dedicated to innovative research that challenges entrenched inequities within education, amplifies voices often marginalized, advocates for transformative practices and understands education as a tool for liberation rather than the reproduction of inequality. The journal prioritizes policy and practice in Massachusetts and also accepts scholarly commentary.

We welcome scholarship from diverse disciplines, multiple methodologies, and topics covering prekindergarten to higher education.

Topics can include:

- The organizing history of educational unions.
- High-stakes testing and alternatives.
- Educator labor, political trends and the evolving economy.
- Political, economic and social contexts of education in the state.

- Academic freedom (i.e., book banning).
- Artificial intelligence in education and/or broad impact of technology.
- School safety and mental health.
- Immigration and education.
- Attacks on LGBTQ+ students & communities.
- Sustainable, green and safe buildings in preK-12 and higher Education.
- Sustainable, full-service community schools.
- Public policy and its intersection with educational policy and practice.
- Curriculum and instruction.
- Trends in education privatization in preK-12 and higher education.
- Governance and finance of public schools and higher education.

The journal is open to submissions throughout the year. Submitted articles will be reviewed upon submission. For inquiries on submissions or on becoming a peer reviewer, email mtajournal@rev-ed.org.

For more information visit
rev-ed.org



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

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

RULE 2

Delegates and Alternates

Section 1. Certification of Delegates -- Via the system provided, each local association shall file with the Executive Director-Treasurer ~~a certificate of eligibility, on a form provided, at least seven (7) days before a meeting listing the list of its elected delegates and alternates, by 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 8. A member may yield the microphone or speaking time to another delegate only for the unused portion of their allotted time except when using a yellow position card. A member speaking on a yellow position card may not yield the microphone or speaking time to another delegate.

Section 9. A roll call vote shall be taken only after approval by a standing vote, of a majority of delegates present.

Section 10. 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 11. 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.

#1

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

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

Section 4.

- (a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.
- (b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

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

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

RULE 9

Nominations and Elections

Section 1.

- (a) In the first report of the Credentials and Ballot Committee, the Executive Director-Treasurer shall cause to be announced to the Annual Meeting the names of those candidates nominated under Article VII, Sections 2B, 3B, 4B, 5B, 6B.
- (b) Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting.
- (c) Each candidate in a contested election for Statewide, At-Large, or District Director; or Statewide, At-Large, or Regional Executive Committee member, or designee, shall be given three (3) minutes to speak to the respective delegates.
- ~~(c)~~(d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.
- ~~(d)~~(e) The committee shall report to the Annual Meeting Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2. Elections

- (a) Election shall be held at the Meeting(s) of Delegates on the second meeting day, when the final business session takes place.
- (b) The election of candidates will be scheduled to begin at 11 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

MTA STANDING RULES

For Proposed Amended text, added language is underlined, and deleted language is shown as strike-through within parentheses.

#2	Rule 6 Order of Business and Debate, Sections 2 & 3
PRESENT TEXT	
<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>	
PROPOSED AMENDED TEXT	
<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>	

IMPACT STATEMENT

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

Submitter(s)

MERRIE NAJIMY (Concord Teachers Association)
COLIN GREEN (New Bedford Educators Assn.)

Bylaws and Rules Committee

Recommends Adoption (8 – 0)

Board of Directors

Recommends Adoption (63 - 0)

#3

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

PRESENT TEXT

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).

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...

PROPOSED AMENDED TEXT

RULE 6, Section 6:

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 for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s).

Rule 6, Section 15:

When debate begins, yellow cards will be recognized in order, up to a maximum of (~~five (5)~~) three (3) yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on...

IMPACT STATEMENT

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

Submitter(s)

MERRIE NAJIMY (Concord Teachers Association)
COLIN GREEN (New Bedford Educators Assn)

Bylaws and Rules Committee

Recommends Adoption (8 – 0)

Board of Directors

Recommends Adoption (41 - 14)

#4

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

PRESENT TEXT

PROPOSED AMENDED TEXT

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.

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.

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.

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.

Rule 6, Section 11f:

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

IMPACT STATEMENT

On the first meeting day, 60 minutes would be dedicated to New Business Items: 30 minutes to items with budgetary implications and 30 minutes to items without. The deadline for submitting New Business Items with budgetary implications would be the Monday prior to the meeting, instead of the conclusion of the first day of business. The deadline for submitting New Business Items without budgetary implications would be 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.

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. 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.

Rule 6, Section 11c:

New business items with budgetary implications must be submitted to the Presiding Officer by 5:00 p.m., on the Monday prior to the Meeting of Delegates, ~~(prior to the conclusion of business on the first meeting day)~~ and shall be considered by the delegates before the budget is adopted.

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.)~~

Rule 6, Section 11e:

Other new business items without budgetary implications shall be submitted to the Presiding Officer prior to 5 p.m. of the first day of a Meeting of Delegates ~~(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.)~~

Rule 6, Section 11f:

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.

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 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 ~~(expire).~~

Rule 6, Section 11h: {New Subsection}

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.

Submitter(s)

MERRIE NAJIMY (Concord Teachers Association)
COLIN GREEN (New Bedford Educators Assn)

Bylaws and Rules Committee

Recommends Adoption (7 - 1)

Board of Directors

Recommends Adoption (41 - 7)

Proposed Amendments to the MTA Bylaws

For Proposed Amended text, added language is underlined, and deleted language is shown as strike-through within parentheses.

#1	Article IV Finance Section 2 Dues, C. Retired Members, 1
PRESENT TEXT	
<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>	
PROPOSED AMENDED TEXT	
<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 annual dues for <u>retired ESP members shall be \$25</u>. At the age of 80, a person who has been paying active/retired membership dues annually to the Association will be considered paid up and membership will continue in the Association provided the NEA dues requirement is maintained. The dues of NEA-R and NEA-R Life will be determined by the NEA Board of Directors.</p>	

IMPACT STATEMENT

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

Submitter(s)

ANDREI JOSEPH (Retired)
 Submitting on behalf of the Retired Members Committee

Bylaws & Rules Committee

Recommends Adoption (8 - 0)

Board of Directors

Recommends Adoption (59 - 0)

#2	Article III Membership Section 3 Individual Membership- Additional Categories, A (2)
PRESENT TEXT	
<p>(2) Retired membership shall be open to any retired employee of a school district, college or university. Retired membership is limited to persons who support the purposes and programs of the Association. In order to be eligible for retired membership, a person must have been an active member for at least five consecutive years immediately prior to retirement, where membership was available as determined by Board policy. Retired members may vote or hold office in the Association as provided by these Bylaws. A person eligible for any category of active membership is not eligible for retired membership.</p>	
PROPOSED AMENDED TEXT	
<p>(2) Retired membership shall be open to any retired employee of a school district, college or university. Retired membership is limited to persons who support the purposes and programs of the Association. In order to be eligible for retired membership, a person must have been an active member for at least five (consecutive) <u>years</u> (immediately prior to retirement, where membership was available as determined by Board policy). Retired members may vote or hold office in the Association as provided by these Bylaws. A person eligible for any category of active membership is not eligible for retired membership.</p>	

IMPACT STATEMENT

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

Submitter(s)

ANDREI JOSEPH (Retired)
 Submitting on behalf of the Retired Members Committee

Bylaws & Rules Committee

Recommends Rejection (7 - 1)

Board of Directors

Recommends Rejection (37 - 18)

#3	Article V Governance: President, Vice President, Executive Director-Treasurer. Section 3. Executive Director-Treasurer, B and E
PRESENT TEXT	
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.	
PROPOSED AMENDED TEXT	
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</u> such policies (and), procedures, <u>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.”

Submitter(s)

MAX PAGE (Massachusetts Society of Professors)
BARBARA MADELONI (Retired)

Bylaws & Rules Committee

Recommends Rejection (5 – 3)

Board of Directors

Recommends Rejection (43 - 16)

#4	Article V Governance: President, Vice President, Executive Director-Treasurer. Section 3. Executive Director-Treasurer
PRESENT TEXT	
Section 3: Executive Director-Treasurer	
It shall be the duty of the Executive Director-Treasurer to:	
<i>New Language After Line W.</i>	
PROPOSED AMENDED TEXT	
Section 3: Executive Director-Treasurer	
It shall be the duty of the Executive Director-Treasurer to:	
<i>[Add New Line X]:</i>	
<u>X. Nothing in the above enumeration of duties shall be construed to limit the authority of the MTA Annual Meeting to decide on annual budget line items.</u>	

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.

Submitter(s)

JIM KAPLAN (Retired)
JOANNA GONSALVES (MSCA)

Bylaws & Rules Committee

Recommends Adoption (8 – 0)

Board of Directors

Recommends Rejection (39 - 18)

For Proposed Amended text, added language is underlined, and deleted language is shown as strike-through within parentheses.

#5 Article VII Nominations, Elections & Terms of Office
Section 2. President and Vice President, C, E, and G
Article IX Delegate Meetings, Section 2. Delegates, G. Duties

PRESENT TEXT

Article VII, Section 2.

C. Election

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

PROPOSED AMENDED TEXT

Article VII, Section 2.

C. Election

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

PRESENT TEXT

Article VII, Section 2

E. Vacancies - President

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

G. Vacancies - President and Vice President

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

PROPOSED AMENDED TEXT

Article VII, Section 2

E. Vacancies - President

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

G. Vacancies - President and Vice President

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

PRESENT TEXT

Article IX, Section 2

G. Duties

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

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

PROPOSED AMENDED TEXT

Article IX, Section 2

G. Duties

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

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

#6	Article IV Finance Section 1. Budget, C.
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PRESENT TEXT

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.

PROPOSED AMENDED TEXT

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 two-thirds (2/3) vote (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.

Submitter(s)

CRAIG BEAULIEU (Stoughton Teachers Association)
ASHLEY MALLARD (Bridgewater Raynham Education Association)

Bylaws & Rules Committee

Recommends Rejection (8 - 0)

Board of Directors

Recommends Rejection (53 - 0)

IMPACT STATEMENT

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

Submitter(s)

CRAIG BEAULIEU (Stoughton Teachers Association)
ASHLEY MALLARD (Bridgewater Raynham Education Association)

Bylaws & Rules Committee

Recommends Adoption (5 - 3)

Board of Directors

Recommends Adoption (38 - 18)

For Proposed Amended text, added language is underlined, and deleted language is shown as strike-through within parentheses.

#7	Article X. Committees
PRESENT TEXT	
[Adding new Section 12, after existing Section 11.]	
PROPOSED AMENDED TEXT	
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.

Submitter(s)

CRAIG BEAULIEU (Stoughton Teachers Association)
 ASHLEY MALLARD (Bridgewater Raynham Education Association)

Bylaws & Rules Committee

Recommends Adoption (5 – 3)

Board of Directors

Recommends Rejection (43 - 11)

#8	Article IX Delegate Meetings Section 5. Voting (D)
PRESENT TEXT	
Section 5. Voting A. Only official delegates shall be entitled to vote. B. Each delegate shall have one vote. C. Delegates shall vote in the district and region in which they are employed. D. Delegates for Statewide Retired Electoral District shall vote in that district.	
PROPOSED AMENDED TEXT	
Section 5. Voting A. Only official delegates shall be entitled to vote. B. Each delegate shall have one vote. C. Delegates shall vote in the district and region in which they are employed. 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>	

IMPACT STATEMENT

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

Submitter(s)

CRAIG BEAULIEU (Stoughton Teachers Association)
 ASHLEY MALLARD (Bridgewater Raynham Education Association)

Bylaws & Rules Committee

Recommends Rejection (8 – 0)

Board of Directors

Recommends Rejection (54 - 1)

#9

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

PRESENT TEXT

C. Retired Members

(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.

PROPOSED AMENDED TEXT

C. Retired Members

(1) Effective July 1, ~~2007~~ 2026, and thereafter, the annual dues for retired members shall be ~~\$30~~ \$50. 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.

IMPACT STATEMENT

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

Submitter(s)

CRAIG BEAULIEU (Stoughton Teachers Association)
ASHLEY MALLARD (Bridgewater Raynham Education Association)

Bylaws & Rules Committee

Recommends Rejection (8 - 0)

Board of Directors

Recommends Rejection (56 - 1)



FREE Benefits for MTA Members

- ◆ Identity Theft Protection
- ◆ Student Loan Counseling
- ◆ Credit/Debt Counseling
- ◆ NEA Complimentary Life Insurance
- ◆ Magazine Subscriptions
- ◆ Long-Term Care Planning Resources



Because your money matters



www.mtabenefits.com/free-member-benefits

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HUMAN & CIVIL RIGHTS AWARDS

2026 NOMINATIONS ARE OPEN

Please nominate an individual or group for the Louise Gaskins Lifetime Civil Rights Award or the Kathleen Roberts Creative Leadership Award. The deadline for nominations is **April 20**.

massteacher.org/hcr

For Proposed Amended text, added language is underlined, and deleted language is shown as strike-through within parentheses.

#10	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	
<p>Article VI, Section 2 A. Composition</p> <p>(1) The Board of Directors, hereinafter called the Board, shall consist of the President, Vice President, Executive Director-Treasurer, District Directors, one At-Large Director for Education Support Professionals, one At-Large Director for Ethnic Minority Membership, Statewide Retired District Director(s), Executive Committee members, and the National Education Association Director(s) and nonvoting members consisting of any NEA Student Director(s) attending school in Massachusetts and any NEA Executive Officers, NEA Executive Committee Member, NEA Retired Director, and any At-Large NEA Director who is also a member of the Association.</p>	
PROPOSED AMENDED TEXT	
<p>Article VI, Section 2 A. Composition</p> <p>(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, <u>one At-Large Director for Early Career Educators</u>, Statewide Retired District Director(s), Executive Committee members, and the National Education Association Director(s) and nonvoting members consisting of any NEA Student Director(s) attending school in Massachusetts and any NEA Executive Officers, NEA Executive Committee Member, NEA Retired Director, and any At-Large NEA Director who is also a member of the Association.</p>	

PRESENT TEXT
<p>Article VII [Add new Section 10 after existing Section 9.]</p>
PROPOSED AMENDED TEXT
<p>Article VII [Add, after Section 9]: <u>Section 10: At-Large Director for Early Career Educators</u></p> <p>A. <u>Eligibility</u> <u>Any active member of the Association within their first five years as an educator who has not previously served on the Board of Directors is eligible to be a candidate for At-Large Director for Early Career Educators.</u></p> <p>B. <u>Nomination Papers</u></p> <p>(1) <u>Nomination papers may be obtained:</u></p> <ol style="list-style-type: none"> a. <u>in person or in writing</u> b. <u>from the Executive Director-Treasurer</u> c. <u>any time after July 1.</u> d. <u>Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.</u> <p>(2) <u>Nomination papers must be signed by 100 active Association members:</u></p> <ol style="list-style-type: none"> a. <u>No more than 50 of those signatures may be obtained from any one local affiliate.</u> b. <u>No more than 75 of those signatures may be obtained from any one electoral district.</u> <p>(3) <u>Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.</u></p> <p>(4) <u>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.</u></p> <p>C. <u>Election</u></p> <p>(1) <u>The only candidates shall be those nominated in accordance with Section 10B above.</u></p> <p>(2) <u>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.</u></p> <p>(3) <u>If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.</u></p>
<i>Continued on next page</i>

PROPOSED AMENDED TEXT

Continued from previous page

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.

#11

**Article VII 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 AMENDED 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.

Submitter(s)

AYLAT LIFSHITZ (Malden Education Association)

Bylaws & Rules Committee

Recommends Rejection (6 – 2)

Board of Directors

Takes No Position (30 - 24)

IMPACT STATEMENT

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

Submitter(s)

AYLAT LIFSHITZ (Malden Education Association)

Bylaws & Rules Committee

Recommends Adoption (8 – 0)

Board of Directors

Recommends Adoption (34 - 20)

Amendments to Resolutions are Recommended

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.

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)

Retirement Planning

You only retire once. You should not be expected to be an expert in something you will never do again. Take advantage of the valuable services provided by our retirement consultants, who are available to MTA members without charge.

Consultations

All consultations are held by appointment only during the hours listed. Members are advised to call selected MTA consultants in advance to schedule an appointment.

Proof of membership must be submitted when requesting retirement services. This schedule is in effect from September to June except at MTA's Quincy headquarters, which is staffed during the summer and school vacations. Please be aware that the MTA consultants do not have records of your service, so members are advised to bring that information along to meetings.

Consultants are able to provide retirement advice to members in all segments of the MTA membership, including K-12, higher education and Education Support Professionals.

Quincy Office

Peter Mili - virtual on weekdays.
Contact: pmili@massteacher.org or 617-878-8256.

Patricia Thompson - virtual on weekdays.
Contact: pthompson@massteacher.org or 617-878-8766.

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West Springfield Office

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Larry Abbruzzi - by phone second Saturday of each month. Contact: labbruzzi@massteacher.org or 508-824-9194.

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Higher Ed Members

JoAnne Martone. Contact: jmartone@massteacher.org or 617-878-8055.



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LAST WORD

Tracy Fernandez

**Brockton Education Support
Professional Association**

“ I don't think education has all the right people at the table. As a paraprofessional, I'm with the students all day, every day. When you pull a teacher out, I'm there. When we go to a different specialist, I'm there. When we go to lunch, I'm there. But my perspective on what the student may need is almost looked down on. There's a connotation that a paraprofessional is 'just a para.' That's also the difference in my paycheck. You value my work. You do not value my title.”

PHOTOGRAPH BY ERIC HAYNES

