



**181<sup>ST</sup>**

**ANNUAL MEETING OF DELEGATES**

**MAY 8-9**

**Hynes Convention Center - Boston, MA**

**NBI 28**

**2026 FORM FOR NEW BUSINESS ITEMS**

NBI Name			Date and Time
Title II workload study and creation of statewide contract language framework			5/8/2026 21:08
Delegate Making the Motion Rala Diakite	Cell 978-855-6907	Email rdiakite2468g mail.com	Association Represented or Retired Massachusetts State College Association - Fitchburg State chapter
Delegate Seconding the Motion Linda Leblanc	Cell 978-708-6907	Email lileblanc333 @gmail.com	Association Represented or Retired Massachusetts State College Association - Fitchburg State chapter

According to the MTA Standing/Special Rules:  
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

**MOTION**

MOVED:

That the Massachusetts Teachers Association undertake a study and produce a white paper on the impact of the additional Title II workload to K-12 and postsecondary educators and librarians and that the Massachusetts Teachers Association shall develop and make available a statewide contractual framework that prevents the shifting of technical remediation burdens onto K-12 and higher ed educators and librarians, ensuring that educational institutions provide the necessary and sufficient technological staff to perform these tasks or provide equitable compensation for the acquisition and application of these new skills.

SUBMITTER'S RATIONALE:

We affirm that the new federal mandate under Title II to make digital instructional materials accessible is a necessary and worthwhile initiative that advances inclusion and equity in educational settings. We are concerned about the manner in which this mandate is being implemented, particularly with regard to its impact on educator and librarian workload. The mandates of Title II have evolved to require the remediation of instructional materials and digital resources to meet specific federal standards, a task that demands a level of technological expertise outside the traditional scope of faculty and librarian professional responsibilities. Institutions are trying to force faculty and librarians to absorb this highly technical workload without adequate training, technical support staff, or compensation, leading to an untenable expansion of the workday. The aforesaid work of remediation may also be the work of a different bargaining units. Given the new circumstances of Title II, Massachusetts K-12 and Higher Education contracts lack language protecting members from being required to perform specialized technological labor that falls outside their primary roles as educators and information professionals. This white paper will support the creation of the contractual framework and enable advocacy around

these issues. By identifying Title II remediation as a specialized technical burden, the Massachusetts Teachers Association can prevent "workload creep" and ensure that K-12 and higher education institutions do not exploit K-12 and postsecondary educators and librarians to fulfill federal mandates for which adequate resources have not been provided.

SUBMITTER'S COST & STAFF TIME ESTIMATE:  
two people. \$2000.

DUES IMPACT **(For MTA use only):**  
\$0

MTA COST & STAFF TIME ESTIMATE **(For MTA use only):**  
\$0, 100 hours