

MTA Board Priorities for 2025-2026

1. **Organize** a more engaged membership to ensure strong democratic locals and a powerful unified MTA membership.
 - a. Increase membership (to achieve greater financial stability and organizing and political power) through plans in every local (with special attention to those locals with little engagement with the MTA) to reach out to all potential members. Set a goal for total membership across the union, as well as density in each local.
 - b. Continue the work of having all locals engage in democratic, expanded bargaining, including authentic involvement of parents and the broader community, and developing the escalating action plans necessary to win transformative contracts, including those focused on living wages and benefits for ESPs. Set a goal for having locals negotiating this year (or next) engage in expanded bargaining.
 - c. Invest a significant sum – \$1 million – in our Independent Expenditure PAC, as a signal to our own locals (and our own potential member candidates) that we are committed to winning local and state legislative races. Rewrite CRC processes and IE PAC bylaws to have majority member voice on the IE PAC.
 - d. Develop and implement a plan to encourage locals to engage in local races with a candidate endorsement process. Set a goal for the number of locals becoming active in local and state rep and senator elections.
2. **Defend** democracy, public education, unions, and the common good against the escalating federal attacks on our rights and institutions.
 - a. Engage in the state budget fight to protect public education, and public services more generally, in the wake of the federal cuts, including advocacy for corporate fair share revenues with our Raise Up Massachusetts and other coalition partners.
 - b. Engage in a union-wide, ongoing political education effort, including the history of labor, the lessons from worldwide fights against authoritarianism and fascism, and the threats to public education and academic freedom.
 - c. Defend our students and their families who are threatened, and defend our members, including their academic freedom, their freedom to teach, and their freedom to protest. Play an active role at the national level, within the NEA and beyond, to defend and advance democracy, unions, and public education.

3. **Mobilize** the political power of the MTA and its members to engage in statewide legislative and policy campaigns that advance public education, labor rights, and the common good.
 - a. Work with other union and progressive organizations to encourage the development of credible alternative voices in Massachusetts politics.
 - b. Part of the resistance to the current presidential administration is for our union to “fight forward” and win material gains for our members through statewide campaigns. Beginning this year, MTA will explore launching legislative constitutional amendment campaigns, which includes organizing conversations with rank-and-file members at their worksite, for a wealth tax, universal public childcare and early education, including kindergarten, and high-quality, debt-free public higher education. Furthermore, building on new legal guidance, engage in a campaign to help locals who want to join the state’s excellent paid family and medical leave program.
 - c. Continue our efforts to win legislative and education policy gains, including defending our Question 2 victory by winning improvements to the graduation requirement system, addressing the preK-16 fiscal crisis, achieving safe schools, MTEL reform and retiree cost of living.