

179TH

**ANNUAL MEETING
OF DELEGATES**

**DELEGATE
HANDBOOK**

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

Max Page, President
Deb McCarthy, Vice President
Mike Fadel, Executive Director-Treasurer

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SCHEDULE OF EVENTS

TIME	EVENT	LOCATION
THURSDAY, APRIL 25		
2 – 4 p.m.	Exhibitor/Candidate Booth Set-up	MassMutual Center
FRIDAY, APRIL 26		
8 a.m. – 9 a.m.	Exhibitor/Candidate Booth Set-up	MassMutual Center
9 a.m. – 1 p.m.	MTAB Sponsored Booths	MassMutual Center
9 a.m. – 6 p.m.	MTA Candidates and MTA Internal Booths	MassMutual Center
10 a.m. – 6 p.m.	Delegate and Non-Delegate Registration	Hall A
10 a.m. – 6 p.m.	Meeting Rooms	MassMutual Center
10:45 a.m. – 11:45 a.m.	Retired Delegates Breakfast	Ballroom C (2nd Floor)
11 a.m.	Business Session Doors Open	Hall B
11 a.m. – 12 p.m. (Noon)	Final Deadline: Proposed Amendments to Standing Rules	Hall B or via email
11:30 a.m. – 11:50 a.m.	MTA Chorus	Hall B
12 p.m. (Noon)	Business Session Convenes	Hall B and online
Prior to Recess	Final Deadline: New Business Items WITH Budgetary Implications	Hall B or via email
5:30 p.m. (Approximately)	Business Session Recesses	Hall B and online

TIME	EVENT	LOCATION
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SATURDAY, APRIL 27

7 a.m. – 8:30 a.m.	Higher Education Delegates Meeting	Ballroom C (2nd Floor)
8 a.m.	Business Session Doors Open	Hall B
8 a.m. – Close of elections	Delegate and Non-Delegate Registration	Hall A
8 a.m. – 11 a.m.	Candidates, MTAB Sponsors, and Internal Booths	MassMutual Center
8 a.m. – Adjournment	Meeting Rooms	MassMutual Center
9 a.m.	Business Session Reconvenes	Hall B and online
10 a.m. (Approx.)	Final Deadline: New Business Items WITHOUT Budgetary Implications	Hall B or via email
11 a.m. / After budget	Elections	Hall B and online
11 a.m. or earlier	Dismantling of MTA Candidate Booths	MassMutual Center
11 a.m. – 1 p.m.	Dismantling of all other Booths	MassMutual Center
Upon conclusion of election	Registration Room Closes	Hall A
After election until adjourn	Late Delegate and Non-Delegate Registration	Hall B Entrance
2 p.m. (Approx.)	Runoff Election (if Necessary)	Hall B and online
3 p.m. (Approx.)	Business Session Adjourns	Hall B and online

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

NEW BUSINESS ITEMS submitted to the President in the MTA/Quincy Office by 5 p.m. on Monday, April 22, will be distributed to the delegates at Registration and commence to be considered at the Friday session. New Business Items WITH budgetary implications should be submitted either by the Monday prior to the Annual Meeting (April 22) or no later than prior to the conclusion of business on Friday (April 26) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2024-2025, which will occur Saturday morning. A New Business Item WITH budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$1,000 by the MTA. New Business Items WITH budgetary implications will

be considered in the order in which they are received but before other New Business Items WITHOUT budgetary implications. Other New Business Items WITHOUT budgetary implications may be submitted during the meeting up to the end of the first hour on Saturday morning (by approximately 10 a.m. Saturday, April 27). New Business Items with a policy implication must be submitted by 5 p.m. on the Monday (April 22) prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer. These may be considered during the meeting in the order in which they are received. If you have any questions, please contact Jennifer Freeling, Director of Governance and Administration Division at jfreeling@massteacher.org.

The Business Session is held in the MassMutual Center, Hall B. Doors open at 11 a.m. on Friday and 8 a.m. on Saturday. Admittance requires a proper badge at all times.

2024 BUSINESS SESSION AGENDA

FRIDAY, APRIL 26 12 p.m. - Recess (approximately 5:30 p.m.)

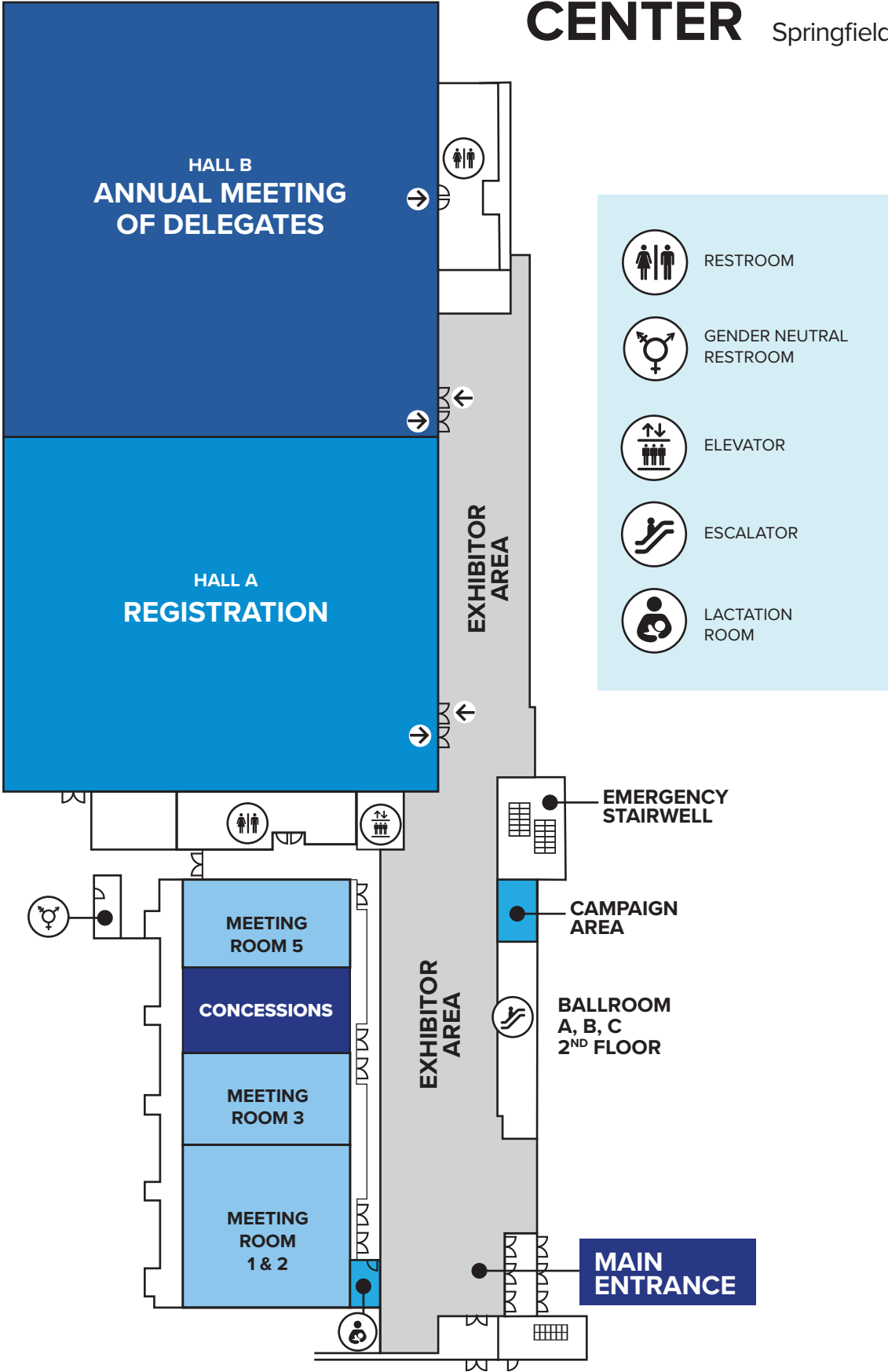
1	Call to Order (Noon)	Max Page, President, Presiding
2	Pledge of Allegiance and “The Star-Spangled Banner”	
3	Land Acknowledgment	MTA Members
4	Member Acknowledgement	MTA Members
5	Opening Remarks	Max Page, President, Presiding
6	Announcements	Max Page, President, Presiding
7	Adopt the Preliminary Credentials Report (Quorum)	Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
8	Adopt Special Meeting Rules	Jacqueline Gorrie, Chair, Bylaws and Rules Committee
9	Adopt the Order of Business	Max Page, President, Presiding
10	Report on Certified Candidates	Pam Skinner and Deb Mousley, Co-Chairs, C&B
11	Recognition of Bargaining Certificate Program Graduates	Deb McCarthy, Vice President
12	MTA Video	
13	Act on Proposed Amendments to the MTA Standing Rules	Jacqueline Gorrie, Chair, Bylaws & Rules Committee
14	Act on Proposed Amendments to the MTA Bylaws	Jacqueline Gorrie, Chair, Bylaws & Rules Committee
15	Act on Proposed New Business Items with/without Budgetary Implications	Max Page, President, Presiding
16	Adopt the Supplemental Credentials Report	Pam Skinner and Deb Mousley, Co-Chairs, C&B
17	Speeches by Candidates for President and Vice President	
18	Recess	

SATURDAY, APRIL 27 9 a.m. - Adjournment

19	Call to Order (9 a.m.)	Max Page, President, Presiding
20	Announcements	Max Page, President, Presiding
21	Adopt the Supplemental Credentials Report	Pam Skinner & Deb Mousley, Co-Chairs, C&B
22	Awards Recognition A. Recognition of Teacher of the Year B. Recognition of ESP of the Year C. MTA President's Award D. Friend of Education E. Friend of Labor	Max Page, President, Presiding De'Shawn Washington, Lexington Ed. Assn. Karen Torres, Andover Education Assn. Jane McAlevey, Union Organizer, Writer Citizens for Public Schools Shawn Fain, President, United Auto Workers
23	Act on Proposed New Business Items WITH Budgetary Implications	Max Page, President, Presiding
24	Act on the Recommended Annual Operating Budget and Dues for FY2024-2025 A. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2024-2025 B. Act on the Recommended MTA Annual Operating Budget and Dues for FY2024-2025	Deb McCarthy, Vice President; Chair, Advisory Budget Committee
25	Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2024-2025	Max Page, Chair of the PR/Organizing Campaign
26	MTA Elections will start at 11 a.m. If budget action goes beyond 11 a.m., elections will begin immediately after the budget vote.	
27	Issues Forum	Max Page, President, Presiding
28	MTA Leadership Reports A. Max Page, President B. Deb McCarthy, Vice President C. Mike Fadel, Executive Director-Treasurer	
29	Act on Proposed New Business Items WITHOUT Budgetary Implications	Max Page, President, Presiding
30	Act on Proposed Resolutions	Deb Gesualdo, Chair, Resolutions Committee
31	Announce the Results of the Election	Pam Skinner & Deb Mousley, Co-Chairs, C&B
32	Adopt the Final Credentials Report	Pam Skinner & Deb Mousley, Co-Chairs, C&B
33	Announce the Results of Any Runoff Election (if Necessary)	Pam Skinner & Deb Mousley, Co-Chairs, C&B
34	Announcements and Points of Personal Privilege	
35	VOTE Giveaway	
36	Closing Comments	Max Page, President, Presiding
37	Adjournment	

MASSMUTUAL CENTER

Springfield, MA



RECOMMENDED SPECIAL RULES OF THE 2024 ANNUAL MEETING

The rules below are the MTA standing rules, *adapted as necessary* to address the hybrid format of the 2024 meeting. The 2024 Annual Meeting Special Rules are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian, the MTA Bylaws and Standing Rules Committee, and are approved and recommended by the MTA Board of Directors.

RULE 1 Certification and Registration

Section 1

Composition of Credentials and Ballot Committee - A Credentials and Ballot Committee shall be appointed by the President for 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.

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

RULE 2 Delegates and Alternates

Section 1

Certification of Delegates - Each local association shall file with the Executive Director-Treasurer, via the systems provided, the list of elected local delegates and alternates by April 19, 2024. No additional reporting shall take place after that date. For the purposes of these rules, the term “local” shall be deemed to include all local associations.

Section 2

Alternates - Only an elected alternate, reported to the MTA by April 19, 2024, may take the place of an absent delegate and only as authorized by the local president.

RULE 3 Registration/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

Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.

Section 4

Quorum shall be established based on the number of delegates in the designated meeting room at the MassMutual Center, in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.

Section 5

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

Section 6

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

RULE 4 Seating

Section 1 Non-Delegates

(a) Meetings of Delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.

(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 seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff.

(b) Proper identification shall determine admittance to the proper section.

(c) Members of the press shall be given appropriate identification and admitted to the area reserved for their use.

(d) MTA staff members who need access to the floor of the meeting shall wear appropriate identification.

(e) The chair and members of each delegation shall assume responsibility for permitting only certified delegates to sit in the section designated for delegates.

(f) A separate seating area shall be provided specifically for those delegates who prefer to wear masks, and only delegates wearing masks shall be permitted in said area.

RULE 5 Local Delegations

Section 1

Each local delegation shall elect a chair and vice chair as appropriate.

Section 2

If a roll call is requested, the AV platform can report individual delegate voting.

RULE 6: Order of Business and Debate

Section 1

The President and Executive Director-Treasurer will have time on the agenda to add to the printed reports and to respond to questions from the floor.

Section 2

The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.

Section 3

The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.

Section 4

The Meeting(s) of Delegates shall be conducted in accordance with the provisions of the MTA Bylaws.

Section 5

There shall be an official parliamentarian appointed by the President.

Section 6

No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, 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). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating a motion may not conclude their remarks by moving to close debate.

Section 7

All motions made by delegates participating remotely requiring a second are deemed to be seconded.

Section 8

Questions on the determination of whether or not an item is one of new business or a resolution shall be channeled through the Presiding Officer for a decision.

Section 9 New Business Items

(a) New business items without budgetary implications will be followed by Resolutions.

(b) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.

(c) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.

(d) New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be

considered throughout the meeting at times determined by the Presiding Officer.

(e) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.

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

Section 10

No delegate speaking in debate may move the previous question.

Section 11

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

Section 12

Delegates need to enter the speaking queue by adding their name to the speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

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

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for “a question or point of order,” Green for “in favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

Section 13

Executive Session will not be possible during the 2024 Annual Meeting of Delegates.

Section 14

Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7 Resolutions

Section 1

Proposed Resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee prior to 5 p.m. on the second Friday in January. Any proposed resolution approved by a majority vote of the Resolutions Committee shall be recommended to the Meeting(s) of Delegates, after having been presented to the March meeting of the MTA Board of Directors for its commendation. 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

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

Section 3

Proposed amendments to the Bylaws and the Standing Rules, submitted by individual members or a 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

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.

Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting. Speech may be delivered in-person or remotely via the online meeting platform.

Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee

member, or designee, shall be given three (3) minutes to speak in person to the respective delegates.

Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.

The committee shall report to the Annual Meeting of Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2 Elections

(a) Election shall be held at the Meeting(s) of Delegates on the day when the final business session takes place.

(b) For the 2024 Annual Meeting of Delegates, the election of candidates is scheduled to start at 11 a.m. on Saturday, after action on the proposed budget, and will take place within the business session (in person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.

(c) No other business 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.

(d) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District Delegates. The candidates receiving the highest number of votes shall be declared elected.

(e) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.

(f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

Section 3 Campaign Expenditures

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.

The Credentials and Ballot Committee shall certify the receipt of these reports.

RULE 10 Distribution of Campaign Materials

Section 1

All campaign materials shall be properly identified by source and sponsorship.

Section 2

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

Section 3

At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4

Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11 Electioneering

Section 1

No electioneering shall be allowed during the time specified for the election.

Section 2

At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12 Sergeant-at-Arms

The Presiding Officer of the Meeting(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.

Lactation Room

Room E1031 has been designated to serve as a Lactation Room. This will be a private space that can be used by event attendees at the convention center. It is located next to the entrance to Meeting Room #1.

Lost and Found

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

DUTIES OF ANNUAL MEETING OF DELEGATES

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

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

- (1) Have jurisdiction over the accreditation of delegates and alternates at the Annual Meeting.
- (2) Adopt the agenda and the rules governing the meetings.
- (3) Elect the President, Vice President, Regional Executive Committee members, the At-Large ESP Executive Committee member, the Statewide Retired Region Executive Committee member, the Board of Directors, the At-Large Director for Ethnic Minority Membership, the At-Large Director for Education Support Professionals, the Statewide Retired District Director(s), and the members of the Candidate Recommendation Committee as is provided in these Bylaws.
- (4) Fill interim vacancies that have occurred in the positions of Vice President, Executive Committee members, Board of Directors, in accordance with Article VII, Sections 2F, 3E, and 4E.
- (5) Adopt the annual budget of the Association.
- (6) Establish the level of annual dues.
- (7) Amend the Bylaws of the Association.
- (8) Act on new business items brought before it.
- (9) Enact all other such measures as may be necessary to achieve the goals and objectives of the Association which are not in conflict with the Bylaws.
- (10) Exercise final authority in all matters of the Association, except as otherwise provided in these Bylaws or by statute.

MTA AWARDS



MTA FRIEND OF LABOR AWARD

Shawn Fain is the president of the United Auto Workers, who led the union in 2023 through concurrent strikes of the Detroit Three automakers at locations throughout the United States.



MTA PRESIDENT'S AWARD

Jane McAlevey is a labor organizer and senior fellow at the University of California at Berkeley's Labor Center, as well as the strike correspondent for The Nation.



MTA FRIEND OF EDUCATION AWARD

Citizens for Public Schools is a nonprofit that promotes and protects public schools and opposes political and social initiatives that seek to endanger public education. Its recent efforts include engaging with the MTA on a ballot initiative and legislative effort to replace the MCAS-based high school graduation test.



MASSACHUSETTS TEACHER OF THE YEAR

De'Shawn C. Washington is a member of the Lexington Education Association and a graduate of UMass Boston with a bachelor's degree in accounting and master's degrees in special education and elementary education.



MTA EDUCATION SUPPORT PROFESSIONAL (ESP) OF THE YEAR

Karen Torres is a 17-year Instructional Assistant who is a member of the Andover Education Association. She works at Bancroft Elementary School.

COVID-19 GUIDELINES

COVID-19 Guidelines

THE 2024 MTA Annual Meeting of Delegates will be held April 26-27, 2024 at the MassMutual Center in Springfield, *with a virtual attendance option available.*

Mask-Required Seating Area

Within the Business Session room, a “mask required” section will be specifically designated and clearly labeled. Delegates who prefer to be seated among others who are wearing masks may choose at any time to sit in this section. Only those delegates wearing a face mask will be allowed access to this section.

Aside from the designated mask-required seating area, masking is encouraged but not required. MTA will have a supply of masks available.

Delegate Commitment

As part of the pre-registration process, delegates will be asked to indicate how they will attend the meeting – either in-person or remote. After making this selection, changes are not permitted except in the case of a health situation as outlined below, which will necessitate a switch from in-person to remote.

In-person delegates have a personal responsibility for monitoring their own health and COVID status in consideration of the health of fellow delegates. Delegates must commit to the following when they pre-register if choosing in-person attendance:

- They will take a COVID-19 test within 72 hours prior to the start of Annual Meeting.
- They will not attend in-person if **any** of the following occur within 72 hours prior to Annual Meeting:
 - Delegate tests positive COVID-19.
 - Delegate has been in close contact with a person with COVID-19.
 - Delegate is experiencing symptoms of COVID-19.
- If any of the prior occur, the delegate has the option of contacting MTA (via email, AnnualMeeting@massteacher.org) to switch to become a remote delegate.

Vaccine

COVID-19 vaccination with all currently recommended boosters is encouraged but not required. Please note, on February 28, 2024, the CDC issued the recommendation that adults aged 65 and older should receive an additional updated 2023-2024 COVID-19 vaccine dose (<https://www.cdc.gov/media/releases/2024/s-0228-covid.html>).

Social Distancing

Seating in the Business Session room will not accommodate social distancing.

Food

Food will be permitted in the Business Session room, and there will be no lunch break. Alternate indoor spaces for dining will be available within the convention center; for those who prefer outdoor space, a park is located directly across the street from the MassMutual Center.

Air Quality and Sanitation

The MassMutual Center’s air handling units use MERV-11 filters, which will be changed prior to our meeting. The business session will be held in a hall with air exchange rates of 4.6 per hour and ceiling heights of 27 feet.

Sanitizing wipes will be available at microphones.

Hand-sanitizing stations will be placed in public areas.

DELEGATE REGISTRATION & PROCEDURAL INFORMATION

Delegate Registration

Onsite Delegate Registration at the 2024 Annual Meeting of Delegates is located in Hall A on the first floor of the MassMutual Center. The Business Session will take place next to the registration room, in Hall B. All on-site delegates must proceed through Registration in Hall A only once, and must do so before gaining entry to the Business Session.

Friday, April 26

- Delegate registration 10 a.m. to 6 p.m.
- Business Session doors open 11 a.m.

Saturday, April 27

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

Certification and Registration

According to the MTA Standing Rules, RULE 1: Certification and Registration, Section 2. Duties:

The Credentials and Ballot Committee shall be responsible for the supervision of the accreditation of delegates and alternates at meetings of the delegates and for the seating of delegates. The decisions of the Credentials and Ballot Committee shall be final unless overruled by the Meeting(s) of Delegates.

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

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

To proceed through on-site registration, delegates should be prepared to show a government-issued photo ID to the Credentials and Ballot member at Registration in Hall A. The delegate will then be provided with a name badge, a unique delegate voter keycard, and color-coded badge

holder (colors correspond to MTA's Electoral Regions, A through H, plus Retired). The keycard provided must be inserted into the electronic handheld keypad device, to be picked up at the entrance to the Business Session.

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

Identification Credentials

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

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

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

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

Late Registration Cutoff

For the 2024 meeting, April 19 was the cutoff date for local presidents to report elected delegates and alternates to MTA. After that date, delegate and alternate names are not accepted, and new delegate credentials cannot be provided.

Late Delegate Seating

In-person delegates who arrive to register after the official close of Delegate Registration on Saturday must go to the Sergeant-at-Arms table located at the entrance to Hall B. Such delegates must obtain approval of the seated delegation in order to proceed with registration.

Non-Delegate Registration And Seating

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

Alternate Delegates

Local presidents were advised of a deadline to report any elected alternates to the MTA no later than April 19. Local presidents may instruct the MTA Credentials and Ballot Committee to seat an elected and reported alternate to replace a delegate who was unable to attend. To make such a change, the alternate must have been reported to MTA by April 19. The local president may communicate this change either in-person at the Registration Service Desk in Hall A during registration hours, or by emailing MTAGovernance@massteacher.org.

Help and Issues Resolution

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

Replacement of Lost Delegate Registration Materials

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

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

Please follow these instructions to replace lost delegate materials:

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

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

Budget Books and Bylaws

A limited number of Budget Books and copies of the MTA Bylaws and Standing Rules will be available at the Bylaws and Rules Table adjacent to the podium. Proposed amendments to the Bylaws must have been submitted in writing to the Bylaws and Rules Committee prior to 5 p.m. on the second Friday in January.

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

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

Amendments to the Standing Rules

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

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

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

To file an amendment to the Standing Rules, please fill out the Form for Submitting Amendments to the Standing Rules and submit to the Bylaws and Rules Committee. Forms will be available in Hall B at the Bylaws and Rules Committee table or by requesting the form via email.

Proposed Resolutions

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

New Business Items

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

New Business Items WITH budgetary implications must be submitted either by the Monday prior to the Annual Meeting or no later than prior to the conclusion of business on Friday at the Annual Meeting so they may be acted upon prior to adoption of the annual budget and the dues for FY 2024-2025, which will occur Saturday morning. A New Business Item WITH budgetary implications is defined as any activity or action that would result in an additional MTA expenditure of more than \$1,000.

New Business Items WITH budgetary implications will be considered in the order in which they are received but before other New Business Items WITHOUT budgetary implications.

New Business Items with policy implications must be submitted by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the presiding officer and before Resolutions.

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

The New Business Item form is available on the MTA Annual Meeting webpage, at massteacher.org/annualmeeting, and may be submitted by email to MTAGovernance@massteacher.org or submitted to the podium assistant in the Business Session room.

Motions

MTA Standing RULE 6: Section 13:

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

Use the “Motion Form” to submit motions to the Chair. Forms may be obtained from the podium or from the Bylaws Committee table, which is adjacent to the podium. Then, deliver your written motion to the podium assistant.

PARLIAMENTARY MOTIONS GUIDE

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

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

Based on Robert's Rules of Order Newly Revised

INCIDENTAL MOTIONS

No order of precedence. Arise incidentally and decided immediately.

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

MOTIONS THAT BRING A QUESTION AGAIN BEFORE THE ASSEMBLY

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

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

Based on Robert's Rules of Order Newly Revised

SPEAKING FROM THE FLOOR

Obtaining the Floor – How To Be Recognized at the Microphone

Delegates need to enter the speaking queue by adding their name to the speaker list at the microphone stations throughout the business session meeting room or online using the virtual platform. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

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

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for “a question or point of order”, Green for “In favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

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

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

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

No delegate speaking in debate may move the previous question.

Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

Recognition

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

Reconsideration

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

Voting Counts

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

Speaking Order

Any delegate wishing to speak or make a motion should follow the procedure above to be recognized to speak. No member shall speak in debate more than twice to the same question during the same meeting, or longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s) (*MTA Special Standing RULE 6, Section 6*).

Speaking From The Floor

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

Seconding Motions

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

2024 ELECTIONS

MTA Standing Rule 1, Section 2

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

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

The Following Elections Will Be Held at the 2024 Annual Meeting of Delegates

MTA President

1 Vacancy Term: July 15, 2024 – July 14, 2026
1 Candidate: MAX PAGE

MTA Vice President

1 Vacancy Term: July 15, 2024 – July 14, 2026
2 Candidates: DEB MCCARTHY and YAHAIRA RODRIGUEZ

IMPORTANT! All Delegates will take part in the officer elections, MTA President and Vice President.

Uncontested Election

Candidates who ran uncontested were declared elected in accordance with the election waiver provision of the bylaws for the following seats: Board of Directors, At-Large Director for Ethnic Minority Membership; District Directors for 7B, 10B, 35C, 42C, 14D, 32D, 23F, 24F, 19G, 44H, and 46H; and the Retired Members Committee (4 seats).

Candidate Names

The list of certified candidates in contested races and those elected under the waiver can be found on pages 27-28.

Candidate Speeches – Friday, April 26, 2024

Candidates for President and Vice President will be given the opportunity to speak as the last item of business of the Friday Business Session.

Candidate Speeches Online

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

Election Schedule – Saturday, April 27, 2024

The elections are scheduled to start at 11 a.m. on Saturday, after action on the proposed budget and will take place within the Business Session (in person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward. Each contested race will be conducted in succession at that time, with each race open for a specified time (as announced from the podium) during which voting is open.

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

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

Voting in the Elections

The elections will take place as part of the Business Session, not in a separate voting room. At that point on the agenda, one at a time, each contested race and its candidates will appear on the voting screen. Each race will be open for a specified time period, as announced from the podium. Election voting will work the same way as all other voting taking place within the meeting.

For those delegates participating remotely, when the election appears on your screen, to cast your vote, click on your desired selection, and it will be highlighted. **No button to submit is required.**

In-person delegates who have completed the registration process onsite will have a unique voting keycard and should be sure that card is inserted into a handheld keypad device available at the entrance to the Business Session. The keycard and keypad device are necessary for all voting, including the elections.

To cast your vote when the election appears on the keypad device, you can either press the number/letter that that corresponds to a candidate name or use the trackball to scroll through the list of candidates and press the trackball to select a candidate name. When a name is selected, confirmation of your vote will appear on the screen confirming you have voted. **There is no button to submit.** If you wish to change or cancel your vote while voting is still open, press the “x” button to cancel your vote and then make your appropriate selection.

In-person delegates must have completed the on-site credentialing process in the Registration Room (Hall A) prior to voting, as the unique delegate keycard is required. The Registration Room will remain open until the conclusion of the elections, but be sure to allow enough time to obtain delegate credentials and the keypad device by the time the elections begin.

Election Requirements

According to the *MTA Standing Rules, RULE 9: Nominations and Elections, Section 2. Elections:*

- (a) Election shall be held at the Meeting(s) of Delegates on the day when the final Business Session takes place.
- (b) Polls for voting shall be open on Election Day for a specified time designated in the call to the Meeting(s) of Delegates at such place or places as the President shall designate.
- (c) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District Delegates. The candidates receiving the highest number of votes shall be declared elected.
- (d) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.
- (e) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

CERTIFIED CANDIDATES

Certification of Nomination Papers for Elections at 2024 MTA Annual Meeting

MTA President, MTA Vice President,
Board Of Directors - District Seats and
At-Large Director For Ethnic Minority Membership;
Retired Members Committee

March 7, 2024

Official Record

In accordance with *MTA Bylaws*, it is hereby certified that the candidates for the positions indicated below have filed proper nomination papers as required by Article VII of the Bylaws of the Massachusetts Teachers Association.

The order of the candidates' names on this document reflects the results of the lottery conducted by the Credentials and Ballot Committee which shall be the order of placement of certified candidates on the election ballots at Annual Meeting.

* **Election Waiver:** According to the *MTA Bylaws*, *Article VII, Section 3 D. (5), Section 3 G. (3c.), Section 3 H. (3c.), Section 4 C. (3), Section 5 C. (3), and Section 6 C. (2)*, applicable to seats on the Board of Directors and the Executive Committee, if the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate(s) declared elected. Therefore, the candidates indicated with an asterisk (*) are elected.



Deborah Mousley (Mar 7, 2024 15:49 EST)

DEB MOUSLEY, Co-Chair
MTA Credentials & Ballot Committee

2024 CANDIDATES

MTA PRESIDENT

Two-Year Term, Commencing July 15, 2024

Max Page

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2024

Deb McCarthy

Yahaira Rodriguez

MTA BOARD OF DIRECTORS

All Board seats below are one seat per race.
Each seat is a Three-Year Term, Commencing
July 1, 2024.

AT-LARGE DIRECTOR for Ethnic Minority Membership

Rosa Lopez-Whitehill *

DISTRICT DIRECTOR

DISTRICT 7B

Rick Maynard *

DISTRICT 9B

No Candidates

DISTRICT 10B

Kirsten Frazier *

DISTRICT 35C

Christopher Szkutak *

DISTRICT 42C

Cherian Armstrong *

DISTRICT 14D

Sarah McKeon *

DISTRICT 28D

No Candidates

DISTRICT 32D

Truong Dinh *

DISTRICT 30E

No Candidates

DISTRICT 23F

Jennifer Zabelsky *

DISTRICT 24F

Laura Newton *

* Indicates Elected by Waiver

2024 CANDIDATES

DISTRICT 25F

No Candidates

DISTRICT 19G

Robert (Bobby) Travers *

DISTRICT 44H

Paul Johansen *

DISTRICT 46H

Jeanne Brunner *

DISTRICT 47H

No Candidates

MTA RETIRED MEMBERS COMMITTEE

Four Seats - Two-Year Term, Commencing
July 1, 2024

Ora Gladstone *

Kathy Greeley *

Rick Last *

Rafael Moure-Eraso *

* Indicates Elected by Waiver

CAMPAIGN GUIDELINES

Campaign Hours

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

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

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

In the event of a runoff election, campaigning for the runoff will resume on SATURDAY when the runoff is announced, for approximately 30 minutes.

Per *MTA Standing Rules, RULE 10, Section 2:*

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

Designated Campaign Areas

Campaign materials including signage, flyers, handouts and other material are permitted in the campaign booths/tables (those reserved by candidates) and in the hallway areas of the MassMutual Center, as indicated in communications provided to the candidates. Campaigning with campaign materials and congregating with signage is allowed in these designated areas. Campaigners may not obstruct the passage in these hallways at any time. Floor plans showing the designated campaign areas have been provided to all candidates and their campaign managers and are

available from the Co-Chairs of the Credentials and Ballot Committee. Candidates and their campaigns must obey the directions of the Credentials and Ballot Committee (C&B) and MassMutual Center staff regarding relocation as deemed necessary by public safety or other meeting officials.

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

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

Prohibited Campaign Areas and Practices

Campaign materials and campaigning of any kind are prohibited outside of the specified hours above and are prohibited at all times in the Annual Meeting Business Session room (Hall B), the Registration Room (Hall A) and near the entrance/exit doorways of those spaces.

While buttons may be worn in the Business Session, distribution of buttons in Hall A and Hall B is prohibited.

Posting of any literature or materials on the walls of the MassMutual Center, any hotels, or casino is strictly prohibited. Stickers of any kind are also prohibited.

CAMPAIGN MATERIAL

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

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

Campaign Material

Candidates for MTA elective office should recognize the fact that the office which they seek carries with it high professional standards and, therefore, should conduct themselves and their campaigns in such a manner as not to demean the office.

All campaign materials for candidates or issues which are placed or distributed at meetings of delegates should comply with these guidelines and the MTA Standing Rules. It is the responsibility of each candidate/sponsor(s) to urge full cooperation by all campaign workers.

No campaign literature or related materials may be distributed or posted within the seating area of the business session, registration areas or polling areas or where such materials are visible from these areas. *[NOTE: Clothing is considered campaign material if it has the purpose of promoting candidacy; as such, campaign-related clothing or items of clothing bearing the name of a candidate may not be worn into the business session, registration room, voting room, or any of the spaces adjacent to these areas. The committee has determined that manually altering an article of clothing in an attempt to achieve compliance is not acceptable.]*

At meetings of delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices which are inconsistent with the Committee's guidelines.

Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

Campaign material shall in no way be designed to attack the character of an individual or group.

All campaign materials shall be properly identified by source and sponsorship. The Credentials and Ballot Committee defines source and sponsorship as follows: Member/Author; Local Association/Sponsor(s).

The official logo or letterhead used by the MTA may not be utilized in campaign materials.

Responsibilities of Candidates

Noisy demonstrations or use of sound equipment will not be permitted on the floor of the Annual Meeting, registration areas or polling areas.

No items should be given away by lottery, raffle, drawing or similar means in connection with campaigning for elective office or issues at meetings of delegates.

Campaigners handing out materials should not create traffic problems, impede the process of registration, or hinder entry into the main assembly hall. Campaign materials may not be distributed in the business session spaces at any time.

Campaigners may not use press-apply or other sticky-back materials for badges or signs. Campaign literature may not be posted on walls. Campaigners should not block entrances, exits, traffic or fire aisles. In addition, the campaigners may be requested to comply with other restrictions imposed by the management of the meeting facility.

Campaigners should not remove or deface campaign materials belonging to another candidate.

Candidates shall be responsible for compliance with this policy, including responsibility for the conduct of their campaign manager and campaigns and their adherence to this policy.

Candidates and their campaigns shall comply with any request or directive from the Chair of the Committee or the Chair's designee.

Candidates or sponsors shall assume responsibility for the transportation and storage of their campaign materials and for the removal of all campaign materials at the termination of the Meeting of Delegates.

The wearing of campaign buttons on the floor of the Annual Meeting is permitted. The distribution of campaign buttons on the floor is not permitted.

Campaign Rules While Polls Are Open

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

Relevant Excerpts From MTA Standing Rules (and 2024 Special Rules)

RULE 10: Distribution of Campaign Materials

Section 1

All campaign materials shall be properly identified by source and sponsorship.

Section 2

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

Section 3

At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4

Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

Section 1

No electioneering shall be allowed during the time specified for the election.

PROPOSED AMENDMENTS TO THE MTA STANDING RULES

#1		RULE 5: Local Delegations - Modifications to use Gender-Neutral Language	
PRESENT TEXT		PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>	
Rule 5: Local Delegations, Section 3 ...the vote of his/her local...		Rule 5: Local Delegations, Section 3 ...the vote of his/her <u>their</u> local...	
IMPACT STATEMENT			
There is no impact on the intent and application of the existing standing rules. The proposed change is the result of a new business item at the 2023 Annual Meeting of Delegates, which was subsequently passed by the Board of Directors, that all of MTA's governing documents would be modified as needed to use gender-neutral language.			
SUBMITTED BY MTA Bylaws and Rules Committee			
MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (6-0)		MTA BOARD OF DIRECTORS Recommends Adoption (54-0)	

BYLAWS & RULES COMMITTEE MEMBERS

- Jacqueline Gorrie, *Chair*
- Caroline Coscia
- Sue Doherty
- Jim Kaplan
- Daniel Mulcare
- Jacqueline Perkins

- Jennifer Freeling, *Staff Consultant*
- Rebecca Yee, *Staff Consultant*
- John Connelly, *Staff Assistant*

PROPOSED AMENDMENTS TO THE MTA BYLAWS

#1		Article III Membership, Section 4, Membership Year	
PRESENT TEXT		PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>	
A. The membership year shall be from July 1 to June 30.		A. The membership year shall be from July 1 to June 30. B. <u>A person who is not a member of the Association may enroll in the Association for the next membership year between April 1 and June 30 of the current year. The enrollee shall be eligible to receive certain benefits and services of the Association, as authorized by the Board of Directors, between the date of enrollment in the Association and July 1. Such early enrollees will not be included in membership counts for governance representation or have individual governance rights until their membership becomes effective on July 1.</u>	
IMPACT STATEMENT			
MTA locals will be able to enroll eligible potential members for the <i>upcoming</i> membership year each spring beginning in April of 2025 as soon as the MTA Board finalizes MTA early enrollment program guidelines.			
SUBMITTED BY			
Anneta Argyres, Professional Staff Union			
MTA BYLAWS AND RULES COMMITTEE		MTA BOARD OF DIRECTORS	
Recommends Adoption (6-0)		Recommends Adoption (52-0)	

PRESENT TEXT	PROPOSED AMENDMENT TEXT <i>(Underline and strikethrough text)</i>
<p>Article III, Membership</p> <p>Section 2 A. (3) he/she was D. (1) his/her</p> <p>Section 3 A. (4) (c) mother, father, sister, brother, son, daughter,</p> <p>Article IV, Finance</p> <p>Section 2 A. (2) (d) his or her A. (3) (a & b) him or her (4 instances)</p> <p>Article VII, Nominations, Elections & Terms</p> <p>Section 2 A. (2) he or she seeks D. (3) he/she</p> <p>Section 3 A. (2) he or she seeks E. (3) he/she G. (4) (b) he/she</p> <p>Section 4 D. (4) he/she</p> <p>Section 6 E. (2) (d) he/she is</p> <p>Section 7 D. (1) he/she</p>	<p>Article III, Membership</p> <p>Section 2 A. (3) he/she was <u>they were</u> D. (1) his/her <u>their</u></p> <p>Section 3 A. (4) (c) mother, father, sister, brother, son, daughter, <u>parent, sibling, child,</u></p> <p>Article IV, Finance</p> <p>Section 2 A. (2) (d) his or her <u>their</u> A. (3) (a & b) him or her <u>them</u> (4 instances)</p> <p>Article VII, Nominations, Elections & Terms</p> <p>Section 2 A. (2) he or she seeks <u>they seek</u> D. (3) he/she <u>they</u></p> <p>Section 3 A. (2) he or she seeks <u>they seek</u> E. (3) he/she <u>they</u> G. (4) (b) he/she <u>they</u></p> <p>Section 4 D. (4) he/she <u>they</u></p> <p>Section 6 E. he/she is <u>they are</u></p> <p>Section 7 D. (1) he/she <u>they</u></p>

IMPACT STATEMENT

There is no impact on the intent and application of the existing bylaws. The proposed changes are the result of a new business item at the 2023 Annual Meeting of Delegates, which was subsequently passed by the Board of Directors, that all of MTA's governing documents would be modified as needed to use gender-neutral language.

SUBMITTED BY

MTA Bylaws and Rules Committee

MTA BYLAWS AND RULES COMMITTEE

Recommends Adoption (6-0)

MTA BOARD OF DIRECTORS

Recommends Adoption (53-0)

PROPOSED AMENDMENTS TO THE MTA RESOLUTIONS

Recommended by the Resolutions Committee at meetings on February 13 and 26, 2024

The MTA Board voted on March 23, 2024 to recommend passage by the delegates.

Resolutions Committee Members

Deb Gesualdo, Chair

Conner Bourgoin

Joanna Gonsalves

Ryan Liacos

Amy Morin

Mary MacDonald, Staff Consultant

Laura Mullen, Staff Assistant

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

CURRENT

A-10 Privatization of Public Institutions

The Massachusetts Teachers Association opposes the privatization of the institution of public education or any component therein. The MTA opposes any efforts, including public-private partnerships, that undermine institutions of public higher education by diverting funds and/or weakening their democratic autonomy. The MTA stands strongly against the transformation of educational institutions from a public good to profitable commodities. (75, 77, 80, 17)

PROPOSED AMENDED RESOLUTION

A-10 Privatization of Public Institutions

The Massachusetts Teachers Association opposes the privatization of the institution of public education or any component therein. The MTA recognizes that privatization

takes many forms, such as outsourcing Education Support Professionals (ESP) services, auxiliary services and online program management; entering into public-private partnerships for early childhood education, public childcare, early college, and capital construction; filling school/college positions for multiple years with contract employees and temporary agency employees; and heavily relying on management consultants for school/college operations.

The MTA specifically opposes private-sector contracts and partnerships if it determines that such contracts have a negative impact on public education or reduce or eliminate the number of staff providing or could be providing that educational service. The MTA opposes any efforts, including ~~public-private partnerships~~, that undermine institutions of public education by diverting funds and/or weakening their democratic autonomy. The MTA stands strongly against the transformation of educational institutions from a public good to profitable commodities and believes anti-privatization legislation is needed. (75, 77, 80, 17, 24)

CURRENT

C-6 Healthy and Safe Schools

The Massachusetts Teachers Association believes that staff and students deserve to be in a healthy and safe learning environment. The MTA believes that measures should be taken to guarantee that physical conditions of buildings are maintained so as to conform to the highest possible standards for health and safety, in full compliance with all building codes and safety regulations of the state.

The MTA recommends that contract bargaining language require formation of Health and Safety Committees composed of school personnel, parents and school committee members and that they have regularly scheduled meetings designated to improve the health and safety of the school environment.

The MTA further urges that school committees provide for safe usage, proper storage and transfer and disposal of all toxic and/or hazardous substances used in school buildings and on school grounds.

The MTA strongly supports the enforcement of the Occupational Safety and Health Act (OSHA) on behalf of all employees in the public sector.

The MTA believes that all educational facilities must be safe from all environmental and chemical hazards, including lead from water pipe systems within schools, inadequate ventilation and climate control, particulate pollution, mold and sick-building syndrome.

The MTA urges that dangerous asbestos be removed immediately from the schools and that the Commonwealth provide funds for its removal and other related expenses.

The MTA also strongly supports the state's school immunization requirements. These requirements exist to protect students, staff and members of the wider community from serious diseases that can be prevented by vaccines (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19)

PROPOSED AMENDED RESOLUTION

C-6 Healthy and Safe Schools

The Massachusetts Teachers Association (MTA) believes that staff and students deserve to be in a healthy and safe learning environment. The MTA believes that measures should be taken to guarantee that physical conditions of buildings are maintained so as to conform to the highest possible standards for health and safety, in full compliance with all building codes and safety regulations of the state.

The MTA urges that school committees and boards of trustees must improve school mechanical ventilation systems to assure that school spaces' air quality is sufficient to diminish as much as possible the risk of airborne infections from indoor pathogens from any source (viral, bacterial and molds), and bring them in line with best practices and current scientific recommendations. This would require mechanical ventilation systems (Heating Ventilation and Air Conditioning, HVAC), which must be mechanically driven from Air Handling Units (AHU) that provide a supply of clean outside air. At least five Air Changes per Hour (5 ACH) must be achieved in each school space. The outside air could be complemented by recycled air filtered through at least MERV 13 rated filters to achieve the minimum 5 ACH. Appropriate exhaust flows out of each school space must be balanced with the supply air into the rooms. Portable HEPA Ventilation units could also be provided to complement and maximize air cleansing.

The MTA recommends that contract bargaining language require formation of Health and Safety Committees composed of school personnel, parents, and school committee members and that they have regularly scheduled meetings designated to improve the health and safety of the school environment.

The MTA further urges that school committees provide for safe usage, proper storage and transfer and disposal of all toxic and/or hazardous substances used in school buildings and on school grounds.

The MTA strongly supports the enforcement of the Occupational Safety and Health Act (OSHA) on behalf of all employees in the public sector.

The MTA believes that all educational facilities must be safe from all environmental and chemical hazards, including lead from water pipe systems within schools, inadequate ventilation and climate control, particulate pollution, mold and sick-building syndrome.

The MTA urges that dangerous asbestos be removed immediately from the schools and that the Commonwealth provide funds for its removal and other related expenses.

The MTA also strongly supports the state's school immunization requirements. These requirements exist to protect students, staff and members of the wider community from serious diseases that can be prevented by vaccines. (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19, 24)

CURRENT

C-7 School Facilities: Design, Construction and Function

The Massachusetts Teachers Association (MTA) believes that school facilities must be conducive to teaching and learning. The physical environment must allow for a variety of needs, including the number of students, physical characteristics of students, changes in teaching methods, presentation of instruction, and an increased use of school facilities. The MTA also believes that all school facilities must be well constructed, safe, energy-efficient, aesthetically pleasing, accessible, functional and adaptable to persons with disabilities.

The MTA supports ecologically conservative facility designs including heating, ventilation and air conditioning systems.

The MTA believes that the community, parents/guardians and education employees should play an advisory role in designing these facilities.

The MTA also believes that stable and sufficient funding must be provided for the design, construction, maintenance and operation of the school facility.

These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21)

PROPOSED AMENDED
RESOLUTION

C-7 School Facilities: Design, Construction and Function

The Massachusetts Teachers Association (MTA) believes that school facilities must be conducive to teaching and learning. The physical environment must allow for a variety of needs, including the number of students, physical characteristics of students, changes in teaching methods, presentation of instruction, and an increased use of school facilities. The MTA also believes that all school facilities must be well constructed, safe, energy-efficient, aesthetically pleasing, accessible, functional and adaptable to persons with disabilities.

The MTA supports ecologically conservative facility designs including heating, ventilation and air conditioning systems.

The MTA believes that the community, parents/guardians and education employees should play an advisory role in designing these facilities.

The MTA also believes that stable and sufficient funding must be provided for the design, construction, maintenance and operation of the school facility.

The MTA believes that one of the most effective means to prevent the risk of airborne infections to students and educators (viral, bacterial and molds) is a well-designed mechanical ventilation system that is in line with best practices and current scientific recommendations. This would require a system that provides for at least 5 Air Changes per Hour (5 ACH) based on outside clean air. Well-tempered outdoor supply air should be designed-in for every school indoor space. Temperature and relative humidity extremes should be avoided – by design – in new schools while conforming with at least 5 ACH ventilation rates as a design criterion as described in MTA Resolution C-6 Healthy and Safe Schools.

These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21, 24)

CURRENT

F-11 Right to Strike

The Massachusetts Teachers Association (MTA) reaffirms its position that educational personnel should have the legal right to strike. The MTA condemns the jailing of its members and the imposition of fines for strike-related activities. The MTA also strongly encourages all of its members to support their colleagues who have been forced to strike in order to improve educational conditions. (79, 85, 09)

PROPOSED AMENDED
RESOLUTION

F-11 Right to Strike

The Massachusetts Teachers Association (MTA) reaffirms its position that all PreK - Higher Education public school workers educational personnel should have the legal right to strike. The MTA condemns the jailing of its members and the imposition of coercive fines and arbitrary restitution for strike-related activities. The MTA also strongly encourages all of its members to support their colleagues who have been forced by the extreme stalling tactics and unwillingness of their employers to bargain in good faith to strike in order to improve educational working and learning conditions. (79, 85, 09, 24)



Minutes of the 2023 MTA Annual Meeting of Delegates

Friday-Saturday, April 28-29, 2023

(The minutes are unofficial until approved by the Annual Meeting of Delegates at the next regularly scheduled meeting.)

Friday Business Session – April 28, 2023

Call to Order

The 178th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Friday, April 28, 2023, at 12:13 p.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Pledge of Allegiance

Vice President Deb McCarthy led the delegation in reciting the Pledge of Allegiance.

Star Spangled Banner

The Annual Meeting Chorus, accompanied by Bob Lague, sang the Star-Spangled Banner.

Moment of Remembrance

A moment of silence was observed to remember the educators and other public servants who have passed away during the past year. The MTA chorus sang an original composition written and performed by Bob Lague entitled “In Remembrance of Educators.”

Land Acknowledgement

Cedric Cunningham, MTA Executive Committee Member and Member of the Springfield Education Association; Tracy Little-Sasanecki, MTA Board Director and Springfield Education Association President, and Brenda Dunn, Springfield Education Association Vice President, presented the Land Acknowledgment.

Member Acknowledgement

Hoang Phan of the Massachusetts Society of Professors at UMass Amherst presented the Member Acknowledgment.

Welcome to Springfield

Springfield Mayor Domenic Sarno welcomed the MTA Meeting of Delegates to Springfield.

Opening Remarks

Superintendent of Springfield Public Schools Daniel Warwick welcomed the MTA Meeting of Delegates to Springfield.

Announcements

Vice President Deb McCarthy welcomed the Delegates to the MTA Annual Meeting and recognized the staff who prepared for this meeting.

President Max Page welcomed and thanked the Delegates and reviewed the following information:

- Special rules can be found in the Delegate Handbook.
- MTA prohibits secret recordings or recordings to which consent has not been provided.
- Portions of the Delegate Handbook and general meeting guidelines and practices.

President Max Page shared the following recognitions:

- Recognized MTA members retiring this year and thanked them for their commitment to public education and the union.
- Recognized first-time delegates.
- Introduced the officials at the Business Session head table, including the members of the Bylaws and Rules Committee, parliamentarian, and assistants.
- Thanked the staff for helping to make the Meeting of Delegates possible.

Executive Director-Treasurer Lisa Gallatin encouraged members to contribute to Voice of Teachers for Education (VOTE), MTA's Political Action Committee (PAC)

Governance Director Jennifer Freeling explained the technology as well as the voting devices.

Adopt the Preliminary Credentials Report (Quorum)

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, reported on the required registered number of delegates needed for a quorum. One-fifth of the total number of delegates entitled to be present constitutes a quorum: One-fifth of 2,905 entitled to be present is 581; thus, 581 equals a quorum. 641 onsite/virtual delegates were registered. The Chair reported that a quorum was present.

Moved and seconded to adopt the preliminary report of the Credentials and Ballot Committee.

Voted to adopt the preliminary report of the Credentials and Ballot Committee.

Adoption of Special Meeting Rules (Attachment A)

Chair of Bylaws and Rules, Ben Eisen, reviewed Special Meeting Rules.

Moved and seconded to adopt the Special Rules of the 2023 MTA Annual Meeting.

Voted to adopt the Special Meeting Rules of the 2023 MTA Annual Meeting. (Attachment A)

Order of Business (Attachment B)

President Max Page announced the Order of Business.

Moved and seconded to adopt the Order of Business
Voted to adopt the Order of Business

Report on Certified Candidates (Attachment C)

Pam Skinner and Deb Mousley, Co-Chairs of the Credentials and Ballot Committee, called the delegates' attention to the list of candidates' names as they appear on the ballot (Attachment C). Virginia Dodge, Stenographer, was instructed to record the names of the candidates in the transcript.

Teacher Leadership Institute Recognition

Vice President Deb McCarthy recognized and presented awards to 6 Massachusetts public educators for their work in the Teacher Leadership Institute, a joint endeavor involving the MTA and the NEA. Cohort of 2022:

Megan Campbell, Easton Education Association; Roza Eynula, Everett Teachers Association; Jennifer MacMurray, Mansfield Education Association; Jemilee Neely, Easton Educators Association; Tracy Stats, Stoneham Teachers Association; Kenneth Steinman, Massachusetts Community College Council - Bunker Hill Community College.

MTA Video

Video presented on highlights of the past year.

Act on Proposed Amendments to the MTA Standing Rules

President Max Page reviewed the procedures for discussing the proposed amendments to the MTA Standing Rules.

Proposed additions to the Standing Rules are **bold**; proposed deletions are ~~crossed out~~.

Proposed Amendment #1

MTA Standing Rule 6, Order of Business and Debate, Section 11, Subsection (a)

Section 11, New Business Items (a) ~~New business items without budgetary implications will be followed by Resolutions.~~ **Amendments to the MTA Resolutions will follow consideration of any New Business Items which were submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.**

Voted to reject Proposed Amendment #1 to MTA Standing Rule 6, Order of Business and Debate, Section 11, Subsection (a)

Section 11, New Business Items (a) ~~New business items without budgetary implications will be followed by Resolutions.~~ **Amendments to the MTA Resolutions will follow consideration of any New Business Items which were submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.**

Act on Proposed Amendments to The MTA Bylaws

President Max Page reviewed the procedures for consideration of proposed amendments to the MTA Bylaws. Ben Eisen, Chair of the Bylaws and Rules Committee presented the following proposed amendments to the bylaws for adoption. Proposed additions to the bylaws are **bold**; proposed deletions are ~~crossed out~~.

Proposed Bylaw Amendment #1:

Bylaw Article VI, Governance: Executive Committee and Board of Directors; Section 1. Executive Committee, A. Composition and Article VII, Nominations, Elections and Terms of office; Section 3, Regional, Statewide, Retired and At-Large Executive Committee Members

Section 1. Executive Committee, A. Composition, (1) The Executive Committee shall consist of the President, the Vice President, the Executive Director-Treasurer, eight (8) Regional Executive Committee members, one (1) Statewide Retired Region Executive Committee member, one (1) At- Large ESP Executive Committee member, ~~and~~ one (1) At- Large Ethnic Minority Executive Committee member, **and one (1) NEA Director.**

Article VII, Nominations, Elections and Terms of office; Section 3, Regional, Statewide, Retired and At-Large Executive Committee Members

Add new Subsection (I):

(I.) NEA Director on the Executive Committee**(1) Eligibility**

Any of MTA's NEA Directors duly elected by direct vote of the MTA active membership is eligible to be a candidate for and serve as "NEA Director on the Executive Committee."

(2) Nomination, Election and Term of Office

A. The seat for one (1) "NEA Director on the Executive Committee" shall be elected at the Annual Meeting of Delegates by all delegates.

B. The procedures for the nomination and election of, and term of office for, the NEA Director on the MTA Executive Committee shall be established by the Board of Directors.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject Proposed Bylaw Amendment #1

Bylaw Article VI, Governance: Executive Committee and Board of Directors; Section 1. Executive Committee, A. Composition and Article VII, Nominations, Elections and Terms of office; Section 3, Regional, Statewide, Retired and At-Large Executive Committee Members

Section 1. Executive Committee, A. Composition, (1) The Executive Committee shall consist of the President, the Vice President, the Executive Director-Treasurer, eight (8) Regional Executive Committee members, one (1) Statewide Retired Region Executive Committee member, one (1) At- Large ESP Executive Committee member, ~~and~~ one (1) At- Large Ethnic Minority Executive Committee member, **and one (1) NEA Director.**

Article VII, Nominations, Elections and Terms of office; Section 3, Regional, Statewide, Retired and At-Large Executive Committee Members

Add new Subsection (I):

(I.) NEA Director on the Executive Committee

(1) **Eligibility**

Any of MTA’s NEA Directors duly elected by direct vote of the MTA active membership is eligible to be a candidate for and serve as “NEA Director on the Executive Committee.”

(2) **Nomination, Election and Term of Office**

A. The seat for one (1) “NEA Director on the Executive Committee” shall be elected at the Annual Meeting of Delegates by all delegates.

B. The procedures for the nomination and election of, and term of office for, the NEA Director on the MTA Executive Committee shall be established by the Board of Directors.

Act on Proposed New Business Items WITH Budgetary Implications

Point of Order proposes 30 seconds as opposed to 60 seconds for voting.

Objection to propose 30 seconds as opposed to 60 seconds for voting.

Voted to reject 30 seconds as opposed to 60 seconds for voting.

Point of Order proposes 45 seconds as opposed to 60 seconds for voting.

Voted to approve 45 seconds as opposed to 60 seconds for voting.

Without objection Act on Proposed New Business Items with Budgetary Implications will be delayed until the maker of the New Business Items arrives by the end of the meeting today.

Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #1:

Moved and seconded: The MTA will publicly support the fundamental right to reproductive healthcare by:

- adding a page dedicated to resources and information regarding reproductive care to the MTA’s webpage
- sharing information with members about their rights and their students’ rights via various modes of communication
- incorporating questions regarding support for abortion care when evaluating any candidates for endorsement
- endorsing only candidates who explicitly support reproductive rights, including abortion care

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #1: The MTA will publicly support the fundamental right to reproductive healthcare by:

- adding a page dedicated to resources and information regarding reproductive care to the MTA’s webpage
- sharing information with members about their rights and their students’ rights via various modes of communication
- incorporating questions regarding support for abortion care when evaluating any candidates for endorsement

- endorsing only candidates who explicitly support reproductive rights, including abortion care

Act on Proposed New Business Items WITH Budgetary Implications

New Business Item #17:

Moved and seconded: The MTA and all its locals will negotiate a minimum wage of at least \$40,000 per year for all educators, especially ESPs, in all current and upcoming contracts, as a step toward a living wage.

- We will join across locals and school districts to visibly stand in unity at rallies and actions.
- Before the end of the school year, we will organize joint regional “Day of Action” rallies and walkouts in support of this base wage/salary for all MTA members. We will also organize similar rallies and walkouts at the beginning of the school year and throughout the year.
- We will coordinate statewide joint actions, such as protests, walkouts, informational pickets, and strikes, acting as one union. No local membership should stand on its own when all education workers in Massachusetts deserve a living wage.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject New Business Item #17: The MTA and all its locals will negotiate a minimum wage of at least \$40,000 per year for all educators, especially ESPs, in all current and upcoming contracts, as a step toward a living wage.

- We will join across locals and school districts to visibly stand in unity at rallies and actions.
- Before the end of the school year, we will organize joint regional “Day of Action” rallies and walkouts in support of this base wage/salary for all MTA members. We will also organize similar rallies and walkouts at the beginning of the school year and throughout the year.
- We will coordinate statewide joint actions, such as protests, walkouts, informational pickets, and strikes, acting as one union. No local membership should stand on its own when all education workers in Massachusetts deserve a living wage.

New Business Item #18:

Moved and seconded: The MTA will initiate a strong campaign to win the public sector right to strike without restrictions.

- Our union will not support any legislation that includes a mandated waiting period before exercising a legal right to strike. Current legislation being considered in the Massachusetts Legislature mandates a 6 month waiting period before going on strike. If restrictions on the right to strike are codified in law, this will be used by management as a delaying tactic and a way to diffuse or suppress strike action. An example of this are the “cooling off periods” and other legal maneuvers used recently to suppress a potential strike by the railroad worker unions.
- Our union will help win the right to strike for public sector workers by uniting

statewide as MTA members across locals for joint mass rallies, protests, walkouts, and strikes, including actions by the end of the school year.

- Our union will reach out to other public sector union leaders and rank-and-file members to organize joint mass rallies, protests, walkouts, and strikes.
- Our union will discontinue any endorsements of and financial support for the Democratic or Republican Parties; both parties have made clear their opposition to public sector unions having the right to strike for better conditions.
- Our union will run and support labor candidates independent from any corporate party, including members of the MTA and other labor organizations, for public office to promote union rights, including legislation for the right to strike without restrictions.

Chair rules the motion **Out of Order**

Moved and seconded: Shall the decision of the Chair stand as the judgment of the Assembly?
Voted to approve the decision of the Chair as the judgment of the Assembly.

New Business Item #19:

Moved and seconded: We in the MTA should stand in solidarity with the 350,000 members of the International Brotherhood of Teamsters working at UPS who are currently in contract negotiations. UPS workers have made the company record profits – \$14 billion this past year – yet many are paid low wages, only offered part-time positions, forced to do overtime, subject to extreme surveillance and harassment from management, made to drive in unsafe vehicles without air conditioning, and are having their positions contracted out.

We should condemn UPS for these anti-union policies that erode the living and working conditions of all workers. UPS Teamsters deserve better and we support them in their contract fight.

If UPS Teamsters go on strike, we will:

- Donate from our union funds to their strike fund.
- Organize our workplaces to refuse to send or receive UPS deliveries.
- Instruct our members to refuse to use UPS to send or receive personal packages.
- Educate our members about the UPS Teamsters contract fight and the need for solidarity with UPS workers.
- Mobilize our rank-and file membership to join UPS Teamsters at rallies and picket lines until UPS workers win a quality contract.
- Take a lead in supporting the UPS Teamsters in their contract battle this year and publicly state our solidarity.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject New Business Item #19: We in the MTA should stand in solidarity with the 350,000 members of the International Brotherhood of Teamsters working at UPS who are currently in contract negotiations. UPS workers have made the

company record profits – \$14 billion this past year – yet many are paid low wages, only offered part-time positions, forced to do overtime, subject to extreme surveillance and harassment from management, made to drive in unsafe vehicles without air conditioning, and are having their positions contracted out.

We should condemn UPS for these anti-union policies that erode the living and working conditions of all workers. UPS Teamsters deserve better and we support them in their contract fight.

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- Donate from our union funds to their strike fund.
- Organize our workplaces to refuse to send or receive UPS deliveries.
- Instruct our members to refuse to use UPS to send or receive personal packages.
- Educate our members about the UPS Teamsters contract fight and the need for solidarity with UPS workers.
- Mobilize our rank-and file membership to join UPS Teamsters at rallies and picket lines until UPS workers win a quality contract.
- Take a lead in supporting the UPS Teamsters in their contract battle this year and publicly state our solidarity.

Act on Proposed New Business Items WITHOUT Budgetary Implications (continued)

New Business Item #2:

Moved and seconded: Whereas, the 2022 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the membership that include hiring a consultant to provide a detailed plan with budgetary implications and a timeline,

and whereas, the Decarbonization Task Force should monitor the development and implementation of detailed timelines,

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

Voted to approve New Business Item #2: Whereas, the 2022 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

And whereas, the Decarbonization Task Force has submitted its report and recommendations to the membership that include hiring a consultant to provide a detailed plan with budgetary implications and a timeline,

and whereas, the Decarbonization Task Force should monitor the development and implementation of detailed timelines,

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

New Business Item #3:

Moved and seconded: The MTA Task Force Report “Threat from the Right,” which identified the players in the local and national network of anti-worker and anti-public education groups and their funding sources be updated, distributed as in the past. The updated report will be presented at the 2024 MTA Annual Meeting.

Voted to approve New Business Item #3 The MTA Task Force Report “Threat from the Right,” which identified the players in the local and national network of anti-worker and anti-public education groups and their funding sources be updated, distributed as in the past. The updated report will be presented at the 2024 MTA Annual Meeting.

New Business Item #4:

Moved and seconded: The MTA President shall write to his counterparts (other state affiliate presidents) urging them to make a priority in their respective states of enacting common sense gun control legislation, including but not limited to safe storage of firearms, red flag laws, universal background checks, limiting if not banning the purchase of assault rifles, etc. in addition, the MTA through a new NEA business item will urge the NEA to make a priority of asking state affiliates to do the same.

Voted to approve New Business Item #4: The MTA President shall write to his counterparts (other state affiliate presidents) urging them to make a priority in their respective states of enacting common sense gun control legislation, including but not limited to safe storage of firearms, red flag laws, universal background checks, limiting if not banning the purchase of assault rifles, etc. in addition, the MTA through a new NEA business item will urge the NEA to make a priority of asking state affiliates to do the same.

New Business Item #5:

Moved and seconded: By July 2025, the MTA and MTA Benefits will divest and disassociate from any voluntary affiliation with associations, organizations, and businesses who, as researched and determined by the Board of Directors or subcommittee thereof, actively engage in practices designed to reduce, discourage, or condemn the act of joining a labor union. Furthermore, the MTA will publish a list of these associations, organizations, and businesses organizations on their website and in the MTA Today. Flexibility shall be given for programs in which MTA members are enrolled for which no acceptable alternative is available.

Voted to approve New Business Item #5: By July 2025, the MTA and MTA Benefits will divest and disassociate from any voluntary affiliation with associations, organizations, and businesses who, as researched and determined by the Board of Directors or subcommittee thereof, actively engage in practices designed to reduce, discourage, or condemn the act of joining a labor union. Furthermore, the MTA will publish a list of these associations, organizations, and businesses organizations on their website and in the MTA Today. Flexibility shall be given for programs in which MTA members are enrolled for which no acceptable alternative is available.

New Business Item #6:

Moved and seconded: That the MTA endorse and advance to the NEA 2023 Representative Assembly the following New Business Item for consideration – *By 2025, the NEA and NEA Benefits will divest and disassociate from any voluntary affiliation with associations, organizations, and businesses who, as researched and determined by the Board of Directors or subcommittee thereof, have actively engaged in practices designed to reduce, discourage, or condemn the act of joining a labor union. Furthermore, the NEA will publish a list of these associations, organizations, and businesses organizations on their website and in the NEA Today. Flexibility shall be given for programs in which NEA members are enrolled for which no acceptable alternative is available.*

Voted to approve New Business Item #6: That the MTA endorse and advance to the NEA 2023 Representative Assembly the following New Business Item for consideration – *By 2025, the NEA and NEA Benefits will divest and disassociate from any voluntary affiliation with associations, organizations, and businesses who, as researched and determined by the Board of Directors or subcommittee thereof, have actively engaged in practices designed to reduce, discourage, or condemn the act of joining a labor union. Furthermore, the NEA will publish a list of these associations, organizations, and businesses organizations on their website and in the NEA Today. Flexibility shall be given for programs in which NEA members are enrolled for which no acceptable alternative is available.*

New Business Items #7 through #12 will be heard tomorrow, Saturday, April 29.

New Business Item #13:

Moved and seconded: Whereas Last year the MTA Convention passed NBI #1, which called for the divestment of Massachusetts pension funds directly involved in fossil fuel extraction, and indirectly in banking, financial services, and other businesses that profit from them; and Whereas: The MTA, as directed by NBI #1, called upon state pension funds (those included in the Pension Reserves Investment Trust (PRIT) managed by the Pension Reserves Investment Management (PRIM) Board), to be divested of all fossil fuel holdings; and Whereas: NBI #1 also requested that the two educator representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment; and Whereas: This has not occurred; Therefore, be it resolved: This year's MTA Convention shall request that the two educator representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment with a report made to next year's MTA convention.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #13: Whereas Last year the MTA Convention passed NBI #1, which called for the divestment of Massachusetts pension funds directly involved in fossil fuel extraction, and indirectly in banking, financial services, and other businesses that profit from them; and Whereas: The MTA, as directed by NBI #1, called upon state pension funds (those included in the Pension Reserves Investment Trust (PRIT) managed by the Pension Reserves Investment Management (PRIM) Board), to be divested of all fossil fuel holdings; and Whereas: NBI #1 also requested that the two educator representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment; and Whereas: This has not occurred; Therefore, be it resolved: This year's MTA

Convention shall request that the two educator representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment with a report made to next year's MTA convention.

New Business Item #14:

Moved and seconded: The MTA will oppose current (**Bill S.263** and **Bill H.579**) and future legislation that mandates districts to adopt DESE-approved literacy curriculum, report literacy screening data to DESE, or implement unfunded intervention programs. Government Relations will monitor current and future bills that meet this criteria, lobby against them, and inform and engage members in lobbying efforts.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #14: The MTA will oppose current (**Bill S.263** and **Bill H.579**) and future legislation that mandates districts to adopt DESE-approved literacy curriculum, report literacy screening data to DESE, or implement unfunded intervention programs. Government Relations will monitor current and future bills that meet this criteria, lobby against them, and inform and engage members in lobbying efforts.

New Business Item #15 will be heard tomorrow, Saturday April 29.

New Business Item #16:

Moved and seconded: The MTA will endorse rent control and the maintenance & development of public housing, including current bills (April 2023) and future bills or ballot measures that further these goals.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #16: The MTA will endorse rent control and the maintenance & development of public housing, including current bills (April 2023) and future bills or ballot measures that further these goals.

Adopt the Supplemental Credentials Report

Deb Mousley, Co-Chair of the Credentials and Ballot Committee announced that as of 4:00 p.m. on Friday, April 28, 2023, there were 731 delegates onsite or logged in to the virtual platform.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

Recess

The First Day of the 178th Annual Meeting of Delegates recessed at 4:51 p.m.

Saturday Business Session – April 29, 2023

Call to Order

The second session of the 178th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Saturday, April 29, 2023, at 9:03 a.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Announcements

President Max Page spoke about last night's rally.

President Max Page reviewed the general meeting procedures.

Executive Director-Treasurer Lisa Gallatin encouraged members to contribute to Voice of Teachers for Education (VOTE), MTA's Political Action Committee (PAC)

Governance Director Jennifer Freeling explained the technology as well as the voting devices.

Adoption of the Supplemental Credentials Report

Deb Mousley, Co-Chair of the Credentials and Ballot Committee announced that as of the start of the business, there were 780 members onsite or logged in to the virtual platform.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

Recognition and Presentation of Awards**MTA Friend of Education**

The 2023 MTA Friend of Education Award was presented to The Debt Collective.

MTA Friend of Labor

The 2023 MTA Friend of Labor Award was presented to United States Senator Bernie Sanders.

MTA Presidents Awards

The 2023 MTA President's Award was presented to City Life/Vida Urbana and Springfield No One Leaves.

MTA Teacher of the Year

Danielle (Dani) Charbonneau of the Martha's Vineyard Educators Association was recognized as the 2023 MTA Teacher of the Year.

MTA ESP of the Year

Paula Higgins of Malden Education Association was recognized as the MTA Education Support Professional of the Year.

Act on Proposed New Business Items with Budgetary Implications

President Max Page announced there are no New Business Items with Budgetary Implications to review.

Act on the Recommended Annual Operating Budget and Dues for FY2023-2024

President Max Page instructed the delegates on the process for adopting the annual budget and dues for 2023-2024. The adoption of the annual budget is in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

Vice President Deb McCarthy presented the proposed Annual Operating Budget to the delegates.

Moved to adopt the annual operating budget of \$52,221,525 and an operating budget dues level of \$503, based on 91,110 full-time equivalent active members for the 2023-2024 fiscal year. Dues for clerical staff and custodians are to be \$302, dues for paraeducators, food service personnel and other education support professionals are to be \$151. Annual retiree dues remain at \$30.

Moved and seconded to amend the budget by deleting line 113.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject amending the budget by deleting line 113.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt the annual operating budget of \$52,221,525 and an operating budget dues level of \$503, based on 91,110 full-time equivalent active members for the 2023-2024 fiscal year. Dues for clerical staff and custodians are to be \$302, dues for paraeducators, food service personnel and other education support professionals are to be \$151. Annual retiree dues remain at \$30.

Act on the Public Relations/Organizing Campaign Budget and Dues for FY 2023-2024

Moved to adopt the Public Relations/Organizing Campaign budget of \$1,822,200 and a Public Relations/Organizing Campaign dues level of \$20, based on 91,110 full-time equivalent active members for the 2023-2024 fiscal year. Dues for clerical staff and custodians are to be \$12, dues for paraeducators, food service personnel and other education support professionals are to be \$6.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt the Public Relations/Organizing Campaign budget of \$1,822,200 and a Public Relations/Organizing Campaign dues level of \$20, based on 91,110 full-time equivalent active members for the 2023-2024 fiscal year. Dues for clerical staff and custodians are to be \$12, dues for paraeducators, food service personnel and other education support professionals are to be \$6.

Point of Order: For every motion, 2 people may speak for and 2 people may speak against the motion.

Point of Order as explained by the Parliamentarian since no one was in the queue to speak for the motion.

Moved and seconded to reconsider all business that came before this body up to this point.

Voted to reject to reconsider all business that came before this body up to this point.

Recess

The MTA Annual Meeting of Delegates recessed at 12:40 p.m. The meeting resumed at 1:45 p.m.

Without objection, voted to seat the late delegates to the 2023 Annual Meeting.

Adopt the Results of the Election (Attachment D)

Pam Skinner, Co-Chair of the Credentials and Ballots Committee, announced the results of the election (Attachment D)

Voted to accept the Credentials and Ballot Committee Report.

Issues Forum:

President Max Page discussed five core issues for MTA, including the Cherish Act for debt-free high quality public higher education, the Thrive Act to end the punitive high stakes testing system, funding the public K-12 education ensuring that our ESPs earn a living wage, dignified retirement and the legal right to strike. President Max Page introduced Katie Eaton of Springfield Education Association and Kathy Greeley, an MTA Retired Member, to speak to the delegates regarding the Thrive Act. Maria Hegbloom, President of Massachusetts State College Association and Anneta Argyres, Chapter President of the Professional Staff Union, spoke to the delegates regarding the Cherish Act.

MTA Leadership Reports

Report of President, Max Page

President Page reported on the following:

- Reflection on his father fleeing Europe and the Nazis, settling in the United States and then serving in World War II.
- Four strike votes this year which are inspiring other locals.
- Organizing our members to demand the schools our communities deserve.
- Fair Share victory passed tax on millionaires.
- Charter school movement was slowed with No on 2 ballot question.
- Won the Fund Our Future campaign for PreK-12 public schools.
- Universal school meals, debt-free higher education, and better pay and investments in our buildings.
- MTA members are role models for the rest of the country.

Report of Vice President, Deb McCarthy

Vice President McCarthy reported on the following:

- High Stakes testing prevents us from being the educator that our students deserve.
- Education workers coupled with collective solidarity have the power to change the world, as seen at the start of the school year in Haverhill, Malden, Melrose, Medford, Southampton, and Brockton with many actions in the opening week of

schools.

- The Woburn community showed support by selling cookies for a hundred dollars to cover the strike fines.
- Weymouth, Braintree, Quincy, Wellfleet, Topsfield, Worcester, Dartmouth, and Amherst-Pelham have made it clear to those who are sitting across from the table from the education workers that they are inspired by the actions of Malden, Haverhill, Melrose, and Woburn.

Report of the Executive Director-Treasurer, Lisa Gallatin

Executive Director-Treasurer, Lisa Gallatin reported briefly on the following:

- We marked the 2018 Supreme Court Decision Janus vs. AFSME as a turning point aimed at union rights in this country, but this was only one of thousands of initiatives aimed at stripping workers' and union rights.
- Massachusetts as a state and MTA as a union are not immune to these initiatives.
- Tolerance, truth and understanding are at the heart of our education system and love of learning, not testing, is at the heart of what we teach.
- We are growing more powerful and more popular as a union, the largest union in New England and part of the largest union in the nation, along with the labor movement in general.
- The members' approval of a dues increase will allow us to invest and make the most of this era of union growth and popularity.

Executive Director-Treasurer, Lisa Gallatin then led the delegation in song, singing *Solidarity Forever*, with an added verse she wrote:

It is we who teach the children how to multiply and read
About history, art and music, civics and biology.
Love for learning is the test, and truth, not fiction sets us free
And the union makes us strong.

Solidarity forever, solidarity forever, solidarity forever, for the union makes us strong.

Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #7: MTA Initiate: Legislative Priority- Management Fees on Pension Fund **Moved** and seconded to adopt MTA to write a letter to Massachusetts State Auditor requesting they conduct an independent audit and analysis of the impact of management fees on our pension fund value over the last 10 years in order to ensure a dignified retirement for retired teachers. NYC Public Pensions 2014 audit uncovered that alternative funds, especially private equity, cost their pension \$2.55 billion dollars. (source: [The Impact of Management Fees on Pension Fund Value](#)). According to American Teacher Federation's 2017 study, Mass PRIM our pension fund will save an additional \$1.8 billion five years after adopting 0.9 and 9, \$8 billion after 15 years, and \$30 billion after 30 years, if not for the high-fees for unverified, self-report, and potential fictitious returns of Private Equity. ([HOW MONEY MANAGERS' FEES CRUSH STATE BUDGETS AND WORKERS' RETIREMENT HOPES](#))

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt New Business Item #7: MTA Initiate: Legislative Priority- Management Fees on Pension Fund.

MTA to write a letter to Massachusetts State Auditor requesting they conduct an independent audit and analysis of the impact of management fees on our pension fund value over the last 10 years in order to ensure a dignified retirement for retired teachers. NYC Public Pensions 2014 audit uncovered that alternative funds, especially private equity, cost their pension \$2.55 billion dollars. (source: [The Impact of Management Fees on Pension Fund Value](#)). According to American Teacher Federation's 2017 study, Mass PRIM our pension fund will save an additional \$1.8 billion five years after adopting 0.9 and 9, \$8 billion after 15 years, and \$30 billion after 30 years, if not for the high-fees for unverified, self-report, and potential fictitious returns of Private Equity. ([HOW MONEY MANAGERS' FEES CRUSH STATE BUDGETS AND WORKERS' RETIREMENT HOPES](#))

Call for a quorum.

439 delegates were present, which did not constitute a quorum. President Max Page proceeded to instruct the delegation that no further motions requiring a vote could be entertained.

Points of Personal Privilege

President Max Paged called on delegates to speak on points of personal privilege.

VOTE Voice of Teachers for Education Announcement

Jackie Gorrie and Anne Wass reported that a total of \$1,938 was collected for VOTE and announced the winners for various prizes.

Adjournment

The 178th MTA Annual Meeting of Delegates adjourned at 3:47 p.m.

Closing Comments by President Max Page

President Max Page made brief closing remarks to the delegates.

A true record.

ATTEST:



Carolyn Himottu, Official Recorder

ATTEST:



Mike Fadel on behalf of Lisa Gallatin, Executive Director-Treasurer

ATTACHMENT A



RECOMMENDED SPECIAL RULES OF THE 2023 MTA ANNUAL MEETING

In consideration of the health and safety of members and staff, the Board of Directors is offering a virtual option for members to attend the Annual Meeting. The rules below are the MTA standing rules *adapted as necessary for 2023*, to address the methods of delegate participation unique to this year. The 2023 Annual Meeting Special Rules are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian, the MTA Bylaws and Standing Rules Committee, and approved and recommended by the MTA Board of Directors.

RULE 1: Certification and Registration

Section 1. Composition of Credentials and Ballot Committee - A Credentials and Ballot Committee shall be appointed by the President for 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.

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

RULE 2: Delegates and Alternates

Section 1. Certification of Delegates - Each local association shall file with the Executive Director-Treasurer via the systems provided, the list of elected local delegates and alternates by April 21, 2023 and no additional reporting shall take place after that date. For the purposes of these rules, the term "local" shall be deemed to include all local associations.

Section 2. Alternates

Only an elected alternate, reported to MTA by April 21, 2023 may take the place of an absent delegate and only as authorized by the local president.

RULE 3: Registration/On-line Meeting access

Section 1. Registration procedures at a Meeting of Delegates shall be under the immediate direction of the Credentials and Ballot Committee.

Section 2. At a Meeting of Delegates where candidates are running for election, delegate registration shall begin on the first day of the meeting and shall be closed at the closing of the polls.

Section 3. Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.

Section 4. Quorum shall be established based on the number of delegates in the designated meeting room at the Mass Mutual Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.

Section 5. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.

Section 6. Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

RULE 4: Seating

Section 1. Non-Delegates

- (a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.
- (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 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.

RULE 5: Local Delegations

Section 1. Each local delegation shall elect a chair and vice chair as appropriate.

Section 2. If a roll call is requested, the AV platform can report individual delegate voting.

RULE 6: Order of Business and Debate

Section 1. The President and Executive Director-Treasurer will have time on the agenda to add to the printed reports and to respond to questions from the floor.

Section 2. The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.

Section 3. The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.

Section 4. The Meeting(s) of Delegates shall be conducted in accordance with the provisions of the MTA Bylaws.

Section 5. There shall be an official parliamentarian appointed by the President.

Section 6. No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, 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). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating a motion may not conclude his or her remarks by moving to close debate.

Section 7. All motions made by delegates participating remotely requiring a second are deemed to be seconded.

Section 8. Questions on the determination of whether or not an item is one of new business or a resolution shall be channeled through the Presiding Officer for a decision.

Section 9. New Business Items

- (a) New business items without budgetary implications will be followed by Resolutions.
- (b) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- (c) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
- (d) New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- (e) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- (d) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Section 10. No delegate speaking in debate may move the previous question.

Section 11. With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

Section 12. Delegates need to enter the speaking queue by adding their name to speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.

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

Instructions for the use of the cards shall be printed on the reverse side of the colored cards.

The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for “a question or point of order,” Green for “in favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.

Section 13. Executive Session will not be possible during the 2023 Annual Meeting of delegates.

Section 14. Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7: Resolutions

Section 1. Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee prior to 5 p.m. on the second Friday in January. Any proposed resolution approved by a majority vote of the Resolutions Committee shall be recommended to the Meeting(s) of Delegates, after having been presented to the March meeting of the MTA Board of Directors for its recommendation. If disapproved by the Resolutions Committee, the maker shall be notified prior to 5 p.m. on March 1.

Any proposed resolution not approved by the Resolutions Committee may be resubmitted to the committee for consideration in the following year.

Section 2. All proposed resolutions, insofar as possible, shall be printed in the official publication of the Association and shall be made available to delegates before action is scheduled thereon by the Meeting of Delegates.

Section 3. Resolutions that have been adopted at a previous meeting and are not amended or deleted pursuant to a submission under Section 1, shall continue in effect.

Section 4. All resolutions adopted by the Meeting(s) of Delegates shall be printed as official Association resolutions, as provided for in Rule 13 and as part of the document containing Bylaws and Standing Rules.

Section 5. Any proposed resolutions pending at adjournment of the Meeting of Delegates will be referred to the Resolutions Committee for consideration under Section 1 above.

RULE 8: Amendments to Bylaws and Standing Rules

Section 1. Proposed amendments to the Bylaws 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. Amendments to the Standing Rules shall be presented to the Committee on Bylaws and Rules prior to the opening of a Meeting of Delegates.

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

Section 4. (a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.
(b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

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

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

RULE 9: Nominations and Elections

Section 1. (a) In the first report of the Credentials and Ballot Committee, the Executive Director-Treasurer shall cause to be announced to the Annual Meeting the names of those candidates nominated under Article VII, Sections 2B, 3B, 4B, 5B, 6B.

- (b) Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting. Speech may be delivered in-person or remotely via the online meeting platform.
- (c) Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee member, or designee, shall be given three (3) minutes to speak in person to the respective delegates.
- (d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.
- (e) The committee shall report to the Annual Meeting Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2. Elections

- (a) Election shall be held at the Meeting(s) of Delegates on the day when the final business session takes place.
- (b) For the 2023 Annual Meeting of Delegates, the election of candidates is scheduled to start at 11 a.m. on Saturday, after action on the proposed budget, and will take place within the business session (in person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.
- (c) No other business 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.
- (d) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District delegates. The candidates receiving the highest number of votes shall be declared elected.
- (e) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.
- (f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be 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, registration areas or polling areas or where such materials are visible from these areas.

Section 3. At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4. Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

Section 1. No electioneering shall be allowed during the time specified for the election.

Section 2. At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12: Sergeant-at-Arms

The Presiding Officer of the Meeting(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.

2023

ATTACHMENT B



FRIDAY, APRIL 28, 2023

12:00 – Recess (approximately 5:30 p.m.)

- 1. Call to Order (Noon) Max Page, President, Presiding
- 2. Pledge of Allegiance and The Star-Spangled Banner
- 3. Land Acknowledgment MTA Members
- 4. Member Acknowledgement..... MTA Members
- 5. Welcome to Springfield..... Domenic Sarno, Mayor of Springfield
- 6. Opening Remarks Daniel Warwick, Superintendent of Springfield Public Schools
- 7. Announcements..... Max Page, President, Presiding
- 8. Adopt the Preliminary Credentials Report (Quorum) Pam Skinner and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
- 9. Adopt Special Meeting Rules Max Page, President, Presiding
- 10. Adopt the Order of Business Max Page, President, Presiding
- 11. Report on Certified Candidates Pam Skinner and Deb Mousley, Co-Chairs, C&B
- 12. Teacher Leadership Institute Recognition..... Deb McCarthy, Vice President
- 13. MTA Video
- 14. Act on Proposed Amendments to the MTA Standing Rules..... Ben Eisen, Chair, Bylaws & Rules Committee
- 15. Act on Proposed Amendments to the MTA Bylaws Ben Eisen, Chair, Bylaws & Rules Committee
- 16. Act on Proposed New Business Items with/without Budgetary Implications Max Page, President, Presiding
- 17. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
- 18. Recess

Delegates will hear speeches from candidates immediately after recess. A March and Rally will be held at Springfield City Hall after Candidate Speeches.

SATURDAY, APRIL 29, 2023

9 a.m. - Adjournment

- 19. Call to Order (9 a.m.) Max Page, President, Presiding
- 20. Announcements Max Page, President, Presiding
- 21. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
- 22. Awards Recognition Max Page, President, Presiding
 - a. Friend of Education The Debt Collective
 - b. Friend of Labor..... U.S. Senator Bernie Sanders
 - c. MTA President’s Award..... City Life/Vida Urbana and Springfield No One Leaves
 - d. Recognition Teacher of Year Danielle Charbonneau, Martha’s Vineyard Educators Assn.
 - e. Recognition of ESP of the Year Paula Higgins, Malden Education Association
- 23. Act on Proposed New Business Items with Budgetary Implications Max Page, President, Presiding
- 24. Act on the Recommended Annual Operating Budget and Dues for FY2023-2024..... Deb McCarthy, Vice President; Chair, Advisory Budget Committee
 - a. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2023-2024
 - b. Act on the Recommended MTA Annual Operating Budget and Dues for FY2023-2024
- 25. Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2023-2024 .. Max Page, President, Presiding
Chair of the PR/Organizing Campaign
- 26. **MTA Elections will start at 11:00 am. If budget action goes beyond 11:00 am, elections will begin immediately after the budget.**
Break - 60 minutes for lunch after the elections and as close to 12:00 noon as possible
- 27. Issues Forum Max Page, President, Presiding
- 28. MTA Leadership Reports
 - a. Max Page, President
 - b. Deb McCarthy, Vice President
 - c. Lisa Gallatin, Executive Director-Treasurer
- 29. Act on Proposed New Business Items WITHOUT Budgetary Implications Max Page, President, Presiding
- 30. Act on Proposed Resolutions..... Matt Bach, Chair, Resolutions Committee
- 31. Adopt the Results of the Election Pam Skinner and Deb Mousley, Co-Chairs, C&B
- 32. Final Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
- 33. Adopt the Results of Any Runoff Election (if Necessary)..... Pam Skinner and Deb Mousley, Co-Chairs, C&B
- 34. Announcements and Points of Personal Privilege
- 35. VOTE Giveaway
- 36. Closing Comments by President Max Page
- 37. Adjournment

ATTACHMENT C



Massachusetts Teachers Association

March 9, 2023

2023 Annual Meeting Candidates

CERTIFICATION OF NOMINATION PAPERS FOR ELECTIONS AT MTA ANNUAL MEETING

EXECUTIVE COMMITTEE; BOARD OF DIRECTORS; AND RETIRED MEMBERS COMMITTEE

OFFICIAL RECORD

In accordance with *MTA Bylaws*, it is hereby certified that the candidates for the positions indicated below have filed proper nomination papers as required by Article VII of the Bylaws of the Massachusetts Teachers Association.

The order of the candidates' names on this document reflects the results of the lottery conducted by the Credentials and Ballot Committee which shall be the order of placement of certified candidates on the election ballots at Annual Meeting.

* *Election Waiver*: According to the MTA Bylaws, *Article VII, Section 3 D. (5), Section 3 G. (3c.), Section 3 H. (3c.), Section 4 C. (3), Section 5 C. (3), and Section 6 C. (2)*, if the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate(s) declared elected. Therefore, the following candidates, indicated with an asterisk (*) are elected.

Deb Mousley, Co-chair,

Deborah Mousley

MTA Credentials and Ballot Committee: Deborah Mousley (Mar 9, 2023 13:27 EST)

— OFFICIAL RECORD OF CANDIDATES —

MTA EXECUTIVE COMMITTEE CANDIDATES

** Elected by Waiver*

AT-LARGE ETHNIC MINORITY EXECUTIVE COMMITTEE MEMBER

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Candace Shivers
2. Elizabeth (Wright) Tyrell

AT-LARGE ESP EXECUTIVE COMMITTEE MEMBER

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Yahaira Rodriguez *

STATEWIDE RETIRED EXECUTIVE COMMITTEE MEMBER

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Andrei Joseph *

REGION A

(One Seat - Three-Year Term, Commencing July 1, 2023)

No Candidates

REGION C

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Katuska (Katie) Lecaro*

REGION F

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Barry Davis
2. Adam Snodgrass

REGION G

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. John Sullivan *

MTA BOARD OF DIRECTORS CANDIDATES

** Elected by Waiver*

AT-LARGE DIRECTOR FOR EDUCATION SUPPORT PROFESSIONALS

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Holly Currier
2. Amy Morin

1A

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Howard Marshall *

2A

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Kristy Dyer *

3A

(One Seat - Three-Year Term, Commencing July 1, 2023)

No Candidates

4A

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Danielle J. Seltzer *

5A

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Tracy Little-Sasanecki *

6A

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Jennifer Silva *

26A

(One Seat - Three-Year Term, Commencing July 1, 2023)

No Candidates

8B

(One Seat - Three-Year Term, Commencing July 1, 2023)

No Candidates

11B

(One Seat - Three-Year Term, Commencing July 1, 2023)

No Candidates

34C

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Mary Pat Dodge *

43C

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Kiely Rigali *

15D

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Shelly Fraser *

27D

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Justin Brown *

37E

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Naomi Akan *

38E

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Joe Spremulli *

22F

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Matthew Bach *

18G

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Sandra Hoffman *

21G

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. Kerri Scott
2. William Karvouniaris

44H

(One Seat - Three-Year Term, Commencing July 1, 2023)

1. NT Izuchi *

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

(Four Seats - Two-Year Term, Commencing July 1, 2023)

1. Helen C. Dooner
2. Bonnie M. Page
3. Maureen Colgan Posner
4. Daisy Monsalve
5. Phyllis Neufeld
6. Dale Melcher
7. Amy S. Wolpin

2023



**OFFICIAL TABULATION OF ELECTIONS
CERTIFIED RESULTS**

ANNUAL MEETING OF DELEGATES

APRIL 28 - 29, 2023

*** = ELECTED**

UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE

MTA EXECUTIVE COMMITTEE

Three-Year Terms, Commencing July 1, 2023

Candidate _____ Votes

At-Large Ethnic Minority Executive Committee Member

Elizabeth Wright Tyrell * 369
Candace Shivers..... 314

Region F

Barry Davis * 65
Adam Snodgrass 20

MTA BOARD OF DIRECTORS

Three-Year Terms, Commencing July 1, 2023

Candidate _____ Votes

District 21G

William Karvouniaris * 13
Kerri Scott 8

RETIRED MEMBERS COMMITTEE

(Four Seats Elected - Two-Year Term, Commencing July 1, 2023)

<u>Candidate</u>	<u>Votes</u>
Phyllis Neufeld *	76
Dale Melcher *	73
Maureen Colgan Posner *	70
Amy Wolpin *	70
Bonnie Page.....	34
Helen Dooner	13
Daisy Monsalve.....	12

Elected by Waiver: *If the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate(s) declared elected. Therefore, the following are elected via the election waiver:*

EXECUTIVE COMMITTEE – Three-year terms, Commencing July 1, 2023

- Katuska (Katie) Lecaro, Region C
- John Sullivan, Region G
- Yahaira Rodriguez, At-Large ESP
- Andrei Joseph, Statewide Retired

BOARD OF DIRECTORS – Three-year terms, Commencing July 1, 2023

- Holly Currier, At-Large ESP
- Howard Marshall, 1A
- Kristy Dyer, 2A
- Danielle Seltzer, 4A
- Tracy Little-Sasanecki, 5A
- Jennifer Silva, 6A
- Mary Pat Dodge, 34C
- Kiely Rigali, 43C
- Shelly Fraser, 15D
- Justin Brown, 27D
- Naomi Akan, 37E
- Joe Spremulli, 38E
- Matthew Bach, 22F
- Sandra Hoffman, 18G
- NT Izuchi, 44H

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

Pamela Skinner, Co-Chair
MTA Credentials and Ballot Committee