

178th YEAR

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**COLLECTIVE
POWER**

2023 MTA ANNUAL MEETING OF DELEGATES

DELEGATE HANDBOOK

APRIL 28-29

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SCHEDULE OF EVENTS

THURSDAY, APRIL 27

TIME	EVENT	LOCATION
2-4 p.m.	Exhibitor/Candidate Booth Set-up	MassMutual Center

FRIDAY, APRIL 28

TIME	EVENT	LOCATION
8 a.m. – 9:00 a.m.	Exhibitor/Candidate Booth Set-up	MassMutual Center
9 a.m. – 1 p.m.	Visit 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 and Candidate Speeches	Ballroom C (2 nd Floor)
11 a.m.	Business Session Doors Open	Hall B
11 a.m.–12 p.m. (Noon)	Final Deadline: Submit 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
Immediately after Recess	Candidate Speeches for Contested Seats, Executive Committee and Board of Directors:	
	At-Large Director for Education Support Professionals (on MTA Board)	Hall B and Online
	At-Large Ethnic Minority Executive Committee Member	Hall B and Online
	Executive Committee Member, Region F	Mtg. Room 1-2
	Board of Directors, District 21G	Mtg. Room 3
6:00 p.m.	March and Rally for THRIVE and CHERISH	Springfield City Hall

MTA will hold a March and Rally immediately following Candidate Speeches on Friday evening at approximately 6 p.m. Please join us as we march out of the MassMutual Center across the street to Springfield City Hall to rally around the THRIVE and CHERISH Acts.

SATURDAY, APRIL 29

TIME	EVENT	LOCATION
7 a.m. – 8:30 a.m.	Higher Education Delegates Meeting	Ballroom C (2 nd Floor)
8 a.m.	Business Session Doors Open	Hall B
8 a.m.–Closing of Polls.	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. (Approximately)	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
As close to 12 noon as possible	Meeting Recess for one hour for lunch	
After 60-minute Lunch Recess	Meeting reconvenes	Hall B
2:00 p.m. (Approximately)	Runoff Election (if Necessary)	Hall B and Online
3 p.m. (Approximately)	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 24, 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 24) or no later than prior to the conclusion of business on Friday (April 28) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2023-2024, 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 29). New Business Items with a policy implication must be submitted by 5 p.m. on the Monday (April 24) 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 617-878-8213 or 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.

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

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/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 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 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 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.

ANNUAL MEETING 2023 AWARD WINNERS

MTA FRIEND OF EDUCATION AWARD
The Debt Collective



MTA FRIEND OF LABOR AWARD
Bernie Sanders

United States Senator, Vermont



2023 MTA EDUCATION SUPPORT PROFESSIONAL OF THE YEAR
Paula Higgins

Intensive Learning Program, Malden Education Association



2023 MASSACHUSETTS TEACHER OF THE YEAR
Danielle Charbonneau

English Language Arts Teacher, Martha's Vineyard Educators Association



MTA PRESIDENT'S AWARD

City Life/Vida Urbana

Mike Leyba and Denise Matthews-Turner
Co-Executive Directors

&

Springfield No One Leaves

Rose Webster-Smith
Executive Director

DUTIES OF ANNUAL MEETING DELEGATES

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

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

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

ANNUAL MEETING COVID-19 GUIDELINES AND MORE

- The 2023 Annual Meeting offers a virtual option for delegates with any concerns about in-person gatherings and for those who may have been exposed or test positive for COVID-19 prior to the meeting. The virtual option is designed to enable delegate participation in deliberation and in all voting.
- As part of the pre-registration process, delegates will be required to choose their method of attending: in-person OR remote. After making the selection, it may not be changed, except for delegates who meet either of the following criteria:
 - Delegate has a positive COVID-19 test result within 10 days of Annual Meeting or if current state guidelines require or suggest isolation during the dates of Annual Meeting.
 - Delegate has been a close contact of a person with COVID-19 within 10 days of Annual Meeting.
- In-person delegates will be required to attest to taking a COVID-19 test the morning(s) prior to attending the meeting and to only attend if the test is negative.
- COVID-19 vaccination with all currently recommended boosters is encouraged but not required.
- Masking is encouraged but not required. MTA will have a supply of masks available.
- The business session will be set with the maximum number of chairs to fill the space available. The ability to social distance while seated will depend on the actual number of in-person delegates present.
- Food will not be permitted in the business sessions; but drinks will. Food will only be allowed in designated areas, and there will be a scheduled lunch break on Saturday.
- Indoor spaces will be reserved for attendees for eating; for those who prefer outdoor space, a park is located directly across the street from the MassMutual Center.
- 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.

MOTHERS' ROOM

A room, E1031, has been designated to serve as a Nursing Pod. This will be a private space for mothers that can be used by employees, visitors, and 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 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.

DELEGATE REGISTRATION

Onsite Delegate Registration at the 2023 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 onsite delegates must proceed through Registration in Hall A only once, and must do so before gaining entry to the Business Session.

Friday, April 28

Delegate registration 10 a.m. to 6 p.m.

Business Session doors open 11 a.m.

Saturday, April 29

Delegate registration 8:00 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:

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

To proceed through onsite 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, unique delegate voter key-card, and color-coded badge holder (colors correspond to MTA's Electoral Regions, A through H, plus Retired). The key card 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 as such online will provide those delegates with access to voting as well as 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 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 while the Annual Meeting is in session.

REGION	BADGE HOLDER COLOR
A	ORANGE
B	GREEN
C	PURPLE
D	RED
E	GOLD

REGION	BADGE HOLDER COLOR
F	TEAL
G	BLACK
H	YELLOW
Retired	BLUE
Students	CLEAR

LATE REGISTRATION CUTOFF

For 2023, April 21 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 MTA no later than April 21. Local presidents may instruct MTA Credentials and Ballot to seat an elected and reported alternate to replace a delegate unable to attend. To make such a change, the alternate must have been reported to MTA by April 21. The local president may communicate this change either in-person at the Registration service desk in Hall A during registration hours, or via email to 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 for help, for example for delegates who have lost their credentials and need a replacement.

REPLACEMENT OF LOST DELEGATE REGISTRATION MATERIALS

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

If you have lost 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 her/his 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 photo identification.
- The registered delegate must fill in and sign the required form in the presence of the chair (or her/his designee) of the Credentials and Ballot Committee.
- Replacements will be made only during official registration hours of the Credentials and Ballot Committee.

Please allow time for new materials to be produced, including production of the replacement electronic key card, which is necessary for voting. If lost delegate materials are found, they must be turned over to the chair (or her/his 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:

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

AMENDMENTS TO THE STANDING RULES

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

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

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

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 & Rules Committee. Forms will be available in Hall B at the Bylaws & 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 of Delegates will be distributed to the delegates at registration and commence 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 2023-2024 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.

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 and may be submitted 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 “Form for Submitting Motions” to submit motions to the Chair. Forms may be obtained from the podium or from the Bylaws Committee table adjacent to the podium. Then, deliver your written motion to the podium assistant.

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 rise to 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

OBTAINING THE FLOOR – HOW TO BE RECOGNIZED AT THE MICROPHONE

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.

An attempt will be made to alternate pro and con speakers. If you abandon the microphone station for any reason, you lose your place in the speaking order.

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.

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, delegates can use the electronic tool to vote. Delegates participating virtually will use LUMI platform, delegates in person will be using a voting device provided when you 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. A delegate who abandons the microphone station for any reason automatically loses his/her place in the speaking order. 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). (*MTA Special Rules, RULE 6, Section 6*).

SPEAKING FROM THE FLOOR

A two-thirds vote to close debate cuts off all further debate on the pending motion. The Parliamentarian, assisted by the spotters, is responsible for keeping the order of speakers for the Presiding Officer. The timekeeper will time the speaking time of the delegates using an electronic countdown clock. Delegates can watch the time remaining for each speaker on the screens. When time is reached, the Presiding Officer will call TIME, the microphone will be shut off, and the next speaker will be called upon.

SECONDING MOTIONS

Please do not second 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. 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.

2023 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 AM ON SATURDAY, AFTER ACTION ON THE BUDGET. IF ACTION ON THE BUDGET GOES BEYOND 11 AM, ELECTIONS WILL BEGIN IMMEDIATELY AFTERWARD.

THE FOLLOWING ELECTIONS WILL BE HELD AT THE 2023 ANNUAL MEETING OF DELEGATES

Executive Committee: At-Large Ethnic Minority Member

Statewide	1 Vacancy	2 Candidates (Candace Shivers and Elizabeth (Wright) Tyrell)
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Board of Directors: At-Large Director for Education Support Professionals

Statewide	1 Vacancy	2 Candidates (Holly Carrier and Amy Morin)
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Executive Committee:

Region F	1 Vacancy	2 Candidates (Barry Davis and Adam Snodgrass)
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Board of Directors

District 21G	1 Vacancy	2 Candidates (Kerri Scott and William Karvouniaris)
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Retired Members Committee

Statewide Retired District	4 Vacancies	7 Candidates (Helen C. Dooner, Bonnie M. Page, Maureen Colgan Posner, Daisy Monsalve, Phyllis Neufeld, Dale Melcher, Amy S. Wolpin)
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IMPORTANT: All Delegates will take part in the election of the two At-Large seats above. Only Region F will vote in the election of the Region F seat; only District 21G will vote in the election of the 21G seat; and only the Retired District will vote in the election of Retired Members Committee members. All delegates will see these elections on their voting screens, but only the delegates representing these districts will have the ability to submit a vote. Remember that your specific district/region is listed on your delegate badge.

UNCONTESTED ELECTIONS

Candidates who ran uncontested were declared elected in accordance with the election waiver provision of the bylaws for the following seats: Executive Committee, Regions C, G, At-Large ESP, and Statewide Retired; Board of Directors, Districts 1A, 2A, 4A, 5A, 6A, 34C, 43C, 15D, 27D, 37E, 38E, 22F, 18G, and 44H.

CANDIDATE NAMES

The list of certified candidates in contested races and those elected under the waiver can be found on pages 23 - 27.

CANDIDATE SPEECHES – FRIDAY, APRIL 28, 2023

Candidates seeking election for the seats listed below are each entitled to up to three (3) minutes to speak to the delegates from his or her electoral constituency on Friday at the following times and locations.

10:45 a.m.

Retired Members Committee

Ballroom C, 2nd Floor

Immediately after recess:

At-Large Director for Education Support Professionals (on MTA Board)

Business Session, Hall B

At-Large Ethnic Minority Executive Committee Member

Business Session, Hall B

Executive Committee, Region F

Mtg Room 1-2

Board of Directors, District 21G

Mtg Room 3

Candidate Speeches Online

In addition to the above onsite speeches, all candidates were given the option of providing a recorded speech for posting on the MTA's Annual Meeting webpage. We encourage all delegates, in particular those unable to hear the speeches at the above times and locations, to review the speeches of candidates online at massteacher.org/annualmeeting.

ELECTION SCHEDULE – SATURDAY, APRIL 29, 2023

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. (Note: there will not be a separate voting room onsite this year; rather the elections will be conducted within the business session and online within the meeting's virtual platform for remote delegates.)

Election results will be announced from the podium by the co-chairs of the Credentials and Ballot Committee, as soon as they are available, after the lunch break on Saturday afternoon.

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

Onsite in-person delegates who have completed the registration process 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.

The elections will take place as part of the business session, not in a separate voting room, as indicated above. 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.

To make a selection and cast your vote, you can either press the number/letter that corresponds to a candidate name or use the trackball to scroll through the list of candidates and press the trackball to select candidates. When the name is selected, the keypad shows an X in the box beside the selected candidate name.

MULTI-SEAT ELECTIONS: For the Retired Members Committee race, up to four candidates may be selected before clicking the green button to submit. Remember to scroll down to view all candidates and review your selections before submitting.

For those delegates participating remotely, the elections will show on your meeting screen as each election is launched. Follow the onscreen instructions to submit your votes.

First, all Delegates will take part in the election of the two At-Large seats. Then, only delegates in Region F, District 21G, and Retired delegates will take part in the elections that follow. Of course, do not vote in races for districts other than your own, but if you attempt to do so, an error will appear on your screen alerting you that you are not eligible for voting in that race (and any attempt to vote is not recorded).

In-person delegates must have completed the onsite 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 both 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.

2023 Elections

After the conclusion of the voting for the two At-Large seats by all delegates, only delegates from the following regions and districts will participate in the voting that follows:

Region F, District 21G, and Retired.



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,

A handwritten signature in blue ink that reads '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

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.) Onsite 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 should 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 is prohibited outside of the specified hours above and is 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 B and Hall A 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.
- 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 2023 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.

#1 PROPOSED AMENDMENT TO THE MTA BYLAWS

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

PRESENT TEXT:	PROPOSED AMENDMENT:
<p>Article VI, Governance: Executive Committee and Board of Directors</p> <p>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.</p>	<p>Article VI, Governance: Executive Committee and Board of Directors</p> <p>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, <u>and one (1) NEA Director.</u></p> <p>Article VII, Nominations, Elections and Terms of office; Section 3, Regional, Statewide, Retired and At-Large Executive Committee Members</p> <p>Add new Subsection (I):</p> <p><u>(1.) NEA Director on the Executive Committee</u> <u>(1) Eligibility</u> <u>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.”</u></p> <p><u>(2) Nomination, Election and Term of Office</u> <u>A. The seat for one (1) “NEA Director on the Executive Committee” shall be elected at the Annual Meeting of Delegates by all delegates.</u> <u>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.</u></p>

Impact Statement

This proposal would add a seat for one of the MTA’s existing NEA Directors on the MTA Executive Committee, to be elected by Annual Meeting delegates.

Submitted by:

Candace Shivers, Massachusetts Community College Council

MTA Bylaws and Rules Committee:

Recommends Rejection (7 – 0)

MTA Board of Directors:

Recommends Adoption (41 – 15)

MEMBERS OF THE MTA BYLAWS AND RULES COMMITTEE

Ben Eisen, Chicopee, *Committee Chair*

Michelle Corbin-Izaurrealde, *MSCA*

Caroline Coscia, Faculty Staff Union

Sue Doherty, *Needham*

Jacqueline Gorrie, *Retired*

Jim Kaplan, *Retired*

Jacqueline Perkins, *Plymouth-Carver*

Marisha Rivas, *Braintree*

**THE PROPOSED AMENDMENTS TO THE MTA RESOLUTIONS WERE
RECOMMENDED ON FEB. 7, 2023 BY THE RESOLUTIONS COMMITTEE.
THE BOARD VOTED ON MARCH 18 TO RECOMMEND PASSAGE BY THE DELEGATES.**

Resolutions Committee:

Matthew Bach, Andover, Chair

Carissa Becker, Lexington

Thomas Estabrook, UMass Lowell Grant and Contract Funded Employees

Amy Morin, Lexington

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.**

Proposed Revised Resolution 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 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 pathogen from any source (viral, bacterial and molds), and bring them in line with best practices and current scientific recommendations. As of 2023, 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, 23)

Proposed Revised Resolution C-7

SCHOOL FACILITIES: DESIGN, CONSTRUCTION AND FUNCTION

The Massachusetts Teachers Association 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. As of 2023, 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, 23)

WELCOME TO SPRINGFIELD – CITY OF FIRSTS!



Springfield Sanctuary Mural Depicts residents of Springfield who organized the Underground Railroad. Ryan Murray, artist.

Founded in 1636, Springfield, Massachusetts has led the nation by:

- Establishing the first armory and military arsenal in 1777.
- Being the birthplace of basketball in 1891 at Springfield College.
- Manufacturing the first American-made automobile by Charles and Frank Duryea in 1893.
- Publishing the first American English dictionary in 1893 by Merriam-Webster.
- Hosting the first demonstration of the Indian Motorcycle Company, America's first motorcycle company in 1901.

Springfield was also the birthplace of Theodor Geisel, aka Dr. Suess. Visitors can pay a quick visit to the Suess Sculpture Garden, or if spending more time in the city, visit The Amazing World of Dr. Suess Museum and many other museums in the Quadrangle, our local name for the cluster of museums and cultural institutions in Springfield.

Springfield has a rich legacy of African American History

Primus Mason was a successful African American businessman and philanthropist in the 1800s who donated land to the city of Springfield. He was also a key figure in the abolition movement, helping slaves escape to freedom via the Underground Railroad. Upon his death, Mason's estate funded the Springfield Home for Aged Men, which later became the Mason Wright Foundation, a charity that provides quality housing and daily living services to seniors without regard for their ability to pay.

The historic St. John's Congregational Church is one of the oldest and most active Black Churches in New England, with a rich history of positive community influence by its pastors, members, and ministries. The church has hosted debates led by Frederick Douglass and has had visitors such as Sojourner Truth, James Baldwin, Langston Hughes, Jesse Jackson, and Deval Patrick. The celebrated abolitionist, John Brown was a member of the church, and the church has in its possession a Bible once owned by John Brown, which remains on display.

Springfield residents and members of St. John's church served bravely in the Union Army during the Civil War in the 54th Massachusetts Volunteer Infantry Regiment, the first all-Black infantry unit to fight in the Civil War.

Two Springfield Public Schools have been named in honor of deceased members of Springfield and St. John's Church. The William N. DeBerry Elementary School was named after St. John's former pastor, Dr. William N. DeBerry, and the Rebecca M. Johnson Visual and Performing Arts School was named after Rebecca Johnson, an accomplished educator, and the first Black principal to be hired in Springfield.

PAHMUSA (Pan African Historical Museum USA) is a Springfield, MA museum founded in 1995 by Lujuana Hood. The museum aims to preserve the local history of African Americans. PAHMUSA offers Underground Railroad tours, exhibitions, outreach, and educational support to the community.

Interested in a tour while you are visiting Springfield for the annual meeting? More details can be found here: <https://www.pahmusa.org/tours>.

Springfield also proudly bears the name *City of Homes* for its various architecturally protected homes dating back to the late 19th and early 20th centuries.

Compiled by Springfield Education Association members, Nancy Stenberg & Qiana Johnson

AN UNOFFICIAL GUIDE TO BLACK DINING IN SPRINGFIELD*Courtesy of the Springfield Education Association***Granny's Baking Table**

309 Bridge St., Springfield
413-333-4828
grannysbakingtable.com

White Lion Brewing Company

1500 Main St., Springfield
413-455-0820
whitelionbrewing.com

Dewey's Jazz Lounge

232 Worthington St., Springfield
413-301-8337
deweyslounge.com

We Got the Juice

872 State St., Springfield
413-285-7234
<https://www.facebook.com/WeGottheJuice413/>

SouLao'd Kitchen

606 Page Blvd., Springfield
413-316-3202
<https://soulaod-kitchen.business.site/>

Khi and Eli's

882 Sumner Ave., Springfield
413-732-0860
<https://www.facebook.com/KhiandEli/>
116 High St., Holyoke
413-538-4965
<https://www.facebook.com/Khiandeliholyoke/>

Breezeway Wellness

1865 Paige Blvd., Springfield
413-777-5978
<https://breezeways-wellness-llc.business.site/>

Level 5 Restaurant

890-892 State St., Springfield
413-209-9248
<https://m.yelp.com/biz/level-5-restauraunt-springfield>

1636 North

220 Worthington St., Springfield
413-726-4932
<https://1636north.com/>

Northern Soul Café

1244 Main St., Springfield
413-209-8704
<https://www.nosocafe.com/>

Souper Sweet Sandwich Shop

(breakfast and lunch)
929 Belmont Ave., Springfield
413-209-8260
<https://www.soupersweetsandwichshop.com/>

All American Bar and Grill

459 Dwight St., Springfield
<https://www.allamericansportsbar.com/>

*Massachusetts Teachers Association**Merrie Najimy, President**Max Page, Vice President**Lisa Gallatin, Executive Director-Treasurer*

MINUTES OF THE 2022 MTA ANNUAL MEETING OF DELEGATES

Friday-Saturday, May 20 - 21, 2022

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

Friday Business Session – May 20, 2022

Call to Order

The 177th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Merrie Najimy on Friday, May 20, 2022, at 12:13 p.m. in the Hynes Convention Center, Ballroom, 3rd Floor, Boston, Massachusetts, with a remote option via Zoom.

Pledge of Allegiance

Vice President Max Page 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

Marguerite Foster Franklin presented the Land and Member acknowledgment.

Member Acknowledgement

Yahaira Rodriguez and Nellie Taylor of the MTA Name Change Task Force presented the member acknowledgment.

Introductions and General Meeting Procedures

President Najimy recognized the staff that prepared for this meeting in the unusual circumstances of remote and in-person.

- President Najimy reviewed special rules found in the delegate handbook regarding Covid.
- President Najimy noted that MTA prohibits secret recordings or recordings that have not been consented to.

- President Najimy recognized the MTA members retiring this year and thanked them for their commitment to public education and the union. The first-time delegates to this Annual Meeting were also recognized.
- President Najimy introduced staff who were present at the meeting. She also introduced the officials at the Business Session head table, including the parliamentarian, Jim Slaughter, and members of the Bylaws and Rules Committee. She highlighted portions of the delegate handbook and reviewed general meeting guidelines and practices.

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

Governance Director Mary Gilgallon explained the technology as well as the voting devices.

Union Solidarity

President Najimy discussed the important and positive support that MTA members provide to Brookline Educators Union. Jessica Wender-Shubow, Bob Miller, Justin Brown, Eric Schiff, Jason Montrose, and Graciela Mohamedi of Brookline Educators Union spoke on how they organized and mobilized their membership which resulted in a successful contract.

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 2,897 entitled to be present is 579; thus, 579 equals a quorum. 859 onsite/virtual delegates were registered onsite/virtual. 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)

President Najimy reviewed Special Meeting Rules.

Moved and seconded to adopt the Special Rules of the 2022 Hybrid Annual Meeting.

Voted to adopt the special meeting rules of the 2022 Hybrid Annual Meeting. (Attachment A)

Order of Business

President Najimy announced the following regarding the Order of Business:

- Delete *Agenda Item #12 - Greetings from Beth Kontos, President of AFT Massachusetts*
- Add MTA Video to Saturday. A Year in Review.

Moved and seconded to amend the order of business.

- Delete *Agenda Item #12 - Greetings from Beth Kontos, President of AFT Massachusetts*
- Add MTA Video to Saturday. A Year in Review.

Voted to adopt the Order of Business as amended:

- Delete *Agenda Item #12 - Greetings from Beth Kontos, President of AFT Massachusetts*
- Add MTA Video to Saturday. A Year in Review.

Report on Certified Candidates (Attachment B)

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, called the delegates' attention to three campaign violations resulting in full compliance. Also called the delegates' attention to the certified list of candidates' names (Attachment B). Virginia Dodge, Stenographer, was instructed to record the names of the candidates in the transcript.

Teacher Leadership Institute Presentation & Awards

Vice President Page recognized and presented awards to Massachusetts public educators for their work in the Teacher Leadership Institute, a joint endeavor involving the MTA and the NEA. Cohort of 2020:

Theresa Bryant of Springfield. Shelley Cook, Mendon-Upton. Christopher Dancy of Needham. Stacy Doyon of Fairhaven. Emma Gardiner of Newton. James Gorman, Mendon-Upton. Stephen Guerriero of Needham. Michelle Ireland, Hanover. James Kottmeier, Taunton. Cynthia Lazendorf-Carney of Gloucester. Jeanne Lemmond of Pittsfield. Zena Link, Newton. Tracy Little-Sasanecki, Springfield. Rosa Lopez-Whitehill from Pembroke. Kevin C. Lynch, Framingham. Donna Mendonca of Chicopee. Michael Murphy of Hampden-Wilbraham. Mary Ott-Dahill, Pittsfield. Vidula Plante, Manchester-Essex. Tyler Ramsay from Pittsfield.

Named the Cohort of 2021:

Christopher Alba, Revere. Rachel Athens from Lexington. Avon Lewis from Lexington. Elizabeth Beals, Northeast Metro Regional Voc. Amanda Crosby, Whittier Regional Voc Technical High School. Damian Demarco from Revere. Kayla Dever, Everett. Caroline DiCicco, Everett. Emily Donahue, Acton-Boxborough. Kelly Giusti, Sudbury. Christine Goonan, Hampden-Wilbraham. Ashley Gosselin, Weymouth. Brittany Hardiman, Medfield. Melissa Jameson, Northborough. Ruth Virginia Dodge, RDR, CRR Kim, Cambridge. Louise Mahoney from New Bedford. Mary Miles, Marblehead. Rachel Morris from Concord. Alicia Serafin from Wilmington. Kimberly Silvrants from Haverhill. Christina Smith, Southborough. Jena Spinella, Stoneham. Karen Tofteroo, Sandwich. Amanda Tumbleson, Medfield. And Nikki Yuskowski from Concord-Carlisle.

MTA Video

Movie presented on Massachusetts Fair Share Amendment.

Act on Proposed Amendments to the MTA Standing Rules

President Najimy reviewed the procedures for discussing the proposed amendments to the MTA Standing Rules. Benjamin Eisen, Chair of the Bylaws and Rules Committee, presented the following proposed amendments to the Standing Rules for adoption. Proposed additions to the Standing Rules are **bold**; proposed deletions are ~~crossed out~~.

Proposed Amendment #1 to MTA Standing Rule 6, Order of Business and Debate, Section 11.

Voted to adopt Proposed Amendment #1 to MTA Standing Rule 6, Order of Business and Debate, Section 11.

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

- c. 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.

Proposed Amendment #2 – MTA Standing Rule 6, Order of Business and Debate, Section 11

Voted to adopt Proposed Amendment #2 to MTA Standing Rule 6, Order of Business and Debate, Section 11:

- a. 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.
- b. 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.
- c. 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. d. 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. e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Proposed Amendment #3 – MTA Standing Rule 6, Order of Business and Debate, Section 11 Rule 6, Order of Business and Debate

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.

(Sections 4-10 are unchanged.)

Section 11. New Business Items

- a. New business items without budgetary implications that have been submitted before Annual Meeting shall be followed by other new business items and prior to resolutions.
- a- 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.
- b 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. 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.
- đ e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Moved and seconded to amend the amendment - Proposed Amendment #3 – MTA Standing Rule 6, Order of Business and Debate, Section 11:

Rule 6, Order of Business and Debate

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.

(Sections 4-10 are unchanged.)

Section 11. New Business Items

- a. **New business items without budgetary implications will be followed by resolutions.**
- ā 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.
- ḃ 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. 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.
- đ e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Voted to amend the amendment - Proposed Amendment #3 – MTA Standing Rule 6, Order of Business and Debate, Section 11:

Rule 6, Order of Business and Debate

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.

(Sections 4-10 are unchanged.)

Section 11. New Business Items

- a. **New business items without budgetary implications will be followed by resolutions.**

- a- 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.
- b- 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.
- c- d. 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- e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt Proposed Amendment #3 – MTA Standing Rule 6, Order of Business and Debate, Section 11 as amended:

Rule 6, Order of Business and Debate

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.

(Sections 4-10 are unchanged.)

Section 11. New Business Items

a. New business items without budgetary implications will be followed by resolutions.

- a- 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.
- b- 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.
- c- d. 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- e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Act on Proposed Amendments to The MTA Bylaws

President Najimy 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 & Board of Directors, Section 2. Board of Directors

Subsection B, Duties

It shall be the duty of the board to:

15. Establish the procedures for the election of regional and Statewide Retired Electoral District ethnic minority delegates to the Annual Meeting of Delegates.

Article IX, Delegate Meetings: Section 2. Delegates

Subsection B, Allocation

2. Each region and the Statewide Retired Electoral District shall be entitled to ethnic minority representation of delegates equal to the number of district directors from that region. No more than one delegate from each district within a region shall be elected to fulfill this allocation.

Voted to adopt Bylaw Amendment #1:

Bylaw Article VI, Governance: Executive Committee & Board of Directors, Section 2. Board of Directors

Subsection B, Duties

It shall be the duty of the board to:

15. Establish the procedures for the election of regional and Statewide Retired Electoral District ethnic minority delegates to the Annual Meeting of Delegates.

Article IX, Delegate Meetings: Section 2. Delegates

Subsection B, Allocation

2. Each region and the Statewide Retired Electoral District shall be entitled to ethnic minority representation of delegates equal to the number of district directors from that region. No more than one delegate from each district within a region shall be elected to fulfill this allocation.

Proposed Bylaw Amendment #2:

BYLAWS Article IV, Finance, Section 2. Dues

Keep existing language and add a new Subsection H to the end:

H. Honor Members

Past MTA Presidents and Vice Presidents shall have their MTA and NEA dues paid by the MTA. If Life Memberships are available, the MTA will pay for their Life Memberships.

Moved and seconded to close debate.

Vote failed to close debate.

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt Proposed Bylaw Amendment #2:

BYLAWS Article IV, Finance, Section 2. Dues

Keep the existing language and add a new Subsection H to the end:

H. Honor Members

Past MTA Presidents and Vice Presidents shall have their MTA and NEA dues paid by the MTA. If Life Memberships are available, the MTA will pay for their Life Memberships.

Proposed Bylaw Amendment #3:

Article IX, Delegate Meetings, Section 2. Delegates, Subsection B, Allocation

1. Each local affiliate and the Statewide Retired Electoral District shall be entitled to two delegates and one additional delegate for every fifty members over fifty, or major fraction thereof.
2. Each region shall be entitled to ethnic minority representation of delegates equal to the number of district directors from that region. No more than one delegate from each district within a region shall be elected to fulfill this allocation.
3. Each state and county affiliate shall be entitled to two delegates, provided that such affiliates require MTA membership where such membership is available.
4. Members of the Board of Directors shall be delegates.
5. The Electoral Review Committee shall determine the delegate allocation for locals affiliated after the membership cutoff date.
6. Each affiliated chapter of the Student Education Association of Massachusetts (SEAM) shall be entitled to two delegates.
7. Past MTA Presidents and Vice Presidents shall be entitled to be "Honor Delegates" and shall have full voting and participating rights at the Annual Meeting. They shall not have to stand for election to the Annual Meeting. They will vote with their last local.

Motion failed to adopt Proposed Bylaw Amendment #3:

Article IX, Delegate Meetings, Section 2. Delegates, Subsection B, Allocation

1. Each local affiliate and the Statewide Retired Electoral District shall be entitled to two delegates and one additional delegate for every fifty members over fifty, or major fraction thereof.
2. Each region shall be entitled to ethnic minority representation of delegates equal to the number of district directors from that region. No more than one delegate from each district within a region shall be elected to fulfill this allocation.
3. Each state and county affiliate shall be entitled to two delegates, provided that such affiliates require MTA membership where such membership is available.
4. Members of the Board of Directors shall be delegates.
5. The Electoral Review Committee shall determine the delegate allocation for locals affiliated after the membership cutoff date.
6. Each affiliated chapter of the Student Education Association of Massachusetts (SEAM) shall be entitled to two delegates.
7. Past MTA Presidents and Vice Presidents shall be entitled to be "Honor Delegates" and shall have full voting and participating rights at the Annual Meeting. They shall not have to stand for election to the Annual Meeting. They will vote with their last local.

Proposed Bylaw Amendment #4: B

Article VI, Section 1, Executive Committee, C. Meetings

The Executive Committee shall meet prior to all regular meetings of the Board and/or upon the call of the President or a majority of its members. Meetings can be held virtually or hybrid — with participation virtual and in person — by electronic means using media conferencing technology, as determined by the President in consultation with the body.

Voted to adopt Bylaw Amendment #4

Article VI, Section 1, Executive Committee, C. Meetings

The Executive Committee shall meet prior to all regular meetings of the Board and/or upon the call of the President or a majority of its members. Meetings can be held virtually or hybrid — with participation virtual and in person — by electronic means using media conferencing technology, as determined by the President in consultation with the body.

Proposed Bylaw Amendment #5:

Article VI, Section 2. Board of Directors, C. Meetings

1. Frequency

- a. Regular meetings of the Board shall be held a minimum of four times a year.
- b. Special meetings of the Board may be called either by the President or upon the written request of ten members of the Board to the Executive Director-Treasurer stating the reason for meeting.
Notice of a special meeting shall be sent at least one week prior to the date fixed for such meeting and shall state the time, place and business for which it is called.
No business shall be transacted at a special meeting except that specified in the notice.
- c. All Meetings of the Board shall be held within the Commonwealth of Massachusetts. In the event of a public health crisis or other emergency, meetings can be held virtually or hybrid – participation in virtual and in person – by electronic means using media conferencing technology, as determined by the President in consultation with the body.
- d. A special meeting called pursuant to section 2.C(1)(b) of this Article may be conducted virtually or hybrid by electronic means using ~~by~~ media conference technology. The decision to conduct a special meeting by electronic means shall be made by the President.
- e. Voting at a meetings that ~~is~~ are conducted by electronic means is permissible and shall have the same status as votes conducted at a live meeting.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt Bylaw Amendment #5:

Article VI, Section 2. Board of Directors, C. Meetings

1. Frequency

- a. Regular meetings of the Board shall be held a minimum of four times a year.
- b. Special meetings of the Board may be called either by the President or upon the written request of ten members of the Board to the Executive Director-Treasurer stating the reason for meeting.
Notice of a special meeting shall be sent at least one week prior to the date fixed for such meeting and shall state the time, place and business for which it is called.
No business shall be transacted at a special meeting except that specified in the notice.

- c. All Meetings of the Board shall be held within the Commonwealth of Massachusetts. In the event of a public health crisis or other emergency, meetings can be held virtually or hybrid – participation in virtual and in person – by electronic means using media conferencing technology, as determined by the President in consultation with the body.
- d. A special meeting called pursuant to section 2.C(1)(b) of this Article may be conducted virtually or hybrid by electronic means using by media conference technology. The decision to conduct a special meeting by electronic means shall be made by the President.
- e. Voting at a meetings that is are conducted by electronic means is permissible and shall have the same status as votes conducted at a live meeting.

Proposed Bylaw Amendment #6:

Article IV, FINANCE, Section 2, Dues, Subsection A. Active Members

9. Local Affiliate Variance of Per-Member Dues

At its discretion, a local affiliate may charge individual active members an annual MTA dues rate that differs from those described above; this variance does not apply to NEA dues. The total dues remitted by a local affiliate must be the same whether individual members are assessed flat or variable MTA dues.

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt Proposed Bylaw Amendment #6:

Article IV, FINANCE, Section 2, Dues, Subsection A. Active Members

9. Local Affiliate Variance of Per-Member Dues

At its discretion, a local affiliate may charge individual active members an annual MTA dues rate that differs from those described above; this variance does not apply to NEA dues. The total dues remitted by a local affiliate must be the same whether individual members are assessed flat or variable MTA dues.

Act on Proposed Region and District Plan (Attachment C)

Moved and seconded 2022 Electoral Region and District Plan, as recommended by the Electoral Review Committee

Voted to adopt the Electoral Region and District Plan. (ATTACHMENT C)

Adopt the Supplemental Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, announced that as of the start of the business, there were 1,055 members onsite or logged in to the virtual platform, meaning there was a quorum.

Moved to adopt the Supplemental Credentials Report

Voted to adopt the Supplemental Credentials Report

Act on Proposed New Business Items WITH Budgetary Implications**New Business Item #7:**

Moved and seconded do adopt That the MTA commission a membership poll to be performed by a professional polling firm/entity to test member attitudes toward the MTA's role during the past two years in supporting locals during the Covid-19 crisis. The poll should test member attitudes as to the effectiveness of communication during the crisis. The poll should test the degree to which they felt informed of MTA's position(s) and how they were derived. The poll should test member attitudes toward access to and use of their personal email addresses. The poll should test members' understanding and awareness of how various levels of MTA leaders are elected: representatively through delegates elected and /or appointed at the state and local level; elected through paper ballots distributed by mail; elected by secure electronic ballot delivered by email. The poll should test member attitudes to shifting from representative voting to direct election, one person one vote, particularly of statewide elected officers.

The sample drawn for the poll should be broadly representative of the various constituencies of MTA membership and its demography. The construction of the questions asked should be devoid of bias to the degree possible through broad input to the pollster. The pollster shall prepare a narrative report with cross tabs and present a report of findings to the leadership and Board of Directors at its October meeting.

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt New Business Item #7 That the MTA commission a membership poll to be performed by a professional polling firm/entity to test member attitudes toward the MTA's role during the past two years in supporting locals during the Covid-19 crisis. The poll should test member attitudes as to the effectiveness of communication during the crisis. The poll should test the degree to which they felt informed of MTA's position(s) and how they were derived. The poll should test member attitudes toward access to and use of their personal email addresses. The poll should test members' understanding and awareness of how various levels of MTA leaders are elected: representatively through delegates elected and /or appointed at the state and local level; elected through paper ballots distributed by mail; elected by secure electronic ballot delivered by email. The poll should test member attitudes to shifting from representative voting to direct election, one person one vote, particularly of statewide elected officers.

The sample drawn for the poll should be broadly representative of the various constituencies of MTA membership and its demography. The construction of the questions asked should be devoid of bias to the degree possible through broad input to the pollster. The pollster shall prepare a narrative report with cross tabs and present a report of findings to the leadership and Board of Directors at its October meeting.

New Business Item #8:

Moved and seconded to adopt The Massachusetts Teacher Association will seek an independent agency to perform an audit of the Public Relations / Organizing Committee for each of the past four years.

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt New Business Item #8 The Massachusetts Teacher Association will seek an independent agency to perform an audit of the Public Relations / Organizing Committee for each of the past four years.

New Business Item #9:

Moved and seconded to adopt The Massachusetts Teachers Association will make available and provide copies (hard or via email) to all annual meeting delegates, Board Directors, Executive Committee Members, local presidents, and all dues paying members the transcripts and minutes of the Annual Meeting of Delegates.

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt New Business Item #9 The Massachusetts Teachers Association will make available and provide copies (hard or via email) to all annual meeting delegates, Board Directors, Executive Committee Members, local presidents, and all dues paying members the transcripts and minutes of the Annual Meeting of Delegates.

Act on Proposed New Business Items WITHOUT Budgetary Implications**New Business Item #2:**

Moved and seconded to adopt **Whereas**, the recent IPCC report stated that climate change is a "grave and mounting threat to our well being and a healthy planet"

and whereas, the UN Secretary General said the situation is a "code red for humanity" and whereas, the 2021 Next Generation Roadmap for Massachusetts Climate Policy, calls for immediate action to achieve "net - zero" emissions in Massachusetts,

and whereas, our futures and the future of our students is in jeopardy because of climate change,

and whereas, climate change will have financial impacts on city, school and higher education budgets because of increasing climate extremes,

And whereas, the MTA should develop the knowledge and capacity to support educators as so they can fully participate in efforts to decarbonizing their school's operations,

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the Paris Agreement to keep global temperatures well below 2 degrees of warming, ideally below 1.5 degrees, will set up a task force of members and staff to **develop a plan to decarbonize its operations by 2030 and report back to the 2023 annual meeting to vote on the plan.** At the 2023 Annual Meeting, the task force will present an action plan regarding these steps for members to vote on.

Voted to adopt New Business Item #2:

Whereas, the recent IPCC report stated that climate change is a "grave and mounting threat to our well being and a healthy planet"

and whereas, the UN Secretary General said the situation is a "code red for humanity" and whereas, the 2021 Next Generation Roadmap for Massachusetts Climate Policy, calls for immediate action to achieve "net - zero" emissions in Massachusetts,

and whereas, our futures and the future of our students is in jeopardy because of climate change,

and whereas, climate change will have financial impacts on city, school and higher education budgets because of increasing climate extremes,

And whereas, the MTA should develop the knowledge and capacity to support educators as so they can fully participate in efforts to decarbonizing their schools operations,

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the Paris Agreement to keep global temperatures well below 2 degrees of warming, ideally below 1.5 degrees, will set up a task force of members and staff to **develop a plan to decarbonize its operations by 2030 and report back to the 2023 annual meeting to vote on the plan.** At the 2023 Annual Meeting, the task force will present an action plan regarding these steps for members to vote on.

New Business Item #3:

Moved and seconded to adopt That the MTA lengthen the sunset date to June 2024 on the Task Force on Special Education so that the Taskforce can continue its work developing materials, conducting research, and holding workshops for families around special education.

Voted to adopt New Business Item #3:

That the MTA lengthen the sunset date to June 2024 on the Task Force on Special Education so that the Taskforce can continue its work developing materials, conducting research, and holding workshops for families around special education.

Speeches by Candidates for President, Vice President

Pam Rivers, Co-Chair of Credentials and Ballot Committee, announced the candidates:

Donna Grady and Deb McCarthy, candidates running for MTA Vice President addressed the delegates.

Erik Champy, Lamikco Meka Magee, and Max Page, candidates running for MTA President addressed the delegates.

Recess

The 177th Annual Meeting of Delegates recessed at 5:57 p.m.

Saturday Business Session – May 21, 2022

Call to Order

The second session of the 177th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Merrie Najimy on Saturday, May 21, 2022, at 9:14 a.m. in the Hynes Convention Center, Ballroom, 3rd Floor, Boston, Massachusetts, with a remote option via Zoom.

Announcements

President Merrie Najimy spoke about last night's Boston illuminations that read *Fair Share Amendment*. Also participated in a solidarity rally.

President Najimy reviewed special rules found in the delegate handbook regarding Covid.

President Najimy noted that MTA prohibits secret recordings or recordings that have not been consented to.

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

Governance Director Mary Gilgallon explained the technology as well as the voting devices.

Adoption of the Supplemental Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, announced that as of the start of the business, there were 1,063 members onsite or logged in to the virtual platform, meaning there was a quorum.

Moved to adopt the Supplemental Credentials Report

Voted to adopt the Supplemental Credentials Report

Recognition and Presentation of Awards

MTA Friend of Education

The 2022 MTA Friend of Education Award was presented to U.S. Senator Elizabeth Warren and U.S. Representative Ayanna Pressley.

MTA Friend of Labor

..... The 2022 MTA Friend of Labor Award was presented to Natalicia Tracy.

MTA Presidents Award

..... The 2022 MTA Presidents Award was presented to Gladys Vega.

MTA ESP of the Year

..... Naomi Akan, Canton Teachers Association, was recognized as the MTA ESP of the Year.

Act on the Budget and Dues Recommendation for FY2022-2023

President Merrie Najimy instructed the delegates on the process for adopting the annual budget and dues for 2022-2023. The adoption of the annual budget was in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

Vice President Max Page presented the proposed Annual Operating Budget to the delegates.

Moved to adopt the annual operating budget of \$50,066,992 and an operating budget dues level of \$483, based on 89,506 full-time equivalent active members for the 2022-2023 fiscal year. Dues for secretaries, clerks and custodians are to be \$290, dues for aides, food service personnel and other education support professionals are to be \$145.

Voted to adopt the annual operating budget of \$50,066,992 and an operating budget dues level of \$483, based on 89,506 full-time equivalent active members for the 2022-2023 fiscal year. Dues for secretaries, clerks and custodians are to be \$290, dues for aides, food service personnel and other education support professionals are to be \$145.

Moved and seconded to reconsider the vote on the Annual Operating Budget.

Motion failed to reconsider the vote on the Annual Operating Budget.

Act on the Public Relations/Organizing Campaign Budget and Dues for 2022-2023

Vice President Max Page presented the proposed Public Relations/Organizing Campaign Operating Budget to the delegates.

Moved to adopt the Public Relations/Organizing Campaign budget of \$1,790,120 and a Public Relations/Organizing Campaign dues level of \$20, based on 89,506 full-time equivalent active members for the 2022-2023 fiscal year. Dues for secretaries, clerks and custodians are to be \$12, dues for aides, food service personnel and other education support professionals are to be \$6.

Voted to adopt the Public Relations/Organizing Campaign budget of \$1,790,120 and a Public Relations/Organizing Campaign dues level of \$20, based on 89,506 full-time equivalent active members for the 2022-2023 fiscal year. Dues for secretaries, clerks and custodians are to be \$12, dues for aides, food service personnel and other education support professionals are to be \$6.

Moved and seconded to reconsider the vote on the Public Relations/Organizing Campaign Budget.

Motion failed to reconsider the vote on the Public Relations/Organizing Campaign Budget.

Recess

The MTA Annual Meeting of Delegates recessed at 11:40 a.m. The meeting resumed at 12:42 p.m.

Presentation of MTA Video – Year in Review

Present Najimy introduced the *Year in Review* video.

Issues Forum: Fair Share

Wisdom Warriors, a team of retirees, sang an original song about the Fair Share Amendment. President Najimy and Vice President Page provided points regarding the Fair Share Amendment part of the Rise Up Massachusetts coalition. Members can talk to colleagues, friends, and neighbors. This will be in the state constitution. Asking multi-millionaires and billionaires to pay their fair share that will go to public schools, colleges, and transportation. President Najimy introduced three members to speak to the delegates with their stories regarding the Fair Share Amendment - Maria Hegloom, Tracy Little-Sasanecki, and Naomi Akan.

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.

MTA Leadership Reports

Combined Report of Vice President, Max Page and President, Merrie Najimy

Vice President Page and President Najimy reported briefly on the following:

- Various rallies and contract victories, Brookline, Andover Instructional Assistants
- Winning more than \$400 million in the American Rescue Plan Act Funding
- Getting the Fair Share Amendment back on the ballot

- Returning to school after the pandemic
- Engaging with state leadership
- Building up education action networks
- Launching a task force for a new name for MTA
- Future Items:
 - November 8 Fair Share victory
 - Dismantle the accountability system of forced compliance
 - Commitment to anti-racism in our schools and colleges
 - Living Wages
 - Student debt free education
 - Healthy school building that model sustainability

Report of the Executive Director-Treasurer: Lisa Gallatin

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

- Historic Union Victories this year through ground-up campaigns including Starbucks and Amazon
- MTA History
- MTA name change
- We are a venerated, firmly established, multifaceted voice for educators in this Commonwealth.

Moved and seconded to reconsider the vote on proposed amendment to the bylaw number 6:

Proposed Bylaw Amendment #6:

Article IV, FINANCE, Section 2, Dues, Subsection A. Active Members

9. Local Affiliate Variance of Per-Member Dues

At its discretion, a local affiliate may charge individual active members an annual MTA dues rate that differs from those described above; this variance does not apply to NEA dues. The total dues remitted by a local affiliate must be the same whether individual members are assessed flat or variable MTA dues.

Call for a quorum.

Quorum verified.

Moved and seconded to close debate.

Voted to close debated.

Voted to reconsider proposed amendment to the bylaw number 6:

Proposed Bylaw Amendment #6:

Article IV, FINANCE, Section 2, Dues, Subsection A. Active Members

9. Local Affiliate Variance of Per-Member Dues

At its discretion, a local affiliate may charge individual active members an annual MTA dues rate that differs from those described above; this variance does not apply to NEA dues. The total dues remitted by a local affiliate must be the same whether individual members are assessed flat or variable MTA dues.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt Bylaw Amendment #6:

Article IV, FINANCE, Section 2, Dues, Subsection A. Active Members

9. Local Affiliate Variance of Per-Member Dues

At its discretion, a local affiliate may charge individual active members an annual MTA dues rate that differs from those described above; this variance does not apply to NEA dues. The total dues remitted by a local affiliate must be the same whether individual members are assessed flat or variable MTA dues.

Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #1: Divestment of Fossil Fuel and Related Holdings from the State Pension Fund

Moved and seconded to adopt *Whereas*: In 2017, the delegates at MTA annual meeting voted in favor of MTA endorsing passage of then H.3281 which called on the Pension Reserve Investment Trust (PRIT) to divest from existing holdings in thermal coal over the following three years and to cease any new investment in these companies, and which would have established a Commission chaired by the State Treasurer to investigate and make binding recommendations concerning possible divestment of PRIT's holdings in oil and gas companies.

Whereas: In 2017 H.3281 did not become law, and in January 2022 a more extensive bill that would require the PRIT to divest from all fossil fuel and related holdings and form a similar Commission was not voted out of committee, and the MTA did endorse passage of that bill (H4170 - An Act to mandate the review of climate risk in order to protect public pension beneficiaries and taxpayers. Filed by Rep. Mindy Domb.).

Whereas: the US has made little progress in a needed reduction in fossil fuel use and emissions and has in fact increased both in the last few years; and

Whereas: Massachusetts pension funds directly invest in fossil fuel extraction and indirectly invest in banking, financial services, and other businesses that profit from them; and

Whereas: any investment in fossil fuels or businesses that support it both aids in perpetuating their viability and competes with investment in clean energy alternatives; and

Whereas: One effective tactic of the movement to fight climate change is to de-legitimize the power of the fossil fuel industry by having large investors divest their holdings in oil, gas and coal companies; and

Whereas: pension fund investment losses could lead to insufficient funds to support future retired MTA members; and

Whereas: extreme weather disasters related to climate change likely will deplete state and local budget funds to support both public K-12 and higher education; and

Whereas: MTA Resolution B-11 calls for both science-based climate change education that includes learning about sound practices to lessen the impacts of climate change, and for the Commonwealth of Massachusetts and its cities and towns to actively pursue and promote the use of alternative energy resources; and

Whereas: With only eight years left to reduce carbon emissions by 50%, it is deplorable and fiduciarily irresponsible for pension funds to continue enabling the rogue fossil fuel industry. By doing so they risk huge losses in stranded assets and ensure a catastrophic future for all living beings.

Therefore be it resolved that for economic, scientific, political, and moral reasons,

The MTA will call 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; which shall include those assets involving entities that extract, transport, and sell at wholesale and/or retail fossil fuels, as well as businesses that finance those entities, including brokerage firms, banks, private equity firms, investment management corporations, credit card companies, and others, to the fullest extent possible.

In addition, the MTA will 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 and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt Whereas: In 2017, the delegates at MTA annual meeting voted in favor of MTA endorsing passage of then H.3281 which called on the Pension Reserve Investment Trust (PRIT) to divest from existing holdings in thermal coal over the following three years and to cease any new investment in these companies, and which would have established a Commission chaired by the State Treasurer to investigate and make binding recommendations concerning possible divestment of PRIT's holdings in oil and gas companies.

Whereas: In 2017 H.3281 did not become law, and in January 2022 a more extensive bill that would require the PRIT to divest from all fossil fuel and related holdings and form a similar Commission was not voted out of committee, and the MTA did endorse passage of that bill (H4170 - An Act to mandate the review of climate risk in order to protect public pension beneficiaries and taxpayers. Filed by Rep. Mindy Domb.).

Whereas: the US has made little progress in a needed reduction in fossil fuel use and emissions and has in fact increased both in the last few years; and

Whereas: Massachusetts pension funds directly invest in fossil fuel extraction and indirectly invest in banking, financial services, and other businesses that profit from them; and

Whereas: any investment in fossil fuels or businesses that support it both aids in perpetuating their viability and competes with investment in clean energy alternatives; and

Whereas: One effective tactic of the movement to fight climate change is to de-legitimize the power of the fossil fuel industry by having large investors divest their holdings in oil, gas and coal companies; and

Whereas: pension fund investment losses could lead to insufficient funds to support future retired MTA members; and

Whereas: extreme weather disasters related to climate change likely will deplete state and local budget funds to support both public K-12 and higher education; and

Whereas: MTA Resolution B-11 calls for both science-based climate change education that includes learning about sound practices to lessen the impacts of climate change, and for the Commonwealth of Massachusetts and its cities and towns to actively pursue and promote the use of alternative energy resources; and

Whereas: With only eight years left to reduce carbon emissions by 50%, it is deplorable and fiduciarily irresponsible for pension funds to continue enabling the rogue fossil fuel industry. By doing so they risk huge losses in stranded assets and ensure a catastrophic future for all living beings.

Therefore be it resolved that for economic, scientific, political, and moral reasons,

The MTA will call 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; which shall include those assets involving entities that extract, transport, and sell at wholesale and/or retail fossil fuels, as well as businesses that finance those entities, including brokerage firms, banks, private equity firms, investment management corporations, credit card companies, and others, to the fullest extent possible.

In addition, the MTA will 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 and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention.

New Business Item #4: Student Debt Cancellation

Moved and seconded to adopt **Whereas,** The 2500 member Massachusetts State College Association has passed a [resolution](#) calling on President Biden to cancel all student loan debt;

Whereas, student debt is a crisis. Student debt has reached nearly \$1.75 Trillion, approximately 92% of which is federally held ([US Department of Education, 2022](#)). This Trillion dollar burden is shared by over 43 million borrowers in the United States. The average federal student loan debt balance is \$37,113 and the average public university student borrows \$30,030 to attain a bachelor's degree ([Education Data Initiative, 2022](#)). Student loan debt is preventing people from owning homes ([Million Acres, 2021](#)), getting married ([Lendkey, 2020](#)), and having children ([Student Loan Planner, 2021](#)). In contrast to many other forms of debt, student loan debt is extremely difficult to discharge through bankruptcy ([The Conversation, 2021](#)).

Whereas, student debt is an educator crisis. Nearly half of all educators today are forced to take out loans to pay for college. The average educator from K-higher education now carries on average \$58,700 in debt. Those with advanced and terminal degrees (such as faculty members) have loan debts far above that average (1 in 7 educators owe over \$105,000, [NEA, 2021](#)). In higher education, this burden disproportionately impacts adjunct faculty, who are routinely paid less, receive fewer benefits, are often excluded from eligibility for Public Service Loan Forgiveness, and have less stable employment at their institutions.

Whereas, student debt is a crisis in the Massachusetts public higher education system. At the nine state colleges/ universities, 32% of students are non-white, 34% of all undergraduate students receive Pell grants and 63% receive Federal loans ([National Center for Education Statistics, 2022](#)). In Massachusetts a higher percentage of students at public universities have to take out loans than at private universities (63%:53%) ([The Hildreth Institute, 2022](#)). These burdens fall unequally on students of color and minoritized communities: the overall cost

of attending a four year public university in Massachusetts accounts for 21% of White student families income, but 38% and 43% for Black and Latinx households respectively ([Mass Budget and Policy Center, 2021](#)).

Similarly while the national student loan default rate is 7.3% ([US Dept of Education, 2022](#)) and the 2017-18 default rate at Massachusetts public universities was close to the national average, 5% of student debt loans holders in white communities are in default versus 12% for communities of color ([The Hildreth Institute, 2022](#)). Due to decades of defunding of public higher education, Massachusetts students bear the burden of these cuts via their student loans; tuition and fees has gone up to replace lack of state funding; and most students now work many more hours while in school to pay tuition and fees ([MSCA, Salem Chapter Teach-In, 2022](#)). Default rates for Massachusetts community college students have historically been significantly higher than those in the state university system ([Patch.com, 2019](#)).

Whereas, In Massachusetts, canceling student loan debt would provide a great benefit to the many state university alumni and students with student debt. Cancellation would be an enormous economic opportunity for these former students to increase spending in our local communities and be freed of the limitations this debt places on their lives.

Whereas, student debt is a social justice crisis. Student debt cancellation is a gender equity issue, with 58% of all student loan debt belonging to women. Similarly this crisis greatly affects Black and Latinx college students who are the most likely to use federal loans to pay for school. A full 49.4% of Black students borrow to pay for school with 66% of them expressing regret at having taken out education loans that now seem “unpayable” and “not worth it.” ([The Education Trust, 2021](#)). Latinx borrowers report an average of more than \$40,000 in student debt. Meanwhile, a third of Latinx students who took on debt didn’t graduate ([Inside Higher Ed, 2021](#)), compared to a fourth of white borrowers, leaving them with more debt and fewer means to pay it off.

With a national teacher shortage ([EPI, 2022](#)), the burden of student loan debt also disproportionately impacts educators of color, who carry far more debt than their white colleagues. Over half of Black educators, for example, took out an average of \$68,300 in loans and a full 1 in 5 owe more than \$105,000 ([NEA, 2021](#)). Thus, student loan debt is an often-overlooked barrier to diversifying the U.S. teaching workforce in kindergarten through higher education.

Whereas, student debt cancellation is possible. President Joe Biden has [full executive authority](#) to cancel all federal student debt using his powers of executive order. Canceling student debt is a policy that has broad political ([CNBC, 2022](#)) and public support ([Grinnell College Poll, 2021](#)). It is a first, but necessary, step towards remedying the failures in public higher education funding of the past several decades.

Whereas, this resolution is inspired by similar motions passed by the [Association of Pennsylvania State College and Universities Faculties](#) (April 11, 2022), [Rutgers AAUP-AFT](#) (April 12, 2022) and the [City University of New York; Professional Staff Congress](#) (April 15, 2022).

Therefore be it moved that

The MTA President shall write to President Biden, with copies to the Massachusetts congressional delegation, urging President Biden to sign an executive order to cancel all federal student debt before the expiration of the federal student loan payment moratorium on August 31, 2022;

The MTA President shall issue a public statement in support of federal student debt cancellation and post this on the MTA website, and convey it to our members along with information on how members can express their support including but not limited to encouraging members and others in Massachusetts to sign the [Call For President Biden to Cancel All Student Debt](#) initiated by students at Massachusetts public campuses;

The MTA President share a copy of the resolution with other public campus unions in Massachusetts to encourage them to similarly adopt Resolutions on Student Debt Cancellation.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt **Whereas**, The 2500 member Massachusetts State College Association has passed a [resolution](#) calling on President Biden to cancel all student loan debt;

Whereas, student debt is a crisis. Student debt has reached nearly \$1.75 Trillion, approximately 92% of which is federally held ([US Department of Education, 2022](#)). This Trillion dollar burden is shared by over 43 million borrowers in the United States. The average federal student loan debt balance is \$37,113 and the average public university student borrows \$30,030 to attain a bachelor's degree ([Education Data Initiative, 2022](#)). Student loan debt is preventing people from owning homes ([Million Acres, 2021](#)), getting married ([Lendkey, 2020](#)), and having children ([Student Loan Planner, 2021](#)). In contrast to many other forms of debt, student loan debt is extremely difficult to discharge through bankruptcy ([The Conversation, 2021](#)).

Whereas, student debt is an educator crisis. Nearly half of all educators today are forced to take out loans to pay for college. The average educator from K-higher education now carries on average \$58,700 in debt. Those with advanced and terminal degrees (such as faculty members) have loan debts far above that average (1 in 7 educators owe over \$105,000, [NEA, 2021](#)). In higher education, this burden disproportionately impacts adjunct faculty, who are routinely paid less, receive fewer benefits, are often excluded from eligibility for Public Service Loan Forgiveness, and have less stable employment at their institutions.

Whereas, student debt is a crisis in the Massachusetts public higher education system. At the nine state colleges/ universities, 32% of students are non-white, 34% of all undergraduate students receive Pell grants and 63% receive Federal loans ([National Center for Education Statistics, 2022](#)). In Massachusetts a higher percentage of students at public universities have to take out loans than at private universities (63%:53%) ([The Hildreth Institute, 2022](#)). These burdens fall unequally on students of color and minoritized communities: the overall cost of attending a four year public university in Massachusetts accounts for 21% of White student families income, but 38% and 43% for Black and Latinx households respectively ([Mass Budget and Policy Center, 2021](#)).

Similarly while the national student loan default rate is 7.3% ([US Dept of Education, 2022](#)) and the 2017-18 default rate at Massachusetts public universities was close to the national average, 5% of student debt loans holders in white communities are in default versus 12% for communities of color ([The Hildreth Institute, 2022](#)). Due to decades of defunding of public higher education, Massachusetts students bear the burden of these cuts via their student loans; tuition and fees has gone up to replace lack of state funding; and most students now work many more hours while in school to pay tuition and fees ([MSCA, Salem Chapter Teach-In, 2022](#)). Default rates for Massachusetts community college students have historically been significantly higher than those in the state university system ([Patch.com, 2019](#)).

Whereas, In Massachusetts, canceling student loan debt would provide a great benefit to the many state university alumni and students with student debt. Cancellation would be an enormous economic opportunity for these former students to increase spending in our local communities and be freed of the limitations this debt places on their lives.

Whereas, student debt is a social justice crisis. Student debt cancellation is a gender equity issue, with 58% of all student loan debt belonging to women. Similarly this crisis greatly affects Black and Latinx college students who are the most likely to use federal loans to pay for school. A full 49.4% of Black students borrow to pay for school with 66% of them expressing regret at having taken out education loans that now seem “unpayable” and “not worth it.” ([The Education Trust, 2021](#)). Latinx borrowers report an average of more than \$40,000 in student debt. Meanwhile, a third of Latinx students who took on debt didn’t graduate ([Inside Higher Ed, 2021](#)), compared to a fourth of white borrowers, leaving them with more debt and fewer means to pay it off.

With a national teacher shortage ([EPI, 2022](#)), the burden of student loan debt also disproportionately impacts educators of color, who carry far more debt than their white colleagues. Over half of Black educators, for example, took out an average of \$68,300 in loans and a full 1 in 5 owe more than \$105,000 ([NEA, 2021](#)). Thus, student loan debt is an often-overlooked barrier to diversifying the U.S. teaching workforce in kindergarten through higher education.

Whereas, student debt cancellation is possible. President Joe Biden has [full executive authority](#) to cancel all federal student debt using his powers of executive order. Canceling student debt is a policy that has broad political ([CNBC, 2022](#)) and public support ([Grinnell College Poll, 2021](#)). It is a first, but necessary, step towards remedying the failures in public higher education funding of the past several decades.

Whereas, this resolution is inspired by similar motions passed by the [Association of Pennsylvania State College and Universities Faculties](#) (April 11, 2022), [Rutgers AAUP-AFT](#) (April 12, 2022) and the [City University of New York; Professional Staff Congress](#) (April 15, 2022).

Therefore be it moved that

The MTA President shall write to President Biden, with copies to the Massachusetts congressional delegation, urging President Biden to sign an executive order to cancel all federal student debt before the expiration of the federal student loan payment moratorium on August 31, 2022;

The MTA President shall issue a public statement in support of federal student debt cancellation and post this on the MTA website, and convey it to our members along with information on how members can express their support including but not limited to encouraging members and others in Massachusetts to sign the [Call For President Biden to Cancel All Student Debt](#) initiated by students at Massachusetts public campuses;

The MTA President share a copy of the resolution with other public campus unions in Massachusetts to encourage them to similarly adopt Resolutions on Student Debt Cancellation.

New Business Item #5: Divesting the Massachusetts State Pension Fund from Nuclear Weapons

Moved and seconded to adopt **WHEREAS** the Treaty on the Prohibition of Nuclear Weapons (TPNW) entered into force in January 2021 and has created a clear international legal expectation regarding the abolition of nuclear weapons. The Treaty prohibits parties from developing, testing, producing, manufacturing, otherwise acquiring, possessing or stockpiling nuclear weapons or other nuclear explosive devices; transferring such

weapons/devices or control over them to others; using or threatening the use of nuclear weapons; assisting anyone or seeking assistance from others to engage in these prohibited actions; or allowing the stationing of any nuclear weapons on its territory (Article I); and

WHEREAS Massachusetts state legislators in the House and Senate are calling for the establishment of a special citizens' commission to "investigate and report on what measures may be necessary and appropriate to protect the citizens of the commonwealth from the existential threat posed by nuclear weapons and to contribute towards the total elimination of these weapons from all countries in line with the Treaty on the Prohibition of Nuclear Weapons" (Bills S.1556 and H.3688); and

WHEREAS Massachusetts state legislators in the House and Senate are also calling for the divestment of Massachusetts state pension funds (those included in the Pension Reserves Investment Trust (PRIT) managed by the Pension Reserves Investment Management (PRIM) Board) from "any company that develops, tests, produces, maintains, or engages in the trade of nuclear weapons or nuclear weapon systems" (per Bills S.1703 and H.2597).

THEREFORE BE IT RESOLVED THAT

The MTA Investment Committee shall investigate whether MTA has any direct or indirect investments in nuclear weapons, and undertake any relevant divestment action; and

The MTA shall write to the President and Speaker of the Massachusetts State Senate and House, respectively, as well as to the Chairs of the Joint Committee on Public Service (where the divestment bills are currently being deliberated upon) to express MTA's support for the proposed legislation on divestment and establishing a citizens commission; and

The MTA will call upon the PRIM Board to divest from nuclear weapons through a public statement, and it shall post this statement on its communication channels for the public and members to view; and

The MTA will 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 nuclear weapons divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention; and

The MTA shall convey a copy of the statement of support to other public sector unions in Massachusetts and encourage them to take a similar stance.

Voted to adopt WHEREAS the Treaty on the Prohibition of Nuclear Weapons (TPNW) entered into force in January 2021 and has created a clear international legal expectation regarding the abolition of nuclear weapons. The Treaty prohibits parties from developing, testing, producing, manufacturing, otherwise acquiring, possessing or stockpiling nuclear weapons or other nuclear explosive devices; transferring such weapons/devices or control over them to others; using or threatening the use of nuclear weapons; assisting anyone or seeking assistance from others to engage in these prohibited actions; or allowing the stationing of any nuclear weapons on its territory (Article I); and

WHEREAS Massachusetts state legislators in the House and Senate are calling for the establishment of a special citizens' commission to "investigate and report on what measures may be necessary and appropriate to protect

the citizens of the commonwealth from the existential threat posed by nuclear weapons and to contribute towards the total elimination of these weapons from all countries in line with the Treaty on the Prohibition of Nuclear Weapons” (Bills S.1556 and H.3688); and

WHEREAS Massachusetts state legislators in the House and Senate are also calling for the divestment of Massachusetts state pension funds (those included in the Pension Reserves Investment Trust (PRIT) managed by the Pension Reserves Investment Management (PRIM) Board) from “any company that develops, tests, produces, maintains, or engages in the trade of nuclear weapons or nuclear weapon systems” (per Bills S.1703 and H.2597).

THEREFORE BE IT RESOLVED THAT

The MTA Investment Committee shall investigate whether MTA has any direct or indirect investments in nuclear weapons, and undertake any relevant divestment action; and

The MTA shall write to the President and Speaker of the Massachusetts State Senate and House, respectively, as well as to the Chairs of the Joint Committee on Public Service (where the divestment bills are currently being deliberated upon) to express MTA’s support for the proposed legislation on divestment and establishing a citizens commission; and

The MTA will call upon the PRIM Board to divest from nuclear weapons through a public statement, and it shall post this statement on its communication channels for the public and members to view; and

The MTA will 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 nuclear weapons divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention; and

The MTA shall convey a copy of the statement of support to other public sector unions in Massachusetts and encourage them to take a similar stance.

NBI #6 – REPRODUCTIVE RIGHTS TASK FORCE

Moved and seconded That the MTA establish a Task Force on Reproductive Rights, to operate from July 1 through December 31 of 2022:

- to reach out to reproductive right organizations in Massachusetts and beyond in order to become informed as to how best the MTA can support women from other states seeking abortion care in Massachusetts;
- to make recommendations on how the MTA (on its own or in collaboration with other unions) can support women from other states seeking abortion care in Massachusetts, through funding travel, housing, and other supports
- to look beyond the immediate emergency created by the Supreme Court decision and explore a broad array of ways that the MTA can support reproductive rights and health.

The Task Force will prepare a report and recommendations to be presented to the MTA Board of Directors at the Board’s December 2022 meeting.

Object to consideration of the question, New Business item #6.

Voted for the question to be considered.

Moved and seconded to amend motion (see strikeouts and bold revisions) That the MTA establish a Task Force on Reproductive Rights, to operate from July 1 through December 31 of 2022:

- to reach out to reproductive right organizations in Massachusetts and beyond in order to become informed as to how best the MTA can support ~~women~~ **people** from other states seeking abortion care in Massachusetts;
- to make recommendations on how the MTA (on its own or in collaboration with other unions) can support ~~women~~ **people** from other states seeking abortion care in Massachusetts, through funding travel, housing, and other supports

–to look beyond the immediate emergency created by the Supreme Court decision and explore a broad array of ways that the MTA can support reproductive rights and health.

The Task Force will prepare a report and recommendations to be presented to the MTA Board of Directors at the Board’s December 2022 meeting.

Voted, to amend motion That the MTA establish a Task Force on Reproductive Rights, to operate from July 1 through December 31 of 2022:

- to reach out to reproductive right organizations in Massachusetts and beyond in order to become informed as to how best the MTA can support ~~women~~ **people** from other states seeking abortion care in Massachusetts;
- to make recommendations on how the MTA (on its own or in collaboration with other unions) can support ~~women~~ **people** from other states seeking abortion care in Massachusetts, through funding travel, housing, and other supports

–to look beyond the immediate emergency created by the Supreme Court decision and explore a broad array of ways that the MTA can support reproductive rights and health.

The Task Force will prepare a report and recommendations to be presented to the MTA Board of Directors at the Board’s December 2022 meeting.

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt as amended That the MTA establish a Task Force on Reproductive Rights, to operate from July 1 through December 31 of 2022:

- to reach out to reproductive right organizations in Massachusetts and beyond in order to become informed as to how best the MTA can support ~~women~~ **people** from other states seeking abortion care in Massachusetts;
- to make recommendations on how the MTA (on its own or in collaboration with other unions) can support ~~women~~ **people** from other states seeking abortion care in Massachusetts, through funding travel, housing, and other supports

–to look beyond the immediate emergency created by the Supreme Court decision and explore a broad array of ways that the MTA can support reproductive rights and health.

The Task Force will prepare a report and recommendations to be presented to the MTA Board of Directors at the Board’s December 2022 meeting.

NBI #10 – TASK FORCE ON ANTI-RACISM

Moved and seconded....Sunset the 2015 Task Force on Race and replace it with a Task Force on Anti-Racism

The Task Force on Antiracism is charged to hold discussion groups for members to come together to discuss and strategize around anti-racism including processing the harmful impacts of racism and to develop antiracism strategies for working in their locals, schools, and/or communities.

The Taskforce will do outreach to local Presidents to inform members of the opportunity for participation.

The MTA will also support the work of the Taskforce by publicizing the discussion groups via its communication channels with members.

The Task Force on Anti-Racism will be charged for a duration of 3 years.

Voted to adopt Sunset the 2015 Task Force on Race and replace it with a Task Force on Anti-Racism

The Task Force on Antiracism is charged to hold discussion groups for members to come together to discuss and strategize around anti-racism including processing the harmful impacts of racism and to develop antiracism strategies for working in their locals, schools, and/or communities.

The Taskforce will do outreach to local Presidents to inform members of the opportunity for participation.

The MTA will also support the work of the Taskforce by publicizing the discussion groups via its communication channels with members.

The Task Force on Anti-Racism will be charged for a duration of 3 years.

NBI#11 - Gender Inclusivity for GIC Members

Moved and seconded That all MTA representatives to the GIC take the necessary steps to pursue changing the GIC's policy that requires members and dependents to be designated male or female to a gender-inclusive policy which includes a non-binary option.

Call for a quorum.

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

Points of Personal Privilege

President Merrie Najimy called on delegates to speak on points of personal privilege.

Greetings from MTA President and Vice President-Elect

MTA President-Elect Max Page and MTA Vice President-Elect Deb McCarthy offered brief remarks to the delegates.

Closing Comments by President Merrie Najimy

President Merrie Najimy made closing remarks to the delegates.

VOTE Voice of Teachers for Education Announcement

Eric Nakajima reported that a total of \$2,002 was collected for VOTE and announced the winners for various prizes.

Adjournment

The 177th MTA Annual Meeting of Delegates adjourned at 4:06 p.m.

A true record.

ATTEST:



Lisa Gallatin, Executive Director-Treasurer

2022 ANNUAL MEETING BUSINESS SESSION AGENDA

FRIDAY, MAY 20, 2022

12:00 -6 p.m.

1. Call to Order (Noon) Merrie Najimy, President, Presiding
2. Pledge of Allegiance and The Star-Spangled Banner
3. Land Acknowledgment TBD
4. Member Acknowledgement TBD
5. Announcements Merrie Najimy, President, Presiding
6. Adopt the Preliminary Credentials Report (Quorum) Pam Skinner and Deb Mousley, Co-Chairs,
..... Credentials and Ballot Committee (C&B)
7. Adopt Special Meeting Rules Merrie Najimy, President, Presiding
8. Adopt the Order of Business Merrie Najimy, President, Presiding
9. Report on Certified Candidates Pam Skinner and Deb Mousley, Co-Chairs, C&B
10. Teacher Leadership Institute Presentation & Awards
11. MTA Video
12. Greetings from Beth Kontos, President of AFT Massachusetts
13. Act on Proposed Amendments to the MTA Standing Rules Ben Eisen, Chair, Bylaws & Rules Committee
14. Act on Proposed Amendments to the MTA Bylaws Ben Eisen, Chair, Bylaws & Rules Committee
15. Act on Proposed Resolutions Matt Bach, Chair, Resolutions Committee
16. Act on Proposed Region and District Plan Steve Gorrie, Chair, Electoral Review Committee
17. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
18. Act on Proposed New Business Items with Budgetary Implications Merrie Najimy, President, Presiding
19. Speeches by Candidates for President and Vice President
20. Recess

SATURDAY, MAY 21, 2022

9 a.m. - Adjournment

21. Call to Order (9 a.m.) Merrie Najimy, President, Presiding
22. Announcements Merrie Najimy, President, Presiding
23. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
24. Awards Recognition Merrie Najimy, President, Presiding
 - a. Friend of Education Congresswoman Ayanna Pressley and Senator Elizabeth Warren
 - b. Friend of Labor Natalicia Tracey, Executive Director Brazilian Workers Center
 - c. President's Award Gladys Vega, Executive Director La Collaborativa
 - d. Recognition of ESP of the Year Naomi Akan
25. Act on Proposed New Business Items with Budgetary Implications Merrie Najimy, President, Presiding
26. Act on the Budget and Dues Recommendation for FY2022-2023 Max Page, Vice President; Chair, Advisory Budget Committee
 - a. Presentation and Discussion of the Recommended Operating Budget and Dues
 - b. Act on the MTA Annual Operating Budget and Dues for FY2022-2023
27. Act on the PR/Organizing Campaign Budget and Dues for FY2022-2023 Max Page, Chair of the PR/Organizing Campaign
28. **MTA Elections will start at 11:00 am. If budget item goes beyond 11:00 elections will begin immediately after the budget.**

Break - 60 minutes for lunch, after the elections and as close to 12:00 noon as possible

29. Issues Forum Merrie Najimy, President, Presiding

30. MTA Leadership Reports
 - a. Merrie Najimy, President
 - b. Max Page, Vice President
 - c. Lisa Gallatin, Executive Director-Treasurer
31. Act on Proposed New Business Items WITHOUT Budgetary Implications Merrie Najimy, President, Presiding
32. Adopt the Results of the Election Pam Skinner and Deb Mousley, Co-Chairs, C&B
33. Final Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
34. Adopt the Results of Any Runoff Election (if Necessary) Pam Skinner and Deb Mousley, Co-Chairs, C&B
35. Announcements and Points of Personal Privilege
36. Greetings from MTA President and Vice President-Elect
37. VOTE Giveaway
38. Closing Comments by President Merrie Najimy
39. Adjournment

ATTACHMENT A**Adoption of Special Meeting Rules****RECOMMENDED SPECIAL RULES OF THE 2022
MTA ANNUAL MEETING**

In consideration of the health and safety of members and staff, the board is requiring that anyone attending the Annual Meeting in-person must be vaccinated and tested. A virtual option is available to members who cannot get vaccinated or cannot provide proof of a negative test or who feel more comfortable participating remotely, including those with a medical or religious exemption to the Covid-19 vaccine. MTA's legal obligation to members requesting an exemption to the in-person vaccination rule is to provide a reasonable alternative to participate in the meeting. A virtual format has already proven to be successful in allowing members to meaningfully participate at in-person board meetings and is widely accepted as a reasonable accommodation under the law.

The rules below are the MTA standing rules *adapted as necessary for 2022*, to address the various methods of delegate participation unique to this year. The 2022 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 May 13, 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 May 13 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 rooms at the Hynes Convention 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

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. An additional socially-distanced delegate seating area will be offered in separate room at the convention center.
 - (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) 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.
 - (b) 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.
 - (c) 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 2022 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 2022 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.

ATTACHMENT B

REPORT ON CERTIFIED CANDIDATES

April 12, 2022

2022 Annual Meeting Candidates

CERTIFICATION OF NOMINATION PAPERS FOR
ELECTIONS AT MTA ANNUAL MEETINGMTA PRESIDENT; MTA VICE PRESIDENT; EXECUTIVE COMMITTEE;
BOARD OF DIRECTORS; AND RETIRED MEMBERS COMMITTEEOFFICIAL RECORDRevised: April 12, 2022

One of the previously certified candidates for Board of Directors in District 48H has withdrawn candidacy. To avoid any confusion for the voters and all members, we are executing this revised version of the Certified Nominations Document, hereby replacing the March 9 version. Other than the candidates in 48H, there are no changes from the previous version.

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,

MTA Credentials and Ballot Committee: Deb Mousley (Apr 12, 2022 16:19 EDT)

OFFICIAL RECORD OF CANDIDATES**MTA PRESIDENT**

(Two-Year Term, Commencing July 15, 2022)

1. Erik J. Champy
2. Lamikco (Meka) Magee
3. Max Page

MTA VICE PRESIDENT

(Two-Year Term, Commencing July 15, 2022)

1. Donna M. Grady
2. Deb McCarthy

MTA EXECUTIVE COMMITTEE CANDIDATES**REGION B**

(One Seat - Three-Year Term, Commencing July 1, 2022)

No Candidates

REGION D

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Jessica Wender-Shubow *

REGION E

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Cynthia Roy *

REGION H

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Maria Hegbloom *

MTA BOARD OF DIRECTORS CANDIDATES**10B**

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Tina Mansfield *

33C

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. June Gustafson *

36C

(One Seat - Three-Year Term, Commencing July 1, 2022)

No Candidates

41C

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Brian Fitzgerald *

29D

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Kyle Gekopi *

39E

(One Seat - Three-Year Term, Commencing July 1, 2022)

No Candidates

40E

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Christopher Saulnier *

12F

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Rachel Flaherty
2. Adam Snodgrass

13F

(One Seat - Three-Year Term, Commencing July 1, 2022)

No Candidates

16G

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Diana Marcus *

17G

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Amy Morin
2. Julia Norman

20G

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Kimberly Auger *

45H

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Luis Rosero *

48H

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Jackie Bishop
2. Dora Ramos

49H

(One Seat - Three-Year Term, Commencing July 1, 2022)

1. Anneta Argyres *

Statewide Retired District Directors on the MTA Board of Directors

(Two Seats - Three-Year Term, Commencing July 1, 2022)

1. Kip Fonsh.
2. Joe Herosy
3. Bonnie M. Page

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

(Four Seats - Two-Year Term, Commencing July 1, 2022)

1. Patrick L. Patterson
2. Rick Last
3. Ora Gladstone
4. Beverly Saccocia
5. Lois A. Powers
6. Kathy Greeley

ATTACHMENT C
Electoral Region and District Plan
MEMBERSHIP AS OF JUNE 1, 2021 – CURRENT AND PROPOSED PLAN
ERC Compliance Test

District	Members in District 6/1/21	Cumulative Mbrs	District % of Membership	Cumulative % of Membership	Board Seats/Votes	Cumulative Board
43C	744	744	0.72%	0.72%	1	1
48H	1,146	1,890	1.11%	1.84%	1	2
26A	1,512	3,402	1.47%	3.31%	1	3
06A	1,665	5,067	1.62%	4.93%	1	4
49H	1,743	6,810	1.70%	6.62%	1	5
44H(a)	1,759	8,569	1.71%	8.33%	1	6
44H(b)	1,759	10,328	1.71%	10.04%	1	7
38E	1,806	12,134	1.76%	11.80%	1	8
11B	1,824	13,958	1.77%	13.57%	1	9
10B(a)	1,855	15,813	1.80%	15.38%	1	10
10B(b)	1,856	17,669	1.80%	17.18%	1	11
03A	1,856	19,525	1.80%	18.99%	1	12
47H	1,863	21,388	1.81%	20.80%	1	13
41C	1,889	23,277	1.84%	22.64%	1	14
30E	1,929	25,206	1.88%	24.51%	1	15
04A	1,938	27,144	1.88%	26.40%	1	16
02A	1,966	29,110	1.91%	28.31%	1	17
01A	1,967	31,077	1.91%	30.22%	1	18
27D	1,986	33,063	1.93%	32.15%	1	19
42C	2,009	35,072	1.95%	34.11%	1	20
29D	2,029	37,101	1.97%	36.08%	1	21
22F	2,032	39,133	1.98%	38.06%	1	22
39E	2,042	41,175	1.99%	40.04%	1	23
40E	2,082	43,257	2.02%	42.07%	1	24
28D	2,101	45,358	2.04%	44.11%	1	25
15D	2,114	47,472	2.06%	46.17%	1	26
08B	2,117	49,589	2.06%	48.22%	1	27
24F	2,122	51,711	2.06%	50.29%	1	28
36C	2,129	53,840	2.07%	52.36%	1	29
07B	2,152	55,992	2.09%	54.45%	1	30
12F	2,157	58,149	2.10%	56.55%	1	31
35C	2,158	60,307	2.10%	58.65%	1	32

**MAJORITY of BOD
Seats (26) must be
at least 45.10%
DOES COMPLY**

District	Members in District 6/1/21	Cumulative Mbrs	District % of Membership	Cumulative % of Membership	Board Seats/Votes	Cumulative Board
46H	2,175	62,482	2.12%	60.76%	1	33
19G	2,169	64,651	2.11%	62.87%	1	34
13F	2,172	66,823	2.11%	64.98%	1	35
37E	2,198	69,021	2.14%	67.12%	1	36
34C	2,229	71,250	2.17%	69.29%	1	37
23F	2,287	73,537	2.22%	71.51%	1	38
16G	2,289	75,826	2.23%	73.74%	1	39
25F	2,297	78,123	2.23%	75.97%	1	40
09B	2,299	80,422	2.24%	78.21%	1	41
21G	2,319	82,741	2.26%	80.46%	1	42
17G	2,366	85,107	2.30%	82.77%	1	43
18G	2,383	87,490	2.32%	85.08%	1	44
33C	2,480	89,970	2.41%	87.49%	1	45
45H	2,481	92,451	2.41%	89.91%	1	46
14D	2,503	94,954	2.43%	92.34%	1	47
20G	2,580	97,534	2.51%	94.85%	1	48
05A	2,623	100,157	2.55%	97.40%	1	49
32D	2,672	102,829	2.60%	100.00%	1	50
TOTAL # OF BOD SEATS					50	

Total Active Members 6/1/21: 102,829

The above list is sorted from the smallest to the largest electoral district.

The 26 smallest districts must represent at least 45.1% of the membership (plus or minus 5% of bare majority 50.1%)

A ratio of 1 : 1,900 or major fraction thereof shall be used in drawing up districts.

Major fraction thereof: 951 = more than half of 1,900. 2,850 = one and one half of 1,900.

ATTACHMENT D
Results of the Election
**OFFICIAL TABULATION OF ELECTIONS
CERTIFIED RESULTS**
ANNUAL MEETING OF DELEGATES
MAY 21, 2022
*** = ELECTED**
UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE
MTA PRESIDENT

Two-Year Term, Commencing July 15, 2022

<u>Candidate</u>	<u>Votes</u>
Max Page *	735
Erik Champy	306
Lamikco (Meka) Magee	151

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2022

<u>Candidate</u>	<u>Votes</u>
Deb McCarthy *	813
Donna Grady	377

MTA BOARD OF DIRECTORS

Three-Year Terms, Commencing July 1, 2022

<u>Candidate</u>	<u>Votes</u>
District 12F	
Adam Snodgrass *	8
Rachel Flaherty	7

District 17G

Julia Norman *	25
Amy Morin	15

<u>Candidate</u>	<u>Votes</u>
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District 48H

Jackie Bishop *	12
Dora Ramos	4

Statewide Retired District

Kip Fonsh *	111
Joe Herosy*	110
Bonnie Page	66

RETIRED MEMBERS COMMITTEE

(Four Seats Elected - Two-Year Term, Commencing July 1, 2021)

Patrick Patterson *	114
Kathy Greeley *	110
Rick Last *	108
Ora Gladstone *	100
Lois Powers	62
Beverly Saccocia	55

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, 2022

Jessica Wender-Shubow, Region D
Cynthia Roy, Region E
Maria Hegbloom, Region H

BOARD OF DIRECTORS – Three-year terms, Commencing July 1, 2022

Tina Mansfield, 10B
June Gustafson, 33C
Brian Fitzgerald, 41C
Kyle Gekopi, 29D
Christopher Saulnier, 40E
Diana Marcus, 16G
Kimberly Auger, 20G
Luis Rosero, 45H
Anneta Argyres, 49H

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

Pamela Skinner, Co-Chair
MTA Credentials and Ballot Committee



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