



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

## **Minutes of the 2019 MTA Annual Meeting of Delegates**

Friday-Saturday, May 3-4, 2019

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

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### **Friday Business Session – May 3, 2019**

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#### **Call to Order**

The 174<sup>th</sup> Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Merrie Najimy on Friday, May 3, 2019 at 12:03 p.m. in the Hynes Convention Center, Boston, Massachusetts.

#### **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.”

#### **Introductions and General Meeting Procedures**

President Najimy noted that MTA prohibits secret recordings or to recordings that have not been consented to because the NEA and other unions have been targeted.

She 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.

### **Union Solidarity**

President Najimy discussed the important and positive support that MTA members provided to Stop & Shop workers on strike. Jeff Boland, president of UFCW 1445, spoke and described the circumstances that led to the strike including the purchase of Stop & Shop by a multi-national corporation.

### **Adoption of the Preliminary Credentials Report**

Karen Albano and Pam Skinner, Co-Chairs of the Credentials and Ballot Committee, reported on the required registered number of delegates needed for a quorum. One fifth of the possible number of delegates constitutes a quorum: One fifth of 2,910 entitled to be present is 582; thus 582 equals a quorum. 962 delegates were registered. The Chair reported that a quorum was present.

**Without objection**, adopted the preliminary report of the Credentials and Ballot Committee.

### **Order of Business**

President Najimy announced the following regarding the Order of Business:

- *Agenda Item #9a* – A video address from AFT President Beth Kontos
- *Move Agenda Item #16 – Fund our Future* Video will move to before *Agenda Item #15 – Issues Forum*.

**Without objection** move *Agenda Item #9a – A video address from AFT President Beth Kontos*  
*Agenda Item #16 – Fund our Future* video will move to before *Agenda item #15 – Issue Forum*.

**Moved and Seconded** to add *Agenda Item #23d – Recognizing ESP of the Year*.

**Without objection** added *Agenda Item #23d – Recognizing ESP of the Year*.

**Moved and seconded** to add a discussion item Local Support before *Agenda Item#15 – Issues Forum*.

**Moved and seconded** to end debate.

**Voted** to close debate.

Voted to adopt the Order of Business as amended, add a discussion item Local Support before *Agenda Item #15 – Issues Forum*.

**Adopted with flexibility**; Subsequently, a 2/3 vote will be required to change the Order of Business.

### **Report on Certified Candidates**

Karen Albano, Co-Chair of the Credentials and Ballot Committee, called the delegates' attention to the list of candidates' names as they appear on the ballot (Attachment A). Virginia Dodge, Stenographer, was instructed to record the names of the candidates in the transcript.

The delegates were reminded of the rules regarding campaigning, the contents of the delegate handbook relating to polling hours, and regulations pertaining to elections.

### **Teachers Leadership Institute Presentation & Awards**

Vice President Page recognized and presented awards to 27 Massachusetts public educators for their work in the Teacher Leadership Institute, a joint endeavor involving the MTA and the NEA.

There were twenty-three graduates present: Ruth Allen, Dracut; Anthony Arena-Foley, Whitman-Hanson; Melissa Daniels, Holyoke; Kimberly Durley, Dennis-Yarmouth; Christen Hutchinson, Southbridge; Rebecca Jontos, Fall River; Barbara Callin, Millbury; Jennifer Long, Everett; Jennifer MacDonald, Agawam; Stephanie Marcotte, Holyoke; Deb McCarthy, Hull; Kristen McGonagle, Kingston; Donna Mendonca, Agawam, Deb Mousley, Methuen; Jasmine Ortiz, MCCC Quinsigamond Community College; Pamela Rivers, Agawam; Alana Russell, Everett; Anna Seiders, Everett; Gregory Shea, East Bridgewater; Jocelyn Tallis, Southbridge; Dr. Jada Waters, MCCC Holyoke Community College; Rachael White, Framingham; Kerry Zagarella, Ipswich.

There were four graduates who were not present: Ginger Armstrong, Lee; Kris Collins, Springfield; Mindi Greenberg, Marblehead; Nicholas Ristaino, Hamilton-Wenham.

### **AFT President Beth Kontos Video Address**

AFT President Beth Kontos could not be available in person since AFT's Annual Meeting was same day as MTA Annual Meeting. Video shown.

### **MTA Leadership Reports**

#### **Report of the President: Merrie Najimy**

President Najimy reported briefly on the following:

- We are part of the national Red for Ed movement seeking to reclaim public education and restore its full purpose. It is building in MA as teachers throughout the state resist efforts to undermine public education.
- We had a spectacular victory in the Courts in *Branch* case.

#### **Report of the Vice President: Max Page**

Vice President Page reported briefly on the following:

- Thanks all for the love and support around the death of his father, a founding member of the Massachusetts Society of Professors.
- Inspired by locals' leadership and successes.
- Important that we support a living wage for all in our union; special attention to ESPs.
- State work can only be successful when we work closely with other social justice organizations and we are a good ally to them as well.

Thanked and acknowledged Ann Clarke for committing 40 years of her life to education and the union; Enid Eckstein whose extensive labor experience contributed to her time as an Interim ED; and Lisa Gallatin, a longtime labor and social activist leader who is our new ED.

#### **Report of the Executive Director-Treasurer: Lisa Gallatin**

Ms. Gallatin shared information on her background in the labor movement as a clerical worker, as well as SEIU District 925, and the Massachusetts AFL-CIO. She spoke of MTA's vision of a quality education for all and its commitment to continue to stand up for civil rights and human rights.

**Announcement: Voice of Teachers For Education (VOTE)**

The delegates were urged to contribute to VOTE, MTA's Political Action Committee (PAC).

**Act on Proposed Amendments to The MTA Standing Rules**

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

Peter Schoonmaker, 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 No. 1, MTA Standing Rule No. 6: Order of Business and Debate, Section 17 Voted, by hand, to adopt** Standing Rule No. 6: Order of Business and Debate  
**Debate on a motion shall not be closed until there has been at least two (2) speakers for and two (2) speakers against any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones.**

**Act on Proposed Amendments to The MTA Bylaws**

President Najimy reviewed the procedures for consideration of proposed amendments to the MTA Bylaws. Peter Schoonmaker, 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. Section 1.A. Governance: Executive Committee and Board of Directors, Executive Committee, Composition; and Article VII, Section 3 — Nominations, Elections & Terms of Office, Regional, Statewide Retired and At-Large Executive Committee Members.*

- (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 ~~and~~ one (1) At-Large ESP Executive Committee member, **and one (1) At-Large Ethnic Minority Executive Committee member.**

**Add the following after Article VII, Section 3.G:**

**H. At-Large Ethnic Minority Executive Committee Member**

**(1) Eligibility**

**Any active ethnic minority member of the Association is eligible to be a candidate for At-Large Ethnic Minority EC Member. Ethnic minority for purposes of this paragraph only shall mean American Indian/Alaska Native, Asian, Native Hawaiian or other, Pacific Islander, Black, Hispanic, and Cape Verdean.**

**(2) Nomination Process**

- a. Nomination papers may be obtained:**

- in person or in writing
- from the Executive Director-Treasurer
- any time after July 1.

Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.

**b. Nomination papers must be signed by 200 active Association members:**

- No more than 50 of those signatures may be obtained from any one local affiliate.
- No more than 100 of those signatures may be obtained from any one electoral district.
- Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 p.m. on the first Friday of March.
- The Credentials and Ballot Committee will certify the nomination papers if they are in order.
- Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

**(3) Election**

- a. The only candidates shall be those nominated in accordance with Section H. (2) above.
- b. The At-Large Ethnic Minority EC Member shall be elected by majority vote of the delegates at the Annual Meeting of Delegates. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.
- c. If there is only one (1) candidate for an open position, the election shall be waived and the candidate declared elected.

**(4) Term of Office**

- a. The term of office shall be for three years or until a successor has been chosen.
- b. Members shall be eligible for two consecutive three-year terms, unless a member has filled an unexpired term. No consecutive years served may exceed nine.
- c. The term of office shall commence on July 1.

**(5) Vacancies**

- a. The position of At-Large Ethnic Minority EC Member shall be declared vacant in the event:
  - the member is absent for two (2) consecutive Board meetings without prior notice to the President, or the member dies or resigns, or
  - the member is elected to become an officer or NEA Director, becomes a Regional Executive Committee member, or
  - the member loses eligibility to serve on the EC due to a change in employment status, including a leave of absence requested to serve in a position outside any MTA bargaining unit if said leave exceeds 90 calendar days, or
  - no member files papers to be a candidate or all candidates withdraw prior to the election, or
  - the annual election for this office does not take place.
- b. Eligible members shall be notified of the vacancy and the election process.
- c. The vacancy shall be filled by mail balloting to the appropriate registered delegates to the previous Annual Meeting, provided such delegates continue to qualify for delegate status.

- d. If there is only one candidate for the position, the election shall be waived and the candidate declared elected.
- e. The Ethnic Minority EC Member shall take office immediately upon election unless otherwise specified and shall serve until the term expires.
- f. All provisions of Paragraph (5) shall apply to the At-Large Ethnic Minority Executive Committee Member.

**Moved to suspend the rules** so we take a green, a red and then a yellow, and go in that order for the purpose of the rest of this specific question.

Motion failed.

**Motion to close debate.**

**Voted to close debate.**

**Moved and seconded** to amend the bylaw amendment by deleting the words "Ethnic Minority" from first sentence.

**Voted to amend** the bylaw amendment by deleting the words "Ethnic Minority" from first sentence.

**Voted, by hand, to adopt Proposed Bylaw Amendment #1:**

***Bylaw Article VI. Governance: Executive Committee and Board of Directors, Executive Committee, Composition, Section 3. Nominations, Elections & Terms of Office, Regional, Statewide Retired and At-Large Executive Committee Members.***

(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 and one (1) At-Large ESP Executive Committee member, and one (1) At-Large Ethnic Minority Executive Committee member.

***Add the following after Article VII, Section 3.G:***

**H. At-Large Ethnic Minority Executive Committee Member**

**(1) Eligibility**

Any active member of the Association is eligible to be a candidate for At-Large Ethnic Minority EC Member. Ethnic minority for purposes of this paragraph only shall mean American-Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and Cape Verdean.

**(2) Nomination Process**

a. Nomination papers may be obtained:

- in person or in writing
- from the Executive Director-Treasurer
- any time after July 1
- Requests must specify the office sought. The Executive Director-Treasurer shall forthwith provide nomination papers stating the candidate's name and office sought.

b. Nomination papers must be signed by 200 active Association members:

- No more than 50 of those signatures may be obtained from any one local affiliate.
- No more than 100 of those signatures may be obtained from any one electoral district.
- Nomination papers must be filed with the Executive Director-Treasurer and received prior to 5 pm on the first Friday of March
- The Credentials and Ballot Committee will certify the nomination papers if they are in order.
- Once they are certified, the candidate's name shall be placed on the ballot for the office sought.

**(3) Election**

- a. The only candidates shall be those nominated in accordance with Section H. (2) above.
- b. The At-Large Ethnic Minority EC Member shall be elected by majority vote of the delegates at the Annual Meeting of Delegates.
- c. In the event that a majority is lacking on the first ballot, a second ballot shall be held the two highest vote-getters.
- a. If there is only one (1) candidate for an open position, the election shall be waived, and the candidate declared elected.

**(4) Term of Office**

- a. The term of office shall be for three years or until a successor has been chosen.
- b. Members shall be eligible for two consecutive three-year terms, unless a member has filled an unexpired term. No consecutive years served may exceed nine.
- c. The term of office shall commence on July 1.

**(5) Vacancies**

- a. The position of At-Large Ethnic Minority EC Member shall be declared vacant in the event:
  - the member is absent for two (2) consecutive Board meetings without prior notice to the President, or
  - the member dies or resigns, or
  - the member is elected to become an officer or NEA Director, becomes a Regional Executive Committee member, or
  - the member loses eligibility to serve on the EC due to change in employment status, including a leave of absence requested to serve in a position outside any MTA bargaining unit if said leave exceeds 90 calendar days, or
  - no member files papers to be a candidate or all candidates withdraw prior to the election, or
  - the annual election for this office does not take place
- b. Eligible members shall be notified of the vacancy and the election process.
- c. The vacancy shall be filled by mail balloting to the appropriate registered delegates to the previous Annual Meeting, provided such delegates continue to qualify for delegate status.
- d. If there is only one candidate for the position, the election shall be waived, and the candidate declared elected.
- e. The Ethnic Minority EC Member shall take office immediately upon election unless otherwise specified and shall serve until the term expires.
- f. All provisions of Paragraph (5) shall apply to the At-Large Ethnic Minority Executive Committee Member

**Proposed Bylaw Amendment #2: Bylaw III, Section 1, A. (3) Membership Affiliate Membership: Requirements of Membership**

**Voted by hand to adopt to adopt Amendment #2**

~~Sec E. Any local affiliate that has an agency fee provision shall prorate and remit said fee, in accordance with Article IV, Section 3E. Delete all above and renumber section.~~  
**Delete all above and renumber section.**

**Proposed Bylaw Amendment #3: Bylaw Article IV, Section 3. E Finance: Payment of Dues**

**Voted by hand**, to adopt Finance: Payment of Dues

~~E. Any local association that has an agency fee provision shall prorate and remit said fee. The amount remitted to the Association and the NEA shall be in the same ratio as that remitted for active members. Delete all above.~~

**Proposed Bylaw Amendment #4: Article VIII, Section 2. A. (5) Electoral Districts and Regions**

**Voted, by hand** to adopt Proposed Bylaw Amendment #4:

It shall be the responsibility of the Electoral Review Committee to:

(5) Review electoral districts and regions prior to the Annual Meeting every third year **or any year when there is a loss or gain in total Active Membership of 5 percent or greater. Total Active membership on June 30 will be compared to June 30 figures of the previous year.**

**Proposed Bylaw Amendment #5 Bylaw Article VII, Nominations, Elections & Terms of Office, Sections 1, 2, 3, 4, 5, 6, and 8; and Bylaw Article IX, Delegate Meetings, Section 2.G; and Bylaw Article X, Committees, Section 10 (Attachment B)**

**Moved and Seconded** to refer this proposed bylaw change to a committee appointed by the President.

**Moved and Seconded** to close debate.

**Voted to close debate.**

**Voted by standing** to refer this proposed bylaw change to a committee appointed by the President.

**Proposed Bylaw Amendment #6 Bylaw Article XI, Discipline, Disaffiliation and Recall, Section 1.A. Discipline/Disaffiliation By Executive Committee**

A. Cause

1. Members and/or affiliates that fail to comply with standards and procedures as set forth in these Bylaws shall be subject to admonishment, censure, suspension, expulsion or disaffiliation as prescribed in these Bylaws.
2. **Members and/or affiliates that fail to comply with MTA policies shall be subject to admonishment, censure or suspension.**



3. Members who fail to comply with the standards and procedures as set forth in the constitution and Bylaws of the affiliated local may be excluded by the local from membership as long as those documents do not conflict with the MTA Bylaws.

**Motion failed, by hand** to adopt Proposed Bylaw Amendment #6.

**Moved and Seconded** to change the order of business and defer the remaining bylaws until tomorrow and talk about the Local support and then go to the Issues Forum.

**Voted** to change the order of business and defer the remaining bylaws until tomorrow and talk about the Local support and then go to the Issues Forum.

**Moved and seconded to suspend the rules** to go back to discussing proposed bylaw amendments and then basically the original order of the agenda.

**Motion failed.**

#### **Local Support**

Twenty minutes were allocated to talk about Local Association Support. Discussion of priorities for use of Field Reps time. Local service is important and understaffed.

#### **Issues Forum Fund our Future**

President Najimy introduced members to speak to the delegates about the needs of their schools and actions they have engaged in building union power. She stated that it is a top priority of the organization to move forward to address the needs of the locals, the needs of the staff, and fight and win and become a strong union.

#### **Recess**

The First Day of the 174th Annual Meeting of Delegates recessed at 6:07 p.m.

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## Saturday Business Session – May 4, 2019

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### Call to Order

The second session of the 174th Annual Meeting of Delegates was called to order at 9:10 a.m. in the Hynes Convention Center.

### Announcements

President Najimy reviewed the general meeting procedures.

### Order of Business

President Najimy proposed that the order of business would be *Agenda Item #21 – Announcements, Agenda Item #22 – Adopt the Supplemental Credentials Report*, then move to *Agenda Item #23 – Awards*, move *Agenda Item #27 – Presidents Awards, Agenda Item #28 – Keynote speaker, Agenda Item #29 – Fund our Future Campaign*, then go back to *Agenda Item #12 – Bylaws, Agenda Item #13 – Resolutions, Agenda Item #14 – Electoral Region District plan, Agenda Item #17 – New business items with budgetary impacts*, then *Agenda Item #24 – Budget*, and then everything after *Agenda Item #30* would stay in order.

**Voted to adopt the new order of business.**

**President Najimy proposed** that debate be limited to 2 minutes for each person.

**Voted** to limit debate to 2 minutes each.

### Adopt the Supplemental Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, announced that as of 6:00 p.m. on Friday, May 3, 2019 – 1,146 delegates were registered.

**Without objection**, adopted the Supplemental Credentials Report.

### Recognition and Presentation of Awards

#### ESP of the Year

Joanie Cederholm was recognized.

#### MTA Friend of Education

The 2019 MTA Friend of Education Award was presented to Ricardo Rosa and Jose Soler, Community Partners. Ricardo Rosa and Jose Soler accepted the award and addressed the delegates.

#### MTA Friend of Labor

The 2019 MTA Friend of Labor Award was presented to Ann Clarke, Retired Executive Director-Treasurer. Ann Clarke accepted the award and addressed the delegates.

#### Massachusetts President's Award

The 2019 Massachusetts Teacher of the Year was presented to the Red for Ed Movement. Karla Griego of United Teachers Los Angeles accepted the award on behalf of the National Red for Ed Movement and addressed the delegates.

### **Massachusetts Teacher of the Year**

The 2019 Massachusetts Teacher of the Year was presented to Jamil Siddiqui, East Bridgewater Education Association. Mr. Siddiqui accepted the award and addressed the delegates.

### **VOTE**

Lisa Gallatin encouraged delegates to contribute to VOTE, the MTA's political action committee.

### **MTA Keynote Speaker**

President Najimy introduced Karla Griego Lyons, Educator, Los Angeles Unified School District. She discussed the challenges facing educators and schools around the country and shared inspiring stories of educator activism.

### **Fund our Future Campaign**

President Najimy and Vice President Page addressed the importance of the Fund our Future campaign and the critical role the MTA and MTA members are playing in passing this legislation.

Delegates from throughout the state spoke about the challenges their Association faces and the importance of the Promise Act.

Enid Eckstein, Campaign Manager, described the action(s) on May 16<sup>th</sup> and encouraged and energized the delegates to attend.

### **Act on Proposed Amendments to the MTA Bylaws (continued)**

President Najimy reviewed the procedures for discussing the proposed amendments to the MTA Standing Rules. Peter Schoonmaker, 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 Bylaw Amendment #7 Bylaw Article VI, Governance: Executive Committee & Board of Directors, Section 1. Executive Committee, C. Meetings***

**Number and add to end of Section 1 (C):**

**As a matter of policy and preference, officers and Executive Committee members should physically attend regularly scheduled meetings. However, remote participation by telephone may be permitted if the President, or, in the absence of the President, the individual presiding over the meeting, determines that extenuating circumstances exist that make physical attendance by the Executive Committee member unreasonably difficult. An Executive Committee member may participate remotely on no more than two occasions during the membership year as defined in Article III, section 4.**

**Moved and Seconded** to close debate.

**Voted to close debate.**

**Motion failed, by hand,** to adopt Proposed Bylaw Amendment #7:

#### ***Proposed Bylaw Amendment #8 Bylaw Article VI, Governance: Executive Committee & Board of Directors, Section 2. Board of Directors, C. Meetings***

**Number and add to end of Section 2 (C):**

**As a matter of policy and preference, officers and directors should physically attend regularly scheduled Board meetings. However, remote participation by telephone may be permitted if the President, or, in the absence of the President, the individual presiding over the meeting, determines that extenuating circumstances exist that make physical attendance by the director unreasonably difficult. A director may participate remotely on no more than two occasions during the membership year as defined in Article III, section 4.**

**Moved and Seconded** to suspend the rules for the rest of the day and eliminate the standing rule that debate on a motion shall not be closed until there have been at least two speakers for and two 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.

**Voted to suspend** the rules for the rest of the day and eliminate the standing rule that debate on a motion shall not be closed until there have been at least two speakers for and two 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.

**Moved and Seconded** to close debate.

**Voted to close debate.**

**Motion failed, by hand,** to adopt Proposed Bylaw Amendment #8.

**Proposed Bylaw Amendment #9 *Bylaw Article VI, Governance: Executive Committee & Board of Directors, Section 2. Board of Directors, C. Meetings***

**Number and add to end of Section 2 (C):**

**A special meeting called pursuant to section 2.C(1)(b) of this Article may be conducted by telephone conference. The decision to conduct a special meeting by electronic means shall be made by the President. Voting at a meeting that is 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.

**Motion to close debate failed.**

**Moved and seconded** to amend by striking "telephone" and replacing it with "video."

**Moved and Seconded** to suspend the rules and use the green, red and yellow cards in rotation and suspend the priority of yellows for the purpose of this debate.

**Voted** to suspend the rules and use the green, red and yellow cards in rotation and suspend the priority of yellows for the purpose of this debate.

**Moved and Seconded** to close debate.

**Voted to close debate.**

**Motion failed, by hand,** to amend by striking "telephone" and replacing it with "video."

**Moved and seconded** to amend "telephone conference" and replace it with "media conferencing technology."

**Moved and seconded** to close debate.

**Voted** to close debate.

**Voted, by hand**, to amend "telephone conference" and replace it with "media conferencing technology."

**Moved and seconded** to close debate.

**Voted** to close debate.

**Voted by hand to adopt as amended Proposed Bylaw Amendment #9:**

**A special meeting called pursuant to section 2.C(1)(b) of this Article may be conducted by ~~telephone conference~~ media conferencing technology. The decision to conduct a special meeting by electronic means shall be made by the President. Voting at a meeting that is conducted by electronic means is permissible and shall have the same status as votes conducted at a live meeting.**

#### **Act on Proposed Resolutions**

President Najimy introduced Matt Bach, Chair of the Resolutions Committee, and explained the process with Resolutions. Proposed additions are underlined; proposed deletions are **bold** and ~~crossed out~~.

**Moved and Seconded** to suspend the rules and table the resolutions to the June Board Meeting.

**Motion failed** (voted by division).

**Moved and Seconded** to suspend the rules and change the order of business to put resolutions after the adoption of the credentials report.

**Motion failed** (voted by division).

Matt Bach read titles of resolutions and delegates were asked to place on 'hold' any resolutions that they believed should be discussed and voted on separately. Those identified were B-4, B-30, C-3, C-6, D-9, D-14, F-29.

**Without objection, voted to adopt** all resolutions that were not set aside as hold.

**Moved and Seconded** to change the order of business and put the resolutions that were held after *Agenda Item #37* in the agenda.

**Motion failed** (2/3 vote needed).

**Moved and Seconded** to change the order of business and put the resolutions that were held after *Agenda Item #26* immediately after budget in the agenda.

**Motion failed** (2/3 vote needed).

### **Proposed Revised Resolution B4 School Attendance**

Voted by hand to adopt Proposed Revised Resolution B4:

The Massachusetts Teachers Association, recognizing that regular school attendance is essential to a successful educational experience, ~~advocates that school committees and school administrators enforce all attendance rules and regulations. The MTA urges that the judicial system support school systems in these enforcement matters.~~ believes that students and families should receive the support they need to cooperate with attendance policies. Further, the MTA urges all parents and/or legal guardians to cooperate.

~~Further, the MTA urges all parents and/or legal guardians to cooperate in the enforcement of this vital policy, which contributes to the education of their children.~~

### **Proposed Revised Resolution B-30 Technology In Education**

The Massachusetts Teachers Association recognizes that access to new technology is essential to the expansion of knowledge and the development of new skills. Therefore, the MTA supports the appropriate use of technology in education and urges school committees and governing boards of higher education to bargain with local associations and chapters to develop policies regarding the use of such technology.

The MTA believes that educators and students should be given the opportunity to explore and use the potential of emerging technologies under conditions that ensure their health and safety. Filtering of Internet websites must maintain a balance between the protection of students and the open flow of information.

The MTA also believes that every student should have the opportunity to experience technology education and that all educational professionals should have the opportunity for training in their schools in utilizing educational technology in their classrooms. Furthermore, the MTA believes that instructional technology should be used to support, but not to supplant, the classroom ~~teacher~~ educator.

The MTA believes that the use of digital technology in classrooms cannot be addressed in isolation from students' home use. The MTA encourages a holistic approach in which educators and administrators work with parents or guardians wishing to protect children from the dangers of excessive screen use, including health effects, gaming addiction and screen-related anxiety and depression.

The MTA encourages districts to enact policies that result in limiting the distractions caused by smartphones and other digital devices, including school-issued devices, in schools.

The MTA also encourages schools to moderate the use of online homework and online textbooks in order to help students avoid excessive screen exposure. (93, 94, 96, 99, 13, 19)

**Moved and seconded** to strike the last sentence, "The MTA also encourages schools to moderate the use of online homework and online textbooks in order to help students avoid excessive screen time."

**Moved and seconded** to close debate.

**Voted to close debate.**

**Motion failed to amend** by striking the last line, “The MTA also encourages schools to moderate the use of online homework and online textbooks in order to help students avoid excessive screen time.”

**Moved and seconded** to close debate on the proposed resolution.

**Voted** to close debate on the proposed resolution.

**Voted by hand to adopt Proposed Revised Resolution B-30.**

The Massachusetts Teachers Association recognizes that access to new technology is essential to the expansion of knowledge and the development of new skills. Therefore, the MTA supports the appropriate use of technology in education and urges school committees and governing boards of higher education to bargain with local associations and chapters to develop policies regarding the use of such technology.

The MTA believes that educators and students should be given the opportunity to explore and use the potential of emerging technologies under conditions that ensure their health and safety. Filtering of Internet websites must maintain a balance between the protection of students and the open flow of information.

The MTA also believes that every student should have the opportunity to experience technology education and that all educational professionals should have the opportunity for training in their schools in utilizing educational technology in their classrooms. Furthermore, the MTA believes that instructional technology should be used to support, but not to supplant, the classroom ~~teacher~~ educator.

The MTA believes that the use of digital technology in classrooms cannot be addressed in isolation from students’ home use. The MTA encourages a holistic approach in which educators and administrators work with parents or guardians wishing to protect children from the dangers of excessive screen use, including health effects, gaming addiction and screen-related anxiety and depression.

The MTA encourages districts to enact policies that result in limiting the distractions caused by smartphones and other digital devices, including school-issued devices, in schools.

The MTA also encourages schools to moderate the use of online homework and online textbooks in order to help students avoid excessive screen exposure. (93, 94, 96, 99, 13, 19)

**Proposed Revised Resolution C-3 Equal Opportunity In ~~Athletic~~ Extracurricular Programs**

The Massachusetts Teachers Association believes that at all educational levels each student must have an equal opportunity to participate in ~~athletic~~ extracurricular programs. The MTA urges that school committees and boards of trustees provide funding for equity in facilities, equipment and staff for both male and female students. (79, 01, 19)

**Moved and Seconded** to strike “for both male and female students” and replace it with “for students of all genders.”

**Ruled out of order** because it does not relate to the proposed amendment to substitute extracurricular for athletic

**Moved and Seconded** to close debate.

**Voted** to close debate.

**Voted by hand to adopt Proposed Revised Resolution C-3 Equal Opportunity In Athletic Extracurricular Programs**

The Massachusetts Teachers Association believes that at all educational levels each student must have an equal opportunity to participate in athletic extracurricular programs. The MTA urges that school committees and boards of trustees provide funding for equity in facilities, equipment and staff for both male and female students. (79, 01, 19)

**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 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 state legislation that extends the benefits of the Occupational Safety and Health Act — OSHA — ~~to~~ 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. (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19) C

**Moved and seconded** to add “The MTA also strongly supports the state’s school immunization requirements.”

**President Najimy asked delegates to vote by standing** if this addition can be considered.

**Vote** is inconclusive and President Najimy ruled that amendment can be accepted for consideration.



**Voted** to adopt as amended C-6 Healthy And Safe Schools.

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

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

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

The MTA strongly supports the enforcement of state legislation that extends the benefits of the Occupational Safety and Health Act — OSHA — to 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. (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19) C

**Moved and Seconded** to suspend the rules to move to the announcement of election results followed by new business with budgetary implications and then the budget.

**Voted** to suspend the rules to move to the announcement of election results followed by new business with budgetary implications and then the budget.

### **Adopt the Results of the Election**

Karen Albano, Co-Chair of the Credentials and Ballot Committee, announced the results of the election. Attachment C

### **Adopt the Final Credential Report**

- Pam Skinner announced that as of 11:00 a.m., the number of voting delegates actually registered was 1,234. The number of delegates entitled to be present was 2,910.
- The number of local associations entitled to be in attendance: 379. The number of local associations in attendance: 155.
- The number of delegates representing local associations entitled to be present was 2,527. The number of local delegates present was 973.

- The number of regional ethnic-minority delegates entitled to be present was 50. The number in attendance was 16.
- The number of statewide retired district delegates entitled to be present was 207. The number in attendance was 180.
- The number of state and county affiliate delegates entitled to be present was 22. The number in attendance was one.
- The number of delegates entitled to be present from the board of directors was 72. The number in attendance was 64.
- The number of student delegates entitled to be in attendance was 32. The number in attendance was zero.

**Voted, by hand,** to adopt the final credentials report of the Credentials and Ballot Committee.

### **Act on Proposed New Business Items WITH Budgetary Implications**

#### **NBI #2 Local Support**

**Moved and seconded to adopt** Any dues increase approved by this body be utilized to hire more FSO staff, thus putting member dues to direct support of members' needs, and the needs of the locals, and allowing for more productive and efficient use of Field Staff and their services. In addition, MTA will conduct an immediate needs assessment of every local via survey to every local President with regard to services provided by MTA to the local and its members, including: FSO field rep time, MTA Legal Assistance, Retirement consultant services, Membership support, Finance and Accounting, Training and Professional Development.

~~**Moved and seconded** to amend motion Any dues increase approved by this body be utilized to hire more FSO staff, thus putting member dues to direct support of members' needs, and the needs of the locals, and allowing for more productive and efficient use of Field Staff and their services. In addition, MTA will conduct an immediate needs assessment of every local via survey to every local President with regard to services provided by MTA to the local and its members, including: FSO field rep time, MTA Legal Assistance, Retirement consultant services, Membership support, Finance and Accounting, Training and Professional Development.~~

A needs assessment survey of all local presidents will be done within 4 months of Annual Meeting, 2019, overseen by a 10 person committee. This committee shall be comprised of representatives from PreK-Higher Ed, ESPs, a Board Director, an Executive Committee member, a Retiree and at least 3 local presidents. The committee will formulate questions designed specifically to assess the needs of MTA local affiliates with regard to MTA services provided, will distribute electronically to all local presidents, and will review results within 4 weeks of the survey closing. Results, including raw data survey, will be shared with all presidents, the MTA Board, and the MTA Executive Committee, not later than December 1, 2019.

These results shall be used by MTA Leadership, Board of Directors, and Executive Committee to guide decisions in the hiring and/or re-allocation of existing staff to support the locals as indicated in the needs assessment survey.

The results of the needs assessment shall also be placed on the agenda of the All Presidents meeting in the Fall of 2019 with opportunity given for presidents to discuss and create recommendations for MTA.

**Without Objection** the sponsor was allowed to substitute the above amendment.

**Moved and Seconded to close debate.**

**Voted to close debate.**

**Voted, by hand, to adopt** New Business Item #2.

A needs assessment survey of all local presidents will be done within three months of Annual Meeting 2019, overseen by a 10-person committee. This committee shall be comprised of representatives from pre-K through higher ed, ESPs, a board director, an executive committee member, a retiree and at least three local presidents.

The committee will formulate questions designed specifically to assess the needs of MTA local affiliates with regard to MTA's services provided, will distribute electronically to all local presidents and will review the results within three weeks of the survey closing.

Results, including raw data survey, will be shared with all presidents, the MTA board and the MTA executive committee no later than September 30, 2019.

These results shall be used by MTA leadership, board of directors and executive committee to guide decisions in the hiring and/or reallocation of existing staff to support the locals as indicated in the needs assessment survey.

The results of the needs assessment shall also be placed on the agenda of the All Presidents meeting in the Fall of 2019 with opportunity given for presidents to discuss and create recommendations for MTA.

**Moved and seconded to adopt NBI #3 – MTA Local Association New Member Liaison Subsidy**

That the MTA will support and fund a position of New Member Liaison (NML) in each interested local association of the MTA. Such a position shall be funded at the rate of \$350 per year. The total cost of this program shall not exceed \$50,000. Once the budgeted \$50,000 has been expended, no further reimbursements shall be made until the following year. Request for payment of the NML stipend shall be made by the Treasurer of the Local Association; and payment for stipends shall be made by the MTA to the treasurer of the local. The local association must supply the name of the NML, who must be appointed each year.

**Moved and seconded to amend motion.**

~~That the MTA will support and fund a position of New Member Liaison (NML) in each interested local association of the MTA. Such a position shall be funded at the rate of \$350 per year. The total cost of this program shall not exceed \$50,000. Once the budgeted \$50,000 has been expended, no further reimbursements shall be made until the following year. Request for payment of the NML stipend shall be made by the Treasurer of the Local Association; and payment for stipends shall be made by the MTA to the treasurer of the local. The local association must supply the name of the NML, who must be appointed each year.~~

That the MTA, recognizing the anti-union forces that are actively trying to discourage new hires from joining their local association, create a pilot program for the 2019-2020 school year, that would fund a position of New Member Liaison (NML) in up to 90 locals, at the rate of \$350 per

liaison. Request for payment of the NML stipend shall be made by the Treasurer of the Local Association. The local association must supply the name of the NML for the year.

**Without Objection** the sponsor was allowed to substitute the above amendment.

**Moved and Seconded to close debate.**

**Voted to close debate.**

**Voted** That the MTA, recognizing the anti-union forces that are actively trying to discourage new hires from joining their local association, create a pilot program for the 2019-2020 school year, that would fund a position of New Member Liaison (NML) in up to 90 locals, at the rate of \$350 per liaison. Request for payment of the NML stipend shall be made by the Treasurer of the Local Association. The local association must supply the name of the NML for the year.

#### **Order of business**

**Voted without objection** the Electoral Review Commission will take place after the budget discussion.

#### **Act on the Budget and Dues Recommendation for FY2019-2020**

President Najimy instructed the delegates on the process for adopting the annual budget and dues for 2019-2020. The adoption of the annual budget takes place in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

Max Page, Vice President and Chair of the Advisory Budget Committee, reviewed the Board of Directors Annual Operating Budget with the delegates.

**Moved and Seconded** to suspend the rules and move into debate and take a cycle of cards green, red, yellow.

**Voted to suspend the rules** and move into debate and take a cycle of cards green, red, yellow.

**Moved** to adopt the Annual Operating Budget of \$46,845,152 and an operating budget dues level of \$477, based on 84,988 full-time equivalent active members for the 2019-2020 fiscal year. Dues for secretaries, clerks, and custodians are to be \$287; dues for aides, food service personnel and other education support professionals are to be \$144.

**Moved and Seconded to close debate.**

**Voted to close debate.**

**Point of Order** question whether there are enough members available for a quorum.

**President Najimy responded** that there was a quorum and it was in the middle of a vote.

**Voted, by hand,** to adopt the Annual Operating Budget of \$46,845,152 and an operating budget dues level of \$477, based on 84,988 full-time equivalent active members for the 2019-2020 fiscal year. Dues for secretaries, clerks, and custodians are to be \$287; dues for aides, food service personnel and other education support professionals are to be \$144.

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

**Motion failed, by hand** to reconsider all business that came before this body up to this point.

### **Act on the PR/Organizing Campaign Budget and Dues for FY2019-2020**

Vice President Page read the motion to adopt the Annual Operating Budget of \$1,699,760 and dues level of \$20 based on 84,988 full-time equivalent active members for the 2019-2020 fiscal year. Dues for secretaries, clerks and custodians to be \$12; Dues for aides, food service personnel and other ESP to be \$6.

#### **Call for a quorum.**

Quorum verified by teller count.

#### **Moved and Seconded to suspend the rules and close debate.**

#### **Voted to close debate.**

**Voted, by hand,** to adopt the Annual Operating Budget of \$1,699,760 and dues level of \$20 based on 84,988 full-time equivalent active members for the 2019-2020 fiscal year. Dues for secretaries, clerks and custodians to be \$12; Dues for aides, food service personnel and other ESP to be \$6.

**Moved and seconded** that all remaining items that are not addressed in this current agenda, if a quorum call is made and there's not a quorum, be referred to the board of directors.

**Voted by hand** that all remaining items that are not addressed in this current agenda, if a quorum call is made and there's not a quorum, be referred to the board of directors.

### **Recommendations from the Electoral Review Committee (ERC)**

President Najimy introduced John Sullivan Chair of the Electoral Review Committee, who presented the Proposed MTA Electoral District & Regional Plan.

#### **Moved and seconded to adopt the electoral and regional district plan.**

#### **Moved and seconded to suspend the rules and close debate.**

#### **Voted to close debate.**

#### **Voted to adopt the Electoral and Regional Plan.**

### **President Najimy introduced Jackie Lawrence from Mass Child**

#### **Moved and seconded suspending the rules to give away 50/50 raffle.**

#### **Voted to suspend the rules to give away 50/50 raffle.**

**Announcement** that \$710 was raised and the winning delegate will get \$355.

**Moved and seconded** to reconsider everything that can still be reconsidered.

**Motion failed.**

### **Act on Proposed New Business Items WITHOUT Budgetary Implications**

#### **New Business Item #1 – Threat from the Right**

**Moved and seconded** to adopt The MTA Task Force report “Threat from the Right”, which identified the players in the local and national network of anti-worker and anti-public education groups and their funding sources, be updated AND PRESENTED at the 2020 annual meeting.

**Moved and seconded** to suspend the rules in order to go in the order of green card, red card, and a yellow card for the remainder of the meeting.

**Voted** to suspend the rules in order to go in the order of green card, red card, and a yellow card for the remainder of the meeting.

**Moved and seconded to close debate.**

**Voted to close debate.**

**Voted** that the MTA Task Force report “Threat from the Right”, which identified the players in the local and national network of anti-worker and anti-public education groups and their funding sources, be updated AND PRESENTED\_at the 2020 Annual Meeting.

#### **New Business Item #4 – Exploratory Committee Environmental Health And Safety Resources**

**Moved and seconded** MTA will take the following actions over the next year to ensure that its Environmental Health and Safety Committee is optimally resourced to address the diverse range of environmental and workplace health and safety concerns facing MTA members, as well as our students and the communities that support and use the school buildings in which we teach.

1. MTA will sustain its current budget for legal and technical support available to the committee, allowing for ongoing legal and technical support as needed by the committee and MTA locals and members.
2. MTA will engage in a process this year to define MTA health and safety priorities and to set an adequate budget for ensuring that the needs of locals and the MTA EH&S Committee can be met, per these priorities. This will include addressing funding for adequate staff and legal support, providing funding for sampling and investigative equipment and analysis, and developing organizing skills and capacity.
  - a. An exploratory committee to address these issues will be established. This will include a representative of the Executive Director, participation by the President or Vice President, and at least two MTA board members with expertise/interest in these workplace concerns, the EH&S Committee chair, and the current technical support consultant. This committee will provide a report of its discussions at each MTA board meeting and will present a proposal to the board and EH&S committee in time to be submitted for approval by the delegates at the 2020 Annual Meeting.
  - b. The committee will be tasked to analyze the needs, capabilities, strengths, weaknesses, limits, and intentions of the MTA in its responsibility for responding to health and safety needs of locals and members.

**Moved and seconded to amend motion** to by substituting ‘task force’ for ‘committee’ throughout the motion and ‘regional representative’ for ‘consultant’.

**Voted without objection, to amend motion** to by substituting ‘task force’ for ‘committee’ throughout the motion and ‘regional representative’ for ‘consultant’.

**Moved and seconded to close debate.**

**Voted to close debate.**

**Voted to adopt – Exploratory Task Force Environmental Health and Safety Resources**

MTA will take the following actions over the next year to ensure that its Environmental Health and Safety Committee is optimally resourced to address the diverse range of environmental and workplace health and safety concerns facing MTA members, as well as our students and the communities that support and use the school buildings in which we teach.

1. MTA will sustain its current budget for legal and technical support available to the committee, allowing for ongoing legal and technical support as needed by the task force and MTA locals and members.
2. MTA will engage in a process this year to define MTA health and safety priorities and to set an adequate budget for ensuring that the needs of locals and the MTA EH&S committee can be met, per these priorities. This will include addressing funding for adequate staff and legal support, providing funding for sampling and investigative equipment and analysis, and developing organizing skills and capacity.
  - a. An exploratory task force to address these issues will be established. This will include a representative of the Executive Director, participation by the President or Vice President, and at least two MTA board members with expertise/interest in these workplace concerns, the EH&S Committee chair, and the current technical support regional representative. This task force will provide a report of its discussions at each MTA board meeting and will present a proposal to the board and EH&S committee in time to be submitted for approval by the delegates at the 2020 Annual Meeting.
  - b. The task force will be tasked to analyze the needs, capabilities, strengths, weaknesses, limits, and intentions of the MTA in its responsibility for responding to health and safety needs of locals and members.

**New Business Item #5 – Revised Climate Strike NBI 2019**

**Moved and seconded** that the MTA delegation to the 2019 NEA Representative Assembly propose a national teacher strike in support of the Green New Deal.

**Moved and seconded to close debate.**

**Voted to close debate.**

**Voted to adopt** by teller count that the MTA delegation to the 2019 NEA Representative Assembly propose a national teacher strike in support of the Green New Deal.

A delegate questioned the existence of a quorum. The President stated that if a quorum was not established, no votes could be taken. President Najimy asks for a teller count and reported that 450 delegates were in the hall and therefore a quorum was not present. President Najimy proceeded to instruct the delegation that no further motions requiring a vote could be entertained.

**Counted by tellers** – 450 delegates were present which did not constitute a quorum.

**Announcement: Voice of Teachers for Education (VOTE)**


Jackie Gorrie, chair of the Retired Members Committee, reported that a total of \$4,479 was collected for VOTE and announced the VOTE giveaway recipients.


**Adjournment**

The 2019 Annual Meeting of Delegates adjourned at 4:40 p.m.

A true record.

Attest:

  
\_\_\_\_\_  
Mary Gilgallon, Official Recorder

  
\_\_\_\_\_  
Lisa Gallatin, Executive Director-Treasurer