

176th YEAR



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**2021 MTA ANNUAL MEETING OF DELEGATES
DELEGATE HANDBOOK**

VIRTUAL MEETING

APRIL 30 – MAY 1

MTA 2021

ANNUAL MEETING OF DELEGATES
April 30 – MAY 1



OFFICERS

Merrie Najimy, President

Max Page, Vice President

Lisa Gallatin, Executive Director-Treasurer

PARLIAMENTARIAN

James H. Slaughter

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NEW BUSINESS ITEMS DEADLINE: WEDNESDAY, APRIL 28, 2021.

NEW BUSINESS ITEMS WILL NOT BE ACCEPTED FOR ANNUAL MEETING AFTER 5 p.m. on APRIL 28.

New Business Items submitted to MTA Governance via email by 5 p.m. on Wednesday, April 28, will be available to the delegates and may commence to be considered at the Friday session. New Business Items **WITH** budgetary implications will be acted upon prior to adoption of the annual budget and the dues for FY2021-2022, which will occur Saturday morning. 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. 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.

Other New Business Items **WITHOUT** budgetary implications will be considered in the order in which they are received.

The form to submit a New Business Item is available online at www.massteacher.org/annualmeeting. If you have any questions, please contact Mary Gilgallon, Director of Governance and Administration, at 617-878-8213 or mgilgallon@massteacher.org.

MOTIONS

All substantive motions shall be submitted in writing.

Before seeking to be placed in the speaking queue, please email the motion to mgilgallon@massteacher.org.

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**FRIDAY, APRIL 30
1-5 P.M.**

1. Call to Order Merrie Najimy, President, Presiding
2. Pledge of Allegiance and The Star-Spangled Banner
3. Land Acknowledgment. Merrie Najimy, President, Presiding
4. Announcements Merrie Najimy, President, Presiding
5. Adopt the Preliminary Credentials Report (Quorum). Pam Rivers and Deb Mousley, Co-Chairs, Credentials and Ballot Committee (C&B)
6. Adopt Special Meeting Rules. Merrie Najimy, President, Presiding
7. Adopt the Order of Business Merrie Najimy, President, Presiding
8. Report on Certified Candidates. Pam Rivers and Deb Mousley, Co-Chairs, C&B
9. MTA Video
10. Act on Proposed Amendments to the MTA Standing Rules Peter Schoonmaker, Chair, Bylaws & Rules Committee
11. Act on Proposed Amendments to the MTA Bylaws. Peter Schoonmaker, Chair, Bylaws & Rules Committee
12. Act on Proposed Resolutions. Matt Bach, Chair, Resolutions Committee
13. Adopt the Supplemental Credentials Report. Pam Rivers and Deb Mousley, Co-Chairs, C&B
14. Recess

**SATURDAY, MAY 1
9 A.M. - Adjournment**

15. Call to Order Merrie Najimy, President, Presiding
16. Announcements Merrie Najimy, President, Presiding
17. Adopt the Supplemental Credentials Report. Pam Rivers and Deb Mousley, Co-Chairs, C&B
18. Awards Recognition only Merrie Najimy, President, Presiding
 - a. Friend of Education Jack Schneider and Jennifer Berkshire
 - b. Friend of Labor Chicago Teachers Union
 - c. President's Awards Alan Geller, Julia Koehler, Carlene Pavlos, Regina LaRocque, and Jodi Sugerman-Brozan
 - d. Recognition of ESP of the Year. Susan Soares, Arlington
 - e. Recognition of Teacher of the Year. Jennifer Hedrington, Malden
19. Act on Proposed New Business Items WITH Budgetary Implications Merrie Najimy, President, Presiding
20. Act on the Budget and Dues Recommendation for FY2021-2022 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 FY2021-2022
21. Act on the PR/Organizing Campaign Budget and Dues for FY2021-2022 Max Page, Chair of the PR/Organizing Campaign

Break for Elections:

Per Special Rules, elections begin at the conclusion of the item of business being transacted at 11 a.m. and will last for 25 minutes.

22. MTA Leadership Reports
 - a. Merrie Najimy, President
 - b. Max Page, Vice President
 - c. Lisa Gallatin, Executive Director-Treasurer
23. Issues Forum Merrie Najimy, President, Presiding
24. Act on Proposed New Business Items WITHOUT Budgetary Implications Merrie Najimy, President, Presiding
25. Adopt the Results of the Election. Pam Rivers and Deb Mousley, Co-Chairs, C&B
26. Final Credentials Report. Pam Rivers and Deb Mousley, Co-Chairs, C&B
27. Adopt the Results of Any Runoff Election (if Necessary) Pam Rivers and Deb Mousley, Co-Chairs, C&B
28. Announcements and Points of Personal Privilege
29. Closing Comments by President Merrie Najimy
30. Adjournment

SPECIAL RULES OF THE 2021 VIRTUAL MTA REPRESENTATIVE ASSEMBLY

Due to COVID-19 and the impossibility of holding an in-person 2021 Annual Meeting, the following Rules governing the virtual 2021 Annual Meeting are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian and the MTA Bylaws and Standing Rules Committee.

1. The Annual Meeting Business shall be limited to the call to order; land acknowledgment; Pledge of Allegiance; National Anthem; announcements; elections, awards recognition; adoption of credentials reports, adoption of special meeting rules, adoption of the order of business, and adoption of election results; an issues forum; new business; 2020 and 2021 Amendments to Standing Rules, Bylaws, and Resolutions; 2021-2022 budget; leadership reports; and closing comments.
2. The adopted order of business notwithstanding, elections will take place at the conclusion of whichever item of business is being transacted at 11:00 am and will conclude no less than 25 minutes later. No 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.
3. There shall be an official Parliamentarian appointed by the President.
4. The Annual Meeting shall be conducted using an online platform that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections).
5. Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.
6. During the Annual Meeting, anyone wishing to speak or make a motion shall use the Speaker Queue feature of the virtual platform and shall be recognized in order, starting with as many as three (3) "Requests for Information," followed by rotation of "For," "Against," and "Request for Information." Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.
7. All motions requiring a second are deemed to be seconded.
8. The chair shall provide the opportunity for debate on both sides of the question. A motion to close debate is not in order prior to the opportunity for at least one speaker on each side.
9. Upon recognition, any delegate shall identify themselves by stating their name and local association or retired member.
10. No delegate shall speak more than twice on the same item, nor longer than one (1) minute.
11. A delegate debating a motion may not conclude his or her remarks by moving to close debate.
12. There shall be no yielding of the microphone or speaking time to another delegate.
13. Registered non-delegate members, observers, and accredited members of the press will be provided access to the online platform to observe the proceedings but may not vote and may not be recognized to speak, with the exception of those with a role on the agenda or when called upon by the presiding officer to respond to questions.
14. Quorum shall be established based on the number of delegates connected to the virtual meeting platform as verified by the AV professionals. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.
15. Time spent on Bylaws and Standing Rules amendments proposals shall not exceed 10 minutes per proposal.
16. Time spent debating Resolution amendments shall not exceed 30 minutes. The Debate time for each Individual Resolution will be determined by dividing the allotted debate time by the number of Resolutions held for discussion.
17. After presentation of the budget, debate time for the budget shall not exceed 45 minutes.

18. Time spent on New Business Items with or without budgetary implications shall not exceed 10 minutes per item.
19. Total time spent on the Issues Forum shall not exceed 20 minutes.
20. If there are speakers in the queue when the item time allotted has been reached a vote shall be taken on whether to extend debate for an additional five minutes. A 2/3 vote is required to extend the time.
21. Executive session will not be possible during the 2021 Annual Meeting of the Delegates.
22. 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.
23. As communicated to delegates during the month of April in the call to the Meeting and via email and at the preconvention meetings, all New Business Items must have been received by MTA Governance (via email, per instructions) by 5 pm on Wednesday, April 28, to be considered.
24. The time for New Business Items with budgetary impact will be immediately prior to the presentation and vote on the MTA budget.
25. Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.
26. No campaigning shall be allowed while elections are in progress or at any point during the Meeting.
27. Candidates in contested elections for at-large seats, or their designee, shall be given the opportunity to address the delegates for three (3) minutes within the virtual meeting, immediately upon the conclusion of the first business session.
Candidates in contested elections for district/regional seats and for Retired Members Committee shall be given the opportunity to provide prerecorded candidate speeches, up to three (3) minutes in length. The recordings will be available for online viewing and shall be promoted to the electorate prior to the meeting and a reminder of how the delegates may view them shall be given at the conclusion of the first business session.

Virtual Preconvention Meetings will be held as opportunities to provide important information to delegates in advance of Annual Meeting. Preconvention meetings will be held via Zoom meeting in 2021. All delegates – and those who are pending possible election as a delegate – are strongly urged to attend one of the Precons. You must register in advance, and your Zoom meeting access will be emailed after registering. The Preconvention meetings will be recorded and posted on the MTA website <https://massteacher.org/events-and-conferences/annual-meeting-of-delegates>.

Thursday, April 15, 2021 from 4:30-7:30 p.m.

Monday, April 26, 2021 from 4:30-7:30 p.m.

Agenda for Preconvention Meetings:

1. Opening Remarks: MTA President Merrie Najimy and Vice President Max Page
2. Items of Interest – MTA Virtual Annual Meeting
 - a. What to Expect Leading Up to Annual Meeting
 - b. Annual Meeting Special Rules
3. Presentation on the Proposed Budget and Dues for 2021-2022
4. Proposed Amendments to the *MTA Bylaws and Standing Rules*
5. Proposed *MTA Resolutions*
6. Opportunity to Hear from Candidates for MTA Offices

Refer to the proposed budget document enclosed in this mailing for your review. Following the presentations on the *Budget and Dues, Bylaws and Standing Rules, and Resolutions*, delegates will be given the chance to comment and ask questions.

Please verify that you have access to the virtual Precon at least one hour before the start of the meeting. MTA staff members' ability to troubleshoot Precon meeting access after the start of the meeting will be limited. Email MTAGovernance@massteacher.org for assistance.

MTA PRESIDENT'S AWARD

Alan Geller
Senior Lecturer



Alan Geller is a senior lecturer in the Department of Social and Behavioral Sciences at the Harvard T.H. Chan School of Public Health. He was a daycare worker, unionized rubber and steelworker and a surgical oncology nurse before embarking on a public health career. His expertise is in cancer screening and cancer epidemiology as well as tobacco cessation. He has worked over the past year advising districts on safe return-to-school policies as well as assisting the MTA in similar efforts.

MTA PRESIDENT'S AWARD

Julia Koehler
Assistant Professor of Pediatrics



Julia Koehler earned her M.D. degree at the University of Heidelberg, Germany. She completed a residency in pediatrics and a subspecialty fellowship in pediatric infectious disease at Boston Children's Hospital. She trained in molecular genetics of the model eukaryote *Saccharomyces cerevisiae* and the human pathogen *Candida albicans* at the Whitehead Institute of MIT. She is a practicing pediatric infectious disease clinician and a National Institutes of Health-funded molecular genetics bench scientist. Dr. Koehler co-founded the Immigrant Health Special Interest Group of the American Academy of Pediatrics and served on its steering committee, and she is the founding chair of the Immigrant Health Committee of the Massachusetts chapter of the American Academy of Pediatrics. She is the principal investigator for an NIH grant to address Chagas disease, a deeply neglected poverty-related infection in Latin American communities. She is an assistant professor of pediatrics at Harvard Medical School.

MTA PRESIDENT'S AWARD

Carlene Pavlos
Executive Director



Carlene Pavlos is the executive director of the Massachusetts Public Health Association, a statewide advocacy organization promoting policies that address the social and environmental conditions that determine health. The MPHA is committed to health and racial equity and utilizes health equity framing in identifying policy goals. Since the early days of the COVID-19 pandemic, the MPHA has been convening the Task Force on Coronavirus and Equity, a coalition of more than 100 organizations focusing on the needs of those most seriously impacted. Prior to joining the MPHA in April 2018, Pavlos spent nearly 20 years at the Massachusetts Department of Public Health, most recently as the director of the Bureau of Community Health and Prevention. She brings to her work a commitment to social justice, and she has extensive experience working with and learning from incarcerated women. She holds a bachelor of science degree from Lafayette College and a master's degree in theological studies from Harvard Divinity School.

MTA PRESIDENT'S AWARD

Regina LaRocque
Infectious Disease Physician-Scientist



Regina LaRocque, M.D. MPH, is an infectious disease physician-scientist and associate professor of medicine at Harvard Medical School. She has studied enteric and travel-related infections for 20 years, and she is the author of book chapters and peer-reviewed research. She served as a board member of Greater Boston Physicians for Social Responsibility and is an elected member of the Wellesley Town Meeting. Dr. LaRocque has shared her time and knowledge freely during the COVID-19 pandemic and has worked hard to be an ally of affected communities.

MTA PRESIDENT'S AWARD

Jodi Sugerman-Brozan
Executive Director



Jodi Sugerman-Brozan is the Executive Director of the Massachusetts Coalition for Occupational Safety and Health, which fights to ensure that all workers earn a fair wage and are treated with respect and dignity — and that all workers return home to their families alive and well. COVID-19 has created an occupational health and safety crisis of epic proportions. “Workplace exposure to SARS-CoV-2 has made thousands of workers in Massachusetts sick and likely resulted in hundreds of fatalities,” said Sugerman-Brozan. “The strong advocacy of the Massachusetts Teachers Association over the last year to ensure that the return to in-person learning is safe for educators and their students has no doubt saved lives. MassCOSH is proud to be a partner in this critical work. As a public school parent, I am particularly grateful for the work of the MTA and of our collaboration. I am honored to accept the 2021 MTA President’s Award on behalf of the entire staff at MassCOSH and our volunteer Health Technical Committee.”

MTA FRIEND OF EDUCATION AWARD

Jack Schneider
Education Author



Jack Schneider has worked throughout his career to build bridges between scholars and educators and to close the gap between research and practice in education. In addition to publishing in peer-reviewed journals, he frequently contributes to publications such as *The Atlantic*, *The New York Times*, and *The Washington Post*, and he is the co-founder of the Massachusetts Consortium for Innovative Education Assessment — an alternative accountability model that honors the multiple purposes of public education. His fourth and latest book is “A Wolf at the Schoolhouse Door: The Dismantling of Public Education and the Future of School.” Co-authored with Jennifer Berkshire, his co-host on the podcast *Have You Heard*, the book examines the effort to dismantle public education and makes an impassioned case for redoubling our commitment to America’s most democratic institution. Schneider teaches in the College of Education at UMass Lowell and lives in Somerville, where his daughter is a fifth grader in the public schools.



MTA FRIEND OF EDUCATION AWARD

Jennifer Berkshire
Education Author

Jennifer Berkshire writes about education and politics for *The Nation*, *The New Republic*, *The Baffler*, *The New York Times* and other publications. The creator and co-host of the education policy podcast *Have You Heard*, Berkshire teaches aspiring podcasters in the journalism program at Boston College. Berkshire discovered her passion for helping tell the stories of workers while covering a series of bitter labor battles that wracked her native Midwest in the early 1990s. After spending six years editing the AFT Massachusetts *Advocate*, Berkshire was inspired to become a licensed public school teacher. She lives in Gloucester with her husband and fellow troublemaker, Russ Davis.

FRIEND OF LABOR AWARD

Chicago Teachers Union
Labor Organization



The **Chicago Teachers Union** is an organization of educators formed in 1937 and dedicated to advancing and promoting quality public education, improving teaching and learning conditions, and protecting members’ rights. But the CTU is more than that: It is a trailblazer for the common good. Before there was a Red for Ed movement, the CTU was already transforming public education through rank-and-file unionism. Because CTU members have been willing to put up a good fight for decades, students and educators have won improved schools, and neighborhoods have grown stronger. Under former President Karen Lewis, the CTU pushed back against school closings, radical disparities in school resources, and other policies that hurt students. This MTA Friend of Labor award makes special recognition in honor of Lewis, who died in February, but the CTU under President Jesse Sharkey continues to offer inspiration as the MTA continues its own advocacy in advancing antiracism and common good principles.

MASSACHUSETTS TEACHER OF THE YEAR

Jennifer Hedrington
Math Teacher



Jennifer Hedrington has been a classroom math teacher for 16 years, 11 of them in Malden. Hedrington’s philosophy is “teaching in color through the lenses of love.” The Malden Education Association member breaks that line down this way: “I try to teach the whole child while celebrating the uniqueness of each student. I also understand that I am a powerful motivating force in their lives, and I have the ability to shape society’s next superhero or villain.” Hedrington explains that teaching is a career, but it’s also a passion. “I teach math because it’s my living, but I educate because I love.”



MTA EDUCATION SUPPORT PROFESSIONAL OF THE YEAR

Susan Soares
Special Education Teaching Assistant

Susan Soares, a special education teaching assistant at the Stratton Elementary School in Arlington and a member of the Arlington Education Association, has worked in her town’s public schools for more than 13 years. During the 2017-2018 school year, Soares led a successful unionization drive on behalf of her fellow paraprofessionals, organizing one of the last major nonunion groups of ESPs in Massachusetts. She then chaired the Negotiating Team and was a member of the Contract Action Team as the paraprofessionals bargained their first contract, significantly expanding the pay scale for paraprofessionals, improving job security, providing access to professional development and establishing benefits commensurate with those of other unionized employees. AEA President Julianna Keyes said Soares “shows up at every MTA meeting, every training, and she is the first to send support or congratulations to her colleagues. She’s done all this while supporting her students in a variety of special ed and regular ed classrooms throughout the school.”

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.*

DELEGATE REGISTRATION

Delegate Registration for the 2021 Annual Meeting of Delegates takes place online. At the time an elected delegate is reported to MTA by the local presidents, an email is sent to the delegate with a link to register for the meeting.

Those delegates reported and registered are provided with delegate access to the online meeting platform (via email) the week of April 26. In order to properly manage meeting access for all delegates, registration and reporting must be completed by 5:00 pm on Wednesday, April 28.

VOTING

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.*

NON-DELEGATE REGISTRATION

Members who are not elected delegates may attend Annual Meeting as observers. Non-Delegate access to the meeting platform is also provided to guests, MTA staff and authorized members of the press, upon request. The link to non-delegate registration may be requested by emailing MTAGovernance@massteacher.org. The deadline to register as a non-delegate is 5 p.m. on Wednesday, April 28.

ALTERNATE DELEGATES

Local presidents have been instructed to report any elected **Alternates** to MTA using the online delegate reporting system or via the late reporting method after the online system has closed. If necessary, the conversion of alternates to delegates must be communicated by the local president to MTA Governance (email instructions to be provided to all presidents). Those conversions communicated by 5:00 p.m. on Wednesday, April 28 will be handled by Thursday, April 29. After receiving conversion notification, MTA will provide meeting access to the new delegate and disable meeting access from the previous delegate. For alternate to delegate conversions communicated after April 28, MTA will do everything in its power to accommodate the conversion and will do so as quickly as possible.

BUDGET BOOKS AND DELEGATE HANDBOOK

A copy of the proposed budget and this handbook, containing the proposed Bylaws, Rules, Resolutions and other vital information, is mailed to the delegates according to the following schedule:

- Delegates reported by April 2: Mailed the week of April 5.
- Delegates reported April 3 through April 15: Mailed the week of April 19.
- For delegates reported after April 15, MTA will make every effort to mail the above material, but cannot guarantee arrival time.

All information that is mailed will also be accessible online at www.massteacher.org/annualmeeting

The current MTA Bylaws, Standing Rules and Resolutions are available online at www.massteacher.org/bylaws

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Other New Business Items **WITHOUT** budgetary implications will be considered in the order in which they are received.

The form to submit a New Business Item is available online at www.massteacher.org/annualmeeting. If you have any questions, please contact Mary Gilgallon, Director of Governance and Administration at 617-878-8213 or mgilgallon@massteacher.org.

MOTIONS

All substantive motions shall be submitted in writing.

Before seeking to be placed in the speaking queue, please email the motion to mgilgallon@massteacher.org.

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 (11th Edition)

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 (11th Edition)

OBTAINING THE FLOOR – HOW TO BE RECOGNIZED

SPEAKING ORDER

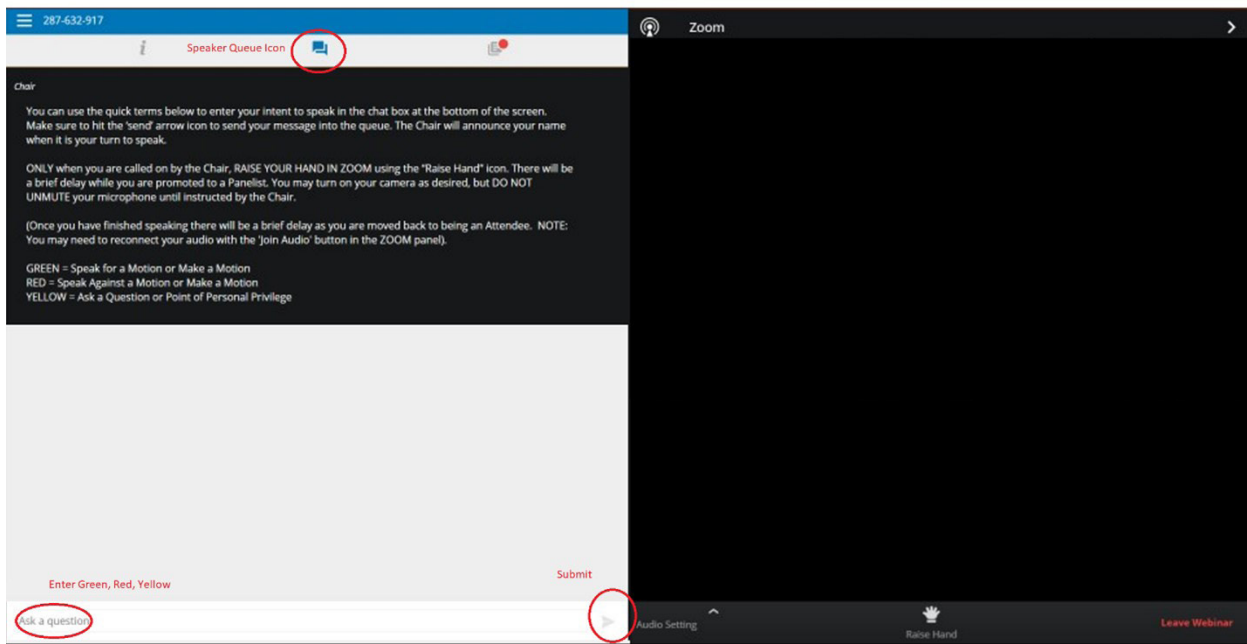
1. If a delegate would like to speak, they will first click the Speaker Queue icon in the upper menu bar on the left side of the screen. There will be a Key to indicate the options for speaking.
2. The delegate should select from the Key how they would like to speak and type it into the text box at the bottom of the screen. Click the arrow button to submit.
 - Type **GREEN** to speak **IN FAVOR** of a motion or to **MAKE** a motion
 - Type **RED** to speak **AGAINST** a motion or to **MAKE** a motion
 - Type **YELLOW** to ask a question or point of personal privilege

(Turn to the next page for an example of what the screen will look like.)

3. We will be using the virtual platform to keep track of the speaking order. The Parliamentarian will be keeping the order of speakers for the Presiding Officer. The order of delegates in line to speak will be announced. Once the delegates are called upon, they will then raise their hand in Zoom on the right side of the screen. **PLEASE NOTE:** If a delegate raises their hand in Zoom **WITHOUT** first entering the Speaker Queue, they will not be recognized. The production team will promote those in line to speak to a Panelist. There will be a brief delay during the transition. Note: You may need to reconnect your audio with the join 'Join Audio' button in the Zoom panel when you are promoted/removed from a Panelist.
4. Delegates should not unmute their microphone until called upon. When the delegate is recognized they may unmute to address the delegation. Once recognized the delegate should state their **NAME** and **AFFILIATE**. A timer will be on screen for delegates to see the remaining time. At the end of one minute, the microphone will be muted by the production team and the next speaker will be called upon. There will be another brief delay as the production team moves the delegate who just spoke back to an attendee.
 - A two-thirds vote to close debate cuts off all further debate on the pending motion.
 - An attempt will be made to alternate pro and con speakers.
 - 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.
 - There shall be no yielding of the microphone or speaking time to another delegate.
 - During the Annual Meeting, anyone wishing to speak or make a motion shall use the Speaker Queue feature of the virtual platform and shall be recognized in order, starting with as many as three (3) "Requests for Information," followed by rotation of "For," "Against," and "Request for Information." Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.
 - No delegate shall speak more than twice on the same item, nor longer than one (1) minute.
 - A delegate debating a motion may not conclude his or her remarks by moving to close debate.
 - A motion to close debate is not in order prior to the opportunity for at least one speaker on each side.
 - All motions requiring a second are deemed to be seconded.

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.



This image is an example of what the screen will look like when a delegate clicks on the Speaker Queue icon, indicating that they would like to speak. The delegate should enter either Red, Green or Yellow into the text box at the bottom. Click the arrow on the right of the text box to submit.

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 on Saturday, May 1 and will begin at the conclusion of whichever item of business is being transacted at 11:00 am. Voting will end no less than 25 minutes later. Those delegates voting should follow the instructions of the presiding officer.

ELECTIONS TO BE HELD AT THE 2021 ANNUAL MEETING OF DELEGATES:

Board of Directors	Seat		
	District 14D	1 Vacancy	2 Candidates
	District 28D	1 Vacancy	2 Candidates
	District 19G	1 Vacancy	2 Candidates
Retired Members Committee	<i>(Statewide Retired District)</i>	4 Vacancies	7 Candidates

IMPORTANT: ONLY THE ABOVE LISTED DISTRICTS HAVE ELECTIONS TAKING PLACE THIS YEAR DURING ANNUAL MEETING. IF YOUR LOCAL IS NOT WITHIN ONE OF THESE DISTRICTS, YOU WILL NOT VOTE IN THE ELECTIONS THIS YEAR.

SEE LIST OF LOCALS IN THE ABOVE DISTRICTS AT THE END OF THIS SECTION.

UNCONTESTED ELECTIONS

Candidates who ran uncontested were declared elected in accordance with the election waiver provision of the bylaws for the following seats. Board of Directors seats: At-Large Director for Ethnic Minority Membership; Districts 7B, 9B, 10B, 35C, 42C, 32D, 30E, 23F, 24F, 25F, 44H, 46H, AND 47H.

CANDIDATE NAMES

The list of certified candidates in contested races and those declared elected under the waiver can be found on pages 18 - 20.

CANDIDATE SPEECHES

Candidates in contested elections have the opportunity to provide prerecorded candidate speeches, up to three (3) minutes in length. The recordings are available for online viewing at www.massteacher.org/annualmeeting.

PROHIBITED CAMPAIGN PRACTICES

Due to the online format of Annual Meeting in 2021, no campaign activity by candidates or their supporters is allowed while elections are in progress or at any point during the Meeting.

ELECTION SCHEDULE

On Saturday, May 1, at the direction of the presiding officer, elections will begin at the conclusion of whichever item of business is being transacted at 11 a.m. Voting will end no less than 25 minutes later.

Voting delegates should follow the instructions of the presiding officer and on the screen of the meeting’s online platform. Voting will take place within the online meeting platform. Voting delegates should follow the links on screen to access the appropriate ballot in order to cast a vote.

Note: Those delegates not voting in the elections this year will have a 25-minute meeting break at the time of the election. The presiding officer will announce the time for the break and the time that the meeting will resume.

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.

ELECTION REQUIREMENTS (PER STANDING RULES)

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.*

RUNOFF ELECTIONS

In the event of a tie, election times for a runoff (if necessary) will be announced by the presiding officer after the announcement of the election results.

2021 ELECTIONS for THESE DISTRICTS ONLY

Only delegates from the following Districts will be voting in the elections this year, as outlined above:

14D, 28D, 19G, and Statewide Retired

Locals in 14D: Ashland Educators Assn, Framingham Teachers Assn, Hopkinton Teachers Assn, Keefe Tech School Secretarial Assn, Keefe Technical Educators Assn, Marlborough Educators Assn.

Locals in 28D: Dover-Sherborn Education Assn, Franklin Education Assn, Medfield Teachers Assn, Millis Teachers Assn, Norwood Teachers Assn, Tri County Maintenance Assn, Tri County Teachers Assn, Westwood Teachers Assn.

Locals in 19G: Cambridge Education Assn, Cambridge Safety Specialists Assn, Chelsea Administrators Assn, Somerville Teachers Assn.

CERTIFICATION OF NOMINATION PAPERS FOR ELECTIONS AT 2021 MTA ANNUAL MEETING**BOARD OF DIRECTORS;
DISTRICT SEATS AND AT-LARGE DIRECTOR FOR ETHNIC MINORITY MEMBERSHIP;
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.

AT-LARGE DIRECTOR FOR ETHNIC MINORITY MEMBERSHIP

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Rosa Lopez-Whitehill *

DISTRICT DIRECTOR CANDIDATES**7B**

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Bria Hanson *

9B

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Alana Stern *

10B

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Hannah Weinsaft *

35C

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Jonathan Wolan *

42C

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Cherian Armstrong *

14D

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Am Cecil Fuoti
2. Nancy Clougherty

28D

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Nancy Aykanian
2. Donna M. Grady

32D

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Kaitlin Tafe *

30E

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Bernadette Murphy *

23F

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Barry Davis *

24F

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Jody Sheehan *

25F

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Kristen Martin *

19G

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Daphnee Balan
2. Robert (Bobby) Travers, Jr.

44H

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Joe Nardoni *

46H

(One Seat - Three-Year Term, Commencing July 1, 2021)

2. Christine N. Turner *

47H

(One Seat - Three-Year Term, Commencing July 1, 2021)

1. Thomas Estabrook *

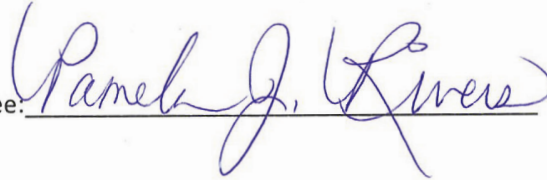
RETIRED MEMBERS COMMITTEE

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

1. Phyllis Neufeld
2. Beverly Saccocia
3. Richard Liston
4. Seth Evans
5. Sally Sennott
6. Dale Melcher
7. Rafael Moure-Eraso

Pamela J. Rivers, Co-Chair,

MTA Credentials and Ballot Committee:



Date:

3/8/21

Submitted for 2020

#1 PROPOSED AMENDMENT TO THE MTA STANDING RULES STANDING RULE 6: Order of Business and Debate, Section 15	
PRESENT TEXT	PROPOSED AMENDMENT <i>(Bold and strikethrough text)</i>
<p>Section 15.</p> <p>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. Speakers for and against shall be alternated. Instructions for the use of the cards shall be printed on the reverse side of the colored cards.</p>	<p>Section 15.</p> <p>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. Speakers for and against shall be alternated.</p> <p>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.</p> <p>Instructions for the use of the cards shall be printed on the reverse side of the colored cards.</p>
IMPACT STATEMENT	
<p>Only the first five yellow cards will be given priority, after which yellow cards will go into rotation with debate.</p>	
SUBMITTED BY <i>Sue Doherty, Needham</i>	
2020 MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (6-0)	2020 MTA BOARD OF DIRECTORS Recommends Adoption (42-12)

Submitted for 2020

PROPOSED AMENDMENT TO THE MTA STANDING RULES	
STANDING RULE 7: Resolutions, Section 1	
#2	PROPOSED AMENDMENT <i>(Bold and strikethrough text)</i>
PRESENT TEXT	PROPOSED AMENDMENT <i>(Bold and strikethrough text)</i>
<p>Section 1.</p> <p>Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee in one of the following ways: Proposals submitted prior to 5 p.m. on the second Friday in January shall be acted upon by the Resolutions Committee, and if approved by a majority vote of the 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 February 15.</p> <p>Proposals submitted after 5 p.m. on the second Friday in January and prior to the conclusion of the first business session of the Meeting(s) of Delegates, shall be acted upon by the Resolutions Committee, and, if approved by a majority vote of the committee, shall be recommended to the meeting of the delegates. If disapproved by the Resolutions Committee, the maker shall be notified at the conclusion of the Resolutions Committee meeting.</p> <p>Any proposed resolution not approved by the Resolutions Committee may be resubmitted to the committee for consideration in the following year.</p>	<p>Section 1.</p> <p>Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee in one of the following ways: Proposals submitted prior to 5 p.m. on the second Friday in January. Any proposed resolution shall be acted upon by the Resolutions Committee, and if 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-February-15.</p> <p>Proposals submitted after 5 p.m. on the second Friday in January and prior to the conclusion of the first business session of the Meeting(s) of Delegates, shall be acted upon by the Resolutions Committee, and, if approved by a majority vote of the committee, shall be recommended to the meeting of the delegates. If disapproved by the Resolutions Committee, the maker shall be notified at the conclusion of the Resolutions Committee meeting.</p> <p>Any proposed resolution not approved by the Resolutions Committee may be resubmitted to the committee for consideration in the following year.</p>
IMPACT STATEMENT	
<p>Proposed changes to MTA resolutions must be received by 5 p.m. on the second Friday in January for consideration at that year's Annual Meeting.</p>	
SUBMITTED BY	
<p><i>2020 MTA Resolutions Committee: Matt Bach, Andover (Chair); Michelle Corbin, Massachusetts State College Association; Brenda Dunn, Springfield; Thomas Estabrook, UMass Lowell (GRACE); Brian Fitzgerald, Wareham; Sonia Fortin, Sudbury; Amy Morin, Lexington; Yahaira Rodriguez, Worcester</i></p>	
<p>2020 MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (6-0)</p>	<p>2020 MTA BOARD OF DIRECTORS Recommends Adoption (49-7)</p>

Submitted for 2020

#1

BYLAW ARTICLE III, Section 1. D. – Membership, Affiliate Membership, Requirements of Membership

PRESENT TEXT

- (1) All local and county affiliates composed of active members shall include in their Bylaws a provision for unification of the local, the state Association and National Education Association (NEA) memberships;
- (2) All affiliates must remit the prescribed dues (See Article IV, Sections 2F & 3A).
- (3) All local affiliates shall continue to be organized and operated in a manner consistent with the purposes of the local and the state Association.
- (4) Every local and county affiliate shall submit annually, prior to July 1:
 - a list of its officers and their addresses, and
 - a statement setting forth all amendments or changes in its Bylaws or other governing instruments made during the preceding year.
- (5) All local affiliates shall update their current membership lists by December 31 of each year.

PROPOSED AMENDMENT

(Bold and strikethrough text)

Add new paragraph (6) at end of section:

- (6) All local affiliates shall submit to MTA by November 30 each year the contact information for all employees in the bargaining unit in the same electronic form as provided by the employer to the affiliate under state law.**

IMPACT STATEMENT

Local associations are now entitled, by statute, to a list of contact information for all employees in their bargaining unit. This information is to be supplied in electronic format by the employer. This amendment would require local associations to forward that information, in the same electronic format, to the MTA by November 30 of each year.

SUBMITTED BY

2020 MTA Executive Committee

2020 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

2020 MTA BOARD OF DIRECTORS:

Recommends Adoption (57-0)

Submitted for 2020

#2

**Bylaw Article XI, Section 1. A. – Discipline, Disaffiliation and Recall, Discipline/
Disaffiliation by Executive Committee, Cause**

PRESENT TEXT

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 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.

PROPOSED AMENDMENT

(Bold and strikethrough text)

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 willfully fail to comply with MTA policies shall be subject to admonishment, censure or suspension.**

- (2) ~~(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.

IMPACT STATEMENT

This amendment would subject those members and affiliates that willfully fail to comply with MTA policies to admonishment, censure, or suspension.

SUBMITTED BY

Kerry Costello, Andover

2020 BYLAWS AND RULES COMMITTEE:

Recommends Rejection (6-0)

2020 MTA BOARD OF DIRECTORS:

Recommends Rejection (32-25)

Submitted for 2020

#3

Bylaw Article IV, Section 2., A. — Finance, Dues, Active Members

PRESENT TEXT

PROPOSED AMENDMENT

(Bold and strikethrough text)

Add after item (8):

(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 does not apply to NEA dues. Each local affiliate must remit its total overall dues obligation as assessed.

IMPACT STATEMENT

This amendment would give locals the flexibility to allocate MTA dues payments among their membership in accordance with a schedule set locally. There would be no change in MTA's revenue, as the total amount of MTA dues owed by each local would not change. NEA dues and the schedule for NEA member payments would not be affected.

SUBMITTED BY

2020 Task Force on Progressive Dues Structure: Anneta Argyres, Professional Staff Union (Co-Chair); Dave Gross, Retired (Co-Chair); Leslie Marsland, University Staff Association; Dan Monahan, Cambridge; Mary Schmitt, Fitchburg

2020 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

2020 MTA BOARD OF DIRECTORS:

Recommends Adoption (46-10)

Submitted for 2020

#4

Bylaw Article IV, Section 2., A. (4)a. — Finance, Dues, Active Members, Reduction in Force or Unpaid Leave

PRESENT TEXT

(4) Reduction in Force or Unpaid Leave

a. The annual dues of active members laid off due to a reduction in force or who are on a full-time, unpaid leave of absence shall be 15% of the annual dues of full-time active members.

PROPOSED AMENDMENT

(Bold and strikethrough text)

(4) Reduction in Force or Unpaid Leave

a. The annual dues of active members laid off due to a reduction in force or who are on a full-time, unpaid leave of absence **for an entire membership year** shall be 15% of the annual dues of full-time active members.

The annual dues of active members who are on an unpaid leave of absence for 8 weeks or more shall be 75% of the annual dues of full-time active members until such time as the duration of the unpaid leave of absence renders the member's employment equivalent to that of a half-time member, at which point 50% of the annual dues of full-time active members will be assessed.

IMPACT STATEMENT

This amendment would reduce the amount of MTA dues paid by members who are on unpaid leave for eight weeks or more to 75% of their normal full-time rate. If the member continues on unpaid leave until the point that their yearly employment is equivalent to or less than half of a full contract year, their MTA dues would be reduced to 50% of their normal full-time rate.

SUBMITTED BY

2020 Task Force on Progressive Dues Structure: Anneta Argyres, Professional Staff Union (Co-Chair); Dave Gross, Retired (Co-Chair); Leslie Marsland, University Staff Association; Dan Monahan, Cambridge; Mary Schmitt, Fitchburg

2020 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

2020 MTA BOARD OF DIRECTORS:

Recommends Adoption (51-2)

Submitted for 2021

#5

Bylaw Article IV, Section 2. A. (2) – Finance, Dues, Active Members, Part-Time Dues

PRESENT TEXT

(2) Part-Time Dues

- a. The annual dues of an active member, who presents evidence of part-time employment, which is at one-half (1/2) or less than one-half (1/2) of a full-time position in a given school system, shall be 50% of the annual dues of full-time active members.
- b. The annual dues of an active member who is employed by the University of Massachusetts Trustees or Board of Higher Education who presents evidence of part-time employment which is less than one-half (1/2) of a full-time position, shall be an amount equal to 20.4% of the annual dues of full-time active members, except that the dues for part-time active members who teach less than three (3) credits per semester shall be 10.2% of the annual dues of full-time active members.
- c. The annual dues of an active member who presents evidence that his or her employment was terminated prior to February 1 of a school year in a given school system shall be 50% of the annual dues of full-time active members.

PROPOSED AMENDMENT

(Bold and strikethrough text)

(2) Part-Time Dues

- a. The annual dues of an active member, who presents evidence of part-time employment, which is at one-half (1/2) or less than one-half (1/2) of a full-time position in a given school system, shall be 50% of the annual dues of full-time active members.
- b. The annual dues of an active member, who presents evidence of part-time employment, which is more than one-half (1/2) up to eight-tenths (8/10) of a full-time position in a given school system, shall be 75% of the annual dues of full-time active members.**
- ~~b-c.~~ The annual dues of an active member who is employed by the University of Massachusetts Trustees or Board of Higher Education who presents evidence of part-time employment which is less than one-half (1/2) of a full-time position, shall be an amount equal to 20.4% of the annual dues of full-time active members, except that the dues for part-time active members who teach less than three (3) credits per semester shall be 10.2% of the annual dues of full-time active members.
- ~~e d.~~ The annual dues of an active member who presents evidence that his or her employment was terminated prior to February 1 of a school year in a given school system shall be 50% of the annual dues of full-time active members.

IMPACT STATEMENT

Part-time members who are employed between 0.51 and 1.0 FTE currently pay full dues. The proposed amendment would reduce that assessment to 75% of full-time dues for members who are employed above 0.5 FTE and below 0.8 FTE. This may result in a reduction in MTA dues revenue.

SUBMITTED BY

2021 Task Force on Progressive Dues Structure: Annetta Argyres, Professional Staff Union (Co-Chair); Dave Gross, Retired (Co-Chair); Leslie Marsland, University Staff Association; Heike Mertens-Tuplin, Weymouth; Dan Monahan, Cambridge; Mary Schmitt, Fitchburg

2021 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (7-0)

2021 MTA BOARD OF DIRECTORS:

Recommends Adoption (54-0)

Submitted for 2021

#6

Bylaw Article IV, Section 2. A. (8) — Finance, Dues, Active Members, Dues Reduction Based on Employment Date

PRESENT TEXT

(8) Dues Reduction Based on Employment Date

The annual dues of an active member who presents evidence of employment that starts after November 14, February 1 or April 14 of a school year in a given school system shall be, respectively, 75%, 50% or 25% of the member's annual dues for that school year. This section does not apply to part-time active members employed by the University of Massachusetts Trustees or Board of Higher Education.

PROPOSED AMENDMENT

(Bold and strikethrough text)

(8) Dues Reduction Based on Employment **Enrollment-Date**

The annual dues of ~~an~~ **a new** active member who ~~presents evidence of employment that starts~~ **enrolls for the first time** after November 14, February 1 or April 14 of a school year in a given school system shall be, ~~respectively, 75%, 50% or 25%,~~ **respectively,** of the member's annual dues for that school year. This section does not apply to part-time active members employed by the University of Massachusetts Trustees or Board of Higher Education.

IMPACT STATEMENT

Dues would be assessed from the date when a new member joins the MTA rather than from the date of initial employment, eliminating the need for a new member to pay in a sum of back dues when first enrolling in the MTA. This may result in a reduction in MTA dues revenue, but it may also encourage reluctant potential members to join up.

SUBMITTED BY

2021 Task Force on Progressive Dues Structure: Anneta Argyres, Professional Staff Union (Co-Chair); Dave Gross, Retired (Co-Chair); Leslie Marsland, University Staff Association; Heike Mertens-Tuplin, Weymouth; Dan Monahan, Cambridge; Mary Schmitt, Fitchburg

2021 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (5-2)

2021 MTA BOARD OF DIRECTORS:

Recommends Adoption (47-1)

Submitted for 2021

#7

Bylaw Article IV, Section 2. A. (8) – Finance, Dues, Active Members, Dues Reduction Based on Employment Date

PRESENT TEXT

(8) Dues Reduction Based on Employment Date

The annual dues of an active member who presents evidence of employment that starts after November 14, February 1 or April 14 of a school year in a given school system shall be, respectively, 75%, 50% or 25% of the member's annual dues for that school year. This section does not apply to part-time active members employed by the University of Massachusetts Trustees or Board of Higher Education.

PROPOSED AMENDMENT

(Bold and strikethrough text)

(8) Dues Reduction Based on Employment Date

a. The annual dues of **a new preK-12** active member who presents evidence of employment that starts after November 14, February 1 or April 14 of a school year in a given school system shall be, respectively, 75%, 50% or 25% of the member's annual dues for that school year.

b. **The annual dues of a new Higher Education active member who presents evidence of employment beginning during the indicated month shall be prorated as indicated:**

July – 100% of the annual dues

August – 91.7% of the annual dues

September – 83.3% of the annual dues

October – 75% of the annual dues

November – 66.7% of the annual dues

December – 58.3% of the annual dues

January – 50% of the annual dues

February – 41.7% of the annual dues

March – 33.3% of the annual dues

April – 25% of the annual dues

May – 16.7% of the annual dues

June – 8.3% of the annual dues

This section does not apply to part-time active members employed by the University of Massachusetts Trustees or Board of Higher Education.

IMPACT STATEMENT

Higher education professionals who are hired throughout the school year currently face a potentially hefty dues bill when they enroll in the MTA. This amendment prorates their dues by the month in which they begin employment, reducing the dues assessed in their first year of membership. This may result in a reduction in MTA dues revenue, but it may also encourage reluctant potential members to join up.

According to MTA staff, this amendment may result in an approximately \$68,000 drop in dues revenue. It will also result in a substantial increase in the amount of staff time required to manually calculate and process initial-year member dues.

SUBMITTED BY

Sherry Horeanopoulos, Association of Professional Administrators; C.J. O'Donnell, Massachusetts State College Association

2021 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-1)

2021 MTA BOARD OF DIRECTORS:

Recommends Rejection (35-17)

Submitted for 2021

#8

Bylaw Article VII, Section 6. C. — Nominations, Elections & Terms of Office, Statewide Retired District Director(s), Election.

PRESENT TEXT

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 6B above.
- (2) A maximum of two Statewide Retired District Director(s) shall be elected at the Annual Meeting of Delegates by the delegates representing the Statewide Retired District.

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.

PROPOSED AMENDMENT

(Bold and strikethrough text)

C. Election

- (1) The only candidates shall be those nominated in accordance with Section 6B above.
- (2) A maximum of two Statewide Retired District Director(s) shall be elected at the Annual Meeting of Delegates by the delegates representing the Statewide Retired District. **The candidate(s) receiving the highest number of votes shall be declared elected.**

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.

IMPACT STATEMENT

The current language is silent on the number of votes required to be elected (majority vs. plurality). The proposed amendment would stipulate that the Statewide Retired District Directors shall be elected based on the highest number of votes received. This amendment will make the election of the Statewide Retired District Directors consistent with the election of the other Board members.

SUBMITTED BY

MTA Credentials and Ballot Committee: Deb Mousley, Co-Chair, Methuen; Pam Rivers, Co-Chair, Agawam; John Gunning, Stoughton; Paula Higgins, Malden; Kelli Malke, Chicopee; Kathleen O'Donoghue, Medford; Jasmine Ortiz, MCCC; Andrew Wendt, Leicester Paraprofessional Association

2021 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (7-0)

2021 MTA BOARD OF DIRECTORS:

Recommends Adoption (52-0)

Submitted for 2021

#9

Bylaw Article VII, Section 3. D. (4) – Nominations, Elections & Terms of Office, Regional, Statewide Retired and At-Large Executive Committee Members, Election

PRESENT TEXT

D. Election

- (4) One At-Large ESP Executive Committee member shall be elected at the Annual Meeting of Delegates by all delegates. The candidate receiving the highest number of votes shall be declared elected. In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.

PROPOSED AMENDMENT

(Bold and strikethrough text)

D. Election

- (4) One At-Large ESP Executive Committee member shall be elected **by majority vote of the delegates** at the Annual Meeting of Delegates ~~by all delegates. The candidate receiving the highest number of votes shall be declared elected.~~ In the event that a majority is lacking on the first ballot, a second ballot shall be held between the two highest vote-getters.

IMPACT STATEMENT

The current language is contradictory in that it refers to both plurality and majority. The proposed amendment would remove the contradiction and stipulate that the At-Large ESP Executive Committee member shall be elected based on a majority vote. This amendment will make the election of the At-Large ESP Executive Committee member consistent with the election of the other At-Large Executive Committee members.

SUBMITTED BY

MTA Credentials and Ballot Committee: Deb Mousley, Co-Chair, Methuen; Pam Rivers, Co-Chair, Agawam; John Gunning, Stoughton; Paula Higgins, Malden; Kelli Malke, Chicopee; Kathleen O'Donoghue, Medford; Jasmine Ortiz, MCCC; Andrew Wendt, Leicester Paraprofessional Association

2021 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

2021 MTA BOARD OF DIRECTORS:

Recommends Adoption (55-0)

Submitted for 2021

#10 Bylaw Article I, Name

PRESENT TEXT

The name of this organization shall be the Massachusetts Teachers Association, hereinafter referred to as the Association.

PROPOSED AMENDMENT

(Bold and strikethrough text)

The name of this organization shall be the Massachusetts ~~Teachers~~ **Educators'** Association, hereinafter referred to as the Association.

IMPACT STATEMENT

This amendment would change the name of our organization to the Massachusetts Educators' Association. The impact of this amendment on the MTA and its membership cannot be overstated. It will profoundly affect the identity of this organization and who it represents. We have a 175-year history of democracy and inclusion and, on one hand, this action epitomizes everything we stand for in terms of representing every person who involves themselves in education. On the other hand, it will result in the expenditure of a great deal of work, time, and money in order to resolve legal, financial, and public relations issues that will include such things as:

- 1) Complete rebranding and trademarking our new corporate identity.
- 2) Legally changing our name on all corporate, legal, financial, contract and tax documents.
- 3) Revision of all internal documents including the Standing Rules, Bylaws, Policies and Resolutions.
- 4) Overseeing changes in contractual relationships between this organization and every organization we do business with, including approximately 400 locals and chapters.

All of these things can be accomplished, but they will require careful thought and deliberate action on a meticulously planned timetable.

SUBMITTED BY

Yahaira Rodriguez, Educational Association of Worcester

2021 BYLAWS AND RULES COMMITTEE:

Recommends Adoption (7-0)

2021 MTA BOARD OF DIRECTORS:

Takes No Position (38-21)

MEMBERS OF THE BYLAWS AND RULES COMMITTEE:

- Peter Schoonmaker, Chair
- Nancy Aykanian
- Karin L. Baker
- Caroline Coscia
- Ben Eisen
- Jim Kaplan
- Yahaira Rodriguez
- Regine White

**PROPOSED AMENDMENTS TO THE MTA RESOLUTIONS RECOMMENDED BY THE RESOLUTIONS COMMITTEE
AT ITS MEETINGS ON FEBRUARY 28 AND 29, 2020**

[NOTE: THE BOARD VOTED ON MARCH 21, 2020, TO RECOMMEND PASSAGE OF THESE REVISIONS BY THE DELEGATES. THEY WERE NOT BROUGHT BEFORE THE ANNUAL MEETING IN 2020 BECAUSE THE COVID-19 PANDEMIC LED TO A SHORTENED CONVENTION. IN 2021, NO NEW RESOLUTIONS WERE SUBMITTED BY THE JANUARY DEADLINE, SO THE APPROVED 2020 RESOLUTIONS ARE BEING BROUGHT FORWARD FOR CONSIDERATION AT THE 2021 ANNUAL MEETING.]

2020 Resolutions Committee:

Matt Bach, chair
Michelle Corbin
Brenda Dunn
Thomas Estabrook
Sonia Fortin
Brian Fitzgerald
Amy Morin
Yahaira Rodriguez

Laura Barrett, staff consultant
Janice Morrissey, 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 AMENDED A-3
MASSACHUSETTS BOARD OF ELEMENTARY AND SECONDARY EDUCATION**

The Massachusetts Teachers Association believes that the Massachusetts Board of Elementary and Secondary Education is entrusted with providing the supervision and direction for Massachusetts public schools. The MTA also believes it is crucial that individuals who are appointed demonstrate a record of commitment to public education and not have a vested interest in organizations that would benefit from the dismantling of public education.

The MTA further believes that ~~appointees to the constitution of~~ the Massachusetts Board of Elementary and Secondary Education must reflect the racial and ethnic diversity of our public school students and include other historically marginalized groups. (99, 09, 21)

**PROPOSED AMENDED B-9
HEALTH AWARENESS AND EDUCATION**

The Massachusetts Teachers Association recognizes that sensitive and comprehensive health education can be a positive force in promoting physical, mental and social health. The MTA urges school systems to assume an important role in developing and implementing courses in this area. The MTA believes that school systems should establish and support quality comprehensive health programs, including sex education programs that are medically accurate and gender-affirming and that include information on birth control and family planning, parenting skills, prenatal care, communicable and infectious diseases, sexually transmitted diseases, HIV/AIDS prevention, incest and sexual abuse, the effects of substance abuse during pregnancy, and problems associated with and resulting from preteen and teenage pregnancies; as well as other programs that include information on violence and mental health. The MTA further recommends the continued development and implementation of programs designed to cultivate respect for the human mind and body and the full range of sexualities and gender expressions. Teachers must be qualified and licensed to teach health and must be legally protected from censorship and lawsuits. (69, 75, 79, 81, 85, 87, 94, 99, 09, 17, 21)

**PROPOSED AMENDED B-29
ADOLESCENT PREGNANCY AND PARENTING**

The Massachusetts Teachers Association believes that special efforts must be made by school districts to meet the needs of adolescent parents to live productive lives in our society. The MTA recommends that special programs be implemented to include:

- (a) Flexible scheduling and attendance policies to assist pregnant adolescents and adolescent parents in completing their education.
- (b) Adequate guidance in continuing education and productive employment.
- (c) Promotion of sound health principles regarding nutrition, substance abuse, exercise, family planning and parenting skills.
- (d) Establishment of child-care services.

The MTA further believes that adolescent ~~mothers and fathers~~ parents should not be discriminated against or denied equal educational opportunities. (89, 02, 21)

**PROPOSED AMENDED C-2
EDUCATION FOR HOMELESS CHILDREN**

The Massachusetts Teachers Association believes that education must be provided for all children, including those without a permanent legal address. The MTA advocates the right of all students to an education, adequate housing and health care. The MTA recognizes the need for cooperation among school and community groups in meeting the needs of homeless children, including the need for a stable education environment. The MTA recognizes the disproportionate rate of homelessness among LGBTQ+ children, children of color and low-income children. The MTA seeks and supports legislation to ensure equal educational opportunities for all children. The MTA believes that the state must fully finance the cost of implementing these programs. (89, 94, 21)

**PROPOSED AMENDED C-3
EQUAL OPPORTUNITY IN EXTRACURRICULAR PROGRAMS**

The Massachusetts Teachers Association believes that at all educational levels each student must have an equal opportunity to participate in 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 regardless of gender, gender identity, or expression.

The MTA further believes that students who participate in intercollegiate athletics should receive compensation. In cases where the financial impact of the student's participation has a notable impact on the revenue of the institution, compensation may extend beyond alleviation of tuition and fees. Students receiving such compensation should have the right to unionize under relevant labor laws. The MTA urges intercollegiate athletic associations to alter their rules accordingly. (79, 01, 19, 21)

**PROPOSED AMENDED C-4
BENEFITS OF RECESS**

The Massachusetts Teachers Association believes that elementary school children benefit from having recess. Recess is an unstructured time that allows children to play and to release energy and stress. Daily recess provides children the opportunity to develop and improve social skills and it provides them a break from the academic rigors placed on them. The MTA recommends daily recess of at least ~~15~~ 20 minutes for children in grades K-5. (05, 21)

**PROPOSED AMENDED 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 building designs that prioritize the safety, dignity and privacy of students and student athletes of all genders. The MTA supports ecologically conservative facility designs including heating, ventilation and air conditioning systems. The MTA believes that the community, parents/guardians and education employees should play an advisory role in designing these facilities. The MTA also believes that stable and sufficient funding must be provided for the design, construction, maintenance and operation of the school facility. These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21)

**PROPOSED AMENDED C-11
DISCIPLINARY POLICIES AND RESTORATIVE PRACTICES**

The Massachusetts Teachers Association believes that students learn best in a safe and peaceful environment. Safe and peaceful learning environments need to be supported by consistent and effective disciplinary procedures in combination with preventive and restorative practices built through strong community relationships.

The MTA believes that frequent disruptions can only be effectively addressed by comprehensive approaches that dedicate sufficient resources for the development of systemwide solutions involving multiple stakeholders. These solutions must balance protecting the learning environment from disruption, protecting students and staff from risks posed by students who have a history of violent or threatening behavior, and protecting the rights of all students to dignity and fair treatment. This should include proper notification to school staff of the risks posed by students with a demonstrated history of violent or threatening behavior.

The MTA opposes disproportionately relying on punitive and zero-tolerance measures that contribute to the “school-to-prison pipeline” in which children are funneled out of public schools and into the juvenile and criminal justice systems. ~~Zero-tolerance policies that criminalize minor infractions tend to have an adverse impact on low-income children, students with disabilities and students of color.~~ Policies that criminalize or excessively penalize students for minor infractions have disparate impacts on students of color, low-income students, students with disabilities, transgender, gender nonconforming and other LGBTQ+ students. (76, 77, 78, 81, 89, 99, 08, 18, 21)

**PROPOSED AMENDED C-18
FOSTER CARE**

The Massachusetts Teachers Association believes that children are entitled to live in a caring, non-abusive and nurturing environment. The MTA urges that foster care placement be based on the needs of the child as determined by those professionals working with that child. The MTA further believes that no individual should be prohibited from becoming a foster parent based on ~~age, color, gender, marital status, nationality, race, religion or sexual orientation.~~ race, ethnicity, color, national origin, religion, gender, sexual orientation, gender identity and expression, immigration status, age, physical and mental ability, marital status or social class. The MTA opposes any policy or legislation that would threaten quality foster care to children by mandating such prohibitions. (91, 21)

**PROPOSED AMENDED C-19
RIGHTS OF THE CHILD**

The Massachusetts Teachers Association believes that children in all societies should enjoy basic fundamental human rights and educational opportunities. The MTA urges all its members and affiliates to adhere to and expand on the principles outlined in the United Nations’ Declaration of the Rights of the Child.

The right:

- to affection, love and understanding.
- to adequate nutrition and medical care.
- to free education.
- to full opportunity for play and recreation.
- to a name and nationality.
- to special care if handicapped for differences in physical and mental ability.

- to be among the first to receive relief in times of disaster.
- to be a ~~useful~~ valued member of society and to develop individual abilities.
- to be brought up in a spirit of peace and universal ~~brotherhood~~ fellowship.
- to enjoy these rights regardless of race, ethnicity, color, gender, gender identity and expression, sexuality, religion, national or ~~social~~ origin or social class. (79, 80, 86, 21)

**PROPOSED AMENDED C-20
QUALITY HEALTH CARE FOR CHILDREN**

The Massachusetts Teachers Association firmly believes that all children have the right to quality health care regardless of their parents' employment status or income level. The MTA advocates universal access to quality comprehensive health care for all children of the Commonwealth to promote their optimal health and well-being. The MTA recognizes the importance of gender- and sexuality-affirming medical care and culturally proficient medical providers to address the specific health needs of marginalized student populations. The MTA will work in partnership with parents, health care professionals and members of statewide and community organizations in providing health education, community service programs and public health initiatives. (99, 21)

**PROPOSED AMENDED C-23
CHILD LABOR**

The Massachusetts Teachers Association recognizes that many of our students feel obligated to neglect schoolwork for wage labor and, therefore, urges employers and school officials to fulfill their obligations diligently under Massachusetts labor laws.

Furthermore, the MTA deplors the use of child labor anywhere in the world and abhors forcing any child to ~~spend his/her childhood working~~ work for wages rather than exercising the right to attend school. (00, 21)

**PROPOSED AMENDED D-9
MENTOR AND INDUCTION PROGRAMS**

The Massachusetts Teachers Association believes that professional peer support systems, such as mentor and induction programs, must be utilized solely for the development of professional expertise.

The MTA believes that the planning, implementation and evaluation of such programs must be cooperatively developed and negotiated with the local association.

Qualifications of mentor licensed educators ~~teachers~~ and Education Support Professionals and the duties and responsibilities of all parties must be clearly defined and uniformly administered.

The criteria and process for selection of mentor licensed educators ~~teachers~~ and ESPs must be negotiated with the local association. Participation must be voluntary. The state and local school committees and boards of trustees also have the obligation to provide hold-harmless protection.

The MTA believes that mentor licensed educators ~~teachers~~ and ESPs must be compensated for all additional responsibilities and that the program must be fully funded by the state.

The MTA also believes that mentor licensed educators ~~teachers~~ and ESPs must ~~have reduced teaching loads and must be given release time during the regular school day~~ to fulfill their mentor-related activities.

The MTA further believes that the formative assistance provided by such programs must be independent of any summative evaluation. Any documentation or discussion that results from the mentoring relationship must be confidential and must not be included in the participant's personnel files. (89, 02, 21)

**PROPOSED AMENDED D-14
TEACHER-LIGENSURE-OF APPOINTMENT OF COACHES**

The Massachusetts Teachers Association believes that the essence of interscholastic sports is to promote the growth, health, character and participation of all students. The MTA supports the concept that all athletic coaches who are responsible for this facet of education shall be ~~teachers~~ educators licensed by the Massachusetts Department of

Elementary and Secondary Education, or Education Support Professionals, and that they shall be subject to the provisions of the collective bargaining agreement in the system in which they are employed as coaches. (84,09, 21)

**PROPOSED AMENDED D-17
NATIONAL LICENSURE**

The Massachusetts Teachers Association supports voluntary professional national licensure by which the profession grants recognition to an individual who has met qualifications specified by the profession. The MTA supports the establishment of appropriate assessment procedures by which individuals demonstrate exemplary practice in pedagogy and in subject matter areas, supports the establishment of appropriate standards for the issuance of licenses to all individuals who meet these standards, and supports national professional organizations, such as the National Board for Professional Teaching Standards (NBPTS), which is composed of a majority of practicing public school teachers educators and which maintains a roster of those who have been certified/licensed. The MTA further supports the periodic evaluation of such licensure procedures to ascertain whether discrimination bias is perpetuated based on cultural, economic, gender, racial or age, race, ethnicity, color, national origin, religion, gender, sexual orientation, gender identity and expression, immigration status, age, disability or social class by the requirements for licensure. (01, 21)

**PROPOSED AMENDED F-6
COMPENSATION FOR SUBSTITUTES**

The Massachusetts Teachers Association believes that substitutes perform a vital function in the continuity of daily education, are essential to the maintenance of daily operations, and should be compensated fairly and treated with respect.

~~The MTA further believes that substitutes in long-term assignments should receive additional pay reflecting the added work intrinsic in such a role.~~

The MTA further encourages the use of experienced, qualified educators as both per-diem and long-term substitutes. Compensation should be commensurate with the substitute's responsibility and experience and with the duration of the assignment. (18, 21)

**PROPOSED AMENDED F-24
RIGHT TO PRIVACY AND ACCESS**

The Massachusetts Teachers Association believes that all educational personnel must be guaranteed rights of privacy under state and federal legislation. The MTA urges its members, affiliates, school committees and the governing boards of higher education institutions to respect and advance rights that include the following:

- (a) The right of an employee to access ~~his or her~~ their own personnel records.
- (b) The right to be notified of any addition to an employee's personnel records prior to placement of those materials in the personnel records.
- (c) The right to respond to any record, and to challenge inaccurate, distorted or misleading records.
- (d) The right to provide or withhold consent on the release of such records.
- (e) The right to be notified of these rights by educational institutions.
- (f) The right to be guaranteed the existence of only one personnel file per employee.
- (g) The right to confidentiality of medical records.
- (h) The right to refuse any type of test for drugs.
- (i) The right to refuse any type of test for HIV/Acquired Immune Deficiency Syndrome (AIDS)/sexually-transmitted disease.
- (j) The right to be free from fingerprinting as a condition of employment.
- (k) The right to refuse any type of polygraph or lie detector test.
- (l) The right to bargain over the employer's use of any electronic surveillance technologies, including computer monitoring software. (88, 89, 90, 09, 21)

**PROPOSED AMENDED F-29
EQUITABLE SUPPORT FOR COLLECTIVE BARGAINING**

The Massachusetts Teachers Association believes that solidarity among all members of a bargaining unit is integral to supporting and defending public educators through collective bargaining. ~~The MTA supports requiring~~ The MTA strongly encourages all members of a bargaining unit to become dues-paying members of that unit ~~or to pay a fair share fee~~ to sustain the benefits that all members receive under the collective bargaining agreement. The MTA opposes any measure that undermines this solidarity, ~~such as so-called right-to-work legislation.~~ (16, 17, 21)

**PROPOSED AMENDED F-31
PAY EQUITY/COMPARABLE WORTH**

The Massachusetts Teachers Association believes that all educational personnel should be paid on the basis of the requirements, skills and worth of their jobs and that factors such as ~~gender, sexual orientation, race or ethnicity~~ race, ethnicity, color, national origin, religion, gender, sexual orientation, gender identity and expression, immigration status, age, disability, physical and mental ability, marital status or economic condition ~~social class~~ should never play a role in determining salary. The MTA encourages efforts by collective bargaining units to gain salary levels appropriate to the skills, value, responsibility and requirements of their jobs. The MTA further believes that all efforts should be made to attain accurate and unbiased forms of job evaluation and to raise the pay of those jobs that are presently undervalued. (95, 99, 21)

**PROPOSED AMENDED F-32
DIVERSITY**

The Massachusetts Teachers Association believes that the diversity of our society enhances the lives of all individuals. The similarities and differences among people in regard to race, color, ethnicity, national origin, religion, language, gender, sexual orientation, gender identity and expression, immigration status, age, physical and mental ability, size, occupation, marital or parental status or ~~economic status~~ social class form the fabric of our society. The MTA also believes that education should raise the awareness and understanding of the qualities that individuals and members of ~~a group~~ diverse groups possess. The MTA urges that inaccuracies and biases be identified and corrected. The MTA further believes that basic education should reflect our multicultural society. In addition, the MTA believes that the contributions of ~~diverse ethnic~~ historically marginalized groups should be recognized and become a part of the established curriculum. (00, 07, 11, 21)

**PROPOSED AMENDED F-34
RIGHT TO A CIVIL MARRIAGE**

The Massachusetts Teachers Association believes in the right to civil marriage for ~~lesbians and gay men~~ people ~~regardless of gender, gender identity or expression.~~ The MTA opposes any efforts at the local, state or national level to deny or restrict this right. (05, 21)

**PROPOSED AMENDED I-3
HATE-MOTIVATED VIOLENCE**

The Massachusetts Teachers Association believes that hate-motivated violence, including but not limited to physical and verbal violence, as well as digital and technology-based violence, against individuals and groups because of their race, ethnicity, color, national origin, religion, language, gender, sexual orientation, gender identity and expression, immigration status, age, disability, physical and mental ability, size, marital status or social class ~~economic condition,~~ is unconscionable. The MTA also believes that the threat or promotion of such violence is similarly reprehensible.

The MTA opposes any act that infringes upon the civil and human rights of any person. The MTA supports all efforts to make schools sanctuaries for vulnerable groups, in addition to the creation of communities that support those efforts. The MTA further believes the federal, state and local governments and community groups must oppose and eliminate hate-motivated violence and that current events and/or economic conditions should not diminish such opposition. (07, 17, 21)

**PROPOSED AMENDED I-6
THE MTA, AN EQUAL OPPORTUNITY EMPLOYER**

The Massachusetts Teachers Association, an equal opportunity employer, shall continue its practice of recruiting, hiring, training and retaining ~~minority persons from historically marginalized groups~~ through the implementation of its affirmative action practices plan. ~~The MTA shall accelerate its affirmative action program for women and minorities.~~ (95, 21)

**Proposed NEW I-8 after I-7, and renumber the remainder of section I
ADVANCEMENT OF TRANSGENDER AND NON-BINARY EDUCATORS**

The Massachusetts Teachers Association supports gender diversity and affirming policies and practices toward transgender, non-binary and agender people in education in recruiting, hiring, job postings, salary and wage determinations, and promotion procedures, and it endorses equal opportunity employer practices. (21)

**PROPOSED AMENDED I-20
RESPECT FOR AND SUPPORT OF ALL FAMILIES**

The Massachusetts Teachers Association recognizes that the composition of families in our society has changed. The MTA believes that the long-term, committed, stable relationships of families are of fundamental importance to children. The MTA encourages, supports and acknowledges the inclusion of all types of families and family structures in our schools, regardless of race, ethnicity, ~~religion, creed or sexual orientation/gender~~ color, national origin, religion, gender, sexual orientation, gender identity and expression, immigration status, age, physical and mental ability, marital status or social class. (99, 21)

SATURDAY BUSINESS SESSION – MAY 2, 2020**CALL TO ORDER**

The 175th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Merrie Najimy on Saturday, May 2, 2020 at 9:12 a.m. using the Zoom platform.

PLEDGE OF ALLEGIANCE

Vice President Max Page led the delegation in reciting the Pledge of Allegiance.

ANNOUNCEMENTS

President Merrie Najimy welcomed everyone to the meeting and acknowledged the land of Massachusetts. Nicole Prevost, Chair of Mass Child, encouraged Mass Child donations. Each year Mass Child has a booth at Annual Meeting for fundraising. This year especially, the Mass Child needs to help locals.

ADOPT THE PRELIMINARY CREDENTIALS REPORT (QUORUM)

Pam Rivers, Co-Chair 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.

Moved to adopt the Preliminary Credentials Report.

Voted to adopt Preliminary Credentials Report, 1,078 to 5.

ADOPT SPECIAL MEETING RULES

President Merrie Najimy reviewed the Special Meeting rules that were recommended by the MTA Board of Directors. The Zoom polling feature was used to vote on the Special Meeting Rules (Attachment A).

Voted to adopt Special Meeting Rules, 1,117 to 31.

ADOPT THE ORDER OF BUSINESS

President Merrie Najimy announced the following changes to the Order of Business:

- *Agenda Item #4- Adopt the Order of Business* would be switched with *Agenda Item #5- Adopt Special Meeting Rules* at the instruction of MTA Parliamentarian, Jim Slaughter.

Voted to adopt the Order of Business.

REPORT OF CERTIFIED CANDIDATES

Pam Rivers, 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 B). Virginia Dodge, Stenographer, was instructed to record the names of the candidates in the transcript.

SPEECHES BY STATEWIDE/AT LARGE CANDIDATES

Pam Rivers, Co-Chair of Credentials and Ballot Committee, announced the candidates. Each candidate spoke for 3-5 minutes to speak.

ELECTIONS

Voting opened for elections at 10:12 a.m. and remained open for one hour. President Merrie Najimy gave instructions on voting since the meeting was conducted virtually and elections were held differently than in years past.

RECESS

The MTA Annual Meeting of Delegates recessed at 10:12 a.m. The meeting resumed at 10:42 a.m.

ACT ON THE BUDGET AND DUES RECOMMENDATION FOR FY2020-2021

President Merrie Najimy reviewed the virtual voting process for the budget. Vice President Max Page would

present the budget and then a twenty minute period for questions and comments would follow. No motions or debate would be allowed for the budget, as decided by the 2020 Virtual Annual Meeting Special Rules.

Vice President Max Page presented the FY2020-2021 Operating Budget.

Interim General Counsel Laurie Houle clarified questions about write-ins and whether they were allowed during Annual Meeting. She stated that the bylaws are very clear that the only candidates are those who have gone through the nomination process that is articulated in the bylaws. In the past, write-ins have not been allowed at Annual Meeting and the 2020 Virtual Annual Meeting was run in accordance with past practice.

ACT ON THE MTA ANNUAL OPERATING BUDGET AND DUES FOR FY2020-2021

Vice President Max Page reported on the Operating Budget and Dues for FY2020-2021.

Moved to adopt the annual operating budget of \$48,486,926 and an operating budget dues level of \$480, based on 89,290 fulltime equivalent active members for the 2020-2021 fiscal year. Dues to secretaries, clerks and custodians are to be \$288; dues for aides, food service personnel and other education support professionals are to be \$144.

Voted to adopt the annual operating budget of \$48,486,926 and an operating budget dues level of \$480, based on 89,290 fulltime equivalent active members for the 2020-2021 fiscal year. Dues to secretaries, clerks and custodians are to be \$288; dues for aides, food service personnel and other education support professionals are to be \$144. This motion passed with a vote of 922 to 191.

ACT ON THE PR/ORGANIZING CAMPAIGN BUDGET AND DUES FOR FY2020-2021

Vice President Max Page reported on the PR/Organizing Campaign Budget and Dues for FY2020-2021.

Moved the adoption of the Public Relations/Organizing Campaign budget of \$1,785,800 and a public relations/operating campaign dues level of \$20, based on 89,290 full time equivalent active members for the 2020-2021 fiscal year. Dues for secretaries, clerks and custodians are to be \$12; dues for aides, food service personal and other education support professionals are to be \$6.

Voted to adopt the Public Relations/Organizing Campaign budget of \$1,785,800 and a public relations/operating campaign dues level of \$20, based on 89,290 full time equivalent active members for the 2020-2021 fiscal year. Dues for secretaries, clerks and custodians are to be \$12; dues for aides, food service personal and other education support professionals are to be \$6. This motion passed with a vote of 929 to 168.

REPORT OF THE PRESIDENT

President Merrie Najimy gave the report of the President.

REPORT OF THE VICE PRESIDENT

Vice President Max Page gave the report of the Vice President.

REPORT OF THE EXECUTIVE DIRECTOR TREASURER

Executive Director-Treasurer Lisa Gallatin gave the report of the Executive Director-Treasurer.

ISSUES FORUM: PRESENTATION OF ALL IN BLUEPRINT

All In Blueprint Working Group members Margaret Wong, Amy Morin, Cynthia Carney, Anne Wass, and Maureen Colgan-Polsner reported the work of the All In Blueprint Working Group. The focus of the report were the guiding principles and the five strategic priorities MTA has adopted. Executive Director-Treasurer Lisa Gallatin reported data and the findings of the Staff Blueprint Working Group. A twenty minute period for questions and comments followed the presentation.

PRESENTATION OF AWARDS

MTA Friend of Education

The 2020 MTA Friend of Education Award was presented to Player's Coalition members Devin and Jason McCourty, Duron Harmon, and Matthew Slater. Devin McCourty accepted the award and addressed the delegates via pre-recorded video.

MTA Friend of Labor

The 2020 MTA Friend of Labor Award was presented to Sara Nelson, International President of the Association of Flight Attendants - CWA, AFL-CIO. Sara Nelson accepted the award and addressed the delegates via pre-recorded video.

Teacher of the Year

The 2020 Massachusetts Teacher of the Year was presented to Takeru Nagayoshi, an Advanced Placement English and Research teacher at the New Bedford High School. Takeru Nagayoshi accepted the award and addressed the delegates via pre-recorded video.

MTA ESP of the Year

MTA Education Support Professional of the Year was presented to Sonia Fortin of the Sudbury Education Association. Sonia Fortin accepted the award and addressed the delegates via pre-recorded video.

MTA President's Awards

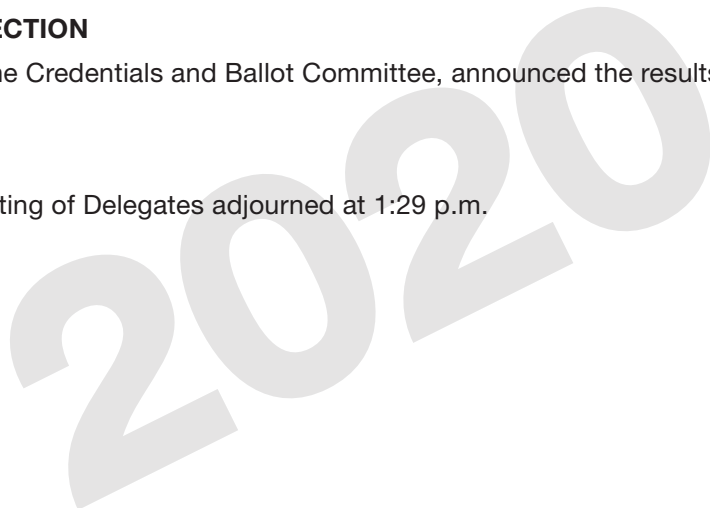
The MTA President's Award was presented to the Youth Climate Strike Movement for their work on Climate Change. Accepting the award on behalf of the movement was Amalia Hochman, Audrey Lin, and Anjali Mitra, who addressed the delegates live via Zoom.

ADOPT THE RESULTS OF ELECTION

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, announced the results of the election (Attachment C).

ADJOURNMENT

The 175th MTA Annual Meeting of Delegates adjourned at 1:29 p.m.
A true record.



I Attest: _____

Amanda Gilmore, Official Recorder

I Attest: _____

Lisa Gallatin, Executive Director-Treasurer

MTA 2020 DELEGATE MEETING RULES

Due to emergency declarations, Stay at Home Orders, and the impossibility of holding an in-person 2020 Delegate Meeting, the following Rules governing the virtual 2020 Delegate Meeting are recommended for adoption by the MTA Board of Directors, upon advice of MTA's Legal Counsel and Parliamentarian:

Rule 1. The Delegate Meeting order of business shall be limited to announcements, adoption of credentials report, adoption of special meeting rules, report of certified candidates, candidate speeches, elections for candidate offices, presentation of budget and vote, leadership reports, issues forum, recognition of awards, adoption of results of election, and closing comments.

Rule 2. The Delegate Meeting shall be conducted using the Zoom Web conferencing platform.

Rule 3. Participation during the Delegate Meeting shall be limited to delegates and authorized MTA staff or guests.

Rule 4. During the Issues Forum and Budget presentation, a 20-minute period of time will be available for delegates seeking recognition for comments or to ask a question. Delegates shall use the recognition feature of the Zoom platform and shall be recognized in order.

Rule 5. Upon recognition, any delegate shall identify themselves by stating their name and local.

Rule 6. No delegate shall speak more than once on the same item, nor longer than one (1) minute.

Rule 7. There shall be no yielding of the microphone or speaking time to another delegate.

Rule 8. Voting to adopt the preliminary credentials report, adopt the order of business, adopt special meeting rules, and act on the MTA Annual budget and the MTA PRO budget shall be conducted through the Zoom polling feature. Candidate elections shall be conducted using the Intellescan system. No other voting shall take place.

Rule 9. No motions shall be permitted from the floor.

Rule 10. Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes. Each candidate in a contested At-Large election, or designee, shall be given an opportunity to speak for three (3) minutes. Candidate speeches may be live or prerecorded.

Rule 11. No campaigning shall be allowed by any candidates or their supporters while elections are in progress.

**CERTIFICATION OF NOMINATION PAPERS FOR
ELECTIONS AT 2020 MTA ANNUAL MEETING**

**MTA PRESIDENT; VICE PRESIDENT; EXECUTIVE COMMITTEE; BOARD OF DIRECTORS; AND RETIRED
MEMBERS COMMITTEE**

March 11, 2020

OFFICIAL RECORD

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

The order of the candidates' names (if applicable) 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, Standing Rules & Resolutions*, Article VII, Section 3, D. (5), G. (3C); Section 4, C. (3); Section 5, C. (3), 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 candidate(s), indicated with an asterisk (*) are elected.

MTA PRESIDENT

(Two-Year Term, Commencing July 15, 2020)

1. Merrie Najimy

MTA VICE PRESIDENT

(Two-Year Term, Commencing July 15, 2020)

1. Max Page

MTA EXECUTIVE COMMITTEE CANDIDATES

* Elected by Waiver

REGION A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Cedric Cunningham *

REGION C

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Dale Forest *

REGION F

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Matthew Bach
2. Ruth Allen

REGION G

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. John Sullivan
2. Kerri Scott

AT-LARGE ESP EXECUTIVE COMMITTEE MEMBER

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Yahaira Rodriguez
2. Leslie Marsland

AT-LARGE ETHNIC MINORITY EXECUTIVE COMMITTEE MEMBER

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Gloria Salazar
2. Graciela Mohamedi

STATEWIDE RETIRED REGION EXECUTIVE COMMITTEE MEMBER

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Julia Monteiro Johnson
2. Andrei Joseph

MTA BOARD OF DIRECTORS CANDIDATES

* Elected by Waiver

1A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Judith Fairweather
2. Ginger Armstrong

2A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Kristy Dyer *

3A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Nellie Taylor *

4A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Chris Herland *

5A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Tracy Little-Sasanecki *

6A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Diane Brennan-Ogorzalek *

26A

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Benjamin Eisen *

8B

(One Seat - Three-Year Term, Commencing July 1, 2020)

No Candidates

11B

(One Seat - Three-Year Term, Commencing July 1, 2020)

No Candidates

34C

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Jacqueline Perkins
2. Katuska (Katie) Lecaro

43C

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Cheri Cluff *

15D

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Sonia Fortin *

27D

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Tim Dwyer *

37E

(One Seat - Three-Year Term, Commencing July 1, 2020)

No Candidates

38E

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Joe Spremulli *

22F

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Fred Hopkins
2. Kerry Costello

18G

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Kelly Henderson *

21G

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Jessica Gold Boots *

44H

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Rosemarie Freeland
2. Colleen Avedikian

AT-LARGE ESP ON THE BOARD OF DIRECTORS

(One Seat - Three-Year Term, Commencing July 1, 2020)

1. Robert (Bobby) V. Travers, Jr.
2. Paula Rigano-Murray

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

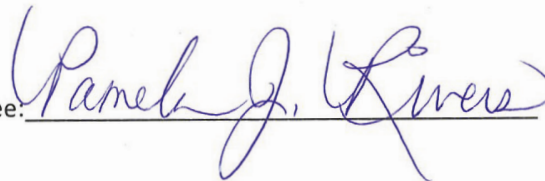
(Four Seats - Two-Year Term, Commencing July 1, 2020)

1. Mary Cowhey
2. Beverly Saccocia
3. Bill Coleman
4. Ron Colbert
5. Lois Powers
6. Kip Fonsh
7. Patrick Patterson
8. Bonnie Page
9. Mike Power
10. Ruth Comstock

2020

Pamela J. Rivers, Co-Chair,

MTA Credentials and Ballot Committee:



**OFFICIAL TABULATION OF ELECTIONS
ANNUAL MEETING OF DELEGATES | MAY 2, 2020**

*** = ELECTED**

UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE

MTA PRESIDENT

Two-Year Term, Commencing July 15, 2020

Merrie Najimy * 1,121

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2020

Max Page * 1,128

MTA EXECUTIVE COMMITTEE

Three-Year Terms, Commencing July 1, 2020

AT-LARGE EDUCATION SUPPORT PROFESSIONAL MEMBER

Yahaira Rodriguez * 868

Leslie Marsland 421

AT-LARGE ETHNIC MINORITY MEMBER

Gloria Salazar 383

Graciela Mohamedi * 903

REGION F

Matthew Bach * 81

Ruth Allen 26

REGION G

John Sullivan * 139

Kerri Scott 80

STATEWIDE RETIRED REGION

Julia Monteiro Johnson 84

Andrei Joseph * 106

MTA BOARD OF DIRECTORS

Three-Year Terms, Commencing July 1, 2020

AT-LARGE DIRECTOR FOR EDUCATION SUPPORT PROFESSIONALS

Robert (Bobby) V. Travers, Jr. 587

Paula Rigano-Murray * 718

DISTRICT 1A

Judith Fairweather 4

Ginger Armstrong * 14

DISTRICT 34C

Jacqueline Perkins	13
Katuska (Katie) Lecaro *	21

DISTRICT 22F

Fred Hopkins *	22
Kerry Costello	2

DISTRICT 44H

Rosemarie Freeland *	30
Colleen Avedikian	5

RETIRED MEMBERS COMMITTEE

(Four Seats Elected – Two-Year Term, Commencing July 1, 2020)

Mary Cowhey *	99
Beverly Saccocia	51
Bill Coleman	34
Ron Colbert	44
Lois Powers	68
Kip Fonsh *	104
Patrick Patterson *	97
Bonnie Page *	79
Mike Power	9

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, 2020

Cedric Cunningham, Region A
Dale Forest, Region C

BOARD OF DIRECTORS – THREE-YEAR TERMS, COMMENCING JULY 1, 2020

Kristy Dyer, 2A
Nellie Taylor, 3A
Chris Herland, 4A
Tracy Little-Sasanecki, 5A
Diane Brennan-Ogorzalek, 6A
Benjamin Eisen, 26A
Cheri Cluff, 43C
Sonia Fortin, 15D
Tim Dwyer, 27D
Joe Spremulli, 38E
Kelly Henderson, 18G
Jessica Gold-Boots, 21G



Pam Skinner, Chair, MTA Credentials and Ballot Committee

MTA 2021

ANNUAL MEETING OF DELEGATES
April 30 – MAY 1



Review the Proposed MTA Budget for 2021-2022 online at:
www.massteacher.org/budget

Complete an evaluation of the MTA 2021 Annual Meeting of Delegates online at:
www.surveymonkey.com/r/DX7873F



Scan QR code for the online evaluation