

NBI # 1

MTA use of Member Contact Information

April 29, 2021 (amended)

NBI NAME**Date and Time**

Kerry Costello

Andover

Delegate Making the Motion**Association Represented or Retired**

Susan Densmore

Triton

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

The EDT, or her designees, shall conduct a comprehensive review of policies and operating procedures regarding the use of MTA membership contact information. The purpose of the review is to make recommendations to protect the security of MTA membership data while maintaining the effectiveness of MTA communications. The review shall include consideration of "opt out" functions. Recommendations will be finalized no later than December 31, 2021. A progress report will be made at the August MTA Board meeting.

SUBMITTER'S RATIONALE:

Members entrust MTA with their personal contact information if they choose to do so. They provide this information voluntarily with the expectation that it will be used with discretion and in accordance with MTA policies. The time has come for a complete review in light of the new technology that is now available in addition to alignment with other MTA policies that may have been amended across time. Any and all legal ramifications need to be examined as well.

DUES IMPACT:**SUBMITTER'S COST & STAFF TIME ESTIMATE:****MTA COST & STAFF TIME ESTIMATE (For MTA use only):**

150 Hours May-December 2021

Refer to *Page 2* for 2021 Deadlines.

Please Type:

NBI # 2

Thrive

April 13, 2021

NBI NAME

Date and Time

Kurt Ostrow

Fall River

Delegate Making the Motion

Association Represented or Retired

Craig Slatin

Retired

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

The MTA delegation to the 2021 NEA Representative Assembly will submit an NBI calling for the NEA to (a) endorse the THRIVE Agenda and (b) actively engage its affiliates and members in the fight to pass the THRIVE Act.

SUBMITTER’S RATIONALE:

The eight-pillar THRIVE Agenda seeks to “build a new economy to address the inequality and racism laid bare by the COVID-19 pandemic.”

The pillars are as follows:

1. Creating millions of good, safe jobs with access to unions.
2. Building the power of workers to fight inequality.
3. Investing in Black, Brown, and Indigenous communities.
4. Strengthening and healing the nation-to-nation relationship with sovereign Native Nations
5. Combating environmental injustice and ensuring healthy lives for all.
6. Averting climate and environmental catastrophe.
7. Ensuring fairness for workers and communities affected by economic transitions.
8. Reinvesting in public institutions that enable workers and communities to thrive.

This agenda has led to legislation: the THRIVE Act offers a blueprint for economic renewal backed by a movement of movements, including unions, racial justice, climate, and other grassroots groups.

The bill will be introduced in Congress in April 2021. The THRIVE Act’s lead sponsors are Sens. Ed Markey and Jeff Merkley, and Reps. Debbie Dingell, Ilhan Omar, Jamaal Bowman, Pramila Jayapal, Earl Blumenauer, Ro Khanna, Yvette Clarke, and Nanette Barragán.

Economists estimate that a bold economic renewal plan, as outlined in the THRIVE Agenda, would create 15 million new jobs and sustain them over the next critical decade.

The American Federation of Teachers, Sunrise Movement, Movement for Black Lives, Justice Democrats, and many other groups have already endorsed. The NEA must join them.

For more, visit thriveagenda.com.

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):*

MTA Name Change Process

April 16, 2021

NBI NAME

Date and Time

Yahaira Rodriguez

Educators Association of Worcester

Delegate Making the Motion

Association Represented or Retired

Jean Fay

Amherst Pelham Education Association

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

To be truly inclusive of the diversity of our 110,000 members and over 400 local associations, MTA shall immediately: Affirm and acknowledge that MTA is a union of educators by articulating a “Member Acknowledgment” following the Land Acknowledgement at meetings, programs and events. MTA shall also acknowledge we are a union of educators in the media, social media and in print, when possible. MTA President to appoint a Task Force to develop a democratic process and a work plan with the goal of changing the name of MTA in 3 years to honor our commitment to full inclusion of all members. The submitter of this NBI would be the chair of the Task Force.

Goal of the Task Force would be to:

- Organize a process for engaging members about the MTA name
 - Encourage inclusiveness to all MTA Locals Association and look into impact to the Local with the name change
 - Create Timeline for the research and steps for name change work
 - Estimate cost associated with process for each fiscal year.
- Submit a report to the MTA Board of Directors each year of the task force

The Task Force will be appointed by MTA President and will be composed of members to represent the below membership groups (to reflect the diversity of the profession)

- 3 ESP members recommended by the ESP committee.
- 2 Board of Directors
- 2 Higher Ed (from different local associations)
- 2 Local Presidents

SUBMITTER’S RATIONALE:

One of MTA’s strongest qualities is the diversity of our profession and membership. We consist of teachers, faculty, professional staff and education support professionals. Another strong quality is what we share in common as educators -- a commitment to equity and inclusion in education that will enrich and transform the lives of students in public schools, colleges and universities across the Commonwealth of Massachusetts. As role models and leaders in the education community, we must continue to demonstrate this commitment to equity and inclusion in how we operate as a labor organization, including using language and terms that reflect and express our values. As educators, we know that “words” matter and can have immeasurable power and influence in culture and society.

DUES IMPACT:

SUBMITTER’S COST & STAFF TIME ESTIMATE:

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

40 hours per month staff time (with further staff time required as elements of the process are implemented)

Please Type:

NBI # 4

MTA Charitable and Political Contributions	April 16,2021
NBI NAME	Date and Time
Kerry A. Costello	Andover
Delegate Making the Motion	Association Represented or Retired
Beverly Saccocia	Retired
Delegate Seconding the Motion	Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

MTA shall provide a copy of monetary contributions from the prior fiscal year to delegates to the Annual Meeting which shall include the following: charitable, political, social justice coalitions, MTA Affiliates and NEA. This shall include expenditures from any line item in the budget so impacted with said line item identified.

SUBMITTER’S RATIONALE:

In the spirit of transparency, members should be informed of the amount of the contribution, the receiving entity and the reason for said donation including the appropriate line item in the budget.

This shall not include MTA grant programs, in-kind services, support of a local/event (such as providing refreshments), reimbursement programs, purchasing of materials for a project or other activities deemed to fall under similar criteria. The intent is to focus on monetary contributions such as purchasing a table for a dinner, a program book or event advertisement, contributions to support a coalition endeavor and direct or check deposits as examples.

DUES IMPACT: 0

SUBMITTER’S COST & STAFF TIME ESTIMATE:

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

\$400
10 hours per month staff cost

NBI # 5

Progressive Dues Task Force

April 20, 2021

NBI NAME**Date and Time**

Anneta Argyres

Professional Staff Union, UMass Boston

Delegate Making the Motion**Association Represented or Retired**

David Gross

Retired

Delegate Seconding the Motion**Association Represented or Retired**

According to the *MTA Standing RULE 6: Order of Business and Debate, Section 13:*

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

MOTION**MOVED:**

That the MTA reestablish the Progressive Dues Task Force to continue its work through 2023 to design a more progressive, revenue-neutral dues structure for the MTA and present a proposal to the Annual Meeting of Delegates in 2022 and/or 2023.

SUBMITTER'S RATIONALE:

The Progressive Dues Task force was created in 2018 in response to a NBI calling for a group to work toward proposals to make the MTA dues structure less regressive. The task force was created for a limited time. More work remains to be done.

DUES IMPACT:

This report, based on the NEA model, wouldn't be more than 2 pages, front and back, provided for the number of present delegates to Annual Meeting 2022. Dues impact should be negligible.

SUBMITTER'S COST & STAFF TIME ESTIMATE:**MTA COST & STAFF TIME ESTIMATE (For MTA use only):**

10 hours per month staff estimate. Amount of time would depend on breath of analysis required.

ESP Bill of Rights

April 20, 2021

NBI NAME

Date and Time

Joan L. Cederholm

ESP Standard Task Force – Weymouth Educators’ Association

Delegate Making the Motion

Association Represented or Retired

Sonia Fortin

ESP Standard Task Force – Sudbury Education Association

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

The MTA Annual Meeting of Delegates endorses the ESP Bill of Rights, that this endorsement be sent via email to all members local leaders, with an encouragement that each local formally endorse the ESP Bill of Rights and make elements of the ESP Bill of Rights a part of their bargaining demands, and that the ESP Bill of Rights be sent by email to all legislators, the Governor, the Commissioner of Elementary and Secondary Education, the Massachusetts Association of School Committees, the Massachusetts Association of School Superintendents, and others as deemed appropriate.

SUBMITTER’S RATIONALE:

The ESP Bill of Rights was established through the ESP Standard Task Force as a way to highlight the unfair pay and benefits of our ESP members. Starting with a survey of over 2400 MA ESPs in the late fall of 2019. The survey was created in collaboration between the ESP Task Force with Rebecca Givan, Rutgers University. The ESP Bill of Rights is the result of this survey.

As stated in the Bill of Rights: “The MTA’s pre K-12 Education Support Professionals play critically important roles in our public schools, providing individual and small-group instruction to students with disabilities, assisting in early education classes, supporting English Learners, driving buses, preparing meals, keeping schools clean and performing myriad administrative and education support functions”

There are seven points to the Bill,

- A Living Wage (pay that reflects the value of the job)
- Affordable Health Insurance: Insurance deductions should not require your whole check.
- Health and Safety: ESPs are continuing to be injured, victims of physical, verbal and emotional abuse. Clear protocols, adequate supplies and training should be provided.
- Paid Family and Medical Leave: Protection like all MA residents, no matter how many hours worked.
- Job Security: Eliminate the insecurity of if you will be hired from year to year. Renewal language. 90 Day Probationary period.
- Recognition as Educators: ESPs deserve strong voices, Respect, training, relevant professional development and a role on employee committees.
- Affordable Education to Strengthen Careers: The majority of ESPs earn less than \$30,000 a year, must work multiple jobs and carry significant student loan debt.

The Bill of Rights’ demands a call for basic rights for ESP’s, who make up twenty percent of the MTA membership.

DUES IMPACT:

Cost neutral.

SUBMITTER'S COST & STAFF TIME ESTIMATE:

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):*

20 hours

MTA Task Force on Special Education

April 21, 2021

NBI NAME

Date and Time

Sarah Bohl

NBEA

Delegate Making the Motion

Association Represented or Retired

Stephanie Ponte

BPTA

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED: That the MTA to create a Task Force on Special Education to look at the feasibility of creating an organizing initiative and potential legislation around the following topics:

- Gather information about the staffing patterns of special education teachers, working conditions and the size of their caseloads.
- Research Child Find.
- Investigate inequalities along disability, racial, ethnic and socioeconomic lines.
- Develop a toolkit for local associations to use in bargaining for professionally certified special education staff.
- Create and distribute a toolkit for parents/ guardians to clarify the special education process and their parental rights.
- Create a toolkit for parents/guardians to be able to locate professional support(s) such as an advocate.
- Foster collaboration and coalition work between SpEdPac and the MTA.

The Task Force should include special education teachers, general education teachers, parents/guardians, students and other staff as appropriate. The committee should be representative of a variety of locals. The Task Force would sunset on June 30, 2022 unless extended by the Board or Annual Meeting.

SUBMITTER'S RATIONALE:

Often, parents/guardians do not understand the procedures, guidelines, or jargon associated with an individualized education plan (IEP). As a union, creating space for meaningful and open-conversations with parents, educators, students, and special education advocacy groups helps to: (1) educate families on jargon, regulations, and procedures associated with an IEP; (2) fosters critical educator-community relationships; and, (3) provides advocacy for a vulnerable and high-needs population: special education students.

Taking the time to meet inclusively and non-judgmentally with families allows for robust data collection and analysis, the development of critical resources and supports for students and families, as well as provides an opportunity to better communicate union concerns (working/learning conditions such as inadequate staffing, high caseloads, underfunding, etc.) to parents/guardians.

As a union, this is an opportunity to use our advocacy and organizing abilities to build strong community relationships and promote social justice and change for special education students

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):*

100 Hours staff time annually

NBI # 8

Campaign Violations Reporting

April 23, 2021 6:30 p.m.

NBI NAME**Date and Time**

Kathleen Meltsakos

Andover Education Association

Delegate Making the Motion**Association Represented or Retired**

Brian Fitzgerald

Plymouth County Education Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

ADD: under II General Policies Section: Compliance and Enforcement of Campaign Section and Election Policy Section #3 The committee shall report at the Annual Meeting, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in official record of the Annual Meeting.

SUBMITTER'S RATIONALE:

The members should know who violates the campaign rules prior to voting.

DUES IMPACT:

Zero

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Zero cost and minimal time to add this wording in general policies section: compliance

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

10 hours

NBI # 9

"One Member, One Vote" Membership Poll

04/27/21 6:00 PM

NBI NAME

Date and Time

Erik J. Champy

Triton Regional Teachers Association

Delegate Making the Motion

Association Represented or Retired

Roger Nugent

Educational Association of Worcester

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

That the MTA conduct a poll of the entire membership to determine member interest in shifting from representative voting to the direct election of statewide MTA officers. The question asked should be devoid of bias. Simply put, the poll question should ask, "Do you support all members voting to elect the MTA President and Vice President?" The MTA shall present the findings to the leadership and the MTA Board of Directors at its December 2021 board meeting.

SUBMITTER'S RATIONALE:

According to MTA Bylaws, 1% of the entire MTA membership elects the MTA President and Vice President at the Annual Meeting of Delegates. In the spirit of transparency and democracy, we should poll all MTA members as to whether or not they believe that 100% of our membership should have the right to vote for MTA officers.

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Minimal

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

The mechanism of the poll is not specified but, given that the maker has estimated a dollar cost of zero and minimal staff time, the assumption is that the intent is to do an online survey. MTA cost and staff estimates are based on conducting an online survey using an existing tool such as Survey Monkey.

\$0

10 hours of staff time

NBI # 10

Support Right to Strike Legislation

4/28/21

NBI NAME**Date and Time**

Matt Bach

Andover

Delegate Making the Motion**Association Represented or Retired**

Nancy Clougherty

Framingham

Delegate Seconding the Motion**Association Represented or Retired**

According to the *MTA Standing RULE 6: Order of Business and Debate, Section 13:*
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION**MOVED:**

That MTA endorses the Right to Strike: Bill- H.1946, An Act Protecting the Right to Strike, and that the Legislation be included as a topic in MTA Rank-and-File Meetings.

SUBMITTER'S RATIONALE:

This is in line with our Resolution supporting the right for public sector employees to strike.

DUES IMPACT:

0

SUBMITTER'S COST & STAFF TIME ESTIMATE:

0

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

0