

177th YEAR

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**COLLECTIVE
POWER**

2022 MTA ANNUAL MEETING OF DELEGATES

DELEGATE HANDBOOK

MAY 20-21

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THURSDAY, MAY 19

TIME	EVENT	LOCATION
2 – 4 p.m.	Exhibitor/Candidate Booth Set-up	Hynes, 3rd Floor

FRIDAY, MAY 20

TIME	EVENT	LOCATION
8 – 9 a.m.	Exhibitor and Candidate Booth Set-up	Hynes, Hallway 3rd Floor
9 a.m. – 1 p.m.	Visit MTAB Sponsors’ Booths.	Hynes, Hallway 3rd Floor
9 a.m. – 6 p.m.	MTA Candidates’ and MTA Internal Booths	Hynes, Hallway 3rd Floor
10 – 11 a.m.	Retired Delegates Meeting and Candidate Speeches	Hynes 302, 3rd Floor
10 a.m. – 6 p.m.	Delegate and Non-Delegate Registration.	Hynes 304-306, 3rd Floor
10 a.m. – 6 p.m.	Meeting Rooms	Hynes, 3rd Floor
11 a.m.	Business Session Doors Open.	Ballroom and Hall D
11 a.m. – 12 p.m. (Noon)	Final Deadline: Submit Proposed Amendments to Standing Rules	Hynes Ballroom, 3rd Floor
11:30 – 11:50 a.m.	MTA Chorus.	Hynes Ballroom, 3rd Floor
12 p.m. (Noon)	Business Session Convenes.	Ballroom, Hall D and Online
Prior to Recess	Final Deadline: New Business Items WITH Budgetary Implications	Hynes Ballroom, 3rd Floor or via email
Immediately prior to recess	Candidate Speeches for President and Vice President.	Hynes Ballroom, 3rd Floor
6 p.m. (Approximately)	Business Session Recesses.	Ballroom, Hall D and Online
Immediately after Recess	Candidate Speeches for Contested Seats, Board of Directors	
	Board of Directors, District 12F	Hynes 3rd Floor, Room 301
	Board of Directors, District 17G.	Hynes 3rd Floor, Room 305
	Board of Directors, District 48H.	Hynes 3rd Floor, Room 308

SATURDAY, MAY 21

TIME	EVENT	LOCATION
8 a.m.	Business Session Doors Open	Ballroom and Hall D
8 a.m. – Closing of Polls	Delegate and Non-Delegate Registration.	Hynes 304-306, 3rd Floor
8 – 11 a.m.	Candidates, MTAB Sponsors, and Internal Booths	Hynes, 3rd Floor
8 a.m. – Adjournment	Meeting Rooms	Hynes, 3rd Floor
9 a.m.	Business Session Reconvenes	Ballroom, Hall D and Online
10 a.m. (Approximately)	Final Deadline: New Business Items WITHOUT Budgetary Implications	Hynes Ballroom, 3rd Floor or via email
11 a.m. (After Budget)	Elections	Ballroom, Hall D and Online
11 a.m. or earlier	Dismantling of MTA Candidate Booths.	Hynes, 3rd Floor
11 a.m. – 1 p.m.	Dismantling of all other Booths.	Hynes, 3rd Floor
Upon conclusion of election	Registration Room Closes	Hynes 304-306, 3rd Floor
After election until adjourn	Late Delegate and Non-Delegate Registration	Ballroom Entrance
As close to 12 noon as possible	Meeting Recess for one hour for lunch	
After 60-minute Lunch Recess	Meeting reconvenes	Ballroom, Hall D and Online
2 p.m. (Approximately)	Runoff Election (if Necessary)	Ballroom, Hall D and Online
3 p.m. (Approximately)	Business Session Adjourns	Ballroom, Hall D and Online

MEETING ROOMS will be available at the Hynes Convention Center. Rooms may be reserved on Friday from 10 a.m. to 6 p.m. and Saturday from 8 a.m. to the adjournment of the Business Session. Sign-up sheets will be available at each room. Reservations may be made in advance – please contact TPL via email, events@massteacher.org.

Per MTA policy, caucuses, campaigns and/or external groups will be charged for the use of meeting rooms.

NEW BUSINESS ITEMS submitted to the President in the MTA/Quincy Office by 5 p.m. on Monday, May 16, will be distributed to the delegates at Registration and commence to be considered at the Friday session. New Business Items **WITH** budgetary implications should be submitted either by the Monday prior to the Annual Meeting (May 16) or no later than prior to the conclusion of business on Friday (May 20) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2022-2023, which will occur Saturday morning. A New Business Item **WITH** budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$1,000 by the MTA. New Business Items **WITH** budgetary implications will be considered in the order in which they are received but before other New Business Items **WITHOUT** budgetary implications. Other New Business Items **WITHOUT** budgetary implications may be submitted during the meeting up to the end of the first hour on Saturday morning (by approximately 10 a.m. Saturday, May 21). These may be considered during the meeting in the order in which they are received. If you have any questions, please contact Mary Gilgallon, Director of Governance and Administration Division at 617-878-8213 or mgilgallon@massteacher.org.

**The Business Session is held in the Hynes Ballroom, 3rd Floor and via streaming in Hall D, 2nd Floor.
Doors open at 11 a.m. on Friday and 8 a.m. on Saturday.
Admittance requires a proper badge at all times.**

FRIDAY, MAY 20

Noon - 6 p.m.

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

SATURDAY, MAY 21

9 a.m. - Adjournment

21. Call to Order (9 a.m.) Merrie Najimy, President, Presiding
22. Announcements Merrie Najimy, President, Presiding
23. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
24. Awards Recognition Merrie Najimy, President, Presiding
 - a. Friend of Education Congresswoman Ayanna Pressley and Senator Elizabeth Warren
 - b. Friend of Labor Natalicia Tracey, Executive Director, Brazilian Workers Center
 - c. President’s Award Gladys Vega, Executive Director, La Colaborativa
 - d. Recognition of ESP of the Year Naomi Akan
25. Act on Proposed New Business Items **WITH** Budgetary Implications Merrie Najimy, President, Presiding
26. Act on the Budget and Dues Recommendation for FY2022-2023 Max Page, Vice President; Chair, Advisory Budget Committee
 - a. Presentation and Discussion of the Recommended Operating Budget and Dues
 - b. Act on the MTA Annual Operating Budget and Dues for FY2022-2023
27. Act on the PR/Organizing Campaign Budget and Dues for FY2022-2023 Max Page, Chair of the PR/Organizing Campaign
28. **MTA Elections will start at 11:00 am. If budget item goes beyond 11:00 elections will begin immediately after the budget.**
Break - 60 minutes for lunch, after the elections and as close to 12:00 noon as possible
29. Issues Forum Merrie Najimy, President, Presiding
30. MTA Leadership Reports
 - a. Merrie Najimy, President
 - b. Max Page, Vice President
 - c. Lisa Gallatin, Executive Director-Treasurer
31. Act on Proposed New Business Items **WITHOUT** Budgetary Implications Merrie Najimy, President, Presiding
32. Adopt the Results of the Election Pam Skinner and Deb Mousley, Co-Chairs, C&B
33. Final Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
34. Adopt the Results of Any Runoff Election (if Necessary) Pam Skinner and Deb Mousley, Co-Chairs, C&B
35. Announcements and Points of Personal Privilege
36. Greetings from MTA President and Vice President-Elect
37. VOTE Giveaway
38. Closing Comments by President Merrie Najimy
39. Adjournment

RECOMMENDED SPECIAL RULES OF THE 2022 MTA ANNUAL MEETING

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

The rules below are the MTA standing rules **adapted as necessary for 2022**, to address the various methods of delegate participation unique to this year. The 2022 Annual Meeting Special Rules are recommended for adoption by the MTA Annual Meeting of Delegates, upon advice of the MTA Parliamentarian, the MTA Bylaws and Standing Rules Committee, and approved and recommended by the MTA Board of Directors.

RULE 1: CERTIFICATION AND REGISTRATION

Section 1. Composition of Credentials and Ballot Committee - A Credentials and Ballot Committee shall be appointed by the President for rotating terms of three (3) years.

Section 2. Duties:

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

The chair of the Credentials and Ballot Committee shall give a preliminary report at the first business session of the delegates and a final report when the registration is complete. The final report shall include the number of local associations in attendance and the number of eligible local associations not in attendance.

The committee shall be responsible for the conduct of the annual elections held at the Annual Meeting of Delegates.

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

RULE 2: DELEGATES AND ALTERNATES

Section 1. Certification of Delegates - Each local association shall file with the Executive Director-Treasurer via the systems provided, the list of elected local delegates and alternates by May 13, and no additional reporting shall take place after that date. For the purposes of these rules, the term "local" shall be deemed to include all local associations.

Section 2. Alternates

Only an elected alternate, reported to MTA by May 13 may take the place of an absent delegate and only as authorized by the local president.

RULE 3: REGISTRATION/ON-LINE MEETING ACCESS

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

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

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

- Section 4. Quorum shall be established based on the number of delegates in the designated meeting rooms at the Hynes Convention Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.
- Section 5. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.
- Section 6. Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

RULE 4: SEATING

Section 1. Non-Delegates

- (a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.
- (b) With the consent of the Meeting(s) of Delegates, a member, guest, or MTA staff may address the meeting.

Section 2. Seating Arrangements

- (a) The auditorium seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff. An additional socially-distanced delegate seating area will be offered in separate room at the convention center.
- (b) Proper identification shall determine admittance to the proper section.
- (c) Members of the press shall be given appropriate identification and admitted to the area reserved for their use.
- (d) MTA staff members who need access to the floor of the meeting shall wear appropriate identification.
- (e) The chair and members of each delegation shall assume responsibility for permitting only certified delegates to sit in the section designated for delegates.

RULE 5: LOCAL DELEGATIONS

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

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

RULE 6: ORDER OF BUSINESS AND DEBATE

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

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

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

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

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

- Section 6 No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating a motion may not conclude his or her remarks by moving to close debate.
- Section 7. All motions made by delegates participating remotely requiring a second are deemed to be seconded.
- Section 8. Questions on the determination of whether or not an item is one of new business or a resolution shall be channeled through the Presiding Officer for a decision.
- Section 9. New Business Items
- (a) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
 - (b) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
 - (c) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
 - (d) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.
- Section 10. No delegate speaking in debate may move the previous question.
- Section 11. With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.
- Section 12. Delegates need to enter the speaking queue by adding their name to speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.
- When debate begins, yellow cards will be recognized in order, up to a maximum of five (5) yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on. If at any time there are no yellow cards, the standard green/ red or red/green progression will continue until more yellow cards are raised, at which time the yellow/green/red or yellow/red/green order will resume.
- Instructions for the use of the cards shall be printed on the reverse side of the colored cards.
- The Annual Meeting shall use an online platform for delegates participating remotely that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and online voting (for both motions and elections). Delegates participating using the remote platform who wish to speak or make a motion shall use the recognition feature of the virtual platform to indicate Yellow for “a question or point of order,” Green for “in favor,” or Red for “Against.” Points of Order pertaining to a violation of the rules shall also be recognized and shall take priority over other matters.
- Section 13. Executive Session will not be possible during the 2022 Annual Meeting of delegates.
- Section 14. Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7: RESOLUTIONS

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

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

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

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

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

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

RULE 8: AMENDMENTS TO BYLAWS AND STANDING RULES

Section 1. Proposed amendments to the Bylaws to be acted upon at the Annual Meeting of Delegates shall be submitted in writing prior to 5 p.m. on the second Friday in January to the Committee on Bylaws and Rules.

Section 2. Amendments to the Standing Rules shall be presented to the Committee on Bylaws and Rules prior to the opening of a Meeting of Delegates.

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

Section 4.

(a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.

(b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

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

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

RULE 9: NOMINATIONS AND ELECTIONS

Section 1.

- (a) In the first report of the Credentials and Ballot Committee, the Executive Director-Treasurer shall cause to be announced to the Annual Meeting the names of those candidates nominated under Article VII, Sections 2B, 3B, 4B, 5B, 6B.
- (b) Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting. Speech may be delivered in-person or remotely via the online meeting platform.
- (c) Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee member, or designee, shall be given three (3) minutes to speak in person to the respective delegates.
- (d) Candidates will also have the opportunity to provide recorded speeches, same length as above, for posting on the MTA website.
- (e) The committee shall report to the Annual Meeting Delegates, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations prior to voting. These violations shall be reported to the Annual Meeting of Delegates by the Chair of the Credentials and Ballots Committee on the first day of Annual Meeting and entered in the official record of the Annual Meeting.

Section 2. Elections

- (a) Election shall be held at the Meeting(s) of Delegates on the day when the final business session takes place.
- (b) For the 2022 Annual Meeting of Delegates, the election of candidates is scheduled to start at 11 a.m. on Saturday, after action on the proposed budget, and will take place within the business session (in person and virtual). If action on the budget goes beyond 11 a.m., elections will begin immediately afterward.
- (c) No other business will be transacted during the elections. Election results will be presented at the conclusion of whichever item of business is being transacted at the time when the tabulations have been completed and certified.
- (d) Retired Members Committee members shall be elected at the Annual Meeting of Delegates by the Statewide Retired District delegates. The candidates receiving the highest number of votes shall be declared elected.
- (e) In the event of a tie vote by two (2) or more candidates in an election, a runoff election will be held between or among the tied candidates to fill the available seats.
- (f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

Section 3. Campaign Expenditures

- (a) All candidates shall be required to file with the Credentials and Ballot Committee a complete account of campaign expenditures within twenty-one (21) days after the Annual Meeting, on a form provided by the Association.
- (b) The Credentials and Ballot Committee shall certify the receipt of these reports.

RULE 10: DISTRIBUTION OF CAMPAIGN MATERIALS

- Section 1. All campaign materials shall be properly identified by source and sponsorship.
- Section 2. No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas or where such materials are visible from these areas.
- Section 3. At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.
- Section 4. Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: ELECTIONEERING

- Section 1. No electioneering shall be allowed during the time specified for the election.
- Section 2. At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12: SERGEANT-AT-ARMS

The Presiding Officer of the Meeting(s) of Delegates shall appoint a Sergeant-at-Arms.

RULE 13: DISTRIBUTION OF BYLAWS, STANDING RULES AND RESOLUTIONS

A copy of the Bylaws, Standing Rules and Resolutions of this Association shall be available upon request to any MTA member as soon as possible after the Annual Meeting of Delegates.

RULE 14: NON-SEXIST TERMS

All Bylaws, Standing Rules and Resolutions shall be written in non-sexist terms.



MTA FRIEND OF EDUCATION AWARD

Ayanna Pressley
U.S. Representative, 7th Congressional District
&
Elizabeth Warren
U.S. Senator, Massachusetts

MTA FRIEND OF LABOR AWARD

Natalicia Tracy
*Senior Policy Advisor, U.S. Department of Labor
Occupational Safety and Health Administration*



2022 MTA EDUCATION SUPPORT PROFESSIONAL OF THE YEAR

Naomi Akan
Applied Behavior Analysis Tutor, Canton MA

MTA PRESIDENT'S AWARD

Gladys Vega
*Executive Director, La Colaborativa
Chelsea-based nonprofit*



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

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

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

ANNUAL MEETING COVID-19 GUIDELINES AND MORE

In consideration of the health and safety of member delegates, guests, and staff, MTA is requiring that participants attending the Annual Meeting in-person must show proof of vaccination and a negative COVID-19 test taken within 48 hours of the start of the event. Masks must also be worn at all times, and social distancing is encouraged to the extent possible. In addition, for the health and safety of all present, food/beverages and all eating and drinking is prohibited in the Annual Meeting business session rooms or in any of the MTA's meeting spaces throughout Annual Meeting.

There are three options for delegate attendance and participation:

1. The main meeting space with traditional seating (no spacing) by region, without any spacing or social distancing. Masks will be required at all times during the business session.
2. For those uncomfortable with #1, an additional meeting room will be set up, masks required, with seating spaced at least 3 feet apart. Video/audio streaming to/from the main meeting room will be set up for this satellite space within the Hynes. Delegates will have the ability to join the speaking queue and participate in debate and voting from this socially-distanced space onsite.
3. Virtual access — with full participation in debates and voting — and live-streaming during Annual Meeting is an alternative option available to delegates. A virtual format has already proven to be successful in allowing members to meaningfully participate at in-person board meetings and events and is widely accepted as a reasonable accommodation under the law. This option provides delegates full access to the Annual Meeting, participation in debates, and voting. Note, however, that it is not possible to attend in-person for a portion of the time, and remotely at other times.

ASSUMPTION OF RISK AND WAIVER OF LIABILITY

As the COVID-19 pandemic continues with the virus being extremely contagious and transmissible mainly from person-to-person contact, MTA has put in place preventative measures at this event to reduce the spread of COVID-19. However, MTA cannot guarantee that the participants in attendance will not become infected with COVID-19. By willingly attending and participating in the Annual Meeting on May 20-21, 2022 at the Hynes Convention Center, you are acknowledging the inherent risks of contracting COVID-19 when attending large gatherings and assumes the risks related to exposure to COVID-19. Your voluntary attendance releases and waives any and all liability, claims, and demands against the MTA and its agents from an infection and any subsequent illness, injury, disability or death resulting from COVID-19.

ARRIVAL/DEPARTURE AND LUGGAGE STORAGE

- Hotel guests arriving Friday morning prior to check-in may store luggage at the Bell Services stand in the Sheraton lobby. At the conclusion of the Friday Business Session you may return to the hotel, show your claim ticket to the Bell Services stand, and collect your bags. Remember that many other participants will be collecting their bags.
- Check-in time is 4 p.m. and early check-in is not available. **DO NOT** attempt to check-in with the hotel until check-in time.
- On Saturday, the Sheraton will provide satellite luggage storage for MTA guests in Back Bay D meeting room (2nd Floor). \$3 per bag, cash only. Back Bay D meeting room is accessible as you walk to the Hynes Convention Center from the Sheraton. The room is open from 6:30 a.m. – 6 p.m. You may encounter long wait times, as many delegates will be returning to retrieve their luggage at the same time on Saturday afternoon
- Luggage is **NOT PERMITTED** to be brought and stored at the Hynes Convention Center.

MOTHERS' ROOM

The Hynes Convention Center offers the Mamava Nursing Pod, an enclosed, private space for new mothers that can be used by employees, visitors, and event attendees at the convention center. Located off of the south rotunda, near the Prudential Center entrance, adjacent to restroom.

LOST AND FOUND

Did you lose an item at Annual Meeting? The MTA will have a lost and found bin located at Registration, Rooms 304-306, 3rd Floor on Friday and Saturday. Please note that the MTA is **NOT** responsible for lost or stolen items. Anything left behind will be brought to MTA Headquarters and held for 30 days. After that time, MTA will dispose of all items. If items are left in hotel rooms, it is the delegate's responsibility to contact the hotel directly.

DELEGATE REGISTRATION

Onsite Delegate Registration at the 2022 Annual Meeting of Delegates is located in Rooms 304-306 on the 3rd floor. The Business Session with regular seating (not distanced) is located in the Hynes Ballroom, also on the 3rd Floor. Hall D on the 2nd floor has been set up with socially-distanced seating for those who prefer that option. Video/audio streaming and the ability to participate in debate and voting are all offered in the socially-distanced space. All onsite delegates must proceed through Registration in rooms 304-306 before gaining entry to the Business Session spaces.

Friday, May 20, 2022

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

Saturday, May 21, 2022

Delegate registration8 a.m. until conclusion of elections
Business Session doors open8 a.m.

CERTIFICATION AND REGISTRATION

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

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

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

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

To proceed through onsite registration, delegates should be prepared to show a government-issued photo ID to the Credentials and Ballot member at registration. The delegate will then be provided with a name badge, unique delegate voter key-card, and color-coded badge holder (colors correspond to MTA’s Electoral Regions, A through H, plus Retired). The key card provided must be inserted into the electronic handheld keypad device, to be picked up at the entrance to the business session.

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

IDENTIFICATION CREDENTIALS

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

Delegates must wear proper badges at all times when in the convention center and in particular for admission to and within the business session. Please make sure your badge is visible when entering and assist the Sergeants-at-Arms staffing the doors by clearly showing your badge as you enter.

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

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

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

LATE REGISTRATION CUTOFF

For 2022, May 13 was the cutoff date for local presidents to report elected delegates and alternates to MTA. After that date, delegate and alternate names are not accepted, and new delegate credentials cannot be provided.

LATE DELEGATE SEATING

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

NON-DELEGATE REGISTRATION AND SEATING

Non-delegate seating is available in both the Ballroom and the socially-distanced Hall D for members who are not delegates, visitors, MTA staff and the press. Non-delegates are required to register, wear badges and sit in the area reserved for their use in the Ballroom or in the open seating area in Hall D.

ALTERNATE DELEGATES

Local presidents were advised of a deadline to report any elected Alternates to MTA by May 13. Local presidents may instruct MTA Credentials and Ballot to seat an elected and reported alternate to replace a delegate unable to attend. To make such a change, the alternate must have been reported to MTA by May 13. The local president may communicate this change either in-person at the Registration service desk in Rooms 304-306 during registration hours, or via email to MTAGovernance@massteacher.org

HELP AND ISSUES RESOLUTION

The Credentials and Ballot Committee provides a service desk in Rooms 304-306 for those delegates and local presidents with questions or problems relating to registration and credentials. This would be the location to go for help, for example for delegates who have lost their credentials and need a replacement.

REPLACEMENT OF LOST DELEGATE REGISTRATION MATERIALS

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

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

Please follow these instructions to replace lost delegate materials:

- The registered delegate must apply in person to the chair (or her/his designee) of the Credentials and Ballot Committee at the Registration service desk in Rooms 304–306.
- The Credentials and Ballot Committee must be able to verify that the member is a duly authorized registered delegate. The registered delegate must present photo identification.
- The registered delegate must fill in and sign the required form in the presence of the chair (or her/his designee) of the Credentials and Ballot Committee.
- Replacements will be made only during official registration hours of the Credentials and Ballot Committee.

Please allow time for new materials to be produced, including production of the electronic key card, which is necessary for voting. If lost delegate materials are found, they must be turned over to the chair (or her/his designee) of the Credentials and Ballot Committee at the registration service desk.

BUDGET BOOKS AND BYLAWS

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

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

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

AMENDMENTS TO THE STANDING RULES

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

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

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

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

PROPOSED RESOLUTIONS

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

NEW BUSINESS ITEMS

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

New Business Items **WITH** budgetary implications must be submitted either by the Monday prior to the Annual Meeting or no later than prior to the conclusion of business on Friday at the Annual Meeting so they may be acted upon prior to adoption of the annual budget and the dues for FY 2022-2023 which will occur Saturday morning. A new business item **WITH** budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$1,000 by the MTA.

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

Other New Business Items **WITHOUT** budgetary implications shall be submitted prior to the end of the first hour of the business session of the second day of the Meeting of Delegates (by approximately 10 a.m. on the Saturday of the Annual Meeting) and shall be considered throughout the meeting at times determined by the Presiding Officer.

The New Business Item form is available on the MTA Annual Meeting webpage and may be submitted to MTAGovernance@massteacher.org or submitted to the podium assistant in the Ballroom.

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 AT THE MICROPHONE

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

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

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

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

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

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

The **YELLOW CARD** will take precedence over **GREEN** and **RED** cards.

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

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

RECONSIDERATION

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

VOTING COUNTS

Voting count will all be done using the LUMI Voting platform. When the Presiding Officer calls for the vote, delegates can use the electronic tool to vote. Delegates participating virtually will use LUMI platform, delegates in person will be using a voting device provided when you enter the business session.

SPEAKING ORDER

Any delegate wishing to speak or make a motion should follow the procedure above to be recognized to speak. A delegate who abandons the microphone station for any reason automatically loses his/her place in the speaking order. No member shall speak in debate more than twice to the same question during the same meeting, nor longer than three (1) minute at one time, unless permission is granted by majority vote of the meeting(s). (*MTA Special Standing RULE 6, Section 6*).

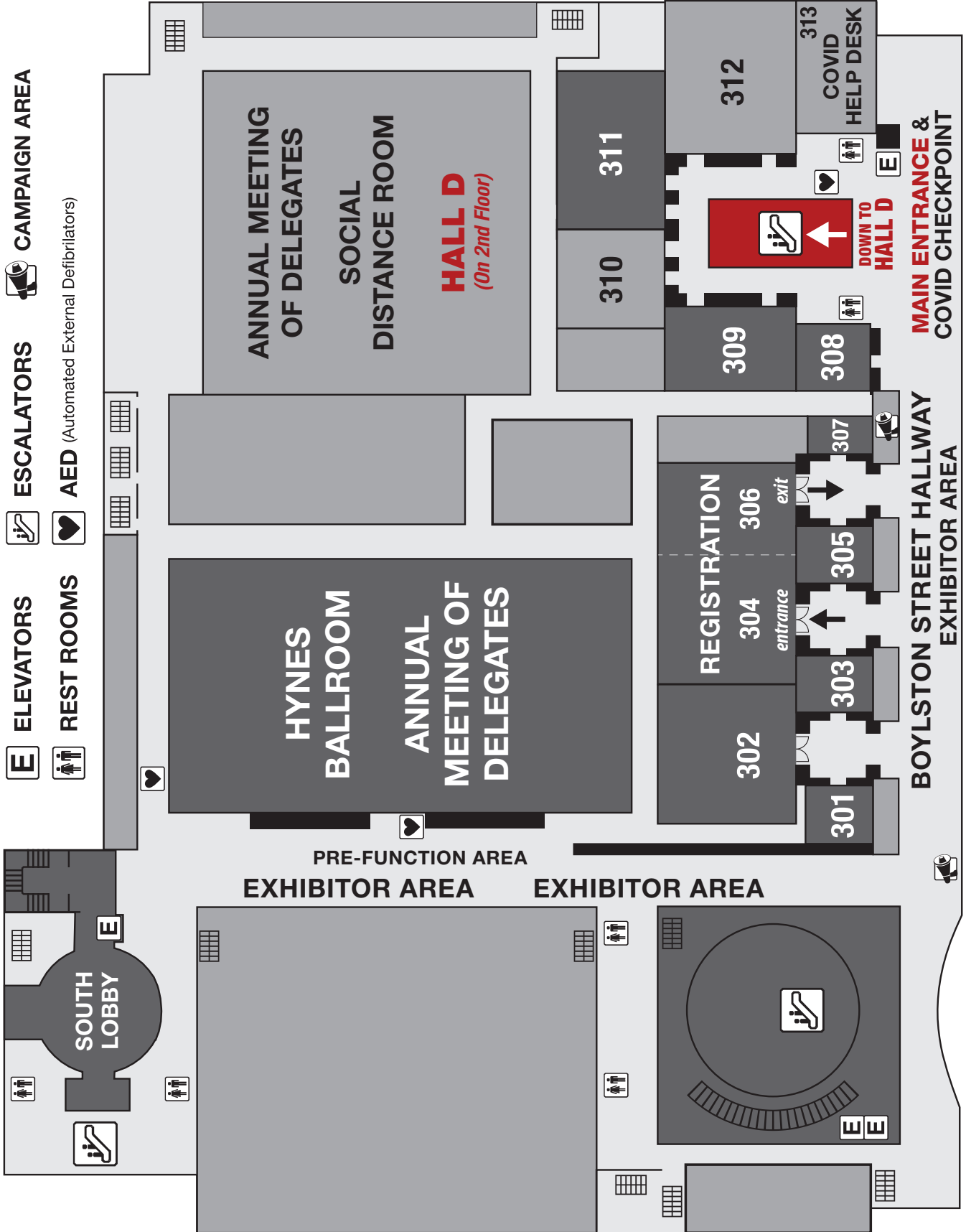
SPEAKING FROM THE FLOOR

A two-thirds vote to close debate cuts off all further debate on the pending motion. The Parliamentarian, assisted by the spotters, is responsible for keeping the order of speakers for the Presiding Officer. The timekeeper will time the

speaking time of the delegates using an electronic countdown clock. Delegates can watch the time remaining for each speaker on the screens. When time is reached, the Presiding Officer will call TIME, the microphone will be shut off, and the next speaker will be called upon.

SECONDING MOTIONS

Please do not second main motions to adopt committee recommendations, such as those of the Board of Directors, the Bylaws and Rules Committee, the Resolutions Committee, or on the Budget. However, all motions for amendments originating from the floor and on motion forms must be seconded.



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 and any other times on which votes are taken by printed ballot, by hand, standing count, or roll call vote...

ELECTIONS WILL BE HELD VIA HANDHELD DEVICES WITHIN THE BUSINESS SESSION AND ONLINE FOR DELEGATES PARTICIPATING REMOTELY. THE ELECTIONS WILL TAKE PLACE AT 11 AM ON SATURDAY, AFTER ACTION ON THE BUDGET. IF ACTION ON THE BUDGET GOES BEYOND 11 AM, ELECTIONS WILL BEGIN IMMEDIATELY AFTERWARD.

ELECTIONS TO BE HELD AT THE 2022 ANNUAL MEETING OF DELEGATES:

MTA President	Statewide	1 Vacancy	3 Candidates
MTA Vice President	Statewide	1 Vacancy	2 Candidates
Board of Directors	District		
	12F	1 Vacancy	2 Candidates
	17G	1 Vacancy	2 Candidates
	48H	1 Vacancy	2 Candidates
	Retired BOD	2 Vacancies	3 Candidates
Retired Members Committee (Statewide Retired District)		4 Vacancies	6 Candidates

IMPORTANT: ALL DELEGATES WILL TAKE PART IN THE ELECTION OF STATEWIDE OFFICERS – PRESIDENT AND VICE PRESIDENT. ONLY THE ABOVE LISTED DISTRICTS (12F, 17G, 48H, AND RETIRED) WILL TAKE PART IN THE ELECTIONS THAT FOLLOW. ALL DELEGATES (IN-PERSON AND REMOTE) WILL SEE THESE ELECTIONS ON THEIR VOTING SCREENS, BUT ONLY THE DELEGATES REPRESENTING THESE DISTRICTS WILL HAVE THE ABILITY TO VOTE. REMEMBER THAT YOUR SPECIFIC DISTRICT IS LISTED ON YOUR DELEGATE BADGE.

UNCONTESTED ELECTIONS

Candidates who ran uncontested were declared elected in accordance with the election waiver provision of the bylaws for the following seats: Executive Committee, Regions D, E, and H; Board of Directors, Districts 10B, 33C, 41C, 29D, 40E, 16G, 20G, 45H and 49H.

CANDIDATE NAMES

The list of certified candidates in contested races and those elected under the waiver can be found on pages 23 - 25.

CANDIDATE SPEECHES – FRIDAY, MAY 20, 2022

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

10 a.m.	Board Seats, Statewide Retired District and Retired Members Committee	Hynes Room 302, 3rd Floor
Last Item prior to recess	President and Vice President (<i>5 minute speeches</i>)	Hynes Ballroom, Hall D and online
Immediately after recess	Board Seat, District 12F	Hynes Room 301, 3rd Floor
Immediately after recess	Board Seat, District 17G	Hynes Room 305, 3rd Floor
Immediately after recess	Board Seat, District 48H	Hynes Room 308, 3rd Floor

CANDIDATE SPEECHES ONLINE

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

ELECTION SCHEDULE – SATURDAY, MAY 21, 2022

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

the podium) during which voting is open. (Note: there will not be a separate voting room onsite this year; rather the elections will be conducted within the business session.)

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

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

VOTING IN THE ELECTIONS

Onsite in-person delegates who have completed the registration process will have a unique voting keycard and should insert the keycard into a handheld keypad device available at the entrance to the business session. The keycard and keypad device are necessary for all voting, including the elections.

The elections will take place as part of the business session, not in a separate voting room, as indicated above. At that point, one at a time, each contested race and its candidates will appear on the voting screen. Each race will be open for a specified time period, as announced from the podium.

To make selection and cast your vote, you can either press the number/letter that corresponds to a candidate name or use the trackball to scroll through the list of candidates and press the trackball to select candidates. When the name is selected, the keypad shows an X in the box beside the selected candidate name. When selection is made, press the green send button to submit that ballot. The keypad will confirm which candidates were submitted.

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

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

The order of the elections will be as follows: MTA President, MTA Vice President, 12F District Director, 17G District Director, 48H District Director, Statewide Retired District Director (2 seats), and Retired Members Committee (4 seats).

All Delegates will take part in the election of statewide officers, President and Vice President. After voting in those races has concluded, only delegates in districts 12F, 17G, 48H, and Retired will take part in the elections that follow. Remember that your specific district is listed on your delegate badge. Of course, do not vote in races for districts other than your own, but if you attempt to do so, an error will appear on your screen alerting you that you are not eligible for voting in that race.

In-person delegates must have completed the onsite credentialing process in the registration room (304-306) prior to voting, as the unique delegate keycard is required. The registration room will remain open until the conclusion of the elections, but be sure to allow enough time to obtain both credentials and the keypad device by the time the elections begin.

ELECTION REQUIREMENTS

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

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

2022 ELECTIONS

After the conclusion of the voting for President and Vice President, only delegates from the following districts will participate in the voting that follows:

12F, 17G, 48H, and Retired.

CERTIFICATION OF NOMINATION PAPERS FOR ELECTIONS AT 2022 MTA ANNUAL MEETING**MTA PRESIDENT; MTA VICE PRESIDENT; EXECUTIVE COMMITTEE; BOARD OF DIRECTORS; AND RETIRED MEMBERS COMMITTEE**

April 12, 2022

OFFICIAL RECORD

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

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

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

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

MTA PRESIDENT

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

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

MTA VICE PRESIDENT

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

1. Donna M. Grady
2. Deb McCarthy

MTA EXECUTIVE COMMITTEE CANDIDATES**REGION B**

(One Seat - Three-Year Term, Commencing July 1, 2022)
No Candidates

REGION D

(One Seat - Three-Year Term, Commencing July 1, 2022)
1. Jessica Wender-Shubow *

REGION E

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

1. Cynthia Roy *

REGION H

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

1. Maria Hegbloom *

MTA BOARD OF DIRECTORS CANDIDATES

10B

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

1. Tina Mansfield *

33C

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

1. June Gustafson *

36C

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

No Candidates

41C

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

1. Brian Fitzgerald *

29D

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

1. Kyle Gekopi *

39E

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

No Candidates

40E

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

1. Christopher Saulnier *

12F

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

1. Rachel Flaherty
2. Adam Snodgrass

13F

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

No Candidates

16G

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

1. Diana Marcus *

17G

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

1. Amy Morin
2. Julia Norman

20G

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

1. Kimberly Auger *

45H

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

1. Luis Rosero *

48H

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

1. Jackie Bishop
2. Dora Ramos

49H

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

1. Anneta Argyres *

STATEWIDE RETIRED DISTRICT DIRECTORS ON THE MTA BOARD OF DIRECTORS

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

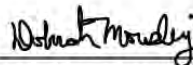
1. Kip Fonsh
2. Joe Herosy
3. Bonnie M. Page

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

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

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

Deb Mousley, Co-chair,



MTA Credentials and Ballot Committee:

Deb Mousley (Apr 12, 2022 16:19 EDT)

CAMPAIGN HOURS: FRIDAY 8 a.m. – 6 p.m. | SATURDAY 8 – 11 a.m.

Campaigning at the Annual Meeting of Delegates will take place on Friday and Saturday (prior to the commencement of the election period within the business session, at approximately 11 a.m. Onsite campaigning may only take place in the designated areas of the Hynes Convention Center.

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

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

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

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

DESIGNATED CAMPAIGN AREAS

Campaign materials including signage, flyers, handouts, and other material are **ONLY** permitted in the campaign booths/tables (those reserved by candidates) and in the hallway areas on the third floor as indicated by MTA signs marked "Campaign Area." Campaigning with campaign materials and congregating with signage is allowed exclusively in these designated areas, and campaigners may not obstruct the passage in these hallways at any time. Floor plans showing the designated campaign areas have been provided to all candidates and their campaign managers and are available from the Co-Chairs of the Credentials and Ballot Committee. Candidates and their campaigns must obey the directions of the Credentials and Ballot Committee (C&B) and Hynes Convention Center staff regarding relocation as deemed necessary by public safety or other meeting officials.

Campaigning with signage, flyers, handouts, and other material is not permitted in any other areas.

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

PROHIBITED CAMPAIGN AREAS AND PRACTICES

Campaign materials are not permitted anywhere except in the designated campaign areas specified above. Campaigning of any kind is prohibited outside of the specified hours above and is prohibited at all times in the Annual Meeting Business Session spaces (Hynes Ballroom and Hall D), the Registration Room (Room 304/306) and near the entrance/exit doorways of those space.

While buttons may be worn in the Business Session, distribution of buttons in the Ballroom or in Hall D is prohibited.

Posting of any literature or materials on the walls of the Hynes Convention Center, any hotels, and the Prudential Center is strictly prohibited. Stickers of any kind are also prohibited.

CAMPAIGN MATERIAL**RELEVANT EXCERPTS FROM MTA POLICY 70.01, CAMPAIGN AND ELECTION GENERAL POLICY**

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

CAMPAIGN MATERIAL

- Candidates for MTA elective office should recognize the fact that the office which they seek carries with it high professional standards, and, therefore, should conduct themselves and their campaigns in such a manner as not to demean the office.
- All campaign materials for candidates or issues which are placed or distributed at meetings of delegates should comply with these guidelines and the MTA Standing Rules. It is the responsibility of each candidate/sponsor(s) to urge full cooperation by all campaign workers.
- No campaign literature or related materials may be distributed or posted within the seating area of the business session, registration areas or polling areas or where such materials are visible from these areas.
- *[NOTE: Clothing is considered campaign material if it has the purpose of promoting candidacy; as such, campaign-related clothing or items of clothing bearing the name of a candidate may not be worn into the business session, registration room, voting room, or any of the spaces adjacent to these areas. The committee has determined that manually altering an article of clothing in an attempt to achieve compliance is not acceptable.]*
- At meetings of delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices which are inconsistent with the Committee's guidelines.
- Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.
- Campaign material shall in no way be designed to attack the character of an individual or group.
- All campaign materials shall be properly identified by source and sponsorship. The Credentials and Ballot Committee defines source and sponsorship as follows: Member/Author; Local Association/Sponsor(s).
- The official logo or letterhead used by the MTA may not be utilized in campaign materials.

RESPONSIBILITIES OF CANDIDATES

- Noisy demonstrations or use of sound equipment will not be permitted on the floor of the Annual Meeting, registration areas or polling areas.
- No items should be given away by lottery, raffle, drawing or similar means in connection with campaigning for elective office or issues at meetings of delegates.
- Campaigners handing out materials should not create traffic problems, impede the process of registration, or hinder entry into the main assembly hall. Campaign materials may not be distributed in the business session spaces at any time.
- Campaigners may not use press-apply or other sticky-back materials for badges or signs. Campaign literature may not be posted on walls. Campaigners should not block entrances, exits, traffic, or fire aisles. In addition, the campaigners may be requested to comply with other restrictions imposed by the management of the meeting facility.
- Campaigners should not remove or deface campaign materials belonging to another candidate.
- Candidates shall be responsible for compliance with this policy, including responsibility for the conduct of their campaign manager and campaigns and their adherence to this policy.

- Candidates and their campaigns shall comply with any request or directive from the Chair of the Committee or the Chair's designee.
- Candidates or sponsors shall assume responsibility for the transportation and storage of their campaign materials and for the removal of all campaign materials at the termination of the Meeting of Delegates.
- The wearing of campaign buttons on the floor of the Annual Meeting is permitted. The distribution of campaign buttons on the floor is not permitted.

CAMPAIGN RULE WHILE POLLS ARE OPEN

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

RELEVANT EXCERPTS FROM MTA STANDING RULES (AND 2022 SPECIAL RULES)**RULE 10: Distribution of Campaign Materials**

- Section 1. All campaign materials shall be properly identified by source and sponsorship.
- Section 2. No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas or where such materials are visible from these areas.
- Section 3. At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.
- Section 4. Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

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

#1

Rule 6, Order Of Business And Debate, Section 11, New Business Items

PRESENT TEXT	PROPOSED AMENDMENT <i>(Underline and strikethrough text)</i>
<p>a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.</p> <p>b. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.</p> <p>c. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</p> <p>d. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>	<p>a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.</p> <p>b. New business items with budgetary implications must be submitted to the Presiding Officer <u>by 5 p.m. on the Monday prior to the Meeting of Delegates</u> prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.</p> <p>c. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</p> <p>d. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>
<p>IMPACT STATEMENT</p> <p>The current rules set the deadline for new business items with budgetary implications as prior to the end of business on the first day of the Annual Meeting. This proposal would change that deadline to 5 p.m. on the Monday prior to the Annual Meeting.</p>	
<p>SUBMITTED BY <i>MTA Executive Committee</i></p>	
<p>MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (4-2)</p>	<p>MTA BOARD OF DIRECTORS Recommends Rejection (54-0)</p>

#2

Rule 6, Order Of Business And Debate, Section 11, New Business Items

PRESENT TEXT	PROPOSED AMENDMENT <i>(Underline and strikethrough text)</i>
<p>a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.</p> <p>b. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.</p> <p>c. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</p> <p>d. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>	<p>a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.</p> <p>b. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.</p> <p>c. <u>New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</u></p> <p>e. <u>d.</u> Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</p> <p>d. <u>e.</u> New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>
<p>IMPACT STATEMENT</p> <p>The current rules set the deadline for all new business items without budgetary implications as prior to the first hour on the second day of the Annual Meeting. This proposal would add language requiring that new business items with policy implications would be due by 5 p.m. on the Monday prior to the Annual Meeting.</p>	
<p>SUBMITTED BY <i>MTA Executive Committee</i></p>	
<p>MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (6-0)</p>	<p>MTA BOARD OF DIRECTORS Recommends Adoption (36-19)</p>

#3

Rule 6: Order of Business and Debate, Section 11

PRESENT TEXT	PROPOSED AMENDMENT <i>(Underline and strikethrough text)</i>
<p>Rule 6, Order of Business and Debate Section 3.</p> <p>The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.</p> <p>(Sections 4-10 are unchanged.)</p> <p>Section 11. New Business Items</p> <p>a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.</p> <p>b. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.</p> <p>c. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</p> <p>d. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>	<p>Rule 6, Order of Business and Debate Section 3.</p> <p>The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.</p> <p>(Sections 4-10 are unchanged.)</p> <p>Section 11. New Business Items</p> <p>a. <u>New business items without budgetary implications that have been submitted before Annual Meeting shall be followed by other new business items and prior to resolutions.</u></p> <p>a. b. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.</p> <p>b. c. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.</p> <p>c. d. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.</p> <p>d. e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.</p>
<p>IMPACT STATEMENT</p> <p>This proposal would require that all new business items without budgetary implications be considered by the delegates prior to, though not necessarily immediately prior to, resolutions.</p>	
<p>SUBMITTED BY</p> <p><i>Richard Levy, Retired, and Craig Slatin, Retired</i></p>	
<p>MTA BYLAWS AND RULES COMMITTEE Recommends Adoption (6-0)</p>	<p>MTA BOARD OF DIRECTORS Recommends Adoption (48-3)</p>

#1

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

PRESENT TEXT

Subsection B, Duties

It shall be the duty of the board to:

- 15. Establish the procedures for the election of regional ethnic minority delegates to the Annual Meeting of Delegates.

Article IX, Delegate Meetings: Section 2. Delegates

Subsection B, Allocation

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

PROPOSED AMENDMENT

(Proposed revisions are indicated by underlined text)

Subsection B, Duties

It shall be the duty of the board to:

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

Article IX, Delegate Meetings: Section 2. Delegates

Subsection B, Allocation

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

IMPACT STATEMENT

This proposal would establish an entitlement of two (2) ethnic minority delegate seats to the Annual Meeting for the Retired membership and would direct the Board of Directors to establish procedures for electing said delegates.

SUBMITTED BY:

MTA Retired Members Committee: Patrick Patterson, chair, Nancy Aykanian, Mary Cowhey, Seth Evans, Kip Fonsh, Jackie Gorrie, Andrei Joseph, Dale Melcher, Rafael Moure-Eraso, Phyllis Neufeld, Bonnie Page, Jen Silva, Robin Smith and Anne Wass

BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

BOARD OF DIRECTORS:

Recommends Adoption (43-0)

#2 Article IV, Finance, Section 2. Dues

PRESENT TEXT

Current language remains.

PROPOSED AMENDMENT

(Proposed revisions are indicated by underlined text)

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

H. Honor Members

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

IMPACT STATEMENT

This proposal would require that the MTA pay for the MTA and NEA dues for life for all past presidents and vice presidents of the MTA.

SUBMITTED BY:

Bill Forster, Retired

BYLAWS AND RULES COMMITTEE:

Recommends Rejection (6-0)

BOARD OF DIRECTORS:

Recommends Rejection (54-0)

#3

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

PRESENT TEXT

1. Each local affiliate and the Statewide Retired Electoral District shall be entitled to two delegates and one additional delegate for every fifty members over fifty, or major fraction thereof.
2. Each region shall be entitled to ethnic minority representation of delegates equal to the number of district directors from that region. No more than one delegate from each district within a region shall be elected to fulfill this allocation.
3. Each state and county affiliate shall be entitled to two delegates, provided that such affiliates require MTA membership where such membership is available.
4. Members of the Board of Directors shall be delegates.
5. The Electoral Review Committee shall determine the delegate allocation for locals affiliated after the membership cutoff date.
6. Each affiliated chapter of the Student Education Association of Massachusetts (SEAM) shall be entitled to two delegates.

PROPOSED AMENDMENT

(Proposed revisions are indicated by underlined text)

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

IMPACT STATEMENT

This proposal would grant automatic lifetime Annual Meeting delegate status with full voting rights for all past presidents and vice presidents of the MTA.

SUBMITTED BY:

Bill Forster, Retired

BYLAWS AND RULES COMMITTEE:

Recommends Rejection (6-0)

BOARD OF DIRECTORS:

Recommends Rejection (53-1)

#4

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

PRESENT TEXT

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

The Executive Committee shall meet prior to all regular meetings of the Board and/or upon the call of the President or a majority of its members.

PROPOSED AMENDMENT

(Proposed revisions are indicated by underlined text)

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

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

IMPACT STATEMENT

The current language is silent regarding the methods for holding Executive Committee meetings. This proposal would allow for Executive Committee meetings to be held virtually, hybrid, or in person.

SUBMITTED BY:

MTA Executive Committee

BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

BOARD OF DIRECTORS:

Recommends Adoption (48-3)

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

PRESENT TEXT

1. Frequency

- a. Regular meetings of the Board shall be held a minimum of four times a year.
- b. Special meetings of the Board may be called either by the President or upon the written request of ten members of the Board to the Executive Director-Treasurer stating the reason for the meeting.

Notice of a special meeting shall be sent at least one week prior to the date fixed for such meeting and shall state the time, place and business for which it is called.

No business shall be transacted at a special meeting except that specified in the notice.

- c. All meetings of the Board shall be held within the Commonwealth of Massachusetts.
- d. A special meeting called pursuant to section 2.C(1)(b) of this Article may be conducted by media conference technology. The decision to conduct a special meeting by electronic means shall be made by the President. Voting at a meeting that is conducted by electronic means is permissible and shall have the same status as votes conducted at a live meeting.

PROPOSED AMENDMENT

(Proposed revisions are indicated by underlined and strikethrough text)

1. Frequency

- a. Regular meetings of the Board shall be held a minimum of four times a year.
- b. Special meetings of the Board may be called either by the President or upon the written request of ten members of the Board to the Executive Director-Treasurer stating the reason for the meeting.

Notice of a special meeting shall be sent at least one week prior to the date fixed for such meeting and shall state the time, place and business for which it is called.

No business shall be transacted at a special meeting except that specified in the notice.

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

IMPACT STATEMENT

The current language simply states the Board meetings must be held in Massachusetts. During a public health crisis or other emergency, this proposal would allow Board meetings to be held virtually, hybrid, or in person.

SUBMITTED BY:

MTA Executive Committee

BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

BOARD OF DIRECTORS:

Recommends Adoption (50-2)

#6

Article IV: Finance, Section 2, Dues, Subsection A. Active Members

PRESENT TEXT

Article IV, Finance, Section 2, Dues
Subsection A. Active Members
Language to be added after item 8.

PROPOSED AMENDMENT

(Proposed revisions are indicated by underlined text)

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

9. Local Affiliate Variance of Per-Member Dues

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

IMPACT STATEMENT

This proposal 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:

Progressive Dues Task Force: Anneta Argyres and David Gross, co-chairs, Leslie Marsland, Dan Monahan, Katie Schmitt and Heike Tuplin

BYLAWS AND RULES COMMITTEE:

Recommends Adoption (6-0)

BOARD OF DIRECTORS

Recommends Adoption (46-8)

MEMBERS OF THE BYLAWS AND RULES COMMITTEE

Ben Eisen, Chair
Nancy Aykanian
Caroline Coscia
Sue Doherty
Jim Kaplan
Marisha Rivas

**THE PROPOSED AMENDMENTS TO MTA RESOLUTIONS WERE RECOMMENDED
ON JANUARY 18 BY THE RESOLUTIONS COMMITTEE.
THE MTA BOARD OF DIRECTORS VOTED ON MARCH 19 TO RECOMMEND PASSAGE BY THE DELEGATES.**

Resolutions Committee:

Matt Bach (Chair)
Carissa Becker
Michelle Corbin
Brenda Dunn
Thomas Estabrook
Amy Morin

Mary MacDonald, staff consultant
Laura Mullen, staff assistant

**A SECTION OF THE CURRENT RESOLUTION THAT HAS A LINE THROUGH IT IS PROPOSED FOR
ELIMINATION; A SECTION THAT IS UNDERLINED IS A PROPOSED ADDITION.**

**PROPOSED REVISED RESOLUTION C-6
HEALTHY AND SAFE SCHOOLS**

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

The MTA urges that school committees and boards of trustees must improve school mechanical ventilation systems to assure that school spaces' air quality is sufficient to diminish as much as possible the risk of airborne infections from indoor pathogens from any source (viral, bacterial and molds), and bring them in line with best practices and current scientific recommendations. As of 2022, this would require mechanical ventilation systems (Heating Ventilation and Air Conditioning, HVAC), which must be mechanically driven from Air Handling Units (AHU), that provide a supply of clean outside air. At least five air changes per hour (5 ACH) must be achieved in each school space. The outside air could be complemented by recycled air filtered through at least MERV 13-rated filters to achieve the minimum 5 ACH. Appropriate exhaust flows out of each school space must be balanced with the supply of air into the rooms. Portable HEPA ventilation units could also be provided to complement and maximize air cleansing.

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

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

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

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

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

The MTA also strongly supports the state's school immunization requirements. These requirements exist to protect students, staff and members of the wider community from serious diseases that can be prevented by vaccines. (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19, 22)

**PROPOSED REVISED RESOLUTION C-7
SCHOOL FACILITIES: DESIGN, CONSTRUCTION AND FUNCTION**

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

The MTA supports ecologically conservative facility designs including heating, ventilation and air conditioning systems. The MTA believes that the community, parents/guardians and education employees should play an advisory role in designing these facilities.

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

The MTA believes that one of the most essential means for preventing the risk of airborne infections to students and educators (viral, bacterial and molds) is a well-designed mechanical ventilation system that is in line with best practices and current scientific recommendations. As of 2022, this would require a system that provides for at least five air changes per hour (5 ACH) based on outside clean air. Well-tempered outdoor supply air should be designed for every school indoor space. Temperature and relative humidity extremes should be avoided — by design — in new schools while conforming with at least 5 ACH ventilation rates as a design criterion, as described in MTA Resolution C-6, Healthy and Safe Schools.

These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 22)

Per MTA's Bylaws, the Electoral Review Committee (ERC) reviews the Electoral Region and District Plan every three years and recommends a plan to the Annual Meeting which complies with MTA Bylaws and NEA standards. Upon approval of a majority of delegates present and voting at the Annual Meeting, the plan will be implemented on July 1, 2022.

ERC's review of the June 30, 2021 membership figures showed that the existing Electoral District and Region plan DOES MEET the mathematical compliance according to NEA affiliation standards and the "one person, one vote principle."

In accordance with the Bylaws, notice was provided to Local Presidents and Board members for two separate opportunities to give input, once prior to initial review of the plan and then prior to finalizing the proposed plan. The proposed plan was shared with Local Presidents and Board members as part of the outreach and invitation to provide input before finalizing ERC's recommendation. The recommended plan was then presented to the Board of Directors at its March 2022 meeting.

COMPLIANCE:

The Bylaws require that the electoral districts shall be drawn based on a ratio of 1 : 1,900 or major fraction thereof. This means the acceptable range for district size is 951 – 2,850 members.

In order to be in compliance with the one-person, one vote principle, as required by NEA, the smallest districts making up a bare majority of the District Board Seats must represent at least 45.1% of the total membership.

The current and recommended plan achieves this compliance. In its review of the current compliant plan, the committee has voted to recommend no changes to the current plan which follows.

ONE PERSON, ONE VOTE:

"Each affiliate shall apply the one person, one vote principle for representation on its governing bodies. . ."

– NEA Bylaw 8 7(a) and 8 11(a)

NEA STANDARDS:

One person one vote, or equal population voting, generally means that the vote of each member of the affiliate has the same weight as the vote of any other member. The association shall apply the one person one vote principle for representation on each of its several governing bodies. "Elected governing body" is any association elected body participating in the determination of general and significant policies and in the exercise of discretion in implementing such policies.

ELECTORAL PERCENTAGE TEST:

Ascertaining Conformity to One Person, One Vote

The electoral percentage is a calculation to determine whether the smallest voting membership units (the smallest MTA Districts) representing 50.1% of the members are represented by a bare majority (50.1%) of the governing body (MTA Board, District seats).

First, compute a bare majority as a percentage of the Board District seats using one half of the governing body (district seats) plus one. Then determine how many members each District Director represents; this is the voting district size. If the district is represented by more than one representative, divide the members of that district by the number of representatives to determine the number of members each one represents. The next step is to list all the representatives and number of members represented in order from the smallest to the largest by voting district size. Find the sum of the smallest constituencies (MTA Districts) electing the bare majority (of District Board seats) and determine what percentage that represents of the total membership of MTA. To meet the test, the resulting percentage should not deviate more than 5% from the bare majority (it must therefore fall between 45.1% and 55%).

MEMBERS OF THE ELECTORAL REVIEW COMMITTEE:

Stephen Gorrie, Chair

Kristine Barker

Brian Fitzgerald

Donna Grady

Lynn Howard

Lois Powers

Nicole Prevost

Pages 42-47

Attachment A is the current and recommended plan, the list of MTA Local Affiliates by District (one Board seat per district, unless otherwise indicated).

Page 47-48

Attachment B shows the membership figures for the current and recommended plan, indicating mathematical compliance with the one-person, one-vote principle.

ATTACHMENT A: LOCAL AFFILIATES BY DISTRICT

REGION A

DISTRICT 01A

ADAMS-CHESHIRE TEACHERS ASSN
BERKSHIRE HILLS EDUCATION ASSN
CENTRAL BERKSHIRE EDUCATORS ASSN
CLARKSBURG TEACHERS ASSN
FARMINGTON RIVER EDUCATORS ASSN
FLORIDA EDUCATION ASSN
HANCOCK TEACHERS ASSN
LEE EDUCATION ASSN
LENOX EDUCATION ASSN
MCCANN FACULTY ASSN
MOUNT GREYLOCK EDUCATORS ASSOCIATION
NORTH ADAMS PARAPROF ASSN
NORTH ADAMS TEACHERS ASSN
PITTSFIELD EDUCATIONAL ADMINISTRATORS ASSN
RICHMOND EDUCATION ASSN
SAVOY EDUCATION ASSN
SOUTHERN BERKSHIRE REGIONAL EDUCATION ASSN
UNITED EDUCATORS OF PITTSFIELD

DISTRICT 2A

AGAWAM EDUCATION ASSN
AGAWAM PROFESSIONAL ADMINISTRATORS
ASSOCIATION
GATEWAY EDUCATORS ASSN
SOUTHWICK-TOLLAND-GRANVILLE EDUCATION ASSN
WEST SPRINGFIELD EDUCATION ASSN
WESTFIELD EDUCATION ASSN

DISTRICT 3A

BELCHERTOWN EDUCATION ASSN
CHESTERFIELD GOSHEN TEACHERS ASSN
EASTHAMPTON EDUCATION ASSN
GRANBY EDUCATORS ASSN
HADLEY EDUCATION ASSN
HAMPSHIRE REGIONAL EDUCATION ASSN
HATFIELD TEACHERS ASSN
NORTHAMPTON ASSN OF SCHOOL EMPLOYEES

SOUTH HADLEY EDUCATION ASSN
SOUTHAMPTON TEACHERS ASSN
WARE TEACHERS ASSN
WESTHAMPTON TEACHERS ASSN
WILLIAMSBURG TEACHERS ASSN

DISTRICT 4A

AMHERST-PELHAM ADMINISTRATORS ASSN
AMHERST-PELHAM EDUCATION ASSN
ATHOL TEACHERS ASSN
ERVING TEACHERS ASSN
FRANKLIN COUNTY TECHNICAL TEACHERS ASSN
FRONTIER REGIONAL TEACHERS ASSN
GILL-MONTAGUE EDUCATION ASSN
GREENFIELD EDUCATION ASSN
HAWLEMONT TEACHERS ASSN
LEVERETT EDUCATION ASSN
MAHAR TEACHERS ASSN
MOHAWK DISTRICT EDUCATION ASSN INC
ORANGE ELEMENTARY TEACHERS ASSN
PETERSHAM EDUCATIONAL ASSN
PIONEER VALLEY ASSN OF SUPPORT PROFESSIONALS
PIONEER VALLEY REGIONAL EDUCATION ASSN
ROWE TEACHERS ASSN
SHUTESBURY EDUCATION ASSN
SWIFT RIVER EDUCATION ASSN
UNION 38 TEACHERS ASSN

DISTRICT 5A

SPRINGFIELD ADMINISTRATORS ASSN
SPRINGFIELD EDUCATION ASSN
TECHNICAL EMPLOYEES ASSN (SPRINGFIELD)

DISTRICT 6A

EAST LONGMEADOW EDUCATION ASSN
HAMPDEN-WILBRAHAM EDUCATION ASSN
LONGMEADOW EDUCATION ASSN
LUDLOW EDUCATION ASSN
MONSON TEACHERS ASSN
PALMER TEACHERS ASSN

PATHFINDER EDUCATION ASSN

DISTRICT 26A

CHICOPEE EDUCATION ASSN
HOLYOKE EDUCATORS ASSN
HOLYOKE PARAPROFESSIONALS ASSN
HOLYOKE PUBLIC SCHOOL SECRETARIES ASSN
HOLYOKE TEACHERS ASSN

REGION B

DISTRICT 7B

ASHBURNHAM WESTMINSTER PARAPROFESSIONALS
ASHBURNHAM-WESTMINSTER TEACHERS ASSN
FITCHBURG EDUCATION ASSN
GARDNER EDUCATION ASSN
LEOMINSTER ADMINISTRATORS ASSOCIATION
LEOMINSTER EDUCATION ASSN
LEOMINSTER SCHOOL SECRETARIES ASSN
LEOMINSTER TUTORS ASSN
MONTACHUSETT REG MAINTENANCE & CUSTODIAL
MONTACHUSETT REG TEACHERS ASSN
NARRAGANSETT DISTRICT ED ASSN
PARAPROFESSIONAL ASSOCIATION OF LEOMINSTER
SCHOOLS
WINCHENDON SECRETARIES ASSN
WINCHENDON SUPPORT PERSONNEL ASSN
WINCHENDON TEACHERS ASSN

DISTRICT 8B

AUBURN EDUCATION ASSN
BAY PATH ADMINISTRATORS ASSN
BAY PATH TEACHERS ASSN
BRIMFIELD EDUCATIONAL SUPPORT PROFESSIONALS
ASSN
BROOKFIELD EDUCATIONAL SUPPORT
PROFESSIONALS ASSN
DUDLEY-CHARLTON TEACHERS ASSN
DUDLEY-CHARLTON PARAPROFESSIONAL ASSN
EDUCATIONAL ASSN OF LEICESTER
HOLLAND EDUCATIONAL SUPPORT PROFESSIONALS
ASSN
LEICESTER PARAPROFESSIONAL ASSN
NORTH BROOKFIELD TEACHERS ASSN

QUABBIN REGIONAL SCHOOL DISTRICT PARA ASSN
QUABBIN REGIONAL TEACHERS ASSN
QUABOAG EDUCATION ASSN
SOUTHBRIDGE EDUCATION ASSN
SOUTHERN WORCESTER COUNTY EDUCATIONAL
COLLAB
SPENCER-EAST BROOKFIELD TEACHERS ASSN
STURBRIDGE EDUCATIONAL SUPPORT PERSONNEL
ASSN
TANTASQUA EDUCATION ASSN
UNION 61 TEACHERS ASSN
WALES ESSENTIAL SUPPORT PERSONNEL

DISTRICT 9B

ALGONQUIN REGIONAL TEACHERS ASSN
BERLIN-BOYLSTON EDUCATORS' ASSOCIATION
GRAFTON TEACHERS ASSN
MENDON-UPTON REG TEACHERS ASSN
NORTHBORO TEACHERS ASSN
SOUTHBORO TEACHERS ASSN
WACHUSETT REG EDUCATION ASSN
WEST BOYLSTON TEACHERS ASSN
WESTBOROUGH TEACHERS ASSN

DISTRICT 10B (TWO DISTRICT DIRECTORS)

EDUCATIONAL ASSN OF WORCESTER INC
SHREWSBURY EDUCATION ASSN
SHREWSBURY PARAPROFESSIONALS ASSN

DISTRICT 11B

DOUGLAS TEACHERS ASSN
HOPEDALE EDUCATION ASSN INC
MILFORD TEACHERS ASSN
MILLBURY TEACHERS ASSN
NORTHBRIDGE TEACHERS ASSN
OXFORD EDUCATION ASSN
SUTTON EDUCATION SUPPORT PROFESSIONALS ASSN
SUTTON TEACHERS ASSN
UXBRIDGE TEACHERS ASSN
WEBSTER ADMINISTRATIVE ASSISTANTS
WEBSTER ADMINISTRATORS ASSN
WEBSTER EDUCATORS ASSN
WEBSTER INSTRUCTIONAL ASSISTANTS ASSN

REGION C

DISTRICT 33C

COHASSET TEACHERS ASSN
EDUCATION ASSN OF NORWELL
HANOVER TEACHERS ASSN
HINGHAM EDUCATION ASSN
HULL TEACHERS ASSN
MARSHFIELD EDUCATION ASSN
ROCKLAND EDUCATION ASSN
SCITUATE TEACHERS ASSN

DISTRICT 34C

DUXBURY TEACHERS ASSN
ED ASSN OF PLYMOUTH & CARVER
HALIFAX TEACHERS ASSN
KINGSTON TEACHERS ASSN
PEMBROKE TEACHERS ASSN
PLYMOUTH ADMINISTRATORS ASSN
PLYMPTON TEACHERS ASSN
SILVER LAKE EDUCATION ASSN

DISTRICT 35C

ABINGTON EDUCATION ASSN
BRIDGEWATER-RAYNHAM EDUCATION ASSN
EAST BRIDGEWATER ASSISTANT PRINCIPALS ASSN
EAST BRIDGEWATER EDUCATION ASSN
EDUCATORS' ASSN OF FREETOWN & LAKEVILLE
MIDDLEBORO EDUCATION ASSN
READS COLLABORATIVE EDUCATORS ASSN
WEST BRIDGEWATER EDUCATION ASSN
WHITMAN-HANSON EDUCATION ASSN

DISTRICT 36C

BROCKTON EDUCATION ASSN
BROCKTON EDUCATION PARAPROFESSIONAL ASSN
STOUGHTON TEACHERS ASSN

DISTRICT 41C

BARNSTABLE ADMINISTRATORS ORGANIZATION
BARNSTABLE TEACHERS ASSN
BOURNE EDUCATORS ASSN
MARION TEACHERS ASSN

MATTAPOISETT EDUCATORS ASSN
OLD ROCHESTER PROFESSIONAL EDUCATORS' ASSN
ROCHESTER MEMORIAL SUPPORT PERSONNEL
ASSOCIATION
ROCHESTER MEMORIAL TEACHERS ASSN
SANDWICH EDUCATION ASSN
SIPPICAN SCHOOL SUPPORT PERSONNEL ASSN
UPPER CAPE COD REGIONAL TEACHERS ASSN
WAREHAM EDUCATION ASSN

DISTRICT 42C

CAPE TECH ASSN
DENNIS-YARMOUTH EDUCATORS ASSN
DENNIS-YARMOUTH REGL SECRETARIES &
ASSISTANTS ASSN
FALMOUTH EDUCATORS ASSN
MASHPEE TEACHERS ASSN
MONOMOY REGIONAL EDUCATION ASSN
NAUSET EDUCATION ASSN
PROVINCETOWN ASSN OF EDUCATORS
TRURO EDUCATION ASSN

DISTRICT 43C

MARTHA'S VINEYARD EDUCATORS ASSN
NANTUCKET TEACHERS ASSN

REGION D

DISTRICT 14D

ASHLAND EDUCATORS ASSN
FRAMINGHAM TEACHERS ASSN
HOPKINTON TEACHERS ASSN
KEEFE TECH SCHOOL SECRETARIAL ASSN
KEEFE TECHNICAL EDUCATORS ASSN
MARLBOROUGH EDUCATORS ASSN

DISTRICT 15D

BEDFORD EDUCATION ASSN
C.A.S.E. PROFESSIONAL ASSN
CARLISLE TEACHERS ASSN
CONCORD TEACHERS ASSN
CONCORD-CARLISLE BUS DRIVERS
CONCORD-CARLISLE SUPPORT STAFF
CONCORD-CARLISLE TEACHERS ASSN

CONCORD-CARLISLE TUTORS ASSN
LINCOLN EDUCATORS ASSN
LINCOLN-SUDBURY REGIONAL TEACHERS
SUDBURY EDUCATION ASSN
WAYLAND TEACHERS ASSN
WESTON AIDES & PARAPROFESSIONAL ASSN
WESTON EDUCATION ASSN
WESTON EDUCATIONAL ADMINISTRATIVE ASSISTANTS
ASSN

DISTRICT 27D

BROOKLINE EDUCATORS UNION
DEDHAM EDUCATION ASSN
MILTON EDUCATORS ASSN

DISTRICT 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

DISTRICT 29D

NATICK ASSN OF ADMINISTRATIVE ASSISTANTS &
CLERKS
NEEDHAM EDUCATION ASSN
THE EDUCATION ASSN OF NATICK
WELLESLEY EDUCATORS ASSN

DISTRICT 32D

AVON EDUCATION ASSN
BRAintree EDUCATION ASSN
HOLBROOK EDUCATION ASSN
QUINCY EDUCATION ASSN
WEYMOUTH EDUCATORS ASSN

REGION E

DISTRICT 30E

BELLINGHAM TEACHERS ASSN
BLACKSTONE VALLEY REG VOCATIONAL

BLACKSTONE-MILLVILLE REG SCHOOL DISTRICT
BLACKSTONE-MILLVILLE SUPPORT PERSONNEL ASSN
KING PHILIP TEACHERS ASSN
NORFOLK TEACHERS ASSN
PLAINVILLE EDUCATION ASSN
SHARON TEACHERS ASSN
TECCA UNION
WALPOLE TEACHERS ASSN
WRENTHAM TEACHERS ASSN

DISTRICT 37E

BLUE HILLS REG VOC TEACHERS ASSN
BRISTOL-PLYMOUTH TEACHERS ASSN
CANTON TEACHERS ASSN
EASTON EDUCATORS ASSN
RANDOLPH EDUCATION ASSN
SEGREGANSET TEACHERS ASSN
TAUNTON ADMINISTRATORS ASSN
TAUNTON EDUCATION ASSN
TAUNTON EDUCATIONAL SECRETARIES & ASSISTANTS
ASSN

DISTRICT 38E

ATTLEBORO ASSN OF CLERICAL PERSONNEL
ATTLEBORO EDUCATION ASSN
ATTLEBORO PARAPROFESSIONALS ASSN
ATTLEBORO PUBLIC SCHOOLS ADMINISTRATORS
ASSN
ATTLEBORO SCH DEPT BLDG TRADES MAINT MECHS
ASSN
ATTLEBORO SCHOOL CUSTODIANS ASSN
BRISTOL COUNTY AGRICULTURAL H S SUPP STAFF
ASSN
FOXBOROUGH EDUCATION ASSN
MANSFIELD ASSOCIATION OF SECRETARIES & CLERKS
MANSFIELD BUILDING AND GROUNDS ASSOCIATION
MANSFIELD EDUCATORS ASSN
MANSFIELD FOOD SERVICE WORKERS ASSN
NORTON TEACHERS ASSN

DISTRICT 39E

BERKLEY TEACHERS ASSN
DIGHTON-REHOBOTH REGIONAL
PARAPROFESSIONALS ASSN

DIGHTON-REHOBOTH TCHRS ASSN
DIMAN TEACHERS ASSN
FALL RIVER EDUCATORS ASSN
SEEKONK EDUCATORS ASSN
SOMERSET TEACHERS ASSN
SWANSEA EDUCATORS ASSN
SWANSEA TEACHER AIDES ASSN

DISTRICT 40E

ACUSHNET TEACHERS ASSN
DARTMOUTH EDUCATORS ASSN
FAIRHAVEN EDUCATORS ASSN
GREATER NEW BEDFORD EDUCATORS UNION
NEW BEDFORD EDUCATORS ASSN
NEW BEDFORD SUPPORT SPECIALISTS UNION

REGION F

DISTRICT 12F

CHELMSFORD SCHOOL ADMINISTRATORS
DRACUT ADMINISTRATORS ASSOCIATION
DRACUT PARAPROFESSIONALS ASSN
DRACUT TEACHERS ASSN
GREATER LOWELL EDUCATIONAL SUPPORT
PERSONNEL
GREATER LOWELL PARAEDUCATOR ORGANIZATION
GREATER LOWELL REGIONAL TEACHERS
ORGANIZATION
GROTON DUNSTABLE EDUCATORS ASSN
NORTH MIDDLESEX REGIONAL SCH DIST TEACHERS
ASSN
TEWKSBURY TEACHERS ASSN
TYNGSBOROUGH TEACHERS ASSN
WESTFORD EDUCATION ASSN

DISTRICT 13F

ACTON-BOXBOROUGH EDUCATION ASSN
ACTON-BOXBOROUGH OFFICE SUPPORT ASSN
AYER SHIRLEY REGIONAL EDUCATION ASSN
CLINTON TEACHERS ASSN
HARVARD TEACHERS ASSN
HUDSON EDUCATION ASSN
HUDSON PARAEDUCATORS ASSN
HUDSON SCHOOL SECRETARIAL ASSN

LITTLETON EDUCATORS ASSN
LUNENBURG EDUCATION ASSN
MAYNARD EDUCATION ASSN
MAYNARD EDUCATION SUPPORT ASSOCIATION
NASHOBA REG EDUCATION ASSN

DISTRICT 22F

ANDOVER ADMINISTRATORS ASSN
ANDOVER EDUCATION ASSN
METHUEN ADMINISTRATORS ASSOCIATION
METHUEN EDUCATION ASSN
NORTH ANDOVER CUSTODIANS ASSN
NORTH ANDOVER TEACHERS ASSN

DISTRICT 23F

BOXFORD TEACHERS ASSN
HAVERHILL EDUCATION ASSN
MASCONOMET TEACHERS ASSN
MIDDLETON EDUCATORS ASSN
NEWBURYPORT INSTRUCTIONAL ASSISTANTS ASSN
NEWBURYPORT TEACHERS ASSN
PENTUCKET ASSN OF TEACHERS
TOPSFIELD TEACHERS ASSN
TRITON REGIONAL TEACHERS ASSN
WHITTIER REGIONAL TEACHERS ASSN

DISTRICT 24F

BEVERLY TEACHERS ASSN
DANVERS TEACHERS ASSN
GEORGETOWN EDUCATION ASSN
GEORGETOWN EDUCATION SUPPORT ASSN
GLOUCESTER ASSN OF EDUCATIONAL
PARAPROFESSIONALS
GLOUCESTER TEACHERS ASSN
HAMILTON-WENHAM EDUCATION ASSOCIATION
IPSWICH EDUCATORS ASSN
MANCHESTER-ESSEX TEACHERS ASSN
ROCKPORT EDUCATIONAL SUPPORT STAFF ASSN
ROCKPORT TEACHERS ASSN

DISTRICT 25F

LYNNFIELD TEACHERS ASSN
MARBLEHEAD EDUCATION ASSN

NAHANT TEACHERS ASSN
NORTH READING EDUCATION ASSN
PEABODY SCHOOL ADMINISTRATORS
REVERE TEACHERS ASSN
SAUGUS EDUCATIONAL PARAS ASSN
SAUGUS EDUCATORS ASSN
SAUGUS SCHOOL CLERICAL ASSN
SWAMPSCOTT EDUCATION ASSN
WINTHROP TEACHERS ASSN

REGION G

DISTRICT 16G

BILLERICA ADMINISTRATORS GROUP
BURLINGTON EDUCATORS ASSN
LABBB COLLABORATIVE EDUCATION ASSN
SHAWSHEEN TEACHERS ASSN
WILMINGTON TEACHERS ASSN
WINCHESTER EDUCATION ASSN
WOBBURN TEACHERS ASSN

DISTRICT 17G

LEXINGTON EDUCATION ASSN
MINUTEMAN FACULTY ASSN
STONEHAM TEACHERS ASSN
WALTHAM EDUCATORS ASSN

DISTRICT 18G

NEWTON TEACHERS ASSN
WATERTOWN EDUCATORS ASSN

DISTRICT 19G

CAMBRIDGE EDUCATION ASSN
CAMBRIDGE SAFETY SPECIALISTS ASSN
CHELSEA ADMINISTRATORS ASSN
SOMERVILLE TEACHERS ASSN

DISTRICT 20G

ARLINGTON EDUCATION ASSN
BELMONT EDUCATION ASSN
EVERETT TEACHERS ASSN
MEDFORD KIDS CORNER EDUCATION ASSOCIATION
MEDFORD PARAPROFESSIONALS ASSN

MEDFORD TEACHERS ASSN

DISTRICT 21G

MALDEN EDUCATION ASSN
MELROSE EDUCATION ASSN
NORTHEAST SECRETARIES ASSN
NORTHEAST SUPERVISORS ASSN
NORTHEAST TEACHERS ASSN
READING ASSN OF SECRETARIES & CLERKS
READING PARA EDUCATORS ASSOCIATION
READING TEACHERS ASSN
WAKEFIELD EDUCATION ASSN

REGION H

DISTRICT 44H (TWO DISTRICT DIRECTORS)

MASS COMMUNITY COLLEGE COUNCIL

DISTRICT 45H

MASS STATE COLLEGE ASSN

DISTRICT 46H

DEPARTMENT CHAIR UNION
FACULTY STAFF UNION (UMASS BOSTON)
MA SOCIETY OF PROFESSORS (UMASS AMHERST)

DISTRICT 47H

ASSN OF PROF ADMINISTRATORS
UMASS LOWELL - MSP
UMASS LOWELL-GRANT & CNTRCT FUND EMPLOYEES
(GRACE)

DISTRICT 48H

CLASSIFIED STAFF UNION (CSU)
UMASS LOWELL CLASSIFIED/TECH UNION (CTU)
UMASS LOWELL MAINTENANCE/TRADE UNION (MTU)
UNIVERSITY STAFF ASSOC - AMHERST

DISTRICT 49H

PROFESSIONAL STAFF UNION

**ATTACHMENT B:
MEMBERSHIP AS OF JUNE 1, 2021 – CURRENT AND PROPOSED PLAN**

ERC Compliance Test

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

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

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

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

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

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

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

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

ACTIONS TAKEN ON 2021 NEW BUSINESS ITEMS**NEW BUSINESS ITEMS #1: MTA Use of Member Contact Information**

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.

IMPLEMENTATION

The power of the MTA membership gives us the ability to achieve a pro-public education agenda in the negotiation room, at municipal boards, in elections, and at the Legislature.

The ability to have a meaningful relationship with our members during both tranquil and critical times gives us a competitive advantage in favor of public education and against our adversaries. It is the power of the collective that has routinely delivered wins against administrators, out-of-touch school committees, and charter schools initiatives, and for more public education funding. Harnessing and activating this collective voice is made possible by the strength of MTA’s databases. With this powerful information that allows for a meaningful, two-way relationship with our members comes the responsibility to protect their data and information.

Here are the steps we are taking to protect member data from nefarious actors, while maintaining our competitive advantage:

Steps We Are Taking Now

The data workgroup has limited the number of lists with important membership data being sent to staff and locals, particularly when more data-secure ways of transferring this information are available.

Most of the time a local wants a list is to communicate with members about a campaign or initiative. The tools within NEA-VAN allow for this communication to happen in a data-secure way that limits the electronic sharing of raw member data. For the last three to four months, MTA’s Grassroots Division has been providing MTA field reps and, by proxy, MTA locals with the following communication services via NEA-VAN rather than sending raw member data lists.

Bulk Email:

Grassroots will send an email to all members in the area or target the list to the local’s specifications. This email can be sent from any name or entity (i.e., local president/local association). Logos and banners for branding purposes can be embedded into emails along with links and an action button.

Virtual Phone Bank:

Grassroots will create a list of members for volunteers to call. Volunteers are supplied with a link to make the calls. When they use the link, they will be taken to a screen with the member’s contact information, the member’s local, and a script for the calls. They make calls individually from their own phone, using one record at a time.

Text Campaigns:

Grassroots will create a text-messaging campaign allowing volunteers to send a precomposed text message to members. These messages do not come from their phone numbers. All responses go into a back-end application. Through the application, volunteers can correspond via text the same way they would normally text. Responses can be precomposed for various situations.

Turfs for Door-Knocking:

MTA Grassroots can provide walking turfs for volunteer members to knock on fellow members’ doors. Turfs will include a script, a map of the area, and the names and information for targeted members by street.

Additional Suggested Steps (Going Forward)**Implement Sign-Out Forms for Local and Member Data**

There are still times that locals will need lists and field reps will have to send raw member data to locals. When this happens both the field rep and receiving local members should sign a disclosure form stating they will not share the data beyond its intended use.

Track and Record Data Shared with Third-Party Vendors

MTA's Communications Division and Benefits Division both work with outside vendors. MTA should implement tracking and disclosure form systems to ensure we know to whom all raw member data has been sent, and that they have signed a disclosure form.

Utilize Data-Secure Tools Within NEA-VAN

See above "Steps We Are Taking Now." These same tools could be used across the organization.

Increase Cyber Security Budget

Implement a monitoring system that searches for abnormalities in our internal systems, to stop issues before they occur.

NEW BUSINESS ITEMS #2: Thrive

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.

IMPLEMENTATION

The NBI was not submitted to the NEA-RA.

NEW BUSINESS ITEMS #3: MTA Name Change Process

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
- 2 retired members

IMPLEMENTATION

Soon after the passing of this NBI, a Member Acknowledgment was incorporated following the Land Acknowledgment at the beginning of each MTA Board and Executive Committee meeting, as well as at other meetings, programs, and events. The Name Change Task Force was created during the summer and populated at the start of the 2021-2022 school year. Since October, the Task Force has been regularly meeting each month. With guidance and support from Governance and Legal staff, the Task Force developed a member-to-member

engagement campaign to introduce the purpose of the task force and to start discussion about MTA's name with members-at-large who are attending union events, such as the 2022 MTA ESP Conference and the 2022 MTA Annual Meeting of Delegates. The Task Force is now working on creating a budget for Fiscal Year 2022-2023 and requesting funds from the Public Relations & Organizing Committee to further the democratic process of a name change for year two of this NBI.

NEW BUSINESS ITEMS #4: MTA Charitable and Political Contributions

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.

IMPLEMENTATION

Posted on Annual Meeting website in Delegate Resource section.

NEW BUSINESS ITEMS #5: Progressive Dues Task Force

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.

IMPLEMENTATION

Members of the Dues Task Force were Anneta Argyres, Professional Staff Union, UMass Boston (co-chair); Dan Monahan, Cambridge Educators Association; David Gross, Massachusetts Society of Professors, UMass Amherst (co-chair); Leslie Marsland, University Staff Association, UMass Amherst; Heike Mertens-Tuplin, Weymouth Educators Association and Mary Katherine Schmitt, Fitchburg Educators Association.

MTA staffers who provided support for the Dues Task Force were Kathy Conway, then the MTA Staff Director of Finance & Accounting; Lisa Gallatin, MTA Executive Director-Treasurer; Lauren Joyce, MTA Staff Manager of Membership & Affiliate Financial Services.

The task force had two meetings, one on May 24, 2021, and one on July 19, 2021. Both were held virtually on the Zoom platform.

The principal focus of the task force is to propose changes in the MTA dues structure to make it more progressive. The taskforce continues to need data on members' salaries, in order to develop proposals for how to adjust the dues structure in ways that will not reduce total dues revenue to the MTA.

The Dues Task Force began work on a deep revision of the MTA dues structure from a payment-for-service model to a progressive, salary-based model. The task force is working deliberately in order to examine many aspects and potential effects of such a major reworking of the dues structure. A revised MTA bylaws proposal was submitted to the 2022 Annual Meeting of Delegates by the task force.

NEW BUSINESS ITEMS #6: ESP Bill of Rights

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.

IMPLEMENTATION

The MTA Prek-12 ESP Bill of Rights was sent to all local leaders. MTA Field and Organizing staff followed up with local union presidents to encourage and support the education of members using democratic endorsement procedures.

A map tracking all local union endorsements is posted on the MTA's ESP website, at massteacher.org/esp, along with supporting materials for local unions to educate members, district leaders, and the public on the campaign to win the goals of the Bill of Rights. More than 100 locals have endorsed the Bill of Rights, and dozens of locals have educated their respective school committees on the goals of the Bill of Rights and the concerns of Education Support Professionals.

MTA's Bargaining and Campaign Strategy Team produced and shared bargaining advice, including model contract language and a campaign toolbox providing samples of leaflets, yard signs, and other materials to support local union collective action. There are currently 63 living wage campaigns at various levels being conducted at ESP bargaining tables across the state, inspired by the Bill of Rights.

To ensure elected officials are fully engaged in the ESP Bill of Rights for Prek-12 ESP members, the Bill of Rights was adopted as part of the Massachusetts Democratic Party's platform, a campaign that included testimony from ESPs regarding working conditions and their daily lives. Post cards were sent to all party members, including elected officials. ESPs have testified regarding the need for a minimum wage for municipal workers and for paid family leave. Members have participated in the education of Massachusetts gubernatorial candidates about the challenges facing ESPs and will continue to encourage the candidates who move forward in this campaign.

Additionally, social media campaigns have begun to highlight the work of our members and their fights for improvements in their quality of life. The campaigns provide information about what ESPs do in schools, what their lives are like, and how the public can support them. The social media is targeted at members, elected officials, parents, and other stakeholders.

A fund has been created to assist locals in paying for literature, stickers, buttons, signs, and other tools to support public actions.

NEW BUSINESS ITEMS #7: Special Education Task Force

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.

IMPLEMENTATION

The task force meets monthly, at times more frequently. The work has included creating a toolkit for families that clarifies the special education process and parental rights. The task force plans to use it in two community forums/workshops this month, one in New Bedford and one in Randolph. The task force's community members include special education attorneys, special education educators, and parents with children with special education needs, who are facilitating. Forums/workshops were developed to serve low-income communities, immigrant communities and communities of color. The task force has started gathering data on staffing patterns of special education teachers, working conditions and the size of educator caseloads, but has not yet developed a toolkit for locals.

NEW BUSINESS ITEMS #8: CAMPAIGN VIOLATIONS

NBI #8 was rejected.

NEW BUSINESS ITEMS #9: ONE MEMBER, ONE VOTE

NBI #9 was rejected.

NEW BUSINESS ITEMS #10: Support Right to Strike Legislation

The MTA endorses the Right to Strike Bill-*H1946, An Act Protecting the Right to Strike*, and that the Legislation be included as a topic in the Rank and File Meetings.

IMPLEMENTATION

On July 20, 2021, MTA President Merrie Najimy, Vice President Max Page and numerous MTA members testified before the Joint Committee on Labor in support of the right to strike, including H.1946, filed by Representatives Mike Connolly and Erika Uytterhoeven, and S.1945, filed by Senator Rebecca Rausch. The media outlet, *State House News Service*, extensively covered the hearing, including remarks from President Najimy, as follows:

Massachusetts Teachers Association President Merrie Najimy said repealing that law would “provide equilibrium and fairness to our collective bargaining process.” “With the onset of COVID, health and safety of educators, students and families is an unfortunate and an additional reason we must have the right to strike,” Najimy said.

During the COVID-19 pandemic, teachers in Andover were determined by the Commonwealth Employee Relations Board to have gone on an illegal strike when they refused to enter the school building for professional development ahead of the start of the 2020 school year.

Instead, the teachers set up with laptops in the parking lot of the school to protest what they considered to be poor and unsafe ventilation in the school and attempted to participate in the training from outside.

Gov. Charlie Baker at the time said he supported the decision to force teachers to return to work inside the school building, and Najimy said the episode highlighted the importance of the Connolly-Uytterhoeven bill.

“Last year in too many districts educators and students were compelled to put their health, safety, and, yes, even their lives on the line by being forced to return to their schools in spite of poor ventilation and other safety concerns,” Najimy said. “This was something that was never expected. They had no recourse.”

The Right to Strike was a regular topic in member meetings with legislators throughout 2021. In the 2022 state election cycle, the Right to Strike is being incorporated into the questionnaire distributed to all candidates seeking MTA's endorsement, including all candidates for statewide office, state Senate, and the state House of Representatives. The Candidate Recommendation Committee developed and adopted the questionnaire to ensure it is raised with legislators as a priority of the MTA. During the gubernatorial candidate forums in Spring 2022, one of the questions asked of both Democratic gubernatorial candidates is whether they would sign and support legislation giving public employees the legal authority to strike.

PUBLIC RELATIONS/ORGANIZING CAMPAIGN REPORT AS OF MAY 2, 2022

PR/ORGANIZING CAMPAIGN UPDATED THROUGH MAY 2, 2022

TOTAL REMAINING IN ACCOUNT AS OF JUNE 30, 2021	\$2,629,614
FUNDING APPROVED FOR FISCAL YEAR 2021/2022	<u>\$1,785,800</u>
TOTAL	\$4,415,414

EXPENDITURES FY 2021/2022:

SPONSORSHIP OF WGBH "HIGH SCHOOL QUIZ SHOW"	\$95,000
SPONSORSHIP OF WGBY/WESTFIELD STATE "AS SCHOOLS MATCH WITS" PROGRAM	\$45,000
COALITION TO PROTECT WORKERS' RIGHTS CAMPAIGN	\$50,000
SUPPORT FOR PUBLIC HIGHER EDUCATION NETWORK OF MASSACHUSETTS	\$46,345
PUBLIC HIGHER EDUCATION "DEBT-REVEAL" PROJECT	\$3,778
MTA DIGITAL/SOCIAL MEDIA CAMPAIGN	\$40,000
"USING DATA TO EMPOWER COMMUNITIES" ALTERNATIVE SCHOOL ASSESSMENT SYSTEM	\$21,841
MASKS FOR UMASS UNIONS UNITED MEMBERS	\$5,000
NEW BEDFORD COALITION TO SAVE OUR SCHOOLS SOUL ACADEMY	\$3,000
MTA ESP LEADERSHIP MENTORING PROGRAM	\$20,616
LOCAL PR/ORGANIZING GRANTS	<u>\$33,502</u>

TOTAL EXPENDITURES FY 2021/2022 \$364,082

TOTAL REMAINING AS OF MAY 2, 2022 \$4,051,332

FUNDS COMMITTED BUT NOT PAID OUT AS OF MAY 2, 2022:

FUND OUR FUTURE CAMPAIGN	\$116,937
MTA ESP LEADERSHIP MENTORING PROGRAM	\$8,331
"USING DATA TO EMPOWER COMMUNITIES" ALTERNATIVE SCHOOL ASSESSMENT SYSTEM	\$59,741
CITIZENS FOR PUBLIC SCHOOLS SUPPORT FOR "USING DATA TO EMPOWER COMMUNITIES" SYSTEM	\$15,000
UMASS LABOR CENTER SCHOLARSHIPS	\$40,000
SUPPORT FOR LOCAL HOUSING JUSTICE ACTIVITIES	\$10,000
"29 WHO SHINE" PUBLIC HIGHER EDUCATION EVENT	\$3,000
FAIR SHARE AMENDMENT CAMPAIGN	\$2,000,000 *
MTA RETIRED DATA ANALYSIS AND RECRUITMENT PROGRAM	\$32,400
PUBLIC HIGHER EDUCATION "DEBT-REVEAL" PROJECT	\$7,722
LOCAL PR/ORGANIZING GRANTS	<u>\$181,133</u>

TOTAL OF COMMITTED FUNDS NOT YET PAID OUT \$2,474,264

TOTAL REMAINING AS OF MAY 2, 2022, AFTER SET-ASIDES \$1,577,068

* \$1,000,000 STILL PENDING BOARD APPROVAL

May 2, 2022



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

Minutes of the 2021 MTA Annual Meeting of Delegates

Friday-Saturday, April 30-May 1, 2021

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

Friday Business Session - April 30, 2021

Call to Order

The 176th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Merrie Najimy on Friday, April 30, 2021 at 1:03 p.m. on Zoom.

Pledge of Allegiance

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

Star Spangled Banner

A recording of the Annual Meeting chorus played the Star-Spangled banner.

Land Acknowledgement

Massachusetts Teachers Association member Claudia Fox Tree of the Lincoln Education Association presented a Land Acknowledgment.

Announcements

President Merrie Najimy announced how the meeting would be conducted in the virtual setting. Director of Governance and Administration Mary Gilgallon presented the delegation with an overview of the technology.

Voice of Teachers for Education (VOTE)

Executive Director-Treasurer Lisa Gallatin gave the delegates an overview of the MTA's Political Action Committee (PAC) and the delegates were asked to consider contributing to VOTE.

Adopt the Preliminary Credentials Report

Pam Skinner and Deb Mousley, Co-Chairs of the Credentials and Ballot Committee, provided a preliminary report of the Credentials and Ballot Committee and reported on the required registered number of delegates needed for a quorum. One fifth of the possible number of delegates constitutes a quorum. The delegate entitlement is 2,886 and one fifth is 578. 662 delegates were logged in, so a quorum was present.

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

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

Adopt Special Meeting Rules

President Merrie Najimy introduced the Special Rules to the delegation.

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 Bylaws and Standing Rules Committee and the MTA Board of Directors, upon advice of the MTA Parliamentarian Jim Slaughter

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 a.m. 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 on line platform that will allow for recognition of delegates wishing to speak, opportunity for questions and debate, and on line 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 recognition 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 on line 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 amendment 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.

Moved to adopt the Special Rules of the 2021 Virtual Annual Meeting.

Moved to amend Rules 15 and 18 to extend debate time from 10 minutes to 20 minutes.

Moved to amend Rules 15 and 18 to extend debate time from 10 minutes to 15 minutes.

Moved to close debate.

Voted to close debate.

Motion failed to amend Rules 15 and 18 to extend debate time from 10 minutes to 15 minutes.

Amended motion to amend Rules 15 and 18 to extend debate time from 10 minutes to 20 minutes.

Moved to close debate.

Voted to close debate.

Motion failed to amend Rules 15 and 18 to extend debate time from 10 minutes to 20 minutes.

Moved to close debate.

Voted to close debate.

Moved to adopt the Special Rules for the virtual 2021 meeting.

Voted to adopt the Special Rules for the virtual 2021 meeting.

Adoption of the Order of Business

Moved to adopt the order of business.

Voted to adopt the order of business.

Report on Certified Candidates

Deb Mousley, Co-Chair of the Credentials and Ballot Committee, called the delegates' attention to the list of candidates' names as they appear on the ballot (Attachment A).

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

MTA Video Year in review

Act on Proposed Amendments to the MTA Standing Rules

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

Proposed Amendment No. 1 to MTA Standing Rule No. 6: Order of Business and Debate, Section 15

Voted to adopt Proposed Amendment No. 1 to MTA Standing Rule No. 6: Order of Business and Debate, Section 15.

Multicolored sets of cards shall be available at each microphone. Each card shall have a 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-

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.

Proposed Amendment No. 2 to MTA Standing Rule No. 7, Section 1

Voted to adopt Proposed Amendment No. 2 to MTA Standing Rule No. 7, Section 1

Section 1 Proposed resolutions to be acted upon at a Meeting of Delegates shall be submitted in writing, signed by the maker, to the Resolutions Committee 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 15, February-15.**

~~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.~~

Proposed Amendment No. 3 to MTA Standing Rule No. 9, Section 1

Voted to adopt Proposed Amendment No. 3 to MTA Standing Rule No. 9, Section 1

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

(b) ~~Each candidate for President or Vice President, or designee, shall be given an opportunity to speak for five (5) minutes as the last item of business on Friday at the Annual Meeting.~~

(c) ~~Each candidate in a contested election for Statewide District Director or Statewide Regional Executive Committee member, or designee, shall be given three (3) minutes to speak to the respective delegates.~~

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

Act on Proposed Amendments to MTA Bylaws

President Merrie Najimy reviewed the procedures for consideration of proposed amendments to the MTA Bylaws. Pete Schoonmaker, Chair of the Bylaws and Rules Committee, presented the following proposed amendments to the bylaws for adoption.

Proposed additions to the bylaws are **bold**; proposed deletions are crossed-out.

Proposed Bylaw Amendment #1: Submitted for 2020

Article 3, Section 1, Paragraph d. Membership, Affiliate Membership, Requirements of Membership.

Voted to adopt Proposed Bylaw Amendment #1:

- (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.
- (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.**

Proposed Bylaw Amendment #2: Submitted for 2020

Article XI, Section 1, Paragraph a. Discipline, Disaffiliation and Recall, Discipline/Disaffiliation by Executive Committee by Cause

Motion failed to adopt Proposed Bylaw Amendment #2.

- (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.**
- (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.

Proposed Bylaw Amendment #3:

Article IV, Section 2, Paragraph a Finance, Dues, Active Members

Motion failed to adopt Proposed Bylaw Amendment #3.

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.

Proposed Bylaw Amendment #4:

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

Voted to adopt Proposed Bylaw Amendment #4.

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.

Proposed Bylaw Amendment #5:

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

Voted to adopt Proposed Bylaw Amendment #5.

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 activemembers, 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 schoolsystem shall be 50% of the annual dues of full-time active members.

Proposed Bylaw Amendment #6:

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

Voted to adopt Proposed Bylaw Amendment #6.

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.

Proposed Bylaw Amendment #7:

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

Motion failed to adopt Proposed Bylaw Amendment #7.

- 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 activemember 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.

Proposed MTA Bylaw Amendment #8:

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

Voted to adopt Proposed Bylaw Amendment #8.

- (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.

Proposed MTA Bylaw Amendment #9:

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

Voted to adopt Bylaw Amendment #9.

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.

Proposed MTA Bylaw Amendment #10:

Bylaw Article I, Name

Without objection, Proposed Bylaw Amendment #10 was **withdrawn**.

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

Without objection, suspend the rules to consider New Business Item #3 right now.

New Business Item #3: Name Change

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

Moved to amend:

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.

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

Moved to close debate.

Voted to close debate.

Voted to amend:

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.

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

Voted:

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
- 2 Retirees

Moved to extend the meeting to finish agenda items 12 and 13 today.

Voted to extend the meeting to finish agenda items 12 and 13 today.

Act on Proposed Resolutions

President Merrie Najimy introduced the Chair of the Resolutions Committee and explained the process with Resolutions. All Proposed Resolutions are announced and members may ask to hold any that they would like to discuss. Proposed additions are underlined; proposed deletions are ~~crossed-out~~.

Resolutions were approved by the committee in 2020 and sent to the Board of Directors, and again in 2021. Resolutions that were not approved at the 2021 Annual Meeting are being resubmitted and fall into two categories. The first category is on behalf of the LGBTQ Committee and they are to make language more inclusive. The other category was submitted by other groups and committees.

Proposed Revised Resolution A-3: Massachusetts Board of Elementary and Secondary Education

Voted to adopt Proposed Revised Resolution A-3:

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 Revised Resolution B-9: Health Awareness Education

Voted to adopt Proposed Revised Resolution B-9:

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 Revised Resolution B-29: Adolescent Pregnancy and Parenting

Voted to adopt Proposed Revised Resolution B-29:

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 Revised Resolution C-2: Education for Homeless Children

Voted to adopt Proposed Revised Resolution C-2:

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 Revised Resolution C-4: Benefits of Recess

Voted to adopt Proposed Revised Resolution C-4:

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 Revised Resolution C-11: Disciplinary Policies and Restorative Practices

Voted to adopt Proposed Revised Resolution C-11:

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 Revised Resolution C-18: Foster Care

Voted to adopt Proposed Revised Resolution C-18:

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 Revised Resolution C-19: Rights of the Child

Voted to adopt Proposed Revised Resolution C-19:

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 Revised Resolution C-20: Quality Health Care for Children

Voted to adopt Proposed Revised Resolution C-20:

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 Revised Resolution C-23: Child Labor

Voted to adopt Proposed Revised Resolution C-23:

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 deplores 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 Revised Resolution D-9: Mentor and Induction Programs

Voted to adopt Proposed Revised Resolution D-9:

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 Revised Resolution D-14: ~~Teacher Licensure of Appointment of Coaches~~

Voted to adopt Proposed Revised Resolution D-14:

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 Revised Resolution D-17: National Licensure

Voted to adopt Revised Resolution D-17:

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 Revised Resolution F-6: Compensation for Substitutes

Voted to adopt Proposed Revised Resolution F-6:

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 Revised Resolution F-24: Right to Privacy and Access

Voted to adopt Proposed Revised Resolution F-24:

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 Revised Resolution F-29: Equitable Support for Collective Bargaining

Voted to adopt Proposed Revised Resolution F-29:

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 Revised Resolution F-31: Pay Equity/Comparable Worth

Voted to adopt Proposed Revised Resolution F-31:

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 Revised Resolution F-32: Diversity

Voted to adopt Proposed Revised Resolution F-32:

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 Revised Resolution F-34: Right to a Civil Marriage

Voted to adopt Proposed Revised Resolution F-34:

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 Revised Resolution I-3: Hate-Motivated Violence

Voted to adopt Proposed Revised Resolution I-3:

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 Revised Resolution I-6: The MTA, an Equal Opportunity Employer

Voted to adopt Proposed Revised Resolution I-6:

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 Resolution I-8: Advancement of Transgender and Non-Binary Educators

Voted to adopt Proposed New Resolution I-8:

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 Revised Resolution I-20: Respect for and Support of all Families

Voted to adopt Proposed Revised Resolution I-20:

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)

Proposed Revised Resolution C-3 part one: Equal Opportunity in Extracurricular Programs

Moved to adopt Proposed Revised Resolution C-3, part one:

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)

Moved to amend Proposed Revised Resolution C-3, part one:

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)

Amendment withdrawn.

Moved to divide the two sections of Proposed Resolution Amendment C-3 so the section of intercollegiate athletes receiving compensation becomes a separate item.

Voted to divide the two sections of Proposed Resolution Amendment C-3 so the section of intercollegiate athletes receiving compensation becomes a separate item.

Moved to amend Proposed Revised Resolution C-3, part one:

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 sex~~, gender identity, or gender expression.

Voted not to extend debate time of Proposed Amendment to Resolution C-3.

Voted to amend Proposed Revised Resolution C-3, part one:

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 sex~~, gender identity, or gender expression.

Recess

Due to the loss of quorum, the 176th Annual Meeting of Delegates recessed at 6:30 p.m.

Saturday Business Session – May 1, 2021

Call to Order

The second session of the 176th Annual Meeting of Delegates was called to order at 9:05 a.m. by Merrie Najimy on Zoom.

Order of Business

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

- *Agenda Item #12, Act on Proposed Resolutions to follow Agenda Item #18, Awards Recognition Only*

Announcements

President Merrie Najimy spoke about MTA’s accomplishment with the virtual Annual Meeting. She commended the delegate commitment as MTA navigates the challenges of the technology. After adopting the Supplemental Credentials Report, President Najimy announced business would begin at the item when the meeting ended due to lack of quorum.

Adopt the Supplemental Credentials Report

Co-Chair of the Credentials and Ballot Committee, Deb Mousley, announced that as of the start of the business there were 681 members logged in, meaning there was a quorum.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

Resolutions

Proposed Revised Resolution C-3 part one: Equal Opportunity in Extracurricular Programs

Voted to adopt Proposed Revised Resolution C-3 part one, as amended:

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 sex, gender identity, or gender expression.

Proposed Revised Resolution C-3 part two: Equal Opportunity in Extracurricular Programs

Moved to amend Proposed Revised Resolution C-3, part two:

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)

Amendment withdrawn.

Moved to close debate.

Voted to close debate.

Voted to adopt Proposed Revised Resolution C-3, part two:

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 Revised Resolution C-7: School Facilities Design, Construction and Function

Moved to adopt Proposed Revised Resolution C-7:

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)

Moved to amend Proposed Revised Resolution C-7:

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, gender identification and expressions. 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)

Without objection, voted to change the word identification to identities.

Moved to amend Proposed Revised Resolution C-7:

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 sexes, genders, gender identities and gender expressions. 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)

Moved to close debate.

Voted to amend Proposed Revised Resolution C-7:

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 sexes, genders, gender identities and gender expressions. 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)

Motion failed to extend debate time.

Voted to close debate.

Voted to adopt Proposed Revised Resolution C-7:

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 sexes, genders,

gender identities and gender expressions. 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 Revised Resolution F-34: Right to a Civil Marriage

Voted to adopt Proposed Revised Resolution F-34: Right to a Civil Marriage

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)

Recognition and Presentation of Awards

MTA ESP of the Year

Susan Soares, Arlington Education Association, was recognized as the MTA ESP of the Year.

MTA Friend of Education

The 2021 MTA Friend of Education Award was presented to Jack Schneider and Jennifer Berkshire co-hosts of the podcast *Have you Heard* and co-authors of the book *Wolf at the School House Door*.

MTA Friend of Labor

The 2021 MTA Friend of Labor Award was presented to the Chicago Teachers Union.

Massachusetts Teacher of the Year

The 2021 Massachusetts Teacher of the Year was presented to Jennifer Hedrington of Malden Education Association.

MTA President’s Award

The 2021 MTA President’s Award was presented to Alan Geller of the Harvard School of Public Health Program for Community Research; Carlene Pavlos, Executive Director of the Massachusetts Public Health Association; Jodi Sugerman-Brozan, Executive Director of MassCOSH; Dr. Julia Koehler of Boston Children’s Hospital Division of Infectious Diseases; and Dr. Regina LaRocque of Massachusetts General Hospital Division of Infectious Diseases.

Recess

The Annual Meeting of Delegates recessed at 11:00 a.m. and reconvened at 11:25 a.m.

Act on the Budget and Dues Recommendation for FY2021-2022

President Merrie Najimy instructed the delegates on the process for adopting the annual budget and dues for 2021-2022. The adoption of the annual budget was in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

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

Moved to adopt the annual operating budget of \$49,727,962 and an operating budget dues level of \$483, based on 89,290 full-time-equivalent active members for the 2021- 2022 fiscal year. Dues for secretaries, clerks and custodians are to be \$290; dues for aides, food service personnel and other education support professionals are to be \$145. The following includes detailed analyses of the proposed Annual Operating Budget for Fiscal Year 2021-2022.

Moved to amend motion by reducing line two on page 74, Organizers and Wages, from \$364,500 to \$0. Reduce line five, Organizers FICA from \$27,884 to \$0. Under line 22, Organizers Travel Mileage reduced from \$40,000 to \$0.

Moved to close debate.

Voted to close debate.

Motion failed to amend motion by reducing line two on page 74, Organizers and Wages, from \$364,500 to \$0. Reduce line five, Organizers FICA from \$27,884 to \$0. Under line 22, Organizers Travel Mileage reduced from \$40,000 to \$0.

Moved to cut line 91 on page 60 from \$70,000 to \$35,000.

Moved to close debate.

Voted to close debate.

Motion failed to cut line 91 on page 60 from \$70,000 to \$35,000.

Moved to close debate.

Voted to close debate.

Voted to adopt the annual operating budget of \$49,727,962 and an operating budget dues level of \$483, based on 89,290 full-time-equivalent active members for the 2021- 2022 fiscal year. Dues for secretaries, clerks and custodians are to be \$290; dues for aides, food service personnel and other education support professionals are to be \$145. The following includes detailed analyses of the proposed Annual Operating Budget for Fiscal Year 2021-2022.

Act on the PR/Organizing Campaign Budget and Dues for FY 2021-2022

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

Moved to adopt the Public Relations/Organizing Campaign budget of \$1,785,800 and a Public Relations/Organizing Campaign dues level of \$20, based on 89,290 full-time equivalent active members for the 2021-2022 fiscal year. Dues for secretaries, clerks and custodians are to be \$12; dues for aides, food service personnel and other education support professionals are to be \$6.

Moved to close debate.

Voted to close debate.

Voted to adopt the Public Relations/Organizing Campaign budget of \$1,785,800 and a Public Relations/Organizing Campaign dues level of \$20, based on 89,290 full-time equivalent active

members for the 2021-2022 fiscal year. Dues for secretaries, clerks and custodians are to be \$12; dues for aides, food service personnel and other education support professionals are to be \$6.

Moved to reconsider the Operating Budget and PR/Organizing Budget.

Motion failed to reconsider the Operating Budget and PR/Organizing Budget.

Adopt the Results of the Election

Co-chair of the Credentials and Ballot Committee, Pam Rivers, announced the results of the election (Attachment B).

Leadership Reports

Report of the Executive Director-Treasurer: Lisa Gallatin

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

- May Day
- Union History
- Recognizing work during the Covid-19 pandemic

Report of the Vice President: Max Page

Vice President Page reported briefly on the following:

- The year in review- structural racism
- The challenges of the pandemic
- Bargaining and negotiations
- Governor Baker's stance on MCAS

Report of the President: Merrie Najimy

President Najimy reported briefly on the following:

- Environmental Health and Safety challenges during the pandemic
- Challenging the Government as a Union, in solidarity
- Defending students and educators against unsafe building conditions
- The Asian Pacific Islander mentorship program
- Development of the ESP Bill of Rights
- New bargaining units who bargained their first contract in the midst of a pandemic

President Merrie Najimy introduced Wisdom Warrior Elaine Koury to sing an anti-MCAS song.

Issues Forum: American Rescue Plan Act

Vice President Max Page provided an overview of the American Rescue Plan Act. President Merrie Najimy introduced key priorities regarding the movement to transform public education into an anti-racist, anti-bias, whole child-oriented system. She introduced delegates to describe where the American Rescue Plan Act money is needed.

Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #1: Access to Member Personal Emails

Moved that 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.

Moved to close debate.

Voted to close debate.

Voted that 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.

New Business Item #2: Thrive

Moved that 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.

Moved to close debate.

Voted to close debate.

Voted that 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.

New Business Item #4: MTA Charitable and Political Contributions

Moved that the 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.

Moved to close debate.

Voted to close debate.

Voted that the 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.

New Business Item #5: Progressive Dues Task Force

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.

Moved to close debate.

Voted to close debate.

Voted 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.

New Business Item #6: ESP Bill of Rights

Moved that 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.

Moved to close debate.

Voted to close debate.

Voted that 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.

New Business Item #7: MTA Task Force on Special Education

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.

Moved to close debate.

Voted to close debate.

Voted 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.

Moved to suspend the rules and proceed to New Business Item #10.

Voted to suspend the rules and proceed to New Business Item #10.

New Business Item #10: Support Right to Strike Legislation

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.

Moved to close debate.

Voted to close debate.

Voted 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.

New Business Item #8: Campaign Violations Policy

Moved to 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.

Moved to close debate.

Voted to close debate.

Motion failed to 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.

New Business Item #9: "One Member, One Vote" Membership Poll

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.

Moved to close debate.

Voted to close debate.

Motion failed 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.

Adopt the Final Credentials Report

Credentials and Ballot Committee Co-chair Deb Mousley announced that as of 12:30 p.m. on Saturday, May 1, the number of delegates entitled to be present is 2,886; the number of delegates logged in at any time during Friday or Saturday's proceedings is 974.

- The total number of local associations entitled to be in attendance is 386: the number in attendance is 120.
- The total number of regional ethnic minority delegates entitled to be present is 50: the number in attendance is 15.
- The total number of statewide retired district delegates to be present is 204: the number in attendance is 153.
- The total number of state and county affiliate delegates entitled to be present is 22: the number in attendance is 3.
- The total number of delegates from the Board of Directors is 72: the number in attendance is 66.

- The total number of student delegates entitled to be present is 12: the number in attendance is 0.

Voted to adopt the final credentials report of the Credentials and Ballot Committee.

Announcements and Points of Personal Privilege

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

President Najimy addressed questions raised on new Standing Rule #3/Election Violations. There were no violations pertaining to this year's elections. Any election violations pertaining to next year's elections will be reported to the delegates next year.

Closing Comments by President Merrie Najimy

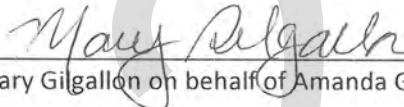
President Merrie Najimy made brief closing remarks to the delegates.

Adjournment

The 2021 Annual Meeting of Delegates adjourned at 4:34 p.m.

A true record.

Attest:



Mary Gilgallon on behalf of Amanda Gilmore, Official Recorder



Lisa Gallatin, Executive Director-Treasurer

**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



March 9, 2021

2021 Annual Meeting Candidates

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

**BOARD OF DIRECTORS, DISTRICT SEATS AND
AT-LARGE DIRECTOR FOR ETHNIC MINORITY MEMBERSHIP;
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.*

Pamela J. Rivers, Co-Chair,

MTA Credentials and Ballot Committee:

Date: _____

3/8/21

-- OFFICIAL RECORD --

MTA BOARD OF DIRECTORS -- CERTIFIED CANDIDATES

AT-LARGE DIRECTOR FOR ETHNIC MINORITY MEMBERSHIP

** Elected by Waiver*

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

1. Rosa Lopez-Whitehill *

DISTRICT DIRECTOR CANDIDATES

** Elected by Waiver*

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 *

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

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

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

**OFFICIAL TABULATION OF ELECTIONS
CERTIFIED RESULTS**

**ANNUAL MEETING OF DELEGATES
MAY 1, 2021
* = ELECTED**

UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE

MTA BOARD OF DIRECTORS

Three-Year Terms, Commencing July 1, 2021

Candidate Votes

District 14D

Am Cecil Fuoti * 25
Nancy Clougherty 3

District 28D

Donna M. Grady * 16
Nancy Aykanian 12

District 19G

Daphnee Balan * 23
Robert (Bobby) Travers, Jr. 21

RETIRED MEMBERS COMMITTEE

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

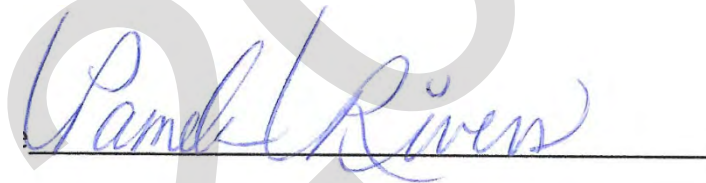
Phyllis Neufeld * 96
Dale Melcher * 91
Seth Evans * 89
Rafael Moure-Eraso * 86
Richard Liston 47
Beverly Saccocia 35
Sally Sennott 5

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:*

BOARD OF DIRECTORS – Three-year terms, Commencing July 1, 2021

Bria Hanson, 7B
Alana Stern, 9B
Hannah Weinsaft, 10B
Jonathan Wolan, 35C
Cherian Armstrong, 42C
Kaitlin Tafe, 32D
Bernadette Murphy, 30E
Barry Davis, 23F
Jody Sheehan, 24F
Kristen Martin, 25F
Joe Nardoni, 44H
Christine N. Turner, 46H
Thomas Estabrook, 47H

Approved by Credentials and Ballot Committee:



Pamela Rivers, Co-Chair
Credentials and Ballot Committee