

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

MINUTES OF THE 2022 MTA ANNUAL MEETING OF DELEGATES

Friday-Saturday, May 20 - 21, 2022

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

Friday Business Session – May 20, 2022

Call to Order

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

Pledge of Allegiance

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

Star Spangled Banner

The Annual Meeting Chorus, accompanied by Bob Lague, sang the Star-Spangled Banner.

Moment of Remembrance

A moment of silence was observed to remember the educators and other public servants who have passed away during the past year. The MTA chorus sang an original composition written and performed by Bob Lague entitled "In Remembrance of Educators."

Land Acknowledgement

Marguerite Foster Franklin presented the Land and Member acknowledgment.

Member Acknowledgement

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

Introductions and General Meeting Procedures

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

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

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

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

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

Union Solidarity

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

Adopt the Preliminary Credentials Report (Quorum)

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, reported on the required registered number of delegates needed for a quorum. One-fifth of the total number of delegates entitled to be present constitutes a quorum: One-fifth of 2,897 entitled to be present is 579; thus, 579 equals a quorum. 859 onsite/virtual delegates were registered onsite/virtual. The Chair reported that a quorum was present.

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

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

Adoption of Special Meeting Rules (Attachment A)

President Najimy reviewed Special Meeting Rules.

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

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

Order of Business

President Najimy announced the following regarding the Order of Business:

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

Moved and seconded to amend the order of business.

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

Voted to adopt the Order of Business as amended:

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

Report on Certified Candidates (Attachment B)

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

Teacher Leadership Institute Presentation & Awards

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

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

Named the Cohort of 2021:

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

MTA Video

Movie presented on Massachusetts Fair Share Amendment.

Act on Proposed Amendments to the MTA Standing Rules

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

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

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

- a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- b. New business items with budgetary implications must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates ~~prior to the conclusion of business on the first meeting day~~ and shall be considered by the delegates before the budget is adopted.

- c. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- d. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

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

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

- a. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- b. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
- c. New business items that have a policy implication must be submitted to the Presiding Officer by 5 p.m. on the Monday prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- 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.
- e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

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

Section 3.

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

(Sections 4-10 are unchanged.)

Section 11. New Business Items

- a. New business items without budgetary implications that have been submitted before Annual Meeting shall be followed by other new business items and prior to resolutions.
- b. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- c. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.

- ~~e.~~ d. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- ~~d.~~ e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

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

Rule 6, Order of Business and Debate

Section 3.

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

(Sections 4-10 are unchanged.)

Section 11. New Business Items

- a. **New business items without budgetary implications will be followed by resolutions.**
- ~~a.~~ b. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- ~~b.~~ c. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
- ~~e.~~ d. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- ~~d.~~ e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

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

Rule 6, Order of Business and Debate

Section 3.

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

(Sections 4-10 are unchanged.)

Section 11. New Business Items

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

- a. b. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- b. c. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
- c. d. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- d. e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Moved and seconded to close debate.

Voted to close debate.

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

Rule 6, Order of Business and Debate

Section 3.

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

(Sections 4-10 are unchanged.)

Section 11. New Business Items

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

- a. b. No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
- b. c. New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
- c. d. Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
- d. e. New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.

Act on Proposed Amendments to The MTA Bylaws

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

Proposed Bylaw Amendment #1:

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

Subsection B, Duties

It shall be the duty of the board to:

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

Article IX, Delegate Meetings: Section 2. Delegates

Subsection B, Allocation

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

Voted to adopt Bylaw Amendment #1:

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

Subsection B, Duties

It shall be the duty of the board to:

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

Article IX, Delegate Meetings: Section 2. Delegates

Subsection B, Allocation

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

Proposed Bylaw Amendment #2:

BYLAWS Article IV, Finance, Section 2. Dues

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

H. Honor Members

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

Moved and seconded to close debate.

Vote failed to close debate.

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt Proposed Bylaw Amendment #2:

BYLAWS Article IV, Finance, Section 2. Dues

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

H. Honor Members

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

Proposed Bylaw Amendment #3:

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

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

Motion failed to adopt Proposed Bylaw Amendment #3:

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

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

Proposed Bylaw Amendment #4: B

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

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

Voted to adopt Bylaw Amendment #4

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

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

Proposed Bylaw Amendment #5: BYLBYLAWS

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

1. Frequency

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

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt Bylaw Amendment #5:

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

1. Frequency

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

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

Proposed Bylaw Amendment #6:

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

9. Local Affiliate Variance of Per-Member Dues

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

Moved and seconded to close debate.

Voted to close debate.

Motion failed to adopt Proposed Bylaw Amendment #6:

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

9. Local Affiliate Variance of Per-Member Dues

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

Act on Proposed Region and District Plan (Attachment C)

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

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

Adopt the Supplemental Credentials Report

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

Moved to adopt the Supplemental Credentials Report

Voted to adopt the Supplemental Credentials Report

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

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

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

Moved and seconded to close debate.

Voted to close debate.

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

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

New Business Item #8:

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

Moved and seconded to close debate.

Voted to close debate.

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

New Business Item #9:

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

Moved and seconded to close debate.

Voted to close debate.

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

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

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

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

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

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

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

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

Voted to adopt New Business Item #2:

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

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

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

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

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

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

New Business Item #3:

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

Voted to adopt New Business Item #3:

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

Speeches by Candidates for President, Vice President

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

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

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

Recess

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

Saturday Business Session – May 21, 2022

Call to Order

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

Announcements

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

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

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

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

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

Adoption of the Supplemental Credentials Report

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

Moved to adopt the Supplemental Credentials Report

Voted to adopt the Supplemental Credentials Report

Recognition and Presentation of Awards

MTA Friend of Education

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

MTA Friend of Labor

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

MTA Presidents Award

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

MTA ESP of the Year

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

Act on the Budget and Dues Recommendation for FY2022-2023

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

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

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

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

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

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

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

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

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

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

Recess

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

Presentation of MTA Video – Year in Review

Present Najimy introduced the *Year in Review* video.

Issues Forum: Fair Share

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

Adopt the Results of the Election (Attachment D)

Pam Skinner, Co-Chair of the Credentials and Ballots Committee, announced the results of the election (Attachment D)

Voted to accept the credentials and ballot committee report.

MTA Leadership Reports

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

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

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

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

Report of the Executive Director-Treasurer: Lisa Gallatin

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

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

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

Proposed Bylaw Amendment #6:

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

9. Local Affiliate Variance of Per-Member Dues

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

Call for a quorum.

Quorum verified.

Moved and seconded to close debate.

Voted to close debated.

Voted to reconsider proposed amendment to the bylaw number 6:

Proposed Bylaw Amendment #6:

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

9. Local Affiliate Variance of Per-Member Dues

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

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt Bylaw Amendment #6:
Article IV, FINANCE, Section 2, Dues, Subsection A. Active Members

9. Local Affiliate Variance of Per-Member Dues

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

Act on Proposed New Business Items WITHOUT Budgetary Implications

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

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

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

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

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

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

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

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

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

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

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

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

The MTA will call upon state pension funds (those included in the Pension Reserves Investment Trust (PRIT)) managed by the Pension Reserves Investment Management (PRIM) Board, to be divested of all fossil fuel holdings; which shall include those assets involving entities that extract, transport, and sell at wholesale and/or retail fossil fuels, as well as businesses that finance those entities, including brokerage firms, banks, private equity firms, investment management corporations, credit card companies, and others, to the fullest extent possible.

In addition, the MTA will request that the two educator Representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention.

Moved and seconded to close debate.

Voted to close debate.

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

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

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

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

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

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

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

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

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

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

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

The MTA will call upon state pension funds (those included in the Pension Reserves Investment Trust (PRIT)) managed by the Pension Reserves Investment Management (PRIM) Board, to be divested of all fossil fuel holdings; which shall include those assets involving entities that extract, transport, and sell at wholesale and/or retail fossil fuels, as well as businesses that finance those entities, including brokerage firms, banks, private equity firms, investment management corporations, credit card companies, and others, to the fullest extent possible.

In addition, the MTA will request that the two educator Representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention.

New Business Item #4: Student Debt Cancellation

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

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

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

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

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

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

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

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

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

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

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

Therefore be it moved that

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

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

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

Moved and seconded to close debate.

Voted to close debate.

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

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

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

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

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

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

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

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

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

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

Therefore be it moved that

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

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

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

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

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

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

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

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

THEREFORE BE IT RESOLVED THAT

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

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

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

The MTA will request that the two educator Representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of nuclear weapons divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention; and

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

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

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

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

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

THEREFORE BE IT RESOLVED THAT

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

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

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

The MTA will request that the two educator Representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of nuclear weapons divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention; and

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

NBI #6 – REPRODUCTIVE RIGHTS TASK FORCE

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

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

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

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

Voted for the question to be considered.

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

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

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

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

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

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

Moved and seconded to close debate.

Voted to close debate.

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

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

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

NBI #10 – TASK FORCE ON ANTI-RACISM

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

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

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

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

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

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

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

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

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

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

NBI#11 - Gender Inclusivity for GIC Members

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

Call for a quorum.

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

Points of Personal Privilege

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

Greetings from MTA President and Vice President-Elect

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

Closing Comments by President Merrie Najimy

President Merrie Najimy made closing remarks to the delegates.

VOTE Voice of Teachers for Education Announcement

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

Adjournment

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

A true record.

ATTEST:



Lisa Gallatin, Executive Director-Treasurer

2022 ANNUAL MEETING BUSINESS SESSION AGENDA

FRIDAY, MAY 20, 2022

12:00 -6 p.m.

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

SATURDAY, MAY 21, 2022

9 a.m. - Adjournment

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

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

29. Issues Forum..... Merrie Najimy, President, Presiding

30. MTA Leadership Reports

- a. Merrie Najimy, President
- b. Max Page, Vice President
- c. Lisa Gallatin, Executive Director-Treasurer

31. Act on Proposed New Business Items WITHOUT Budgetary Implications Merrie Najimy, President, Presiding

32. Adopt the Results of the Election..... Pam Skinner and Deb Mousley, Co-Chairs, C&B

33. Final Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B

34. Adopt the Results of Any Runoff Election (if Necessary) Pam Skinner and Deb Mousley, Co-Chairs, C&B

35. Announcements and Points of Personal Privilege

36. Greetings from MTA President and Vice President-Elect

37. VOTE Giveaway

38. Closing Comments by President Merrie Najimy

39. Adjournment

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

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

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

RULE 1: Certification and Registration

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

Section 2. Duties:

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

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

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

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

RULE 2: Delegates and Alternates

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

Section 2. Alternates

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

RULE 3: Registration/On-line Meeting access

- Section 1.** Registration procedures at a Meeting of Delegates shall be under the immediate direction of the Credentials and Ballot Committee.
- Section 2.** At a Meeting of Delegates where candidates are running for election, delegate registration shall begin on the first day of the meeting and shall be closed at the closing of the polls.
- Section 3.** Only registered delegates will be provided access to participate in the meeting, be recognized to speak, and vote.
- Section 4.** Quorum shall be established based on the number of delegates in the designated meeting rooms at the Hynes Convention Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.
- Section 5.** Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.
- Section 6.** Points of personal privilege shall not be recognized until the conclusion of the adopted order

RULE 4: Seating

- Section 1.** Non-Delegates
- (a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.
 - (b) With the consent of the Meeting(s) of Delegates, a member, guest, or MTA staff may address the meeting.
- Section 2.** Seating Arrangements
- (a) The auditorium seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff. An additional socially-distanced delegate seating area will be offered in separate room at the convention center.
 - (b) Proper identification shall determine admittance to the proper section.
 - (c) Members of the press shall be given appropriate identification and admitted to the area reserved for their use.
 - (d) MTA staff members who need access to the floor of the meeting shall wear appropriate identification.
 - (e) The chair and members of each delegation shall assume responsibility for permitting only certified delegates to sit in the section designated for delegates.

RULE 5: Local Delegations

- Section 1.** Each local delegation shall elect a chair and vice chair as appropriate.
- Section 2.** If a roll call is requested, the AV platform can report individual delegate voting.

RULE 6: Order of Business and Debate

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

- Section 2.** The first item of business of the Meeting(s) of Delegates shall be the Preliminary Credentials Report.
- Section 3.** The first item of business on the second meeting day shall be the presentation of awards. The second item of business on the second meeting day shall be new business items with budgetary implications. The next item of business on the second meeting day shall be the budget.
- Section 4.** The Meeting(s) of Delegates shall be conducted in accordance with the provisions of the MTA Bylaws.
- Section 5.** There shall be an official parliamentarian appointed by the President.
- Section 6.** No member shall speak in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s). Upon recognition, all delegates shall identify themselves by stating their name and local association or retired member. A delegate debating a motion may not conclude his or her remarks by moving to close debate.
- Section 7.** All motions made by delegates participating remotely requiring a second are deemed to be seconded.
- Section 8.** Questions on the determination of whether or not an item is one of new business or a resolution shall be channeled through the Presiding Officer for a decision.
- Section 9.** New Business Items
- (a) No later than 4 p.m. on the first meeting day, the delegates shall commence consideration of any new business items submitted to the President by 5 p.m. on the Monday prior to the Meeting of Delegates.
 - (b) New business items with budgetary implications must be submitted to the Presiding Officer prior to the conclusion of business on the first meeting day and shall be considered by the delegates before the budget is adopted.
 - (c) Other new business items shall be submitted to the Presiding Officer prior to the end of the first hour of the business session of the second day of a Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.
 - (d) New business items not acted upon or referred prior to the adjournment of the Meeting of Delegates will expire.
- Section 10.** No delegate speaking in debate may move the previous question.
- Section 11.** With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.
- Section 12.** Delegates need to enter the speaking queue by adding their name to speaker list at the microphone stations throughout the business session meeting room. Multicolored sets of cards shall be available at each microphone. Each card shall have the microphone number on it. These cards shall be used by the delegates to gain recognition from the Presiding Officer to speak from the floor.
- When debate begins, yellow cards will be recognized in order, up to a maximum of five (5) yellow cards, followed by rotation of red/green/yellow or green/red/yellow, and so on. If at any time there are no yellow cards, the standard green/ red or red/green progression will continue until more yellow cards are raised, at which time the yellow/green/red or yellow/red/green order will resume.

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

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

Section 13. Executive Session will not be possible during the 2022 Annual Meeting of delegates.

Section 14. Debate on a motion shall not be closed until there have been at least two (2) speakers for and two (2) speakers against on any motion, with the exception that debate may be closed if there are no speakers for or against the motion at the microphones or in the online platform queue.

RULE 7: Resolutions

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

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

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

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

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

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

RULE 8: Amendments to Bylaws and Standing Rules

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

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

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

- Section 4.** (a) The Committee on Bylaws and Rules shall, within 30 days of taking action on a proposed amendment, issue a report of its action to the submitter of the amendment.
- (b) Prior to the January deadline, the committee will make a reasonable effort to assist interested members in achieving their intent so that proposals are legally worded and are consistent with other sections of the Bylaws and Standing Rules.

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

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

RULE 9: Nominations and Elections

Section 1.

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

Section 2. Elections

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

- (f) The order of candidates' names on a runoff election ballot for majority and plurality elections will be listed by the same order as the initial ballot.

Section 3. Campaign Expenditures

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

RULE 10: Distribution of Campaign Materials

Section 1. All campaign materials shall be properly identified by source and sponsorship.

Section 2. No campaign literature or related materials may be distributed or posted within the seating area of the auditorium, registration areas or polling areas or where such materials are visible from these areas.

Section 3. At Meetings of Delegates, the Credentials and Ballot Committee is authorized to remove campaign materials and prohibit practices that are inconsistent with the committee's guidelines.

Section 4. Candidates shall be responsible for the removal of all campaign materials at the termination of the Meeting of Delegates.

RULE 11: Electioneering

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

Section 2. At a special delegate assembly, the Credentials and Ballot Committee will have the final decision on whether and to what extent campaigning for elective office may take place.

RULE 12: Sergeant-at-Arms

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

RULE 13: Distribution of Bylaws, Standing Rules and Resolutions

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

RULE 14: Non-Sexist Terms

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

ATTACHMENT B**REPORT ON CERTIFIED CANDIDATES****April 12, 2022****2022 Annual Meeting Candidates****CERTIFICATION OF NOMINATION PAPERS FOR
ELECTIONS AT MTA ANNUAL MEETING****MTA PRESIDENT; MTA VICE PRESIDENT; EXECUTIVE COMMITTEE;
BOARD OF DIRECTORS; AND RETIRED MEMBERS COMMITTEE****OFFICIAL RECORD****Revised: April 12, 2022**

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

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

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

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

Deb Mousley, Co-chair,



MTA Credentials and Ballot Committee:

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

OFFICIAL RECORD OF CANDIDATES**MTA PRESIDENT**

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

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

MTA VICE PRESIDENT

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

1. Donna M. Grady
2. Deb McCarthy

MTA EXECUTIVE COMMITTEE CANDIDATES**REGION B**

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

No Candidates

REGION D

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

1. Jessica Wender-Shubow *

REGION E

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

1. Cynthia Roy *

REGION H

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

1. Maria Hegbloom *

MTA BOARD OF DIRECTORS CANDIDATES**10B**

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

1. Tina Mansfield *

33C

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

1. June Gustafson *

36C

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

No Candidates

41C

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

1. Brian Fitzgerald *

29D

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

1. Kyle Gekopi *

39E

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

No Candidates

40E

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

1. Christopher Saulnier *

12F

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

1. Rachel Flaherty
2. Adam Snodgrass

13F

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

No Candidates

16G

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

1. Diana Marcus *

17G

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

1. Amy Morin
2. Julia Norman

20G

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

1. Kimberly Auger *

45H

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

1. Luis Rosero *

48H

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

1. Jackie Bishop
2. Dora Ramos

49H

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

1. Anneta Argyres *

Statewide Retired District Directors on the MTA Board of Directors

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

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

MTA RETIRED MEMBERS COMMITTEE CANDIDATES

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

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

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

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

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

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

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

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

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

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

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

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

Two-Year Term, Commencing July 15, 2022

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

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2022

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

MTA BOARD OF DIRECTORS

Three-Year Terms, Commencing July 1, 2022

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

District 17G

Julia Norman *	25
Amy Morin	15

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

Jackie Bishop *	12
Dora Ramos	4

Statewide Retired District

Kip Fonsh *	111
Joe Herosy*	110
Bonnie Page	66

RETIRED MEMBERS COMMITTEE

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

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

Elected by Waiver: *If the number of candidates is equal to the number of seats to be filled, the election shall be waived, and the candidate(s) declared elected. Therefore, the following are elected via the election waiver:*

EXECUTIVE COMMITTEE – Three-year terms, Commencing July 1, 2022

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

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

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

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

Pamela Skinner, Co-Chair

MTA Credentials and Ballot Committee

Pamela L. Skinner