



Minutes of the 2024 MTA Annual Meeting of Delegates

DRAFT

Friday-Saturday, April 26-27, 2024

(The minutes are unofficial until approved by the MTA Board of Directors)

Friday Business Session – April 26, 2024

Call to Order

The 179th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Friday, April 26, 2024, at 12:12 p.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Pledge of Allegiance

Vice President Deb McCarthy led the delegation in reciting the Pledge of Allegiance.

Star Spangled Banner

The Annual Meeting Chorus, led by Tim Sullivan and accompanied by Matthew Cunningham, sang the Star-Spangled Banner.

Moment of Remembrance

Chorus Director Tim Sullivan gave a tribute to Bob Lague, who was the chorus director for MTA Annual Meeting for many decades. 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 by Bob Lague entitled, "In Remembrance of Educators."

Land Acknowledgement

Springfield Education Association President and MTA Board Director Tracy Little-Sasanecki, with Springfield Education Association Vice President Brenda Dunn, presented the Land Acknowledgment.

Member Acknowledgement

MA Society of Professors at UMass Amherst and MTA Board Member Christine Turner, with Chicopee Education Association member Claudia Palframan, presented the member acknowledgment.

Opening Remarks

President Max Page welcomed remote and in-person Delegates and acknowledged victories this past year, including stories from the Andover and Newton locals and informed members of the *Threat from the Right* report.

Announcements

Vice President Deb McCarthy welcomed the Delegates to the MTA Annual Meeting and recognized the staff who prepared for this meeting and introduced the MTA Directors.

President Max Page welcomed and thanked the Delegates and reviewed the following information:

- Special rules can be found in the Delegate Handbook.
- MTA prohibits secret recordings or recordings to which consent has not been provided.
- Recognized MTA members retiring this year and thanked them for their commitment to public education and the union.
- Recognized first-time delegates.
- Introduced the officials at the Business Session head table, including the members of the Bylaws and Rules Committee, parliamentarian, stenographer, and assistants.
- Thanked the staff for helping to make the Meeting of Delegates possible.
- New Business Item procedure
- Debating motions and amendments

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

Governance Director Jennifer Freeling explained the meeting's technology as well as the voting devices.

Adopt the Preliminary Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee, reported on the required 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 2,900 entitled to be present is 580; thus, 580 equals a quorum. The Chair reported that 732 delegates either logged in virtually or proceeded through onsite registration. Thus, 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)

Chair of the Bylaws and Rules Committee, Jackie Gorrie, reviewed the Special Meeting Rules.

Moved and seconded to adopt the Special Rules of the 2024 MTA Annual Meeting.

Voted to adopt the Special Meeting Rules of the 2024 MTA Annual Meeting. (Attachment A)

Order of Business (Attachment B)

President Max Page announced the Order of Business.

Moved and seconded to adopt the Order of Business

Moved and seconded that the body would move into a committee of the whole for a period not to exceed 30 minutes immediately following the budget presentation.

Moved and seconded to substitute the motion: To have a question-and-answer period not to exceed 30 minutes immediately following the budget presentation.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject the substitute motion: To have a question-and-answer period not to exceed 30 minutes immediately following the budget presentation.

Voted to adopt the Order of Business.

Report on Certified Candidates (Attachment C)

Pam Skinner and Deb Mousley, Co-Chairs of the Credentials and Ballot Committee reported that there were no campaign violations to report. The co-chairs also called the delegates' attention to certified candidates list in the delegate handbook and read the the list of candidate names (Attachment C).

Bargaining Certificate Program Recognition

Vice President Deb McCarthy recognized and presented awards to 31 Massachusetts public educators for their completion of the Bargaining Certificate Program offered through MTA.

Graduates of 2024 Bargaining Certificate Program:

Cheri Armstrong, Monomoy Regional Education Association; Peggy Boyle, Easton Educators Association; Julia Brotherton, Beverly Teachers Association; Sean Brown, Wareham Education Association; Kerry Conway, Athol Teacher Association; Brenda Dunn, Springfield Education Association; Asia Emerick, Wachusett Regional School District; Joshua Gabrenas, Athol Teacher Association; Anne Gardiner, Melrose Education Association; Laura Gesner, Athol Teacher Association; Donna Grady, Franklin Education

Association; Gail Guarino, Massachusetts Community College Council; Julie Hamilton, Monson Teachers Association; Ann Johnson, Massachusetts State College Association - Framingham; Ramsey Kurdi, Springfield Education Association; Katie Lecaro, Education Association of Plymouth & Carver; Ryan Liacos, Wellesley Educators Association; Peter Malloy, Tewksbury Teachers Association; Dawn Martens, Randolph Education Association; Whitney Nielsen, Hudson Education Association; Banke Oluwole, Cambridge Education Association; Nicole Roberge, Wareham Education Association; Shawn Sheehan, Easthampton Education Association; Kelly Socia, Massachusetts Society of Professors-Lowell; Sarah Sontag, Wayland Teachers Association; Michael Stassen, Massachusetts State College Association – Fitchburg; Abby Steiner, East Longmeadow Education Association; Nancy Stenberg, Springfield Education Association; Karen Suttle, Revere Teachers Association; Michael Wittier, Sutton Teachers Association; Ailey Wynne, Quabbin Regional Teachers Association.

MTA Video

Video presented on highlights of the past year.

Act on Proposed Amendments to the MTA Standing Rules

President Max Page reviewed the procedures for discussing the proposed amendments to the MTA Standing Rules. Jackie Gorrie, 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

MTA Standing Rule 5, Local Delegations – Modifications to use Gender Neutral Language
Rule 5: Local Delegations, Section 3 ... the vote of ~~his/her~~ **their** local...

Voted to adopt Proposed Amendment #1

MTA Standing Rule 5, Local Delegations – Modifications to use Gender Neutral Language
Rule 5: Local Delegations, Section 3 ... the vote of ~~his/her~~ **their** local...

Act on Proposed Amendments to The MTA Bylaws

President Max Page reviewed the procedures for consideration of proposed amendments to the MTA Bylaws. Jackie Gorrie, 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 III – Membership, Section 4, Membership Year

A. The membership year shall be from July 1 to June 30.

B. A person who is not a member of the Association may enroll in the Association for the next membership year between April 1 and June 30 of the current year. The

enrollee shall be eligible to receive certain benefits and services of the Association, as authorized by the Board of Directors, between the date of enrollment in the Association and July 1. Such early enrollees will not be included in membership counts for governance representation or have individual governance rights until their membership becomes effective on July 1.

Voted to adopt Proposed Bylaw Amendment #1:

Bylaw Article III – Membership, Section 4, Membership Year

A. The membership year shall be from July 1 to June 30.

B. A person who is not a member of the Association may enroll in the Association for the next membership year between April 1 and June 30 of the current year. The enrollee shall be eligible to receive certain benefits and services of the Association, as authorized by the Board of Directors, between the date of enrollment in the Association and July 1. Such early enrollees will not be included in membership counts for governance representation or have individual governance rights until their membership becomes effective on July 1.

Proposed Bylaw Amendment #2:

Bylaw Articles III, IV, and VII – Modifications to use Gender-Neutral Language

Article III, Membership;

Section 2,

A. (3) ~~he/she was~~ **they were**

D. (1) ~~his/her~~ **their**

Section 3

A. (4) (c) ~~mother, father, sister, brother, son, daughter,~~ **parent, sibling, child,**

Article IV, Finance; Section 2

A. (2) (d) ~~his or her~~ **their**

A. (3) (a & b) ~~him or her~~ **them** (4 instances)

Article VII, Nominations, Elections & Terms

Section 2

A. (2) ~~he or she seeks~~ **they seek**

D. (3) ~~he/she~~ **they**

Section 3

A. (2) ~~he or she seeks~~ **they seek**

E. (3) ~~he/she~~ **they**

G. (4) (b) ~~he/she~~ **they**

Section 4

D. (4) ~~he/she~~ **they**

Section 6

E. ~~he/she is~~ **they are**

Article VII, Section 7

D. (1) ~~he/she~~ **they**

Voted to adopt Proposed Bylaw Amendment #2:

Bylaw Articles III, IV, and VII – Modifications to use Gender-Neutral Language

Article III, Membership;

Section 2,

A. (3) ~~he/she was~~ **they were**

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Article VII, Nominations, Elections & Terms

Section 2

A. (2) ~~he or she seeks~~ **they seek**

D. (3) ~~he/she~~ **they**

Section 3

A. (2) ~~he or she seeks~~ **they seek**

E. (3) ~~he/she~~ **they**

G. (4) (b) ~~he/she~~ **they**

Section 4

D. (4) ~~he/she~~ **they**

Section 6

E. ~~he/she is~~ **they are**

Article VII, Section 7

D. (1) ~~he/she~~ **they**

Act on Proposed New Business Items WITH Budgetary Implications.

New Business Item #11 MTA Commitment to Locals on Membership Dues:

Locals must have 80% or more membership in each unit to pay more than \$3 each year in dues increases.

Ruled out of order, as the dues process is covered under bylaws and to change that, the process of amending the bylaws must be followed.

New Business Item #16 MTA Organize an Annual Labor Conference of Pensions.

No action is taken. The makers of this motion will resubmit the motion as one without budgetary implications, to be heard during Agenda Item 29: Act on Proposed New Business Items WITHOUT Budgetary Implications.

New Business Item #18 Take actions to safeguard MA Pensions

No action is taken. The makers of this motion will resubmit the motion as one without budgetary implications, to be heard during Agenda Item 29: Act on Proposed New Business Items WITHOUT Budgetary Implications.

New Business Item #29 Targeted Support for Rural and Minimum Aid Funding:

Moved and Seconded The MTA acknowledges the existential crisis facing rural and regional school districts in Massachusetts and establishes this issue as a legislative and organizing priority statewide.

The MTA will use its full lobbying power in the state house to advocate for equal distribution of the Fair Share revenues between early education, K-12 education, and higher education, with the majority of the K-12 funding going to communities that haven't seen an increase from the Student Opportunity Act.

The MTA will assign a dedicated organizer to help locals in these districts organize their members and their communities, and to connect these efforts with the statewide MTA action. This relationship will continue until there is significant movement on this funding issue.

The MTA will use all viable methods to push/force the legislature and the governor to honor the language of the Fair Share Amendment (which states that the funds will be divided between infrastructure and **public** education) and cease funding privately run preschool options.

The MTA will use its connections in the press to inform the public about the existential crisis facing our rural and minimum aid school districts. and use the MTA's communication apparatus to organize locals to bring the full power of the MTA to bear to push for consistent sustainable funding for rural aid and the setting of minimum aid levels.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #29 Targeted Support for Rural and Minimum Aid Funding:

The MTA acknowledges the existential crisis facing rural and regional school districts in Massachusetts and establishes this issue as a legislative and organizing priority, statewide.

The MTA will use its full lobbying power in the state house to advocate for equal distribution of the Fair Share revenues between early education, K-12 education, and higher education, with the majority of the K-12 funding going to communities that haven't seen an increase from the Student Opportunity Act.

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Without objection, move to Agenda Item #30: Act on Proposed Resolutions.

Act on Proposed Resolutions

President Max Page introduced Deb Gesualdo, Chair of the Resolutions Committee, and explained the process with Resolutions. Proposed additions are underlined; proposed deletions are ~~crossed out~~.

Moved to amend Resolution A-10 PRIVATIZATION OF PUBLIC INSTITUTIONS

The Massachusetts Teachers Association opposes the privatization of the institution of public education or any component therein. The MTA recognizes that privatization takes many forms, such as outsourcing Education Support Professionals (ESP) services, auxiliary services and online program management; entering into public-private partnerships for early childhood education, public childcare, early college, and capital construction; filling school/college positions for multiple years with contract employees and temporary agency employees; and heavily relying on management consultants for school/college operations.

The MTA specifically opposes private-sector contracts and partnerships if it determines that such contracts have a negative impact on public education or reduce or eliminate the number of staff providing or could be providing that educational service. The MTA opposes any efforts, ~~including public-private partnerships,~~ that undermine institutions of public education by diverting funds and/or weakening their democratic autonomy. The MTA stands strongly against the transformation of educational institutions from a public good to profitable commodities and believes anti-privatization legislation is needed. (75, 77, 80, 17, 24)

Moved and seconded to close debate.

Voted to close debate.

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Moved to amend RESOLUTION C-6 HEALTHY AND SAFE SCHOOLS

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

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

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

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

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

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

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

The MTA also strongly supports the state's school immunization requirements. These requirements exist to protect students, staff and members of the wider community from serious diseases that can be prevented by vaccines. (75, 77, 79, 82, 84, 85, 88, 01, 03, 07, 19, 24)

Moved and seconded to suspend the rules and return action on proposed Resolutions to its original place in the order of business.

Voted to reject suspending the rules.

Moved and seconded to close debate.

Voted to close debate.

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Moved and seconded that the chairperson would announce and read the title of each of the remaining proposed resolutions brought to us for amendment. If a member wishes to debate that item, they would simply call out "hold." Then we would go to the next one, proceeding to the end. We would then vote on any resolution that does not have a hold on it, that will not be debated, as a group. And if there are resolutions with a hold, we would go back to do them individually.

Voted to reject that the chairperson would announce and read the title of each of the remaining proposed resolutions brought to us for amendment. If a member wishes to debate that item, they would simply call out "hold." Then we would go to the next one, proceeding to the end. We would then vote on any resolution that does not have a hold on it, that will not be debated, as a group. And if there are resolutions with a hold, we would go back to do them individually.

Moved to amend RESOLUTION C-7 SCHOOL FACILITIES: DESIGN, CONSTRUCTION AND FUNCTION

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

The MTA supports ecologically conservative facility designs including heating, ventilation and air conditioning systems.

The MTA believes that the community, parents/guardians and education employees should play an advisory role in designing these facilities.

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

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

These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21, 24)

Moved and seconded to close debate.

Voted to close debate.

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These principles should apply equally to preK-12 schools and buildings used by public higher education institutions. (11, 21, 24)

Moved to amend RESOLUTION F-11 RIGHT TO STRIKE

The Massachusetts Teachers Association reaffirms its position that all PreK - Higher Education public school workers ~~educational personnel~~ should have the legal right to strike. The MTA condemns the jailing of its members and the imposition of coercive fines and arbitrary restitution for strike-related activities. The MTA also strongly encourages all of its members to support their colleagues who have been forced by the extreme stalling tactics and unwillingness of their employers to bargain in good faith to strike in order to improve educational working and learning conditions. (79, 85, 09, 24)

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Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #1 Task Force to Review The Local Office Support Program:

Moved and seconded: I move that the MTA create a task force to review all Policies and procedures associated with the Local Office Support program and recommend amendments to align these policies with the following objectives:

Increase access to Local Office Support funds for all locals to attend MTA Annual Meeting, Training and Professional Learning Conferences, and NEA Events

Support new member outreach,

Expand access to funds for locals engaged in rank-and-file organizing,

Reduce the burden of local bookkeeping and repeated exchange of funds between MTA and local affiliates.

Support ESP leadership development.

The task force will consult with any existing body tasked with policy review before making recommendations for adoption by the delegates of the 2025 MTA Annual Meeting.

Voted to approve New Business Item #1 Task Force to Review The Local Office Support Program: The MTA create a task force to review all Policies and procedures associated with the Local Office Support program and recommend amendments to align these policies with the following objectives:

Increase access to Local Office Support funds for all locals to attend MTA Annual Meeting, Training and Professional Learning Conferences, and NEA Events

Support new member outreach,

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Reduce the burden of local bookkeeping and repeated exchange of funds between MTA and local affiliates.

Support ESP leadership development.

The task force will consult with any existing body tasked with policy review before making recommendations for adoption by the delegates of the 2025 MTA Annual Meeting.

Point of Personal Privilege: Request to change the timer when voting from 45 seconds to 35 seconds.

Without objection, Change the timer when voting from 45 seconds to 30 seconds.

New Business Item #2 Endorse A Plan to Disassociate NEA from Amazon.com.

Moved and seconded: The MTA Annual Meeting will endorse the following New Business Item to be presented at the 2024 NEA Representative Assembly:

“In light of Amazon's position that the National Labor Relations Board (NLRB) is unconstitutional, the NEA shall use existing staff and resources to research and design a plan to remove any affiliations and partnerships with Amazon.com, Inc by May 1, 2028. (May Day). This plan will be presented to the 2025 Representative Assembly for adoption as a New Business Item.”

Moved and seconded to close debate.

Voted to close debate.

Voted to approve New Business Item #2 Endorse A Plan to Disassociate NEA from Amazon.com: The MTA Annual Meeting will endorse the following New Business Item to be presented at the 2024 NEA Representative Assembly:

“In light of Amazon's position that the National Labor Relations Board (NLRB) is unconstitutional, the NEA shall use existing staff and resources to research and design a plan to remove any affiliations and partnerships with Amazon.com, Inc by May 1, 2028. (May Day). This plan will be presented to the 2025 Representative Assembly for adoption as a New Business Item.”

New Business Item #3 President Biden’s Order on Women’s Health.

Moved and seconded: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation, which was promulgated by President Joe Biden on March 18, 2024. The discussion of the order should include, but not be limited to: a) the Biden administration’s desire to advance women’s health research, close health disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order and that President Joe Biden has demonstrated his commitment to advancing women’s health care. Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

Moved and seconded to amend **New Business Item #3** President Biden’s Order on Women’s Health: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation ~~which was promulgated by President Joe Biden on March 18, 2024.~~ The discussion of the order should include, but not be limited to: a) ~~the Biden administration’s desire to~~ **advancements in** women’s health research, close health disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order ~~and that President Joe Biden has demonstrated his commitment to advancing women’s health care.~~ Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

Moved and seconded to close debate.

Voted to close debate.

Voted to amend New Business Item **New Business Item #3** President Biden’s Order on Women’s Health.: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation ~~which was promulgated by President Joe Biden on March 18, 2024.~~ The discussion of the order should include, but not be limited to: a) ~~the Biden administration’s desire to~~ **advancements in** women’s health research, close health disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order ~~and that President Joe Biden has demonstrated his commitment to advancing women’s health care.~~ Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve amended New Business Item **New Business Item #3** President Biden’s Order on Women’s Health: Utilizing existing publications, the MTA shall publicize the Executive Order on Advancing Women’s Health Research and Innovation. The discussion of the order should include, but not be limited to: a) advancements in women’s health research, close health

disparities, and ensure that the gains made in research are translated into real world clinical benefits for women; b) its policy to ensure that women have access to high-quality, evidence – based healthcare and to improve health outcomes for women across their lifespans; c) its policy to develop new comprehensive resources to help ensure that women have evidence – based information about menopause, including menopause – related research initiatives, findings, and symptom – prevention and treatment options; d) its policy to involve the Secretary of Defense and the Secretary of Veteran Affairs in evaluating the needs of women service members and veterans related to midlife health. In addition, the MTA President and board members in their communications will encourage our members to let their families and friends know about this comprehensive executive order. Also, the MTA through a new NEA business Item will urge the NEA to similarly publicize the executive order.

New Business Item #4 Encouraging districts to apply for IRA funds for greener schools.

Moved and seconded: Whereas, Massachusetts has 1,840 schools with 186 million square feet of building area responsible for an estimated 880,000 metric tons of carbon emissions annually, and

Whereas students spend over 15,000 hours inside a school by the time they graduate high school, and

Whereas, schools can fulfill their educational mission only when students and staff are provided with safe and healthful learning environments, and

Whereas, schools are increasingly subject to the impacts of extreme weather events that threaten the well-being of students, families, teachers and staff, and

Whereas, Massachusetts has set ambitious targets for the reduction of greenhouse gasses, and

Whereas, modifications to infrastructure, buildings and vehicles can decrease schools' greenhouse gas emissions, and

Whereas, the MTA belongs to the Climate Resilient Schools Coalition whose focus is to protect students from, and prepare students for, the effects of climate change, and

Whereas, the Inflation Reduction Act has allocated unlimited funds for the next ten years for the installation of ground source heat pumps to heat and cool schools, and

Whereas, the Environmental Protection Agency has allocated large sums of money for the transition from diesel to electric school buses,

Therefore be it resolved that the MTA will disseminate to all members, committees and local presidents easily understood and easily used resources to encourage school districts to apply for these funds, and

Therefore be it further resolved that MTA will actively support members organizing in their schools and communities for their districts to apply for these funds and to take other steps to reduce the use of fossil fuels in their schools.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve **New Business Item #4** Encouraging districts to apply for IRA funds for greener schools: Whereas, Massachusetts has 1,840 schools with 186 million square feet of building area responsible for an estimated 880,000 metric tons of carbon emissions annually, and

Whereas students spend over 15,000 hours inside a school by the time they graduate high school, and

Whereas, schools can fulfill their educational mission only when students and staff are provided with safe and healthful learning environments, and

Whereas, schools are increasingly subject to the impacts of extreme weather events that threaten the well-being of students, families, teachers and staff, and

Whereas, Massachusetts has set ambitious targets for the reduction of greenhouse gasses, and

Whereas, modifications to infrastructure, buildings and vehicles can decrease schools' greenhouse gas emissions, and

Whereas, the MTA belongs to the Climate Resilient Schools Coalition whose focus is to protect students from, and prepare students for, the effects of climate change, and

Whereas, the Inflation Reduction Act has allocated unlimited funds for the next ten years for the installation of ground source heat pumps to heat and cool schools, and

Whereas, the Environmental Protection Agency has allocated large sums of money for the transition from diesel to electric school buses,

Therefore be it resolved that the MTA will disseminate to all members, committees and local presidents easily understood and easily used resources to encourage school districts to apply for these funds, and

Therefore be it further resolved that MTA will actively support members organizing in their schools and communities for their districts to apply for these funds and to take other steps to reduce the use of fossil fuels in their schools.

Moved and seconded to suspend the rules and do four more New Business Items without budgetary implications.

Voted to reject to suspend the rules and do four more New Business Items without budgetary implications.

Adopt the Supplemental Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee announced that as of 5:00 p.m. on Friday, April 26, 2024, that during the meeting so far, there were 896 delegates onsite or logged in to the virtual platform.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

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

Voted to reject to reconsider all business that came before this body up to this point.

Speeches by Candidates for President, Vice President

Deb Mousley, Co-Chair of Credentials and Ballot Committee, announced the candidates:

Deb McCarthy and Yahaira Rodriguez, candidates running for MTA Vice President addressed the delegates.

Max Page, candidate running for MTA President, addressed the delegates.

Recess

The First Day of the 179th Annual Meeting of Delegates recessed at 5:33 p.m.

Saturday Business Session – April 27, 2024

Call to Order

The second session of the 179th Annual Meeting of Delegates of the Massachusetts Teachers Association was called to order by President Max Page on Saturday, April 27, 2024, at 9:10 a.m. in the MassMutual Center, Exhibition Hall B, Springfield, Massachusetts, with a remote option.

Announcements

President Max Page announced at the recent Labor Notes conference in Chicago that all the leaders and activists from the Massachusetts striking locals were recognized nationally at the foundation dinner.

President Max Page announced the next round of MCAS ballot initiative petition forms and congratulated MTA on collecting 135,000 signatures in the fall.

President Max Page announced that the final deadline for submitting new business items without budgetary impact is one hour after the meeting convenes.

President Max Page reviewed the general meeting procedures and recognized first-time delegates, and introduced the people seated at the head table and recognized the staff who prepared for this meeting and introduced the MTA Directors.

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

Governance Director Jennifer Freeling explained the meeting's technology as well as the voting devices.

Adoption of the Supplemental Credentials Report

Deb Mousley, Co-Chair of the Credentials and Ballot Committee announced that as of 9:05am on Saturday, April 27, 2024, there were 974 members onsite or logged in to the virtual platform.

Moved to adopt the Supplemental Credentials Report.

Voted to adopt the Supplemental Credentials Report.

Recognition and Presentation of Awards

MTA Teacher of the Year

De'Shawn Washington of the Lexington Education Association was recognized as the 2024 MTA Teacher of the Year.

MTA ESP of the Year

Karen Torres of the Andover Education Association was recognized as the MTA Education Support Professional of the Year.

MTA Presidents Awards

The 2024 MTA President's Award was presented to Jane McAlevey, Union Organizer and Author.

MTA Friend of Education

The 2024 MTA Friend of Education Award was presented to Citizens for Public Schools.

MTA Friend of Labor

The 2024 MTA Friend of Labor Award was presented to Shawn Fain, President of the United Auto Workers.

Act on Proposed New Business Items with Budgetary Implications

Requested by the maker of New Business Item #28 Safe Schools for All Program to move from New Business Item with Budgetary Implications to New Business Item WITHOUT Budgetary Implications.

Act on the Recommended Annual Operating Budget and Dues for FY2024-2025

President Max Page instructed the delegates on the process for adopting the annual budget and dues for 2024-2025. The adoption of the annual budget is in two parts: dues related to the Annual Operating Budget and dues related to the Public Relations/Organizing Campaign Budget.

Vice President Deb McCarthy presented the proposed Annual Operating Budget to the delegates.

Moved to adopt the annual operating budget of **\$56,637,302** and an operating budget dues level of **\$537**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be **\$322.25**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$161.25**. Retiree annual dues remain at **\$30**.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Moved and seconded to amend the budget by reducing the dues increase by \$1.00, (due to the financial change to New Business Item #29 Targeted Support for Rural and Minimum Aid Funding.) To adopt the annual operating budget of **\$56,544,895** and an operating budget dues level of **\$536**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be **\$321.75**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$161**. Retiree annual dues remain at \$30.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Moved and seconded to close debate.

Voted to close debate.

Voted to approve the amendment of the annual operating budget of \$56,544,895 and an operating budget dues level of \$536, based on 92,243 full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be \$321.75, dues for paraeducators, food service personnel and other Education Support Professionals are to be \$161. Retiree annual dues remain at \$30.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Moved and seconded to amend the amendment by reducing line item #113 by \$570,000 in order to hire three fewer field staff.

Moved and seconded to close debate.
Voted to close debate.

Voted to reject the amended amendment by reducing line item #113 by \$570,000 in order to hire three fewer field staff.

Moved and seconded to close debate.
Voted to close debate.

Voted to adopt the annual operating budget of \$56,544,895 and an operating budget dues level of \$536, based on 92,243 full-time equivalent active members for the 2024-2025 fiscal year.

Dues for clerical staff and custodians are to be \$321.75, dues for paraeducators, food service personnel and other Education Support Professionals are to be \$161. Retiree annual dues remain at \$30.

This dues level is voted to fully fund existing programs and hire three new regional organizers and six lead field representatives.

Act on the Public Relations/Organizing Campaign Budget and Dues for FY 2024-2025

Moved to adopt the Public Relations/Organizing Campaign budget of **\$1,844,860** and a Public Relations/Organizing Campaign dues level of **\$20**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year. Dues for clerical staff and custodians are to be **\$12**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$6**.

Moved and seconded to amend the Public Relations/Organizing Campaign dues level of \$20 to \$1.

Moved and seconded to close debate.
Voted to close debate.

Voted to reject the amendment of the Public Relations/Organizing Campaign dues level of \$20 to \$1.

Moved and seconded to close debate.
Voted to close debate.

Voted to adopt the Public Relations/Organizing Campaign budget of **\$1,844,860** and a Public Relations/Organizing Campaign dues level of **\$20**, based on **92,243** full-time equivalent active members for the 2024-2025 fiscal year. Dues for clerical staff and custodians are to be **\$12**, dues for paraeducators, food service personnel and other Education Support Professionals are to be **\$6**.

Moved and seconded to reconsider the operating budget and the PR&O budget
Voted to reject reconsidering the operating budget or the PR&O budget.

Elections

Co-Chairs of the Credentials and Ballot Committee, Pam Skinner and Deb Mousley guided the delegates through the election process. Delegates were instructed how to contact the Credentials and Ballot Committee if they experienced any issues with voting. The Co-Chairs explained that they will return with election results when tabulation is completed.

Issues Forum

President Max Page introduced Kathy Greeley, MTA Retired member, and the author of a new book, who spoke on MCAS and the need to end our punitive high-stakes testing regime

President Max Page introduced Anneta Argyres, president of the Professional Staff Union, who talked about the challenge in higher education.

President Max Page introduced Karen Suttle from the Revere Teachers Association discussed the North Shore campaign for paid family/medical leave.

President Max Page introduced Holly Currier and Karen Torres from the Andover Education Association, who discussed the living wage campaign that is ongoing in Andover and statewide.

President Max Page introduced Donna Grady, president of the Franklin Education Association who discussed safe schools and safety issues that are ongoing.

Leadership Reports

Report of the Executive Director-Treasurer, Mike Fadel

Executive Director-Treasurer Mike Fadel presented his report.

Adopt the Results of the Election (Attachment D)

Deb Mousley, Co-Chair of the Credentials and Ballots Committee, announced the results of the election (Attachment D).

Vice President:

Deb McCarthy, 598 votes

Yahaira Rodriguez, 276 votes.

Deb McCarthy is elected.

President:

Max Page, 753 votes

Max Page is elected.

Act on Proposed New Business Items WITHOUT Budgetary Implications

New Business Item #5 Decarbonization Task Force Reauthorization

Moved and seconded Whereas, the 2023 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the board and membership which provided a detailed plan with budgetary implications and a timeline,

and whereas, the recommendations are only now starting to be implemented,

and whereas, the Decarbonization Task Force should monitor the implementation of detailed timelines and action steps to help the MTA to achieve carbon neutrality by 2030.

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the UN Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

Without objection moved to close debate.

Voted to approve New Business Item #5 Decarbonization Task Force Reauthorization: Whereas, the 2023 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the board and membership which provided a detailed plan with budgetary implications and a timeline,

and whereas, the recommendations are only now starting to be implemented,

and whereas, the Decarbonization Task Force should monitor the implementation of detailed timelines and action steps to help the MTA to achieve carbon neutrality by 2030.

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the UN Paris Agreement to keep global temperature rise well below 2 degrees Celsius, hereby reauthorizes the Decarbonization Task Force for another year.

New Business Item #6 Refocus MTA on Education in Massachusetts

Moved and seconded: The MTA Board of Directors shall not take positions on matters of international conflict. The MTA will keep our focus on our core mission which is to work collectively with all our members to defend their rights and responsibilities in our collective agreements.

Moved and seconded to amend New Business Item #6 Refocus MTA on Education in Massachusetts : The MTA Board of Directors shall not take positions on matters of international conflict. ~~The MTA will keep our focus on our core mission which is to work collectively with all our members to defend their rights and responsibilities in our collective agreements.~~ **until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.**

Moved and seconded to close debate.

Voted to close debate.

Voted to amend New Business Item #6 Refocus MTA on Education in Massachusetts : The MTA Board of Directors shall not take positions on matters of international conflict. ~~The MTA will keep our focus on our core mission which is to work collectively with all our members to defend their rights and responsibilities in our collective agreements.~~ **until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.**

Moved and seconded to close debate.

Voted to close debate.

Voted to adopt as amended New Business Item #6 Refocus MTA on Education in Massachusetts: The MTA Board of Directors shall not take positions on matters of international conflict until the MTA Board of Directors and Executive Committee create a policy that outlines the steps that must be taken before such a position or call to action on international conflict is taken. This policy would include an opportunity for board members to talk to the members they represent to listen and learn from the diverse opinions of MTA members. The MTA and MTA elected officials will not make any public comments on international conflict until such policy is made. MTA elected officials are still able to make statements that reflect their opinions when speaking as an individual.

New Business Item #7 Publicizing Beyond Thoughts and Prayers.

Moved and seconded: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan’s Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Moved and seconded to amend New Business Item #7 Publicizing Beyond Thoughts and Prayers.: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts ~~with Republican representatives that voted for President Joe Biden in 2020 and other districts~~ nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan’s Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject the amendment to New Business Item #7 Publicizing Beyond Thoughts and Prayers.: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts ~~with Republican representatives that voted for President Joe Biden in 2020 and other districts~~ nationwide with polling that favors gun safety legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan’s Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Without objection, Change the timer when voting from 30 seconds to 45 seconds.

Voted to reject New Business Item #7 Publicizing Beyond Thoughts and Prayers: The MTA shall publicize the gun reform efforts of the Beyond Thoughts and Prayers PAC which was launched by Representative Jake Auchincloss of Massachusetts 4th District with the assistance of Representative Lucy McBath of Georgia 7th district. The coverage should include but not be limited to: a) the PAC targeting districts with Republican representatives that voted for President Joe Biden in 2020 and other districts nationwide with polling that favors gun safety

legislation in order to elect pro gun safety legislators b) the PAC supporting those candidates who will support 1) the Assault Weapons Ban Act, 2) Equal Access to Justice for Victims of Gun Violence Act, and 3) Ethan's Law (requiring safe gun storage, named after a Connecticut child who was killed by an unsecured gun); c) the story behind Representative Lucy McBath becoming a renowned gun safety advocate.

Moved and seconded to reconsider New Business Item #6 Refocus MTA on Education in Massachusetts

Voted to reject to reconsider New Business Item #6 Refocus MTA on Education in Massachusetts

New Business Item #8 Stop Development of Framework.

Moved and seconded: The MTA will not create a framework for discussing and a set of curriculum resources for learning about the history and current events on the Israeli-Palestinian conflict for educational use.

Moved and seconded to close debate.

Voted to close debate.

Voted to reject New Business Item #8 Stop Development of Framework: The MTA will not create a framework for discussing and a set of curriculum resources for learning about the history and current events on the Israeli-Palestinian conflict for educational use.

New Business Item #9 Written Policy on MTAs Involvement in International Affairs

Withdrawn by maker.

New Business Item #10 Operations & Facilities Review

Moved and seconded: That MTA's Executive Director-Treasurer review MTA operations and facilities to make recommendations to the Executive Committee about how to improve support of local affiliates' ability to organize and represent members before the development of the 2025 Budget. This review shall include data on the effectiveness of the additional new hires for the current fiscal year and any additional new hires for the prospective membership year as of December 31, 2024.

Call for a quorum.

531 delegates were present, which did not constitute a quorum (580). President Max Page instructed the delegation that no further motions requiring a vote could be entertained.

Recess

The 179th Annual Meeting of Delegates of the Massachusetts Teachers Association recessed at 3:22 p.m. and resumed business at 3:26 p.m.

Final Credentials Report

Pam Skinner, Co-Chair of the Credentials and Ballot Committee announced that as of 1:15 p.m. on Saturday, April 27, 2024, during the course of the meeting there were 1,047 delegates onsite or logged in to the virtual platform. The total number of delegates entitled to be present was

2900.

The number of local associations entitled to be present was 385. The number of local associations in attendance was 149.

The number of regional ethnic minority delegates entitled to be present was 50. The number in attendance was 17.

The number of statewide retired district delegates entitled to be present was 190. The number in attendance was 135.

The number of state and county affiliate delegates entitled to be present was 20. The number in attendance was one.

The number of delegates from the board of directors entitled to be present was 68. The number in attendance was 64.

The number of student delegates entitled to be present was 12. The number in attendance was zero.

No vote was taken since a quorum was not present.

VOTE Voice of Teachers for Education Announcement

Jackie Gorrie and Anne Wass reported that a total of \$2,108 was collected for VOTE and announced the winners for various prizes.

Points of Personal Privilege

President Max Paged called on delegates to speak on points of personal privilege.

Adjournment

The 179th MTA Annual Meeting of Delegates adjourned at 3:45 p.m.

A true record.

ATTEST:



Carolyn Himottu, Official Recorder

ATTEST:



Mike Fadel, Executive Director-Treasurer

ATTACHMENT A

Adoption of Special Meeting Rules



ANNUAL MEETING OF DELEGATES

RECOMMENDED SPECIAL RULES OF THE 2024 MTA ANNUAL MEETING OF DELEGATES

The rules below are the MTA standing rules, adapted as necessary for 2024 to address the hybrid format of the 2024 meeting. The 2024 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 are 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

April 19, 2024, 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 April 19, 2024 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 room at the Mass Mutual Center in addition to delegates (verified by the AV professionals) connected to the meeting through the virtual meeting platform.

Section 5. Individual connectivity issues shall not be the basis for a Point of Order or a challenge to the result of any votes or elections.

Section 6. Points of personal privilege shall not be recognized until the conclusion of the adopted order of business.

RULE 4: Seating

Section 1. Non-Delegates

(a) Meetings of delegates shall be open to members of the Association insofar as seating arrangements permit, and remote access will also be offered to members and other approved guests. Registration is required for non-delegates.

(b) With the consent of the Meeting(s) of Delegates, a member, guest, or MTA staff may address the meeting.

Section 2. Seating Arrangements

(a) The auditorium seating plan shall be arranged to provide sections for delegates, members, guests and MTA staff.

(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.

- (f) A separate seating area shall be provided specifically for those delegates who prefer to wear masks, and only delegates wearing masks shall be permitted in said area.

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 their 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) New business items without budgetary implications will be followed by 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.

- (d) 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.
- (e) 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 2024 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 2024 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

Order of Business

BUSINESS SESSION AGENDA – TENTATIVE, SUBJECT TO CHANGE

FRIDAY, April 26, 2024

12:00 – Recess (approximately 5:30 p.m.)

1. Call to Order (Noon) Max Page, President, Presiding
2. Pledge of Allegiance and The Star-Spangled Banner
3. Land Acknowledgment MTA Members
4. Member Acknowledgement MTA Members
5. Opening Remarks Max Page, President, Presiding
6. Announcements Max Page, President, Presiding
7. Adopt the Preliminary Credentials Report (Quorum) Pam Skinner and Deb Mousley, Co-Chairs,
Credentials and Ballot Committee (C&B)
8. Adopt Special Meeting Rules Jacqueline Gorrie, Chair, Bylaws and Rules Committee
9. Adopt the Order of Business Max Page, President, Presiding
10. Report on Certified Candidates Pam Skinner and Deb Mousley, Co-Chairs, C&B
11. Recognition of Bargaining Certificate Program Graduates Deb McCarthy, Vice President
12. MTA Video
13. Act on Proposed Amendments to the MTA Standing Rules Jacqueline Gorrie, Chair, Bylaws & Rules Committee
14. Act on Proposed Amendments to the MTA Bylaws Jacqueline Gorrie, Chair, Bylaws & Rules Committee
15. Act on Proposed New Business Items with/without Budgetary Implications Max Page, President, Presiding
16. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
17. Speeches by Candidates for President and Vice President
18. Recess

SATURDAY, April 27, 2024

9 a.m. - Adjournment

19. Call to Order (9 a.m.) Max Page, President, Presiding
20. Announcements Max Page, President, Presiding
21. Adopt the Supplemental Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
22. Awards Recognition Max Page, President, Presiding
 - a. Recognition Teacher of Year De'Shawn Washington, Lexington Education Assn.
 - b. Recognition of ESP of the Year Karen Torres, Andover Education Assn.
 - c. MTA President's Award Jane McAlevee, Union Organizer and Author
 - d. Friend of Education Citizens for Public Schools
 - e. Friend of Labor Shawn Fain, President, United Auto Workers
23. Act on Proposed New Business Items with Budgetary Implications Max Page, President, Presiding
24. Act on the Recommended Annual Operating Budget and Dues for FY2024-2025 Deb McCarthy, Vice President; Chair, Advisory
Budget Committee
 - a. Presentation and Discussion of the Recommended Operating Budget and Dues for FY2024-2025
 - b. Act on the Recommended MTA Annual Operating Budget and Dues for FY2024-2025
25. Act on the Recommended PR/Organizing Campaign Budget and Dues for FY2024-2025 Max Page, Chair of the PR/Organizing Campaign
26. **MTA Elections will start at 11:00 am. If budget action goes beyond 11:00 am, elections will begin immediately after the budget vote.**
27. Issues Forum Max Page, President, Presiding
28. MTA Leadership Reports
 - a. Max Page, President
 - b. Deb McCarthy, Vice President
 - c. Mike Fadel, Executive Director-Treasurer
29. Act on Proposed New Business Items WITHOUT Budgetary Implications Max Page, President, Presiding
30. Act on Proposed Resolutions Deb Gesualdo, Chair, Resolutions Committee
31. Announce the Results of the Election Pam Skinner and Deb Mousley, Co-Chairs, C&B
32. Adopt the Final Credentials Report Pam Skinner and Deb Mousley, Co-Chairs, C&B
33. Announce the Results of Any Runoff Election (if Necessary) Pam Skinner and Deb Mousley, Co-Chairs, C&B
34. Announcements and Points of Personal Privilege
35. VOTE Giveaway
36. Closing Comments Max Page, President, Presiding
37. Adjournment

ATTACHMENT C
Report on Certified Candidates

CERTIFIED CANDIDATES

Certification of Nomination Papers for Elections at 2024 MTA Annual Meeting

**MTA President, MTA Vice President,
Board Of Directors - District Seats and
At-Large Director For Ethnic Minority Membership;
Retired Members Committee**

March 7, 2024

Official Record

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

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

* **Election Waiver:** According to the [MTA Bylaws, Article VII, Section 3 D. \(5\), Section 3 G. \(3c\), Section 3 H. \(3c\), Section 4 C. \(3\), Section 5 C. \(3\), and Section 6 C. \(2\)](#), applicable to seats on the Board of Directors and the Executive Committee, 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 candidates indicated with an asterisk (*) are elected.



Deborah Mousley (Mar 7, 2024 15:49 EST)

DEB MOUSLEY, Co-Chair
MTA Credentials & Ballot Committee

2024 CANDIDATES

MTA PRESIDENT

Two-Year Term, Commencing July 15, 2024

Max Page

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2024

Deb McCarthy

Yahaira Rodriguez

MTA BOARD OF DIRECTORS

All Board seats below are one seat per race.
Each seat is a Three-Year Term, Commencing July 1, 2024.

AT-LARGE DIRECTOR for Ethnic Minority Membership

Rosa Lopez-Whitehill *

DISTRICT DIRECTOR

DISTRICT 7B

Rick Maynard *

DISTRICT 9B

No Candidates

DISTRICT 10B

Kirsten Frazier *

DISTRICT 35C

Christopher Szkutak *

DISTRICT 42C

Cherian Armstrong *

DISTRICT 14D

Sarah McKeon *

DISTRICT 28D

No Candidates

DISTRICT 32D

Truong Dinh *

DISTRICT 30E

No Candidates

DISTRICT 23F

Jennifer Zabelsky *

DISTRICT 24F

Laura Newton *

* Indicates Elected by Waiver

2024 CANDIDATES

DISTRICT 25F

No Candidates

DISTRICT 19G

Robert (Bobby) Travers *

DISTRICT 44H

Paul Johansen *

DISTRICT 46H

Jeanne Brunner *

DISTRICT 47H

No Candidates

MTA RETIRED MEMBERS COMMITTEE

Four Seats - Two-Year Term, Commencing
July 1, 2024

Ora Gladstone *

Kathy Greeley *

Rick Last *

Rafael Moure-Eraso *

* Indicates Elected by Waiver

**ATTACHMENT D
Results of the Election**

**OFFICIAL TABULATION OF ELECTIONS
CERTIFIED RESULTS**

**ANNUAL MEETING OF DELEGATES
APRIL 26 - 27, 2024**

*** = ELECTED**

UNLESS OTHERWISE INDICATED, ONE SEAT ELECTED PER RACE

MTA PRESIDENT

Two-Year Term, Commencing July 15, 2024

Candidate _____ Votes

Max Page * 753

MTA VICE PRESIDENT

Two-Year Term, Commencing July 15, 2024

Candidate _____ Votes

Deb McCarthy * 598

Yahaira Rodriguez 276

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

BOARD OF DIRECTORS – Three-year terms, Commencing July 1, 2024

Rosa Lopez-Whitehill, At-Large Director for Ethnic Minority Membership

Rick Maynard, District 7B

Kirsten Frazier, District 10B

Christopher Szkutak, District 35C

Cherian Armstrong, District 42C

Sarah McKeon, District 14D

Tabulation of Elections, 2024 Annual Meeting Page 1 of 2

Elected by Waiver, continued

Board of Directors election, continued

Truong Dinh, District 32D
Jennifer Zabelsky, District 23F
Laura Newton, District 24F
Robert (Bobby) Travers, District 19G
Paul Johansen, District 44H
Jeanne Brunner, District 46H

RETIRED MEMBERS COMMITTEE – Two-year terms, Commencing July 1, 2024

Ora Gladstone
Kathy Greeley
Rick Last
Rafael Moure-Eraso

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

Deborah Mousley, Co-Chair

MTA Credentials and Ballot Committee



A handwritten signature in black ink, appearing to read "Deborah Mousley", is written over a blue horizontal line.