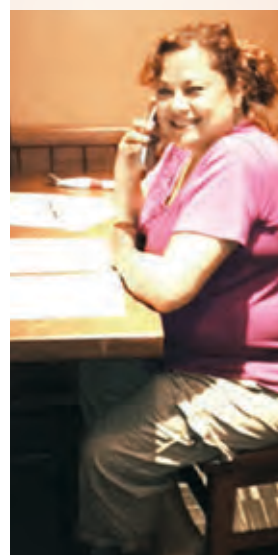


MTA Today

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MTA MEMBERS GO ALL OUT FOR PRO-EDUCATION CANDIDATES



All members are invited into EMAC's 'big tent'

By Laura Barrett

Christine Boseman, the new chair of the Ethnic Minority Affairs Committee, is inviting all interested MTA members into EMAC's "big tent."

"When you think about it," she said, "we're all ethnic minorities. Very few people are of just one race. We are human beings first with diverse backgrounds and histories."

That is reflected in the theme of this year's EMAC conference: "Celebrating Our Diverse Cultural Backgrounds." The event will run from Nov. 30 to Dec. 1 at the Sheraton Framingham

Hotel & Conference Center. To register, go to massteacher.org/emac.

Boseman, who works in customer service at UMass Boston, said that her involvement with her chapter — the Classified Staff Union — and with the MTA has helped her develop her confidence and leadership abilities. It began when she attended MTA's Summer Conference at Williams College in 2006. There she



Christine Boseman

met longtime activist Susan Baker, who quickly recruited her for EMAC.

"I had a lot of challenges to overcome in my life," Boseman said. "I really credit MTA with helping me a lot." She encourages others to participate in the conference to meet colleagues who may share similar backgrounds and interests and as a way to become more involved in the union.

Registration begins at 5 p.m. on Nov. 30, and the evening includes dinner and a keynote address by former NEA President Reg Weaver. Weaver is known for his lively and passionate presentations. With the conference taking place just a few weeks after the

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This issue of MTA Today also features the association's guide to the 2012 election, which will be held on Tuesday, November 6, and the Fall edition of the MTA Advantage



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MTA's Mission Statement

The Massachusetts Teachers Association is a member-driven organization, governed by democratic principles, that accepts and supports the interdependence of professionalism and unionism. The MTA promotes the use of its members' collective power to advance their professional and economic interests. The MTA is committed to human and civil rights and advocates for quality public education in an environment in which lifelong learning and innovation flourish.

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Ann Clarke

On the cover

MTA members throughout the Commonwealth are doing all they can to support pro-public-education candidates as the Nov. 6 election draws near. Grassroots activity involves members of all types — teachers, education support professionals, higher education faculty and staff and others. Many of them are pictured on the cover and elsewhere in this edition of *MTA Today* as they engage in activities focused on the presidential race, the effort to elect Elizabeth Warren to the U.S. Senate and contests for congressional and legislative seats. For campaign coverage and commentary, please see pages 4, 6, 7 and 8 and the MTA's 2012 Election Guide, which is included at the center of this issue. Members are also urged to visit www.massteacher.org/vote and www.rethinkbrown.com.



Cover design by Alison Donato

Quote-Unquote

"Teachers are heroes, not villains, and it's time to stop demonizing them. It has become fashionable to blame all of society's manifold sins and wickedness on 'teachers unions,' as if it were possible to separate these supposedly evil organizations from the dedicated public servants who belong to them. News flash: Collective bargaining is not the problem, and taking that right away from teachers will not fix the schools."

— Excerpt from a column by Eugene Robinson on September 17 in *The Washington Post*

Teacher of the Year calls recognition ‘a validation of the work we *all* do’

By Jerry Spindel

If there are born teachers, as there are born athletes, then Kathleen M. Turner, the 2013 Massachusetts Teacher of the Year, is a shining example. At a State House ceremony not long ago honoring her for her work as a French teacher at Sharon High School, she declared, “I did not become a teacher; I *am* a teacher!”

Turner’s teaching started early, during her childhood in Northbridge.

“I was always trying to find someone to teach something to,” she told *MTA Today*.

At Northbridge High School, she tutored her peers in a variety of subjects. By her senior year, her teachers were letting her teach an eighth-grade class in Latin for part of the year.

Turner attended Harvard University, where she majored in French and completed the Undergraduate Teacher Education Program. She expressed her dismay at comments she’d received, like “What? You went to Harvard ... and became a teacher?” Or: “A teacher? But you could have done anything!”

“So yes, I suppose I could have done any number of things,” Turner told the State House audience on June 18, “but in my mind what I chose to do — and what many of you chose to do — is the foundation on which society is built.”

Turner’s passion for teaching expresses itself in her goal to “engage students every minute of every day.” How she accomplishes this largely explains why she is the Teacher of the Year.

Constant input

“We only speak French in class,” Turner explained. “I think it’s important for students to have that constant input. From day one they’re hearing the language. It’s hard enough to teach the language when, as soon as students leave the classroom, they’re not going to hear French for 24 hours. So my classroom has to become the little Francophone country where they’re just getting the input in French.”

However, when Turner teaches French One (“which I adore,” she says), she does something a bit different. “I have them do an activity which is not in French for the first couple of days,” she said. “I have them ask an adult family member at home how they learned English. We have native speakers and non-native speakers, so the answers come back differently.”

Ultimately, Turner’s goal is to get the students to discuss their own language acquisition.

“You really didn’t *learn* your first language,” she said. “It’s wired into your brain. So I ask the students, ‘Did you come out speaking in whole paragraphs?’ Well, no. ‘Did you talk at all? So how did you learn?’ From people around us. We started making sounds, stringing sounds together into words.



Photo by Jerry Spindel

Teacher of the Year Kathleen Turner’s goal is to “engage students every minute of every day.”

There is no busy-work in Turner’s classroom. “Reading and writing they can do at home,” she said. “I want them to do in class what they can’t do without a French teacher.”

“For an hour a day in French class, it’s the same process, constant input. ‘Are you going to understand everything I say?’ No. ‘Are you going to speak to me in whole paragraphs today?’ No.”

There is no busy-work in Turner’s classroom. “Reading and writing they can do at home,” she said. “I want them to do in class what they can’t do without a French teacher. I want them to be talking and communicating with me, with each other. Sometimes it’s a monologue in the language lab.”

In Turner’s classroom one day, students were acting out scenes from *Le Petit Prince* while Turner videotaped the activity for another class.

“They read the scene, see the tape and read it again,” she said. “They’re getting that constant reinforcement; they’re not just hearing it once. They’re getting the vocabulary in multiple modes of input.”

Turner also designs games to get lessons across. “It’s like hiding an aspirin in a spoon of jelly,” she said. “The students don’t think they’re learning. It’s all about presentation.”

Even drudgery can become fun in Turner’s classroom.

“If I have something really boring to do, like teaching the irregular uses of the subjunctive, I think of the best way to get students to really be excited about it,” she said. She compared the uses

of the subjunctive to a cake and, she recalled, “totally unprovoked, a girl this year came in with a cake she’d made with each layer labeled with a grammatical rule. It was awesome!”

Of course, not all students are so adept at the subject — or at baking. Concerning those who need help, Turner said, “I work with them before school. I stay after school. I sit down with them one-on-one and try to come up with individual study strategies. If I have to, I call parents and try to get them on board.”

‘We are a team’

Turner’s work is not restricted to the classroom. She also takes students on trips to Paris, a program she began 18 years ago when she first came to Sharon and there was no foreign travel in any department. She has also taken seniors on two occasions to Quebec, where she and the students speak only French while they enjoy everything from touring to dog sledding to inner-tube sliding — “Great fun!” she exclaimed.

In the last school year, students in Turner’s class conducted their first exchange with French students and teachers from Rouen. “My hope is to do an exchange every other year, alternating with the Paris trip,” she said.

But Turner’s students are not the only ones to benefit from her work. She was one of the founders of a new teacher orientation program in 1999 and has served as a building representative for the Sharon Teachers Association. Her service reflects her strong belief in system-wide collegiality and teamwork.

When Turner’s selection as Teacher of the Year was announced, Sharon High School held a pep

Please turn to ‘**Respect**’/Page 12

Support candidates who support education

The longest campaign in living memory is almost over. At last. We don't know the outcome, but we do know we have made a difference. Many, many thanks to all of you who have made calls, held signs and talked to friends and relatives about what is at stake for our members, our students and our communities.

Election work is truly a team effort. Our Candidate Recommendation Committee has made recommendations for both state legislative races and national elections. These are included in the guide at the center of this issue of *MTA Today* and on our website, www.massteacher.org. Our Legislative and Political Action Teams, our Political Action Leaders, our Grassroots Campaign

activists, our staff, our elected leaders and our members all have worked to put the association's election plan into action.

While all of the races are important, the one that most affects our members throughout Massachusetts is the contest for the U.S. Senate. The MTA strongly recommends Elizabeth



Paul Toner
MTA President

Warren, as does the NEA. We believe she is the strongest candidate on issues that affect educators and students, as well as others who call the Commonwealth home.

Education funding

Warren, a Democrat, supports strong federal support for public schools, higher education and college students — paid for by a fairer tax system that asks millionaires to pay as much as their secretaries. Her opponent, Republican incumbent Scott Brown, does not. He has backed budget proposals that would make deep cuts in public schools, voted to cut Pell Grants for low-income college students, opposed the Buffett Rule, and acknowledged he would rather see taxes rise on the bottom 98 percent than vote to increase taxes on the top 2 percent. For more details on Brown's record, go to www.rethinkbrown.com.

Collective bargaining

Warren is a strong supporter of collective bargaining rights. Brown has not been vocal on the subject, but it is important to note that his party's platform expressly urges state legislatures to follow the lead of Wisconsin Governor Scott Walker by gutting bargaining rights for public employees. It also calls for a national "Right to Work" law.

Warren is a strong supporter of collective bargaining rights. Brown has not been vocal on the subject, but it is important to note that his party's platform expressly urges state legislatures to follow the lead of Wisconsin Governor Scott Walker by gutting bargaining rights for public employees. It also calls for a national "Right to Work" law.

Women's issues

Warren supports equal pay for women and equal access to medical services, including birth control. Brown does not. He voted against the equal pay bill, is supported by the anti-choice Massachusetts Citizens for Life and co-sponsored the Blunt Amendment, which would have allowed employers' health insurance policies to deny women coverage for contraception.

Health care

Warren supports the federal Affordable Care Act — Obamacare — which is modeled on the law in our state that has led to coverage for 99.8 percent of Massachusetts children. Brown does not. He would work to repeal the federal law, thereby denying health insurance to millions of people across the country who have pre-existing medical conditions and jeopardizing federal funding for the Massachusetts law.

• • •

While the vote for president in Massachusetts is not in doubt — with voters widely favoring a second term for Barack Obama — we have nonetheless found ourselves in the national spotlight when asked about the record of his opponent, Mitt Romney, as governor.

During Romney's brief tenure here, the Commonwealth's education spending was cut by a larger percentage than funding in any other state. Middle-income "above foundation" districts were affected when their Chapter 70 money was cut by up to 20 percent. Low-income districts also felt the impact, none more than Springfield, where Romney's Finance Control Board drove

away hundreds of experienced teachers and threw the schools into chaos. He also slashed spending for the state's public higher education system, ultimately leading to higher tuition and fees for students and reductions in full-time faculty and staff.

As governor, Romney traveled the country repeatedly criticizing his own home state while preparing to launch his first campaign for the presidency. More recently, he famously wrote off 47 percent of the American population — including many of our low-income students, our friends and family members who are unemployed, our own parents and grandparents who collect Social Security and depend on Medicare, and our veterans.

Romney supports education and labor policies opposed by most educators:

- Romney wants to take federal Title I funding for low-income students and IDEA funding for special needs students out of our public schools to pay for vouchers that students could use at private and parochial schools. While federal funding accounts for less than 10 percent of all school spending, it accounts on average for much more in our low-income districts, so this would be a huge loss. (Brown also supports private school vouchers.)

- Romney wants to bar teachers' unions from being allowed to contribute to political campaigns. That's right. Not oil companies. Not tobacco companies. Not insurance companies. Just the unions representing teachers, education support professionals and higher education faculty and staff.

We understand that our members vote for candidates for many reasons other than the ones cited here. No matter what your political stripe, we urge you to study the records and positions of both state and federal candidates, work hard for the candidates you believe in and vote on Tuesday, Nov. 6.

Letters policy

MTA Today welcomes letters to the editor from MTA members. Letters should be no longer than 200 words. Each letter submitted for publication must address a topic covered in *MTA Today*, must be signed and must include the writer's telephone number for confirmation purposes. Opinions must be clearly identified as belonging to the letter-writer. We reserve the right to edit for length, clarity and style. To submit a letter, mail it to *MTA Today*, 20 Ashburton Place, 8th floor, Boston, MA 02108 or e-mail it to mtatodayletters@massteacher.org. For additional information, please refer to the guidelines posted on www.massteacher.org.

Gathering features call to action

By Laura Barrett

“Will you volunteer just three hours between now and Election Day?” That question was posed by MTA Executive Director-Treasurer Ann Clarke to more than 200 retirees attending this year’s Retired Gathering in Marlborough on Sept. 27.

It was the 11th annual Gathering.

Over the years, retirees have become an increasingly important core of MTA’s political activism because they typically have the time to become involved and the experience to know how important elections are to their profession and their quality of life.

“There is no better time to become involved,” said MTA Retired Members Committee Co-Chair Kathleen Roberts, who also represents her fellow members on the MTA Board. “Retirees need to lead the charge.”

Roberts spoke from the podium shortly before MTA Vice President Tim Sullivan brought some levity to the event by telling a humorous story about Roberts and leading the audience in a rousing rendition of “Happy Birthday” in honor of her 98th birthday.

Richard Liston, the committee’s other co-chair and Roberts’ Board colleague, noted that she was one of the first MTA members to participate in a member-to-member phone bank this year. The phone banks are important to MTA’s efforts to inform members about pro-education legislative candidates, as well as to describe the differences between Elizabeth Warren and Scott Brown, who are squaring off against one another on Nov. 6 for the Massachusetts U.S. Senate seat that is at stake.

Later in the day, 21 retirees volunteered to make calls on behalf of MTA-recommended candidates in the election.

MTA Executive Committee member Mary Gilmore introduced Judy Rutelonis, this year’s MTA Retired “Honor Our Own” award recipient. Rutelonis retired this past year from teaching third grade in Sutton. Gilmore explained why she was singled out for the award.

“She was committed to ‘staying fresh’ in her classroom,” said Gilmore. “She incorporated innovative ideas in her classroom until her retirement.

“Always keeping in mind the best interests of her colleagues, our recipient worked tirelessly on her association’s Board of Directors for 15 years and also served on the Labor Relations Committee and the Sick Bank Committee,” Gilmore continued. “She worked as a mentor to new teachers long before formal mentoring programs became popular across the state.

“Our award recipient is also considered a humanitarian by her colleagues. She was always the first on the scene to lend a hand to those on staff or to families in the community who needed assistance.



Eileen Cleary, left in photo above, and Louise Russell greeted fellow members as they stopped by the registration table at the MTA Retired Gathering, which was held in Marlborough in late September. Both belong to the Retired Members Committee. The annual event, which drew a crowd of more than 200 members, featured a variety of workshops and provided a chance for retirees to network and socialize. At left, MTA Executive Committee member Mary Gilmore, left, laughed as “Honor Our Own” award recipient Judy Rutelonis addressed the crowd. Rutelonis, who taught third grade in Sutton until last year, was singled out for her innovation in the classroom and her tireless work for her local association.

Photos by Laura Barrett

She helped to raise funds to benefit the scholarship fund and was also the initiator of the Community Fund, which provides assistance with food, heat and other necessities to needy families.”

Sullivan spoke about MTA’s role on important boards and commissions. He noted, in particular, that former MTA President Anne Wass has been appointed to the Special Commission to Investigate and Study the Commonwealth’s Liability for Paying Retiree Health Care and Other Non-Pension Benefits. This commission’s recommendations could affect future legislation to cut benefits in order to reduce costs to municipalities and the state.

As in previous years, the attendees took part in a range of morning and afternoon workshops. They included *Life Care Planning*, *Financial Advice for Retirees*, *Professional License Renewal*, *Transitioning*

into Retirement and *Retiree Involvement in the MTA LPAT Program*.

This year, the retirees demonstrated their generosity by contributing school supplies that will be donated to a school in Pittsfield, where teachers had asked for support. Members also raised over \$1,300 in a Giveaway to benefit VOTE, MTA’s campaign contribution fund.

During a break in the conference, Gilmore said that the MTA Retired Members Committee has been fortunate to have “wonderful” support from the MTA staff. She said she believes the Gathering is an important place for retirees to connect with one another, learn valuable information and find out how they can stay involved.

“You have to be politically active nowadays,” she said. “Society has changed a lot in the last 50 years. So many decisions about the classroom are affected by who is elected.”

GOING ALL OUT

MTA members work to elect candidates who support public education

By Sarah Nathan

Election, election, election. That is what is on Gloria Salazar's mind these days.

"I'm going to participate as much as possible between now and Election Day and help people read beyond the headlines and really be aware of the issues," said Salazar, a Somerville teacher.

Salazar is part of a troop of MTA educators who are leading grassroots efforts throughout the state to turn out votes for MTA- and NEA-recommended candidates. They include President Barack Obama and U.S. Senate candidate Elizabeth Warren, as well as other supporters of public education who are running in congressional, state Senate and state representative races.

Educators know that much is at stake when Massachusetts residents go to the polls on Tuesday, Nov. 6.

For Salazar, conversation-starters are an important focus. She makes sure to wear an Elizabeth Warren for Senate or Barack Obama for President T-shirt when she's out for a run or at the gym and looks for any and all opportunities to talk about the upcoming election.

"I try to motivate people to get involved — and I tell them how important it is because it affects everyone," she said. "I know in this country every vote counts and it is very important to play a role because you can actually effect change."

"I come from a country where elections were bought," added Salazar, who was born in Colombia.

She said she supports Warren, a Democrat, because "she stands up for the things that matter to us."

"Not only does she stand up for working class people," she continued, "she understands the importance of education and how hard it is to pay tuition bills and so many other things."

In her view, the same can't be said for Republican incumbent Scott



Gloria Salazar



Photo by Don Williams

Members of the Massachusetts Community College Council's Board of Directors stand together in Worcester in a show of support for U.S. Senate candidate Elizabeth Warren and President Barack Obama.

Brown, who has held the Senate seat since 2010.

"He's missed opportunities to support women and equal pay," Salazar said, referring to Brown's strong advocacy for the Blunt Amendment, which would have allowed employers to limit health coverage based on moral objections, and his vote against a measure requiring fair treatment for all in the workplace. "There are a lot of places where he has failed."

Marblehead teacher Elizabeth Dawes, a longtime union and political activist, said that no one should be sitting on the sidelines as the election draws near. She's volunteering for both Obama and Warren.

"It was interesting talking to voters who had some very deep feelings about keeping Obama in office," she said as she discussed a recent trip to New Hampshire, where she went door-to-door seeking support for the president. "One voter told me she was so inspired by Obama four years ago that she had a personalized license plate made for her car."

The grassroots efforts now taking place are varied and intense. Educators holding one-on-one conversations with colleagues, friends, family members and others know they can help ensure the election of candidates at all levels who will support public schools, colleges and universities.

While it can sometimes be intimidating to strike up a conversation about the election with a neighbor — or even a fellow MTA member — there is reason to be reassured that the activity is effective. Many polls confirm that teachers and other educators are trusted in their communities.

"It's like they say in the old E.F. Hutton commercials, even if the subject is different," said MTA President Paul Toner. "When educators talk, people listen."

"Take advantage of your status as a 'trusted voice' and talk to your friends and neighbors about why you support Elizabeth Warren and what she offers that Scott Brown does not," Toner urged MTA members. "People in your school and in your community want to hear what you have to say."

Such conversations are a proven strategy, and they are at the center of the MTA's member-to-member program. They do more than help win votes. They also recruit volunteers to take part in a host of activities — from attending rallies to phone-banking for a couple of hours to talking to their own networks of friends, family members and co-workers.

Tens of thousands of calls have been made to MTA members on behalf of Warren, incumbent U.S. Representative John Tierney and

candidates in state legislative races. Phone banks are taking place in MTA and local association offices, private homes and, in some cases, in restaurants.

Maryelen Calderwood, an education support professional at UMass Amherst who serves as coordinator of the MTA's Legislative and Political Action Team in the Hampshire-Franklin District, has hosted two phone banks at The People's Pint in Greenfield. Calderwood describes the pub, which she used to manage, as a politically active and progressive establishment.

"People had such a good time that we scheduled a second one," Calderwood, who is a true believer in the member-to-member effort, said after the first phone bank at the pub.

"It's so important to get the details out to other members so they are fully aware," she said. "Once you get them engaged and going on the phones or in person, you can physically see the change from complacent to energized. It's a pretty amazing transformation to watch."

Brockton Education Association President Kim Gibson has noted similar shifts. She said she has seen people arrive at phone banks — which are happening nightly at the BEA headquarters — filled with apprehension and then leave feeling empowered and enthusiastic.

"Everything changes once you get that first 'yes' from a caller," said Gibson.

Brian Fitzgerald, the LPAT coordinator in the 1st Bristol and Plymouth District, has found that working in a group makes a big difference.

"When someone gets a negative response, the other phone-bankers are there to show their support," said Fitzgerald, who is also the president of the Wareham Education Association. "That makes a difference."

LPATs throughout the state, including those led by Fitzgerald and Calderwood, are playing a key role in the MTA's grassroots campaign initiative. Team members help ensure that the voices of teachers, higher education faculty and staff, education

Continued on next page



Grassroots efforts aid campaigns across the Commonwealth

Continued from previous page
support professionals and others are heard by elected and appointed leaders.

The LPAT members and local political action leaders — or PALs — work to inform and organize fellow MTA members and other residents of their communities and to mobilize them around a pro-public-education agenda.

To date, 27 LPATs have been established in the 40 state Senate districts.

During election season, the Senate district coordinators, PALs and LPAT members help organize and recruit

fellow educators for a variety of campaign activities.

Michael Shannon, an Everett teacher and Danvers resident, was recruited by LPAT Coordinators Blythe Purdin and Mary Miles to take part in a standout for Tierney prior to a recent debate. “Massachusetts teachers are here for you,” Shannon told the congressman when he stopped by to greet supporters before heading into the hall.

“I support John Tierney because he supports me and my family, my profession and public education — and has throughout his time in office,” Shannon told *MTA Today*.

Dracut teacher Trevor Blanchet is getting involved for the first time this year. Last month, he went door-to-door for Warren in Lowell. “It was surprisingly fun,” said Blanchet, adding that he recently made the connection between his job as a public school educator and political activism.

“I’ve been laid off twice since becoming a teacher five years ago. It’s certainly helped me to understand the real need for public funding and resources for our students and public schools,” he said. “I like what Warren has to say — she gets it.”

LPAT Coordinator Jim Mullins, a retired journalism teacher who heads

up the team based in the Worcester and Middlesex District, said he is confident that the statewide effort will make a difference on Election Day.

“Without any work, MTA members would vote for Elizabeth Warren. But hopefully the work we are doing will push us over into the win column and secure those MTA members who may have sat out this election or previously been undecided,” he said. “Those are the people who are going to make a difference.

“I don’t want to wake up on Nov. 7 and feel like I didn’t do enough,” Mullins said.

DNC trip highlights ‘enormous’ stakes

Even after more than 50 years of political activism, MTA member Bill Dooling still gets excited about attending the Democratic National Convention.

In late summer, Dooling, a longtime Millis High School history teacher who is now retired, spent several days at this year’s convention, which was held in Charlotte, N.C.

Over the years, Dooling has attended a total of four conventions — dating back to his first one in Atlanta in 1988, when Massachusetts’ then-governor, Michael Dukakis, was nominated for president.

But Dooling saw this convention as different from all of the previous ones. He believes the difference is connected to what’s at stake for students and the entire country, drawing a sharp contrast between President Barack Obama and his Republican challenger, another former Massachusetts governor, Mitt Romney.

“The stakes are enormous,” Dooling said during his time in Charlotte. “We’re talking about two totally different visions of where America should go — two sets of very different priorities. President Obama believes in investing in public education and understands that it’s an economic necessity to move this country and everybody in it forward.”

Dooling was among more than 200 NEA members taking part in this year’s DNC. He found it energizing to see educators from across the country working hard to re-elect Obama — the best choice for America’s students.

Dooling wishes that politicians who try to separate educators from their unions could have witnessed the passion that teachers, education support professionals, higher education faculty and staff and other members who attended the DNC have for making sure their students get what they need to be successful.

“Educators — like the dedicated people I see here — these are the people who make up the union,” said Dooling. “Lawmakers can’t say they support teachers, but then claim not to support our union. We are the union, and we all share the same goal — making sure all students have access to a quality public education.”

Closer to home, Dooling remains active in the MTA’s grassroots political efforts. He is the coordinator of the



MTA LPAT Coordinator and retired member Bill Dooling has established a “Vets and Military Families for Warren” group. Not long ago, he took part in a forum at Bunker Hill Community College. From left to right in front are U.S. Senate candidate Elizabeth Warren, Newton Mayor Setti Warren, state Representative Jerald A. Parisella (D-Beverly) and Dooling. Earlier this year, Dooling attended the Democratic National Convention in Charlotte, N.C. Dooling, who was among more than 200 NEA members at the DNC, said he found it energizing to see educators from across the country working to re-elect President Barack Obama and doing everything possible to support other pro-education candidates.

Photo by Bob Duffy

“Our votes and our activism have to be dedicated to making sure they are both the best they can be for the sake of our country’s future,” says MTA activist Bill Dooling.

Legislative and Political Action Team in the 2nd Middlesex and Norfolk Senate District.

In recent days, he has been highly involved in the campaign to elect MTA- and NEA-recommended U.S. Senate candidate Elizabeth Warren. He has also been working hard on behalf of other pro-public-education candidates.

“Educators’ working conditions are students’ learning conditions,” Dooling said recently. “Our votes and our activism have to be dedicated to making sure they are both the best they can be for the sake of our country’s future.”

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Consortium website provides information on new assessment system for students

By Laura Barrett

The MCAS tests have been such a huge part of the education landscape in Massachusetts since they were first administered in 1998 that it's hard to imagine that in a few years, they may be replaced by a national assessment currently being developed by a 23-state consortium.

Massachusetts is a member of that consortium, the Partnership for Assessment of Readiness for College and Careers.

PARCC released its first set of item and task prototypes in August at parcconline.org. PARCC is an online assessment designed to be administered at different points throughout the school year.

The first round of testing is scheduled for 2014-2015.

State Education Commissioner Mitchell Chester told educators attending MTA's Summer Conference in August that no decision will be made about whether to use PARCC instead of MCAS until districts have had an opportunity to experience the new system.

In a Department of Elementary and Secondary Education press release issued that month, Chester said, "The prototypes are a first step in demonstrating what is possible with new assessment technology that captures students' application of knowledge

A major goal of PARCC is to determine student progress toward being college- or career-ready by the end of high school.

and skills that are essential to success in the 21st century."

A major goal of PARCC is to determine student progress toward being college- or career-ready by the end of high school.

In order to make the national Common Core frameworks more accessible and user friendly, PARCC has developed a searchable online version of the Model Content Frameworks. The site includes a search browser, an online glossary and direct references back to the standards. These materials are also available at parcconline.org.

The conservative Pioneer Institute is the most vocal critic in Massachusetts of the Common Core and has already come out against the state possibly replacing MCAS with PARCC, even though the PARCC system is still under development. Chester — who is chair of the PARCC Governing Board — has said that the Common Core is based on the state's frameworks, and the standards are as high or higher than those in the frameworks.

Reading proficiency bill supported by MTA is signed by governor

A bill backed by the MTA and others to promote literacy in the early grades was signed recently by Governor Deval Patrick.

The new law, titled "An Act Relative to Third Grade Reading Proficiency," establishes an expert literacy panel that will make recommendations to the state departments of Early Education and Care, Elementary and Secondary Education and Higher Education. The recommendations will focus on better aligning and coordinating current initiatives and improving the implementation of programs seeking to get every student in the Commonwealth reading proficiently by the end of third grade.



Please turn to **New**/Page 15



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These workshops will use a case study approach and focus on the kinds of self-control students must master in order to work effectively in a high-stakes environment.

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AM3 – Elementary
AM4 – Secondary

These workshops will provide information on differentiating instruction, especially to address specific learning styles, academic readiness and common special needs, such as ADHD. Each will also provide a brief introduction to Response to Intervention and how teachers can use differentiating instruction as part of Response to Intervention to address students' needs.

AM5 – ASSESSING STUDENT PROGRESS ALL LEVELS

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paperwork and much, much more. With the first round of open houses and grades behind us, participants will reassess their classroom routines and interactions with parents/guardians and leave with new strategies for immediate use. These sessions are packed with tips and tricks for anticipating and managing the many unknowns.

AFTERNOON WORKSHOPS:

KEEP THEM ENGAGED

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PM2 – Secondary

Many traditional classroom practices engage one student at a time and risk the inattention of others. We'll share easy-to-use tips and tricks for keeping all of your students engaged all of the time. Leave with ideas to use in your classroom tomorrow and in the future.

PM3 – LEGAL BASICS FOR NEW TEACHERS

This workshop will explore how the many informal roles required of teachers, from surrogate parent to counselor, affect our obligations and liabilities.

PM4 – THE PERILS OF THE INTERNET & E-MAIL

Educators face dangers when using e-mail and the Internet. This workshop explores e-mail form and format, privacy rights in the technological world, Internet use on duty and off duty, acceptable use policies, social networking activity and public employees' rights as citizens versus their status as employees and role models.

PM5 – ACADEMIC LANGUAGE FOR ENGLISH LANGUAGE LEARNERS & OTHER STRUGGLING STUDENTS

Do you have English Language Learners in your school? Your classroom? This workshop for non-ESL/ELL teachers will provide information about the new WIDA standards

and ACCESS assessments. Participants will leave with strategies for effectively instructing ELLs and other struggling students in their classrooms.

PM6 – LICENSURE EXPLAINED

Do you understand how to get your Professional License? This workshop will demystify the Massachusetts educator licensure requirements and procedures for advancing your license, adding a new license and keeping your current license active and valid.

PM7 – TEACHER EVALUATION: WHAT DOES EFFECTIVENESS LOOK LIKE?

By now you know that your teaching performance will be formally evaluated at least once this school year, for non-PTS teachers, or every other year for PTS teachers. In the spring of 2011, Massachusetts created new rules on how teacher effectiveness should be assessed. Do you know what effectiveness looks like? Are you an effective teacher? In this workshop, we'll use a case study to explore the variables and challenges in answering those questions.

PM8 – DEMYSTIFYING THE COMMON CORE

The Common Core is currently being rolled out in districts across Massachusetts. What is the Common Core? This workshop will review the history of the Common Core and give educators at all levels the opportunity to take a close look at the new standards while discussing how this will impact your classroom.

THE DAY AT A GLANCE

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11:30 a.m. – 1:00 p.m.	Luncheon and Speaker
1:00 – 3:00 p.m.	Afternoon Workshops

LUNCHEON SPEAKER:

Kathleen M. Turner
2013 Massachusetts
Teacher of the Year



Kathleen M. Turner teaches French at Sharon High School. "I knew since kindergarten that I wanted to teach," said the newly named 2013 Massachusetts Teacher of the Year. Then, "on the first day of eighth-grade French class, I went home to tell my parents that I would be a high school French teacher." She has been following that path at Sharon High School since 1994. She is the 51st recipient of the award – and the first French teacher to receive it.

She has been instrumental in building the school's French program. She also regularly takes students to Paris during spring break, plans annual trips to Quebec City and has established an exchange program with a school in Rouen, France. Her students have demonstrated impressive results on the College Board's AP French exam, according to the Department of Elementary and Secondary Education. In the past six years, over 90 percent of the 123 students from Sharon High who took the exam scored a 3 or higher.

Turner graduated from Northbridge High School. She received a bachelor of arts in French Studies from Harvard University in 1994 and a master of arts degree in French from Middlebury College in 1999. She also received a certificate of advanced graduate studies in educational leadership from Bridgewater State University.

IMPORTANT NOTES:

- ★ The registration fee is \$60 per person and includes all sessions, materials, morning refreshments and lunch.
- ★ This conference is appropriate for school district use in partially fulfilling the obligation to provide an induction program for all new teachers (603 CMR 7.00).
- ★ The MTA will provide participants with a record of sessions attended.
- ★ Individuals should register online at www.massteacher.org.
- ★ Alternatively, a registration form found at www.massteacher.org can be printed and returned by mail.
- ★ Districts may register groups by providing group members with a purchase order number and directing them to www.massteacher.org or by calling 800.392.6175, ext. 8300.
- ★ Prior registration is required. On-site check-in is from 8 to 9 a.m. There are exhibits and "good stuff free" during check-in. Workshops begin promptly at 9 a.m.



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Districts reach evaluation agreements

By Laura Barrett

Four out of five school districts and local associations that participate in the Race to the Top program and have teacher contracts had reached agreement in bargaining or were very close as of mid-October, according to surveys conducted by both the MTA and the Department of Elementary and Secondary Education.

“Those numbers show significant progress in implementing a complicated new system,” said MTA President Paul Toner.

There are 231 districts that signed on to Race to the Top. Of these, 185 are districts that have collective bargaining agreements, while 46 are charter schools that do not have contracts. Of those with contracts, approximately 80 percent indicated they had completed and signed agreements or were confident that agreements would be ratified soon.

State regulations mandate that next year, all of the remaining

In addition to bargaining contract language, RTTT districts should by now have scheduled training for all educators on implementing the new system.

districts across the state will have to bargain new contract language and implement the new evaluation system. In addition, next year evaluation systems will have to begin including multiple measures of student achievement. However, trends in student growth on the MCAS, where available, and district-determined measures will not begin being used until 2014 at the earliest.

Mark Sheehan, MTA’s director of affiliate services, said that several issues have recurred as the most common causes of delays in reaching contract agreements. They include:

- Defining what “substantial compliance” with the evaluation procedures means when a termination is being challenged in arbitration.

- Establishing how long a teacher or administrator deemed “unsatisfactory” must have to make

improvements before being terminated. The regulations set the range between 30 calendar days and a year.

- Setting a minimum amount of time that evaluators must spend in a classroom when conducting unannounced observations.

While RTTT districts must implement the new system this year, 34 Level 4 schools — schools labeled “underperforming” by the DESE — had to implement it last year, beginning the process before the state had even issued guidance or model language. The MTA was hired by Holyoke to implement the system locally, working in the Morgan Elementary School and Dean Vocational Technical High School.

Kathleen Skinner, director of MTA’s Center for Education Policy and Practice, said that feedback on MTA’s training in Holyoke was very

good. The MTA is now training all teachers and administrators in Holyoke. Lorie Banks, an eighth-grade teacher at the Morgan school who was interviewed by *MTA Today* at the beginning of the evaluation process last year, was asked this fall to reflect on how it turned out in the end.

She said that the process was largely positive. The most challenging part for some teachers, she said, was collecting evidence to demonstrate progress toward meeting their goals. But she did not personally find that difficult.

“When I chose my goals, I selected ones that I knew I could provide evidence for,” she said, noting that she found it easier to collect evidence along the way rather than waiting until the end of the cycle.

For Banks, one of the most valuable parts of the process was an activity that wasn’t part of the formal evaluation process, but that stemmed from it. Her principal, Aliza Pluta, had said that she learned a lot by conducting many observations and walk-throughs and that she felt teachers would also gain insight by visiting other classrooms. Banks sat in on a second-grade math class, and a kindergarten teacher sat in on her class.

“I liked to see how the foundation for math was laid,” she said. “And I think it helped the kindergarten teacher to see what the early foundation led to by eighth grade.”

In addition to bargaining contract language, RTTT districts should by now have scheduled training for all educators on implementing the new system. The DESE is funding a “train the trainers” model in which school leadership teams from Race to the Top districts are trained in the new system and then they train individual teachers and administrators at their school sites.

In a letter to the Board of Elementary and Secondary Education and the DESE, Toner wrote, “The MTA is strongly committed to making the new evaluation system work effectively. Comprehensive professional development for both



Lorie Banks

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Please turn to **Quality**/Page 15

'Respect students as individuals and as learners'

Continued from Page 3

rally, attended by students, faculty and members of Turner's family. "In my speech," Turner noted, "one of the things I stressed was that effective teaching does not happen in isolation. And for me, while this award is a validation of the work that I do, it's also a validation of the work we *all* do, because no one of us can be successful without the commitment and dedication of everybody else from all grades and across all disciplines."

Likewise, Turner contends that while Sharon High School was designated a Blue Ribbon School this year by the U.S. Department of Education, "the award should have gone to the entire district."

"I don't like the idea that they isolated the high school as the Blue Ribbon school when the reality is that it's the team of every teacher in this district that contributes to the success of all of the other teachers and all of our students."

"We are a team, and we have to be working together collaboratively," Turner stressed. "That is not only why I'm against merit pay — it's also why I'm against using test scores to determine teacher accountability or as the sole indicator of teacher effectiveness. For, again, there are factors that go way beyond what any of us do, including factors that have nothing to do with school whatsoever that impact how a student might perform in the classroom."

A challenge

Turner went on to discuss "non-educators — people who have never taught, people who have never been in the classroom — who with best intentions are developing policies for educators."

"These policies may sound very good in theory, but in practice, they may not be effective or practical, depending on the district, depending on the school, depending on the teacher," she said.

"If you're going to treat teachers as professionals," she continued, "you need to let them make professional decisions based on what they see in front of them and what's best for the students they have in front of them."

At the conclusion of her speech at the State House, Turner issued a challenge to lawmakers and business leaders "to further show

your commitment to public education — and ultimately to the nation's children — by agreeing to shadow two teachers in your home constituencies or communities each year."

"I propose that you spend one week in what is considered to be a 'high-achieving district' and a second week in what has been labeled an 'underperforming district' in order to witness the disparities that exist within states and across the country," she said. "I invite you into our schools to gain firsthand knowledge of the many facets of teachers' jobs. ... It is a common

misconception that our job ends with the closing bell!

"By immersing yourselves in our world, you would have a new perspective on the strengths and weaknesses of our systems. You would be able to assess, for example, whether reform movements such as 'Race to the Top' foster improved teaching and learning and to what extent standardized testing can measure a student's or a teacher's success. Moreover, you would see our struggle to meet the diverse needs of our students while adhering to

ALSO HONORED

In her State House speech, Teacher of the Year Kathleen M. Turner saluted the finalists and semifinalists for the honor she received.

Finalists: Scott Balicki, Boston Latin School, Boston; Maureen Knowlton, Millis Middle School, Millis; Paula Nickerson Plock, Williamstown Elementary School, Williamstown; John Scopelleti, South Shore Regional Vocational High School, Hanover; and Alison M. Spade, Boston Renaissance Charter Public School, Boston.

Semifinalists: Michelle A. Archambault, Peter Noyes Elementary School, Sudbury; Dawn Marie Costa, Dr. Kevin M. Hurley Middle School, Seekonk; Kathryn Dye, Whittier Regional Vocational Technical High School, Haverhill; and Neil Mansfield, Assabet Valley Technical High School, Marlborough.

legislation requiring increasing levels of standardization. ... I respectfully urge you to consider the possibility that educational legislation should not always be 'one size fits all.'"

Turner concluded her interview with *MTA Today* by sharing what she would say to new or prospective teachers:

"It is the best job. It is a challenging job. You have to be a teacher, an actor, a parent, a coach and a cheerleader. Your role isn't just your subject matter. Reflect. Respect students as individuals and as learners."

"Admit when you make a mistake. There are days that will go badly, and there will be students who lash out — it's not about you. Be resilient, patient, compassionate, enthusiastic, energetic — and the challenge is that all those things are needed in different amounts each day."

"It's important to take students seriously, your job seriously, but not to take yourself too seriously."

Turner automatically becomes the Massachusetts candidate for the National Teacher of the Year honor.



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History honoree stresses need for responsible citizenship

By Jerry Spindel

Richard F. Houston, the 2012 Massachusetts History Teacher of the Year, cites responsible citizenship as the goal he has for his students at Harwich High School.

“I emphasize citizenship education,” he told *MTA Today*. “A background in American history is essential for participation in the political process.”

Houston’s teaching extends beyond the classroom. His students attend town meetings and write on warrant issues that come before the assembly. He also encourages students to attend commemorations of Veterans Day, Martin Luther King Jr. Day and other events in town, as well as to participate in local activities such as Student Government Day and the Harwich Civic Association Essay Contest.

Houston said he found the history award, which he was given during a June 18 ceremony at the State House, “humbling.”

“An award like this,” he added, “only makes sense as a recognition not



Photo by Jerry Spindel

only of my own work, but also of the other American history teachers out there. I know so many of them who are doing great work.”

Other teachers honored at the State House during a ceremony on June 18 included:

The 2011 Massachusetts Milken Award Winner. Derek Vandergrift, a grade 10-11 social studies teacher at Waltham High School, was cited for a “mature approach that puts abstract values such as freedom in the context of little-known historical events that require independent research and thought to analyze.” Vandergrift, who serves as a mentor teacher, is also a conference presenter on data analysis, curriculum development and performance data analysis. His award included a check for \$25,000 from the Milken Family Foundation.

The Massachusetts winners of the 2011 Presidential Awards for Excellence in Mathematics and Science Teaching, along with finalists for the honor. The winners were Kathy Erickson, a mathematics teacher at Monument Mountain Regional High School in Great Barrington; and Naomi Volain, a science teacher at Springfield Central High School in Springfield. Erickson and Volain were selected along with 95 other educators from across the nation, Puerto Rico and schools serving the dependents of Armed Forces personnel. The winners were honored during a three-day event in Washington, D.C.

Secondary mathematics finalists were Bernadette D. Manning, Fenway High School, Boston; and Carla McCormack, Clarence Edwards Middle School, Boston. Secondary science finalists were Kristen L. Cacciatore, East Boston High School, Boston; and Mary Ann DeMaria, Bancroft School, Worcester.

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'School Talk' hits quarter-century mark

By Bob Duffy

School Talk, an education-focused television and Internet show sponsored in part by the MTA, is embarking on its 25th season this fall.

The 2012 season opener features MTA President Paul Toner, continuing a tradition that dates back many years; one of the show's early guests was Rosanne Bacon Meade, who also served as head of the association.

Nadjia Varney, who serves as the producer and host of *School Talk*, interviews guests who share information about public education that is not easily available elsewhere, along with insightful analysis.

"We have entire networks and channels devoted to things like sports and cooking, but somebody needs to be talking to parents to help them better understand the issues surrounding education because there are a lot of misconceptions out in the public," Varney said.

The half-hour program is produced in the television studio at Bridgewater State University's Joseph Moakley Technology Center. It airs on Rhode Island PBS stations, a number of cable stations in Rhode Island and Massachusetts and an Internet TV channel.

School Talk was created by Varney when she was working as a reading specialist in Attleboro and was looking for a way to reach out to parents. She and several colleagues started a nonprofit, mostly volunteer organization called School Talk, Inc. After the show appeared on public access stations for a time, it moved to Rhode Island PBS for broadcasting and eventually to Bridgewater State for production.

"There was then, and there continues to be, a glaring need for a show like this because education is the most important issue in the country," Varney said.

School Talk airs on Sundays at the following times: 9:30 a.m. on WSBE, 6 p.m. on WSBEL and 10:30 a.m. on www.onworldwide.com. Other air times can be found by checking local cable listings.

The show has produced more than 400 episodes on a variety of issues. Past shows on numerous topics that remain relevant are available on the show's website, www.schooltalk.tv, and many are on YouTube. Some of the shows



Photo by Matthew DeGrecie

Nadjia Varney, who hosts *School Talk*, interviewed MTA President Paul Toner for the first show of the season.

can help educators gain Massachusetts professional development points.

On another part of the dial, the MTA is once again sponsoring two shows that spotlight academic excellence. Students are the stars of both *High School Quiz Show*, which is filmed in Boston by WGBH, and *As Schools Match Wits*, which is

produced at Westfield State University by WGBY.

High School Quiz Show will soon be starting its fourth season. One hundred schools will send teams into the competition. Qualifying rounds will narrow the field to 16 teams that will vie for victory. More information is available at www.wgbh.org.

As Schools Match Wits is broadcast in western Massachusetts. The show, which began airing in 1961, is a *Jeopardy*-style program in which teams compete in categories such as arts and entertainment, literature, math and science, general knowledge and social studies. More information is available at www.wgby.org.

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New law supported by MTA promotes reading proficiency in early grades

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The bill was promoted by the Early Education for All campaign, of which MTA is a member.

MTA President Paul Toner said that the MTA supports the goals of the new law and recognizes that early literacy is critical to a student's success in all subjects.

"A recent study commissioned by the Annie E. Casey Foundation found that children who are not proficient readers by the end of third grade are four times less likely

"We need to redouble our efforts to improve literacy, particularly in our low-income districts," says MTA President Paul Toner.

to finish high school by age 19 than children who are proficient readers," Toner said. "Despite our great success in education, 40 percent of students in Massachusetts score below the 'proficient' level in reading on MCAS. We need to redouble our efforts to improve literacy, particularly in our low-income districts."

The law, which Patrick signed

on Sept. 26, "recognizes that the path to reading success begins at birth, with children's earliest language development," said Amy O'Leary, director of Early Education for All, a campaign of Strategies for Children. "It includes high-quality early education, strong primary grade instruction and family engagement. Giving young children the start they

deserve helps secure a strong future for the entire Commonwealth."

The panel will be co-chaired by Education Secretary Paul Reville and an outside expert on children's early language and literacy development. It will be composed of nine members in all.

They will make recommendations on effective instructional practices, curricula, and professional development for teachers, among other issues related to helping children learn to read well by third grade.

Quality is key goal of evaluation system

Continued from Page 11

administrators and teachers is essential to that end. ... No one wants training for training's sake. All of the PD for this new system is intended to make a complex system understandable and achievable for educators. A lot is at stake. If things are done right, we believe the new system will provide educators with the actionable feedback they need to improve instruction. If implementation is done poorly, the new regulations could become another bureaucratic mandate that does little to improve the quality of education in our schools."

Toner told *MTA Today*, "We urge our associations to press their districts to provide comprehensive training. That takes time. This is a new way of looking at evaluation."

Skinner added, "The old system was evaluator-centered. By that I mean the evaluator set the goals and then judged whether a teacher met them or not. The new system is educator-centered. Educators are full partners in setting both their own goals and their team's goals. They have to think about how to meet those goals and how to demonstrate the goals were met. This calls for more reflection and self-appraisal, both of which we believe are crucial to improving instruction. If it is done right, the evaluators should be there to support and guide educators through this process. They should serve more as partners than as judges."

Toner said, "This is not meant to be a 'gotcha' system. It is meant to provide teachers with useful feedback.

"Massachusetts has excellent schools," he said. "The goal of these changes is to make our great schools even better."

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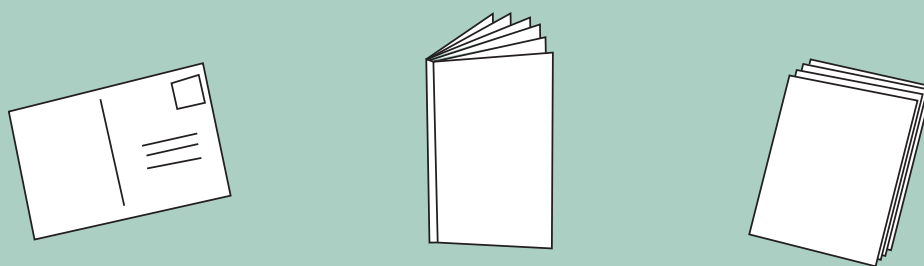
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Nomination papers available

MTA members who intend to seek election to MTA office at the 2013 Annual Meeting of Delegates or to run for NEA Director may now apply for nomination papers.

Annual Meeting elections will take place in May for vacancies in the offices of Regional Executive Committee Member, District Director and Statewide Retired District Director.

There are two NEA Director vacancies. The directors will be elected by direct-mail ballot. Ballots will be sent to the entire membership.

Applications for nomination papers for MTA office must be submitted in writing to the office of the Executive Director-Treasurer, MTA, 20 Ashburton Place, Boston, MA 02108. Although there is no deadline for requesting them, nomination papers for MTA office must be filed with the Executive Director-Treasurer by 5 p.m. on March 1, regardless of postmark.

Nomination papers for NEA Director positions may be requested in the same manner, but must be filed no later than Friday, Jan 11.

No person may be a candidate for more than one office. Each candidate must specify the office sought, the term of the office, his or her MTA individual membership ID number (which can be found on the MTA membership card), home and school addresses, telephone numbers, fax numbers, e-mail addresses and local association.

All candidates must comply with the nomination and election provisions of the MTA Bylaws, which will be made available to candidates.

Regional Executive Committee Members*: There will be four vacancies for Regional Executive Committee Member positions. The regional vacancies are for Regions B, D, E and H. A candidate must be an active MTA member** and must be employed in education within the electoral region in which the candidate seeks office. All terms will be for three years.

District Directors — MTA Board*: There will be 14 vacancies for District Director positions on the

ELECTION TIMELINE	
NOMINATION DEADLINES	
January 11	Statewide, Regional and Retired Delegates to the NEA RA
January 11	Regional Ethnic Minority Delegates to MTA Annual Meeting
January 11	Statewide Retired District Delegates to MTA Annual Meeting
January 11	NEA Directors
March 1	Regional Executive Committee Members
March 1	District Directors
March 1	Statewide Retired District Directors
March 1	Retired Members Committee
April 12	Student Delegate Election to the NEA RA (if Applicable)
FILING DEADLINES FOR PROPOSED AMENDMENTS	
January 11	Bylaws and Standing Rules
January 11	Resolutions

MTA Board. All terms will be for three years. The open districts are 6A, 33C, 36C, 41C, 39E, 40E, 12F, 13F, 24F, 16G, 17G, 20G, 48H and 49H. Each candidate must be an active MTA member** and must be employed in education within the electoral district in which the candidate seeks office.

Statewide Retired District Directors*: There will be two vacancies for Statewide Retired District Director positions. Both are for three-year terms. Candidates must be members of the statewide retired district. There is a self-nomination process. The nomination deadline is March 1.

NEA Directors*: The vacant NEA Director seats will be filled by direct-mail vote in March and April, in tandem with the NEA statewide

and regional delegate elections. The term is three years, beginning Sept. 1, 2013, and expiring Aug. 31, 2016, in accordance with the NEA’s fiscal year.

Each candidate must be an active MTA member** and an active or education support professional NEA member, as determined by the NEA Constitution and Bylaws, for at least two years immediately preceding the election, and a non-supervisor member as defined by the NEA. The policy procedure for the direct election of NEA Directors and Alternate NEA Directors is available upon request.

For further information on MTA nominations and elections, please contact Diane Foley of the MTA Governance Division by calling 617.878.8217, e-mailing

dfoley@massteacher.org or faxing inquiries to 617.742.7046.

*In accordance with Article IX, Section 2B, of the MTA Bylaws, all members of the Board of Directors (including officers; Regional Executive Committee Members; the Statewide Retired Region Executive Committee Member; the At-Large ESP Member; District, Statewide, and At-Large Directors; and NEA Directors) will be delegates to the MTA Annual Meeting of Delegates. Election as delegates will occur simultaneous to, and by virtue of, election to the above-named offices.

**RIF’d members and members who have been granted leaves of absence by their employers may be considered active members employed in education.

2013 NOMINATION FORM FOR:

NEA DELEGATES TO THE NEA RA ● REGIONAL ETHNIC MINORITY DELEGATES

TO THE MTA ANNUAL MEETING ● STATEWIDE RETIRED DISTRICT DELEGATES TO THE MTA ANNUAL MEETING

IMPORTANT MESSAGE: A CANDIDATE MUST FILL OUT A SEPARATE NOMINATION FORM FOR EACH OFFICE SOUGHT.

A candidate must file this nomination form or a facsimile with the Executive Director-Treasurer by 5 p.m. on Friday, January 11, 2013, regardless of postmark.

ADDITIONAL FORMS MAY BE REQUESTED OR THIS FORM MAY BE DUPLICATED. FORMS MAY BE FAXED TO DIANE FOLEY AT 617.742.7046.

NAME OF CANDIDATE: _____

MEMBER ID #: _____
(Listed on your MTA ID card)

E-MAIL: _____

HOME ADDRESS: _____

TELEPHONE: _____

WORK E-MAIL: _____

SCHOOL ADDRESS: _____

TELEPHONE: _____

LOCAL ASSOCIATION: _____

DISTRICT/REGION: _____

Please check the appropriate box that corresponds to the election.

NEA DELEGATE TO THE NEA RA

EDUCATIONAL POSITION:
(Check One)

- ☐ Teacher or Education Support Professional
- ☐ Administrator or Supervisor
- ☐ Retired
- ☐ Retired Life

(See policy for definitions.)

I hereby declare my candidacy for:
(Check One)

- ☐ STATEWIDE – Non-Supervisor
- ☐ REGIONAL – Non-Supervisor
- ☐ STATEWIDE OTHER
(Administrator or Supervisor)
- ☐ RETIRED

MTA REGIONAL ETHNIC MINORITY DELEGATE TO THE MTA ANNUAL MEETING

ETHNIC MINORITY DESIGNATION:
(Check One)

- ☐ Asian/Pacific Islander
- ☐ Cape Verdean
- ☐ Latino
- ☐ African-American
- ☐ American Indian/
Alaska Native

EDUCATIONAL POSITION

- ☐ **Teacher or Education Support Professional**
- ☐ **Administrator or Supervisor**

MTA STATEWIDE RETIRED DISTRICT DELEGATE TO THE MTA ANNUAL MEETING

Candidate Eligibility: (Check One)

- ☐ MTA Retired member
- ☐ MTA life member who is retired who holds NEA-R or NEA retired life membership

INSTRUCTIONS

1. **MTA Policy:** Each candidate may submit a headshot photograph and biography/statement containing no more than 50 words. Note: Only the first 50 words will be printed. ***The Credentials and Ballot Committee reserves the right to edit all bios.***
2. **Write out** your statement on a separate piece of paper first, and then fill out the grid.
3. **Type or print clearly**, using both upper- and lower-case letters, as you expect the final statement to appear.
4. Insert only **one word** per box.
5. **Do not combine words or numbers with hyphens or slashes.**
6. “An,” “a” and “the” constitute one word.
7. **Acronyms**, such as “NEA-RA” or “MTA,” count as one word.
8. **Insert punctuation** in the **same box** immediately after the word that you want it to follow.
9. Indicate intent to commence a **new paragraph** by inserting the paragraph symbol (§) in the same box immediately preceding the first word in the paragraph.
10. **A date** represented as “October 1, 2006” shall constitute three words. The same date represented as “10/1/06” is only one word.
11. Send this entire nomination form and photo to: MTA, Governance Specialist, 20 Ashburton Place, Boston, MA 02108. Only this form and photos received by **January 11, 2013**, will be published with the ballot. **PHOTO ON FILE MAY BE USED.** The Credentials and Ballot Committee may request a new or more recent photo.

BIO/STATEMENT GRID — PLEASE PRINT

Please select from the following and check the appropriate boxes:

- ☐ 50-word (maximum) bio/statement grid enclosed.
 ☐ Use photo on file.
 ☐ I am not submitting a photo.
- ☐ Photo sent via e-mail (high-resolution JPEG headshot, 300 dpi).
 ☐ Photo enclosed.
 ☐ Please return photo.
- ☐ I am not submitting a bio/statement grid.

My qualifications are in accordance with those of the designated position for which I am a candidate:

SIGNATURE: _____

DATE: _____

NEA RA delegates to be elected by mail

Statewide, regional and retired delegates from Massachusetts to the 2013 NEA Representative Assembly will be elected by mail ballot next March and April.

The election to choose the NEA Directors will be held simultaneously and in the same manner.

The nomination period for delegates is now in process and will close at 5 p.m. on Friday, Jan. 11.

The election period runs from March 1 through April 26. Ballots for statewide and regional delegates will be mailed to eligible active MTA/NEA members and will be accompanied by bio/statements and photos of candidates who submit them.

Retired delegate ballots and bio/statements will be mailed only to retired and retired life NEA members.

The MTA will be notified by the NEA in February of the number of delegates allocated to Massachusetts. The allocation of statewide and regional delegates will be based on electoral regions A, B, C, D, E, F, G and H. A list of local associations by electoral region is available upon request.

The distribution of statewide and regional seats will be voted on by the MTA Board of Directors at its meeting on Jan. 25; candidates will be informed of the final allocation plan and will be given an opportunity to alter the designation for the level they seek to represent.

Tentative dates for the RA are July 1 through July 6, and travel dates are June 30 and July 7. The RA will take place in Atlanta, Ga. The statewide, regional and retired

delegates from Massachusetts will attend, in addition to delegates elected by local associations.

The Credentials and Ballot Committee has adopted procedures for the election that call for ballots and other material to be sent directly to each NEA member in Massachusetts in a self-mailer that bears the notice: "Important: Ballots Enclosed."

Ballots will be returned directly to the Credentials and Ballot Committee at a post office box. Data from the returns will be tabulated and counted at MTA headquarters in Boston under the supervision of the Credentials and Ballot Committee.

Elected delegates are expected to comply with the accountability requirements set forth by the MTA. Funding will not be provided unless

accountability is met. The policy procedure for the election of MTA Delegates to the RA should be reviewed carefully by anyone considering candidacy.

The policy procedure for the election of retired delegates is available upon request.

It states that this election "shall be subject to all restrictions, procedures, and deadlines set forth by the NEA guidelines and MTA's statewide and regional election process."

Inquiries concerning procedures for the nomination and election of NEA delegates may be addressed to Diane Foley in the MTA Division of Governance. Her phone number is 617.878.8217, her fax number is 617.742.7046 and her e-mail address is dfoley@massteacher.org.

Regional ethnic minority delegates to be chosen

Regional ethnic minority delegates to the 2013 MTA Annual Meeting will be elected by mail ballot next March and April in conjunction with the NEA delegate/director elections.

The nomination period for regional ethnic minority delegates is now in process and will close at 5 p.m. on Friday, Jan. 11. Nominations are open to all eligible ethnic minority members through a self-nomination process.

The form appears on page 18 of this issue of *MTA Today*.

Regional ethnic minority delegates will be elected by mail ballots forwarded in the same self-mailer as the NEA ballots. The election period runs from March 1 through April 26.

Ballots for regional ethnic minority delegates will be mailed to active MTA members, accompanied by bio/statements and photos of candidates who submit them.

The 2013 allocation of regional ethnic minority delegates will be based on MTA electoral regions

and equal to the number of district directors from each region. No more than one delegate from each district within a region will be elected, with the exception of 44H, which has two directors.

There will be 48 vacancies for regional ethnic minority delegates.

All terms will be for one year. The regional vacancies are: Region A, seven vacancies; Region B, five vacancies; Region C, seven vacancies;

Region D, five vacancies; Region E, five vacancies; Region F, six vacancies; Region G, six vacancies; and Region H, seven vacancies. Each candidate must be employed in education within the region in which the candidate seeks office.

Inquiries regarding nomination, election and the policy procedure may be directed to Diane Foley in the MTA Division of Governance. Her phone number is 617.878.8217, her e-mail address is dfoley@massteacher.org and her fax number is 617.742.7046.

Bylaws and Rules Committee now accepting proposals

The MTA Bylaws and Rules Committee will soon begin reviewing proposed amendments.

A proposal to amend the Bylaws addresses the governance of the association or the primary characteristics and functions of the MTA. A proposal to amend the Standing Rules addresses the procedures of the Annual Meeting of Delegates, nominations and elections or governance documents.

Filing process and deadline: Proposed changes to the Bylaws must be received in writing by the MTA

Bylaws and Rules Committee by 5 p.m. on Friday, Jan. 11.

Proposed changes to the Standing Rules only may be submitted in writing to the MTA Bylaws and Rules Committee up to the opening of the first business session of the May 10-11 Annual Meeting in Boston.

However, early submission by the Jan. 11 deadline provides an opportunity for a full hearing by the committee, by the Board of Directors and at the April preconvention meetings.

It also allows advance publication in the Spring issue of *MTA Today*.

Submitters will be informed of hearing dates and will be expected to meet with the committee to discuss the language and intent of their proposals.

Proper format: Please use the following format for each proposed amendment.

1. Specifically cite all articles, sections and lines of the Bylaws or Standing Rules that are to be changed or affected.

2. Set forth your proposal in two columns, comparing the proposed text opposite the present text. In the proposed language, underline amended or added language. Enclose

in parentheses language to be deleted. Indicate the location of completely new language.

3. Accompany each proposed amendment with a written rationale on its purpose, impact and intent.

4. Include at the end of all proposals the submitter's name and local association.

5. Provide your full name, address, telephone numbers, fax numbers, e-mail address or addresses and your MTA membership ID number, which can be found on your MTA membership card.

Please turn to **Bylaws**/Page 20

MTA Resolutions Committee accepting proposals

Proposed revisions to MTA resolutions are now being accepted. Resolutions are the organization’s statements of principle on issues relating to members, public education, the welfare of students and human and civil rights.

A proposal for a new resolution or revision of an existing one may be submitted by any member.

The initial deadline for submissions to the Resolutions Committee is *Friday, Jan. 11*.

To become the official position of the MTA, a resolution must be adopted by the delegates to the Annual Meeting.

Proposed resolutions may also be submitted by the end of business on Friday, May 10, at the Annual Meeting of Delegates. The committee may also propose resolutions.

All resolutions submitted are considered by the Resolutions

Committee, and those submitted by the January deadline are also brought before the Board of Directors.

To become the official position of the MTA, a resolution must be adopted by the delegates to the Annual Meeting.

The 2012-2013 committee members are Chairwoman Diana Marcus, Susan Densmore, JoAnn Evans, Millie Ficarra, Susan Karb, David McGlothlin, Lorraine Niccoli and Deanna White-Hebert. Laura Barrett is the staff consultant, and Janice Morrissey is the staff assistant.

For a copy of the current MTA resolutions, please go to www.massteacher.org, and search for “Resolutions.”

Statewide retired district delegates to be chosen by mail ballot

MTA statewide retired district delegates to the 2013 MTA Annual Meeting will be elected by mail ballot in conjunction with the NEA delegate/director elections.

The nomination period for statewide retired delegates is now in process and will close at 5 p.m. on *Friday, Jan. 11*.

Nominations are open to all eligible MTA/NEA retired members through a self-nomination process. The form appears on page 18 of this issue of *MTA Today*.

Statewide retired district delegates will be elected by mail ballots forwarded in the same self-mailer as the NEA retired delegate ballots. The election period runs from March 1

through April 26. Ballots for statewide retired delegates will be mailed to retired MTA/NEA members and will be accompanied by bio/statements and photos of candidates who submit them.

The 2013 allocation of statewide retired district delegates and successor delegates will be based on the number of MTA/NEA retired members from the statewide retired district on record no

later than March 1. The terms last one year.

The policy procedure for the election will be mailed to any candidate who requests a copy. Inquiries may be directed to Diane Foley in the MTA Division of Governance at 617.878.8217. They may also be e-mailed to dfoley@massteacher.org or faxed to 617.742.7046.

Bylaws and Rules Committee assistance available

Continued from Page 19

Who may submit proposals?

Individual MTA members, groups of members and local associations are eligible to submit proposed amendments to the MTA Bylaws and Standing Rules. Members wishing to use an official title representing an MTA affiliate or committee are required to submit evidence that a vote was taken by authorized representatives of the affiliate or the committee.

Current document: A copy of the current document containing the MTA Bylaws, Standing Rules and Resolutions is available to any

member upon request.

Assistance: The Bylaws and Rules Committee and MTA staff are available to discuss ideas for potential amendments.

Informational inquiries and written proposals submitted for the attention of the MTA Bylaws and Rules Committee should be channeled through Mary Ann Alfond, MTA director of professional services. Her address is MTA, 20 Ashburton Place, Boston, MA 02108. Her telephone number is 617.878.8213, her fax number is 617.742.7046 and her e-mail address is malfond@massteacher.org.

Retired committee has four seats open

Four members of the eight-member Retired Members Committee will be elected by statewide retired district delegates to the 2013 MTA Annual Meeting in May.

Please see the next issue of the *MTA Reporter* for details and the self-nomination form. The deadline for nominations is March 1.

Election waiver

If the number of candidates is equal to or less than the number of positions to be filled, elections may be waived and the candidates declared elected to the positions in question.

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Questions? Call MTA’s Membership Accounting Office at 617.878.8118

EMAC event features prominent speakers, jazz and workshops

Continued from Page 2

national election, he will no doubt have a lot to say about the future of public schools, higher education and the role of minority educators.

After serving as NEA's top elected leader from 2002 to 2008, Weaver became vice president of Education International, a 394-member organization representing nearly 30 million teachers and education workers in 171 countries. He has been named one of *Ebony* magazine's 100 Most Influential Black Americans.

Friday evening will also feature a reception and dance, with music by the Never Say Never jazz band.

After a buffet breakfast on Saturday, Dec. 1, participants will choose among three different morning workshops: *Developing Cultural Identity*, *Networking* and *Cultural Perspective Outreach to the Community*.

The lunchtime guest speaker will be Princess Moss, an elementary school music teacher in Louisa County, Va. Moss was elected to the NEA's Executive Committee in July 2011 for a second three-year term.

Moss has had more than two decades of education experience, including serving two

terms as president of the 62,000-member Virginia Education Association.

Under Moss' leadership, the VEA increased its membership, lobbied successfully for an increase in retiree health care benefits and advocated for greater investment in public education at the state and local levels.

The afternoon workshops are *Bargaining the New Educator Evaluation Process*, *Reacting to Differences* and *How Much Do You Know about Ethnic Studies?*

Members of the MTA Board of Directors will join participants for lunch on Saturday.

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Dining – Dinner	2 meals/month	\$5	\$120
Pizza Delivery	2 purchases/month	\$8	\$192
Entertainment			
DVD Rentals	2 purchases/month	\$4	\$96
Movie Passes	4 tickets/month	\$2	\$96
Everyday Needs & Services			
Apparel	4 outfits/year	\$25	\$100
Dry Cleaning	2 trips/month	\$2	\$48
Auto Service (2 cars)	6 oil changes/year	\$5	\$30
Beauty Supplies	4 purchases/year	\$5	\$20
Travel & Leisure			
Hotel Stays	7 nights/year	\$25	\$175
Theme Parks	4 passes/year	\$10	\$40

Total Savings: **\$1,385**

Members who use ACCESS just a few times a week can easily save hundreds of dollars – enough to offset the

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FOR INFORMATION:
800.392.6175
EXTENSION 8265

REGIONAL RETIREMENT CONSULTATIONS AVAILABLE

The MTA conducts retirement consultations throughout the state to assist members. Proof of membership must be submitted when requesting retirement services. This schedule is in effect from September to June, except in the Boston office, which is staffed during the summer months and school vacations. In the event of inclement weather, it is advisable to call consultants in advance.

AUBURN — Louise Gaskins: first and second Saturdays of each month (walk in), 9 a.m. to 1 p.m., MTA Central Office, 48 Sword St., Auburn; 508.791.2121, or at home, 978.448.5351.

BOSTON — Harold Crowley: Tuesdays, Wednesdays and Thursdays (by appointment only), 9 a.m. to 4 p.m., MTA, 20 Ashburton Place, Boston; 617.878.8240 or 800.392.6175, ext. 8240.

BRAINTREE — Mary Hanna: second Saturday of each month (walk in), 9 a.m. to 1 p.m., MTA Metropolitan Office, 100 Grandview Road, Braintree; 781.380.1410, or at home, 781.545.2069.

CAPE COD — Lawrence Abbruzzi: second Saturday of each month (walk in), 9 a.m. to 1 p.m., Barnstable Teachers Association (BTA), 100 West Main St., Suite #7, Hyannis; 508.775.8625, or at home, 508.824.9194.

FITCHBURG — Robert Zbikowski: second Thursday of each month (walk in), 4 to 8 p.m., Fitchburg Teachers Association office, 21 Culley St., Fitchburg; 978.790.8864, or at home, 978.297.0123; e-mail: zibstar702@verizon.net.

HOLYOKE — Ron Lech: third Saturday of each month (walk in), 9 a.m. to 1 p.m., MTA Western Office, 55 Bobala Road, Suite 3, Holyoke; 413.535.2415, or at home, 413.566.3039.

LYNNFIELD — Mary Parry: third and fourth Saturdays of each month (walk in), 9 a.m. to 1 p.m., MTA Northeast Office, 50 Salem St.,

Note: If you or your association would like to have a retirement workshop at your school, your local president should call Harold Crowley at 800.392.6175, ext. 8240. Please be aware that the MTA does not have a record of your service, so members are advised to bring that information along to meetings.

Building B, Lynnfield; 781.246.9779, or at home, 978.372.2031; fax, 978.372.2035.

PITTSFIELD — Ward F. Johnson: second Saturday of each month (walk in), 9 a.m. to 1 p.m., MTA Berkshire Office, 188 East St., Pittsfield; 413.499.0257, or at home, 413.443.1722; e-mail: wardman33@aol.com.

RAYNHAM — Sandra Stephenson: third Saturday of each month (walk in), 9 a.m. to 1 p.m., MTA Southeast Office, 90 New State Highway (Rte. 44), Raynham; 508.822.5371, or at home, 508.747.2234; e-mail: rockowl@aol.com. Edward Nelson: fourth Saturday of each month (walk in), 9 a.m. to 1 p.m., MTA Southeast Office, 90 New State Highway (Rte. 44), Raynham; 508.822.5371, or at home, 508.853.5769.

HIGHER EDUCATION AT-LARGE — Edward McCourt, Massachusetts Bay Community College, Wellesley; 781.239.2207; e-mail: emccourt.mccc@gmail.com.

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Obituaries

Jo-Anne Baril, 71, of Taunton. Was a reading specialist in Brockton for 35 years. July 30.

Nancy Carpenter, 61, of North Adams. Was a special education teacher at Drury High

School for 35 years. Aug. 2.
Anthony T. King, 63, of Hingham. Was the director of guidance for the Braintree Public Schools for 35 years. Aug. 16.
William C. MacDonald, 85, of

Buzzards Bay. Taught in Weymouth, served as the assistant superintendent in Marshfield and then served as the superintendent of Winchester before retiring in 1985. Sept. 12.
Marguerite Meehan, of Springfield. Taught in the Springfield Public Schools. Sept. 13.

Frances Hannah E. Riel, 74, of Stow. Taught English in Stow and Sudbury for many years until her retirement in 1985. July 18.
Elizabeth B. Sampson, 85, of Ipswich. Was an elementary teacher in the Gloucester Public Schools for 20 years, retiring in 1970. Sept. 10.

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	2. In-County Paid/ Requested Mail Subscriptions	N.A.	N.A.
	3. Sales Through Dealers and Carriers, Etc., Outside USPS	N.A.	N.A.
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17. James P. Sacks, Editor
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Weathering winter

It's never too early to start getting ready

Everything is in the air, and you probably have taken a drive through New England's beautiful foliage, picked an apple or two, carved a pumpkin, sipped on warm apple cider, cheered on your favorite football team and savored other autumn activities.

But we can't forget the season that quickly follows fall — winter. While winter can be wonderful, too, we can't overlook the tough weather that comes along with it.

If you recall the major snowstorm we had last Halloween, you know it's never too early to start preparing your home for winter weather.

Keeping your home safe and snug

A home that is well insulated and ventilated with the proper drainage is better able to withstand harsh New England winters. The following are some suggestions to help your home weather the cold.

Although snow on the rooftop may give your home an appearance of a winter wonderland, too much buildup can cause major problems — including ice dams. To prevent ice dams from forming, try these tips:

- Have your roof/attic inspector check for proper insulation and ventilation. Nine to 12 inches of insulation is recommended in your attic, with eaves for ventilation.
- Seal areas where warm air could move from your house into your attic. Vent pipes, light fixtures and chimneys, for example.
- Clean your gutters of debris and leaves.
- Keep snow from accumulating on your roof.



■ Make sure soffit vents in the eaves are not blocked and air can flow through.

These are great preventive tips, but if your home is already experiencing the adverse effects of ice dams, here are some steps you'll want to take:

- Notify your insurance agent right away.
- Take photographs and video of the damage.
- Make necessary repairs to prevent additional damage. Punch small holes into areas of the ceiling or walls with leakage or bulges from ice dams to aid drainage. (Do not use an electric drill!) Use buckets to catch leaking water. Remove as much water as possible from your floors and furniture. Unplug electrical appliances near the areas of leakage. Move

wall objects such as paintings and photos to a dry place. Take damp upholstered cushions to an area where they can dry out. Open drawers and cabinets to help wet furniture dry out. Remove furniture from damp carpeting or place foil under the legs to prevent wood stains.

To learn more about how to protect your home from winter weather or to discuss your coverage needs, contact Educators Insurance Agency toll-free at 888.908.6822 from 7 a.m. to 9 p.m. Monday through Friday and from 9 a.m. to 5 p.m. on Saturdays. EIA also provides no-obligation quotes to MTA members for auto, home, boat, umbrella, identity theft coverage and more.

Capturing the world in a panoramic view

MTA Retired member Arthur Richmond has become a prolific author and photographer since leaving teaching in 2001.

With stunning wide-format photographs and captivating narratives, he has documented the world around him in more than a dozen books, including *Cape Cod Wide*, *Provincetown Perspectives*, *North Shore Wide* and *Lighthouses of Cape Cod and the Islands*.

His latest book, *The Evolution of the Cape Cod House: An Architectural History*, features a different approach, one that brings in a personal history.

"I started with the historic foundation of the Cape Cod house by reaching back to its English roots," Richmond said. "My research included traveling to Chichester, England, home of the Weald and Downland Open Air Museum with its six centuries of restored homes, barns and other buildings."



MTA Retired member Arthur Richmond stands in front of a home featured in his recent book.

In nearby Ashton-Keynes, he found the house where his 12th great-grandfather was born in 1594. This region still has small one- to one-and-a-half-story timber-framed cottages, reflecting a style that was the basis for cottages built by the first English settlers in Massachusetts in the 1620s.

The book describes the three variations of the Cape house, using archival images, building plans and Richmond's photographs.

"After retirement from teaching, I pursued my passion for photography and proposed the idea of *Cape Cod Wide* to a publisher," Richmond said. "It was accepted and the book was a success. My new career was born."

What about second careers in writing or photography for other retired MTA members?

"They should look around and see if they can find a subject that would get attention using an angle that hasn't been used before," Richmond said. "It worked for me."

As an MTA member, you can select any of the interesting and beautiful Arthur Richmond books listed in the article and receive a 10 percent discount off the purchase price. To purchase a book or find out more, contact the author at capecodwide@yahoo.com.

Classifieds

CONFERENCE

JANUARY 25-27 IN PROVINCETOWN — GLSEN Massachusetts — the Gay, Lesbian, and Straight Education Network — will hold its annual educator retreat. The retreat is open to LGBT and straight ally adults working in any school system. Topics include networking, coming out and strategies for building support networks. For more information, e-mail retreat@glsenmassachusetts.org or call 617.68.GLSEN.

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literacy connection. Please e-mail Carol Cohen at carolcohen23@yahoo.com, call her at 508.923.9431 or visit www.nowvoyagereducation.com.

DAY CARE

TEACHER'S SPECIAL — *Kinderkidz-usa.com* in Watertown is offering day care for school schedule only. Limited-time discount offered; excellent references; E.E.C. Licensed care; healthy meals offered; age-appropriate activities; daily excursions to local libraries and more. Please call Rachael at 617.592.6643.

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NEED ADDITIONAL INCOME? Could you provide room, board and tutoring for a foreign student of English in your own home (within two hours of Boston)? Pay from \$550 per student per week. More info: <http://www.HLI-HostFamilies-Boston.com> Contact: info@HLI-HostFamilies-Boston.com.

WANT TO TEACH ENGLISH IN CHINA IN SUMMER 2013? The Sino-American Bridge for Education and Health (SABEH) seeks experienced teachers. Teachers in all subject areas welcome to apply. Five weeks. Room and

board, one-half airfare and one week of free travel. More information and application at <http://sino-americaneducation.org>.

SUMMER CAMPS: NOW HIRING FOR 2013 — Three respected camps in beautiful N.H. and Mass. lakeside locations are seeking educators for supervisory positions: athletics/tennis, waterfront, visual/performing arts, outdoor education. Learn more and download your application by visiting www.cohencamps.org or call 781.489.2070. Competitive salaries, tuition benefits for staff children, Jewish (kosher, pluralist) and welcoming to all.

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nationally acclaimed creative writing school, offers online classes that are convenient, affordable and fun. Ten-Week Classes = 30 PDPs. Six-Week Classes = 18 PDPs. Choose from Fiction, Screenwriting, Memoir, Poetry and many others. Visit WritingClasses.com or call 877.974.8377.

TRAVEL

FEBRUARY VACATION WEEK — 2/16-24: Sorrento/Rome, Tuscany, Italy. All/most meals, full sightseeing, fully escorted, first-class hotels and RT flights. 2/15-23: Rome city stay, breakfasts, orientation tour. All-inclusive resorts (Cancun & Dominican Republic), cruises/flights. Group/leader special or individual travel arranged. Call Durgan Travel at 781.438.2224 or visit www.durgantravel.com.

APRIL VACATION WEEK — 4/12-20: Taormina, Sicily, Ireland. 4/13-21: Tuscany/Rome, Rome/Florence/Tuscany/Venice, Italian Riviera, Paris/Normandy, London+Countyside/Lake Como-Switzerland/Emilia Romagna/Adriatic Coast. All/most meals, full sightseeing, fully escorted, first-class hotels, RT flights. Group/leader specials. Call Durgan Travel at 781.438.2224 or visit www.durgantravel.com.

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Massachusetts Teachers Association

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Team efforts boost student achievement

By Bob Duffy

North Andover reading teacher Julie Nally knows that instilling a love of books in children is vital to their success in school and in life.

She not only practices her craft with students in the classroom, but also with her son, Colin, at home.

“Reading has always been a very important, fun and bonding part of our lives,” said Nally, who teaches elementary students at the Pvt. Albert E. Thomson School. She noted that she always picks some books that she and Colin can read together, as well as others they can each read on their own and then talk about.

More generally, she said, reading with children “provides wonderful opportunities for rich discussions about issues that arise in the books and allows us to make connections between characters, themes and conflicts in stories.” That, in turn, improves comprehension and builds a path to achievement.

Not surprisingly, Nally, like many other Massachusetts educators, makes good use of the annual MTA Red Sox Reading Game, which keeps thousands of students at the books each summer — helping them maintain their skills during a time when many have been known to lose traction in their studies. The contest — in which students in kindergarten through eighth grade pledge to read nine books over the summer in order to have a chance to win free tickets to a Red Sox game — is as enjoyable as it is educational.

Nally takes advantage of the opportunity in her household even as she promotes it to her students. Over the summer, she and her son decided they would read *Diary of a Wimpy Kid* and *Harry Potter* together as part of the reading game.

The effort not only brought knowledge and fun, but also led to a reward: Nally said she was “blown away” when she received a call informing her that her own son was one of the contest’s five grand prize winners.

Each year, 100 of the children’s reading pledge cards are drawn at random. The winners get tickets



The grand prize winners of the 2012 MTA Red Sox Reading Game drew cheers from the fans at Fenway Park prior to the Sox’ Sept. 8 game against the Toronto Blue Jays. From left to right above, they are Savannah Sugar of Wayland, Brooke Adams of Ashby, Ryan Price of West Springfield, Colin Nally of Georgetown and Aidan Ross of Uxbridge. MTA Vice President Tim Sullivan and team mascot Wally the Green Monster are standing with them on the baseball field. In another development related to the association’s efforts to promote student achievement, rookie Jared Sullinger is joining the MTA Boston Celtics Honor Roll program team this year. The program, which encourages students to get good grades and attend school every day, includes a limited number of buy-one, get-one-free tickets to Celtics games. Superstar Rajon Rondo is also a spokesman for the effort.

Photos by Bob Duffy

to a home game at Fenway Park, as do the educators whose names they include on the entry forms, which must be signed by parents or guardians. Five of the 100 win the top prize, which means they get to participate in a ceremony on the baseball field.

For more than a decade now, the MTA and the Sox have run the reading game as a way to highlight summer reading, enhance student pride and build support for public education. Tens of thousands of children have read hundreds of thousands of books over the years.

More recently, a companion program has been added through which educators can be nominated for recognition during Saturday home games. The Hanover Insurance Group Foundation is the principal sponsor for both the reading game and the MTA Red Sox Most Valuable Educator program.

That combination makes every season a winning

season for literacy, even when the Red Sox have a tough year, as was the case in 2012.

In the fall, the efforts continue, as the MTA joins another home team to provide the MTA Boston Celtics Honor Roll, which encourages students to keep up school attendance and achieve in other ways.

As far as Nally is concerned, such efforts are always worthwhile. Even as children get older, she said, it is important to continue the practice of reading together.

“It’s really a ‘win-win’ opportunity to read for pleasure,” she said.

The reading game and the MVE program are both expected to be back in 2013. Meanwhile, please contact Boston Celtics staff member Chrissy Cronin for information on the MTA Boston Celtics Honor Roll program. She can be reached by e-mailing ccronin@celtics.com or calling 617.854.8034.

The MTA Advantage is a publication of MTA Benefits, a subsidiary of the Massachusetts Teachers Association

Make it a WOW winter

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New England ski country. Soaring mountains, snow-laden pines, glorious alpine runs, après ski dinner and drinks by a glowing fireplace – they're all part of the ambience of New England's great ski country. Sunday River in Bethel, Maine, is one example of what awaits you. A grand resort that's a favorite with skiers, Sunday River spreads across eight interconnected mountain peaks with 133 trails and 743 acres – three miles of what the resort claims is “the best skiing and snowboarding on earth.” Whatever your ski level, Sunday River offers the perfect terrain – from long, challenging slopes with steep and glades high on the mountains to scenic midway intermediate runs to gently sloping beginner trails on the lower third of the mountains. Most trails are lighted for 12-hour skiing. Also enjoy trendy restaurants, outlet shopping and exploring the charming town of Bethel. MTA members get a \$10 discount on a regular-price one-day lift ticket. For more information, visit www.mtabenefits.com, click on “Discount Directory,” then click on the Ski & Snowboard discount category.

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the Boston Common. View the latest exhibits at the Museum of Fine Arts or the Isabella Stewart Gardner Museum, both of which offer MTA discounts. Use the online Access discount program for discounts at popular restaurants such as The Wine Cellar and Elephant & Castle (20 percent off at both). And for the grand finale, enjoy a holiday show or concert downtown at one of Boston's fine theaters – at an MTA discount.

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Check out the MTA Discount Directory at www.mtabenefits.com for information on:

- » Discounts for hotels, ski resorts, rental cars, theater tickets, concerts, retail shopping and many other travel-related services
- » Discounts through ACCESS for shopping, dining out, entertainment and more

Members helping members

Shown here are just a few of the participants in the last MTA Annual Meeting of Delegates. By actively taking part in the MTA, delegates who attend the Annual Meeting contribute to the success of the organization by bringing to it their energy, excitement and interest in the issues important to their local associations and the MTA membership at large. We at MTA Benefits applaud their dedication to helping other members.



13 ways to save in 2013

Make 2013 the year to save – and start with these 13 NEW MTA programs and products, all of which offer you exclusive member discounts:



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2 Look! Eyewear at up to 78 percent off. With **Your Optical Shop**, you can go online for big discounts on high-quality eyeglasses, sunglasses and accessories. Visit www.youropticalshop.com.

3 Read all about it. Stop in at the **Used Book Superstore** (which has locations in Burlington and Danvers and in Salem and Nashua, N.H.) on Wednesdays and receive a 20 percent discount on all used books. Also ask about the Get Books for Your Classroom program. For more information, visit www.usedbooksuperstore.com.

4 Get a geek. Having computer problems? Contact **Geek Handyman Computer Services** for on-site or remote technician support and receive a \$25 MTA discount as a first-time customer. For more information, visit www.geekhandyman.com.

5 Go for water thrills. MTA members receive a \$10 half-day or \$20 full-day discount from **Tributary Whitewater Tours** rafting trips throughout California. See www.whitewatertours.com.

6 Fish for savings. MTA members and guests can receive a \$20 discount on weekday half-day fishing trips conducted by **Adventures at Yankee Fleet Deep Sea Fishing** in Gloucester. Free parking is provided. Call 800.942.5464 or e-mail yankeeinfo1@yankeefleet.com for information.

7 Now hear this! You or your immediate family members can receive a free hearing screening and a 20 percent discount on hearing instruments through the **Beltone VIP Hearing Program**. To learn more or find a location near you, visit www.beltone.com/MTA-program.aspx.

8 Follow the money. See where your money is going and how to manage your finances with **American Credit Counseling Service**. The \$45 debt-management program fee is waived for MTA members. Members also receive a FREE consultation with a personal certified financial or residential housing counselor. Visit www.accs.org for more information.

9 Keep your eyes on this. MTA members receive a 10 percent discount on no-blade LASIK surgery or PRK (Photo-Refractive Keratectomy) at the **NorthEast Laser Center** in West Springfield. For more information, visit www.northeastlaser.net.

10 Save electronically. As an MTA member, you can save 5 percent on almost everything from appliances and televisions to cameras and computers at **Abt Electronics**. For more information, visit www.abt.com/corp/mta.

11 Be entertained. As an MTA member, you can save \$10 on tickets from **ArtsEmerson: The World on Stage at Emerson College** for productions at the Cutler Majestic Theater or Paramount Center in Boston. Certain restrictions apply. For information, visit www.artsemerson.org.

12 Buy books at big discounts. Get a 20 percent discount on all books and a 30 percent discount on *New York Times* current bestsellers at the **New England Mobile Book Fair** in Newton Highlands. Log on to www.nebookfair.com for more information.

13 Get well. MTA members can purchase a 10-class card for \$45 (a \$150 value) from **Breathe Wellness Inc.**, which can be used for yoga, meditation and Zumba classes. Visit www.breatheinwellness.com.

Find all of the NEW MTA discounted programs and listings at www.mtabenefits.com. Click on "Discounts," then "Discount Directory Updates."

More than 1,000 ways to save in the 2012-2013 MTA Benefits & Discount Directory

Save up to thousands of dollars in 2013 – and every year – when you shop with the *MTA Benefits & Discount Directory* you recently received. You'll find discounts on everything from clothing to concerts, theater to travel and mortgages to museums. For example, cut wireless costs with T-Mobile and get magazines at discounts of up to 90 percent. Check out your printed directory or visit www.mtabenefits.com.



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The Tip Sheet

THE SHOPPER'S CALENDAR

Timely ideas for shopping and traveling using MTAB discounts



PLIMOTH
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NOVEMBER

Get supplies for holiday decorating and hand-made cards:

- Silk flowers, art supplies, table décor and much more at A.C. Moore at a 15 percent discount on regular and sale merchandise (www.acmoore.com).

Celebrate Thanksgiving where it all began:

- Plimoth Plantation and Mayflower II; \$5 discount on admission cost for a combination ticket. (Discount does not apply to optional Thanksgiving dinner. For dining reservations, visit www.plimoth.org.)

DECEMBER

Consider these holiday gift ideas:



- Elegant 14K gold earrings for her at a 10 percent discount from Long's Jewelers (www.longsjewelers.com).
- A stylish watch for him from Seiko, The Company Store, with \$20 off a purchase of \$100 or more (508.384.6583).

JANUARY

Make a resolution to have a year of good times by:

- Enjoying free and discounted events for MTA members ("What's New" at www.mtabenefits.com).

FEBRUARY

Get away for the school vacation to:

- A white sandy beach in the Bahamas (deals at the MTA Vacation Center, www.MTAvacations.com).

Send a gift to your valentine:

- Luscious chocolate candy from A Chocolate Dream at a 10 percent discount. (www.achocolatedream.com).



MARCH

Celebrate St. Patrick's Day – in Dublin:

- With a Go-Ahead Tours package at a \$150 discount (www.MTAvacations.com).

APRIL

Celebrate spring with:

- A fragrant floral bouquet at a 25 percent discount through fromyouflowers.com.
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MAY

Make sure your teenager gets safely to the prom and back with:

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JUNE

Getting married? Wear the perfect gown:

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Invited to an out-of-town wedding? Book your hotel:

- Great accommodations at a discount ("Hotel Discounts" at www.mtabenefits.com).

JULY

Shop for summer fun:

- MTA discounts at Six Flags New England, SeaWorld and other popular theme parks ("Theme Parks" at www.mtabenefits.com).
- Discounted camping and canopy tours ("Great Outdoors" in the Discount Directory section of www.mtabenefits.com).

AUGUST

It's time for back-to-school shopping:

- Outlet discounts plus a VIP Coupon Book for MTA members at Wrentham Village Premium Outlets and Lee Premium Outlets (www.premiumoutlets.com/wrentham and www.premiumoutlets.com/lee).



For information on all deals and discounts, look through your *Benefits & Discount Directory* or visit www.mtabenefits.com.

Best time to save: as early as possible

As a teacher of mathematics, I stress the importance of starting to save at an early age and continuing to save on a regular basis until retirement,” said Frank Coutinho, a member of the Middleboro Education Association. “I use a graph to demonstrate to my students how money compounds exponentially when it is invested at a certain percentage rate over a period of time. The results are dramatic.”

Coutinho follows his own philosophy. “I invested in a tax-sheltered annuity through MTA Benefits soon after I joined MTA about seven years ago,” he said. He pointed out that automatically deducting the contribution amount from each paycheck makes it easy to invest.

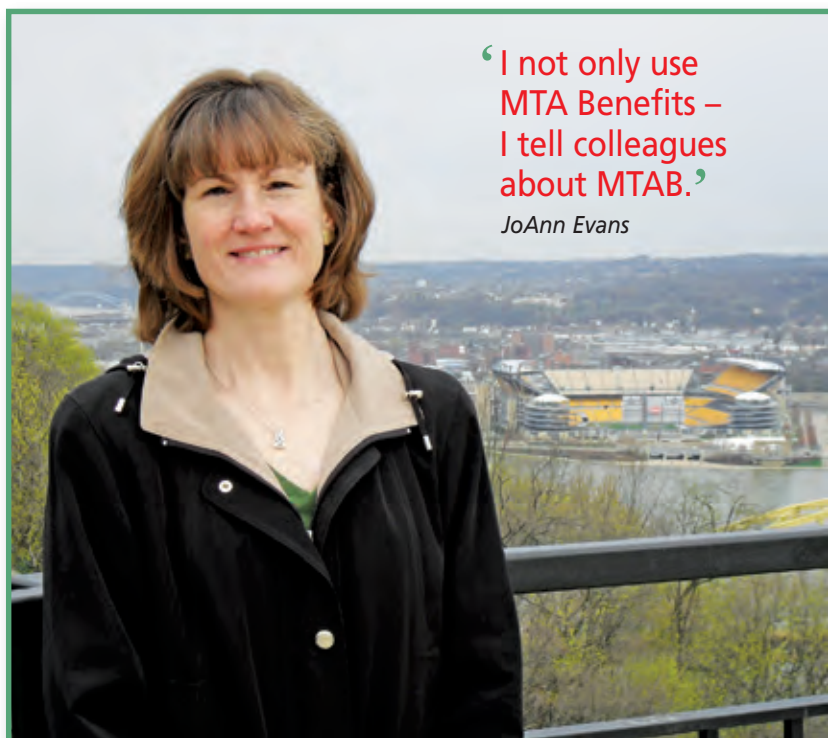
“Also, if you take out about \$100 a month, you don’t notice that much of a difference in your take-home pay,” he said. “Yet it adds up significantly and can be an important part of your financial resources at retirement.”

Coutinho’s wife, who started saving when she was in her 20s, expects to have \$1.5 million when she reaches retirement age.



Frank Coutinho, Middleboro Education Association

For information on a tax-sheltered annuity through MTA Benefits, visit www.mtabenefits.com.



‘I not only use MTA Benefits – I tell colleagues about MTAB.’

JoAnn Evans

MEMBER INSIGHT

JoAnn Evans, a fourth-grade teacher and member of the Scituate Teachers Association, spoke enthusiastically about refinancing her home last year through Greenpark Mortgage, partner in the MTA Home Mortgage Program.



“The service was excellent,” she said. “I gave them parameters and they came back with a 30-year fixed rate that significantly lowered my monthly payments. The Greenpark loan officer was very attentive and responsive, making the process unexpectedly easy.”

Evans also saves through MTAB with hotel discounts, free or reduced admission to museums and other benefits.

“I’ve suggested to colleagues that they visit the amazing Peabody Essex Museum in Salem. It’s free for MTA members (a \$20 savings) – including entrance to Ying Yu Tang, an 18th-century Chinese merchant’s house transported from China and reassembled at PEM,” Evans said.

She added, “I look frequently through the *MTA Benefits & Discount Directory*. There are always discounts I can use, such as those at both Ann Taylor Loft and Banana Republic. I think it’s fantastic that MTA Benefits is working hard to bring so many benefits to members.”

Scenes from the Annual MTA Retired Gathering on September 27



All program and pricing information was current at the time of publication (October 2012) and is subject to change without notice. To find out what may have changed, please call MTA Benefits at 800.336.0990.