

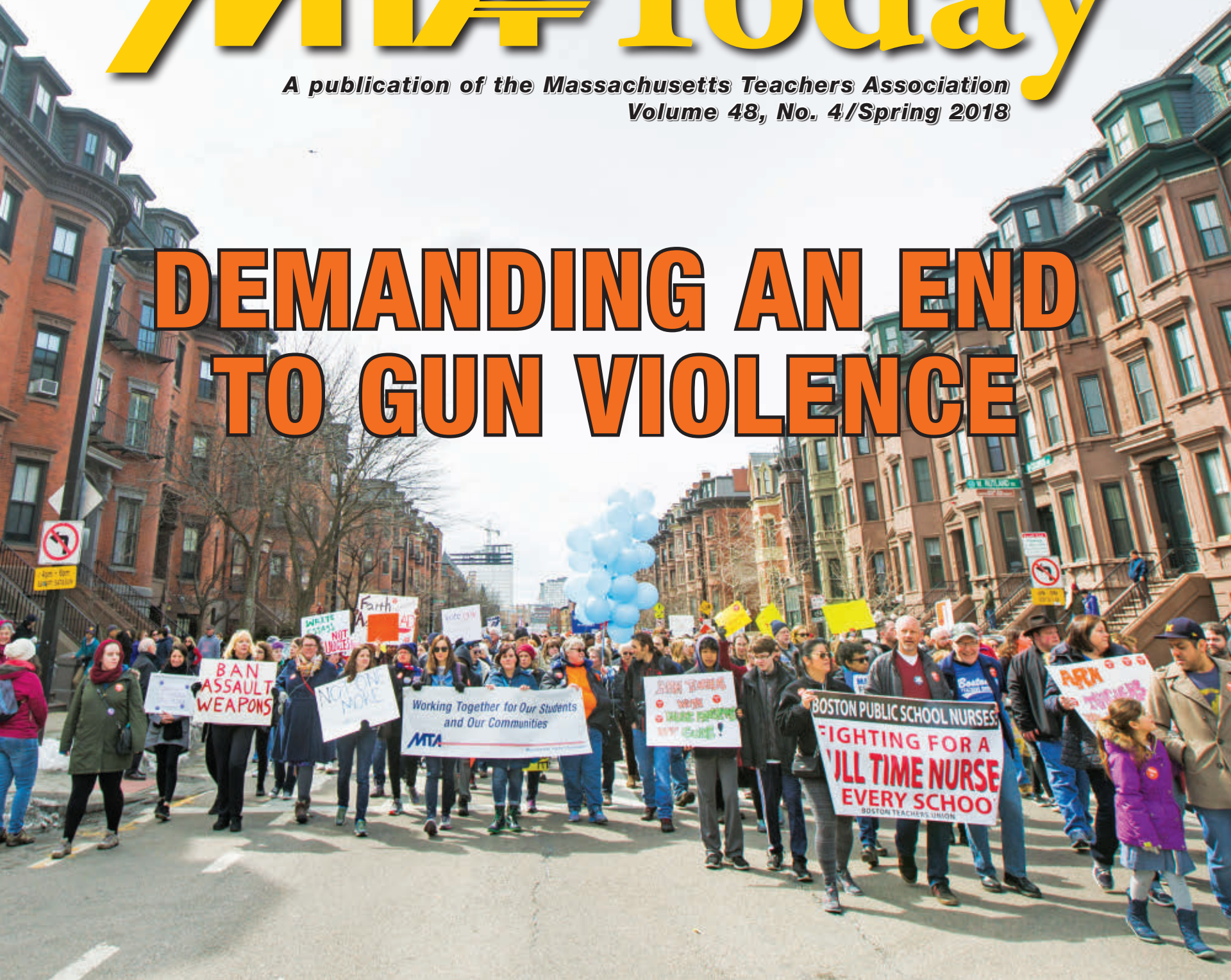


UNIONS STAND STRONG AS *JANUS* DECISION LOOMS

MTA Today

A publication of the Massachusetts Teachers Association
Volume 48, No. 4/Spring 2018

DEMANDING AN END TO GUN VIOLENCE





Season underway for MVE program

The MTA Red Sox Most Valuable Educator program is back again this season, with educators, school staff, coaches and school volunteers being recognized on the field before Red Sox home games. One MVE honored last season was Jennifer Driscoll, an eighth-grade history teacher at Hingham Middle School. Driscoll is pictured on the field before the Aug. 26 game against the Baltimore Orioles with her two children, Clare and Tommy, and Wally the Green Monster. To nominate a public school educator, another school worker or a volunteer as a Most Valuable Educator, please send an essay of up to 500 words outlining his or her contribution to students to Most Valuable Educator, c/o Red Sox Community Relations, 4 Yawkey Way, Boston, MA 02215. Please include summer contact information for both the educator and the nominator. Nominations must be postmarked by June 30.

Photo courtesy of the Boston Red Sox

MTA Today

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This edition also includes the Spring issue of *The MTA Advantage*



The Massachusetts Teachers Association
2 Heritage Drive, 8th Floor
Quincy, MA 02171-2119
800.392.6175 or 617.878.8000
FAX: 617.742.7046
www.massteacher.org



MTA TODAY, ISSN 08982481, is published quarterly by the Massachusetts Teachers Association. Subscription: \$2.79 of MTA members' dues is designated for *MTA Today*.

Periodicals postage rates paid at Boston, MA, and at additional offices. POSTMASTER: Send address changes to: *MTA Today*, 2 Heritage Drive, 8th Floor, Quincy, MA 02171-2119.

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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.

MTA President

Barbara Madeloni

MTA Vice President

Erik J. Champy

Executive Director-Treasurer

Ann Clarke

Publisher

Ann Clarke

Communications Director/Editor

James Sacks

Staff Assistant

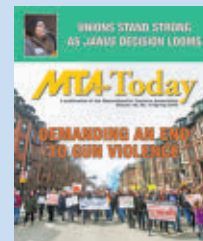
Janice Morrissey

Graphic Designer

Joshua Degregorio

ON THE COVER

Young people have taken the lead in demanding a strong response to gun violence in the aftermath of the mass shooting at Marjory Stoneman Douglas High School in Parkland, Florida. MTA members marched proudly in support of the movement and their students on March 24 at events held across Massachusetts, including one that drew huge crowds into the streets and onto Boston Common. A story appears on Pages 6 and 7. MTA members are also rallying and organizing as a decision nears in *Janus v. AFSCME*, a U.S. Supreme Court case that seeks to undermine public-sector unions. Coverage appears on Pages 3, 8 and 9. This edition also features a section on the 173rd MTA Annual Meeting of Delegates, beginning on Page 21.



Cover photos by Eric Haynes
Cover design by Joshua Degregorio

Quote-Unquote

"Your head is in the sand about racial bias and racial discrimination. You just don't care about civil rights of black and brown children. This is horrible."

— U.S. Representative Barbara Lee, reacting to comments by Secretary of Education Betsy DeVos on budget cuts affecting minority students

Collective action brings victories

By Scott McLennan

The anti-union forces behind the *Janus* case before the U.S. Supreme Court are trying to convince workers that joining a labor union is not in their best interest.

Throughout the MTA, however, members are demonstrating that strong unions benefit not only educators, but students and communities as well. The *All In* campaign amplifies the work that locals are involved in and encourages members to become active in ways they feel most comfortable.

“Members of labor unions are fighting back against the assault launched by the Koch brothers and other billionaires and CEOs trying to take away our rights and silence our voices,” said MTA President Barbara Madeloni. “When educators have the power to shape their working conditions, students have better learning conditions and communities have schools that meet their needs — not the needs of the test-and-punish regimen.”

The MTA is part of a coalition in Massachusetts that is preparing to meet head-on whatever union-

busting campaigns follow the court decision in *Janus v. AFSCME*, which is expected before the end of June.

Most observers are expecting an unfavorable outcome in the case, which challenges the right of unions to collect so-called

“agency fees” from those in the bargaining unit who enjoy contract protections but choose not to become members.

The MTA has brought on a team of organizers to assist local leaders with plans to strengthen and engage educators through one-to-one conversations between members. The MTA is also planning to hire members across the state to participate in a summer program aimed at expanding and continuing those conversations.

Yet even amid the climate surrounding the *Janus* case, workers are organizing new bargaining units and recognizing the influence they gain by working collectively. Tutors in Marshfield organized recently and settled their first contract. School tutors in Concord and Carlisle also have organized, as have early childhood educators in Melrose.

Department chairs at UMass Boston settled an inaugural contract in late January, capping a drive to have what unit president Erin O’Brien described as a “seat at the table.”

“We felt that administration did not understand how big the job had gotten and how poorly compensated people were for doing the job,” O’Brien said.

Disputes between the faculty and the administration typically end up in the hands of the department chairs, who, in addition to teaching, have several administrative duties even though they are not managers. O’Brien said that the 37-member



Photos by Scott McLennan

Above, students, parents and Everett Teachers Association members attended a Feb. 12 City Council meeting to speak out against proposed school staffing cuts in Everett. Danvers Teachers Association Vice President Jody Sheehan, below left, was among the educators from other MTA locals who joined ETA members such as Stacy Schiavo, right, in rallying before the meeting.

Department Chair Unit functions as a sister unit to the larger Faculty Staff Union at UMass Boston.

Establishing clarity around responsibilities and job expectations was a big win in the contract negotiations, and stipends went up for the chairs.

“We are a small unit with a large voice now,” O’Brien said.

On the other hand, the Fall River Educators’ Association is large, with more than 800 members. FREA President Rebecca Cusick wanted to create opportunities for members to recognize how they are connected — not only to the other educators they work with every day but to their broad network of union colleagues across the city.

The FREA devised Spirit Week in March, which featured daily events ranging from gathering socially to advocating on behalf of a municipal ballot question to build a new high school — which passed with the wholehearted support of educators.

“Spirit Week reminded us that when we talk about the union, we are talking about ourselves,” Cusick said.

The events of that week proved valuable in strengthening the local’s communication structure — a key goal of the *All In* effort — as well as bringing together FREA members in social settings.

“I understand that crisis is often seen as opportunity for unions, but our members deal with stress and negativity enough. We thought they’d appreciate the chance to lift each other up,” Cusick said.

In Everett, members of the community faced a crisis that sparked quick organizing and effective activism on the part of the local association.

In early February, the School Department proposed addressing a budget crisis by immediately laying off more than 100 educators working in the Everett Public Schools, meaning massive disruption for students and deep cuts to many crucial programs.



The Everett Teachers Association first made the case against the cuts at a School Committee meeting and then organized a rally on Feb. 12 that was attended by students, parents, community members and educators from many MTA local associations outside of Everett.

A mass of students wearing red and waving “Everett Pride” signs marched from Everett High School to City Hall. Hundreds gathered outside as the City Council met.

During the meeting, students and parents spoke passionately about the lengths to which educators go to help students succeed, and educators spelled out how devastating the mid-year cuts would be.

ETA President Kim Auger succinctly told the council, “Students will suffer under these cuts.”

The cuts were ultimately averted for this year.

Following the meeting, Auger sent a message of thanks to ETA members, other public school employees, parents and community members — and especially the students who rallied for their schools. “What an amazing show of solidarity,” she wrote.



The honor of serving as your president

As I write my last editorial for *MTA Today*, I have been reflecting on the work we have done over the last four years:

- Winning the campaign to defeat Question 2.
- Holding three collective bargaining summits that have shifted the culture of bargaining to more transparency and member participation.
- Increasing the activism of the MTA to create stronger labor and community coalitions working for economic and racial justice.

- Pursuing a State House agenda that drew the largest number of legislative sponsors in recent memory.

- Dramatically shifting the narrative about high-stakes testing.

- Shutting down the Department of Elementary and Secondary Education three times in its attempts to overstep its authority.



Barbara Madeloni
MTA President

- Collecting tens of thousands of signatures for paid family and medical leave, the \$15 minimum wage and the Fair Share Amendment.

- Launching the comprehensive *All In* campaign to activate members.

- And, most recently, using our collective power to stop the Group

Insurance Commission in its tracks as it attempted to make wholesale changes in the plans offered to members and other working people.

There is so much we can be proud of: Each item on this list is something we did — members talking to members, claiming their power, acting together.

Of course, there is more we need to do. The teacher evaluation system haunts too many educators, our schools and colleges remain underfunded, the testing madness undermines meaningful curriculum, and we must do more to reach into every local so that members are being the union every day, whether in addressing grievances or in supporting or fighting ballot initiatives.

Still, it has been a remarkable transformation in a few short years. We have significantly increased the number of members attending the Annual Meeting; brought new people to conferences, committees, and an array of trainings — on everything from union organizing to professional development; and I regularly hear stories of educators organizing at the

The end of my term comes with real sadness. Yet the West Virginia educators' strike and the students organizing to end gun violence are evidence that our movement is growing.

building and local levels to refuse the weaponization of evaluations, push back against bullying principals, and join with parents and students to understand the assault on public education through films and conversation.

Though I look back, my eyes are more focused on the path ahead for the MTA, public education and unions. Down that path I see the MTA leading the charge to win the Fair Share Amendment, enshrining funding for public education at all levels in the Massachusetts Constitution — and securing upward of \$2 billion a year for public education and for roads, bridges and public transportation.

This is a once-in-a-generation opportunity for Massachusetts. It won't be an easy win; rich people will fight to keep their millions. The MTA should be proud to lead this campaign with resources and member action.

The Board of Directors recognized that when it voted to recommend to the delegates to the Annual Meeting that the MTA help fund the campaign to win the Fair Share Amendment under a plan that is similar to the one we used for Question 2. The Board's leadership is admirable and shows our allies and our opponents that we will do all we can to win the future for students and our Commonwealth. History will smile on the MTA's commitment to this work.

The investment in the Fair Share campaign is directly connected to the other big issue in front of us: responding to the coming *Janus* agency fee decision in a way that not only sustains union power but builds it.

Across Massachusetts, in local after local, members identify underfunding as a crucial issue. It means fewer librarians, larger class sizes, cuts to support staff, and layoffs across the board. It means educators constantly being told to do more with less and living with the painful reality that a terrible disservice is being done to students as well as to themselves.

This is an issue that educators care about and can speak to — an issue they are ready to organize around and win. As we experienced with the No on 2 campaign, members are inspired and excited to be part of a larger struggle for public education. They were proud of their work in that campaign — from door-knocking to talking to neighbors — and they were thrilled by the victory and proud to claim it.

How we win Fair Share — through members talking to each other and working in coalition with the community — will determine what we win. It will position us to be a powerful voice for how those funds get spent. How we win — through members being active, experiencing the strength of working in solidarity and identifying with a significant union victory — will secure membership commitment to the MTA.

It has been an honor to serve as your president. The end of my term comes with real sadness. Yet the West Virginia educators' strike and the students organizing to end gun violence are evidence that our movement is growing.

Both of these efforts emerged from the bottom up — with rank-and-file educators and students leading the way. Both movements recognized the necessity of coalitions. In West Virginia, union members allied across the public sector and with their communities. Parkland students reached out to bring students from Chicago, Boston and other urban centers into the struggle.

I expect these movements to grow and extend over the years ahead. I like to think that the MTA, with its powerful victory against charter expansion, contributed to these movements. And I trust that our members will continue to build strength and solidarity within their locals and in coalitions across the state and the country — that we will be fierce and brave and that we will achieve the schools, colleges and world we all deserve.

Solidarity,
Barbara

Letters policy

M*TA 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*, 2 Heritage Drive, 8th floor, Quincy, MA 02171-2119, or e-mail it to mtatodayletters@massteacher.org. For additional information, please refer to the guidelines posted on www.massteacher.org.



FIGHTING FOR THE SCHOOLS AND COLLEGES OUR COMMUNITIES DESERVE

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Fight for adequate funding continues

By Scott McLennan

The fight for greater investment in public higher education drew hundreds of students and faculty and staff members from campuses across the state to Beacon Hill on March 5 for Public Higher Education Advocacy Day.

The activists arrived from community colleges, state universities and UMass campuses to meet with senators and representatives from their home districts. In those meetings, advocates sought support for so-called “Finish Line” grants that would cover one full year of tuition and fees at public colleges and universities; passage of a “borrower’s bill of rights” to protect those with student debt; and support for legislation improving the working conditions of adjunct instructors.

The activists also urged legislators to support passage of the Fair Share Amendment on the ballot in November. The amendment would add a 4 percent tax to annual income over \$1 million to fund public schools, public higher education and transportation.

Of the estimated \$2 billion in revenues expected if the amendment passes, public higher education supporters are pressing for \$500 million



Photo by Scott McLennan

Students, faculty and staff gathered at the State House on March 5 to advocate for a state increase in funding for public higher education.

to be invested in public colleges and universities.

The Commonwealth has drastically reduced spending on public higher education even as student enrollment has climbed. Compared to the peak investment year of 2001, the state spends 32 percent less today per student attending a public college or university.

As a result, students are taking on far more debt to attend public colleges in Massachusetts and campuses are faced with austerity measures such as

laying off faculty and staff and holding off on maintenance of buildings and facilities.

One sign succinctly summed up the advocacy day’s messages: “Public college should not be a debt sentence.”

The Public Higher Education Network of Massachusetts organized the annual event.

“When young people lead, young people win,” PHENOM Executive Director Zac Bears told the audience, made up largely of student advocates.

“We need a debt-free future for students and their families,” he said, noting that many public higher ed students in Massachusetts are finishing their programs with about \$30,000 in debt — not much less than the average debt carried by private college and university graduates.

UMass Amherst student Nathalie Amazan said that the state has an obligation to fund public higher education because it is a public good.

MTA President Barbara Madeloni shared that sentiment, saying that public colleges and universities should offer a broad and deep liberal arts education that supports the ideals of democracy — something impossible to achieve “if people are going deeply into debt to get an education.”

Madeloni told students not to stop at debt-free college, but to keep fighting for the goal of free public higher education.

“To properly educate yourselves and become good citizens, you need the capacity to go to college and form relationships with faculty and staff. Higher education is not about online learning, and it’s not about having faculty who work out of their cars,” she said. “It’s all connected with that vision of having free access to higher education. We can get there when we win the Fair Share ballot question.”

Debt load rises sharply for public higher ed students

By Laura Barrett

In 2015, MTA Annual Meeting delegates embraced the policy goal of free, fully funded public higher education in Massachusetts. A recent report by the Massachusetts Budget and Policy Center documents how far the state has gone in the opposite direction.

“Educated and Encumbered: Student Debt Rising with Higher Education Funding Falling in Massachusetts” shows how deep cuts in state support for public higher education since 2001 have contributed to some of the highest tuition and fee increases in the nation. The report concludes:

■ UMass graduates now leave with an average debt of \$30,250, almost as much as the debt among graduates of the state’s private colleges and universities.

■ State support for public higher education has been cut by about one-third — 32 percent — between fiscal year 2001 and fiscal 2018 when adjusted for inflation and changes in enrollment.

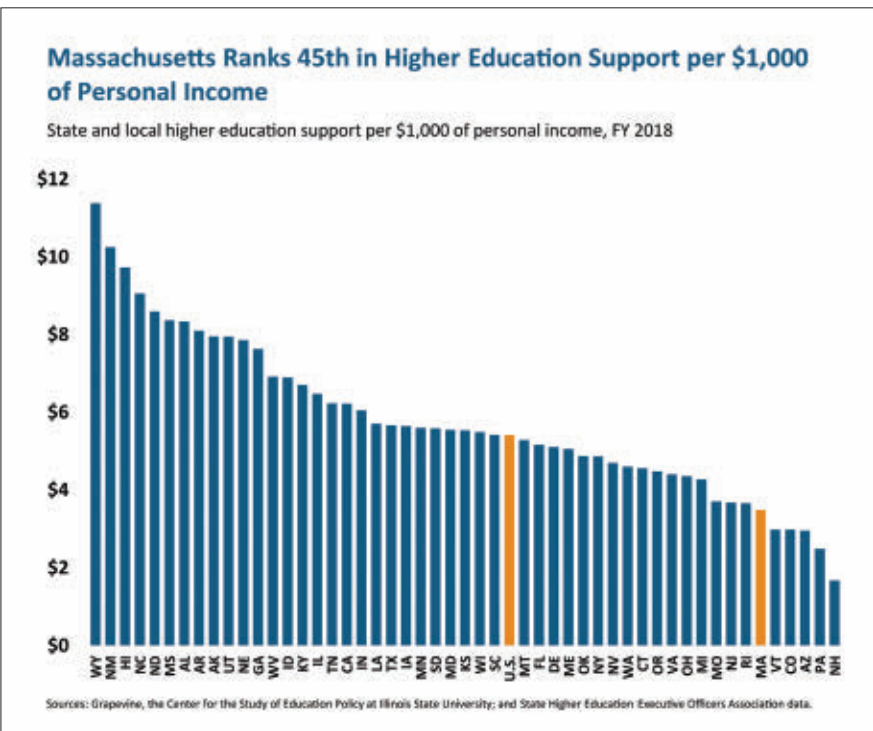
■ From fiscal 2001 to fiscal 2016, tuition and fees at four-year public institutions in Massachusetts more than doubled when adjusted for inflation. That rate increase is higher than in two-thirds of all states.

■ Massachusetts has cut scholarship funding by 32 percent since fiscal 2001.

■ Massachusetts ranks 45th nationwide in higher education support as a share of personal income and in the bottom third in per-capita spending.

“The lack of state support for public higher education is a disgrace,” MTA President Barbara Madeloni said

Please turn to **Report**/Page 20



Demanding an end to gun violence

Students take the lead in organizing marches and school walkouts

By Scott McLennan

Student-led protests against gun violence are drawing the support and admiration of educators — many of whom say their own students are voicing concerns about safety.

Following the deadly Feb. 14 shooting at Marjory Stoneman Douglas High School in Parkland, Florida, students in Massachusetts and across the nation have taken the lead in demanding political action — including stricter gun laws.

In Massachusetts, students are calling for passage of legislation that would make it possible for a family member, for example, to seek to have police take firearms and ammunition away from people deemed extremely dangerous to themselves or others. A hearing would follow any such action.

Educators have been pulled further into the national gun debate since President Donald Trump, after the Parkland shooting, suggested arming teachers. That idea has met with swift rebukes from those who actually work in classrooms.

“Educators as a rule are wired to instinctively protect their students. In crisis situations, we do whatever we can to make sure that every student is safe and secure, and this requires our full attention,” Brockton Education Association President Kim Gibson wrote in a March 23 op-ed in *The Boston Globe*.

“Asking or expecting educators to make the difficult judgment call and have the expertise to shoot an intruder is completely unacceptable,” she stated.

The following week, the state Board of Elementary and Secondary Education passed a resolution declaring its unanimous opposition to arming educators.

Students themselves, however, have been the most vocal force behind the movement to end gun violence across the nation.

Throughout Massachusetts and the rest of the country, young people took part in school walkouts on March 14 and the surrounding days to mark the Parkland tragedy, in which 14 students and three educators were killed. Many schools in Massachusetts were closed because of snow on March 14 — one month to the day after the shooting — but that did not deter hundreds of students from showing up for a planned day of advocacy and activism at the State House.

Before meeting with state representatives and senators, students packed into Gardner Auditorium and heard from several of their fellow activists. With a handful of legislators looking on, the students denounced political inaction on gun control at the state and national levels.

Evelyn Reyes, 16, a student at the John D. O’Bryant School of Mathematics and Science in Boston, asked, “How many more lives will have to be taken? How many more empty promises will be



Students and educators joined thousands of other people for the March for Our Lives event in Boston. Behind the MTA banner, from left to right in the top photo, are Colleen Demers of the Lincoln-Sudbury Regional Teachers Association, Jody Sheehan of the Danvers Teachers Association and Jamie Vient of the Monomoy Regional Education Association.

made? How many more thoughts and prayers will you send before you realize that the only way to solve this problem is to implement adequate gun control?

“The young people of this country are not looking for your prayers — we are looking for your actions,” Reyes said. “And you will be held accountable. We are the next generation of voters, and if the government of this country does not act now, the support that is needed from the governed will be denied.”

A larger action followed on March 24, when March for Our Lives events were held across the nation. More than 100,000 people joined the protests that day in Massachusetts, organizers said, with the largest march taking place in Boston. Tens of thousands of students and adults — including a contingent of MTA members and fellow educators — crowded onto Boston Common for a rally after a march from Madison Park Technical Vocational High School in Roxbury.

Polly Ford, an art teacher at the Ottoson Middle School in Arlington, joined colleagues in lining the

route. She said she was there not only to support the organizing actions, but also her own students.

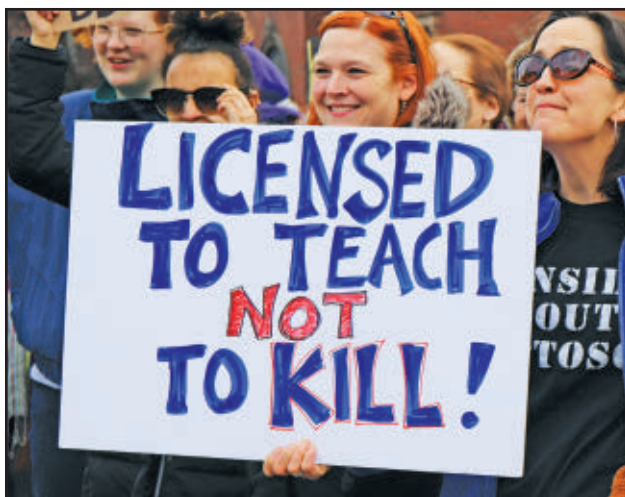
“Kids are worried about this,” she said. “Anxiety is high, even with the younger kids that I teach.”

Rockland Education Association member Graciela Mohamedi was a featured speaker at the Boston March for Our Lives event. The physics teacher and U.S. Marine veteran spoke passionately about the need for more resources in schools, and she dismissed as outrageous any proposal to arm educators.

“We teachers do not want guns,” Mohamedi said. “Arm us with science equipment. Arm us with pencils and paper to last a whole year. Arm us with books that aren’t missing pages. Arm us with equitable funding for all schools.”

But the rally and walkouts were most notable for the leadership and solidarity displayed by young people. Andover High School student Charlotte Lowell and Boston Latin Academy student Vikiana Petit-Homme, standing side by side, delivered

Continued on next page



Above, students reacted to one of the speakers on Boston Common at the March for Our Lives event. In the photo at immediate left, Rockland physics teacher Graciela Mohamedi rallied the massive crowd from the stage. Behind her is Monica Cannon-Grant, a community organizer, and at right is Vikiana Petit-Homme, one of the student speakers. In the photo at far left, a group of area educators along the route expressed their opposition to arming teachers.

Photos on this page and Page 6
by Eric Haynes and Scott McLennan

'We are marching for our streets and for our schools'

Continued from previous page

powerful speeches at the Boston event, sparking rounds of cheers as they denounced the actions of the National Rifle Association and the inaction of Congress. They also called out injustices in communities of color.

Petit-Homme said that in Boston, communities of color have been advocating for gun control for years but activists have been "silenced and demonized." The students made it clear that their movement is as much about social justice as it is about gun control.

"We are marching for our streets and for our schools. We are marching for the streets in Mattapan and the suburbs of Marlborough. We are marching for the schools in Dorchester and the classrooms in Concord," Lowell said.

MTA members also joined other rallies across the state, which produced large turnouts in Beverly, Worcester, Springfield, Hyannis and Northampton.

The Amherst-Pelham Education Association was one of the sponsors of the Pioneer Valley March for our Lives in Northampton. APEA President Jean Fay praised the student organizers, saying they reached out to her to discuss organizing and to see if the local union could donate to the march and rally.

"They were amazing. They came up with the plan and they followed through," Fay said. "I

'We teachers do not want guns. Arm us with science equipment. Arm us with pencils and paper to last a whole year. Arm us with books that aren't missing pages. Arm us with equitable funding for all schools.'

—MTA member Graciela Mohamedi

explained to our members that this is not our event. It's the students' and we are just supporting them."

Fay is a longtime activist for school safety. She attended schools in Newtown, Connecticut, and has organized many summits to examine the issue of school safety since the 2012 mass shooting at Sandy Hook Elementary School in that community.

There have been many mass shootings since 20-year-old Adam Lanza shot and killed 20 young children and six adults at Sandy Hook, and Fay said she had feared that people were simply becoming numb to such horrific news.

Fay works with students in the second and sixth grades.

She noted that she has known some of the older students since they were in kindergarten. "I have watched them mature," she said. "In the sixth grade

we do a unit on activism, and they are passionate and concerned about this issue."

She continued, "This does feel different now, with having the students so involved. These kids have my admiration, and I am more hopeful something will get done."

MTA President Barbara Madeloni said locals have done an outstanding job in organizing around the students' concerns.

"We are united in solidarity with students in demanding safe schools and safe communities," Madeloni said. "Our union provides us the space to reflect, organize and act in a manner that best supports these very smart and very tenacious young people. We should be proud of our students and their willingness to speak truth to power and to bravely stand against very wealthy and powerful opponents."

As *MTA Today* went to press, actions were being developed for a National Day of Action Against Gun Violence in Schools on April 20.

The date marks the 19th anniversary of the shooting at Columbine High School in Colorado, where 13 people were killed and two dozen were injured. The day of action was being organized by the Network for Public Education, the National Education Association, the American Federation of Teachers and other organizations.



Photos by Eric Haynes

"Our bonds are growing stronger," MTA President Barbara Madeloni, above left, told a crowd during a Working People's Day of Action event at a fire station in Boston. Above right, union supporters from all walks of life attended the noontime rally. Similar events were held across the state.

Standing strong as decision looms

By Laura Barrett

Workers took to the streets in Massachusetts cities and towns — and thousands more wore pro-union stickers at their worksites — to show solidarity on Feb. 26 as the U.S. Supreme Court heard arguments in *Janus v. AFSCME*, a case backed by wealthy special interests intent on weakening the power of public employee unions.

The events were all part of the Working People's Day of Action, coordinated by national unions in Washington, D.C., and their state and local affiliates.

"The more they threaten us, the harder we push back," said MTA President Barbara Madeloni, referring to anti-union forces. "Their attacks are having the positive impact of forcing unions to work more closely with one another."

"Our bonds are growing stronger," she continued. "And their assault on our right to organize and bargain collectively is causing us to deepen our relationship with our members. The more roadblocks they put in our way, the stronger we have to become to climb over them."

Madeloni noted later that the powerful strike by educators in West Virginia occurred even as the *Janus* case was being considered by the court.

"The West Virginia educators stood up and said they weren't going to be disrespected and underpaid anymore," she said. "They didn't back down. They held out for all public-sector workers and refused to be divided. We need to take heart and courage from their example."

The *Janus* case challenges the unanimous Supreme Court decision in 1977 that gave unions the right to collect "agency" or "fair-share" fees from public employees who receive benefits and protections under union contracts even if they decide not to become members.

The Supreme Court is widely expected to rule against public employee unions along ideological lines, with President Donald Trump's appointee, Justice Neil Gorsuch, casting the deciding vote. If that happens, agency fee payers will be able to become "free riders," enjoying the benefits of the contract without paying anything toward negotiating or maintaining it.

A decision in the case is expected in June, but could come at any time.

Working People's Day of Action events were held in Amherst, Boston, Greenfield, Fall River, New Bedford, Lawrence, Springfield and Worcester.

In Boston, several hundred unionized workers crowded together in front of the fire station on Purchase Street shortly after noon and listened to impassioned speeches delivered before a phalanx of television cameras.

Steven Tolman, president of the Massachusetts AFL-CIO, roared, "This is an attack on working people! They're trying to divide us. We're going to work hard to make sure that's not the case."

Deb Gesualdo, president of the Malden Education Association, said she went to the Boston rally to "stand in solidarity with all my other union brothers and sisters." She left feeling inspired.

"When I woke up, I was feeling the stress of the day, knowing it was *Janus v. AFSCME* day," Gesualdo said. "After I went to the rally, I felt so much better. It was awesome. The energy was so good. To see so many different people, so many different lines of work represented and so many different unions was wonderful."

Eve Weinbaum, president of the Massachusetts Society of Professors at UMass Amherst, said that all of the unions on campus — both MTA affiliates and others — worked together to organize a solidarity event. Such coordinated efforts are rare, she said. More than 300 members showed up to take photos,

listen to music, sign commitment cards and hear inspirational speeches by members of six different unions.

"Everyone told moving, personal stories about why their unions matter," Weinbaum said. One speaker was Donna Vanasse, general secretary of the University Staff Association at UMass Amherst.

"I talked about my position as a program coordinator for 18 years being eliminated and how scary it was to be suddenly unemployed," Vanasse later told *MTA Today*. "I was out of work for three weeks and we were about to lose our health insurance. My husband was out of work with an injury and I have an adult son who is disabled. The prospect of having no income and no health insurance was terrifying."

Vanasse turned to her union for help. She was told of her contractual right to be the first candidate interviewed for a comparable position on campus. The position could only be opened to others if her application was rejected.

She was hired to do a similar job in a new department and said she is very happy. She has also become active in her union, which is seeking even stronger layoff protections for classified staff.

In New Bedford, hundreds of working men and women gathered at City Hall at dusk to listen to speeches about what being a union member means. Laura Guimond, a fifth-grade teacher in Fall River, described the stark difference between working in Texas — a so-called "right-to-work" state — and in Massachusetts.

"There was no protection to talk about the problems I saw," Guimond said, talking about teaching in Texas. "I was afraid to raise issues or voice my concerns."

Continued on next page

Unionization benefits educators and students

By Lucas Donohue

The *Janus v. AFSCME* case currently before the U.S. Supreme Court represents a potentially devastating hit to public education unions. The anti-union supporters of the case hope that eliminating agency fee requirements will cause union membership to drop, weakening our collective voice. We can fight back by making sure that everyone who works in our public schools and colleges understands how both educators and our students benefit from unions.

As a former charter school teacher, I can attest that teacher professionalism is diminished when we are subject to overbearing managerial control. This is detrimental to teachers and students alike.

Two conditions bear a close look: evaluations and professional development.

How do you know that you're a good teacher? Teachers have a good intuitive sense of this. We know through observation when our students are engaged in meaningful work and are enthusiastic about learning.

We also collect both qualitative and quantitative data, which we use to modify our instruction. The purpose of collecting this data should be to improve instruction, not to rank students, teachers or schools.

The insights of good administrators play an important role. When provided correctly, administrator input can definitely help us be better at our jobs. The teacher and administrator should operate as a team to look holistically at the teaching and learning that take place.

This does not describe my experience in charter schools. A big concern was that evaluations were tied directly to pay. This may sound innocent enough, but the criterion of success was a moving target and impossible to predict.

On some days my evaluator told me that I did not do well because my hair was not combed properly. On other days I was videotaped, my every move scrutinized. I was asked: "Why did you say this?" "Why are you walking that way around the room?" "Why did you apologize to a student?" "You should never apologize because it shows weakness," I was told.

Much of this was about appearance and not educational outcome.

On other days when I was evaluated, I never heard any feedback at all. There was no consistency and only the weakest connection to learning. The evaluation process was designed to undermine my confidence and agency as a teacher, which the school's administrators knew would be to their advantage when it came to salary.

This changed drastically when I moved to a true public school. Under our negotiated evaluation system in Watertown, I am given excellent guidance on how to become a better teacher. I was guided to move from "proficient" to "exemplary." I was also given a say in my evaluation. It was not something done *to* me; rather, the evaluation was done *with* me and *for* me.

Feedback was immediately relevant and supported by evidence. And the goal was always focused on my students' learning. This is not to say that the evaluation process is perfect by any means. But compared to my previous experience, it is a significant step up.

Having a union also makes a difference in professional development.

Teachers make significant investments in continued learning through self-directed programs and district-provided professional development. In the

charter schools where I worked, so-called professional development began in early to mid-August.

For about two weeks, teachers gathered in dimly lit halls to hear speech after speech that never connected with classroom practice. PD was typically led by school administrators who rarely held teaching certifications or degrees in education and who had limited classroom experience.

Most of our PD providers were businesspeople. Hearing them talk about educational effectiveness was like having a CPA discuss the fine points of William Blake. It did not improve teaching or change student achievement in the slightest. In short, "professional development" simply checked the boxes — delivered early and often, but disconnected from practice.

When teachers have a union, they have a greater voice in their professional development. The MTA itself offers some excellent PD delivered by experienced educators on topics such as classroom management, differentiated instruction and mentor training.

While the *Janus* case poses a serious threat to unions, unions have faced threats in the past and survived by demonstrating their value both to employees and to the people they serve.

Through our local associations, the MTA and the NEA, we are able to work together to protect and professionalize teaching. We need to speak out publicly about the value of unions if we are to withstand continued assaults on our right to join together for the benefit of ourselves, our families, our students and our communities.

Lucas Donohue is a fifth-grade teacher at the Cunniff Elementary School in Watertown. He previously worked in one charter school in Malden and another in Boston.

'This case is about political power,' AFSCME leader tells crowd

Continued from previous page

"Since moving back to Massachusetts and becoming a member of my local teachers' union, there is a community of support that I had never experienced before," she said. "I have more freedom to speak my mind as an educator."



Laura Guimond

In Springfield, Maureen Colgan Posner, president of the Springfield Education Association, emceed an event attended by more than 150 union members. She said that the SEA is at its strongest as it goes to the bargaining table "when we have 2,400 members together."

Colgan Posner added, "If some of our members decide to be freeloaders, it will be hard to have the collective power to bargain with the city."

The MTA's *All In* campaign is intended to involve more members in their local associations so that they can personally experience the power of being part of a collective body working to better the lives of members and the students they serve. The hope is that those who experience that power will decide against becoming free riders.

Lee Saunders, the national president of AFSCME — the American Federation of State, County and Municipal Employees — flew up from Washington, D.C., to speak at the Boston rally. He summed up the fighting spirit of the day.

"This case isn't about free speech," Saunders said. "This case is about political power. This case is about those who have wealth and power in this country. They want more wealth and power at the expense of all of you. They can go straight to hell, because we're fighting back."

For more information about the All In campaign, please visit massteacher.org/allin.



Photo by Bob Duffy

Springfield Education Association President Maureen Colgan Posner told a crowd of more than 150 area residents that the union is at its strongest when it goes to the bargaining table with "2,400 members together."

ESPs focus on empowerment, solidarity

Conference features union-building, learning and camaraderie

By Jean Conley

Empowerment and union solidarity were the watchwords of the 2018 MTA Education Support Professionals Conference.

ESPs from across the state gathered April 6 and 7 at the Sea Crest Beach Hotel in Falmouth for the annual event, now in its 19th year. The conference featured opportunities for learning, union-building and camaraderie, along with speeches and other highlights.

Workshops such as “Legal Rights of ESPs,” “Best Contract Language,” “All In/BRAG” and “Grievances 101” addressed the growing demand for organizing and leadership skills.

Others — including “Helping Traumatized Children Learn, Succeed and Avoid Substance Abuse” and “Survival Skills for Superheroes: Understanding and Intervening with All Students” — focused on enhancing ESPs’ effectiveness in the classroom.



Kathleen Meltsakos

At dinner on Friday evening, the more than 300 conference participants honored the 2018 MTA ESP of the Year, Kathleen Meltsakos, an instructional assistant at Andover High School.

In the past, the identity of the ESP of the Year honoree was a closely guarded secret until the award

was announced during the ESP Conference. But this year the ESP Committee decided to do things a bit differently, surprising Meltsakos with the award at her school on Feb. 28 during a ceremony at which she was surrounded by students and community members.

At the conference, before Meltsakos was honored for a second time, ESP Committee Chair Leslie Marsland hit upon a key issue on the minds of many participants as she welcomed the crowd. “I’m sticking with the union,” Marsland said. “Are you?”

That became a common refrain throughout the event.

As a decision nears in the *Janus v. AFSCME* U.S. Supreme Court case, Marsland said, organized labor continues to come under assault “by people with too much money and way too much time on their hands who have nothing better to do than attack public education and bust our unions.”

She added that while most people believe the *Janus* case will be decided against unions, “likely making public employees right-to-work-for-less employees,” she is confident that collective action will prevail. “I feel we can still rise victorious by sticking with our unions,” she said.



Photos by Jean Conley

ESP Conference participants ended their Friday session with an enthusiastic chant reflecting the mood of the evening: “MTA ESPs are ALL IN. We are sticking with our union!”



Graduates of the inaugural MTA ESP leadership program held up signs that reflected how completing the program has made them feel.

She asked all participants to go back to their local associations after the conference and talk to at least two co-workers, including agency fee payers. “I want you to talk about the value of being an active and empowered union member,” Marsland said.

MTA President Barbara Madeloni picked up on Marsland’s remarks, noting that while waiting for the *Janus* decision “can lead us to significant anxiety about how our union is going to survive, in a crazy, contradictory way it’s also breathtaking” to see the solidarity of striking educators around the country standing up and using their power.

“If you look at the faces of those educators, they look so joyful and happy,” Madeloni said. “It’s an amazing time to be a unionist.” Madeloni also urged members to join other activists in the coming months in fighting for a \$15 minimum wage, the Fair Share Amendment, and paid family and medical leave.

ESP Committee Chair Leslie Marsland said that while most people believe the *Janus* case will be decided against unions, “likely making public employees right-to-work-for-less employees,” she is confident that collective action will prevail. “I feel we can still rise victorious by sticking with our unions,” she said.

As he addressed the participants, MTA Vice President Erik J. Champy began with a bit of MTA history. Champy said, “In 1845, a group of 85 Massachusetts educators met at Brinley Hall in Worcester to ensure that we would have an association that promotes public education and commits to all the principles we still hold dear today.”

Champy emphasized the importance of ESPs to our students, schools and communities and the MTA, and he expressed the need for ESPs to earn better pay and benefits for the work they do.

Meltsakos was introduced by Nancy Burke, the 2017 MTA ESP of the Year, who lauded Meltsakos’ “energetic spirit” as well as her commitment to her local, the Andover Education Association, and her special needs students.

Meltsakos acknowledged the crowd’s enthusiastic applause, saying her career as an educator began 18 years ago when she was working as a family day care provider. As she dropped a few of the children off at school one day, Meltsakos said, the principal told her, “You’d be perfect in our behavior room.”

Please turn to **ESPs**/Page 19

Unions take action after discovery

Loaded magazine turns up in auditorium at Medford school

By Laura Barrett

Members of the Medford Teachers Association and the Medford Paraprofessionals Association joined parents in packing a special School Committee meeting on Feb. 22 to address safety concerns after the community learned that a loaded magazine for a semiautomatic handgun had been found in the McGlynn School over the winter break but that the discovery was not reported to the police or mayor for seven weeks.

One upshot of the unions' collective action is that the school district has promised to take educators' safety concerns more seriously. A first step was allowing the unions to hold their own union-led professional development session addressing issues raised by the incident.

Charlene Douglas, president of the teachers' association, and Gina Coppola, president of the paraprofessionals' association, said their members were very upset by both the discovery itself and how it was handled. Members were never formally notified of the situation by the district; they had to learn about it via e-mail correspondence from Coppola and Douglas.

At the School Committee meeting on Feb. 22, Medford Chief of Police Leo Sacco said that the loaded magazine was found in the school's auditorium on Dec. 29 by an employee of a cleaning service working in the building over the winter break. The employee took a photograph of the device and turned it over to district administrators. It apparently ended up on the desk of McGlynn Middle School Principal Jake Edwards. Officials said Edwards may have thrown it away when he was cleaning his office on Dec. 30.

As *MTA Today* went to press, the origins of the magazine, how it ended up in the school and why it was discarded had not yet been identified or explained.

Superintendent Roy Belson said he learned about the magazine in early January. At the School Committee meeting, Belson acknowledged he didn't tell Mayor Stephanie Burke or Sacco about it until Feb. 16.

"I'm telling you outright, I made a mistake in judgment," Belson said. "I thought I was doing the right thing because I didn't want to raise anxiety over something. Undoubtedly, I did raise anxiety. I made a mistake. I accept responsibility for it."

As a result of that decision, Belson and the School Committee reached an agreement requiring him to retire at the end of April instead of at the end of the school year, as he had previously planned.

Although rumors about the magazine had been circulating for days, it finally became public when Boston 25 News broke the story on Feb. 20.

After the story broke, Douglas sent a letter to the superintendent and mayor demanding that the school



Photo by Laura Barrett

Several hundred people attended a special School Committee meeting at Medford High School on Feb. 22 to hear officials address safety concerns that were raised after a loaded handgun magazine was found at the McGlynn School in December.

be searched immediately, that all safety procedures and protocols be reviewed, that school staff be trained appropriately and that members be consulted and involved.

Two days later, Mayor Burke and Chief Sacco held a press conference at Medford City Hall at which they announced that Edwards had been placed on paid administrative leave while his role in the incident was being investigated. They also announced that all Medford schools had been searched thoroughly and that no gun, ammunition or other contraband was found.

That night, several hundred members and parents filled the Medford High School auditorium at the special School Committee meeting. The anger and frustration quickly boiled over into yelling and sharp criticism.

Douglas called on the district to make several changes, including developing guidance on how to talk to students about the incident to calm fears, offering more professional development on safety protocols, and getting educator input into strengthening protocols that already exist.

The School Committee voted to cancel school the following Monday so staff could take part in professional development related to school safety. The mayor agreed to the union's request that the Massachusetts Teachers Association run a session for all members, teachers and paraprofessionals during the first hour and a half of that day.

At that session, members were asked to address three questions: What are your feelings? What are your concerns? What do you want to do? The input was extensive. Douglas said members thought it was by far the most valuable part of the day.

"Members felt heard when their voices came through our union," Douglas said.

But there's more to be done. She and Coppola said that educators need to be part of the solution.

"As we've all seen from the recent tragedy in Florida," Douglas testified at the special meeting, "staff are on the front lines in school shooting incidents, often using their own bodies to shield their students. We need to be included every step of the way."

In March, teachers were introduced to new crisis training protocols and plans were initiated to develop a school safety committee that will include educators, School Committee members, parents and other stakeholders.

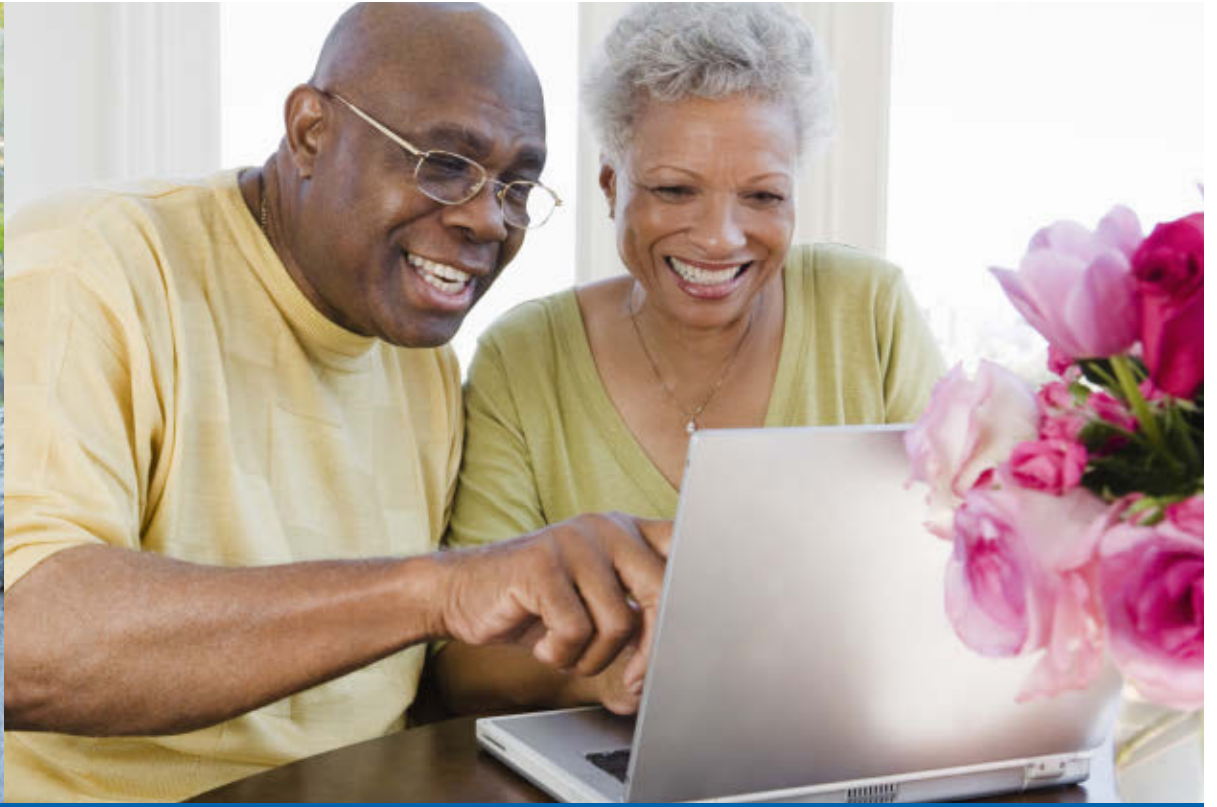
Coppola said that paraprofessionals are just as vulnerable as teachers — and could be more so because of their specific roles in taking care of children who may be physically disabled or unable to follow directions.

"We have kids in wheelchairs," she said. "Who is going to protect that child? We are. That is a challenge we have to address."

Students are also joining the effort to improve school safety.

Referring to the gun magazine found at McGlynn, Medford High School student Justin Teng told WCVB news, "It was just shocking. We think we live in a safe community, but after something like Parkland, this wasn't the news we wanted to hear."

With support from the administration, more than 500 Medford High School students took part in a school walkout on March 21 to protest gun violence, and a contingent of students joined the March for Our Lives rally in Boston on March 24.



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GIC subscribers get some good news

By Scott McLennan

The state's Group Insurance Commission has voted to hold down premiums and other expenses for employees covered by the health plans it offers over the coming fiscal year, and the Legislature has approved a plan to protect a group of 1,000 retirees who were facing steep cost increases.

But these pieces of good news did not come without a fight.

They followed concerted activism by public-sector unions, which successfully rallied their members to oppose the GIC's decision in January to eliminate three carriers for active employees — Harvard Pilgrim Health Care, Fallon Health and Tufts Health Plan.

"Our active and retired members were not going to allow Governor Baker and his appointees on the GIC to treat working people with such disregard," said MTA President Barbara Madeloni. "MTA members were out front in demonstrating union strength and solidarity, and in the end this benefited working families and retirees across the state."

The GIC's initial proposal to eliminate the three carriers came as a surprise to many people, including some of the commissioners, who complained that they were given information on the proposal only

In late February, the GIC set premium rates and deductibles for the plans it will be offering to roughly 400,000 active and retired public employees beginning July 1. Most costs were held in check. Some decreased, and the increases that were approved will not surpass 2 percent on average.

hours before it was to come up for a GIC vote. The vote was 8 to 5, with all five commissioners who represent labor opposing the plan and two commissioners abstaining.

Active and retired employees responded by flooding the governor's office and the GIC with phone calls and e-mails assailing the action and the lack of transparency surrounding it.

On Jan. 30, unions held an emergency rally in Boston that was attended by hundreds of members.

On Feb. 1, the GIC reversed the vote, retaining the carriers for active employees.

In late February, the GIC set premium rates and deductibles for the plans it will be offering to roughly 400,000 active and retired public employees

beginning July 1. Most costs were held in check. Some decreased, and the increases that were approved will not surpass 2 percent on average.

But there was still concern for a group of municipal retirees in what was known as "Pool 2," who were to be locked into only one carrier: UniCare. About 10 percent of this group faced large premium increases.

The GIC filed a bill seeking relief for these retirees, and the legislative fix passed in late March, effectively merging the Pool 2 retirees in with the rest of the GIC participants and opening access to more plans.

If labor representatives are successful, the effort to ensure fairness will not end there.

Brockton educator Timothy Sullivan, who represents the MTA on the GIC, has introduced a motion to make the commission's work more transparent. The motion would require more public hearings on proposed health insurance changes and require that GIC administrators provide commissioners with relevant information about proposed changes at least 21 days before any planned vote.

The commission was expected to act on Sullivan's motion shortly after *MTA Today* went to press.

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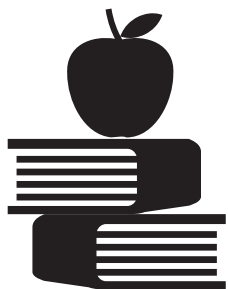
Showing their love for schools and colleges — and explaining the need for resources



On Valentine's Day, MTA members across the state declared their love for their public schools and colleges and advocated for more funding. Educators wore stickers, held signs and posted images on social media. Some of their messages focused on what is great about their schools and colleges and others on how their students would benefit from more resources. Participating in the effort, clockwise from far left, were educators from Worcester, Amherst-Pelham, Malden and Norton.

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Understanding your home's 'replacement cost'

Here's a statistic that might surprise you: More than half of the homes in the U.S. are underinsured, according to estimates by Marshall & Swift/Boeckh, a provider of building cost data.

This may be because home insurance policies are often believed to provide coverage based on a home's market value as opposed to its replacement cost. Understanding the difference is a key factor in making sure your coverage is adequate.

Replacement cost vs. market value

When you think of what your home is worth, you tend to think either about how much you paid for it or the price for which you could sell it on the open market.

But several factors beyond home size and features may affect price, such as its neighborhood, school system, market demand and many other external considerations.

Insurance carriers are more concerned with the replacement cost of your home. This is essentially the amount it would take to rebuild your home from scratch in the event of a total loss.

Many factors go into determining this figure. As a result, a home's replacement cost often differs — sometimes greatly — from its market value.

Here's an example (for illustration purposes only). Let's say you purchased your home for \$225,000 and you have opted to insure it for this amount. Then a fire destroys your home. The cost to rebuild it, factoring in the cost of materials and labor, comes to \$280,000.

You would be underinsured for \$55,000 — which means you may not have enough funds to rebuild your home the way it was.

Here are some of the factors that go into replacement cost:

- Roof and shingle style and quality, which vary widely from home to home



- Exterior features such as porches, decks and breezeways
- The age and quality of your heating and cooling systems
- The materials used in your kitchen and bathrooms
- The style of your garage and whether it is attached to the home
- Present-day cost of building materials and labor
- Debris removal, which is not included in new home construction

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WHAT MEMBERS ARE SAYING ABOUT THE STUDENT LOAN COUNSELING PROGRAM

Student loan debt continues to skyrocket in the United States. MTA Benefits wants to equip members with the resources they need to take control of their debt. Since the inception of the student loan counseling program in 2016, MTA members have been thrilled with their experiences.

If you could benefit from an analysis of your student loan debt and would like to understand the various loan types, federal repayment plans, income-driven repayment plans and loan forgiveness programs, visit mtabenefits.com/benefits. Click on Financial and choose Student Loan Counseling.

"I just wanted to thank you for meeting with me for loan counseling. I would not have been fully aware of all of the options I have, especially as a teacher, that will help me to get rid of my loans as quickly and as cheaply as possible. I left our first meeting confident in what steps I should take next. After the second time we talked, everything I needed to do was set up and in motion as I began to pay off my loans in an affordable way on my teacher's salary. I would recommend that all MTA members speak with a counselor to help lead them in the right direction for loan forgiveness and repayment options."

— Matt, first-year educator

"Hi, Gordon. A very well done and informative webinar. Thanks. I would like you to dissect my daughter's debt and help us choose the right route for us to take. I am the co-signer on her loans and am really worried about her situation. I want to help her with the payments but want to do some type of consolidation. You were right on when you said 'one size does not fit all.' The Navients and Sallie Maes of this world don't seem to care or want to help. Let me know how I can get this counseling, please!"

— Satisfied MTA member



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UMass unions protest

Members of a union coalition representing UMass faculty, staff and graduate students protested outside a meeting of the UMass Board of Trustees in Amherst on April 6 to draw attention to stalled contract negotiations. The unions are fighting for fair salaries and improved working conditions for members, who have been working without contracts for more than 250 days. The coalition is also asking trustees to publicly support the Fair Share Amendment ballot initiative, which would increase funding for public higher education.

Photo by Scott McLennan

ESPs are urged to continue speaking out and fighting for fairness

Continued from Page 10

“That started my career,” she continued, acknowledging the physical, financial and emotional challenges of the job. Despite the obstacles, she said, “We go back every day because we love our students, and every person in this room is here because they love what they do.”

In addition to deep involvement in her union at the local, state and national levels, Meltsakos is active on the political front in her town. “Though I don’t really like politics,” she said, “I know how important it is to all of us as educators.

“Don’t be afraid to speak up to your School Committee and everybody

else,” she told the crowd. “Keep telling your stories. Keep doing what you’re doing — and someday we will be paid what we deserve.”

During meals throughout the conference, prizes sponsored by MTA Benefits were awarded. The giveaways are a popular feature of the conference, and this year 25 members received prizes from MTAB that included Fitbits, Kindles, tablets and other items.

Before the conference wrapped up on Saturday afternoon, participants honored graduates of the inaugural MTA ESP leadership program, which is modeled on the National Education Association’s Leaders for Tomorrow program.

“Let me take you back to a cold night in January — January 19 to be exact,” said paraeducator Janice McKeown, one of the graduates.

“It was still getting dark before 5. We were tired after a long week, and some of us were wondering, ‘What am I doing? What did I sign myself up for now?’ We have families. Second or third jobs. Outside commitments. Lives! And yet we all took a chance

that this three-weekend leadership program would make us stronger as individuals and within our union.”

McKeown continued, “We came from five different districts. We come from diverse backgrounds. Some of us are career-changers relatively new to education, while some are veteran educators. Some of us are well known in our unions and some of us are just getting started. Most of us were strangers on that night we met. But now we are friends. And we hold ourselves accountable to be the best that we can be.”

The group of 12 graduates included Burke and Susan Markievitz, both of the Haverhill Education Association; Tina Gaffney, Shannon Smith, Yahaira Rodriguez and Elsa Trinidad of the Educational Association of Worcester; Roylene Hunte, Wendy MacMillan and McKeown of the Brookline Educators Union; Lisa Irvine of the Waltham Educators Association; and Terry Anise King and Valerie Price of the Classified Staff Union at UMass Boston.

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Report shows need for state to increase higher ed funding

Continued from Page 5

in response to the MassBudget report. “We need to reverse course in this year’s budget and in every subsequent year until we can promise all students free high-quality public education.

“Elected officials love to say that an educated citizenry is our greatest asset in Massachusetts,” she continued. “They need to prove they mean it through their funding priorities.”

Madeloni added that more funding is needed not just to reduce costs for students, but also to improve teaching conditions on the state’s public higher education campuses.

‘We need to reverse course in this year’s budget and in every subsequent year until we can promise all students free high-quality public education.’

— MTA President Barbara Madeloni

“We need to reverse the trend of replacing full-time faculty with part-time adjuncts,” she said. “And we need to provide adjuncts with fair wages, health insurance, retirement benefits

and greater stability in their teaching assignments.”

The lack of state support for public higher education is bound to be a factor in the fight over the Fair

Share Amendment, the constitutional amendment that would add a 4 percent tax to annual income over \$1 million in order to fund public schools, public higher education and transportation.

“The people of Massachusetts value public education — we know that from the Question 2 campaign and from the conversations educators have every day,” said Madeloni.

“When we knock on doors this summer and fall, we will be working for a win for Fair Share and a big win for students, communities and public education.”

JOBS AT THE MTA

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Agenda includes elections and awards

By Jean Conley

The 173rd MTA Annual Meeting of Delegates will be held May 4 and 5, featuring elections to leadership posts and debate on a wide array of issues.

The Annual Meeting also provides an opportunity for delegates to honor activists who have shown their commitment to public education, labor and their communities.

Delegates will vote on proposed revisions to the association's bylaws and resolutions, as well as the proposed revision of a standing rule. The delegates will also take up new business items.

The two-day meeting will be called to order at noon on Friday, May 4, at the Hynes Convention Center in Boston.

On Friday afternoon, MTA President Barbara Madeloni, MTA Vice President Erik J. Champy and Executive Director-Treasurer Ann Clarke will deliver leadership reports.

Also on Friday, 12 public educators will be recognized for their work as members of the Teacher Leadership Institute, a partnership that prepares classroom teachers for leadership roles. The partnership involves the MTA, the National Education Association, the Center for Teaching Quality and the National Board for Professional Teaching Standards.

On Saturday, the delegates will vote for candidates for MTA President, Vice President and the association's Board of Directors.

In addition, four Retired Members Committee seats will be filled by delegates representing the Statewide Retired District.

The delegates will also act on the association's proposed budget for the fiscal year that begins July 1, as well as on other business.

Among the awards to be presented is the President's Award, which pays tribute to an outstanding individual chosen by the MTA President.

The recipient of this year's President's Award is Maurice Cunningham, an MTA member and associate professor of political science at UMass Boston. Cunningham has done extensive research on "dark money" in Massachusetts politics — money from anonymous donors used to influence political campaigns.

During the 2016 election season, when the ultimately rejected Question 2 initiative to lift the cap on charter schools was on the ballot, Cunningham was researching the sources of millions of dollars from anonymous donors to the New York-based Families for Excellent Schools — Advocacy. The money was then donated to the Great Schools Massachusetts Ballot Committee.



Maurice Cunningham



George Luse



Lydia Edwards



Cara Pekarck

On Saturday, the delegates will vote for candidates for MTA President, Vice President and the association's Board of Directors.

Cunningham reported his charter campaign findings on *MassPoliticsProfs*, a blog he co-founded and to which he contributes.

In September 2017, after its own review, the Massachusetts Office of Campaign and Political Finance leveled the largest fine in its history — \$426,466 — and shut down the FESA operation in Massachusetts after concluding that it had "violated the campaign finance law by receiving contributions from individuals and then contributing those funds to the Great Schools Massachusetts Ballot Question Committee in a manner intended to disguise the true source of the money."

The MTA Friend of Education award will be presented to retired MTA Training and Professional Learning Specialist George Luse, who spent decades advocating for the rights of education workers.

After eight years as an instrumental music teacher in Michigan and Maine, Luse began his union work in 1981 at the Maine Teachers Association, now the Maine Education Association. He joined the Massachusetts Teachers Association as a consultant in 1989.

Luse was trained as an organizer by a cadre from the National Education Association that had organized state education associations at the dawn of public-sector collective bargaining. In turn, he trained, influenced and inspired hundreds of fellow activists before retiring from the MTA in 2016. Luse, a resident of Boston's Roxbury neighborhood, is currently chair of the Executive Board of Massachusetts Jobs With Justice, and he mentors young black and brown men as a member of Concerned Black Men of Massachusetts.

The MTA's Friend of Labor Award will be presented to Lydia Edwards, who represents District 1 on the Boston City Council.

When Boston created its Office of Housing Stability in 2016, Mayor Martin Walsh tapped Edwards to be deputy director. Edwards took charge of delivering innovative solutions to help the city fight the displacement of tenants being evicted from

their homes, bringing together landlords, management companies, housing authorities and tenants.

Edwards has also worked as a public interest attorney with Greater Boston Legal Services, focusing on labor issues such as fighting for access to unemployment insurance, ensuring payment of back wages, combating human trafficking and fair treatment of domestic workers.

Cara Pekarck, the 2018 Massachusetts Teacher of the Year, will also address the delegates.

The North Quincy High School science teacher strives to develop students' interest in and understanding of how scientific concepts apply to their lives in order to enhance their participation and learning and improve their literacy and critical thinking skills.

In 2016, Pekarck traveled halfway around the world to expand her knowledge as a member of a PolarTREC expedition in the Southern Ocean, where she spent six weeks on an icebreaker that served as a floating laboratory.

She kept a journal that her students could read online, and she was able to have a video of herself at work live-streamed to the high school so students could follow her journey.

The proposed MTA operating budget of \$43,805,555 for fiscal 2018-2019 will be presented and voted on. The Advisory Budget Committee, the Executive Committee and the Board of Directors have proposed annual dues of \$474 for full-time active members, which represents no increase or decrease from the current year.

Under the proposed budget, dues for secretaries, clerks and custodians would remain at \$285; and dues for aides, food service personnel and other education support professionals would remain at \$143.

In addition, the proposed Public Relations/Organizing Campaign budget will be considered. The recommended general dues assessment for the PR/Organizing budget is \$20. For secretaries, clerks and custodians, the assessment would be \$12; aides, food service personnel and other education support professionals would be assessed \$6.

To see a copy of the Annual Meeting schedule of events and business session agenda, please visit www.massteacher.org/annualmeeting.

Candidate for MTA President: Erik J. Champy

Inspired by a bold vision, educators from across the state gathered at Brinley Hall in Worcester in late Fall 1845 to create a member-driven organization governed by democratic principles in order to promote and support educator professionalism and unionism.

For more than 172 years, MTA has grown in professional significance and political strength. We have gone on to win important rights and benefits for our members including collective bargaining, Chapter 150E, Chapter 71, Chapter 622, the Transitional Bilingual Education Act, Chapter 766, RetirementPlus and much more.

This is the legacy of the MTA. This is the legacy of tireless educators who brought their vision and determination to create real, substantive change for public education and public school educators.

Nearly six generations later, MTA is facing challenges unlike ever before. We urgently need



an experienced leader who understands and supports the needs of our members and locals. A leader who is knowledgeable about the history of our association, is ready to move us forward, and is willing to serve ALL members. We need a visionary leader ready to rebuild relationships, strengthen our

capacity and identify solutions. We need a strong leader who will ensure that the Massachusetts Teachers Association is visible, viable and valued in a post-*Janus* era. I am the only candidate prepared to lead this organization as the next MTA President!

As your fellow educator, I have served as an elementary teacher and middle/high school counselor. For many years, I taught undergraduate and graduate courses as an adjunct professor and supervised student teachers. In my regional district, I have participated in numerous efforts to support student learning and achieve the goals of my school community. In addition, I have been a very active alumni leader at Salem State University for the past two decades. At the state level, I have volunteered with the Massachusetts Parent Teacher Association and served as the State President. I called for and secured the state PTA's endorsement for our ballot campaign in 2016. I am a leader with significant preK-12 and higher education experience. I am a leader with a proven record of building strong coalitions with critical stakeholders to achieve positive results.

As your MTA Vice President, I am honored to have your support as I crisscross our Commonwealth working to represent your interests. This marks my 14th year on the MTA Board of Directors and my second year on the MTA Executive Committee. As MTA Vice President, I work with several MTA



committees representing ALL members of our association. I attend regional meetings and support the efforts of our members in the MCCC and the MSCA as well as Berkshire, Bristol, Norfolk and Plymouth counties. I have extended my assistance to our local presidents and coalition partners throughout the Commonwealth. I have visited many of your school communities and campuses, conversed with you and your colleagues and enjoyed speaking with and reading to your students.

As chair of the Advisory Budget Committee, I advocated for a \$0 net change in your dues for the past two years. Along with committee members and staff, I led training for our new presidents and leaders at the past two summer conferences. I continue to lobby for your interests from Beacon Hill to Capitol Hill. I have met with Senators Elizabeth Warren and Ed Markey, all of our U.S. Representatives, and many of our state legislators. I am the only MTA officer to consistently represent your voice among state leaders at the National Education Association and at the National Council of State Education Associations. As your Vice President, I have demonstrated my commitment to you and our association.

As your next MTA President, I am committed to hearing your voice and partnering with you in strengthening our union. I have a vision that goes beyond what MTA is today and looks at what MTA can become. I aspire to work with members to ensure that:

- All local leaders have the resources they need to be successful
- Struggling school districts and campuses receive targeted support from MTA
- MTA committees represent our diverse membership and drive our work forward
- All members' needs are at the forefront of our legislative priorities
- Our statewide coalitions are embraced and expanded in the years to come
- Collective bargaining rights are protected in a post-*Janus* era

■ Statewide leaders recognize and respect the collective power of the MTA as well as the significant professional expertise of our members

■ Our 110,000 members feel valued, respected, and included in their statewide association

We can realize these aspirations by working together, with a unified vision and a renewed commitment through my **PROMISE** to you:

- Professional Learning
- Raising Educators' Voices
- Organizing Around Local Issues
- Member Empowerment and Engagement
- Institutional Advancement
- Service to Our Members
- Education Policy and Practice

TOGETHER, WE ARE ONE MTA! I am committed to unifying our membership, standing shoulder to shoulder in solidarity as we face many difficulties in the days ahead. I am confident that we can capitalize upon our strengths and learn from our challenges. As the largest labor union in the Commonwealth of Massachusetts, we must lead our profession and public education forward.

Some may suggest that there is only one of two approaches to MTA leadership: either compromise or fight. Fellow members, **Erik Champy is committed to WINNING!** I will continue to work on your behalf, using all of our collective power, strategies, and resources to support your decisions in determining what will best serve the members of the Massachusetts Teachers Association, our students and our communities.

The next MTA President will be faced with the loss of agency fee. It is crucial that we remain committed to providing the highest quality of service while continuing to organize our members. I am well prepared, most experienced and best positioned to serve as your next President of the Massachusetts Teachers Association. I ask for your support and vote on Saturday, May 5th. Mostly, **I thank you for all that you do for our profession and for our students!**

Candidate for MTA President: Merrie Najimy

Why I Am Running for President

Outside of my kindergarten classroom window, I hang bird feeders. My 5-year-olds start their day by watching cardinals and chickadees before they head to the block corner. Once, when I inquired about transferring to third grade, my then principal told me, “You won’t have time for birds. You must get through the curriculum.” The chill in that statement stays with me: None of us became educators to “get through the curriculum.”

These are extraordinary times for public education and unions. They require leadership with experience, attentive to the urgency of the moment, and guided by a clear vision and sense of purpose. I served as the president of my local for 11 years, on the MTA Board for six, and on MTA committees. I brought open bargaining to my local and, through MTA summits, to locals across the state. These



experiences inform the perspective that I bring to leadership. But my principles and vision are grounded in my work as a classroom teacher.

Becoming an Educator

I grew up in Pittsfield where, as an Arab-American student, I felt alienated by the Dick and Jane reader. I did not see my family and my culture represented. I became a teacher to bring a wider world view to all students. On his teaching salary, my father was able to put his children through the state university system. I graduated debt-free from Berkshire Community College and Framingham State, gaining a deep appreciation for public higher education. For 28 years I have known the joy of teaching elementary school but know too well the ongoing degradation of our students’ learning conditions.

Our Collective Experiences

My running mate, Max Page, and I share a vision for public education, unions, and a racially and economically just society. Over our decade of organizing with MTA members and on our campaign travels across the state we heard members share three major concerns: respect, funding, and deteriorating learning conditions.

Everywhere we travel, we hear of heavy-handed and clueless managers. Their lack of **respect** — supported by a punitive evaluation system and job insecurity, and expressed through bullying and vindictive accountability — undermines our **dignity** and demeans us as human beings.

The impact of reduced **funding** comes in many different forms and affects educators and students at



every level: increased health insurance costs, limited or unequal pay and unsettled contracts, chronic underfunding, staff cuts, work intensification and general lack of resources. Austerity budgets, a test-driven agenda, and a prescriptive curriculum rob our students of **meaningful learning**.

My vision for the MTA is to grow our collective power, fully fund our public schools, colleges and universities, and demand autonomy and respect in our workplaces.

To achieve this our Platform has three major tenets:

1. Reclaim the respect, dignity and autonomy that we deserve. In my local we stood up to bullying administrators who attempted to silence veteran teachers and fire me for my union activities. We built a movement in our district and across the state, and, with parents and the broader Concord community, beat back the privatization of our bus drivers and shut down the attempt at retaliation. Across the state we must organize to:

- Win a moratorium on high-stakes testing
- Dismantle the current evaluation system and replace it with a meaningful model
- Increase wages, benefits and job security for adjuncts and ESPs
- Resist turnaround plans and school takeovers

2. Build strong locals. Our power comes from members taking collective action to solve problems at their worksites. As President of the Concord Teachers Association, I led us through open bargaining, creating new opportunities for members to participate. Together, members started experiencing themselves as the union as they talked to each other. They discovered the power they had to win a great contract by taking action together. And now, they are ALL IN.

To build this power statewide, I proposed a New Business Item at the 2015 Annual Meeting to institute open bargaining summits. This movement is spreading as more locals embrace transparency and member involvement. Together, let us:

- Grow the movement for open bargaining
- Fortify the *All In* campaign
- Cultivate the next generation of member leadership

3. Deepen our involvement with coalitions. We can win, but not alone. When we join with our natural allies — labor, parents, students, and progressive social justice organizations — we will advance all of our struggles. We learned this with our landslide victory on No on 2. Let’s continue together to:

- Win the Fair Share Amendment and up to \$2 billion a year for public education and transportation
- Pass the Raise Up Massachusetts ballot initiatives, lifting the minimum wage to \$15, and winning paid family and medical leave for all workers
- Fully fund public education from preK through higher education
- Genuinely address our need for racial and economic justice

Under the leadership of Barbara Madeloni, we have started to transform the MTA into the most powerful force for public education, from preK through higher education, a union that fights for our members, our students, their families and communities. But we have more work to do. I am the leader who will continue this direction.

Join me — and together we will build a powerful union, schools our students deserve, and a just community.

With respect for your work and in solidarity for our union,

Merrie Najimy

Candidate for MTA Vice President: Adeline Bee

My slogan, “Uniting MTA to Serve You,” is not just rhetoric. I am proud to be a longtime educator, an MTA member, and an advocate for equality, equity, and respect. I believe in the power of unions and how they affect working people everywhere. Unions changed history and spoke up for those who couldn’t. That’s something I have done my entire career. I teach English at Attleboro High School, have been my local president for almost 10 years, served on the MTA Board for four years, and twice run for the state Legislature. I have negotiated contracts and served on two school committees, which gives me a unique perspective on running organizations and establishing budget priorities.

MTA’s Core Mission and Our Power

MTA has been serving educators for almost 175 years. Contract maintenance, bargaining, grievances, legal support, and professional development are integral and interrelated — they are our bread and butter. I frequently hear, “What has MTA done for me?” Moving away from member servicing has caused locals to become frustrated with the lack of support. It’s time to reemphasize and fund our original mission. Your dues are entrusted to MTA. With the *Janus* decision affecting our bottom line, it

will be my **priority** to ensure our members receive the services and resources needed.

Working with coalitions to achieve our objectives has been standard operating procedure for decades. I believe in working with **everyone** to build positive, powerful, productive relationships.



MTA’s legislative record has been disappointing. We need to rebuild relationships on Beacon Hill. Legislators aren’t education experts — we are. Respectful dialogue, including genuine disagreement and discourse, precedes acceptance and action. This is education at its best. **It’s what we do.** Posturing and excessive confrontation only lead to distrust and disrespect. Speaking from your heart, providing well-supported information, and respectful listening are more effective and augment our collective power.

Whether you are preK-12, a nurse, an ESP, higher

education, professional staff, an adjunct, or a retiree, I will **amplify your voice** and **protect your rights**. The Fair Share Amendment will bring \$1.9 billion into the general fund. Its purpose is to “provide the resources for quality public education and affordable public colleges and universities,” along with repairing and maintaining roads, bridges and public transportation. Those funds will be allocated by the Legislature. ESPs, retirees, and adjunct faculty have been disregarded for too long. It’s our job to make sure those resources are shared fairly.

My Promise

I promise to **respect** and **listen** to everyone. We are 116,000 members strong, the largest union in Massachusetts. We have national influence and an incredible voice. We should be in the forefront as we face school shootings, union-busting, health care, retirement issues, ballot questions, and budget cuts. **Innovation**, not intransigence, should be our motto. Working on solutions should be our objective.

Thank you for this opportunity to serve you as vice president. I ask for your support, your vote on May 5 and, most importantly, your trust.

In unity and respect,
~Adeline Bee
beeformta@gmail.com

Candidate for MTA Vice President: Max Page

I am running for Vice President of the MTA to continue the work of reclaiming professional respect for educators, building stronger locals, and strengthening the alliances that won us No on 2. We have tremendous threats before us, but under Barbara’s leadership we have laid the groundwork for important victories: winning an historic investment in our schools and colleges,



defeating high-stakes testing, reasserting our professional autonomy, and helping lift a million of our students and their parents out of poverty. I’ve been a part of those efforts and am ready to help lead us to victory.

I am running alongside Merrie Najimy because we share a vision for public education and for the MTA.

I live in the house in Amherst I grew up in. My father taught at UMass, and my mother was an

elementary school principal. My wife, Eve, and I have three children who have gone through the same public schools I went through, learning under the guidance of remarkable educators. Public education is in my bones.

When I returned in 2001 to teach architecture at UMass, I became active in my local and the MTA. Why? Because public education is the cornerstone of democracy, and is threatened by privatization and austerity. Because, as the largest union in the Commonwealth, the MTA is the organization most able to win the public schools and colleges we all deserve.

Here are ways I have acted on my commitment to public education and union power:

- As president of my 1,400-person local, the Massachusetts Society of Professors, I grew our membership, negotiated and enforced contracts, won paid family and medical leave, and secured better conditions for adjuncts.

- I helped found PHENOM, the Public Higher Education Network of Massachusetts, bringing together students, faculty, and staff to advocate for increased state funding and greater affordability for our students.

- While serving on the Executive Committee of the MTA, I fought against the compromises that brought us high-stakes testing, took away seniority rights, and cut pensions.

- As Vice Chair of the Government Relations Committee, I helped craft the MTA’s most progressive legislative package ever, including a moratorium on high-stakes testing, bilingual education, greater security for retirees, health care for adjunct faculty, and debt-free public higher education. The majority of the Legislature has co-sponsored our agenda.

- As Chair of the Revenue Committee, I galvanized the MTA to fight for progressive taxes. This work led directly to the Fair Share Amendment, which I helped shape so that public education would gain the lion’s share of the \$2 billion in revenues.

- Knowing that coalition work is essential to our victories, I sit on the Steering Committee of Raise Up Massachusetts, the coalition behind the Fair Share Amendment and the \$15 minimum wage and paid family and medical leave initiatives.

I have driven over 5,000 miles around the state for this campaign, meeting with members, hearing about your hopes. I ask for your vote so we can keep the MTA moving forward.

Candidate for MTA Vice President: Peter Lahey

Two Pillars of Democracy

As MTA members, we all participate in two chief institutions through which we build a just and democratic society: public education and membership in a union.

Public schools, and the educators who work in them, educate everyone who comes through the doors. I teach history in Everett. We are a poor community with many immigrants. These students depend on public education to improve their futures.



Strong public schools rely on educators organizing for working conditions that attract and retain a talented workforce. Within our locals and the MTA, we have two effective vehicles to advocate for, organize around, and use our collective power to achieve strong contracts, enforce our rights, and ensure respect in the workplace.

Stronger Together

The No on 2 victory and recent GIC decision to repeal the rollback of plan choices are examples of what the MTA can achieve working together with locals and members across the state.

We showed up in large numbers at hearings and forums, partnered with community organizations and labor groups, reached out to legislators and municipal officials, and achieved our goals. We were unified in our efforts, and that unity was our strength.

Importance of Locals

In a post-*Janus* world, the survival of our locals is first and foremost. Our role as a statewide association is to provide locals with the resources they need to maintain membership and sustain vibrant, active locals. Listening to our local leaders is imperative. The MTA must assist locals in establishing priorities and educating members on the fundamental importance of belonging to our union. Our locals, like our members, are a diverse group with diverse challenges and strengths.

MTA leadership must also work with legislative allies to defeat empowerment zones, end the high-stakes testing regime, and increase funding for public education at all levels.

Process Matters

The next MTA leadership team must commit to democratic processes as the means to shape MTA policies. The growing partisan divisions I have observed as a member of the MTA Board must be overcome by including all voices. Robust debate and exchange of views are not only the lifeblood of democracy, they are the lifeblood of a union. Debate must be conducted in such a way that everyone feels their perspective has been heard and honored. By listening to each other, we bring more members in, empower them, and broaden our base for the work ahead.

Forward Together

The key to unity and strength is through a genuine grassroots process. I was trained as a grassroots organizer and served as a Senate District Coordinator. If elected, I will do my utmost to apply these principles to my work as Vice President. I have made it a point in my union activity to cultivate professional relationships with members from all sides of the political spectrum. I am committed to inclusive practices because it is through respecting all voices and listening to a wide variety of ideas that the best approaches are shaped to lead our organization forward.

Alternative nomination process is available under MTA Bylaws

Article VII, Section 2B(2), of the MTA Bylaws provides for an alternative nomination process for President and Vice President at the Annual Meeting of Delegates:

- a. Nomination papers may be obtained at the Annual Meeting from the Executive Director-Treasurer.
- b. Nomination papers must be signed by 200 of the registered delegates with the same limitations as described in Section 2B(1)b of the MTA Bylaws.
- c. Nomination papers must be filed with the Credentials and Ballot

Committee prior to the close of the first business session.

- d. The committee will certify that the nomination papers comply with the requirements in Sections 2B(1)b, 2B(2)b and 2B(2)c of the MTA Bylaws. Upon certification, the candidate's name will be placed on the ballot for the office sought.

A candidate who has not previously filed papers can obtain nomination papers from the Executive Director-Treasurer or his/her designee at the podium after the opening of the first business session of the Annual Meeting

of Delegates. The candidate(s) must then file the nomination papers with the chair of the Credentials and Ballot Committee through the podium assistant prior to the close of the first business session.

The Credentials and Ballot Committee will process the nomination papers for certification in accordance with the established procedure and will certify the papers if they are in compliance with the MTA Bylaws.

As the last item of business prior to the close of the first business session,

the chair of the Credentials and Ballot Committee will present a supplementary (amended) report of the committee by reading into the record the names of those who have requested nomination papers for President and/or Vice President.

The Credentials and Ballot Committee will ensure that the names of all certified candidates for President and/or Vice President will appear on the ballots. Sufficient space will be available on the ballots to allow for the names of certified additional candidates under the supervision of the committee.



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Candidates vie for seats on Board of Directors

In addition to contests for the statewide offices of MTA President and Vice President, the Annual Meeting of Delegates will feature contests for seats on the Board of Directors.

Contests for district seats on the Board of Directors are as follows: Nancy Aykanian of the Westwood Teachers Association and Donna Grady of the Franklin Education Association are vying in District 28D; Sarah Emilio of the Haverhill Education Association and Sue Densmore of the Triton Regional Teachers' Association are vying in District 23F; Blythe Purdin of the Nahant Teachers Association and Gina Garro of the Revere Teachers Association are vying in District 25F; Adaline Lining of the Cambridge Education Association and Jackie Lawrence of the Somerville Teachers Association are vying in District 19G; and Joe Nardoni, Meghan Callaghan, Joe LeBlanc and Paul Johansen, all of the Massachusetts Community College Council, are vying for two seats in District 44H.

All other candidates for the Board have been declared elected under the election waiver in the MTA Bylaws. The provision states that if there is only one candidate for an open position, the election will be waived and the candidate is declared elected.

Terms on the Board begin July 1 and last for three years.

The Board candidates declared elected because of the election waiver are:

At-Large Director for Ethnic Minority Membership: Janelle Quarles, Classified Staff Union, UMass Boston

District 7B: Mary K. Schmitt, Fitchburg Education Association

District 9B: Alana Stern, Wachusett Regional Education Association

District 35C: Jonathan Wolan, Whitman-Hanson Education Association

District 42C: David McGlothlin, Provincetown Association of Educators

District 14D: Sarah McKeon, Framingham Teachers Association

District 32D: Katie Tafe, Braintree Education Association

District 30E: Pete Schoonmaker, Sharon Teachers Association

District 24F: Jody Sheehan, Danvers Teachers Association

District 46H: Christine Turner, Massachusetts Society of Professors, UMass Amherst

District 47H: Thomas Estabrook, UMass Lowell Grant and Contract-Funded Employees Association (GRACE)

Candidates elected to the Board of Directors by waiver under the MTA Bylaws who supplied photos are pictured below on this page. In contested races for seats on the Board, biographical statements and photos of candidates appear together on Pages 27 and 28.

Candidates declared elected



Janelle Quarles



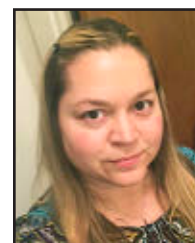
Mary K. Schmitt



Jonathan Wolan



David McGlothlin



Sarah McKeon



Katie Tafe



Pete Schoonmaker



Jody Sheehan



Christine Turner



DONATE NOW

to The Massachusetts Child, an MTA charity that educators use to help students facing financial hardships. Checks payable to The Massachusetts Child should be sent to:

The Massachusetts Child
MTA Division of Communications
2 Heritage Drive, 8th Floor
Quincy MA 02171-2119



MASSTEACHER.ORG/MASSCHILD

Biographical statements of candidates for Board of Directors

BOARD OF DIRECTORS

DISTRICT 28D

Nancy Aykanian, Westwood

I'm seeking re-election to the Board in order to continue to fight for fully funding our public schools, to protect our professional autonomy, and to advocate for the rights of all educators. A more broadly inclusive, democratic, member-driven MTA is the only viable form of unionism in a post-*Janus* world.



BOARD OF DIRECTORS

DISTRICT 28D

Donna Grady, Franklin

MTA should be a collaborative, member-driven organization that provides skillful service, representation, organization, and social justice to ALL members. Just MTA. Not old. Not new. Thank you for your consideration.

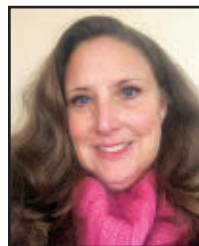


BOARD OF DIRECTORS

DISTRICT 23F

Sarah Emilio, Haverhill

As a unionist and special education professional, I am dedicated to my community, union and our democratic system to advance the principles of fairness, opportunity, and quality education. As your voice on the Board of Directors, I will support the MTA as it drives the changes we need in education.



BOARD OF DIRECTORS

DISTRICT 23F

Sue Densmore, Triton

I jumped onto the MTA Board of Directors when the call came for someone to fill an unexpired term. It has been a privilege and joy to serve. I would like to continue to work to help MTA balance organizing and direct member service, and humbly ask for your vote.



BOARD OF DIRECTORS

DISTRICT 25F

Blythe Purdin, Nahant

Blythe Purdin is a committed educator and union leader. Whether it is in her kindergarten classroom or as an association member, Blythe is always focused on what will benefit her students and colleagues. On the MTA Board of Directors, Blythe will be a fierce advocate for District 25F members.



BOARD OF DIRECTORS

DISTRICT 25F

Gina Garro, Revere

If re-elected, I will continue to advocate for an MTA that fights in the interests of our members, our students, and our communities to reclaim the schools we deserve. I will continue to report Board decisions to Presidents and members to foster democracy and transparency in our union.



BOARD OF DIRECTORS

DISTRICT 19G

Adaline Lining, Cambridge

Inspired by MTA's *All In* campaign, my involvement in local organizing and CEA's Educators of Color committee, I will continue to support rank-and-file union members getting involved, creating change, and speaking out. I intend to be a voice for those I represent while maintaining transparency and inclusiveness.



BOARD OF DIRECTORS

DISTRICT 19G

Jacquelyn (Jackie) Lawrence, Somerville

My name is Jackie Lawrence, and I am asking for your vote for MTA Director for District 19G. I have represented you on the MTA Board for nearly four years. My skills empowering educators and ESPs and serving as President of the STA make me the best candidate for this position.



Biographical statements of candidates for Board of Directors

BOARD OF DIRECTORS

DISTRICT 44H

Joe Nardoni, MCCC

MTA Board Member representing 44H. I will work with anyone who will act to regularize adjunct faculty and part-time professional staff positions in Higher Ed locals and advocate for equal per-capita state allocations to our Higher Ed institutions for funding, based on student enrollment. Let's get this done.



BOARD OF DIRECTORS

DISTRICT 44H

Meghan Callaghan, MCCC

MCCC needs a fresh start and new voices. As BHCC's Chapter President, I believe our union is only as strong as each individual member. My enthusiasm to ask questions, strongly advocate for members, and to think broadly is why I hope you will vote for me for the MTA Board.



BOARD OF DIRECTORS

DISTRICT 44H

Joe LeBlanc, MCCC

I'm running for re-election to the MTA Board. I'm a lifelong, third-generation unionist with deep, significant experience as MCCC President, Vice President, and at the chapter level (higher education and K-12). I've bargained contracts, worked at political advocacy, etc. Your vote matters. I'd appreciate your vote. Thank you!



BOARD OF DIRECTORS

DISTRICT 44H

Paul Johansen, MCCC

Let's start afresh. I will be a new, thoughtful voice to fairly represent a variety of perspectives, and to continually update the MCCC of MTA initiatives potentially impacting us. I teach statistics as an adjunct at Berkshire Community College, and currently serve the MTA as a Political Action Leader (PAL).



2018 HUMAN RELATIONS COMMITTEE ANNUAL AWARDS BANQUET JUNE 15 – DoubleTree Hilton Westborough

ONLINE REGISTRATION www.massteacher.org/hcr

Deadline for event registration is Friday, June 8.

Telephone reservations will NOT be accepted.

Since 1983, MTA's Human Relations Committee has reviewed nominations and selected the recipients of the annual Human and Civil Rights Awards. The annual HCR Awards Banquet, attended by educators from across the state, honors those who have shown extraordinary dedication to civil rights and human relations. Honoring those who dedicate themselves to equality for all is a proud tradition of the MTA.

Amendments to bylaws are proposed

The following is Proposed Bylaw Amendment #1. It would revise Article III, Membership, Section 3, Individual Membership — Additional Categories. The changes would involve part A(4). The present text is in the left column. Proposed revisions are indicated by bold text and strikethroughs in the right column.

PRESENT TEXT:	PROPOSED AMENDMENT:
A. <u>Categories</u>	A. <u>Categories</u>
(4) Family membership is available to:	(4) Family membership is available to:
a. family members of an active or retired member.	a. family members of an active or retired member.
■ who are not residing in the member's household, and	■ who are not residing in the member's household, and
■ who are not themselves otherwise eligible for active membership, and	■ who are not themselves otherwise eligible for active or retired membership, and
■ who are sponsored by an active or retired member.	■ who are sponsored by an active or retired member.
b. family members are defined as mother, father, sister, brother, son or daughter and the spouse or domestic partner of a deceased active or retired member who is not otherwise eligible for active membership.	b. Family members of a deceased active or retired member may continue their family membership.
Benefits of family membership are limited to the special services programs for which the individual members are eligible.	c. b- Family members are defined as mother, father, sister, brother, son, or daughter, grandchild, and the spouse or domestic partner of a deceased an active or retired member who is not otherwise eligible for active membership.
	Benefits of family membership are limited to the special services programs for which the individual members are eligible select programs and services offered by MTA Benefits.
	Submitted by: Gerard Ruane, MTA Retired, on behalf of MTAB Board of Directors
	MTA Bylaws and Rules Committee: Recommends Adoption (9-0)
	MTA Board of Directors: Recommends Adoption (58-0)
	Impact statement: These changes open membership in MTA Benefits to grandchildren and allow family members access to MTA Benefits after an active or retired member dies.

The following is Proposed Bylaw Amendment #2. It would revise Article IX, Delegate Meetings, Section 2, Delegates. The change would involve part A, Official Number of Delegates, (1). The present text is in the left column. Proposed revisions are indicated by bold text and strikethroughs in the right column.

PRESENT TEXT:	PROPOSED AMENDMENT:
Section 2. <u>Delegates</u>	Section 2. <u>Delegates</u>
A. <u>Official Number of Delegates</u>	A. <u>Official Number of Delegates</u>
The number of delegates shall be:	The number of delegates shall be:
(1) Determined by the current year's paid membership and based on the official number of members, established as of March 1; and	(1) Determined by the current year's paid membership and based on the official number of members, established as of March 1 for active membership and January 15 for retired membership; and
(2) Communicated to each local by the first week in March.	(2) Communicated to each local by the first week in March.
	Submitted by: Gerard Ruane, MTA Retired, on behalf of the MTA Retired Members Committee
	MTA Bylaws and Rules Committee: Recommends Adoption (9-0)

Proposed Bylaw Amendment #2 — continued from previous columns

MTA Board of Directors:
Recommends Adoption (62-0)

Impact statement:
The number of retired delegates to Annual Meeting would be determined by the MTA Retired membership number on January 15 each year.

The following is Proposed Bylaw Amendment #3. It would revise Article XI, Discipline, Disaffiliation and Recall, Section 1, Discipline, Disaffiliation by Executive Committee. The changes would involve part A, Cause, (1). The present text is in the left column. Proposed revisions are indicated by bold text and strikethroughs in the right column.

PRESENT TEXT:	PROPOSED AMENDMENT:
Section 1. <u>Discipline /Disaffiliation by Executive Committee</u>	Section 1. <u>Discipline /Disaffiliation by Executive Committee</u>
A. <u>Cause</u>	A. <u>Cause</u>
(1) Members and/or affiliates that fail to comply with standards and procedures as set forth in these Bylaws shall be subject to admonishment, censure, suspension, expulsion or disaffiliation as prescribed in these Bylaws.	(1) Members and/or affiliates that fail to comply with standards and procedures as set forth in these Bylaws or MTA Policies shall be subject to admonishment, censure, suspension, expulsion or disaffiliation as prescribed in these Bylaws.
	Submitted by: Kerry Costello, Andover
	MTA Bylaws and Rules Committee: Recommends Rejection (5-4)
	MTA Board of Directors: Recommends Rejection (45-15)
	Impact statement: This change establishes the Executive Committee as the decision-making body on violations of MTA Policies.

Candidates for MTA Retired Members Committee

Four vacancies for two-year terms commencing July 1

The election will be held at the 2018 Annual Meeting of Delegates. The delegates representing the Statewide Retired District will vote in the Retired Members Committee election. Candidates are listed in ballot order. Their biographical statements were printed in the March/April edition of the *MTA Reporter*.

Lynn Russell	Eileen Cleary
Gerald Conefrey	Michael Power
Stephen Gorrie	Andrei Joseph
Bonnie Page	Ronald Colbert
Kenneth Haar	Kathleen F. Harrigan
Patrick Patterson	Richard Liston
Dale LaBonte	Beverly Saccocia
Peter Mili	

Amendments to resolutions are recommended

MTA Resolutions are the association's statements of principle on issues relating to members, public education, the welfare of students and human and civil rights.

Resolutions may be submitted by any member to the Resolutions Committee by the second Friday in January.

They also may be submitted by the end of business on Friday at the Annual Meeting of

Delegates. In addition, the committee may propose resolutions.

All resolutions submitted are considered by the committee, and those submitted in time are also brought before the Board of Directors. To become an official position of the MTA, a resolution must be adopted by the delegates at the Annual Meeting.

The proposed revisions printed in this edition of *MTA Today* were recommended by the Resolutions

Committee. The Board voted on March 23 to recommend passage by the delegates.

A section of the current resolution that has a line through it is proposed for elimination; a section that is underlined is a proposed addition.

All current resolutions are posted on the MTA website. To review the resolutions and bylaws, please visit www.massteacher.org/resolutions.

Proposed revised Resolution A-7 Access and Funding for Higher Education

The Massachusetts Teachers Association believes that all qualified individuals are entitled to equal access to a debt-free college education. The MTA urges that the state Legislature fund public higher education at a level that will guarantee access to a quality community college, state college, or state university education for all qualified residents of Massachusetts.

The MTA believes that increases in tuition and fees should not be substituted for adequate state funding.

Furthermore, the MTA opposes any federal or state cutbacks which would reduce the amount of financial aid to students and which would limit access to higher education for middle- and low-income families.

The MTA believes that no financial aid from the Commonwealth should be provided toward tuition for any for-profit colleges or universities. (85, 89, 99, 18)

Proposed revised Resolution A-19 Public School Evaluation

The Massachusetts Teachers Association recognizes the importance of fair and impartial public school evaluation and accreditation in the Commonwealth. Accordingly, the MTA supports educationally sound criteria for the selection of

evaluators used by the New England Association of Schools and Colleges.

The MTA also opposes school accountability measurements, especially those tied to high-stakes standardized testing, that perpetuate systemic racist and socioeconomic discrimination in the form of state receiverships, which often deny communities of color and economically disadvantaged communities democratic local control of school systems. (74, 18)

Proposed revised Resolution C-10 Disruptive Students Protecting the Learning Environment

The MTA recognizes that students learn best in a safe and orderly environment. The MTA, therefore, believes that ~~both regular and special~~ education students who are chronically disruptive exhibit chronically disruptive behaviors should be removed from their regular school programs; provided the necessary supports and resources to be successful and, in some cases, may need to be placed in alternative programs that can meet their individual needs and protect the learning environment for all students and staff.

~~The MTA also believes that these disruptive students must be provided with alternative school programs, including mandatory rehabilitation programs and psychological services.~~

The MTA further believes that new state funds must be allocated for these programs. (00, 18)

Proposed revised Resolution C-11 School Violence and Criminal Behavior Disciplinary Policies and Restorative Practices

~~The Massachusetts Teachers Association deplores the increase of violence and criminal behavior in the schools.~~

~~The Association believes that it is in the best interest and safety of all students and staff if school employees are immediately informed of risks posed by students who have a history of violent or threatening behavior.~~

The MTA also supports the establishment and implementation of a well-publicized and uniformly enforced discipline code by each school district, in consultation with educational personnel and parents, to provide an orderly learning environment. believes that students learn best in a safe and peaceful environment. Safe and peaceful learning environments need to be supported by consistent and effective disciplinary procedures in combination with preventive and restorative practices built through strong community relationships.

The MTA believes that frequent disruptions can only be effectively addressed by comprehensive approaches that dedicate sufficient resources for the development of systemwide solutions involving multiple stakeholders. These solutions must balance protecting the learning environment from disruption, protecting students and staff from risks posed by students who have a history of violent or threatening behavior, and protecting the rights of all students to dignity and fair treatment. This should include proper notification to school staff of the risks posed by students with a demonstrated history of violent or threatening behavior.

Continued on next page

Standing rule amendment is proposed

The following is proposed Standing Rule Amendment #1. It would revise Section 6 of Rule 6, Order of Business and Debate. The present text is in the left column. Proposed revisions are indicated by bold text and strikethroughs in the right column.

PRESENT TEXT:

Rule 6. Order of Business and Debate

Section 6. No member shall speak in debate more than twice to the same question during the same meeting, nor any longer than three (3) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s).

PROPOSED AMENDMENT:

Rule 6. Order of Business and Debate

Section 6. No member shall speak in debate more than twice to the same question during the same meeting, nor any longer than three (3) minutes at one time, unless permission is granted by majority vote of the meeting(s). No delegate shall speak using a yellow card for more than one (1) minute at one time unless permission is granted by majority vote of the meeting(s). **A request for a legal opinion relative to the wording of the motion on the floor shall not be considered as part of the one (1) minute speaking time.**

Submitted by:
Kerry Costello, Andover

MTA Bylaws and Rules Committee:
Recommends Rejection (8-1)

MTA Board of Directors:
Recommends Rejection (47-12)

Impact statement:
The language would allow a member to raise the issue of a legal concern, receive a response and then have one (1) minute to follow up.

Amendments to resolutions are recommended

Continued from previous page

The MTA opposes disproportionately relying on punitive and zero-tolerance measures that contribute to the “school-to-prison pipeline” in which children are funneled out of public schools and into the juvenile and criminal justice systems. Zero-tolerance policies that criminalize minor infractions tend to have an adverse impact on low-income children, students with disabilities and students of color. (76, 77, 78, 81, 89, 99, 08, 18)

Proposed revised Resolution C-14 Media, Games, Products and Children

The Massachusetts Teachers Association recognizes that children are an especially vulnerable and easily exploited audience who must be protected from exposure to violence, prejudice, sexual content and stereotyping by mass media, the Internet and products that are accessible to children.

The MTA encourages the producers of mass media and managers of media platforms to select and use age-appropriate subject matter in their products targeted at children and for owners of media platforms to closely monitor content being developed for children. The MTA also encourages all radio and television programming executives, when determining the appropriateness of program subject matter and the development of broadcasting schedules, to consider children’s ages. The MTA further encourages advertisers and media professionals to use standard grammar and correct spelling and to refrain from the use of stereotypical and/or discriminatory terminology and profanity.

The MTA encourages the producers of games and toys to make explicit to consumers, prior to purchase, the nature of a product’s content through specific labeling. The MTA believes that regulations restricting the purchase of games and toys based on age appropriateness should be developed and enforced. The MTA deplores exposing children as consumer test groups to violent interactive games and products in order for manufacturers to determine how to increase or refine the violent content for the express purpose of increasing sales.

The MTA also believes that, through media literacy education, education employees, parents/guardians and children must become critical users of mass media, the Internet and other products accessible to children. The MTA further encourages its local associations to provide means for education employees to assist parents/guardians in the selection of appropriate media, games and products for their children. (03, 18)

Proposed revised Resolution C-21 Nutrition

The Massachusetts Teachers Association believes that proper nutrition is essential to ~~child~~ student development and ~~student~~ success. Food service programs should be provided by employees of the local district or campus. School food service programs must be nutritionally sound, appealing, and affordable and appropriately sized. Serving sizes should be appropriate for various age groups within a school. A choice of nutritious beverages and plant-based foods should be available.

The MTA also supports nutrition programs that are regulated by uniform standards, readily accessible, are medically correct for students and employees who have special, documented dietary needs, and are supported by public funds.

The MTA believes that the way public funds are allocated for school food service programs must maintain quality and appropriate levels of service. (15, 18)

Proposed revised Resolution D-5 Racial and Ethnic Diversity in the Education Profession

Recognizing the importance of having an education profession that reflects the racial, ethnic and linguistic diversity of the student population in Massachusetts, the MTA encourages efforts to recruit, retain and support ethnic minority candidates in to enter the field of education at both the preK-12 and higher education levels. (14, 18)

Proposed revised Resolution D-11 Evaluation of Personnel

The Massachusetts Teachers Association accepts the concept of educator accountability for the provision and maintenance of high-quality education when and where educators have a significant role in the formulation of goals, policies and procedures.

It is imperative that local associations ~~The MTA supports the requirement that local associations~~ bargain educator evaluation instruments appropriate to the roles of the individual educators and their use for the improvement of instruction, professional growth and education personnel accountability. The ~~Massachusetts Teachers Association~~ MTA believes that the primary goal of evaluation should be improvement of instruction.

The MTA believes that the establishment of performance criteria within evaluation must ensure that objectives are attainable and that evaluation takes into account all community and environmental factors that affect the learning process, including adequate funding.

While evaluations may be used in some employment decisions, ~~e~~Evaluations should not be used to adversely affect an educator’s license.

The MTA further believes that education support professionals should be evaluated consistently and comprehensively, including observation and feedback by a contractually designated evaluator who understands the role of the ESP.

The MTA further believes that state education associations must be integral to the establishment of any performance criteria promulgated by the Commonwealth. (73, 85, 90, 10, 15, 18)

Proposed revised Resolution D-14 Teacher Licensure of Coaches Educators as Athletic Coaches

The Massachusetts Teachers Association believes that the essence of interscholastic sports is to promote the growth, health, character and participation of all students. The MTA supports the concept that district-employed educators be provided first consideration for athletic coaching positions. all athletic coaches who are responsible for this facet of education shall be teachers licensed by the Massachusetts Department of Elementary and Secondary Education, and that they shall be subject to the provisions of the collective bargaining agreement in the system in which they are employed as coaches. (84, 09, 18)

Proposed revised Resolution E-1 Academic Freedom

The Massachusetts Teachers Association believes that academic freedom is essential to teaching and learning.

The MTA supports critical theories of education, which acknowledge that schools are instruments of political power. The MTA supports approaches to education that go beyond teaching adaptation to power and that encourage questioning, contesting and transforming government and market authorities and cultural norms.

The MTA further believes that academic freedom includes the right of educational professionals to determine the content, sequence and organization of programs of learning (curriculum and/or syllabi).

Therefore, the MTA opposes any attempt to restrict or legislate the selection of educational materials for classroom and library use. (92, 11, 18)

Proposed revised Resolution E-4 Time to Teach

The Massachusetts Teachers Association believes that “time to teach” refers not only to those hours during which an educator is actually teaching, but also applies to those conditions that contribute to the student-teacher relationship. There should be a reasonably defined workload and unencumbered planning time during the student day for employees to meet their responsibilities.

Continued on Page 32

MTA 2018 CALL TO ANNUAL MEETING OF DELEGATES

Amendments to resolutions are recommended

Continued from Page 31

The MTA also believes that, at all levels and in all disciplines, additional common planning time should be provided during the student day for employees to meet for such purposes as, but not limited to, planning interdisciplinary activities/units, team planning times and coordinating with special education and support professionals.

The MTA also believes that education support professionals should have time to meet with teachers and specialists when students are not present to coordinate academic plans and expectations, which may include discussing Individual Education Plans, daily lessons and behavior plans.

The MTA further believes that, in order for the educator to spend adequate time on instructional duties, the paperwork and electronic communication burden on the practitioner must be taken into consideration in defining a reasonable workload. (07, 11, 18)

Proposed new Resolution E-5 Safeguarding Educational Commons

The MTA recognizes that educators contribute to the public good through the development of an educational commons. Therefore, the work of educators must be steadfastly guarded from commercialization by state and market forces that expropriate their intellectual labor. (18)

The committee approved striking current resolution F-2, "Education Professionals, Substitutes and Education Support Professionals: Compensation and Working Conditions," and replacing it with two new resolutions, now numbered F-5 and F-6. Section F would be renumbered accordingly.

Proposed new Resolution F-5 Education Support Professionals' Compensation

The Massachusetts Teachers Association believes that education support

professionals perform a vital function in the continuity of daily education, are essential to the maintenance of daily operations, and should be accorded the same rights and respect as all other members of the teaching staff.

The MTA recognizes that current levels of compensation and existing working conditions for many education support professionals are inadequate, unrealistic, and often demeaning. Therefore, the MTA strongly urges the adoption of competitive compensation and appropriate working conditions for all education support professionals.

The MTA supports adequately funded initiatives to provide additional pay to:

- (a) experienced, qualified education support professionals who agree to work in hard-to-staff programs or schools; and
- (b) experienced, qualified education support professionals who take on additional instructional leadership or educational management roles.

Compensation for education support professionals should be sufficient to provide them with a living wage. A living wage is the lowest salary level required to enable a family to be economically self-sufficient based on the cost of living in the community. (18)

Proposed new Resolution F-6 Compensation for Substitutes

The Massachusetts Teachers Association believes that substitutes perform a vital function in the continuity of daily education, are essential to the maintenance of daily operations, and should be compensated fairly and treated with respect.

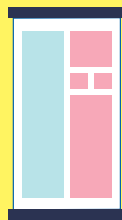
The MTA further believes that substitutes in long-term assignments should receive additional pay reflecting the added work intrinsic in such a role. (18)

All current resolutions are posted on the MTA website. To review the resolutions and bylaws, please visit www.massteacher.org/resolutions.



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800.392.6175, Ext. 8303 | bmcneil@massteacher.org

Annual Report of the Executive Director-Treasurer

After we concluded our Annual Meeting last May, the delegates and other MTA members marched along Boylston Street to Boston Common, where they joined thousands of other advocates at a Rally for Public Education.

The event served as a fitting kickoff for yet another year of activism on behalf of our students, our schools, our colleges and our communities.

Since then, MTA members have worked with coalition partners to advance the Fair Share Amendment and other elements of the Raise Up Massachusetts agenda, spoken out for immigrants, pursued ambitious legislation on Beacon Hill, campaigned to end high-stakes testing, and fought the despicable policies of President Donald Trump and U.S. Secretary of Education Betsy DeVos.



Ann Clarke

They have worked within their locals and chapters to gain fair contracts, and they have joined their students in demanding an end to gun violence. And they have enthusiastically stepped up to take ownership of the *All In* effort, which will ensure that our union keeps and builds its power even after the

U.S. Supreme Court, ruling in *Janus v. AFSCME*, ends the existence of agency fees.

There is no doubt that the degree to which MTA members continue to be willing to take action will determine our future. But I have every reason to feel assured that we will prevail, even given the profound challenges we face as an organization. We have done so many times since the MTA was founded in 1845 — and we will do so many times in the future.

On a recent afternoon, I was thinking about the day two years ago when I wrote my report to the members in advance of our 2016 Annual Meeting. At the time, we were preparing to battle the ballot initiative that later became Question 2, which sought the uncontrolled expansion of privately run charter schools throughout the Commonwealth. We were accurate in predicting that many millions of dollars would pour in to support this ill-conceived effort, and we were far from sure of the result.

As it turned out, our members rallied to defeat Question 2, knocking on doors, making phone calls and working with others in the Save Our Public Schools coalition to ensure that our message would be conveyed with strength and clarity. Our spending on ads could not match the amount assembled by the pro-charter forces, but our overall campaign easily did. As all of you know, the effort to pass Question 2 collapsed and we won in a landslide.

As we convene for the MTA's 173rd Annual Meeting, we do so with a determined membership, a highly effective staff in every division, and a proposed budget that fits the difficult landscape we have entered.

That story means a lot to me — and it says a great deal about where we find ourselves today.

Monumental challenges bring out different responses in different organizations, as do proactive efforts to advance the public good. Within the MTA, they have always inspired a fighting spirit and the will to win. That spirit is crucial to our past, and if we maintain it, it will determine our role in the decades ahead.

We will be right where we want to be: standing with our students, our colleagues and the rest of Massachusetts in ensuring the existence of the public schools, colleges and universities our communities deserve. On every front, we will continue to advance the social and economic interests of all workers, including the thousands of education support professionals and adjunct faculty members who belong to the MTA. Our state will guarantee the fair treatment of every employee, beginning with the rapid enactment of paid family and medical leave and a \$15 minimum wage. And we will not let up until racial justice prevails in every city, town and school district in the state.

If the Supreme Judicial Court rules wisely and we are able to see the Fair Share Amendment campaign through, funding for public education at all levels will be enshrined in the Massachusetts Constitution; if not, we will find another path to win the resources that our students need for success.

All that may sound like a lot to hope for, but it is within our reach if we act with intention and refuse to give up.

We proved during the Question 2 campaign that MTA members are a power to be reckoned with. We did it again more recently when we turned back the Group Insurance Commission's attempt to slash the number of carriers that MTA members and others had access to, thereby sharply limiting where and how they could receive their health care.

In the current political context, we must prove ourselves again and again. Moreover, we must understand that there will be setbacks ahead as there have been in years past. Politicians such as Governor Charlie Baker will continue to starve public education if they can. The right wing — in

its ascension as viciously as ever since Trump's election — will relentlessly pursue an agenda filled with charter schools, vouchers, privatized colleges and universities, unchecked corporate influence, environmental degradation, reckless attacks on immigrants, and opposition to commonsense gun control.

So this question stands out: Are we prepared to take on the battle for public education, which is at the heart of our democracy?

To get to the answer, we need to muster our resolve and look in the mirror, knowing that we will be far from alone but will have to continue to organize and build — day by day, month by month and year by year — if we are to take back what has been lost and prevail in winning the things that have yet to be gained. We'll need to collect more signatures, make more phone calls, knock on more doors and vote without fail.

There is no doubt that the *Janus* decision and the many other challenges coming at us will be daunting. We face an aggressive campaign to undermine our union, create doubt among our members, and make free riding seem acceptable. The good news is that we have worked long and hard to prepare for the worst assault our attackers can bring upon us. We are also gearing up for the 2018 election, and we are determined to do all we can to support pro-public-education candidates and progressive ballot questions.

As we convene for the MTA's 173rd Annual Meeting, we do so with a determined membership, a highly effective staff in every division, and a proposed budget that fits the difficult landscape we have entered. We are organizing in locals throughout the state, and the results of the *All In* effort are beginning to get traction. We know that when members talk to members, as they are doing at every possible moment, their ties to the union deepen. They are less susceptible to rancid communications from the groups that are out to destroy us, and they are committed to supporting the member-driven organization articulated so cogently in the Strategic Action Plan.

It is up to every MTA member — the Annual Meeting delegates and the more than 110,000 educators who elected them and support them — to help our union live up to its awesome potential. Our past is filled with honorable achievements, and I take great pride in believing that the list will only grow longer in the days ahead.

A longer version of the Annual Report of the Executive Director-Treasurer, including sections on the work of each MTA division and department, will be in the Delegate Handbook for the 2018 Annual Meeting. The full report is also posted in the members' area of the MTA website.

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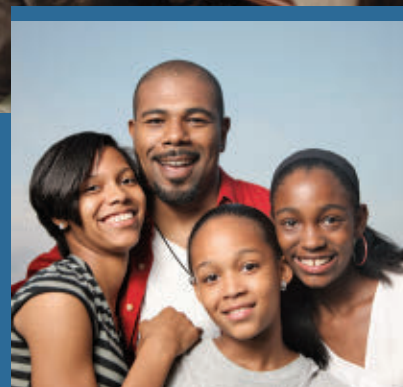


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Call 800.286.6149 for more information or to register for the program.

Don't risk permanent damage by putting off a hearing screening. Encourage your family members to take advantage of this new program!



REGIONAL RETIREMENT CONSULTATIONS AVAILABLE

The MTA provides individual 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 at MTA's Quincy headquarters, which is staffed during the summer and school vacations.

PLEASE NOTE:

All consultations are now by appointment only during the hours listed.

AUBURN — Edward Nelson: first Saturday of each month, 9 a.m. to 1 p.m., MTA Central Office, 48 Sword St., Auburn; 508.791.2121, or at home, 774.239.7823.

QUINCY — Harold Crowley: Tuesdays, Wednesdays and Thursdays, 9 a.m. to 4 p.m., MTA, 2 Heritage Drive, 9th Floor, Quincy; 617.878.8240 or 800.392.6175, ext. 8240.

CAPE COD — Lawrence Abbruzzi: second Saturday of each month, 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 — Karen Melanson: second Saturday of each month, 9 a.m. to 1 p.m., Fitchburg Teachers Association office, 245 River St., Fitchburg; Call 978.355.6963.

HOLYOKE — Ron Lech: third Saturday of each month, 9 a.m. to 1 p.m., MTA Western Office, 55

Bobala Road, Suite 3, Holyoke; 413.537.2335, or at home, 413.893.9173.

LYNNFIELD — Mary Parry: third Saturday of each month, 9 a.m. to 1 p.m., MTA Northeast Office, 50 Salem St., Building B, Lynnfield; call 978.372.2031. Barbara Callaghan: fourth Saturday of each month, 9 a.m. to 1 p.m., MTA Northeast Office, 50 Salem St., Building B, Lynnfield; call 978.456.9997.

PITTSFIELD — Ward F. Johnson: second Saturday of each month, 9 a.m. to 1 p.m., MTA Berkshire Office, 188 East St., Pittsfield; 413.499.0257, or at home, 413.443.1722.

RAYNHAM — Raymond Thompson: third Saturday of each month, 9 a.m. to 1 p.m., MTA Southeast Office, 756 Orchard Street, third floor, Raynham; Call Thompson at 617.347.4425.

HIGHER EDUCATION AT-LARGE — Edward McCourt, 781.325.2553.

Note: If your association would like to schedule 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 consultants do not have records of your service, so members are advised to bring that information along to meetings.

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- NAEYC Accreditation

What we teach

Our teachers, hired for their talent and love of children, are 100 percent devoted to caring for your children while you're at work. Our Early Foundations curriculum uses art, music, games and outdoor learning to develop and nurture children.

Let's talk

Go to www.kindercare.com/mta to find a KinderCare Learning Center near you. Our center directors can arrange a tour for you and your family today. Call 888.525.2780.



Obituaries

Felicia L. Barney, 73, of Centerville. Was an elementary and special needs teacher for more than 40 years, retiring after three decades at the Ezra H. Baker Elementary School in Dennis. Jan. 30.

Samuel J. Bixler, 29, of Cambridge. Was a history teacher at Cambridge Rindge and Latin School. Feb. 14.

Margaret A. Bradley-Schwartz, of Lexington. Was a high school biology teacher in Lexington for 39 years. She was a former president of the Lexington Education Association. Jan. 29.

Mark Canner, 74, of Cambridge. Was an elementary school teacher in the Shutesbury and Newton Public Schools. Jan. 3.

Phyllis P. Cotugno, 93, of West Roxbury. Was employed by the Massachusetts Teachers Association as a switchboard operator for many years. March 7.

Marjorie Day, 93, of Amherst. Taught home economics, biology and physical education in the Amherst-Pelham Regional School District

before becoming a guidance counselor at Amherst-Pelham Regional Middle School. Jan. 6.

Roberta Erickson, of Duxbury. Was an English teacher at Marshfield High School. Dec. 6.

Karen L. Farrell, 74, of Westminster. Was a teacher for 35 years at Leominster High School. Jan. 25.

Judith Gavinski, 77, of Norwood. Was a teacher for more than 38 years. Dec. 6.

R. Lucille Gilbert, 80, of Webster. Taught business education for 34 years at Nipmuc Regional High School and for one year at Mendon High School. Jan. 21.

Carol A. Hester-Shipkin, 61, of Easton. Worked for the town of Norton for 32 years, teaching at the J.C. Solmonese Elementary School. March 9.

Leonard W. Keyes, 101, of North Adams. Was a drafting teacher at McCann Vocational School when it opened in North Adams in 1962. He taught there until his retirement. Jan. 27.

Roland E. LaChance, 84, of

Arlington. Was a teacher for the Cambridge Public Schools for 37 years. He served eight terms as president of the Cambridge Education Association. Feb. 26.

Elizabeth LeClair, 88, of Thompson, Connecticut. Was a business teacher for eight years in the Thompson school system and 17 years in the Southbridge Public Schools. Feb. 7.

Helen T. Macheras, 96, of Marblehead. Was a music, language and business education teacher at the Memorial Junior High School in Beverly. Jan. 31.

Ruth B. Marzec, 92, of Ocala, Florida. Taught for 27 years in Athol-Royalston and other districts before retiring in 1979. Jan. 21.

Joyce E. McCarthy, 69, of West Brookfield. Was a kindergarten teacher for 33 years for the Chicopee Public Schools. She retired from Chicopee's Bowe Elementary School in 2003. Jan. 15.

C. Bradley McGrath, 88, of Northampton. Was a teacher, coach and administrator at Smith Vocational High

School in Northampton for 37 years until his retirement in 1991. Jan. 28.

John "Jay" McHale, 77, of Salem. Was a professor emeritus of English at Salem State University. Had served the MTA as a member of the Board and as chair of the Higher Education Leadership Council, and had served the Massachusetts State College Association as Salem Chapter president, secretary and Executive Board member. March 20.

Myron L. Miller, 91, of Ithaca, New York, formerly of Lexington, Brookline and Los Angeles. Taught foreign languages to high school and junior high school students. Jan. 18.

Kenneth J. Monteiro, 75, of Dartmouth. Taught in the Dartmouth Public Schools for 35 years until he retired in 2001. Jan. 4.

Faith C. Moser-Whipple, 98, of Wayland. Was a first-grade teacher at the Center School in Longmeadow for many years. Jan. 13.

Mary B. Powers, 77, of West Springfield. Was an elementary school teacher in Chicopee for 46 years until she retired in 2007. Dec. 11.

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Classifieds

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SUMMER EMPLOYMENT ON CAPE COD AT RED JACKET RESORTS — We are accepting applications for energetic, charismatic individuals for the following part-time and full-time seasonal positions: front desk, night audit, line cooks and dining room waitstaff. Interested candidates should contact bpelczarski@bluewater-resort.com.

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vacation. E-mail kathy@essexstreetinn.com or call 978.465.3148.

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FLAGSTAFF, ARIZONA — Wyndham Resort scenic mountain condo. Three-bedroom, sleeps eight. Near Grand Canyon, Sedona and historic Route 66. Private outdoor Jacuzzi. August 10-17. \$1,000. E-mail probinson1221@gmail.com or call 508.677.7014.

MARION, CAPE COD — Waterfront cottage; private beach, deck. Incredible views, two bedrooms, two baths, \$1,750/week June-September. Contact Cathy at 617.901.3428 or e-mail ccdahill@yahoo.com.

We Need You!

Are you All In?

The MTA is looking for members to help us reach out to current and potential members on what it means to be ALL IN — for unions, for our collective power, and for public education and our communities. We are seeking members to volunteer for phone banks and to have one-to-one conversations with fellow educators this summer. Watch for sign-up information on the MTA website at massteacher.org/allin.



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¹ National Safety Council, Injury Facts, 2008 edition.

² U.S. Census Bureau, Selected Social Characteristics in the United States, 2009.



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MTA Today

Volume 48, No. 4
Spring 2018

Official Publication of the Massachusetts Teachers Association

Summit focuses on instructing English learners

By Jean Conley

Educator Dianne Norton was so intent on attending the recent MTA English Language Learners' Summit that she traveled more than a day early to do so.

Norton, who teaches English as a Second Language at Martha's Vineyard Regional High School, was one of more than 200 public educators who participated in the summit, which was held at Waltham High School on March 3 — the day after a devastating winter storm pummeled the region.

Knowing that ferry service would be cut off because of the storm, Norton crossed to the mainland on Thursday and stayed with her parents so she wouldn't miss the chance to spend time in the company of her colleagues.

"I really liked the fact that I could feel like I was part of the bigger community," Norton said. ESL teachers largely work in isolation on the Vineyard, she said, "so to be able to come and have a day entirely devoted to what we do — I was so excited."

The summit — the first of its kind — focused on educating English learners, supporting immigrant students and building relationships with families. It featured close to 30 workshops, including "Supporting ELL Students in Your Classroom," "Bilingualism and Disability" and "The Refugee/Immigrant Journey and Social/Emotional Functioning."

The idea for the summit was hatched three months earlier by MTA's Ethnic Minority Affairs and Education Support Professionals committees as a way for teachers, school psychologists and others involved in the education of English learners to trade strategies for meeting their students' academic, social and emotional needs.

Woodly Pierre-Louis, a seventh-grade English language arts teacher at the Randolph Community Middle School, said that even as a veteran teacher, she thought it was a good idea to sign up for the "RETELL Refresher" workshop because "I needed to remind myself: Am I doing the right thing to support my students?"

The summit came on the heels of passage last November of a law that marked a big victory



Victor Navedo of the Educational Association of Worcester and Joyce Abraham of the Waltham Educators Association participated in the "Supporting ELL Students in Your Classroom" workshop at the summit. The event, co-sponsored by MTA's Ethnic Minority Affairs and Education Support Professionals committees, drew more than 200 educators to Waltham on March 3.

Photo by Jean Conley

for MTA member advocacy — the Language Opportunity for Our Kids bill.

"The LOOK Act opens up the opportunity once again for meaningful bilingual education to give English learners the chance to learn in the way that is best for them," said MTA President Barbara Madeloni, addressing the crowd during the lunch break.

"That was able to happen because of the work that members did to let the people at the State House know that this bill was really important," Madeloni continued. "We fought for it, and we won."

MTA Vice President Erik J. Champy noted the educators' commitment to seek out every opportunity to help students succeed.

"Last year we started to pilot professional development workshops during February vacation and we had some interest," he told the crowd. "By April vacation, PD workshops were full. By summer vacation, we had waiting lists.

"I know how hard you continue to work in classrooms every day for our students," he added. "You continue to make us strong and proud."

Participants also heard from lunchtime speaker Natalia Berthet Garcia, who immigrated to the U.S.

from Uruguay with her family when she was 5 and now works as a Jobs With Justice organizer.

No doubt, every educator in the room could relate to her story.

Berthet Garcia recounted her "constant state of confusion and isolation" growing up in Leominster. While she enjoyed the advantage of being bilingual, she also struggled with what it meant to be poor and undocumented.

"No support system existed to help me make sense of the world," Berthet Garcia said. "What do you do when you speak two languages but you cannot find the words to speak your truth?"

After she did well academically in elementary and middle school, her grades plummeted in high school. Confusion and isolation had gotten the best of her, Berthet Garcia said. But now, as part of her job with Jobs With Justice, she often visits her old high school in Leominster.

"While I was once so confused, now I know exactly where I should be and what I should be doing," she said. "It gives me great pleasure to do this work. I truly think that organizing in many ways saved my life and put me on a really good path. It helped me find that voice to speak up."

THE MTA Advantage

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

Is a personal loan right for you?

Consider NEA borrowing options to take control of your finances.



A personal loan can be a wise choice if you're trying to gain control of monthly bills or to make important or emergency purchases responsibly. Such a loan can be especially useful if you want to eliminate high-interest debt or to pay for large purchases in small, regular installments.

At a time when many Americans are simply trying to make ends meet, a personal loan can offer a convenient solution to financial challenges. Here are three common scenarios in which taking out a personal loan can be a smart solution.

\$ You want to pay off high-interest debt such as a payday or car title loan

Because of a past financial emergency, you might have had to take out a loan or take on other debt at extremely high interest rates. If that is the case, the NEA Personal Loan might be the correct product for you. It features a fixed rate and set term that will not change. In addition, consolidating multiple debts into one personal loan can simplify your finances substantially and allow you to save on your monthly loan payments.

\$ You want to avoid the "minimum" trap

Personal loan payments are structured so that you can pay off your debt efficiently and affordably, which can save you money. The reason:

Each payment you make goes toward interest and principal.

Putting money toward the principal right from the start can help you avoid extending the life of your loan, which helps keep the cost of borrowing from ballooning. This can happen when a big expense is placed on a credit card and you pay only the minimum. Minimum payments contribute only a small amount to reducing the principal owed and your debt keeps piling up.

\$ You want to stick to a budget

The payment terms on a personal loan are fixed, which makes it easier to find a repayment schedule that works for your budget. This makes a personal loan a convenient way to deal with unplanned expenses, such as medical or dental bills, home repairs or automotive fixes.

You also can use a personal loan to spread out the cost of major expenditures, such as paying for a wedding or buying new appliances, in a way that can help you stick to your budget.

If you think a personal loan sounds like a good solution for your financial situation, visit www.mtabenefits.com and click on Benefits, then Financial, to find out more about the borrowing options available to you with the NEA Personal Loan.

Is your paycheck protected?

You can buy insurance for your home, apartment, car, health, teeth, life, travel and pets. You name it, and there seems to be a policy that will cover you. What do all of these coverages have in common? Premiums. But if you rely on your salary to pay your insurance premiums, what would you do if you couldn't work and weren't getting paid?

If the answer is that you would be under serious financial strain, then you should consider making **paycheck protection** your first priority.

The numbers add up

Approximately 90 percent of disabilities are caused not by accidents but by illnesses and injuries such as cancer, heart disease and back issues. Seventy-five percent of Americans don't have enough savings to cover their bills for six months. Further, the duration of the average long-term disability claim is 31.2 months.

Protection is available

Many members have the opportunity to enroll in the MTA disability insurance plan. Open enrollment is available now. Eligible members can choose from both short- and long-term disability options. **You can't be denied coverage during open enrollment.**

The need for disability coverage is real. Since 2001, the MTA disability plan has paid more than \$25 million in benefits to members who found themselves unable to work due to illness or injury.

Open enrollment ends May 11

To find out if you're eligible for the plan — or if you're a local association president who wants to offer the plan to your members — call Tom Colbert at 888.646.1972, ext. 104, or e-mail him at Thomas.Colbert@voyfa.com.



Medication at an affordable price

There are lots of ways that Americans can purchase health care, but most of them are really complicated. Premiums. Coverage limitations. Exclusions. Deductibles. Confusing bills. The list goes on and on.

Despite efforts by insurance companies to make your coverage sound simple, does anyone really know how much it costs to see a doctor? How often have you been told that your visit is covered by your insurance, only to receive letters in the mail months later with follow-up bills?

On top of that, the cost of prescriptions written during these visits can add up quickly. SingleCare is a smart way to connect you with the medication you need at an affordable price.

SingleCare memberships are free and give cardholders instant access to prescription savings of up to 80 percent. SingleCare negotiates lower prices with pharmacies due to bulk buying power and then passes the savings along to our members.

Do you already have insurance? The cost of your prescriptions through SingleCare may be lower than the cost under your insurance.

Because SingleCare is not an insurance company, there is no insurance paperwork to fill out. You receive instant access to deep discounts on thousands of prescription medications at more than **35,000 pharmacies nationwide**, including CVS, Target, Longs Drugs, Walmart, Kroger, Fry's, Harris Teeter, Walgreens, Duane Reade and many more.

Using a SingleCare prescription savings card couldn't be easier.

- Look up a drug price or see if your pharmacy accepts SingleCare by searching for your prescription at the top of www.singlecare.com/mta. You can also search for your prescription on the SingleCare app, available on both Android and iOS devices.
- After you've located your preferred pharmacy, bring your SingleCare card to the pharmacy and ask the pharmacist to process your prescription using the BIN and PCN numbers found on your card.
- Save up to 80 percent every time you purchase a prescription. It's really that easy!



Cards are preactivated and ready to use. Cardholders save an average of \$150 annually, and cards can be used for every member of a cardholder's family!

SingleCare wants to keep the focus on what really matters — leading a healthy life affordably. To learn more, visit the Health & Wellness section of mtabenefits.com.

Support your fellow MTA members' businesses



The MTA Benefits website has an entire discount category dedicated to member authors. But did you know that many members own independent businesses — and that they offer MTA member discounts?

For fitness enthusiasts, **YogaAnita** in Devens offers MTA members a first class for free. **The Karate Center** in Worcester waives its \$75 annual membership fee and allows members one month of free lessons — with your family member paying half-price. **Huan's Tai Chi** at the YWCA in Cambridge offers a trial month of unlimited classes for just \$20. That's a 60 percent savings.

MTA members know how to have fun. There are five member-owned businesses in the recreation category. At **Connemara Bay Fishing Charters** in Gloucester, MTA members and their families save 10 percent on fishing or lobster trips and get a 10 percent discount on a two-hour cruise that includes a full clambake. **Frayed Knot Sailing Charters** in Manchester-by-the-Sea gives MTA members a 10 percent discount on the posted rate for any charter. Looking to get away? Visit **The Loft House at Moose Pond** in Bridgton, Maine, and save 10 percent on a rental, no matter the season. If you're searching for the

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Editor: Elizabeth A. Bejoian
The MTA Advantage is published three times a year as a supplement to MTA Today by MTA Benefits, Inc.

2 Heritage Drive, 8th Floor, Quincy, MA 02171-2119
Tel: 800.336.0990 • Fax: 617.557.6687
Website: www.mtabenefits.com

No dues dollars are ever used to market MTA Benefits programs.

Tip Sheet

All discounts listed in the Tip Sheet can be found at mtabenefits.com.

The gift guide for spring celebrations

Springtime means Mother's Day, Father's Day, graduations and many other celebrations. If you're in the habit of buying gift cards or giving cash but are looking for something a little different this year, here are a few suggestions.

The latest gifts

If you are looking for the most up-to-date electronics and technology, we've got you covered. Bose products boast incredible sound for whatever activity your gift recipient enjoys. For someone who likes the outdoors, the SoundLink Revolve+ speaker is a great portable option. Fitness enthusiasts can enjoy their favorite activities without getting all tangled up in wires, thanks to a number of wireless sport headphone options. And for the music lover who likes to get lost in the sounds of favorite artists, noise-canceling headphones are sure to be a big hit. Bose offers MTA members discounts that vary based on the product.



The most current electronic items are often very expensive, however. You may not have enough money saved to purchase them. One of the most popular MTA Benefits programs is the shopping program, in which members purchase items and pay for them over time. You'll receive the items quickly — and there is no interest, credit check or fee associated with the program. For new graduates, great gift options include a tablet, Nintendo Switch or Roku streaming stick. Mom might love an Apple Watch or Amazon Echo Dot. If dad is itching to cook outside, the Kamado Smoker might be perfect for him! Visit www.zebit.com/mta to get started.

Recreation

Are you shopping for a thrill-seeker? The recreation section of the MTA Benefits Discount Directory has many great options. Take your family and friends on an adventure at Crab Apple Whitewater Inc. MTA members save \$10 per person on all rafting trips and inflatable kayak rentals in Maine and Massachusetts. The Catamount Aerial Adventure Park in South Egremont offers courses of varying difficulty to navigate the treetops by crossing bridges, climbing ladders, overcoming obstacles and zip lining. MTA members and their families save \$10 on daily park tickets. Looking for something a little more low key? Go deep-sea fishing with Adventures at Yankee Fleet in Gloucester and save \$20 per person for up to three people. Cape Ann Whale Watch offers MTA members a price of \$30, regularly \$48, and the discount extends to one family member. This offer is not valid on weekend afternoons.

A day trip or overnight visit to a theme park is another great idea. Canobie Lake Park, Six Flags New England, Hersheypark and many other amusement parks offer MTA member discounts. Advance purchase is often required, so please visit www.mtabenefits.com before your trip.



Jewelry

Whether you choose a nice watch for a college graduate, a bracelet for mom or a pair of cufflinks for dad, jewelry is a timeless gift. Many jewelers across Massachusetts offer MTA member discounts, with exclusions on certain products. Pacheco Jewelers in Cambridge and M. Edward Jewelers in Pittsfield offer a 25 percent discount. Save 20 percent at DeGrandpre Jewelers in Easthampton, at Marcou Jewelers in Waltham and at a number of Long's Jewelers locations. At Sachs Jewelers in Shrewsbury, the discount ranges between 10 and 30 percent. How about make-it-yourself jewelry as a gift? Visit Yummy Treasures Bead Shop in Pittsfield and stock up on supplies to make a unique piece at 10 percent off regular-priced items. Visit the retail discounts section of our website for a full list of jewelry discounts and exclusions.



Affordable summer travel is within reach

It's not too late to make travel plans for summer. As long as you use your MTA member discounts, travel can be affordable, too.

Lodging

From popular hotels and quaint bed and breakfasts to all-inclusive resorts, the MTA Vacation Center has many options for your next overnight trip. Red Roof Inn offers members a 15 percent discount on stays at all 350 locations in 41 states. At the Wyndham Hotel Group, save up to 20 percent off the "best available rate" at nearly 7,000 participating hotels worldwide. HotelStorm is a great new program that offers discounts of up to 55 percent at more than 400,000 properties worldwide. TNT Vacations powered by Funjet is a great source for fun-in-the-sun getaways. You'll find vacation destinations in the U.S., Mexico, Europe, the Caribbean and more, and you can book your flight along with your hotel or resort stay!



Car Rentals

If your destination requires some driving, don't miss out on savings of up to 25 percent with some of the most trusted car rental companies. Avis and Budget offer up to 25 percent off your rental. Combined with coupons, this equals great savings! Renting through Hertz will get you a discount of up to 20 percent, which can be combined with coupons. You'll get a FREE Gold Hertz Plus Rewards® membership, too! Alamo and National car rentals offer MTA discounts that vary. Be sure to use the special codes for each company that are available on our website!



Orlando Vacations

We know that our members love trips to Orlando, which is why we have an entire program dedicated to it! With this program, you can stay in a hotel for as little as \$45 per night or upgrade to a condo villa with resort-style amenities starting at \$75 per night. In addition to lodging discounts, you can save on tickets to Disney World, Universal Studios Florida and Universal's Islands of Adventure and Volcano Bay. Plus, you can purchase tickets to dinner shows such as Medieval Times Orlando, Sleuths Mystery Dinner Show and more.



Travel Insurance

You may not immediately have travel insurance on your "to-do" list when you're planning a vacation, but it's something you might want to consider. Travel Insured International provides protection for broad trip cancellation, interruption and delay, along with baggage protection, travel accident protection and many other coverage options. You've worked hard to pay for a vacation. It's worth protecting your investment.

To take advantage of the discounts above, visit www.mtabenefits.com/benefits/travel.

Support your fellow MTA members' businesses

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perfect summer activity for your children, **Summer's Edge Day Camp & Tennis School** in Lexington offers MTA members a 10 percent discount on tuition. **Susie J. Sport Fishing Charters** in East Dennis offers a \$10 discount on a four-hour trip, \$15 on a five-hour trip and \$20 on a six-hour trip.

If you're not a computer geek, don't worry. **Geek Handyman Computer Services** offers a \$25 discount on on-site or remote support for first-time MTA customers. Geek Handyman will have you up and running again in no time!

Let **Kara Emily Krantz Photography** capture the most important moments in your life. You'll save 10 percent and receive a free 16-by-20-inch canvas photograph.

There are three MTA member-owned Justice of the Peace services offering a discount. **Weddings: Pathways to Marriage** offers a free consultation for members and 25 percent off a wedding rehearsal; **Regina M. Pacitti** gives members a 20 percent discount on weddings and baby namings/welcomings; and **Justice of the Peace, Home of Enjoy a Drive Through Marriage** offers members a free gift.

A 10 percent discount for members and affiliates on all fees for parliamentary services is available from **Stephen E. Gorrie**; and **Sherman Home Inspections, LLC**, will take \$25 off the price of a home inspection.

Your well-being is important and shouldn't be overlooked. You can save on wellness services owned by fellow members. At **Advanced Massage Therapy** in Brookline, members and their immediate families receive 20 percent off of a therapeutic massage. **Believe In ... Health Coaching** in Granby offers 30 percent savings on a six-month coaching program. **Ever After Counseling & Wellness** specializes in personal counseling and wellness, giving MTA members a 20 percent discount on a one-hour visit.