

Summary

(to preface the proposed amendments to the general membership of the NTA)

A meeting of the General Membership of the NTA is called to vote upon three proposed amendments to the bylaws.

- 1) The first proposed amendment would change the process for determining the Second Release Officer from appointment by the President to election by the general membership.
 - 2) The second proposed amendment would align the term of office and election cycle for the Negotiations Team with our collective bargaining cycle, rather than the same term of office and election cycle as other NTA elected offices.
 - 3) The third proposed amendment specifies a process for identifying the core and regular members of the bargaining team and codifies the practice of expanding negotiations to include volunteers in the role of silent negotiators.
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First proposed bylaw amendment: We move that the Second Release Officer position be elected by a vote of the membership.

Rationale: The Second Release Officer position is an extraordinary resource that few local unions in the MTA possess, and one that we have secured through the power of our membership. Most MTA locals do not have a single full release position, let alone two. As our union continues to strengthen democratic practices and grow member participation, we should consider how to further democratize aspects of our union's governance. We already elect all the other major positions of the union, including several that do not receive any release time, and the duties of the second release officer are just as critical to the functioning of our union as the officer positions that are elected. Electing our second release officer would bring the process for filling this position in line with the rest of our election practices, and further strengthen democracy in our union.

*The NTA Executive Committee voted to **recommend** adoption of this amendment by a vote of 7 in favor, 0 against, and 3 abstentions.*

*The NTA Representative Assembly voted to **recommend** adoption of this amendment by a vote of 32 in favor, 2 opposed, 2 abstaining*

APPROVED BY GENERAL MEMBERSHIP, 1-16-25

CURRENT BYLAW LANGUAGE:

ARTICLE 4 - EXECUTIVE OFFICERS

SECTION 1. EXECUTIVE OFFICERS a) The officers of the Association shall be the following: President, First Vice President, Second Vice President, Recording Secretary, Treasurer, and Assistant Treasurer for Membership. In addition, there shall be a Second Release Officer for the Association, the appointment of whom, and duties, shall be specified below

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SECTION 5. POWERS AND DUTIES

A. PRESIDENT

6) The President may recommend that a second member of the Newton Teachers Association be released up to full time from his or her duties as a Newton Educator in order to perform the duties of Chair of the Professional Rights and Responsibilities [Grievance and Ethics]Committee. The Executive Committee then nominates this candidate, who shall be approved by the Representative Assembly.

PROPOSED AMENDED BYLAW LANGUAGE

ARTICLE 4 - EXECUTIVE OFFICERS

SECTION 1. EXECUTIVE OFFICERS a) The officers of the Association shall be the following: President, *Second Release Officer*, First Vice President, Second Vice President, Recording Secretary, Treasurer, and Assistant Treasurer for Membership. ~~In addition, there shall be a Second Release Officer for the Association, the appointment of whom, and duties, shall be specified below~~

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SECTION 5. POWERS AND DUTIES

A. PRESIDENT

~~6) The President may recommend that a second member of the Newton Teachers Association be released up to full time from his or her duties as a Newton Educator in order to perform the duties of Chair of the Professional Rights and Responsibilities [Grievance and Ethics] Committee. The Executive Committee then nominates this candidate, who shall be approved by the Representative Assembly.~~

Second proposed bylaw amendment: We move that election of the negotiations team be conducted on a cycle that corresponds to the term of the collective bargaining agreement and that the term of office of the negotiations team corresponds to the term of the collective bargaining agreement.

Rationale: The current language does not take into account that contract bargaining does not resume on a predictable, two-year cycle.

*The NTA Executive Committee voted to **recommend** adoption of this amendment by a vote of 9 in favor, 0 against, and 1 abstention.*

*The NTA Representative Assembly voted to **recommend** adoption of this amendment **unanimously**.*

APPROVED BY GENERAL MEMBERSHIP, 1-16-25

CURRENT BYLAW LANGUAGE:

ARTICLE 10 SECTION 1. DATE OF ELECTIONS

The general election of officers, Association Representatives, Election Committee Chair and elected members of the Negotiations Committee shall be held every two years on a school day between the fifteenth (15) day of March and the fifteenth (15) day of April as designated by the Election Committee and approved by the Representative Assembly. The first election held after the adoption of these Bylaws shall be held on a date established by the Executive Committee. The existing Ballot Committee shall supervise the election and shall act in accordance with the provisions of Article 9, Section 4(d) hereof.

PROPOSED AMENDED BYLAW LANGUAGE

ARTICLE 10 SECTION 1. DATE OF ELECTIONS

The general election of officers, Association Representatives, and Election Committee Chair ~~and elected members of the Negotiations Committee~~ shall be held every two years on a school day between the fifteenth (15) day of March and the fifteenth (15) day of April as designated by the Election Committee and approved by the Representative Assembly. The first election held after the adoption of these Bylaws shall be held on a date established by the Executive Committee. The existing Ballot Committee shall supervise the election and shall act in accordance with the provisions of Article 9, Section 4(d) hereof. The election of members of the negotiations committee shall be held on a school day between the fifteenth (15) day of March and the fifteenth (15) day of April of the calendar year prior to the expiration of the current contract and as designated by the Election Committee. The term of office will commence immediately upon conclusion of the election and expire upon the conclusion of the subsequent election. In the case that a seat becomes vacant on the negotiations team or the

~~number of nominees for election is fewer than the seats named in Article 9, Section 1,
the President shall appoint members to fill the vacancies.~~

Third proposed bylaw amendment: We move that a process for identifying core and regular members of the negotiating team is specified. We move to add the Second Release officer as a member of group one of the negotiations committee. We further move to name group three of the negotiations committee to codify the practice of opening the bargaining process to all members who wish to volunteer for the role of silent negotiator.

FRIENDLY AMENDMENT DURING MEETING to also amend Article 9 section 1 that would add a rep from NECP any unit to the negotiations group 2 team accepted by the maker of the motion.

Rationale: The standing rules refer to a core negotiating team and a regular negotiating team. This amendment specifies a process to identify the members of the negotiations committee who are responsible to each of these teams. The second release officer was previously unnamed as a member of group one of the negotiations committee. Establishing a separate election cycle for the negotiating committee clarifies the term of office for the negotiating team. The practice of opening bargaining during our last contract negotiation was a transformative experience for the NTA. It is necessary to codify this practice for future negotiations in order to maintain and, if necessary, defend this practice.

*The NTA Executive Committee voted to **recommend** adoption of this amendment by a vote of 9 in favor, 0 against, and 1 abstention.*

*The NTA Representative Assembly voted to **recommend** adoption of this amendment **unanimously**.*

APPROVED BY GENERAL MEMBERSHIP, 1-16-25

ARTICLE 9 SECTION 1 CREATION COMPOSITION AND TERM OF OFFICE

The Negotiations Committee shall consist of ~~two~~ **three** groups:

Group one: the President, **the Second Release Officer**, Chairperson, both Vice Presidents, Treasurer, and Recording Secretary.

Group two: the following members, elected by the membership ~~during the biennial general election~~ **as specified in Article 10, Section 1, according** to the following representation from the units of the Association:

Unit A: Two (2) from elementary; two (2) from middle schools; two (2) from senior high schools; one (1) special subject teacher (art, music, p.e., library/media, etc.); and one (1) from Pupil Services/Special Education (psychologists, social workers, learning center teachers, therapists, etc.).

Unit B: Two (2) any level.

Unit C: Four (4) any level.

Unit D: Two (2) any level.

Unit E: Two (2) any level.
NECP: One (1) any unit.

Units shall be deemed to have the composition accorded to them in the Recognition Clause of the respective Agreements currently in effect and entered into on their behalf between the School Committee of the City of Newton and the Newton Teachers Association, Inc./Massachusetts Teachers Association/National Education Association. The terms of office for elected or appointed Negotiations Committee members shall be ~~for the term of the contract(s) they negotiate, executive officers (ex-officio) for their terms of office. Notwithstanding the expiration of the term of office of members of the Negotiations Committee by virtue of the term of the contract, such members shall continue to serve until their successors have been duly elected or appointed.~~ until their successors are determined by election as described in Article 10, Section 1.

At the first meeting of the negotiating team subsequent to election and in anticipation of the commencement of negotiations, Group One of the negotiating team will identify the composition of the core members and the regular members for the purpose of allocating stipends as described in the standing rules. At the same meeting, Group One of the negotiating team will identify a Silent Negotiator Coordinator from group one or group two of the negotiating team. The Silent Negotiator Coordinator will communicate with the Contract Action Team and organize the membership to participate as Silent Negotiators, named group three, below. The Coordinator will also be responsible for preparing Silent Negotiators for their responsibilities during bargaining according to established protocols for participation.

Group Three:

Silent negotiators will be recruited as volunteers from the active membership of the NTA by the Silent Negotiator Coordinator. Silent Negotiators will adhere to the established protocols for participating in NTA caucus sessions and during negotiations with the School Committee.