

# Resolutions

## 2021 RESOLUTIONS

### A. SIGNIFICANT LEGISLATIVE/COMMUNITY SUPPORT FOR PUBLIC EDUCATION

- A1. RESOLVED: That the MEA supports increased legislative funding for Pre-K to 12, the University of Maine System and the Maine Community College System. *(Adopted 1992; Amended 2002)*
- A2. RESOLVED: That the MEA supports involvement of its members in political action. *(Adopted 1990; Amended 2002; Amended 2010)*
- A3. RESOLVED: That the MEA supports a requirement that legislation mandating the lengthening of the school year beyond 180 days be totally funded by the State on a per diem basis. Funding for such extensions shall remain permanently outside the current school funding formula. *(Adopted 1990)*
- A4. RESOLVED: That the MEA opposes any changes in the Maine Public Employee Retirement System (MePERS) that would raise the retirement age and/or increase penalties for early retirement. *(Adopted 1991; Amended 1999; Amended 2007; Amended 2012)*
- A5. RESOLVED: That the MEA opposes any new laws, rules or regulations, and calls for the repeal of all existing laws, rules or regulations, which allow school districts to become self-insured for health insurance. Be it further resolved, the MEA recommends local associations bargain language that names the MEA Benefits Trust as its carrier to protect its members against such risky carrier changes. *(Adopted 1992; Amended 2013)*
- A6. RESOLVED: That the MEA opposes any future changes to the retirement laws that would exclude from the definition of "earnable compensation" any compensation received for actual services rendered, whether in direct or indirect services to students. *(Adopted 1992)*
- A7. RESOLVED: That the MEA opposes any attempt to amend or replace the current school funding formula in order to base state subsidies to local school systems solely on a per pupil basis. *(Adopted 1992; Amended 2005)*
- A8. RESOLVED: That the MEA supports legislation establishing an autonomous professional licensing board for teachers comprised of a majority of practicing teachers. *(Adopted 1993; Amended 2002; Amended 2020)*
- A9. RESOLVED: That the MEA supports legislation requiring the State to assume full costs of dental premiums for educators retired under the Maine Public Employees Retirement System (MePERS). *(Adopted 1994)*
- A10. RESOLVED: That the MEA supports public charter schools and virtual schools when all of the following guarantees have been met:
- schools are accountable to state and federal standards.
  - schools are nonsectarian.
  - schools are run by non-profit entities inside the public school domain.
  - school employees have collective bargaining rights.
  - school personnel are appropriately certified and authorized.

- schools provide open admissions and accommodations for the needs of at-risk students and for those requiring special education services.
- schools comply with all state and federal nondiscrimination and equal education opportunity laws.
- schools provide each student in a virtual learning setting with appropriate on site assistance and services.
- schools provide each student in a virtual learning setting with opportunities for social interaction with other students.
- schools ensure that each student in a virtual learning setting has sufficient non-screen time as part of their schedule.
- virtual school programs are age appropriate.
- schools are accountable to appropriate publicly elected school board(s).
- schools comply with all applicable security, safety and health standards.
- school funding sources do not reduce state funding to existing public schools.

*(Adopted 1998; Amended 1999; Amended 2004; Amended 2005; Amended 2009; Amended 2011; Amended 2013; Amended 2019; Amended 2020)*

A11. RESOLVED: That the MEA believes in and supports the guiding principles on school funding:

- that life-long learning is essential in creating a productive citizenry
- that there should be a state-wide minimum property tax effort for education
- that the local, state and federal governing bodies need to ensure that an equitable public education be fully funded
- that educational equity should be the guiding principle for determining school funding, including when remote learning is necessary

*(Adopted 1995; Amended 2006; Amended 2009; Amended 2021)*

A12. RESOLVED: That the MEA supports legislation to allow the administration of medication and the performance of medical procedures only by employees professionally trained and licensed in the medical field, such as school nurses. *(Adopted 1994; Amended 2000; Amended 2005)*

A13. RESOLVED: That the MEA supports legislation that prohibits the judicial system from sentencing students to school without the stipulation that those students exhibit compliant behavior and demonstrate effort in their studies. *(Adopted 1998; Amended 1999; Amended 2000)*

A14. RESOLVED: That the MEA believes that educational opportunities for all persons, which enable them to develop to the full extent of their capabilities and assume the roles of responsible citizenship, must be supported by:

- full funding of legislatively mandated programs
- the recognition that education should be a process which meaningfully involves professional and support educators, retirees, parents and students; these stakeholders should have direct involvement from the earliest planning stages to the final implementation of federal, state and local educational programs
- community awareness programs that communicate local educational accomplishments and concerns to the public
- the election of candidates for public office at local, county, state and federal levels, who are committed to the educational goals of the Association
- graduation requirements that reflect the equal implementation of all eight content

areas of the Maine Learning Results (MLR)  
(Adopted 2004; Amended 2009; Amended 2011)

- A15. RESOLVED: That the MEA supports legislation that annually increases the coverage of medical premiums for educators retired under the Maine Public Employees Retirement System (MePERS) until 100% coverage is reached. (Adopted 2008)
- A16. RESOLVED: That the MEA supports legislation that exempts public pensions from state income tax. (Adopted 2012)
- A17. RESOLVED: That the MEA believes that the Department of Education requires a qualified, full-time Commissioner of Education who has been approved by the Maine State Senate. (Adopted 2016)
- A18. RESOLVED: That the MEA supports the state meeting its obligation of at least 55% funding of the total cost of public school education. (Adopted 2016)
- A19. RESOLVED: That the MEA supports efforts to undo the offset of Title 1 funding to local schools. (Adopted 2017)
- A20. RESOLVED: That the MEA believes that all children should have access to public Pre-K and K programs that are developmentally appropriate, whether in person or remote:
- mandatory, full-day, free, publicly funded, developmentally appropriate, quality kindergarten programs in all school districts;
  - optional, full-day, free, publicly funded, developmentally appropriate, quality universal pre-kindergarten programs for all three- and four-year old children whose parents choose to enroll them;
  - dedicated funding for early childhood education;
  - increased publicly funded support services such as physical therapy, occupational therapy, speech therapy, et al, for children, birth through age 5, in disadvantaged families;
  - increased access to Early Head Start programs.
- (Adopted 2019; Amended 2021)

## **B. PROFESSIONAL EXCELLENCE IN EDUCATION**

- B1. RESOLVED: That the MEA supports a teacher-controlled certification process and enforcement of state regulations requiring the employment of certified teaching personnel. (Adopted 1987; Amended 1995; Amended 2008)
- B2. RESOLVED: That the MEA supports a maximum class size/teacher ratio of 15:1 for kindergarten, 18:1 for grades 1-6, and 18:1 for grades 7-12 per instructional classroom. (Adopted 1987; Amended 2013; Amended 2015)
- B3. RESOLVED: That the MEA supports the development and implementation of site-based decision-making and restructuring processes that involve the local governance affiliates, including Education Support Professionals, as full partners from the outset, which are based on contractual agreements between districts and governance affiliates. (Adopted 1992; Amended 2000; Amended 2014)

- B4. RESOLVED: That the MEA supports maximizing educationally effective and appropriate use of student and educator time as an alternative to increasing the length of the school day or the number of days in the school year. *(Adopted 1989; Amended 2002; Amended 2020; Amended 2021)*
- B5. RESOLVED: That the MEA supports adequate training, salary and working conditions for members involved in pre-service teacher education through its higher ed and preK-12 affiliates. *(Adopted 1986; Amended 1996; Amended 1997; Amended 2002; Amended 2014)*
- B6. RESOLVED: That the MEA supports mainstreaming and inclusion strategies that incorporate reduced class size, appropriate support staff and materials, and input from the educators involved with the student. *(Adopted 1990; Amended 1997; Amended 2007)*
- B7. RESOLVED: That the MEA supports professional development opportunities for all Education Support Professionals. *(Adopted 1990; Amended 1992; Amended 1996; Amended 2002)*
- B8. RESOLVED: That the MEA believes members and school districts should recognize the need for educator involvement in every aspect of educational policy. *(Adopted 1991; Amended 1992; Amended 2000; Amended 2012; Amended 2015)*
- B9. RESOLVED: That the MEA supports the use of technology within the educational process when delivered by a properly trained educator. *(Adopted 1993; Amended 2009; Amended 2013; Amended 2021)*
- B10. RESOLVED: That the MEA supports restructuring and site-based decision making only if the site provides training, time and funds. *(Adopted 1993; Amended 2002)*
- B11. RESOLVED: That the MEA believes every student has the right to receive an excellent education at a great public school. The MEA believes Great Public Schools have:
- safe, secure and supportive environments for all students and staff
  - parent and community involvement and support
  - educator involvement in educational policy
  - fully qualified teachers and Education Support Professionals committed to students and their learning
  - appropriate funding and resources, including technology
  - appropriate technology and accessibility
  - highly skilled and collaborative professional leadership
  - challenging curricula that are flexible, innovative, diverse and complete
  - well-maintained facilities with appropriate space and proper heating/cooling/ventilation systems.
- (Adopted 1995; Amended 1997; Amended 2002; Amended 2012; Amended 2013; Amended 2015; Amended 2019; Amended 2021)*
- B12. RESOLVED: That the MEA believes peer assistance and review should be for formative purposes only. Effective local support teams or peer assistance programs for incoming professionals and a successful mentoring program for experienced teachers should be considered prerequisites to the development of a process of peer assistance and review. *(Adopted 1998; Amended 2000; Amended 2015)*

- B13. RESOLVED: That the MEA supports the ongoing review and revision of learning results/standards. We believe that any shift in learning results/standards must not lead to a narrowing of the curriculum since all students deserve a well-rounded, quality education.

The MEA believes the following actions by the state and local school districts are necessary:

- evaluation of the developmental appropriateness and clarity of learning results/standards;
- inclusion of a full range of stakeholders in the vetting of such standards, adoption of new standards, or any changes to current standards;
- establishment of a system for ongoing monitoring with immediate and periodic opportunities to revise and refine learning results/standards by a full range of stakeholders;
- provision of resources, technology, professional development, and support, for standards to be implemented successfully; and
- provision of sufficient time and training to ensure proper implementation of standards.

*(Adopted 1998; Amended 1999; Amended 2000; Amended 2005; Amended 2010; Amended 2011; Amended 2019)*

- B14. RESOLVED: That the MEA supports the strengthening of Maine’s certification process. This shall include the statewide integrated alternate route into certification for second career purposes and the provisional certification period for new teachers.

Alternate route teachers will be granted a one-year conditional certificate, leading to the provisional certificate:

- alternate route is available to candidates in all endorsement areas who have a bachelors degree, have passed a pedagogical assessment, and have passed Praxis 1, 2, and Principles of Learning and Teaching (PLT)
- supports and resources shall be available and will include assistance from trained mentors who are provided compensation and release time to carry out their responsibilities
- the state should provide mandatory, regional, year-long professional development programs of not fewer than 90 hours with follow-up classroom practice
- activities shall be documented in a professional development portfolio assessed against state standards

A two-year standard term for provisionally certified new teachers shall be maintained, with the exception of fast-track options for experienced teachers from other states. The two-year standard term must continue to have a third-year extension option. The assessment process and standards shall be the same for provisionally certified and alternate route teachers and shall be administered by an autonomous standards board.

Restoration of permanent full state funding to local certification support systems must be guaranteed. *(Adopted 2001; Amended 2008; Amended 2009)*

- B15. RESOLVED: That the MEA believes that continuous professional development is necessary for its members to implement school reform initiatives. Education professionals must be involved in the identification of their learning needs. The association recognizes the need for published guidelines, conferences, and workshops to assist members in this process. *(Adopted 2001; Amended 2006; Amended 2012)*

B16. RESOLVED: That the MEA supports the effort to reach out to new educators during their first five years of teaching in order to encourage professional development and membership in their professional association. *(Adopted 2002; Amended 2014; Amended 2020)*

B17. RESOLVED: That the MEA believes that members need to be professional proactive advocates for children and public education. To accomplish that objective, the MEA also believes that:

- members can be more effective at Individual Education Plan meetings if they are knowledgeable about special education laws and regulations, transition regulations, and 504 regulations.
- local associations should have a resource person knowledgeable in special education/inclusion/504.
- local associations should negotiate additional resources and improved working conditions in special education.
- state and local organizations involved in special education need to coordinate their services.
- members need to be knowledgeable of legal protections against harassment, student violence, and other unsafe working conditions for educators or students.
- members need to gain knowledge about issues that face our increasingly diverse students and staff, including the District's Lau Plan, a document which describes how school administrative units (SAU) meet the needs of its English learners and fulfills its civil rights obligations to them.
- members need training on the social and emotional needs of students.
- members need current training on bullying prevention.
- members need training on implicit bias.
- members need support in all of the above issues through local professional development.

*(Adopted 2003; Amended 2012; Amended 2015; Amended 2019; Amended 2021)*

B18. RESOLVED: That the MEA believes that professional excellence among educators is fostered by pre-service and in-service staff development. Such staff development should be guaranteed by:

- the establishment of a professional standards board having a majority of public school classroom teachers, and carrying legal responsibility for teacher education programs, as well as for the development of policies and procedures governing certification, recertification, and the revocation of certificates
- the appropriate certification and preparation for educators at all grade levels and in all academic areas
- the encouragement and support of governance affiliates in their efforts to meet and consult with school boards on policy decisions affecting staff development and recertification; further, professional teachers and support educators should be in the majority on any school board appointed committees pertaining to staff development and recertification
- the provision of teacher centers
- the continued development of objective and effective forms of evaluation of the performance of all educational staff, including those providing special services

*(Adopted 2004)*

B19. RESOLVED: That the MEA believes educators must be involved in developing district

acceptable use policies for Internet access. The Association also believes required student and parent signatures must be on file in respective schools prior to Internet use. *(Adopted 2004)*

- B20. RESOLVED: That the MEA supports and follows the Professional Educators of Maine Code of Ethics.

### **PROFESSIONAL EDUCATORS OF MAINE CODE OF ETHICS**

Educators in Maine recognize that education is a public endeavor and that each Maine resident has a responsibility for the schooling of our citizens. We as professional educators accept the primary responsibility of providing educational opportunities for all learners.

Maine educators strive to sustain the highest degree of ethical conduct. Freedom to learn and freedom to teach are essential to education in our democracy. Educators in Maine balance these freedoms with adherence to this ethical code.

The Professional Educator in Maine makes student learning and well-being the foundation of all decisions and actions by:

- providing learning opportunities that promote student development and civic involvement
- treating all students fairly and equitably with dignity and respect
- acting on the beliefs that all students can learn and that students learn in different ways
- challenging all students to realize their potential and to become lifelong learners
- working to protect all students when their learning or well-being is threatened
- respecting student privacy and confidentiality

Furthermore, the professional educator in Maine maintains personal and professional standards that enhance the image of the profession by:

- collaborating with colleagues and other professionals to increase knowledge and skills
- building working relationships with parents and community
- exemplifying professionalism by respecting the privacy and dignity of others
- fulfilling professional responsibilities with honesty, integrity and reflection to inspire excellence in the teaching and learning community
- modeling values and attitudes that inspire all to higher levels of achievement
- honoring the boundaries between personal and professional beliefs and responsibilities
- advocating for the continued improvement of public education

*(Adopted 2005)*

- B21. RESOLVED: That the MEA believes that school districts should develop policies on a continuing basis, with input from educators, that provide guidelines for responsible and safe digital citizenship. *(Adopted 2006; Amended 2009; Amended 2012; Amended 2014)*
- B22. RESOLVED: That the MEA supports legislation that will identify all issues relating to the implementation of new technological methods of instruction (i.e. satellite delivery, interactive video or Internet instruction) which affect teachers and other school



employees, as being within the scope of mandatory negotiations between the bargaining agent of the employees and their employer. These issues include, but are not limited to: workload, work hours, work assignments, evaluation and performance expectations, training and professional development, curriculum, and staffing. *(Adopted 2008)*

- B23. RESOLVED: That the MEA believes a comprehensive teacher evaluation system involves teachers and stakeholders in developing one that:
- focuses on teacher growth and effectiveness
  - uses a combination of measures to evaluate the multiple dimensions of teaching
  - acknowledges participation in professional development
  - recognizes use of best practices in pedagogy and content as stated in current literature
  - recognizes collaboration with teachers, administrators, other professionals, students, parents, and guardians

Furthermore, the system must use current best practices for evaluation that:

- recognize and value the actual contact time with students
- involve multiple observations by certified trained professionals during the school calendar year resulting in formative feedback
- require a minimum of two appropriately trained evaluators to ensure support, fairness, and equity
- identifies trained, mutually agreed upon mentors and other targeted resources for teachers to improve their instruction
- distinguish among teachers by grade level and content area

Finally, an evaluation system MUST NOT be based solely on teacher performance, or any single measure of student achievement. *(Adopted 2010; Amended 2014)*

- B24. RESOLVED: That the MEA believes effective educators:
- have high expectations for all students
  - apply knowledge of the content taught and of how to teach those subjects
  - participate in professional development that improves skills and knowledge
  - encourage positive academic, attitudinal, and social outcomes for students
  - use a variety of resources, including available technology, and appropriately selects from them to plan and structure engaging learning opportunities
  - monitor and evaluate student progress, adapting instruction as needed through a variety of appropriate measures and multiple sources of evidence
  - create a learning environment that recognizes and supports individual differences
  - collaborate with teachers, administrators, other professionals, students, parents, and guardians.

*(Adopted 2010)*

- B25. RESOLVED: That the MEA believes that peer-to-peer observations of educators should be the major component of formative professional development and growth. *(Adopted 2016)*

- B26. RESOLVED: That the MEA believes that funding release time should be provided for teachers to participate in peer-to-peer observations for formative professional growth. *(Adopted 2016)*

- B27. RESOLVED: That the MEA believes that members should be actively engaged in the development and sustainability of mentorship programs. *(Adopted 2017)*
- B28. RESOLVED: That the MEA believes that local associations should actively engage in design and implementation of professional development supported by training with administration in collaborative practices. *(Adopted 2017)*
- B29. RESOLVED: That the MEA supports NACEP (National Alliance of Concurrent Enrollment Partnerships) and NECHE (New England Commission of Higher Education) standards for all early college and dual enrollment courses in Maine high schools. *(Adopted 2019)*
- B30. RESOLVED: That the MEA believes that teacher evaluation and accountability should follow the NEA position. (see appendix) *(Adopted 2019)*
- B31. RESOLVED: That the MEA believes that students deserve well-designed assessment tools that test the information being taught. These tools include:
- adequate time for learning between test administrations
  - results are used to inform instruction
  - authentic assessments which evaluate an individual student's growth in multiple ways
  - monitoring of state-wide assessment administration and training
  - annual review of the success and failure of test administration with a full range of stakeholders
- (Adopted 2019; Amended 2020)*
- B32. RESOLVED: That the MEA believes that parents in Maine deserve the opportunity and choice to opt their public-school students out of high-stakes standardized assessments. *(Adopted 2019)*
- B33. RESOLVED: That the MEA supports comprehensive school safety training provided to all school employees. *(Adopted 2020)*
- B34. RESOLVED: That the MEA believes that during any time of remote learning, all staff must be provided the necessary technology tools, training and time to learn these technology tools that are required to teach students. *(Adopted 2021)*

## **C. MEMBER BENEFITS/WORKING CONDITIONS**

- C1. RESOLVED: That the MEA supports improved salaries/wages, benefits, and working conditions for all Maine educators. *(Adopted 1991; Amended 2002; Amended 2013)*
- C2. RESOLVED: That the MEA supports legislation to raise the salaries and benefits of the MEA Bargaining units within the Maine Community College System and University of Maine System. *(Adopted 1991; Amended 1993; Amended 1999; Amended 2002; Amended 2007)*
- C3. RESOLVED: That the MEA supports increases in retired educators' pension benefits and that any past reductions or freezes implemented by the legislature be reversed.

*(Adopted 1987; Amended 2002; Amended 2013)*

- C4. RESOLVED: That the MEA supports pay equity for Education Support Professionals. *(Adopted 1987; Amended 2002)*
- C5. RESOLVED: That the MEA believes in a sound retirement system and improved retirement benefits including early retirement opportunities for its members. *(Adopted 1988; Amended 2002)*
- C6. RESOLVED: That the MEA believes governance affiliates should negotiate health insurance coverage that is fully funded by the employer. *(Adopted 1990; Amended 2002)*
- C7. RESOLVED: That the MEA supports the right of certified adult education teachers to receive salaries and benefits equal to certified preK-12 teachers. *(Adopted 1991)*
- C8. RESOLVED: That the MEA supports legislation to prohibit "balance billing" by health care providers. *(Adopted 1993)*
- C9. RESOLVED: That the MEA supports mandatory evaluation, renewal and non-renewal procedures for probationary personnel. *(Adopted 1993)*
- C10. RESOLVED: That the MEA supports the concept that health insurance is a benefit afforded to educators and their families and that whether or not an educator's spouse/partner (employed outside the district) has health insurance should not affect the employer's contribution toward the educator's insurance. *(Adopted 1994; Amended 2020)*
- C11. RESOLVED: That the MEA opposes the hiring of temporary education employees, including the hiring of student workers to replace laid off permanent employees with benefits. *(Adopted 1996; Amended 1999)*
- C12. RESOLVED: That the MEA supports a safe, secure, non-violent and non-abusive learning and working environment. The environment must be free of discrimination and violence regardless of age, race, color, religion, creed, sexual orientation, gender identity, disability, health, size, home language or the perception of one's sexual orientation or gender identity, marital status, Association activity, and or any characteristic protected by law. *(Adopted 1997; Amended 2002; Amended 2013; Amended 2016)*
- C13. RESOLVED: That the MEA supports school consolidation/regionalization, or "de-consolidation" (i.e.: withdrawal), only if it results in better educational opportunities for students and maintains or improves the wages, hours, working conditions and benefits for all affected bargaining unit members. *(Adopted 1997; Amended 2014)*
- C14. RESOLVED: That the MEA opposes the practice of assigning substitutes to regular positions. Such positions should be filled by employees who are eligible to be placed on contractual status by the school district. The MEA further opposes the practice of utilizing employees to substitute for personnel on extended leave without providing full pay and benefits for the substitutes. The MEA recognizes the need and the legislative requirement for certified/authorized educators to be hired for every teaching and support position, preK-12. *(Adopted 1997; Amended 2002; Amended 2015; Amended 2020)*

- C15. RESOLVED: That the MEA opposes student test/student achievement data being used as any significant decision-making tool in teacher evaluation. *(Adopted 1998; Amended 2010)*
- C16. RESOLVED: That the MEA opposes tying contract renewals to student test/student achievement data. *(Adopted 2003; Amended 2010)*
- C17. RESOLVED: That the MEA believes low-cost rental housing (individual homes, apartments, or condominiums) should be made available by municipalities or their school districts to all educators who choose to exercise this option. *(Adopted 2004; Amended 2020)*
- C18. RESOLVED: That the MEA believes in the concept of the establishment of a state fund which would provide for the liquidation (pay-off) of college loan debts of any graduate who chooses to enter the teaching profession and chooses to demonstrate a serious, long-term commitment to teaching in Maine. *(Adopted 2004; Amended 2017)*
- C19. RESOLVED: That the MEA believes the Association must provide leadership in the Maine Public Employees Retirement System (MePERS), which ensures:
- retirement at the earliest possible age with maintenance of an actuarially sound program
  - cost-of-living adjustments in benefits to retirees and beneficiaries
  - governance by a board of trustees among whom are elected representatives of affected groups, including the Maine Education Association and the Maine Education Association-Retired
- (Adopted 2004)*
- C20. RESOLVED: That the MEA supports statewide minimum compensation and working conditions for all public education employees including payment of at least a living wage to all employees as determined by the MIT Living Wage Calculator. *(Adopted 2004; Amended 2006; Amended 2018)*
- C21. RESOLVED: That the MEA supports legislative action to increase retired educators' pension exemption from \$10,000 to parity with the social security exemption and exclude any social security benefit received from being used to reduce the deduction. *(Adopted 2012; Amended 2016)*
- C22. RESOLVED: That the MEA supports efforts to repeal the Government Pension Offset (GPO)/Windfall Elimination Provision (WEP) federal provisions in the Social Security Act. *(Adopted 2012)*
- C23. RESOLVED: That the MEA supports legislation to allow state retiree health and dental premiums to be tax deductible in full. *(Adopted 2012)*
- C24. RESOLVED: That the MEA opposes performance-based pay systems unless they:
- are transparent
  - are dependent upon objective evaluations
  - rely on data that is valid to the individual's job related performance
  - are adequately funded and therefore sustainable
  - provide properly negotiated meaningful incentives
  - augment negotiated salary schedules

*(Adopted 2013)*

- C25. RESOLVED: That the MEA supports all members including those who do not have Maine State Retirement, by supporting improvements to Social Security benefits. *(Adopted 2015)*
- C26. RESOLVED: That the MEA believes that school personnel should be protected from workplace and cyber harassment and bullying. *(Adopted 2015; Amended 2021)*
- C27. RESOLVED: That the MEA supports an increase in minimum salary to \$40,000 for certified teachers in the 2017-18 school year and indexed for inflation in subsequent years. *(Adopted 2016)*
- C28. RESOLVED: That the MEA supports the improvement of maternity/paternity/bonding leave in public schools in Maine. The MEA believes that standard maternity/paternity/bonding leave should include at a minimum:
- all medically necessary time during pregnancy and after childbirth, including at least six (6) weeks leave post-delivery, utilizing Short Term Disability insurance with a benefit of at least two-thirds of pay (equivalent to take-home pay);
  - six (6) weeks of paid maternity leave after medically necessary leave has expired;
  - six (6) weeks of eligible paid paternity leave;
  - six (6) weeks of eligible bonding leave for the paternal and/or maternal parent after an adoption.
- (Adopted 2017)*
- C29. RESOLVED: That the MEA believes in the development of a comprehensive approach to provide interventions for students before mental health issues emerge as threats to school populations. *(Adopted 2018)*
- C30. RESOLVED: That the MEA believes all students must attend safe schools to optimize learning. To that end, the MEA believes schools must have adequate funding for security, adequate funding for mental health staff, a weapon free environment, and trained educators who recognize and report students in crisis. *(Adopted 2018)*
- C31. RESOLVED: That the MEA believes school property and buildings must remain gun-free, with the only exception made for trained law enforcement officers. Our primary focus as educators must remain the education, safety, and general welfare of students and staff. At no time should parents, students, educators, or others be encouraged, permitted or required to carry firearms on school property. *(Adopted 2018)*
- C32. RESOLVED: That the MEA believes that drills concerning school safety should be age-appropriate, trauma-sensitive, and have evidence of their effectiveness in maintaining safety or preventing violence. *(Adopted 2020)*
- C33. RESOLVED: That the MEA opposes subcontracting of any school positions. *(Adopted 2020)*
- C34. RESOLVED: That the MEA believes all staff should receive, at minimum, a 30-minute, duty-free, lunch break daily. *(Adopted 2020)*

#### **D. COLLECTIVE BARGAINING RIGHTS**

- D1. RESOLVED: That the MEA opposes any salary system which leads to quotas for the number of teachers seeking salary advancement and encourage governance affiliates to move to and/or maintain a minimum of a true 5% experience index for salary scales. *(Adopted 1987)*
- D2. RESOLVED: That the MEA supports extra pay for extra work through the collective bargaining process. *(Adopted 1987)*
- D3. RESOLVED: That the MEA believes governance affiliates should not agree to lengthening the school day or the school year without a per diem/pro rata increase in educator salaries. *(Adopted 1987; Amended 1989; Amended 1990; Amended 2002)*
- D4. RESOLVED: That the MEA supports governance affiliates engaging in such coordinated bargaining efforts as setting goals, planning strategies, sharing information, and critiquing proposals in order to improve the quality of negotiated contracts. *(Amended 1989; Amended 1990; Amended 2002)*
- D5. RESOLVED: That the MEA supports the concept of measuring the quality of a salary schedule by the level of career earnings it produces. *(Adopted 1990)*
- D6. RESOLVED: That the MEA opposes any alternative to collective bargaining which would result in a governance affiliate waiving any of its collective bargaining rights and safeguards granted under the Maine Public Employees Labor Relations Act or any of its internal organizing rights. *(Adopted 1990)*
- D7. RESOLVED: That the MEA supports bargaining the use, scheduling and planning of staff development days for all educational employees. *(Adopted 1991; Amended 1999; Amended 2002)*
- D8. RESOLVED: That the MEA supports negotiating contract provisions requiring clerical assistance, such as, but not limited to: copying, classroom setup, pickup and preparation, and duty coverage for teachers. *(Adopted 1991; Amended 2020)*
- D9. RESOLVED: That the MEA believes governance affiliates should not agree to any cuts in working hours or days that might affect the ability of its members to meet the requirements of the Affordable Care Act and the Family and Medical Leave Act of 1993; furthermore, the MEA believes that governance affiliates should negotiate greater leave rights for all educators. *(Adopted 1994; Amended 2002; Amended 2014)*
- D10. RESOLVED: That the MEA supports local affiliates moving toward total inclusion of membership into one wall-to-wall local association per District, Union, SAD, RSU, AOS, etc. *(Adopted 1994; Amended 2002; Amended 2014)*
- D11. RESOLVED: That the MEA supports governance affiliates representing Education Support Professionals (ESP) to negotiate language that clarifies job classifications (including working out of classification), job descriptions and professional development of ESP to align their collective bargaining agreements with rules and regulations of the State Department of Education. Be it further resolved that all ESP contracts have a negotiated, appropriate and fair evaluation process based on job descriptions. *(Adopted 1994; Amended 2002; Amended 2013; Amended 2016)*

- D12. RESOLVED: That the MEA believes all local associations should negotiate language that maintains rights and benefits after the contract expiration date.
- D13. RESOLVED: That the MEA supports state and local compensation for National Board for Professional Teaching Standards certification. (*Adopted 1995; Amended 2013; Amended 2014*)
- D14. RESOLVED: That the MEA believes governance affiliates should have adequate training in interest-based and other non-traditional approaches to collective bargaining prior to engaging in such strategies. (*Adopted 1996; Amended 2002*)
- D15. RESOLVED: That the MEA supports business and community involvement through volunteerism. The work performed by volunteers shall not result in any violation of the applicable bargaining unit agreement nor jeopardize any educational employee's position. (*Adopted 1997*)
- D16. RESOLVED: That the MEA believes that Education Support Professionals holding teacher licenses who are assigned professional duties should receive professional salaries during the time they are performing these duties. Local affiliates should oppose efforts by school boards to use the employment of Education Support Professionals to replace certificated employees. (*Adopted 1997; Amended 1999; Amended 2013*)
- D17. RESOLVED: That the MEA supports its local affiliates in negotiating stipends for those involved in peer assistance and peer review. (*Adopted 1998; Amended 2002; Amended 2009*)
- D18. RESOLVED: That the MEA supports local associations in negotiating contracts that are equitable in language, benefits and working conditions for educators and education support professionals. (*Adopted 1999; Amended 2002*)
- D19. RESOLVED: That the MEA opposes contract language that establishes a two-tier system of benefits for new hires and veterans. The MEA believes that providing benefits in a more unified approach best serves the members, the local association, the state association and education. (*Adopted 1999*)
- D20. RESOLVED: That the MEA supports a unified statewide bargaining program which includes a commitment from all organizational program areas to enhance bargaining in the State of Maine, and to ensure that salary/wage scales and benefits negotiated at the local level will be structured to retain and attract qualified personnel. (*Adopted 2001*)
- D21. RESOLVED: That the MEA believes retirees should be consulted if the local bargaining unit is considering changing health insurance carriers. (*Adopted 2001; Amended 2006, Amended 2020*)
- D22. RESOLVED: That the MEA believes that the decisions by the courts have an ongoing effect on the collective bargaining process and recognizes the need to continually take steps to counteract these and any decisions that detrimentally affect the collective bargaining process. (*Adopted 1995/1998; Amended 2001*)
- D23. RESOLVED: That the MEA supports and encourages all local associations to adopt

contract language to include just cause, reduction-in-force procedures and binding grievance arbitration. *(Adopted 2003)*

- D24. RESOLVED: That the MEA believes that the collective bargaining process is the most effective guarantee for economic and professional security of school personnel.

Negotiated comprehensive contracts between governance affiliates and the appropriate educational governing body should include agreements on:

- compensation commensurate with the fundamental importance and worth of education to society that reflects the skill, training and experience brought to the education profession
- working conditions, including but not limited to:
  - establishment of viable limits on class size and work loads
  - hybrid/remote learning models
  - release from non-teaching duties
  - health and dental insurance benefits
  - duty-free lunch period
  - time for planning
  - personal and sick leave plans including a sick leave bank
  - child care leave
  - professional leave
  - sabbatical leave
- the utilization of support professionals in well-defined support positions
- contract grievance provisions, including:
  - binding arbitration to resolve disagreements
  - due process and just cause in the layoff or dismissal of members, or the non-renewal of member contracts
  - a procedure for monitoring the contract by a grievance committee advocating and guarding member rights
- full salary compensation for members selected for jury duty, or ordered to training duty with a military unit

*(Adopted 2004; Amended 2014; Amended 2017; Amended 2021)*

- D25. RESOLVED: That the MEA supports all efforts to regain the legal right for Associations to require that all employees in a bargaining unit who are not members of the Association pay their fair share of the costs of representation by the Association. *(Adopted 2006; Amended 2020)*

- D26. RESOLVED: That the MEA supports bargaining guidelines for National Board for Professional Teaching Standards Certification which provide incentives and support for candidates. *(Adopted 2008)*

- D27. RESOLVED: That the MEA supports legislation that would allow educators to bargain educational policy. *(Adopted 2008; Amended 2014)*

- D28. RESOLVED: That the MEA supports alternative pay systems that are developed in collaboration with, and are negotiated by, the local association. *(Adopted 2011)*

- D29. RESOLVED: That the MEA opposes any affiliate waiving any of its collective bargaining rights and safeguards granted under the Maine Public Employees Labor Relations Act, such as a zipper clause. Affiliates whose collective bargaining agreements



still have a zipper clause should be working to remove any such clauses. (*Adopted 2015; Amended 2019*)

- D30. RESOLVED: That the MEA believes the ability for educators to have a voice in their workplace through collective bargaining is a fundamental tool in enabling educators to lead the way to great public schools for every Maine student. In order for educators to be successful, local associations must organize parent and community support for wage, salary, and benefits structures, and for fair and positive working conditions designed to attract and retain quality staff and make for an environment conducive to learning. (*Adopted 2015*)
- D31. RESOLVED: That the MEA will support public pre-kindergarten as long as all educators are part of the local bargaining units. (*Adopted 2019*)
- D32. RESOLVED: That the MEA supports negotiating provisions for transfers which follow due process and oppose transfers for punitive reasons. (*Adopted 2020*)
- D33. RESOLVED: That the MEA supports adequate teacher-directed preparation and planning time, free of other assignments and activities, of at least the equivalent of a class period daily. (*Adopted 2020; Amended 2021*)

#### **E. HUMAN/CIVIL RIGHTS**

- E1. RESOLVED: That the MEA opposes mandatory drug and alcohol testing for employees and job applicants in education. It is unwarranted and an unconstitutional invasion of privacy. (*Adopted 1987; Amended 2002*)
- E2. RESOLVED: That the MEA supports the fact that all of its members retain personal freedom as parents and individuals. (*Adopted 1990; Amended 2005; Amended 2014*)
- E3. RESOLVED: That the MEA supports the end of hunger in the U.S.A. (*Adopted 1992*)
- E4. RESOLVED: That the MEA believes a school/workplace should not exclude or discriminate against staff or students because an individual suffers from Acquired Immunodeficiency Syndrome/Human Immunodeficiency Virus (AIDS/HIV) or is infected or perceived to be infected with the AIDS/HIV virus. Furthermore, MEA believes that students and staff should not be subject to any adverse action related to that condition (*Adopted 1992; Amended 2002; Amended 2011; Amended 2020*)
- E5. RESOLVED: That the MEA believes in the importance of education regarding women's and minorities' issues; furthermore, the MEA believes that women and minorities should be encouraged to take on leadership roles. (*Adopted 1993; Amended 1996; Amended 2015*)
- E6. RESOLVED: That the MEA supports legislation to bar firms who do not have workers' compensation and/or unemployment insurance, or who refuse to provide generally accepted benefits from bidding on state or local government contracts. (*Adopted 1993; Amended 2015*)
- E7. RESOLVED: That the MEA supports educational employees who are at risk of being fired, non-renewed, suspended with or without pay, transferred, or subjected to any other adverse employment action (including harassment) due to sexual orientation or gender identity. This

- includes employees who protect, support, advocate, and have association with individuals within this class. *(Adopted 1993; Amended 2011; Amended 2020)*
- E8. RESOLVED: That the MEA opposes efforts to limit protected civil rights classifications in Maine. *(Adopted 1995; Amended 1996; Amended 2002)*
- E9. RESOLVED: That the MEA opposes cuts in the Medicare and Social Security systems. *(Adopted 1996; Amended 2020)*
- E10. RESOLVED: That the MEA supports increases in funding to nursing home and boarding home placement for the elderly and the disabled through the State of Maine's Medicaid program known as MaineCare. *(Adopted 1996)*
- E11. RESOLVED: That the MEA opposes cuts in food and fuel assistance to those in need. *(Adopted 1996; Amended 2012)*
- E12. RESOLVED: That the MEA supports the expansion of the role of the state and local association's involvement in professional, educational, and community activities and encourages training opportunities that include human and civil rights and social justice topics. *(Adopted 1996; Amended 2002; Amended 2021)*
- E13. RESOLVED: That the MEA believes the definition of family includes an individual's child/stepchild, spouse or significant other, parent/stepparent; significant other is defined as a sole domestic partner who has lived with the educator for the 12 months, not related by blood, not covered by another domestic partner or legal spouse relationship for the last 12 months, and who is jointly responsible for the educator's welfare as evidenced through a joint deed, joint mortgage, joint lease, joint credit card, joint bank account, and/or powers of attorney authorizing each domestic partner to act on behalf of the other. *(Adopted 1997; Amended 2002; Amended 2014; Amended 2020)*
- E14. RESOLVED: That the MEA supports Human and Civil Rights and Social Justice programs, initiatives and statutes to improve the learning environment for all Maine students. *(Adopted 1997; Amended 1999; Amended 2011; Amended 2021)*
- E15. RESOLVED: That the MEA supports recommended levels of necessary services for eligible elderly residents living at home who need assistance. *(Adopted 1997; Amended 2012; Amended 2020)*
- E16. RESOLVED: That the MEA supports measures for the State of Maine to require that skilled nursing facilities provide necessary staff for appropriate care of the residents. *(Adopted 1997; Amended 2002)*
- E17. RESOLVED: That the MEA supports legal services for the elderly. *(Adopted 1997; Amended 2020)*
- E18. RESOLVED: That the MEA supports the development of a standard for dispensers of medication in long-term care facilities that would require those persons to take a Medication Information and Administering course and be supervised by a licensed nurse professional. *(Adopted 1997; Amended 2012)*
- E19. RESOLVED: That the MEA believes every educator has the right to be an informed and

politically active person. The MEA urges educators to register and vote, participate in party organizations, discuss political issues publicly, campaign for candidates, contribute to campaigns of candidates, lobby, organize political action groups, and to run and serve in public office without curtailment of annual increments, tenure, retirement or seniority rights. *(Adopted 1997; Amended 2012)*

- E20. RESOLVED: That the MEA opposes invasive requirements to secure initial credentials, to maintain these credentials, and to retain educational employment. *(Adopted 2000; Amended 2011)*
- E21. RESOLVED: That the MEA believes in the equality of all individuals, and that human dignity is of supreme importance in the educational process and is enhanced by:
- programs which reinforce the individual member's contractual, statutory, and constitutional rights
  - elimination of discriminatory practices in employment, promotion, and compensation
  - elimination of racist and sexist stereotyping in curriculum materials and teaching practices
  - encourage all members of the educational community to examine assumptions and prejudices, including, but not limited to racism, sexism, transphobia, and homophobia in curriculum materials and practices that might limit the opportunities and growth of students and educational employees
  - recognition of and respect for the richness of the multicultural heritage of the students of the State of Maine that works to eliminate xenophobia in our schools and communities
  - promotion of a safe and inclusive environment for all
- (Adopted 2004; Amended 2015; Amended 2017)*
- E22. RESOLVED: That the MEA supports adequate tools and appropriate staffing for identification of all students so that they receive all culturally competent services offered by the Response to Intervention (RTI) process. *(Adopted 2010)*
- E23. RESOLVED: That the MEA believes that regardless of immigration status of students or their parents, every student has the right to a free public education in an environment free from harassment. The Association also believes that neither educational systems nor their employees are responsible for the determination or enforcement of immigration status. *(Adopted 2017)*
- E24. RESOLVED: That the MEA believes that all students should be able to use the bathroom or locker room of the gender with which they identify, including gender neutral students. The MEA supports the goal of creating gender neutral public restrooms in all Maine educational institutions. *(Adopted 2018; Amended 2021)*
- E25. RESOLVED: That the MEA supports schools refraining from the use of mascots and logos that depict Native American tribes, individuals, customs, or traditions. *(Adopted 2019)*
- E26. RESOLVED: That the MEA believes in the importance of Social and Racial Justice for all people.
- advocates for respect, fairness and dignity in our society;
  - opposes hate-based bias, racial profiling, religious intolerance, socio-economic

- stereotyping, and bullying;
  - advocates for a culture free from hate and racism;
  - condemns a culture that disrupts the mental, emotional, and cognitive needs of our students and educators by means of oppression;
  - supports the eradication of institutional racism;
  - promotes awareness of and appreciation for multiculturalism and diversity.
- (Adopted 2019)*

- E27. RESOLVED: That the MEA supports increases in funding from the State of Maine for the following support services for Maine seniors: independent living, assisted living, in-home care, and long-term care. *(Adopted 2020)*
- E28. RESOLVED: That the MEA supports providing space, opportunity, time, education, and resources to address the issues of mental health, substance abuse, and primary and secondary traumas affecting students and staff. *(Adopted 2020)*
- E29. RESOLVED: That the MEA supports a 30-minute lunch for students and a 30-minute recess/non-instructional time for all Maine students PreK-12. *(Adopted 2020)*
- E30. RESOLVED: That the MEA believes and advocates that all students should be able to play and participate in school sports teams, clubs, and activities that match their gender identity best, including gender neutral students. *(Adopted 2021)*

## **F. PUBLIC RELATIONS**

- F1. RESOLVED: That the MEA believes its members should cooperate with companies who help improve education. *(Adopted 1989; Amended 2005)*
- F2. RESOLVED: That the MEA opposes any attempt by business or industry to control the educational process in our schools. *(Adopted 1989; Amended 2005)*
- F3. RESOLVED: That the MEA supports continued federal funding for the Public Broadcasting System (PBS) and National Public Radio (NPR). *(Adopted 1995; Amended 1997; Amended 2015)*
- F4. RESOLVED: That the MEA believes that professional associations must promote public understanding of education and encourage wide public and parental participation in solving education's challenges. The MEA urges its local affiliates to take a leadership role in gaining widespread public support for public schools including funding, program offerings and equal opportunities to learn for all students. *(Adopted 1997; Amended 2002)*
- F5. RESOLVED: That the MEA believes the total environment, including home, school, and community, affects the mental, emotional, and physical health of children. The MEA supports the promotion of a greater awareness of nutrition education and nutrition-related issues. The MEA encourages special preventive services in the schools for the early detection of impending difficulties, promoting an awareness of wellness and the establishment of programs for the development and maintenance of lifelong, positive health habits. *(Adopted 1997; Amended 1998; Amended 2002)*
- F6. RESOLVED: That the MEA believes in and supports legislation that every child should

have direct and confidential access to comprehensive health care, psychological programs, and social services and that such services and care should be provided by properly licensed health professionals. Any additional personnel hired to provide such services and care should be to supplement, not supplant, current positions. (*Adopted 1997; Amended 1998; Amended 2002; Amended 2015*)

F7. RESOLVED: That the MEA believes school employees should only be accountable to the degree that they share responsibility in educational decision-making and that other parties who share this responsibility (legislators, other government officials, school boards, administrators, parents, students and taxpayers) are also accountable. (*Adopted 1997; Amended 1998*)

F8. RESOLVED: That the MEA believes that every student deserves a nutritional breakfast and lunch free of charge during a health crisis. (*Adopted 2021*)

#### **G. ASSOCIATION MAINTENANCE/SPECIAL SERVICES**

G1. RESOLVED: That the MEA believes governance affiliates should negotiate the timely forwarding of dues deductions directly from the school system to the governance affiliate. (*Adopted 1987; Amended 2002*)

G2. RESOLVED: That the MEA believes governance affiliates should require, in their constitution, that officer elections are held in the spring of each affiliate election year. (*Adopted 1987*)

G3. RESOLVED: That the MEA supports member lobbying activities at all levels as a top priority. (*Adopted 1993; Amended 1996; Amended 2002*)

G4. RESOLVED: That the MEA supports strategic planning at the local association level which will benefit the membership by collecting data and information relevant to member needs, by identifying specific goals and objectives, and by encouraging the recruitment of a pool of new members and leaders. (*Adopted 2001; Amended 2020*)

G5. RESOLVED: That the MEA believes that the strength of an independent and united professional organization is to be found in its governance affiliates. The MEA further believes that the benefits of such unification can best be assured to governance affiliates by:

- setting and maintaining minimum standards for affiliation, providing for self-governance, representation in accordance with the one-person one-vote principle, and open, orderly, and timely elections
- providing leadership training for officers, association representatives, negotiators, support personnel, treasurers, communication committee chairs, and other affiliate leaders
- offering staff counsel and resources in leadership development, public relations, grievance procedures, legal matters, and political action at the governance affiliate level
- speaking with a common voice and acting in a common program in the field of political action and public affairs
- providing effective inter-communication among the levels of the unified structure by including, as voting members of each governance affiliate's executive committee, those members who are also officers and members of the governing bodies of state

and national associations

- providing effective means of inter-communication by utilizing a variety of media, including the publication of a newsletter and the use of protected, member-only social media
- informing members of economic benefits, consumer programs, and similar services available to them
- assisting governance affiliates in negotiating continuing membership
- supporting legislation which maintains or enhances Association and union security in both the public and private sectors

*(Adopted 2004; Amended 2011)*

G6. RESOLVED: That the MEA believes that strong effective locals are best able to serve their members and encourages individual locals to empower new locals formed, as a result of Maine's School Consolidation laws, by forwarding their financial assets to the new merged local. *(Adopted 2008; Amended 2009)*

G7. RESOLVED: That the MEA believes that strong effective locals are best able to serve their members and encourages new locals formed, as a result of Maine's School Consolidation laws, to be as inclusive as possible, up to and including the development of wall-to-wall associations that encompass teachers, education support professionals, and other certified professionals. *(Adopted 2008)*