



## Lead the Way With MEA

Maine Education Association  
95th Annual RA 2023

Each year, the MEA holds its Representative Assembly (RA), the democratic body of the Union. At the 95th annual RA members will discuss the following proposals seen on the next several pages.

### PROPOSED CHANGES TO CONSTITUTION

#### ARTICLE VI. OFFICERS AND BOARD OF DIRECTORS

##### Section 1. Officers

The officers of the Association shall be: President, Vice President, and Treasurer. **All candidates for the office of President, Vice President, and Treasurer shall have been active or active education support members of the Maine Education Association for at least two (2) years immediately preceding the election. All officers shall maintain membership in the Association.**

*RATIONALE: This is to make it clear that officers of the MEA must be members and must have been members for at least two years in order to be candidates for office.*

SUBMITTED BY: Grace Leavitt  
STRUCTURE & BYLAWS COMMITTEE  
RECOMMENDS: Ought to Pass

### PROPOSED CHANGES TO BYLAWS ARTICLE II. REPRESENTATIVE ASSEMBLY

#### Section 2. Terms of Delegates and Alternates

D. In multi-delegate governance affiliates, the alternate delegate with the longest term, as determined by the local governance affiliate president, shall be designated the first alternate delegate. The alternate delegate with the next longest term shall be designated the second alternate delegate, and so forth, until all seats are filled.

D- E. The delegates who represent the governance affiliate shall be seated in the Maine Education Association Representative Assembly at the annual meeting only if the governance affiliate has transmitted sixty (60%) percent of the dues receivable by May 1. Any delegate from a governance affiliate who is denied a seat at the Representative Assembly due to the application of this paragraph may appeal the matter to the full Representative Assembly which may, by

majority of its membership, vote to seat the delegate.

*RATIONALE: Language was in elections handbook (section IV, part C-3) but there was no corresponding language in Bylaws or other governance docs. Removed from election handbook of this year.*

SUBMITTED BY: Tina Fox, on behalf of Structure & Bylaws Committee  
STRUCTURE & BYLAWS COMMITTEE  
RECOMMENDS: Ought to Pass

#### ARTICLE V. BOARD OF DIRECTORS

##### Section 2. Duties

B. Members of the Board of Directors shall:

1. attend meetings and the annual Board of Directors Retreat, and be encouraged to attend ACT, District Bargaining Council, UniServ District wide meetings and Governance meetings within their district, all MEA-sponsored conferences, the MEA Representative Assembly, and national governance meetings and training sessions as approved by the MEA President;

*RATIONALE: Update language per updated policy in 2022.*

SUBMITTED BY: Tina Fox, on behalf of Structure & Bylaws Committee  
STRUCTURE & BYLAWS COMMITTEE  
RECOMMENDS: Ought to Pass

#### ARTICLE V. BOARD OF DIRECTORS

##### Section 4. Vacancies

A. A seat on the Board of Directors shall automatically become vacant when such member holding such position leaves the profession, resigns, is impeached, is no longer employed in that governance district from which elected, or whose change in membership category makes such member no longer eligible to represent that governance district. Vacancies in all seats shall be filled by appointment by a majority vote of the members of the Board of Directors present at a regular or special meeting according to procedures outlined in the Elections Policy Handbook. Such appointment shall be effective until the next July 15.

*RATIONALE: Appointments to the Board is found in the Policy Handbook- Not the Election Handbook.*

SUBMITTED BY: Julie Gomez, on behalf of Structure & Bylaws Committee  
STRUCTURE & BYLAWS COMMITTEE  
RECOMMENDS: Ought to Pass

### PROPOSED CHANGES TO STANDING RULES

#### RULE 2. ELECTIONS PROCEDURES

##### Section 1. Elections Conducted at the MEA Representative Assembly

D. Candidate Speaking Order  
If there is more than one (1) candidate for any vacancy elected by the Representative Assembly, each candidate shall be allowed five (5) minutes to speak at the time of official nominations. A question and answer period of not more than ten (10) minutes for each contested

office shall be allowed. The time may be extended at the discretion of the Representative Assembly delegates. During the question and answer period, each candidate shall be allowed one (1) minute to answer each question. The candidate speaking order shall be determined by the order of nominations as stated in this Standing Rule. The candidate speaking order within each vacancy shall be determined by the order of names during an election year (alphabetical or reverse alphabetical). **Subsequent responses shall be in a rotating order (the first to respond to the second question shall be the second candidate in the order of appearance on the ballot and so on until the end of the question and answer period).**

*RATIONALE: Clarification of speaking order.*

SUBMITTED BY: Terry Martin, on behalf of Structure & Bylaws Committee  
STRUCTURE & BYLAWS COMMITTEE  
RECOMMENDS: Ought to Pass

#### RULE 2. ELECTIONS PROCEDURES

##### Section 6. Balloting/Voting

B. In elections conducted by MEA prior to the Representative Assembly, ballots shall be distributed to active, active education support, student, and retired members **as of January 15th of the current year. Ballots shall be distributed** on or prior to a date selected by the Elections Committee at least forty-five (45) days prior to the first day of the Representative Assembly and shall be returned no later than the date established by the Elections Committee. *RATIONALE: To clarify who will receive ballots.*

SUBMITTED BY: Grace Leavitt  
STRUCTURE & BYLAWS COMMITTEE  
RECOMMENDS: Ought to Pass

### 2023 PROPOSED NEW BUSINESS ITEMS

1. **RESOLVED: the MEA will develop plans to implement professional development that offers opportunities for practice, reflection, and personalized coaching delivered in a series of sessions. This will include investigating compensating members for offering such professional development to fellow members.**

*RATIONALE: Research consistently shows professional development is more effective when opportunities to practice, reflect, and get feedback over time are offered.*

MEA Quality of Learning Goal, Objective #2:

#2. Ensure all schools have fully qualified educators committed to students and their learning.

Submitted by: Instruction and Professional Development Committee, Doug Hodum, Committee Chair  
Estimated budgetary impact: Unknown

2. **RESOLVED: the MEA will investigate improving accessibility**

to all MEA sponsored professional development conferences, such as the Summer and Winter conferences. This will include but not be limited to mileage reimbursement, video conferencing, and/or shared lodging for commutes of 90 miles or more away.

*RATIONALE: Financial, geographic, and time barriers prevent many members from attending in-person conferences.*

MEA Quality of Learning Goal, Objective #2:

#2. Ensure all schools have fully qualified educators committed to students and their learning.

Submitted by: Instruction and Professional Development Committee, Doug Hodum, Committee Chair  
Estimated budgetary impact: Unknown

## 2023 PROPOSED RESOLUTIONS

### New, Amendments, and Deletions

#### 1 - New A

**RESOLVED: the MEA believes it is critical for our government officials to take further actions towards preventing acts of violence, both in our places of education as well as in our communities. Such measures to prevent acts of violence, however, must be consistent with a welcoming and caring climate that our students need and deserve in order to be successful. Any measures such as the installation of metal detectors, arming educators, and the like would create unsafe and harmful conditions for both students and educators.**

*Rationale: It is essential that our students and educators have safe and supportive environments in which to learn, teach, and work. (The MEA Board of Directors took this position; this should be in our Resolutions.)*

Submitted by: Individual  
Grace Leavitt, MSAD 51 EA/MEA

#### 2 - New B

**RESOLVED: the MEA believes that in order for students to become informed citizens, to develop critical thinking skills, and to be prepared for the complex world in which we live, they need access to books and materials that include representation of all people and their identities. Educators are trained professionals who have the expertise and knowledge to select age-appropriate materials that help support a welcoming learning environment for all students. Parental/guardian involvement and support in their student's learning are essential elements of a student's success. Parents/guardians have many ways to communicate with their child's teachers and are encouraged to discuss with them any questions they have regarding materials. However, the concerns of an individual should be addressed through a clear, established district**

**policy that includes teachers and staff in a fair, objective process.**

*Rationale: The MEA Board of Directors took this position in response to the ongoing calls by a few members of the public to ban certain books and materials that provide a diverse representation of our students. This position should now be included in our Resolutions.* Submitted by: Individual  
Grace Leavitt, MSAD 51 EA/MEA

#### 3 - New B

**RESOLVED: the practice of rating books in school and public libraries should be discouraged.**

*Rationale: Restricting student access to books in school, classroom, and public libraries is detrimental to the education of students and has a negative impact on the welcoming, supportive learning environment our students need and deserve. A parent or guardian may determine what their own child reads, but may not determine that for others. (The MEA Board of Directors took this position; it should be in our Resolutions.)*

Submitted by: Individual  
Grace Leavitt, MSAD 51 EA/MEA

#### 4 - New B

**RESOLVED: the MEA believes professional development that offers opportunities for practice, reflection, and personalized coaching delivered in a series of sessions is superior to "one and done" and "one size fits all" approaches to professional development.**

*Rationale: Research consistently shows professional development is more effective when opportunities to practice, reflect, and get feedback over time are offered.*

Submitted by: Instruction and Professional Development Committee  
Doug Hodum, Chair

#### 5 - Amendment to B2.

**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. The MEA believes that during a state health crisis, a maximum class size/teacher ratio should reflect the guidelines provided by the Maine State CDC. (Adopted 1987; Amended 2013; Amended 2015)***Rationale: An NBI passed at a previous Representative Assembly instructed the IPD committee to review this issue.*

Submitted by: Instruction and Professional Development Committee  
Doug Hodum, Chair

#### 6 - Amendment to B14.

**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.**

**That the MEA believes that all routes to educator certification should provide equitable access to the profession, offer the needed supports, and be competency-based. (Adopted 2001; Amended 2008; Amended 2009)**

*Rationale: The current language in the resolution does not reflect current statutory requirements. However, the IPD committee feels it is clearer and simpler to just have a statement of beliefs that will not need to be updated in the future simply to accommodate future changes to certification requirements.*

Submitted by: Instruction and Professional Development Committee  
Doug Hodum, Chair

#### 7 - New C

**RESOLVED: the MEA believes that mentors assigned to teachers with conditional or emergency certification should be compensated in accordance with the increased responsibility and time needed to provide the necessary support and guidance that is above and beyond what is needed to mentor teachers who have a professional certificate.**

*Rationale: More teachers are being hired with conditional or emergency certification and it takes more time and expertise to properly support them. Such mentors should be fairly compensated for this additional time and work.* Submitted by: Individual

Grace Leavitt, MSAD 51 EA/MEA

**8 - Amendment to section E Title E Title: HUMAN/CIVIL RIGHTS & SOCIAL JUSTICE**

*Rationale: This title change is more inclusive of the goals of the E. Resolutions listed.*

Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 9 - New E

**RESOLVED: the MEA believes that educators who experience physical, verbal, cyber, and/or emotional abuse and/or harassment, related to employment, should be provided with time off, counseling, medical care, and other supports they deem necessary.**

*Rationale: Protect and support educators.*  
Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 10 - New E

**RESOLVED: the MEA believes all district employees, including administration, should have the necessary training to do their job effectively in order to treat all employees with respect and dignity.**

*Rationale: Supporting educators and students.*  
Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 11 - Amendment to E2.

E2. RESOLVED: That the MEA supports the fact that all of its members to retain personal freedom as **individuals, parents and , and school board members.** (Adopted 1990; Amended 2005; Amended 2014)

*Rationale: This amendment ensures that MEA members feel supported in discussing legal matters and acting in an elected capacity.*

Submitted by: Black, Indigenous, People of Color Committee  
Nesrene Griffin, Chair

#### 12 - Amendment to E5.

E5. RESOLVED: That the MEA believes in **affirms** the importance of education regarding **women's and minorities' historically marginalized** issues; furthermore, the MEA believes that **women and minorities historically marginalized groups** should be encouraged to take on leadership roles. (Adopted 1993; Amended 1996; Amended 2015)

*Rationale: This amendment ensures that individuals within historically marginalized groups are provided with pathways to leadership to ensure that our association well represents its membership.*

Submitted by: Black, Indigenous, People of Color Committee  
Nesrene Griffin, Chair

#### 13 - Amendment to E9.

E9. RESOLVED: That the MEA opposes cuts in the Medicare and, **Social Security systems, and the State of Maine's Medicaid program known as MaineCare system.**

(Adopted 1996; Amended 2020)

*Rationale: Access to MaineCare needs to be protected as well.*

Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 14 - Amendment to E13.

E13. RESOLVED: That the MEA believes the definition of family includes an individual's **child/stepchild child(ren), spouse or significant other, parent/step-parent parent(s), step-relationship(s), sibling(s), grandparent(s), grandchild(ren), in-law(s), custodial child(ren), and others with a familial bond;** 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)

*Rationale: More inclusive familial language.*

Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 15 - Amendment to E15.

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)

*Rationale: Removing arbitrary language of interpretation.*  
Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 16 - Amendment to E21.

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, and **xenophobic** stereotyping in curriculum materials and teaching practices
- **inclusion of affirming curriculum that allows students, staff, and communities to see themselves and their peers as positive members of society**
- encourage all members of the educational community to examine assumptions and prejudices, including, but not limited to racism, **xenophobia**, sexism, transphobia and , **homophobia, ableism, and religious discrimination** 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 **and educational employees** 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)

*Rationale: Public education is an inherent right for ALL yet minoritized educators and students have been historically marginalized. The proposed amendments reinforce the importance of MEA to affirm its stance in creating positive spaces in Maine school communities by uplifting the voices of minoritized educators and students.*

*The shifting climate in education in the state of Maine warrants our school communities to respond to the uptick in public challenges to equitable identity-informed curricula and school culture development.*  
Submitted by: Black, Indigenous, People of Color Committee  
Nesrene Griffin, Chair

#### 17 - Amendment to E22.

E22. RESOLVED: That the MEA supports adequate tools and appropriate staffing for identification of all students so they **all receive** believes that **public schools should have the necessary resources and properly trained staff in order to ensure all students receive culturally competent and trauma-informed services** offered by the Response to Intervention (RTI) process. (Adopted 2010)

*Rationale: In order for the RTI process to be successful schools need to have the resources and properly trained staff to ensure that students' needs are met and the process is successful. Our students need more than just the bare minimum.*  
Submitted by: Black, Indigenous, People of Color Committee  
Nesrene Griffin, Chair

#### 18 - Amendment to E24.

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 (**non-binary**) students. The MEA supports the goal of creating gender neutral (**non-binary**) public restrooms in all Maine educational institutions. (Adopted 2018; Amended 2021)

*Rationale: Updated language from gender neutral to non-binary.*  
Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

#### 19 - Amendment to E26.

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** supports the **opposition** of hate-based bias, racial profiling, religious intolerance, socio-economic stereotyping, and bullying;
- advocates for a culture free from hate and racism;
- **supports the opposition of systems that reinforce white supremacy culture;**
- **condemns** supports the **condemnation** of 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 **and the school-to-prison pipeline;**
- **supports restorative practices;**
- promotes awareness of and appreciation for multiculturalism and diversity.
- **amplifies minoritized voices within schools and communities;**
- **supports the formation and facilitation of affinity groups.**

(Adopted 2019)

Rationale: Public education is an inher-

ent right for ALL yet minoritized educators and students have been historically marginalized. The proposed amendments reinforce the importance of MEA to affirm its stance on creating positive spaces in Maine school communities by uplifting the voices of minoritized educators and students.

The shifting climate in education in the state of Maine warrants our school communities to respond to the uptick in public challenges to equitable identity-informed curricula and school culture development.

Submitted by: Black, Indigenous, People of Color Committee  
Nesrene Griffin, Chair

**20 – Amendment to E30.**

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.~~ **non-binary students.** (Adopted 2021)

Rationale: Updated inclusive language.  
Submitted by: Human, Civil Rights &

Social Justice Committee & Black, Indigenous, People of Color Committee  
Olivia Brown, Co-Chair of HCRSJ

**21 – Amendment to E31.**

E31. RESOLVED: that the MEA believes that each student's choice of moniker consistent with, **inclusive** of their self identity, and that their moniker should be respected and extended to all student approved instances that are not legal documents including but not limited to: email, yearbook, lunch card, marquee, educational software such as attendance systems, and public announcements.

(Adopted 2022)

Rationale: Inclusive and protective of the rights of the student.

Submitted by: Human, Civil Rights & Social Justice Committee  
Emily Albee & Olivia Brown, Co-Chairs

2023 MEA Election Results		
UNCONTESTED ELECTIONS		
Board of Directors		
Pamela Kinsey	District A	3 Year Term
Evelyn Atwood	District I	3 Year Term
Richard Beaulé	District J	2 Year Term
Tom Walsh	District K	3 Year Term
Rebecca Manchester	District L	3 Year Term
Dina Goodwin	District P	3 Year Term
NEA RA District Delegates		
Renee Doucette	District 21	1 Year Term
Kerrie Dowdy	District 22	1 Year Term
Richard Beaulé	District 24	1 Year Term
Olivia Brown	District 26	1 Year Term
David McKechnie	District 27	1 Year Term
Hal Perry	District 28	1 Year Term
MEA-Retired Delegates/Alternates to NEA RA		
Belinda Micucci	Delegate	1 Year Term
Robert "Bo" Zabierek	Delegate	1 Year Term
Ben Paradis	Alternate	1 Year Term
MEA RA Cluster District Delegates		
Tamber Craig	Cluster District 18	1 Year Term
MEA-Retired Delegates/Alternates to MEA RA		
Ben Paradis	Delegate	3 Year Term
Kay Grindall	Delegate	3 Year Term
Julie Gomez	Delegate	3 Year Term
Belinda Micucci	Delegate	3 Year Term
Barbara Bricker	Delegate	3 Year Term
Philip Gonyar	Alternate	3 Year Term
Roger Roy	Alternate	3 Year term
CONTESTED ELECTIONS		
Board of Directors		
Kay Grindall	District R	3 Year Term
NEA RA At-Large Delegates		
Tom Walsh		2 Year Term
Bobbie Thibodeau		2 Year Term
William Loveridge		2 Year Term
James Ford		2 Year Term
Rebecca Cole		2 Year Term
Evelyn Atwood		2 Year Term
MEA RA Cluster District Delegates		
Ken Williams	Cluster District 5	3 Year Term