



Joint Statement from the Massachusetts Association of School Superintendents (MASS) and Massachusetts Association of School Committees (MASC)

MASS & MASC Joint Statement on Teachers' Union "Votes of No Confidence"

In recent years, local teachers' unions have orchestrated many "votes of no confidence" in the Superintendent or School Committee, or both. We estimate there have been about two dozen such votes in school districts across the Commonwealth in the last two years alone. The national publication *District Administration* published a recent article about the [proliferation of votes of no confidence in Superintendents across the country](#) and cited a particular spike here in Massachusetts: "Boston-area school districts appear to be a hotbed of anti-administration activity."

The increasingly widespread use of this tactic comes as no surprise to anyone familiar with the strategies the Massachusetts Teachers Association (MTA) recommends to local unions. These tactics are designed and intended to discredit district leaders, particularly during contentious contract negotiations. Without the broader statewide context – that a "vote of no confidence" is now a rather routine component out of the MTA negotiation strategy playbook – parents, students, and other residents may be led to believe such a vote is cause for great concern.

Our message to those communities is to rest assured that your city or town is not alone. We are deeply troubled and disappointed by the efforts of statewide and local unions to launch these deliberate attacks on the professional competence and personal character of Superintendents and School Committee members, all in the relentless pursuit of union leaders' contract demands.

Our associations and the Superintendents and School Committees we represent have the highest respect for teachers. These professionals work tirelessly every day to educate, challenge, and support the students in our communities. Our critique of these votes of no confidence is not directed at teachers themselves, but rather, at union leaders whose stances may or may not reflect the attitudes of their members. We recognize the legal right of any teachers' union to take such a vote, or to air the concerns and complaints of their members through such means. However, we urge the public to consider the authenticity and legitimacy of these political stunts, particularly as they are typically part of a larger union-driven campaign to attack and vilify district leaders in order to advance their own agenda at the bargaining table.

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