

Minutes of the Meeting of September 26, 2025

of the

MASSACHUSETTS TEACHERS' RETIREMENT BOARD

I. Regular Matters of Business

In attendance at this regular meeting of the Massachusetts Teachers' Retirement Board ("the Board") were Chair Iraida J. Álvarez, Vice Chair Jacqueline Gorre, Alison K. Eggers, Michael Leung-Tat, Anne Wass, Executive Director Jonathan M. Osimo, Assistant Executive Director and Chief Benefits Officer Richard Grzembski, Chief Financial Officer Alison Malone, General Counsel and Chief Legal Officer James O'Leary, Deputy General Counsel of Strategy and Operations Salvatore Coco, and Executive Assistant Sarah Burns. Richard L. Liston and Dennis J. Naughton were not in attendance.

The meeting was called to order at 9:01 a.m.

The Chair stated that in accordance with Chapter 2 of the Acts of 2025, all Board members and Board staff were participating remotely via videoconferencing. The MTRS Executive Director and Executive Assistant were in the Board room at the main MTRS office in Charlestown, which was open to the public. In addition, the meeting was made available to the public via a teleconference line. Any individual with a matter before the Board who chose to participate was participating remotely in the same manner as the Board and staff. Chair Álvarez asked for all Board members to state their names for the record before speaking and stated that all votes would be conducted via roll call.

The minutes of the previous Board meeting, held on August 29, 2025, were reviewed and approved as submitted on a motion made by Ms. Wass and seconded by Ms. Eggers. On roll call, the vote was as follows:

VOTED: Vice Chair Jaqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Abstain
Anne Wass	Yes

Chair Álvarez

Yes

II. Vitech Update

MTRS Chief Technology Officer Surendra Puttagunta and Vitech Representatives Hope Nawada, Matt Nunan, and Junaid Ahmad joined the meeting at 9:06 a.m.

The Vitech representative presented an update to the Board regarding Vitech's organizational structure and process changes, as well as an overview of the Core Administration upgrade completed in August of 2025. The Vitech team outlined plans for more frequent upgrades in the future to increase efficiency and project completion timetable.

Mr. Puttagunta and the Vitech Representatives exited the meeting at 9:21 a.m.

III. Executive Session

A motion was made by Ms. Gorrie and seconded by Ms. Eggers to enter into Executive Session to consider an application for Accidental Disability Retirement. On roll call, the vote was as follows:

VOTED: Vice Chair Jaqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Anne Wass	Yes
Chair Álvarez	Yes

At 9:22 a.m. the Board went into Executive Session. The Chair stated that the Board would return to Open Session.

At 10:21 a.m. the Board reconvened in Open Session and then took a five-minute recess. They reconvened at 10:26 a.m.

IV. Termination Retirement – Bozena Jaworowski

Ms. Jaworowski's termination retirement was considered in Open Session because the basis for her termination did not involve any criteria that would permit its consideration in executive session.

Mr. Grzembski presented the Termination Retirement application of Bozena Jaworowski, a fifty-eight-year-old former Visual Arts Teacher with the Hampshire Regional Schools. She accrued twenty-one years and three months of creditable service.

On April 2, 2025, Ms. Jaworowski was notified in a letter by her district that her position as Visual Arts Teacher was being eliminated effective June 30, 2025 due to budget cuts. Ms. Jaworowski was not offered an alternative position because her teaching license was specifically limited to visual arts. She listed "reduction in force" on her Termination Retirement application.

Mr. Grzembski reported that Ms. Jaworowski's performance evaluations were all satisfactory and that there were no disciplinary actions in her personnel file.

On a motion made by Ms. Eggers, and seconded by Ms. Gorrie, the Board voted to approve Ms. Jaworowski's Termination Retirement application. The vote was as follows:

VOTED: Vice Chair Jaqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Anne Wass	Yes
Chair Álvarez	Yes

V. Request for Lease of Equipment

MTRS Chief Technology Officer Surendra Puttagunta re-joined the meeting at 10:32 a.m.

Mr. Puttagunta requested approval to lease new computer equipment. He explained that the current MTRS computer equipment has exceeded its optimal lifecycle of five years, resulting in network performance issues and an inability to effectively support application patches and operating system upgrades. The total cost over a five-year computer equipment lease is \$146,089.60 .

A motion was made by Mr. Leung-Tat and seconded by Ms. Eggers to approve the expense. On roll call, the vote was as follows:

VOTED: Vice Chair Jaqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Anne Wass	Yes
Chair Álvarez	Yes

Mr. Puttagunta exited the meeting at 10:36 a.m.

VI. EXECUTIVE DIRECTOR'S REPORT

1. Mr. Osimo included, in the Board's packet of materials, a copy of the State Auditor's draft website accessibility audit report. The report found that the MTRS public facing website was not fully accessible to all website users. Updates to the website to become compliant are underway. The MTRS response to the finding is also included.
2. Legislatively, Mr. Osimo informed the Board that the COLA Commission is moving forward with its review and recommendations. Its proposed recommendations could change how COLAs of retirees are handled.
3. Mr. Osimo announced that the MTRS's representative from DCAMM has changed. The negotiations for a main office lease extension are ongoing, and a new western regional office leasing agreement has been signed and is awaiting the landlord's signature.
4. Mr. Osimo announced that as part of his agency organizational realignment, the Retiree Services Unit had been newly created and incorporated into the Communications division of the agency.

5. Mr. Osimo informed the Board that the management team has been conducting performance evaluation meetings with staff as part of the FY 25 performance evaluation process.
6. Mr. Osimo informed the Board of an "active shooter" training scheduled to take place during the General Staff meeting on October 15th.

A motion was made by Ms. Gorrie and seconded by Ms. Wass to adjourn at 10:42 a.m. On roll call, the vote was as follows:

VOTED: Vice Chair Jaqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Anne Wass	Yes
Chair Álvarez	Yes

Respectfully submitted,

Jonathan M. Osimo,
Executive Director

Date

Documents used in MTRS Board meeting of September 26, 2025

- Agenda for September 26, 2025, MTRS Board meeting
- Cover letter from the Executive Director
- Minutes of the August 29, 2025, MTRS Board meeting
- Office of the State Auditor's Draft Audit Report