

Minutes of the Meeting of November 21, 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 Gorrie, Alison K. Eggers, Michael Leung-Tat, Richard L. Liston, Dennis J. Naughton, Anne Wass, Executive Director Jonathan M. Osimo, Assistant Executive Director and Chief Benefits Officer Richard Grzembski, Chief Human Resources and Legal/Legislative Affairs Officer Robert Fabino, Chief Financial Officer Alison Malone, Assistant Executive Director and Chief Communications Officer Scott Olsen, General Counsel and Chief Legal Officer James O'Leary, Deputy General Counsel of Strategy and Operations Salvatore Coco, and Executive Assistant Sarah Burns.

The meeting was called to order at 9:08 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 October 31, 2025, were reviewed and approved as submitted on a motion made by Ms. Gorrie and seconded by Ms. Wass. On roll call, the vote was as follows:

VOTED: Vice Chair Jacqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Richard L. Liston	Abstain
Dennis J. Naughton	Yes
Anne Wass	Yes
Chair Iraida J. Álvarez	Yes

II. Executive Session

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

VOTED: Vice Chair Jacqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Richard L. Liston	Yes
Dennis J. Naughton	Yes
Anne Wass	Yes
Chair Iraida J. Álvarez	Yes

At 9:11 a.m. the Board went into Executive Session. The Chair stated that the Board would return to Open Session.

At 10:29 a.m. the Board reconvened in Open Session.

III. Open Session

A. Termination Retirement Application – William Melville

William Melville's application for Termination Retirement was considered in Open Session because the basis for his termination did not involve any criteria that would require its consideration in executive session.

Richard Grzembski presented Mr. Melville's Termination Retirement application. He is a fifty-seven-year-old former Drafting and Design Instructor with the Northeast Metropolitan Regional Schools ("Northeast"). Mr. Melville accrued twenty-four years of creditable service at the time of his separation from service. The majority of his teaching was rendered in a prior district.

On June 12, 2025, Mr. Melville was notified in a letter by his principal that his contract was not being renewed, and that his last day of work was June 17, 2025. Mr. Melville did not have tenure at the time of his separation from Northeast. Despite largely positive performance evaluations, Northeast officials reported that Mr. Melville lacked the necessary skills the district was seeking to grow and develop certain freshman programs that Mr. Melville oversaw.

On a motion made by Ms. Gorrie, and seconded by Mr. Leung-Tat, the Board voted to approve Mr. Melville's Termination Retirement application. The vote was as follows:

VOTED: Vice Chair Jacqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Richard L. Liston	Yes
Dennis J. Naughton	Yes
Anne Wass	Yes
Chair Iraida J. Álvarez	Yes

At 10:35 a.m., the Board entered a 10-minute recess. They reconvened at 10:45 a.m.

B. Request for Approval – MyTRS Application Enhancement Hours

MTRS Chief Technology Officer Surendra Puttagunta joined the meeting at 10:45 a.m.

Mr. Puttagunta requested approval to allocate funds for the purchase of up to 1,000 enhancement hours to support planned updates to the MyTRS Application. He explained that the enhancements are necessary to improve the functionality, accuracy, and user experience of the application. The support costs \$230 per hour, and only hours used will be billed. The maximum projected cost of the support is \$230,000 and is included in the FY2026 operating budget.

A motion was made by Ms. Eggers and seconded by Ms. Gorrie to approve the allocation of funds. On roll call, the vote was as follows:

VOTED: Vice Chair Jacqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Richard L. Liston	Yes
Dennis J. Naughton	Yes
Anne Wass	Yes
Chair Iraida J. Álvarez	Yes

Mr. Puttagunta exited the meeting at 10:50 a.m.

C. Review of Draft MTRS Strategic Plan 2026 - 2030

Mr. Osimo presented the draft five-year Strategic Management Plan from 2026 through 2030 to the Board. The four major goals originating in the 2024 – 2028 Strategic plan remained unchanged. The proposed changes included removing completed strategies from the timeline and adding short-term Strategies and Measures. Board members requested to be updated annually on progress.

A motion was made by Mr. Liston and seconded by Ms. Eggers to adopt the proposed MTRS Strategic Plan for the period from 2026 - 2030. On roll call, the vote was as follows:

VOTED: Vice Chair Jacqueline Gorrie	Yes
Alison K. Eggers	Yes
Michael Leung-Tat	Yes
Richard L. Liston	Yes
Dennis J. Naughton	Yes
Anne Wass	Yes
Chair Iraida J. Álvarez	Yes

D. EXECUTIVE DIRECTOR'S REPORT

1. Mr. Osimo presented the proposed 2026 MTRS Board meeting schedule. The Board suggested that the April 2026 Board meeting be scheduled for April 17, 2026.
2. Mr. Osimo reported that the Special COLA Commission expects to release its long-anticipated report shortly (possibly in December 2025).
3. Mr. Osimo informed the Board that the transition from the Windows 10 operating system to Windows 11 was successful, and that hardware replacements are underway. Vitech announced their acquisition by Majesco, effective January 2026.
4. Mr. Osimo reported that the office leases for Springfield and Charlestown continue to move forward.
5. Mr. Osimo informed the Board that *Ready for Retirement* member educational seminars will be taking place in November and December. Nearly 800 members have registered thus far.
6. Mr. Osimo reminded the Board that the December Board meeting has been moved to December 12, 2025, and will include the annual constituent's forum.
7. Mr. Osimo wished the Board a Happy Thanksgiving.

A motion was made by Ms. Gorrie and seconded by Mr. Naughton to adjourn at 11:24 a.m. On roll call, the vote was as follows:

VOTED:	Vice Chair Jacqueline Gorrie	Yes
	Alison K. Eggers	Yes
	Michael Leung-Tat	Yes
	Richard L. Liston	Yes
	Dennis J. Naughton	Yes
	Anne Wass	Yes
	Chair Iraida J. Álvarez	Yes

Respectfully submitted,

Jonathan M. Osimo,
Executive Director

Date

Documents used in MTRS Board meeting October 31, 2025

- Agenda for November 21, 2025, MTRS Board meeting
- Cover letter from the Executive Director
- Minutes of the October 31, 2025 MTRS Board meeting
- Memorandum pertaining to Request for Approval of MyTRS Enhancements
- Draft of MTRS Strategic Management Plan
- Proposed 2026 MTRS Board Meeting Schedule