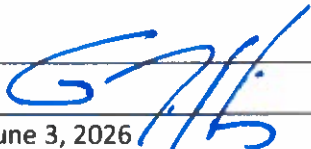
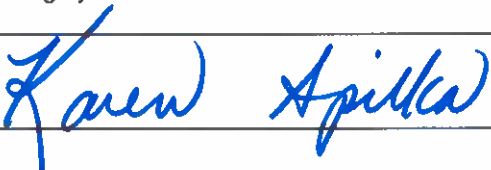


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

	STATE EMPLOYEE INFORMATION
Name:	Gray Milkowski
Title or Position:	Director of Press Operations Office of Senate President Karen E. Spilka
State Agency:	Massachusetts State Senate, Office of Senate President Karen E. Spilka
Agency Address:	Massachusetts State House 24 Beacon Street, Room 332 Boston, MA 02133
Office Phone:	617-722-1500
Office E-mail:	Gray.Milkowski@masenate.gov
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
	PARTICULAR MATTER
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter. The Senate is considering H.4361, <i>An Act Relative to Benefits for Teachers</i> , which, if enacted, will provide certain members of the teachers' retirement system and the Boston retirement system with the opportunity to elect to participate in the alternative superannuation retirement benefit program.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. As the Director of Press Operations for the Office of Senate President Karen E. Spilka, I direct public events and press strategy around the topic, as well as create and disseminate press materials.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	☐ I have a financial interest in the matter. ☒ My immediate family member has a financial interest in the matter. ☐ My business partner has a financial interest in the matter.

	☐ I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter. ☐ I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.
Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it. My mother, who is an educator and a current member of the teachers' retirement system, would have a financial interest should this legislation be enacted.
Employee signature:	
Date:	June 3, 2026

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Karen E. Spilka
Title or Position:	Senate President
Agency/Department:	Massachusetts State Senate
Agency Address:	Massachusetts State House 24 Beacon Street, Room 332 Boston, MA 02133
Office Phone:	617-722-1500
Office E-mail	Karen.Spilka@masenate.gov
	DETERMINATION
Determination by appointing authority: Write an X by your selection.	As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee. ☐ I am assigning the particular matter to another employee, or ☐ I am assuming responsibility for the particular matter, or ☒ I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.
Appointing Authority signature:	
Date:	June 3, 2026
Comment:	

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Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108

Form Revised February, 2012