

**TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY**

2521 Riva Road, Suite L7  
Annapolis, Maryland 21401

**MINUTES - Representative Assembly Meeting**  
Wednesday, October 14, 2020

**CALL TO ORDER**

The meeting was called to order by the President, Russell Leone, by a Virtual Zoom meeting, at 5:02 p.m.

TAAAC's Vision and Mission was read by Emmanuelle Carr.

Vice President Snyder recognized Indigenous Peoples Day.

**ADOPTION OF ORDER  
OF BUSINESS**

Kristina Korona stated that she would like to add COVID Tracking System and Social Media Messaging to the agenda.

Upon a motion by Lisa Flanagan, seconded by Chris Lerch, the amended Order of Business was approved with flexibility.

**APPROVAL OF MINUTES**

Upon a motion by Robin Murray, seconded by Cathy Flanders, the Minutes of the September 9, 2020 meeting were approved.

Upon a motion by Rob Mauro, seconded by Robin Harmon, the Minutes of September 22, 2020 meeting were approved.

**LOCAL**

Elections: Nominating Committee - Nancy Davidson announced that in the next 2 months, by December 8 due date, nominations will close for the following positions: TAAAC Secretary-Treasurer, 5 Board of Directors, 34 NEA Delegates and 50 MSEA Delegates. These elections will happen in the winter when we do our online elections.

President Leone stated that there is a nominations form on the website and it was also sent out in the last weekly update. He stated that he will make sure the form gets sent out with the updates each week.

Nancy Davidson announced to the Nominating Committee that there will be a meeting after this Representative Assembly in a Breakout Room to talk about business for the year. Tonight elections will be conducted that are left over from the spring.

Nancy Davidson announced that the election for the Nominating Committee, we can take up to 15. She asked for nominations from the floor and no names were submitted. The names on the ballot are as follows: Jon Boughey, Nancy Davidson, Jan Delph, Nicole Disney-Bates, Sheen Goldberg, Catherine Hall Guay, Jacqueline Lubniewski, and Kate Miller.

It was moved by Cathy Flanders, seconded by Tami Thumbtzen, to close the slate. The motion was approved.

It was moved by Tami Thumbtzen, seconded by Robin Murray, to move the slate. The motion was approved.

Nancy Davidson stated that on the ballot for the Sick Leave Bank Approval Committee are Jan Delph and Robin Murray. We can vote for up to 2. She asked for names from the floor and the following were submitted: Dan Kempler, Krista Davies.

It was moved by Richard Benfer, seconded by Jean Crawford, to close the slate. The motion was approved.

Jan Delph removed her name from the ballot.

Robin Murray, Dan Kempler and Krista Davies addressed the group.

The election was conducted and Dan Kempler and Robin Murray were elected to the Sick Leave Bank Approval Committee.

Nancy Davidson stated that on the ballot for the Credentials Committee are Steven Aikens and Robin Murray. We can vote for up to 8. She asked for nominations from the floor and the following names were submitted: Rob Mauro, Stacy Langhirt, Michelle Shrum and Rob Connerton.

It was moved by Tami Thumbtzen, seconded by Jon Boughey, to close the slate. The motion was approved.

It was moved by Wendy Gibson, seconded by Rob Connerton, to move the slate. The motion was approved.

Nancy Davidson stated that on the ballot for the Calendar Committee are Mandi Brew, Lisa Flanagan, Catherine Hall Guay and Brendan Maltese. We can vote for up to 1.

It was moved by Richard Benfer, seconded by Tami Thumbtzen, to close the slate. The motion was approved.

Lisa Flanagan, Brendan Maltese and Cathy Hall Guay addressed the group.

The election was conducted and won by Brendan Maltese.

Nancy Davidson stated that on the ballot for the Negotiations Committee are Dawn Austin, Diane Barnes-Tice, Phillip Cygan, Jan Delph, Lisa Flanagan, Cathy Flanders, Jennifer Fulwiler, Catherine Hall Guay, Kristina Korona, Brendan Maltese, Holly McDermott, Mary Robinson, Amanda Strickland, Dennis Sullivan, Virginia Vastag, and Michael Wierzbicki.

Jan Delph, Holly McDermott and Brendan Maltese removed their names from the ballot.

It was moved by Mike Vigna, seconded by Robin Murray, to close the slate. The motion was approved.

Diane Barnes-Tice, Lisa Flanagan, Cathy Flanders, Kristina Korona, Mary Robinson, Catherine Hall Guay and Jennifer Fulwiler addressed the group.

President Leone stated that the Nominating Committee will go to the Breakout Room later.

TAAAC Member Actions - Board Member Jorge Córdoba stated the question, What do we do next? We have three goals, 1.) Support Drake Smith, the student on the BOE, announcing the need for a public forum. We want to see a public forum with public input. 2.) We want to delay the November 2 decision. We don't want to go to schools that are not safe yet. 3.) We want a signed Memorandum of Understanding before any potential return to school. This MOU must have health and safety protocols detailed.

Board Member Jorge Córdoba stated that we have our internal campaign. We need to activate everyone. This internal campaign says “We Keep Us Safe” meaning that we protect each other. How are we going to protect each other? We are going to have 10-Minute Meetings where we tell our folks that we need to protect each other. We need to call when we see things that are unsafe. We need to be loud and clear about the safety situations in our buildings. We also need to have a workload tracker. We will figure out how many hours we are working extra for free. Our final step is a Health Work to Rule. This is a Health Work to Rule where based on safety concerns we work the minimal time in the contract in the building. This will send a clear example that our schools are not safe. There will be regional safety trainings. There has been a COVID Tracker proposed. We need the Faculty Council in each school helping to try and keep the schools safe.

Board Member Allison Heintz stated that we need to activate our allies and that leads us to our external campaign. We want to create some digital ads using the BOE footage to keep President Corkadel accountable. We are going to ask our parent allies to support a petition. You might see literature drops in your neighborhood. We will be working on turnout for Drake Smith’s public forum. There will be a link dropped in the chat to sign up for a zoom building meeting. We would like as many people to commit to literature drops in your neighborhood if you live in Anne Arundel County. We are going to have safety trainings available on October 26 and October 28.

Kristina Korona asked about our previous actions that we voted on at the special session. She stated that we talked about filing a ULP and the other action we voted on a Work to Rule. Why are we not moving forward with a full Work to Rule?

President Leone stated that he has been in contact with the founders of the PASS group as well as other parent groups. We talked about Work to Rule and one of the founders had a concern that if we call a Work to Rule we might lose the support of parents. And, if the parents are cutoff right now that is going to lose some of the people we are building

support with. Because we are all still virtual, it almost seems that it is not really about safety. If we would do something when people are actually in the buildings, then that is something that they would understand. We need to be mindful of our allies as we continue.

Kristina Korona asked once it is voted on by the Representative Assembly, doesn't it have to come back to us to be voted on?

President Leone stated that is what we will be doing tonight. With every good plan, you go back and reevaluate. He stated that the plan we are bringing forth is a recommendation.

Executive Director Page stated that part of the external program recommended to us on how we find a way to put pressure on the Board to do the work of verifying the safety protocols that they claim are in place, are in fact in place. We are going to do regional safety trainings and focus on our faculty councils and our 10-Minute Meetings.

ULP Update - Executive Director Page stated that there was some debate about the ULP and some advice was given by Kristy Anderson, who is a lawyer. The ground has materially changed a little bit. For the first time, we are exchanging written protocols. Ms. Anderson's advice was that she did not think that our case of the ULP was quite as strong as it was before. Her suggestion was that we first send out an intent to file a ULP. That was her recommendation and that was the decision that was made to go that route first.

It was moved by Heather Kerlavage, seconded by Jon Boughey, that teachers will continue to perform duties from home until we have the signed MOU that addresses safety concerns. Those safety concerns to be voted on by the TAAAC membership so that we can hear from teachers to know exactly what their concerns are because they are different from school to school.

President Leone ruled this motion out of order.

Executive Director Page stated that he thinks the idea around

escalation is an important question. We are trying to build a member organizing team as part of what we are doing. He stated that he would like to offer to Heather Kerlavage to become a part of that committee to help us think of ideas. The committee will be meeting Tuesday at 5:00 p.m. by Zoom.

It was moved by Kristina Korona, seconded by Lisa Flanagan, that we file the ULP immediately.

A vote was taken and approved by the Representatives to extend the meeting past 7:00 p.m.

It was moved by Allison Brewer, seconded by Richard Benfer, to call the question. The debate has closed.

All those in favor of filing a ULP immediately. Vote - 27-Yes, 52-No. The motion failed.

President Leone stated that he spoke with one of our members whose on our closed Facebook page who has an idea to wear our mask for virtual teaching for a day. He stated that he would like to bring to this body to discuss and possibly make a suggestion of doing either this Friday or Monday seeing as the BOE is meeting on Wednesday of next week. Shall we participate in this and also looking for feedback on whether you think this Friday or Monday would be the best date?

Jon Boughey stated that he is more concerned about long term effects when working in the building. How can TAAAC request an independent environmental survey of the building environment? What can TAAAC do to ensure that our buildings are safe for us to walk into?

President Leone responded that one thing we have done is asked for reports for some of the schools. We can continue to ask for other schools. This is one of the things we are looking at through our MOU.

It was moved by Allison Brewer, seconded by Wendy Gibson, that TAAAC support all teachers to wear a mask on October 16 as an informational campaign to the community

on the difficulties of teaching with a mask on.

It was moved by Emmanuelle Carr, seconded by Rob Connerton, to call the question. You have closed the debate.

All those in favor of the motion that TAAAC supports teachers wearing masks on October 16 as an informational campaign to the community on the difficulties of effective instruction with a mask on. Vote - 54-Yes, 10-No. The motion passes.

President Leone committed to making sure the press is informed.

President Leone asked Representatives to look at the link that was added. There are some actions that we are going to ask you to sign up for. We would love to see all of you there for future organizing.

Executive Director Page stated that the Regional Safety Meetings will be divided up they will be an hour or less, and be a training of organizing on how we protect ourselves. The meetings will be virtual. Materials will be going out in the next week.

It was moved by Kristina Korona, seconded by Lisa Flanagan, that if we are still required to report to work, show up to our buildings but we teach from our school parking lots using the school wifi while social distancing from each other.

President Leone stated that he will close debate since there were only green cards remaining if there are no objections. Kristina Korona objected to closing debate.

Nicole Disney-Bates motioned to amend the motion. She motioned that on November 2, if we are still required to report to work with no MOU, that we show up to our buildings but we teach from our school parking lots during non-instructional time and instructional time as you are able using the school wifi while social distancing from each other. Kristina Korona accepted the friendly amendment.

Jen Pecor suggested amending the motion to shift our focus

from the physical demonstration from the parking lot to the major safety concerns. She suggested that we push teachers to go into their schools and do their own inspections and taking pictures that they are concerned about. And, then sending the concerns into TAAAC and that being distributed to the press some way. Then having the secondary being the parking lot demonstrations.

President Leone responded that he has already put a call for photos and he will commit again and more often to get pictures from people.

It was moved by Rob Mauro, seconded by Melissa Sisk, to call the question.

The motion passes with the vote - 36-Yes, 19-No.

It was moved by Kristina Korona, seconded by Melissa Sisk, that TAAAC leadership will implement COVID tracking in AACPS buildings as long as the COVID 19 virus is considered a pandemic. TAAAC leadership will be responsible for putting a clear response system in place for updating positive COVID cases that are detected in any AACPS buildings. At a minimum, information publicly shared will include whether the individual is a student/staff/visitor, location of the AACPS site, and how the situation was handled, while adhering to HIPAA policies. COVID tracing will be collected and confirmed by having members submit the letter that is sent to them by their administration confirming COVID cases in their building using an interactive site, such as <https://www.theconvidmonitor.com> or Google Maps, the way NYC's UFT members have done. COVID tracking will provide another data-based resource in planning for safe AACPS building reopenings.

It was moved by Kristina Korona, seconded by Melissa Sisk to make a friendly amendment to her own amendment that instead of AACPS buildings it would be for all Anne Arundel County Schools.

President Leone responded that he has talked to staff about getting this done. If we would like to continue debating, it is the will of the body.



Kristina Korona officially withdrew the motion.

President Leone stated that the Board of Directors have met and we voted on investigating getting a social media person.

It was moved by Kristina Korona, seconded by Nicole Disney- Bates, that TAAAC will implement the following with social media messaging by the end of this month: 1.) External messaging on the public Facebook, Twitter, and Instagram accounts, post at least daily. Posts to include a variety of topics including the following: posts messaging to inform the public about the need for safe school reopening, post positive union messaging, posts in support of endorsed candidates, post to celebrate accomplishments of members in their role as educators, avoiding posts that may be used against us to further exploit our labor while emphasizing quality over quantity (avoid narratives such as “working long hours and into weekends”) emphasizing diversity/equity/inclusion (DEI) and social justice endeavors and best pedagogical practices such as reflective and intentional instruction and school-wide decision-making critical thinking, community and collective care, student centered-instruction, and other accomplishments that align with the values of community and co-liberation. 2.) Internal messaging in the closed Facebook group, post at least daily. Posts to include a variety of topics including the following: post to celebrate accomplishments of members in their role as union activists, post union victories, post messaging to inform members about the need for a safe school reopening, post positive union messaging, post positive union messaging, post to help organize to support endorsed candidates, post timely updates with TAAAC and Board of Education activities/communication (ex. public statements, media coverage.)

President Leone stated seeing no other cards he called the question. The vote was taken - 37-Yes, 11-No. The motion passes.

Negotiations - Keith Wright stated that FY'21 is at impasse and will be going to mediation. The two days scheduled are October 28 and 29.

MSEA Events - President Leone stated that any MSEA events coming up will all be virtual until further notice. The two events highlighted are: Black Lives Matter at School and Human and Civil Rights. He stated that he will send out links.

Committees - President Leone stated that we need a lot of work with committees. He stated that he is trying to jump start them all.

NBI Training - President Leone stated that we will talk about NBI Training next month. NBI's have a date to submit them which is the fourth Tuesday of the month. It is also very helpful if you would reach out if you have an idea for an NBI so that we can take a look to see if it is something we are already doing.

**UNISERV UPDATES**

No updates.

**ANNOUNCEMENTS**

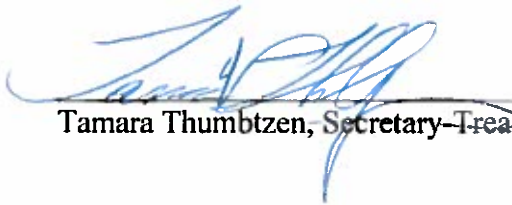
President Leone announced that we meet again in one month. We did not get back to vote on the Negotiating Committee. We will get that done.

**ADJOURNMENT**

The meeting adjourned at 9:01 p.m.

Respectfully submitted:

Approved:

  
Tamara Thumbtzen, Secretary-Treasurer

  
Russell Leone, President

Minutes approved at ARC meeting 11/11/2020  
(Date)