

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Special Representative Assembly Meeting
Tuesday, September 22, 2020

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, by a Virtual Zoom meeting, at 5:03 p.m.

**ADOPTION OF ORDER
OF BUSINESS**

Upon a motion by Cathy Flanders, seconded by Meghan Sabat, the Order of Business was approved.

ATTENDANCE

President Leone reported that he has put into the chat box a Google Doc link for attendance. He stated that he will put in the link again before the night is done. If you are on the phone, you will be put in later in the meeting. Click on the link and please indicate your attendance.

**PRESENTATION AND
ACTION ON THE
PROPOSED PLAN**

President Leone reported that at the last Representative Assembly there was a business item that passed that asked TAAAC to develop a plan around bargaining, addressing recording and also polling members and then presenting at the RA for a vote.

President Leone stated one thing we know that must happen is that we must be at the table. The Board of Education cannot continue to ignore our concerns and ask us to risk our health. Tonight we are going to hear from our Board of Directors as we present our safe schools campaign, as we organize internally and put pressure on Dr. Arlotto to make our schools safe and address the issues.

President Leone reported that you will be hearing from Mark Mench who has been tasked with overseeing the day to day progress. He has been monitoring to make sure we are on target for all of our points, and that we are going to be hitting on the way and make sure we are successful as we go.

President Leone reported that you will be hearing from your Board of Directors who have provided input into the development of this Plan. They have voted unanimously to support this and to bring this to you tonight.

Mark Mench stated that Dr. Arlotto has shown you great disrespect and the students that you serve. He has refused to come to an agreement over the most important things there is, the health and safety of you and the kids in both the virtual and in-person environment. Anne Arundel County Public Schools will not commit to writing on these major and vital issues before the return to school.

Allison Heinz reported that this situation is untenable. The time for action has arrived. The Board of Directors met last week to try and find a resolution that met the following criteria. 1) TAAAC to implement tactics or actions that will force Dr. Arlotto and the Board of Education to come to the table on these two vital issues. 2) Keep our members safe from discipline and possible termination from taking an action that violates the State Code or the Negotiated Agreement. 3) Keep the public on our side. In these very difficult and stressful times this is a vital piece of the puzzle.

Tami Thumbtzen reported; 4) Include our members in action that would show our strength and solidarity. 5) Although refusing to record was considered, this violated one or more criteria. Legally TAAAC cannot and should not have our members do something that could get them fired which insubordination can do. In addition, close to 1/3 of our members are not tenured and they absolutely could not participate in such an event.

Jorge Córdoba reported that the action that made the most sense was an in-person rally on October 7. Last week President Leone went on television and questioned hypocrisy of a school board that wanted teachers to return but still met virtually. Within hours the Board reversed course and decided to meet in person on October 7. That is when TAAAC will meet the Board. It proved to us that the Board of Education is susceptible to public pressure.

Maureen Liakas reported that pending your approval, we are calling for a press conference in front of the Board of Education where we can damn Dr. Arlotto for refusing to negotiate over health and safety with TAAAC

even though you are the ones taking all the risk. Reaching out to parent groups, politicians and other stakeholders to get them to stand by us throughout the process.

Dyana Cronin reported we will conduct a huge sign-up campaign to get as many members as possible to show up for a car caravan on October 7. On October 7 meet at Annapolis High School parking lot from 4:00 to 6:00 p.m. to decorate cars, eat some food and have a socially distant appropriate rally.

Emmanuelle Carr reported that during the Board of Education meeting which starts at 6:00 p.m. have a continuing caravan of cars going from Annapolis High School to the Board of Education parking lot. We are going to make a lot of noise and let them know that we deserve safe schools and Dr. Arlotto needs to come to the table. Successful being defined by not negotiations but by two signed agreements on health, safety and virtual learning.

Vice President Snyder reported that no action is perfect but the TAAAC Board of Directors felt that this met all the criteria necessary to get us safely through the virtual and in-person school year. If it isn't safe for teachers and we don't know what is going on, how can it be safe for the children. The fight for back steps is not forgotten and is at the impasse step and will be fought there. Keith Wright will update you on the progress.

President Leone reported that our one goal is to get an MOU. We have been inundated with memo after memo and it needs to stop. We need to make sure that even though we are having conversations time to time, those conversations cannot take the place of an agreed upon plan. I have put on the screen a timetable of where we are going. Some of the times on the car caravan could change as we get closer. We want to see a signed MOU before we go back into schools and if we don't have that we also have a plan beyond this plan. We have it in 3 phases and we are prepared for phase 4, 5 or 6 to move forward even farther. For example filing an unfair labor practice, possibly doing a work to rule because

we want to make sure that we escalate this as we go. Look at the plan and then we will open the floor for questions, debate and entertain a motion on the plan on whether to adopt this or not.

It was moved by Richard Benfer, seconded by Cathy Flanders, to approve this plan as presented.

President Leone reviewed the ground rules for entering into debate. Yellow cards are for asking a question and they go to the front of the line. Green cards are for talking in support of the motion and Red cards are in opposition of the motion. You can make an amendment as well.

It was moved by Kristina Korona, seconded by Nicole Disney-Bates, to amend the Plan which will strike some language and add some significant additional language to the Plan.

Modification to current language:

Strike the date for ULP to add this: ULP to be filed by Sept. 30 if no progress is made to get the BOE to the negotiating table.

Then implement immediately:

-TAAAC leadership will create an internal messaging campaign including but not limited to social media, email, and an all-member meeting to reach out to members regarding the need for an MOU especially regarding our safety concerns.

-TAAAC leadership will create an external messaging campaign including, but not limiting to, a press release stating our solidarity with the special educators as well as the lack of an MOU with the BOE despite months of requests to meet, op-eds/letters to the editor to inform the public of the situation and our concerns, and outreach to community organizations.

-Building reps will be utilized to reach out to members in order to explain the dangers of not having an MOU, identify members' concerns so they can possibly be incorporated into considerations for an MOU, and explain why their support and involvement is needed for all actions in this plan including why a work to rule is needed and how it works.

-TAAAC will promote either the petition created by Minna Kim and Kristina Korona in which they asked members and the community to join in solidarity with the special educators of the special centers and to demand that the BOE negotiate an MOU with TAAAC OR incorporate the same language and intention into their own petition.

Incorporate into body of plan -

-TAAAC will call for a work-to-rule to begin no later than October 5 if the BOE has not agreed to bargaining on an MOU.

-Once bargaining begins, TAAAC will use the threats as the implementation of a work to rule if necessary to ensure that negotiations as making the necessary, speedy progress needed for an MOU to be in place as soon as possible.

President Leone advised that it is now 6:45 p.m. There needs to be a vote to extend the meeting due to the amount of business left. Open the participant's list and use the yes or no to vote whether we should extend the meeting past 7:00 p.m.

The meeting was approved to extend past 7:00 p.m.

President Leone reported that we will now take debate on the amendment from Kristina Korona.

Richard Benfer was asked whether it was a friendly amendment.

Richard Benfer responded that this is not a friendly amendment.

Nicole Disney-Bates motioned to amend the motion. Add under the second bullet of this motion. TAAAC leadership will create an external messaging campaign including but not limited to a press release AND WILL BE COMPLETED BY TOMORROW, WEDNESDAY, SEPTEMBER 23.

Kristina Korona accepted as a friendly amendment.

Richard Benfer, calling the question to close debate on the amendment.

President Leone reported that the vote to close debate on the amendment was approved.

President Leone reported that we are back to the motion as amended. Will you adopt the amendment to the motion which will then become the main motion? All those in favor of adopting the amendment put forth by Kristina Korona, please indicate "yes" or "no."

President Leone reported that the amendment does not pass. The vote is 40-yes and 41-no.

President Leone reported that we are now back to the original motion which is the Plan as presented earlier.

It was moved by Nicole Disney-Bates and seconded, to move back to committee. The motion failed.

It was moved by Robin Beers, seconded by Jill Grimm, to close debate. The motion was approved

President Leone stated that the debate has been closed.

President Leone asked Representatives to cast their vote for referring this back to committee. The motion failed.

President Leone stated that we are now back to the original motion.

It was moved by Richard Benfer, seconded by Tami Thumbtzen, to call the question. The motion was approved with the vote 56-yes and 17-no.

President Leone stated that he will put into the Chat Box a Google Form to vote on the original Plan. We need to verify that this is one vote per representative and the correct number according to the number allotted spaces. A "Yes" vote will adopt the plan and a "No" vote is to reject the plan.

President Leone put the Nominating Committee into a Breakout Room.

**NOMINATING
COMMITTEE
VERIFICATION OF VOTE**

Nancy Davidson reported that we had 89 total votes cast, 2 votes were invalid. We took 2 of them away. The final results were 82 were in favor of the Plan and 5 were against.

10-MINUTE MEETING

President Leone reported that this Plan will go into effect immediately. Tomorrow you will get a couple of emails. One email will be how to hold your 10-Minute Meeting with your school with some of the materials as well. There will be a link of the Plan, along with a checklist and some talking points. There will also be links to get people to the website to sign the petition but also show their commitment to the rally on October 7. Between now and then, your role is to talk up this action. Let people know that we need as many people as possible there.

President Leone announced that next month's Representative Assembly will be on Wednesday, October 14, at 5:00 p.m. A link will be sent out.

ADJOURNMENT


The meeting adjourned at 8:09 p.m.

Respectfully submitted:

Approved:



Tamara Thumbtzen, Secretary-Treasurer



Russell Leone, President

Minutes approved at ARC meeting

10/14/2020

(Date)