

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY
2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Representative Assembly Meeting
Wednesday, September 9, 2020

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, by a Virtual Zoom meeting, at 5:06 p.m.

TAAAC's Vision and Mission was read by Allison Tarash.

**ADOPTION OF ORDER
OF BUSINESS**

Upon a motion by Jennie Merrill, seconded by Betsy Brininger, the Order of Business was approved with flexibility.

**ADOPTION OF THE
STANDING RULES
(VIRTUAL)**

President Leone stated that because we are virtual, there are some things that need to be amended on the Standing Rules. These amended Standing Rules have been reviewed by the Board of Directors.

It was moved by Kathleen Coon, seconded by Richard Benfer, that the amended Standing Rules with changes be adopted. The motion was approved.

APPROVAL OF MINUTES

Upon a motion by Robin Murray, seconded by Jill Grimm, the Minutes of the June 10, 2020 meeting were approved.

ATTENDANCE

President Leone reported that he has put into the chat box a link for attendance. Click on the link and please indicate your attendance.

STATE OF THE UNION

President Leone delivered his State of the Union.

NEGOTIATIONS

President Leone reported that TAAAC has continued our work in negotiations which have been ongoing.

Keith Wright reported that for FY'21 Negotiations, TAAAC has filed for an impasse. A mediator has been selected and we need to set up an informal conference to talk about logistics and, also begin setting dates for mediation.

Mr. Wright reported that the current Negotiated Agreement has been rolled over in its entirety including the pay scale.

No changes will be made until we have an agreement in place.

GUEST: KRISTY ANDERSON, MSEA GENERAL COUNSEL

President Leone reported that Kristy Anderson, MSEA General Counsel, will be joining the meeting to update on the legal implementations of recording. President Leone stated that he and Executive Director Ken Page have been meeting with Dr. Arlotto to work out something different than what was originally proposed. He stated that we are looking at following in the line of what Montgomery County is doing. There are 3 options to choose. This is all new information and it not set in stone.

The 3 options are the following:

- 1.) Record only the teachers' live presentation and when the lesson is completed cease recording;
- 2.) Prerecord outside teaching live and then post outside a live lesson for students;
- 3.) Record the lesson during live presentation.

Ms. Anderson reviewed the plan Montgomery County implemented. The plan to only record the initial live instruction and then you turn off the recording is preferred. Your engagement will not be recorded with the students. Although we would prefer no recording, they can mandate the recording. She stated that she knows there are concerns about teachers being recorded. There are ways to minimize time on the screen by doing a power point and then turn off recording to then engage students. This is a reasonable directive of the employer to record that lesson. It is not an unreasonable request and it is not illegal. There will probably be consequences to suffer if you do not record.

It was moved by Jorge Córdoba, seconded by Nikki Lincoln, to organize and mobilize members to just say no to recording mandated by the Board of Education.

It was moved by Richard Benfer, seconded by Bob Silkworth, to extend the meeting. The motion was approved.

It was moved by Nicole Disney-Bates, seconded by Richard Benfer, to amend the motion to say based on the polling data provided by TAAAC, the membership will organize and mobilize our members to say no to the recording per the Board of Education mandate due to workload and privacy concerns.

Jorge Cordoba accepted the friendly amendment.

It was moved by Rob Mauro, seconded by Sheen Goldberg, to call the question. The motion was approved by 39-Yes, 2-No.

Vote on motion "Based on the polling data provided by TAAAC, the membership will organize and mobilize our members to say no to the recording per the Board of Education mandate due to workload and privacy concerns. The motion failed, 30-Yes and 36 No.

President Leone reported that he will give an update as soon as we get the information from Dr. Arlotto.

GO TEAM AND ORGANIZING PLAN

Elizabeth Ruddy addressed the group about the GO Team. She stated that we have had successes in the past. We worked a lot on the Pittman Campaign. She stated that we have 2 priorities in the 2020 election. The first is a former member, Ken Baughman, that is endorsed for District 3 and the second is the Presidential Campaign. The Campaign will be "We Love Safe Schools: Reopening Campaign." Part of our work will be to reach out to the community and the media. Also, there may be some socially distancing actions if needed. She asked for everyone to take action. A link to a Google Form will be posted so that people can sign up and keep some of this energy going.

President Leone reported this is the ground work we need to continue. We have heard let's rally our members. Encourage members to work with Elizabeth Ruddy on the Go Team.

President Leone reported that we need to continue with our organizing. You heard earlier today our numbers in the past.

TAAAC has a longstanding pattern when we call for action that we see numbers that are far less than the percentage of our membership. We need to make sure we have a strong base on whom we can call on for future motions and actions.

President Leone reported that our goal is to have teams in the buildings to divide the work. We will start with the 13 high schools and then move to middle and elementary. The goal is to have someone on our Member Organizing Team in every school. This will be a way to build our base and a way we can fire up members to help inspire colleagues to do this work. When we show up in small numbers, this is showing our strength.

Jephta Nguherimo reported that we will have an organizing training on September 15, at 5:00 p.m. We will discuss how we can do this work. We do have some high schools without Representatives. The hope is to have people the Representatives can call on for organizing.

It was moved by Brendan Maltese, seconded by Nicole Disney-Bates, that TAAAC leadership will develop a plan for membership to use refusal to record as leverage in negotiations moving forward. Membership should then be polled for viability for this action, and then the RA will vote on it. The motion was approved, 49-Yes and 2 No.

BOE ELECTIONS

Vice President Kate Snyder started by making sure everyone understands the purpose of endorsements. The TAAAC Endorsement Council spent an extended amount of time discussing District 2 and District 6. The final decision was not to endorse in District 2 and District 6.

It was moved by Dennis Sullivan, seconded by Mike Wierzbicki, that TAAAC endorses Robert Silkworth in District 2 for the Board of Education. The motion was approved, 34-Yes and 12-No.

NOMINATING COMMITTEE ANNOUNCEMENTS

Nancy Davidson, Chairperson of the Nominating Committee, announced that we are getting ready to do a lot of voting. If you are interested in putting your name in for nominations for

Sick Leave Bank Approval Committee, Calendar Committee (Elementary Position), 5 members of Negotiating Committee, 8 members on Credentials, and Nominating Committee.

NBI PROCESS

President Leone reviewed the NBI process. New Business Items must be actionable and linked to the work of TAAAC. NBI's have a life of one calendar year from the date of adoption to be completed. NBI's must be received in writing by the President no later than the fourth Tuesday of the month prior to the Representative Assembly in which it will be considered.

ANNOUNCEMENTS

President Leone reported that committees have not really started their work yet.

President Leone reported that the "Chat with President," Cultural Arts, will be September 10, at 6:00 p.m.

President Leone announced that the Early Career Educators Chat will take place on Wednesday, September 16 at 6:00 p.m.

Minna Kim invited Representatives to be a part of a Reading Group. The first scheduled is on September 17, at 5:00 p.m.

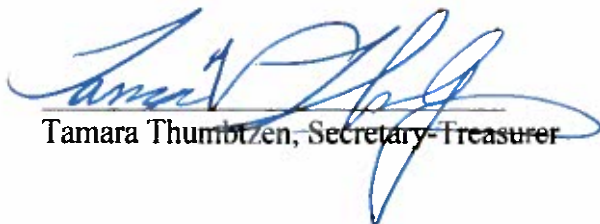
President Leone reported that next month's Representative Assembly will be on Wednesday, October 14, at 5:00 p.m. A link will be sent out as we get closer.

ADJOURNMENT

It was moved by Kate Snyder, seconded by Richard Benfer to adjourn the meeting at 8:22 p.m. The motion was approved.

Respectfully submitted:

Approved:


Tamara Thumtzen, Secretary-Treasurer


Russell Leone, President

Minutes approved at ARC meeting

10/14/2020

(Date)