

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Representative Assembly Meeting

Wednesday, December 9, 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.

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

**LAND
ACKNOWLEDGMENT**

Jill Grimm read a Land Acknowledgment statement recognizing Indigenous Peoples.

**ADOPTION OF ORDER
OF BUSINESS**

Upon a motion by Nicole Disney-Bates, seconded by Kate Miller, the Order of Business was objected by Nicole Disney-Bates.

Nicole Disney-Bates stated that she had a point of information before it is adopted. She asked why the New Business was not included in the Agenda.

President Leone stated that New Business will be added. Seeing no objection, the agenda was approved.

APPROVAL OF MINUTES

Upon a motion by Debra Curdts, seconded by Jill Grimm, the Minutes of the November 11, 2020 meeting were approved.

STATE

MSEA Elections - President Leone stated that we will be hearing from people that are running for State positions. Positions open are MSEA State Vice President, MSEA Board of Directors (5), and NEA Director (1). Each candidate will have 2 minutes to speak. These elections will open in January and will run the same time the local elections are running.

Candidate Speeches - The following candidates addressed the group: Felixberto Lazaro running for MSEA Board of Director, Veronica Henderson running for MSEA Board of Director, Dr. Suzanne Windsor running for NEA Director, Linda McLaughlin running for NEA Director, Doug Prouty running for MSEA Vice President, Michelle Alexander running for NEA Director and Theresa Dudley running for MSEA

Vice President.

Robert Silkworth, member of the Board of Education, addressed the group.

Legislative Session - President Leone reported that last year we did an incredible job working with the State in getting the Blueprint for Maryland's Future through the House and the Senate. Unfortunately, it was vetoed by our Governor. We will be working through this legislation session to override the veto of Blueprint for Maryland's Future.

President Leone reported that the State Board of Education had a meeting earlier this week. In that meeting, State Superintendent Dr. Salmon, took time to share selected research indicating that schools should reopen. This is a message coming from the State level. We have been doing a lot of work to make sure our schools are safe and secure. We are not getting the support from the State Superintendent of Schools.

President Leone stated that another thing that came through the Board of Education meeting this week was an assessment waiver on the American Government assessment, but students are still required to pass the course for graduation. This is impacting our current seniors.

President Leone also highlighted from the meeting that teacher member of the Board, Rachel McCusker, asked how students who are still virtual across the state at the time of the Maryland Comprehensive Assessment Program would take it? Will students be able to take the assessment online? The response was that students will not take the assessment if they are in a virtual setting.

President Leone stated that the NEA Board of Directors met virtually this week. NEA has put out a position on COVID 19 vaccines. He stated that he will share a link to look at this in more detail. They have through this position stated that vaccines are essential medical tools in preventing the infectious disease and that their position is that educators should

receive priority access. This position is about access and not about a mandate for teachers to take a vaccine.

LOCAL

Negotiations - Executive Director Page stated that we have never stopped bargaining as it relates to the safety and the reopening. As it relates to bargaining for an economic package and other kinds of items in our current bargaining, it is important to think about that both the county and the Superintendent have already begun to hint to us their revenue shortfalls. As it relates to FY'22 bargaining, we have set the Bargaining Team. On December 22, 2020, we hope to introduce the members at a Negotiations Town Hall. The Town Hall is set up to hear from members about concerns.

Executive Director Page stated that we finally got a written response around safety. We will be reviewing that and preparing to begin bargaining over safety protocols on Monday or Tuesday of next week.

Executive Director Page reported that our 12-month employees and our other non-classroom educators that are being made to report into rooms and buildings, we have a grievance challenging that idea that they do not have that option. We need to think about what we can do to better support and push back on the requirement of our 12-month employees still being required to report to buildings and spaces.

Executive Director Page reported that in the coming days the Bargaining Team, the Negotiating Committee and Board of Directors are going to review our detailed bargaining campaign giving us direction and input. We will begin to set the calendar. Bargaining for FY'22 begins in the 3rd week of January.

Executive Director Page reported that he has been having conversations with Asha Smith, who is managing the piece of accommodations, this week. We are demanding that they come to the bargaining table to be clear on how they plan to approach accommodations. AACPS has only done a review on accommodations for in-class elementary-based educators. If you have a specific problem about getting details on your

accommodation, call Executive Director Page or your UniServ Director.

Future Actions - President Leone reported that we are expecting Dr. Arlotto to talk about the budget next week at the Board of Education meeting. In January, we are going to ask people to weigh in on budget issues and to be contacting Board members.

President Leone reported that we are continuing to advocate for safe schools. Executive Director Page stated that we want to use the Bargaining Survey as an organizing tool to begin to have conversations with our members. We want to begin conversations with folks that are not members about rejoining or joining the association. The larger our percentage of members is an expression of our power.

Calendar Committee Update - Brendan Maltese reported that on November 5 the Calendar Committee met and there was a long discussion on a number of items. The committee came to the inclusion of providing 2 options to the Board of Education. One option is to start on Aug. 30 and end on June 14, and the other option is to start September 8 and end on June 21. Both of the options have a full week of spring break. He stated that he introduced an idea, based on the feedback received on a Facebook poll, that we make conference days early dismissals instead of full days and that was met with opposition from just about everyone. This idea would allow us to start after Labor Day, end on June 14 and have a full week of spring break. It is included as kind of a footnote in with the Board's packet, so he asked that anyone that feels passionate about it to email the Board of Education to let them know that you would like to take those conference days and turn them into early dismissal days. Also, yesterday the Board of Education released a survey, please fill it out. The calendar will be heard on January 6 at their Board meeting.

Future Rep Trainings - President Leone reminded Representatives that we are planning to do Building Representative Trainings on January 14. We will have 2 sessions from 4:30 p.m. to 4:50 p.m. around 10-Minute Meetings and the second

training to start around 5:00 p.m. on how to write an NBI.

School Walk Throughs by TAAAC President - President Leone reported that he has been pushing and requesting from Dr. Arlotto to allow him to be able to walk around schools. Dr. Arlotto has agreed to allow him to walk through and take a look around to see the setups. He stated that he will be visiting Meade Heights Elementary, Southern High, Point Pleasant Annex, Corkran Middle, and Brooklyn Park Elementary.

All-Member Meeting - President Leone reported that an NBI was passed last month to hold an All-Member Meeting, to be held one in the fall semester and one in the spring semester.

The date for the fall semester meeting is January 20, from 5:00 p.m. to 7:00 p.m. Please encourage your colleagues to join us. We will be sharing some of the work of TAAAC and talking about negotiations. People will have an opportunity to ask questions and let us know what is on their minds.

President Leone reported that we have put a pause on our closed Facebook page. The Board of Directors are taking a look at the rules. We are also looking to hire a Social Media PR/Organizing person to help us. We hope to have something more solid to report on in January.

Kristina Korona expressed her concern about deactivating the page when this being a really important time. We have elections coming up, safe schools and budgets. This seems to be a really critical time for members to be having conversations. How quickly can this be reactivated?

President Leone stated that this was a Board decision to put a pause on the Facebook page. We will talk about your concern.

Jon Boughey asked about sharing a PR position with other locals.

UNISERV UPDATE

Mark Mench reported on a case that involves about 20 teachers in the Home Hospital Program.

NEW BUSINESS

It was moved by Robin Beers, seconded by Richard Benfer, for TAAAC to endorse Linda McLaughlin in her bid for NEA Director. The motion was approved.

It was moved by Kristina Korona, seconded by Nicole Disney-Bates, that TAAAC reactivates the TAAAC Facebook group in order to facilitate member discussions about matters of critical importance to our union. The motion failed.

A vote was taken to extend the meeting past 7:00 p.m. The meeting was extended.

It was moved by Emmanuelle Carr, seconded by Jill Grimm, to close debate. The motion was approved with 44 in favor, 6 opposed.

A vote was taken on the closed Facebook page to be reactivated. The motion failed with 22 in favor, 43 opposed.

It was moved by Nicole Disney-Bates, seconded by Lauren Elfring, that during Zoom meetings that all participants and participant lists are visible to all members of the Assembly. The motion was approved.

It was moved by Kate Miller, seconded by Melissa Sisk, to close debate. The motion was approved with 43 in favor, 7 opposed.

A vote was taken that during Zoom meetings that all participants and participant lists are visible to all members of the assembly. The motion was approved 23 in favor, 21 opposed, and 9 abstained.

COMMITTEE REPORTS

Nominating - Nancy Davidson reminded Representatives that in January we will be hearing speeches from our candidates for Secretary-Treasurer and Board of Directors. The elections will be online and will open on January 25 through February 19.

It was moved by Kristina Korona, seconded by Nicole Disney-Bates, that TAAAC election rules are amended in section 9 as

follows: E. Candidates shall be afforded the opportunity to submit photos and brief statements on their candidacy to be included in the TAAAC Action Report and the TAAAC website. **The TAAAC website shall also include the videos of candidate speeches (or links to candidate speeches).** The word limit for the office of President, Vice President and Secretary-Treasurer is 100 words and a 50 word limit for Board of Directors. Nominees shall also be allowed to distribute materials to the voting membership. TAAAC will charge nominees for the use of any TAAAC equipment or services in preparation of such materials.

I. A candidate forum shall be held in the month of January before voting begins in which each candidate has an opportunity to speak and answer member questions.

J. A link to the TAR and the specific TAAAC web page with candidate information will be included in the email with the ballot to vote and in all follow-up email reminders to vote.

K. The TAAAC Facebook private group shall be accessible to candidates to post information about their candidacy and to allow for members to engage in discussions with candidates in advance of the election.

President Leone stated that this motion is being presented to the Representative Assembly and will need to be in Representatives' hands for a month and will then be considered at next month's meeting. This motion will be sent out by email.

President Leone stated that he will send out a list of all candidates that filed by yesterday's deadline.

Credentials - Robin Murray gave a preliminary Credentials report. Totals will need to be verified.

Membership Organizing - Kristina Korona encouraged everyone to join the Member Organizing Team. The next meeting will be Thursday, December 17, 2020. The more we organize our members that is where our power comes in to play.

The power of our union is when all 6,000 of us are organized and mobilized together. The Member Organizing Team is going to help us build our power in order to get the contract and the salaries that we deserve.

ANNOUNCEMENTS

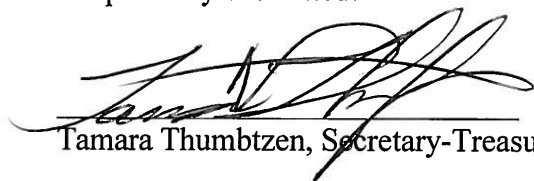
President Leone announced that the next Representative Assembly will be held by Zoom Webinar on Wednesday, January 13, 2021, at 5:00 p.m.

ADJOURNMENT

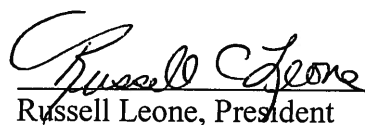
It was moved by Robin Beers, seconded by Jill Grimm, to adjourn the meeting at 7:27 p.m.

Respectfully submitted:

Approved:



Tamara Thumbtzen, Secretary-Treasurer



Russell Leone, President

Minutes approved at ARC meeting

January 13, 2021
(Date)