

**TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY**

2521 Riva Road, Suite L7  
Annapolis, Maryland 21401

**MINUTES - Representative Assembly Meeting**

Wednesday, November 11, 2020

**CALL TO ORDER**

The meeting was called to order by the President, Russell Leone, by a Virtual Zoom meeting, at 5:01 p.m.

TAAAC's Vision and Mission was read by Elizabeth Ruddy.

**LAND  
ACKNOWLEDGMENT**

Emmanuelle Carr read a Land Acknowledgment statement recognizing Indigenous Peoples.

Robert Mauro will be serving as our Parliamentarian for our meetings moving forward.

**ADOPTION OF ORDER  
OF BUSINESS**

Upon a motion by Jill Grimm, seconded by Melissa Connelly, the Order of Business was approved with flexibility.

**APPROVAL OF MINUTES**

Upon a motion by Melissa Sisk, seconded by Rob Connerton, the Minutes of the October 14, 2020 meeting were approved.

**LOCAL**

Negotiations - Executive Director Page stated that health and safety bargaining has taken a pause until the end of this week or next week. The big thing we were geared up for was the potential of going into buildings on November 9. When that got pushed back, it gave a broader time line to work. We should be back at the table around safety protocols and other things connected to reopening either Friday or early next week.

Ratification Vote Information - President Leone stated that regarding the FY'21, we have been sending out information. Our purpose tonight is to understand the process of where we are right now and the Representatives' role in working with their colleagues in the buildings.

President Leone stated that this morning ballots were sent out by email. The email has the link to the ballot. The Member ID number and the last four digits of your social security number will be needed to vote. The email will be coming from the TAAAC Election Admin. Also, our website [taaaconline.org](http://taaaconline.org), has a pop-up that will go right where you can

access the ballot. As Building Representatives, you should be getting a list of people in your building along with the Member ID numbers. The voting is open until Friday, 11:59 p.m.

Keith Wright stated that if the contract is voted “Yes” to ratify then it will go to the School Board for ratification at their next regular meeting. If the vote is “No” and it is not ratified, TAAAC will notify the Chief Negotiator for the Board of Education, as well as the Mediator, and we will ask to go back into mediation to attempt to renegotiate the provisions that seem to cause members to vote no.

President Leone stated that the ballots are being handled by an outside election company. The results will be first sent out to our Nominating Committee for verification and then they will be shared with membership.

Negotiations Team FY’22 - Executive Director Page shared the list of the Bargaining Team for FY’22 as the following:  
Executive Director Page - Chief Negotiator, Marlana Colleton-Pearsell - Solley Elem., Jill Grimm - Crofton Mid., Daniel Kempler - Ruth Parker Eason, Marissa Raimond - Crofton Elem., Tami Thumbtzen - North Glen Elem., Kate Snyder - Mary Moss Academy, Mike Wierzbicki - North County High.

Executive Director Page stated that there were a couple of broad principles that he tried to apply in recommending this group to the Board of Directors. There was a healthy and deep debate. He stated that his view is that elected leaders should be on the team. He stated that he thought all the Board of Directors should somehow participate on the Bargaining Team. Tami Thumbtzen and Kate Snyder were included based on his belief that top leadership should be included. President Leone decided to play a different role to help with conversations with the County and other folks. He thanked all those on the previous team and thought they did a really good job. Those on the other team that is not here going forward are because they still have a lot of work. We are still on two tracks bargaining where we are bargaining about safety and

reopening. This new Team will begin training that he will be recommending to the Board of Directors sometime in early December. He stated that he has recommended that all the Board of Directors serve as Alternates on the FY'22 Bargaining Team.

Elections: Nominating Committee - Nancy Davidson stated that we need to conduct the election for the Negotiations Committee tonight due to some technical glitches at the last RA meeting. The Negotiations Committee is different from the Negotiations Team. The Negotiations Committee works in an advisory capacity to that Team. The slate was approved at the last RA meeting. Before we conduct that election, as a committee we realized that our rules require us to conduct these elections through a secret ballot. When we are in person, everyone has been verified as voting members when they come into the meeting. The only people that can vote are Representatives and Alternates from their schools and each school has a designated number of votes.

It was moved by Nancy Davidson, seconded by Kate Miller, that for the purpose of conducting this election for the 2020-21 Negotiations Committee in a virtual format, that the election rules requiring a secret ballot are suspended. The motion was approved.

Nancy Davidson stated that we will be using a Google Form that will be put into the Chat Box. The Google Form will require you to put your name and also the school or representative unit that you are representing. Solely for the purpose so that we can verify your representative status. The Nominating Committee will review the names to assure that all those voting are elected Association Representatives or Alternates. The Nominating Committee will announce the final results with the Representative Assembly.

President Leone stated that it has been moved and seconded to amend the election rules for tonight. To suspend the rules, it is not debatable but requires a 2/3 vote.

Nancy Davidson announced that the motion passed with 91-Yes, 0-No. The link for the vote will be put in the Chat Box.

You can vote for up to 5.

NBI's - President Leone stated that he sent an email the language of the NBI's. He stated that NBI 20-02 was conditionally withdrawn by the Maker.

Richard Benfer asked for a moment of personal privilege for an apology.

Nicole Disney-Bates stated that the motion for NBI 20-02 is rescinded.

President Leone stated that New Business Items are items that are for one year in action and should be something that is actionable. The Maker of the motion will have to move it formally in front of the body and make sure we have a seconder as well. They will get an opportunity to speak on their motion and then it will be opened for debate. Speakers may speak for 3 minutes the first time. They can speak again for 2 minutes, but they will only be recognized the second time if there are not other speakers in line that have not had a chance to speak yet. You can speak in a couple different ways. You can enter with a green card and you are speaking in favor of the motion on the floor. You can enter with a red card and you are speaking against the motion on the floor. Speakers will be taken 3 in favor and 3 in opposition and will be alternated. You can enter with a yellow card and you will ask a question. All yellow cards take precedence over green or red cards. We have a timekeeper to keep track of time. Do not use the Chat Box during debate. Amendments can be entered on a green or red card.

It was moved by Minna Kim, seconded by Kristina Korona, to move NBI 20-03 with an amendment.

NBI 20-03 - TAAAC leadership will hold two general membership meetings this year: one during the fall semester and the second one during the spring semester in order to provide a forum to inform all members of the current priorities, long-term goals, and the long-range plan to achieve these goals. Each meeting will also include a report on current/recent contract negotiations. The fall meeting will include an update about MOU negotiations as well. There will be an opportunity

for members to provide public testimony as well as to ask direct questions of TAAAC leadership.

The format of general membership meetings will take into account members' needs to ensure equal access for all members to participate (ex. a virtual platform for those who live more than 25 minutes away or closed captioning during a virtual session). The format of the meetings will also take into account cost of operations. Currently, TAAAC leadership spends \$140 a month for a Zoom webinar platform which can host 500 participants. Should more than 500 participants register for the general membership meeting, either TAAAC can increase its monthly subscription to accommodate all registered attendees or multiple sessions to accommodate members' access to said meetings or a combination of both of these options.

If it is the will of this body to vote utilizing the raised hand feature, we can continue with that if there are no objections. There were no objections.

A vote was taken to extend the meeting past 7:00 p.m. and it was approved by 52-Yes which is a majority of this body.

A vote was taken on the motion. All those in favor of NBI 20-03 which is Minna Kim's amended NBI on holding general membership meetings. For the record there were 48-Yes and 21-No. This motion has passed.

NBI 20-04 - It was moved by Kristina Korona, seconded by Minna Kim, that TAAAC will update its website on a regular basis to reflect current priorities or to better inform members and the public. The first update of the website should happen on November 16 in order to include equitable safe school reopening information. TAAAC will also update the website to include standing rules for the RA as well as a current list of all building representatives including alternates by school and feeder system.

A vote was taken on the motion. All those in favor or opposed to NBI 20-04. For the record there were 57-Yes, 5-No and 5-Abstentions. This motion has passed.

NBI 20-05 - It was moved with amendment by Nicole Disney-Bates, seconded by Melissa McHarg, that the presiding officer, in consultation with the parliamentarian (Bylaws Article XVIII), shall determine if a motion or new business item is in order at the time it is raised during a Representative Assembly meeting. If after the RA meeting, it is determined that an action taken by the RA cannot be implemented, then the President of the Association must email the Representative Assembly, within 24 hours of the determination, a detailed explanation and rationale. If the Board of Directors has acted to alter implementation, then their action and vote rosters shall be included in the email. The President in accordance with (Article IV Section 7), a special meeting may be called by the President as needed or upon the written request of at least 20 percent of the Council membership.

A vote was taken on the motion. All those in favor or opposed to NBI 20-05. For the record there were 54-Yes, 10-No, 1-Abstention. The motion has passed.

Committees - President Leone stated that we are behind in getting our committee work together. He stated that he will be sending out a form that advises of our different committees. We have a lot of different committees and need people to help do that work to move us forward. We need your ideas and input on where our organization should go from here.

Future Rep. Trainings - President Leone stated that because we are not able to be together, we have also not been able to have our Building Representative Retreat. He stated that mini trainings will be designed on different things that apply to the work you do in the buildings.

## **UNISERV UPDATES**

No updates

## **COMMITTEE REPORTS**

Nominating - Nancy Davidson announced the election results of the Negotiations Committee: Kristina Korona, Jen Fulwiler, Dennis Sullivan, Mary Robinson and Cathy Flanders.

Nancy Davidson stated that we have nominations that are currently open.

They are for Secretary-Treasurer, 5 Board of Directors, 50 MSEA Delegates and 34 NEA Delegates. The nominations close on December 8, 2020. The ballot will be finalized on December 9, 2020. On January 13, 2021, we will hear speeches from the candidates for Secretary-Treasurer and candidates for Board of Directors. The election will be online and will open on January 25, 2021 and close on February 19, 2021.

President Leone shared the Preliminary Ballot.

Credentials - President Leone stated that we will have our Credentials Committee verify the registrations against the attendees. One of the advantages of doing in this feature, once you log on, we can now run a report on whether they were here at the beginning or throughout the meeting. We will send this out as an announcement for the number of schools that were represented and as well as the number of members.

Credential Report numbers were verified after the 11/11/20 Representative Assembly: 99 Representatives were in attendance and 70 Units.

## ANNOUNCEMENTS

President Leone announced that the next meeting will be December 9, 2020.

Chris Lerch announced that we stopped giving gifts to the whole membership but we do have gifts for the Representatives from last year.

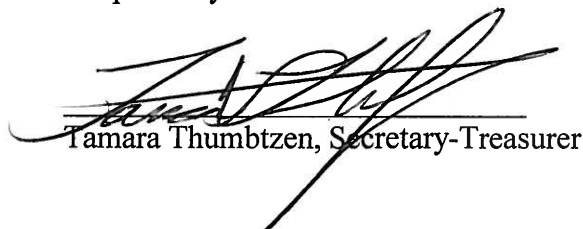
Rob Mauro congratulated Robert Silkworth for winning his District 2 Board of Education position.

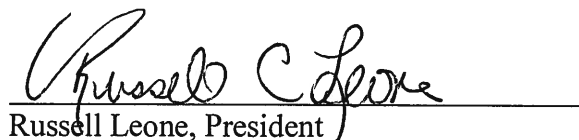
## ADJOURNMENT

The meeting adjourned at 7:46 p.m.

Respectfully submitted:

Approved:

  
Tamara Thumbtzen, Secretary-Treasurer

  
Russell Leone, President

Minutes approved at ARC meeting 12/9/2020  
(Date)