

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Representative Assembly Meeting
Wednesday, February 10, 2021

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, by a Virtual Zoom meeting, at 5:00 p.m.

TAAAC's Vision and Mission was read by Marlena Pearsell.

**LAND
ACKNOWLEDGMENT**

Betsy Brininger read a Land Acknowledgment statement recognizing Indigenous Peoples.

**ADOPTION OF ORDER
OF BUSINESS**

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

APPROVAL OF MINUTES

Upon a motion by Melissa Connelly, seconded by Stacy Langhirt, the Minutes of the January 13, 2021 meeting were approved.

LOCAL

Bylaw Amendment- Action Required - Leona Puglia stated that the purpose of this amendment is to add an additional director to the TAAAC Board of Directors. There will be 11 instead of 10 and the purpose of that is to add representation to the Crofton Feeder.

AACPS Budget - President Leone reviewed the budget process. The budget that was proposed by Dr. Arlotto happened back in December and has been in the Board of Education's hands since then. February 16 is when the Board of Education will be meeting again and they will make any amendments, if there are amendments to be made, before they approve the budget. This is important because we have a few more days to make an impact with the Board of Education. We have asked some of our colleagues that are behind in steps and continue to be behind in steps to share some of their stories. A year ago, when in negotiations, we had convinced the Board of Education that no matter the reason, no matter where you were on the pay scale, those needed to be fixed and people need to be on the correct step that matched their years of experience.

Upcoming Actions - Minna Kim reported that the Membership Organizing Team has been putting together some things. One of the things is the Car Caravan on Tuesday, February 16, 2021, when the Board of Education is meeting. This is the time to speak up about fair salaries and safe school reopening. There is a link to sign up. Our goal is to hit 500 cars.

Kristina Kornoa stated that in order to get a big turn out, we need to be calling people. This is being done in a limited amount of time. There are two opportunities to help. Join us tomorrow night from 5:00 p.m. to 7:00 p.m. and the other is on Monday from 1:00 p.m. to 3:00 p.m.

Chris Lerch stated that the Membership Organizing Team will host on Friday, from 4:30 p.m. to 5:30 p.m., a Wine and Signs. Join us to get signs ready for the Car Caravan.

Safety Training and Teams - Mark Mench stated that we want to solve the problems that come up in schools as quickly as we can once we are back into the buildings. The way to do that is to solve them in your buildings. He stated that we are asking Building Representatives, as leaders in your building, to be the point of contact for folks that have problems. The contract guarantees health and safety. There will be nine training sessions. There will be an email coming out to register. We are asking Building Representatives to form a Health and Safety Committee.

10-Minute Meetings - President Leone stated that we want to make sure that people are having their 10-Minute Meetings. Slides have been put together to be shared with colleagues.

Accommodations - Vice President Snyder stated that TAAAC continues to get more clarity on Accommodations. There are a lot of questions out there.

President Leone reported that we have been informed that they have gotten through all the elementary school level accommodation requests and they are working on secondary. If you have a pending accommodation, then you should be remaining virtual. If you have any questions, contact TAAAC.

President Leone reported that we had a Facebook Live last night and it is still available to watch on our Facebook Page.

Negotiations - Vice President Snyder reported that the Negotiating Team has met several times. It started off with getting to know each other. We have talked a lot about strategy and how we are going to make this work. We have spent time looking at the survey. We have set our calendar all the way through the spring.

Mike Wierzbicki reported that he thought it was a strong start to the process of negotiations. He stated that he can speak for the entire team in saying that we are absolutely resolute and unwavering in our position that every single teacher within this association should benefit from a wholly equitable compensation structure where all teachers credited experience fully aligns with step level and yearly salary increases should take place beyond the contractual step. For many of us this has not been reality for over a decade with some far more negatively impacted than others. With the release of recent economic analysis of the budget, it should be clear to all that the necessary funding to fairly compensate teachers has been present. It should also be clear that the funding is present and can correct the years of inequity moving forward. He hopes that everyone will join together and take the necessary steps in actions throughout the process to firmly demand that we receive what we are certainly most rightfully due. He hopes that everyone responds to the President's request and join others in sending personal narratives to the Board members describing how inequity pay has impacted you and your families.

Executive Director Page stated that he met with the Board today and reviewed the elements of the proposal and why we want details. We told them we could not sign onto the document. We came wanting to argue and bargain around an MOU. They wanted to do a safety guide. A joint letter from TAAAC and AEL will be sent explaining why we did not sign on and why we did not support the document. We thanked them for letting us give input when they were willing to take it. He stated that tonight or tomorrow the Board will be

releasing guidelines. In a discussion, they said they would include that they had TAAAC input. He stated that the better thought would be that we could not reach an agreement even though there were some meetings. He stated that it is important for us to join the phone banks and make calls so they can hear from us.

President Leone reported that the survey closed on January 31. We will prioritize to put together a summary sheet of the survey results so that members see the answers.

Nancy Davidson reported that the vote on the Bylaw passed with a vote of 61-Yes, 2-No and 1-Abstention.

ARTICLE V - OFFICERS AND DIRECTORS

Section 1. The officers of the Association shall be a President, Vice-President and a Secretary-Treasurer. There shall also be eleven (11) at-large directors.

Ms. Davidson reported that we now have an opening which is outside of our normal election process. The Nomination Form will go into the March TAAAC Action Report. In April the slate will close, speeches will be held and then the election conducted.

President Leone reported that this position will be voted by this body and will only go through the next school year until it goes onto the ballot for the full position.

STATE

Blueprint for Maryland's Future - President Leone reported that we have gotten through another hurdle on the Blueprint for Maryland's Future. The House of Representatives have voted to override the Governor's veto. It will now go to the Senate. We still need you to contact your Senators to tell them how important it is for them to support the override of the veto.

MSEA Legislative Priorities - President Leone reported that in the email he sent out there is a link to MSEA's other legislative priorities. Click on that to see what else we are

working on at the State level.

Reopening Focus & Vision for Recovery - President Leone reported that we are working with MSEA. During this time, all the local presidents from around the state have been meeting twice to three times a month. There are four areas that MSEA is saying that we need to focus on as we look toward recovery from COVID. Those four areas are making sure we keep things student focused, educator led, community-based, and be transformative.

NATIONAL

NEA Lobbying Efforts - President Leone reported that this is NEA's Super Week. He stated that he is one of the Board of Director's for Maryland. We are meeting with our Congressmen and our Senators. We are focusing on a COVID Relief Package, State Testing Waived on the Federal level and the Secretary of Education Nominee.

NEW BUSINESS

Resolution on Student Member of the Board - It was moved by Mary Robinson, seconded by Kate Snyder, that the Teachers Association of Anne Arundel County (TAAAC) supports the full voting rights of the AACPS Student Member of the Board (SMOB) of Education.

It was moved by Kate Snyder, seconded by the Board of Directors, that the Representative Assembly consider a vote of no confidence on both Dr. Arlotto and the Board of Education with at least 50% of the membership signing onto the Declaration.

It was moved by Amanda Strickland, seconded by Nicole Disney-Bates, to split this motion to consider as a motion on a vote for no confidence on Dr. Arlotto separate from the Board of Education. Kate Snyder accepted as a friendly amendment.

President Leone asked for debate on the motion to take a vote of no confidence on Dr. Arlotto.

It was moved by Marlana Pearsell, seconded by Meagan O'Donnell, to close debate. The motion was approved to

close debate with a vote of 64-Yes and 6-No.

President Leone requested to extend the meeting. It was approved to extend the meeting.

President Leone asked for debate on the motion to take a vote on a no confidence vote on the Board of Education.

It was moved by Nikki Lincoln, seconded Karina Zotti, to amend the motion from 50% to 40%. The motion was not accepted as a friendly amendment.

President Leone asked for debate on the amendment to change from 50% to 40%.

It was moved by Rob Mauro, seconded by Meagan O'Donnell, to call the question. It was approved by vote of 60-Yes and 0-No. The debate has been closed.

The motion to amend the motion to change 50% to 40% failed with 8-Yes, 55-No and 2-Abstentions.

It was moved by Jon Boughey, seconded by Heather Kerlavage, to amend the motion to strike 50% of membership to 75% of Representative Assembly. Kate Snyder stated that she does not accept as a friendly amendment.

President Leone asked for debate on the amendment to strike 50% of membership to 75% of Representative Assembly.

President Leone asked whether we shall close debate? It was approved to close debate by a vote of 56-Yes, 1-No and 3-Abstentions.

President Leone stated that we are voting on the amendment of the motion. The Representative Assembly considers a vote of no confidence on the Board of Education with at least 75% of the Representative Assembly signing on the Declaration. The amendment has failed by a vote of 16-Yes and 45-No.

President Leone asked whether we shall close debate on the

original motion? It was approved to close debate with a vote of 54-Yes and 2-No.

It was moved Dyana Cronin, seconded by the Board of Directors, to begin a Work-to-Rule on February 11 and continue until a safety MOU has been agreed upon and all Unit I employees have had the opportunity to be fully vaccinated.

It was moved by Jessica Roth, seconded by Amanda Strickland, to amend February 11 to February 16. Dyana Cronin accepted February 16 as a friendly amendment.

President Leone asked whether we shall close debate? It was approved to close debate with a vote of 45-Yes and 1-No.

UNISERV UPDATE

Mark Mench reported that we will keep working on all the issues talked about tonight.

COMMITTEE REPORTS

Membership Organizing - Kristina Korona reported that the Membership Organizing is focused on working to build our power. Please join us in making phone calls to members. Reach out if anyone is interested in joining the committee. This is a long-term effort so when we get into crisis situations we don't have to worry about turnout.

Minna Kim reported that we have phone banking efforts happening this Thursday from 5:00 p.m. to 7:00 p.m. and Monday from 1:00 p.m. to 3:00 p.m.

Credentials - Robin Murray reported that 53% of the Representatives were in attendance, 61% of the total Units were represented.

IPD - Emmanuelle Carr reported that the IPD Committee discussed the Safe Return Training. People can reach out to Emmanuelle Carr or Mark Mench if they are interested in joining the committee.

Special Education - Nicole Disney-Bates reported that the Special Education Committee meets monthly. She stated that

this month we reached out to Dr. Arlotto in hopes that we can have a Town Hall. The committee will be meeting next Wednesday.

Minority Affairs/Human Relations - Kaye Witting reported that the Mills/King Event will not be held this year due to the pandemic. The committee is meeting next week.

Government Relations - Allison Heintz reported that in the last two weeks we have met with 6 different state level representatives. We have been discussing the override of the Blueprint Veto and the Progressive Tax Bill that will hopefully help fund some things. There is a statewide Go Team meeting on February 18. We would love to have more members for the Go Team.

Special Events - Richard Benfer reported that the Special Events Committee will meet February 25, at 4:30 p.m., to discuss the 100th Anniversary of this Association.

Nancy Davidson reported that the motion on the Student Member of the Board was approved with a vote of 77-Yes, 2-No and 1-Abstention.

Nancy Davidson reported that the motion for the no confidence vote on Dr. Arlotto was approved with 52-Yes, 17-No and 4-Abstentions.

Nancy Davidson reported that the motion of the no confidence vote on the Board of Education was approved with 48-Yes, 22-No and 3-Abstentions.

Nancy Davidson reported that the motion to Work-to-Rule was approved with 44-Yes and 5-No.

Nominating - Nancy Davidson reported that online elections are still open for TAAAC, MSEA and NEA. It will close February 19, at 5:00 p.m.

Ms. Davidson reported that nominations will be open for the Credentials Committee. This is an elected committee and

there are 8 positions. We also have openings for the Nominating Committee for 15 members. The Nomination Form will be on the Website and in the TAAAC Action Report. Looking ahead we have the additional Board of Director position, Sick Leave Bank, and the secondary position on the Calendar Committee. The Negotiations Committee will open in April.

ANNOUNCEMENTS

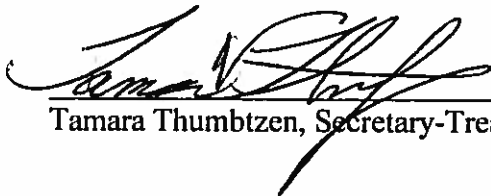
The next Representative Assembly will be held by Zoom Meeting on Wednesday, March 10, 2021, at 5:00 p.m.

ADJOURNMENT

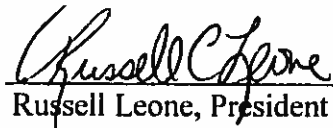
It was moved by Jill Grimm, seconded by Robin Murray, to adjourn the meeting at 8:12 p.m.

Respectfully submitted:

Approved:



Tamara Thumbtzen, Secretary-Treasurer



Russell Leone, President

Minutes approved at ARC meeting Wednesday, March 10, 2021
(Date)