

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

MINUTES - Representative Assembly Meeting
Wednesday, March 10, 2021

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 were read by Stacy Langhirt.

**LAND
ACKNOWLEDGMENT**

Krista Davies read a Land Acknowledgment statement recognizing Indigenous Peoples.

**ADOPTION OF ORDER
OF BUSINESS**

Upon a motion by Jill Grimm, seconded by Raeanne Eastman, the Order of Business was approved.

APPROVAL OF MINUTES

Upon a motion by Robert Connerton, seconded by Betsy Brininger, the Minutes of the February 10, 2021 meeting were approved.

**GUESTS - MELISSA ELLIS
AND DANA SCHALLHEIM**

President Leone announced that he was very excited to have President Melissa Ellis and Vice President Dana Schallheim of the Board of Education here to address the group. He stated that we are looking to have some more collaboration and opportunities to sit down to talk more frequently but also thinking about ways to continue to have them come visit at future meetings.

President Ellis and Vice President Schallheim addressed the group. Vice President Schallheim encouraged the individual teachers to reach out to the County Executive and the County Council and make their voices heard.

President Ellis stated that open communication is essential and she loves to hear from teachers. We get a great deal of information through TAAAC. We had the community conversations about student mental health. It is no secret of the stress, particularly this year, that teachers are going through. It is very important that you take care of yourselves. If there is anything we can do to help in that area, please let us know.

NEW BUSINESS ITEMS

President Leone stated that there were two new business items that were submitted ahead of time. He reminded that new business items are actionable items that members bring forth. Items have a shelf life for one year. They are debatable here and in the hands of the Representative Assembly as to whether we adopt them or not. The process for this is to open for debate and there are 3 ways to enter into debate. One is on a green card when for or in support of the motion. The second is on a red card when you are speaking in opposition of the motion. The third way is on a yellow card when you have a question about the item being debated or a question about the point of order.

It was moved by Minna Kim, seconded by Kristina Korona, to move NBI 21-02.

NBI 21-02

TAAAC will develop a building representative support system to be implemented by the start of the 2021-2022 school year in order to offer the opportunity for building reps who are seeking advice and clarity about their role as a building rep. This system would be available to any building rep. who wants to opt-in either to offer support or to those who want support. A primary focus will be to support new building reps. This support system will also be available to all building reps.

After hearing debate of 3 for and 3 against, President Leone asked if there is any objection to closing debate? The debate was closed.

President Leone stated that there is a second NBI that was submitted properly and seconded properly ahead of time. There are also some amendments that the maker would like to make. He stated that he has spoken with the maker and the maker has agreed to table the NBI until next month so that we can get some more information on cost and some other things associated with changes to the website and some other things that are being asked in the NBI.

It was moved by Kristina Korona, seconded by Minna Kim, to table NBI 21-03 until the April meeting. The motion was

approved.

LOCAL

Recording Lessons - President Leone stated that TAAAC's position is that we have expressed to AACPS our opposition to recordings being a continued requirement. We know this adds to your workload and cutting into your planning time that you need to put together quality instruction.

Rob Connerton suggested a work time survey that we could put out to our members including what school they are at and what they are spending their time doing.

Nancy Davidson stated that the NBI 21-02 was approved with a vote of 42-Yes, 19-No, and 3-Abstentions.

Hybrid Vs. Virtual - President Leone reported that we are in a space where we have teachers that are teaching hybrid, teachers that are teaching completely virtual and we have some teachers somewhere in the middle. We understand that there are so many flaws in the system with this model. He stated that he hopes that we are mindful of that and we don't succumb to pitting our virtual teachers against our teachers that are in buildings. The most important thing is that we make sure that our contracts are being followed. We need the continued communications from building representatives.

Votes of No Confidence - President Leone reminded Representatives that at our past meeting there was a vote for this RA bringing a vote of no confidence against Dr. Arlotto and another one against the Board of Education. The requirements for it to pass are at least 50% of the total membership to vote in the affirmative. We have it set to roll out on March 17 at 8:00 a.m. and close on March 19 at 5:00 p.m. This will be an all member vote.

President Leone stated that the Board of Directors wanted to revisit with the Board of Education. He stated that he knows that it is the will of the body and the NBI that has passed, he wanted to highlight a couple of things that have happened since the vote. The Board of Education took a 6-2 vote to increase our salary request for Unit I and II by the amount of

\$11.87 million. He stated that he knows that Board members have been meeting with County Executive Steuart Pittman and stressing to him how important this is on their agendas. The TAAAC Board of Directors have met and would like to put this in front again to see if it is the will of the body to continue with a vote of no confidence against the Board of Education.

It was moved by Jill Grimm, seconded by Cathy Flanders, to reconsider the vote of no confidence on the Board of Education.

President Leone asked if there is any objection to reconsider the vote of no confidence on the Board of Education. There were no objections.

It was moved by Cathy Flanders, seconded by Jill Grimm, to table the decision to take a vote on the Board of Education. The vote was 47 in support and 8 opposed. The vote for no confidence on the Board of Education will be tabled.

President Leone outlined a couple of conversations we have been hearing and having here at the RA and at the Board of Directors meetings with a couple of things that would be included in reasons why we are looking at a vote of no confidence against Dr. Arlotto. There are loose safety measures in our schools, a flawed hybrid model that does not meet the needs of all students, continued communication to staff that includes contradictions, last minute changes and sometimes outside the work time.

President Leone informed the Representatives that we do meet regularly with the Presidents of other local organizations. We learned from Montgomery County that they took a vote of no confidence, but they targeted the plan rather than their superintendent. He also stated that he knows there was a lot of debate on the percentage that we are requiring of our membership. Other urban locals have higher percentages.

Krista Davis stated that we could add to the list on the slide that he has overseen requiring obligations of teachers to far exceed our contractual hours.

Lauren Elfring requested to add to the list the HVAC concerns that have been brought up continuously.

It was moved by Cathy Flanders, seconded by Jill Grimm, to reconsider the vote of no confidence on Dr. Arlotto.

President Leone asked is there any objection to extending the meeting? The meeting has been extended with a vote of 38-Yes and 15-Opposed.

President Leone asked all those in favor of reconsidering a vote previously taken on a vote of no confidence on Dr. Arlotto. The vote was 25-Yes, 24-Opposed, and 5-Abstentions. The motion to reconsider has passed.

The main motion is again back on the table.

Amanda Strickland stated that she would like to make an amendment on the original motion.

President Leone stated that the motion read, the Representative Assembly considers a vote of no confidence on Dr. Arlotto with at least 50% of the membership signing onto the declaration.

It was moved by Amanda Strickland, seconded by Stacy Langhirt, to amend the motion and insert the word Dr. Arlotto's Hybrid Plan.

President Leone put the question shall we close debate. The vote was 41-Yes and 5-No. The debate was closed.

President Leone stated that we are back to the question of the amendment. Shall we adopt the amendment to insert to make it Dr. Arlotto's Hybrid Plan? He asked for all those in support of the amendment. The vote was 22-Yes, 27-Opposed, and 2 Abstentions. The amendment fails. He stated that we are back to the main motion to bring the vote of no confidence on Dr. Arlotto with at least 50% of the membership signing onto that declaration.

It was moved by Nicole Disney-Bates, seconded by Daniel Kempler, to table this motion. The vote was 27-Yes, 27-No, and 1-Abstention. President Leone voted not to table this discussion. The motion failed.

President Leone asked all those in favor of closing debate?
The vote was 48-Yes and 2-No.

President Leone stated the question should the Representative Assembly consider a vote of no confidence on Dr. Arlotto with at least 50% of the membership signing onto the declaration.

Safety Schools - Mark Mench reported that the people that have attended the Safety Schools have really enjoyed it and we have had good feedback on it. We are advising folks to form a Safety Committee in their building that includes the custodial staff, secretarial staff and the TA's and work together with the administrator and having a committee address problems right away within the building. Another Safety Training is set for tomorrow, the next Monday and Wednesday, if you are interested.

Work to Rule - Keith Wright presented a tutorial on work to rule. He stated that if you would like us to come to your school to talk about work to rule, let us know.

Nancy Davidson reported that the vote of no confidence on Dr. Arlotto passed with 36-Yes, 14-No, and 2-Abstentions.

President Leone stated that this will move to the all member vote starting on March 17. It requires 50% of our membership total. This is now in Building Representative's hands to encourage your members to vote.

Executive Director's Report - Negotiations - Executive Director Page reported that on March 15 will be our third meeting. We have 24 different areas of proposals that we must choose from and make some tough decisions. Our number one goal is to try and find a way to bring home the \$11 million to fix the experience credit piece.

Sick Leave Bank Update - Executive Director Page reported that we ended the past fiscal year with 46,687 hours, which is the equivalent of 6,225 full-time days left in our Sick Leave Bank. With that carry over in this new fiscal year, we have a total of 10,012.25 days left in our bank. A more detailed report will be ready at the end of next week that talks about how that number broke down in terms of total number of grants.

President Leone stated that there was a period where we were not requiring a physical signature of administrators on some of the things because of COVID but that is being reinstated. It will start on April 6.

STATE

State Testing - President Leone reported that State testing has been pushed back to the fall. Also, there is reduced time for the Math and English.

UNISERV UPDATE

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

COMMITTEE REPORTS

Credentials - Robin Murry reported that for Representatives there were 84 at 47% and Units at 48%.

Government Relations - Allison Heintz stated that we are meeting with legislators and would love some help.

IPD - The committee met once and examined the Health and Safety Presentation PD. At the next meeting, we are going to formalize a PD for members moving into Spring.

Member Organizing - The committee and its members made more than 1,000 calls to mobilize members for the car caravan rally. Around 110 cars participated in the rally. The committee members also made over 500, 1-1 calls during the month of January and February.

Kristina Korona stated that Member Organizing is meeting on the 1st and 3rd Thursday of the month. Let's organize our power together.

Minority Affairs - The committee is exploring activities in the COVID environment including a virtual Mills/King recognition. We always welcome new members. If you are interested, please call the TAAAC office.

Nominating - The committee has just wrapped up the largest election of the year, but there are still many committees that will be elected through the end of the school year. Check the TAAAC website frequently under the Elections section.

Nancy Davidson reported that we had 10% of membership voting. Maureen Liakos elected as Secretary-Treasurer; the top five for Board of Directors are: Jorge Córdoba, Minna Kim, Kristina Korona, Elizabeth Ruddy and Allison Heintz. Those terms will take effect on August 1. All MSEA and NEA Delegates were elected.

Ms. Davidson reported that because of the new Bylaws and the new position for the Crofton Feeder, we have a Board of Director position that is now open. That position will begin immediately and run to July 31, 2022. The nomination form is in the TAAAC Action Report and on the website. We are taking nominations now and nominations will close at the April 14 Representative Assembly. Candidates will have the opportunity to speak. The vote will be conducted at the Representative Assembly.

Ms. Davidson announced that we will have another Board of Director vacancy because of Maureen Liakos' election as Secretary-Treasurer. That term will start on August 1 and will run to July 31, 2022. It will open in April and close in May.

Ms. Davidson announced that we have currently nominations open for Credentials Committee and Nominations Committee. Those nominations will close at the April Representative Assembly. There will be openings for Sick Leave Bank and the Calendar Committee for the secondary position coming up in May and the Negotiations Committee election is in June.

Special Education - Nicole Disney-Bates reported that the committee met in February to go over various issues with returning to school. There was discussion around the mask mandate (or lack of). She reported that we are still working on

trying to get a Town Hall with Dr. Arlotto. She stated that she reached out to the heads of our departments and they did answer all our special education questions.

Special Events - The committee has been discussing the TAAAC 100 Celebration. The committee is discussing celebration events throughout the summer and fall. Please join us for our next meeting on Thursday, March 25, at 5:00 p.m. via Zoom. If you want to attend, call the TAAAC office for the Zoom link.

ANNOUNCEMENTS

President Leone announced that we are still targeted to continue with Zoom meetings for the Representative Assembly for the rest of the year.

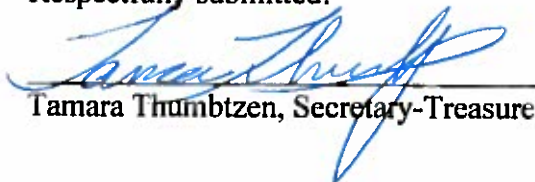
The next Representative Assembly will be held by Zoom Meeting on Wednesday, April 14, 2021, at 5:00 p.m.

ADJOURNMENT

It was moved by Jill Grimm, seconded by Cathy Flanders, to adjourn the meeting at 8:02 p.m.

Respectfully submitted:

Approved:



Tamara Thumtzen, Secretary-Treasurer



Russell Leone, President

Minutes approved at ARC meeting April 14, 2021

(Date)