

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Representative Assembly Meeting
Wednesday, April 14, 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 Amy Clarke.

**LAND
ACKNOWLEDGMENT**

Janet Fucella read a Land Acknowledgment statement recognizing Indigenous Peoples.

**ADOPTION OF ORDER
OF BUSINESS**

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

APPROVAL OF MINUTES

Upon a motion by Bonnie Phelps, seconded by Jon Boughey, the Minutes of the March 10, 2021 meeting were approved.

LOCAL

Welcome New Staff Member - Amanda Menas - Amanda Menas stated that she is starting the 4th week at TAAAC. She stated that she was previously at MSEA. She stated that she went to GW so she has been in this area for a little while but is originally from San Diego.

Special Education - Mark Mench stated that about 900 Special Educators and Service Providers were given an incredible burden the last two weeks. They were told they are going to do recovery services for things that were missed during COVID for some of the students they serve. They were told vaguely and told in a way that made it almost unbelievably burdensome or truly impossible to complete. Mr. Mench stated that we have 3 options to file a grievance right away, to give them a heads up. Then meet with them and talk them off a cliff and then if they say no, file a grievance.

Mark Mench reported that Nicole Disney-Bates, Chairperson for the Special Education Committee, called an emergency meeting last week to talk about what can be done. At the end of the meeting, the committee voted to try to get a

meeting to explain that the BOE legal is doing things that HR and special education is not necessarily in sync. We were able to get a meeting with legal, special education, HR and Employee Relations. It was requested that a teacher be present. Nicole Disney-Bates gathered all the facts and prepared all the testimony. She made a wonderful presentation explaining the problems. At the end of it, they announced that they were going to put a pause on all the recovery services.

Nicole Disney-Bates thanked TAAAC's support and the Committees' support. She stated that while she was the voice, it was the special educators' voices that she was speaking to. She stated that she was so glad that they got to meet, talk and come up with a good plan. The Board of Education has slowed down and that alone is a win. For now, let's celebrate our win because it is a good one and an important one for us as an organization.

Elections: Nominating Committee - Nancy Davidson reported that the Credentials Committee can have up to 8 members. There are 2 candidates, Robin Murray and Jill Grimm. She asked for additional names from the floor and the following names were submitted: Melissa Napfel-Sisk, Michele Shrum, Diane Barnes-Tice and Wendy Gibson.

It was moved by Richard Benfer, seconded by Jon Boughey, to close nominations. The motion was approved.

It was moved by Jon Boughey, seconded by Betsy Brininger, to move the slate for the Credential Committee. The motion was approved.

President Leone reported that the Nominating Committee can have up to 15 members. There are 4 candidates: Nicole Disney-Bates, Nancy Davidson, Kate Miller and Jan Delph. He asked for additional names from the floor and the following names were submitted: Sheen Goldberg, Jon Boughey and Cathy Hall Guay.

It was moved by Betsy Brininger, seconded by Melissa Napfel-Sisk, to close the nominations for the Nominating

Committee. The motion was approved.

It was moved by Melissa Connelly, seconded by Jill Grimm, to move to accept the slate. The motion was approved.

Nancy Davidson reported that we have 2 candidates for the Board of Director position for the Crofton Feeder. The 2 candidates are Amy Hussey and Jill Grimm. This term begins immediately and will end at the end of July 2022. She asked for additional names from the floor and no names were submitted.

It was moved by Richard Benfer, seconded by Betsy Brininger, to close nominations for the Board of Director. The motion was approved.

Amy Hussey and Jill Grimm addressed the group.

Negotiations - Executive Director Page reported that he has noticed some progress because of the activism. He stated that we are in a sensitive space of bargaining right now. We don't know what is going to happen and the big thing looming is what is the County Executive going to do on the 30th. This will inform how we make final decisions. Our position will be much different if the County Executive fully funds the budget request. If we only get portions of that, we need to re-adjust and think about where we are and where we can claim victory in other areas. We have agreed collectively to delay our Bargaining Session until the 1st week of May after the April 30 presentation of the County Executive's budget. That Saturday, we have a session scheduled to digest and talk about what the County Executive's budget request is and then make our final decisions.

Executive Director Page reported that the UD's, Amanda Menas, President Leone and Staff have done a really good job putting together the Action Network piece where we can directly lobby the County Council and County Executive Pittman to press them on the issue to do the best they can to support the budget request as requested by the Board of Edu-

cation. He encouraged everyone to use the link that will go out later to tell your story.

Executive Director Page reported that there is Federal Legislation for all kinds of money in grants coming out of the Federal Government for our students that may have fallen behind. It is called Recovery Services. The AACPS has offered to increase the stipend for the hourly pay during the summer from \$30.00 to \$40.00 an hour based on some of the grant money. Decisions will have to be made probably a little quicker than what can be done in bargaining. We want to understand where the money is coming from and the money is applied broadly as possible to our members. We have asked for the metrics of the grant. There is also the idea of the 4-day work week in the summer.

County Budget - President Leone reported that we are in the middle of the budget cycle that is critical to negotiations. We have been meeting with County Executive Pittman and his staff to advocate for the needs around getting our colleagues back on the step that equals the years of their experience while at the same time still providing for a step and a COLA as was requested in the Board of Education budget.

Executive Director Page reported that we still need to meet with the County Council to fund this in its entirety. There are important dates to keep aware of in the coming months and we will have some ideas on how we organize and reach out to both the County Executive and County Council.

President Leone reported that the whole process will wrap up on June 14 when the County Council strikes the budget. In the meantime, we still have work to do. Our Government Relations Team is forming and training teams to meet with the Council members individually. Communications have been sent out about emailing the County Executive and the County Council. He reminded the Representatives that County Executive Pittman did attend our Facebook Live that we just had recently. County Executive Pittman did reaffirm his commitment to teachers and his desire to repair the salary inequities by the end of his term.

10-Minute Meeting - Executive Director Page reported that the Building Representatives are the leaders and face of the organization. We need every Building Representative(s) to help and do their part. The 10-Minute Meeting is the best way to communicate, so we are asking everybody to make sure you are having your 10-Minute Meeting.

Betsy Brininger and Jan Delph modeled a 10-Minute Meeting.

TAAAC Budget - Secretary-Treasurer Tami Thumbtzen reported that the Finance Committee met on March 24 for about 3 hours to discuss the budget. We had our first hearing for members to provide testimony and out of 6,400 members we had zero show up. Budget recommendations will be presented to our Board of Directors on May 5, 2021 and then to the Representative Assembly on May 12, 2021. We will hold another hearing for members on May 18, at 5:00 p.m., on the proposed budget. The budget will be presented for adoption at the following Representative Assembly on June 9, 2021.

Nancy Davidson reported that Jill Grimm was elected as Board of Director with 43 votes and Amy Hussey had 24 votes.

TAAAC Scholarships - President Leone reported that we have TAAAC Scholarships. We grant scholarships to graduating seniors who are college bound. This information has been shared with school counselors. If you know of rising seniors who you think should be applying for this, please give them the information. They do need to have at least 2 recommendations from TAAAC members. April 30, 2021 is the deadline for the applications. The link to the application is on the website.

TAAAC 100 - Richard Benfer reported that the Special Events Committee met Thursday, March 25. The committee discussed many items regarding planning TAAAC's 100th Anniversary. It was determined that the event will be held in November 2021. The next meeting will be held on April 22, 2021.

NBI's - It was moved by Kristina Korona, seconded by Minna Kim, to move NBI 21-03 with amendments.

NBI 21-03 - TAAAC will create a members-only section of the current website and if not possible—or if cost prohibitive—will switch to a new website service. The members-only section will include information that promotes transparency and engagement with the union. This members-only section will include the following but will not be limited to,

- Lists of all committees with names of all current members, chairpersons, and UniServ liaisons,
- List of contact information for committee chairs (personal email and/or personal phone OR union created email account for designated chairpersons)
- Lists of contact information (email and/or phone with opt-out option which will replace personal contact information with work phone and work email) for all members of elected committees as well as the bargaining team,
- List of all building representatives by school along with their contact information (personal email and/or phone number with opt-out option which will replace personal contact information with work phone and work email)
- All BOD and RA agendas and minutes
- All TAAAC organizational documents such as bylaws, policies, RA
- TAAAC budget reports.

Questions and debate were held on NBI 21-03.

President Leone asked if there were any objection to extending the meeting. There were no objections.

It was moved by Nicole Disney-Bates, seconded by Meghan O'Donnell, to lay the motion on the table. The motion was approved with 27-Yes, 5-No.

UniServ Update - Keith Wright reported that we are actively looking to file a grievance for people who are being assigned more than 100 minutes per week for nonprofessional duties and also persons who are being assigned to cover classes in

the absence of a substitute and not receiving the appropriate compensatory time back. We are reminding you to scrutinize your whole schedule as it relates to the Negotiated Agreement and if you are doing too much of something or not enough of something else, reach out to your UniServ Director.

Jan Delph asked for an update of several examples of teachers on this is how you would reach or exceed your 100 minutes. She asked for some scenarios from elementary, middle and seniors.

STATE

MSEA Summer Leadership Conference - President Leone reported that MSEA holds a Summer Leadership Conference. This Summer Leadership Conference is training and networking that MSEA promotes and provides for us. This year, it is going to be virtual. It will be held July 13-15, 2021. The sessions are only about 3 hours. There will be nationally recognized speakers. Some of the training that will be offered is how to be a building representative, early career educators, emerging leaders, organizing and collective bargaining. This is a great opportunity to get some additional training and to also network with other MSEA colleagues around the state.

Legislative Update Allison Heintz reported that the Legislative Session is over. We ended up with some big wins. The Blueprint for Maryland's Future is now law in Maryland. The Build to Learn Act which is \$2.2 Billion invested in school construction. HB 1322 passed which gives educators fair accommodation processes if certain requirements are met. We have new revenue streams to pay for all these things.

NEW BUSINESS

None

COMMITTEE REPORTS

Nominating - Nancy Davidson reported that there are some open nominations and there will be an election in May for the Sick Leave Bank Approval Committee and the Calendar Committee (Secondary position). The nomination forms are on the website. Additionally, we have the Board of Director vacancy spot that will be open August 1, 2021 to replace Maureen Liakos. The candidates for the Board of Director

spot will be able to give speeches. We will be electing a new Negotiations Committee at the June Representative Assembly.

Credentials - Robin Murray reported that for Representatives we had 43% and the Units 52%.

Government Relations - Allison Heintz stated that if you are interested in lobbying the County Council there is a training coming. Emails will be going out and will be targeted to members who live or work in that council district.

Special Education - Nicole Disney-Bates reported that the committee will be meeting next week on Wednesday to continue discussing what we are going to do in terms of Recovery Services. Recovery Services will not be going away, but it will just be different.

Membership Organizing - Kristina Korona reported that the Member Organizing Team is working on the issue you heard about earlier concerning fixing the experience steps. We meet on the 1st and 3rd Thursday. Also, we have the quick survey to get information on 10-Minute Meetings to figure out ways to help support building representatives so that information is getting out to members.

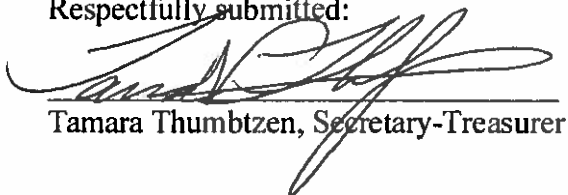
ANNOUNCEMENTS

President Leone announced that the TAAAC Action Report should be in your hands and on the website next week.

ADJOURNMENT

It was moved by Robin Beers, seconded by Allison Heintz, to adjourn the meeting at 7:29 p.m.

Respectfully submitted:


Tamara Thumbtzen, Secretary-Treasurer

Approved:


Russell Leone, President

Minutes approved at ARC meeting

May 12, 2021
(Date)