

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Representative Assembly Meeting

Wednesday, October 13, 2021

**CONCERNS SHARING IN
FEEDER SYSTEM
GROUPS**

President Leone stated that the meeting will start with Building Representatives talking to their colleagues at their Feeder System to discuss concerns and take notes.

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at Severna Park Middle, at 5:24 p.m.

TAAAC's Vision and Mission were read by Toniann Shaffer.

**LAND
ACKNOWLEDGMENT**

Not read.

We do not have a quorum currently.

**ADOPTION OF ORDER
OF BUSINESS**

No Report.

APPROVAL OF MINUTES

No Report.

PRESIDENTIAL ADDRESS

President Leone addressed the Building Representatives with his Presidential Address.

LOCAL

Organizing - October 20 BOE Action - Amanda Menas reported that there will be a rally next Wednesday. Our focus for this rally on October 20 is to put pressure on the Board of Education to come back and bargain with us around workload and safety. There is a registration for the in-person rally. The more people that show up, it will be more of an impact we have. Phone Bank with us tomorrow to connect with the teachers to get people at the rally next week to make the change we want. This Sunday, we are having a sign-making event at 2:00 p.m. at the TAAAC office.

Phone Banking - Amanda Menas reported that we will have a Phone Bank tomorrow at 5:30 p.m. We will be reaching out to people about the rally.

TAAAC Commitment Cards - Amanda Menas reported that TAAAC is in its 100th year and we are asking members to recommit to our union. We can take small steps every day in your building like attend 10-Minute Meetings, maintain bulletin boards, make sure every single building has a building representative, make sure the Faculty Advisory Committee is active and making sure that your voices are represented. Sign the commitment cards and make sure the people in your schools are signing them. As an incentive the school that has the highest percentage of signatures by the next Representative Assembly will receive a food truck.

10-Minute Meeting - President Leone stated that in the bags is a 10-Minute Meeting script with attached PowerPoint slides. He announced that if you bring back your sign-in sheets for the 10-Minute Meeting next month, there will be gift cards distributed. A presentation of a 10-minute meeting was presented.

Workload and Actions - President Leone reported that we know that Brightspace, planning time, and all the other things that are creating a workload issue for you. He stated that there was a motion at the Board of Directors meeting last week to explore a work action to work-to-rule in the next couple of weeks. We need to make sure people are on board with a work-to-rule.

Amanda Menas reported that we have five priorities that have been said to us many, many times. We are asking Building Representatives are these the things you want. Take this "Enough is Enough" back to your buildings and make sure everyone is on the same page.

President Leone asked Building Representatives to take these priorities back to your schools and talk to your colleagues. He stated that he would like any suggestions emailed by next Wednesday.

President Leone stated that we do have an advisement from our Board of Directors to take a work of action. He asked that as you are going back to your schools to have a conversation with

the points, we are asking for you to bring back from your schools if they will participate in any work action.

Negotiations Update from the Executive Director - President Leone read a statement from Executive Director Page that we have filed with the PRLSB. When an impasse is declared, the process then moves toward the first step of mediation. Both parties need to work to select a mediator. Once we find a mediator that both parties agree to, then the dates are scheduled. The Bargaining Team will keep the membership updated and report back on the final recommendation of the mediator, but also making recommendations to the TAAAC Board of Directors. It is important to know that AACPS has increased their proposal for an additional evening of uncompensated activities from the one when we were sitting at the table with them to 3. It is critical for our membership to attend the October 20 Rally, participate in actions decided and prepare to flood the Board of Education and our community on the simple principle that it is unfair to demand extra work for no compensation. We also can't forget about more than 3,000 of our members lost about a decade of wages.

Future Meeting Locations - President Leone stated he will be sending out a survey to Building Representatives because it has been suggested to explore holding our meeting at different school locations around the county.

ACTION ITEMS

Action Items are postponed until the next meeting as quorum was not met.

Nominations and Election Process - Nancy Davidson, Chairperson of the Nominating Committee, reported that nominations are open for the following positions: President, Vice President, 6 Board of Directors, NEA Delegates, and MSEA Delegates. The nomination form is on the TAAAC website. These nominations are closed on December 14, 2021.

STATE

Trainings and Workshops Available to Members - No report.

UNISERV UPDATE

Keith Wright reported that he did a 2-page reference sheet on observations and the rating system with common questions without sifting through the contract. He also wanted to point out that we are having people resign already. We no longer have the 30-day resignation clause in our contract. If you know someone that is ready to walk out the door, there are stiff penalties in resigning. There are ways and reasons you can ask and TAAAC can help with that. We want them to leave intact with their teacher certificate and not have penalties.

COMMITTEE REPORTS

Credentials - Robin Murray reported that we have 60 Representatives with 32% and 31 Units with 26%.

Special Education - Nicole Disney Bates reported that the Department heads from the Board of Education will be coming to our meeting. If you are interested in coming, reach out to TAAAC. The meeting is October 20, 2021 at 6:00 p.m.

Government Relations - Colleen Walker Good, Government Relations Chairperson, reported that we are meeting on October 25, at 5:00 p.m.

ANNOUNCEMENTS

President Leone announced that if we have action items, we need people in the room. We were short for quorum tonight. If you can't get here, you can ask a colleague to take that month to substitute. If we continue down the path of not having a quorum, we will have to reconsider how we are meeting.

Next Representative Assembly: November 10, 2021, at 5:00 p.m.

ADJOURNMENT

The meeting adjourned at 6:53 p.m.


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Respectfully submitted:



Maureen Liakos, Secretary-Treasurer

Approved:



Russell Leone, President

Minutes approved at ARC meeting November 10, 2021

(Date)

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