

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

**MINUTES - Representative Assembly Meeting**  
Tuesday, September 14, 2021

**CALL TO ORDER**

The meeting was called to order by the President, Russell Leone, by a Virtual Zoom meeting, at 5:11 p.m.

TAAAC's Vision and Mission were read by Maureen Liakos.

**LAND  
ACKNOWLEDGMENT**

President Leone read a Land Acknowledgment statement recognizing Indigenous Peoples.

**ADOPTION OF ORDER  
OF BUSINESS**

Upon a motion by Jenny Gonz, seconded by Kate Miller, to adopt the Order of Business with flexibility. The motion was approved.

**APPROVAL OF MINUTES**

Upon a motion by Robin Beers, seconded by Emmanuelle Carr, to move the approval of the Minutes of the June 9, 2021 meeting. The motion was approved.

**STANDING RULES**

President Leone reported that a workgroup was created that was made up of our Parliamentarian, one of our Board of Directors, and two Building Representatives. They worked on the Standing Rules presented. Two sets were written; one for in-person with the viewing option and the other for virtual only.

It was moved by Dyana Cronin, seconded by Nicole Disney-Bates, to approve the Standing Rules.

It was moved by Nicole Disney-Bates, seconded by Cathy Flanders, to add an amendment under 2. REGISTRATION - the president will send out COVID metrics and any other potential circumstances that could impact the meeting format such as weather and with that the Representative Assembly will determine if they would like to meet virtually or in-person with the streaming option.

It was moved by Marlena Colleton-Pearsell, seconded by Robin Beers, to close debate.

The motion was approved. The vote for closing debate: 48-Yes, 2-No, 1-Abstention.

President Leone put the question to the body. Shall we accept the motion of the amendment to the Standing Rules which is that the president will present COVID metrics on the Monday prior to the meeting also with such factors as weather and the Representative Assembly will vote on how to hold the meeting? The vote for the amendment: 15-Yes, 30-No, 4-Abstentions. The motion has failed.

## **LOCAL**

EAP Services Information Presentation - President Leone reported that we have a couple of guests this evening to talk about services that are provided through the Employee Assistance Program. With coming out of a year we just had and still experiencing a pandemic there is support that many of our members need. Vicky Cosby, AACPS Benefits Assistant Manager and Katie Molling, AACPS EAP Manager, addressed the group.

## **ELECTION RULES**

Nancy Davidson, Chairperson of Nominating Committee, announced that we have a vacancy for a one-year position on the Board of Directors. The term will run from the election in October to the end of July 2022. The nomination form is on the TAAAC website. The election will be held at the October Representative Assembly. Nominations from the floor will be taken. Candidates will have the opportunity to speak and then the election will be held.

Ms. Davidson reported on the elections coming up.

Ms. Davidson reported that our Election Rules have not changed. They are posted on the TAAAC website.

## **LOCAL CONTINUED**

Annual State of the Union Address from the President - President Leone gave his speech of his annual State of the Union Address.

President Leone reported that Brightspace is a hot button issue right now and is creating a lot of workload. AACPS has

agreed to sit down with us next week to discuss Brightspace.

Negotiations Update from the Executive Director - Executive Director Page reported that we started training almost 7 months ago with our Organizing Team, Negotiating Committee and our Negotiating Team. We told everybody that the Negotiating Team needed membership support to make sure our voices were heard. The Board of Directors, this RA, and our members broadly have done that. The question is, can we hold the line a little bit farther around the principle the Bargaining Team has made that it is not fair to ask for more work without fair compensation? Nothing is guaranteed at impasse or mediation. The Bargaining Team started out with 22 demands and is down to just one. The question is, do we have to give more? The Bargaining Team has offered 5 separate kinds of thoughtful and unique ways to get to this idea of compensation and has been met with No. The impasse filing has been done. We are waiting to get a specific designation and determination from the PRLSB confirming that there is an impasse. If that happens, we will then begin meeting to try and resolve this.

President Leone shared that the group that was meeting to discuss the ruling of the State Board of Education's vote to mandate masks statewide was approved with a vote 10 to 7. This is now a statewide requirement for masking in our schools.

TAAAC Strategic Plan and NBI Process - President Leone reported that the Strategic Plan is available on our TAAAC website. Each year our Board of Directors puts together a plan of action that will help guide our association. This year we are adding Social and Justice work. There is a Google Form to provide input on the plan. The Board of Directors is meeting on September 23 & 24 to work on this plan.

President Leone reported that the NBI Guidelines have been shared. As NBI's are considered, please make sure the

guidelines are utilized.

Building Rep. Support - Vice President Snyder reported that she has met with Kristina Korona and Minna Kim to discuss the need for the Building Representatives to have support.

She stated that each and everyone has a Board of Director Liaison. The Board of Director Liaison should be contacting you at least twice a month. The goals being to create advocate conversations, questions and support. She stated that they discussed another system that they would like to put into place. It is completely opt-in and it asks you about some of your strengths and some of the things you would like help with. Building Representatives are the governing bodies for this association. We want to make sure you feel supported and know what you are doing. Trainings have been discussed to make you feel empowered and make you understand the power that you have as a governing body of this association.

Amanda Menas shared the work the member organizers did this summer. The organizers contacted about 2/3 of our members over the summer and their work will be continuing into the fall. We have 10 organizers that joined us this summer and an additional 6 that will be coming on this fall to do this work of listening to the members. We had 2 picnics over the summer. The ask of our summer program is our commitment card. If everyone takes 5 minutes a day or a day to do the work, we will make the change we want to make.

Six Flags America - President Leone reported that we have a TAAAC Family Fun Day coming up at Six Flags on September 25. Tickets are \$20.00 for members and you can purchase up to 4 tickets.

Sick Leave Bank - Dan Kempler, member of the Sick Leave Bank, reported that the Sick Leave Bank helps members in need when extended illnesses or other things occur. Members can donate 1 day of leave per year to the Sick Leave Bank. It helps colleagues through difficult times. Through the month

of September, anyone can enroll in the Sick Leave Bank and once September ends, you will have to wait until next year to enroll. If you have enrolled in the past, you will automatically roll over the next year.

President Leone stated that someone that is a new hire has 30 days to enroll in the Sick Leave Bank.

Holding an Effective 10-Minute Meeting - Vice President Snyder and Mark Mench shared how to hold an effective 10-Minute Meeting.

10-Minute Meeting: Safety in your Building - Mark Mench presented a script on a 10-Minute Meeting, a Family Fun Day at Six Flags, Safety in your Building, a Bargaining Update, and ask the new hires if they have joined.

Mark Mench reported that the Safety Trainings will take place on September 22, 29, and October 4. Pre-registration is required. People from all the different units will be together for an hour.

President Leone asked shall we extend the meeting past 7:00 p.m. The vote: 27-Yes, 13-No, 3-Abstentions.

## STATE

Blueprint and "Expert Teams" - President Leone shared that the Blueprint and "Expert Teams" under the Blueprint for Maryland's future is the caveat for the exploration of these "Expert Teams." These "Expert Teams" will go out to visit schools to see if the Blueprint is being implemented. MSEA can make recommendations for members to be on these teams. It will only be open to certified teachers and would require release time from the school day. If you are interested in having your name submitted for one of these "Expert Teams," let him know and he will forward your name to MSEA.

Trainings and Workshops Available to Members - President Leone reported that there are trainings and workshops available to members. There are two that are coming up. One is the Women's Concerns Leadership Cohort and the other is

the Minority Affairs Cohort. Both will meet 3 times during the year.

## UNISERV UPDATE

Jephtha Nguherimo reported that we are very busy with people calling about planning time, workload, etc. We want to be in your building to connect with members so please invite us.

## COMMITTEE REPORTS

Credentials - No report

Government Relations - President Leone reported that Colleen Walker-Good will be the Chairperson of Government Relations.

IPD - President Leone reported that Cathy Flanders will be the IPD Chairperson. The committee will be working on trainings and network opportunities to supplement what you get from AACPS.

Membership Organizing - President Leone reported there is not an official chair yet.

Amanda Menas reported that she is the new staff liaison to the Membership Organizing. The committee will be meeting in the next couple days. She noted that we are starting our training for our fall member organizers.

Minority Affairs/Human Relations - No report

Nominating - Report given

Special Education - Nicole Disney-Bates, Chairperson, reported that the committee has met. Recovery Services is still a major challenge. One of the things that will be coming out is a document that will make it easy for you to understand exactly what you're doing for Recovery Services. We are starting to consider proposals for special educators and related service providers for what we would like to see as a priority for TAAAC contract negotiations.

Representative Assembly Meeting  
September 14, 2021  
Page 7

Special Events - Chris Lerch, Chairperson, reported that we are looking forward to having some events this year.

**ANNOUNCEMENTS**

Next Representative Assembly: October 13, 2021, at 5:00 p.m.


**ADJOURNMENT**

It was moved by Jill Grimm, seconded by Emmanuelle Carr, to adjourn the meeting at 7:05 p.m.

Respectfully submitted:

  
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Maureen Liakos, Secretary-Treasurer

Approved:

  
\_\_\_\_\_  
Russell Leone, President

Minutes approved at ARC meeting November 10, 2021  
\_\_\_\_\_  
(Date)