

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

2521 Riva Road, Suite L7
Annapolis, Maryland 21401

MINUTES - Representative Assembly Meeting

Wednesday, December 8, 2021

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at Severna Park Middle, at 5:10 p.m.

TAAAC's Vision and Mission were read by Will Johnson.

LAND

ACKNOWLEDGMENT

The Land Acknowledgment was read by Samantha Schrickel.

**ADOPTION OF ORDER
OF BUSINESS**

It was moved by Kate Miller, seconded by Linda Center, to adopt the Order of Business with flexibility. The motion was approved.

APPROVAL OF MINUTES

It was moved by Sheen Goldberg, seconded by Robin Murray, to approve the Minutes of November 10, 2021. The motion was approved.

**IPD MINI-SESSION: Q & A
WITH ADMINISTRATION**

President Leone reported that we are going to be hearing from some of our administrators. Our relationship with AEL has become stronger this year than it has been in many past years. We appreciate that partnership because we are many times on the opposite sides of the table, but we do have a lot of common goals.

Cathy Flanders introduced two people that she has grown to have great admiration for and their work not only as administrators but also people that believe very much in education and the reason why we are doing the jobs that we are doing. She introduced George Lindley from Arundel Middle School and Gina Davenport from Arundel High School.

Dyana Cronin, on the Board of Directors and Liaison for the IPD Committee, was the moderator. Mr. Lindley and Ms. Davenport spoke about their job as administrators. Questions were asked from the IPD Committee and then time was spent on other questions from the Representatives.

Gina Davenport and George Lindley addressed the group.

President Leone reported that we do not have quorum. We will have to redo the adoption of the minutes at the January meeting.

ACTION ITEMS

GR Recommendations for State Senate (Districts 30, 32, 33 -
President Leone reported since there is no quorum this item will not be able to be considered tonight.

DISCUSSION ITEMS

Calendar Committee Update - Brendan Maltese, Elementary Representative on the Calendar Committee, and Dyana Cronin, Secondary Representative on the Calendar Committee, addressed the group. Mr. Maltese reported that about a month ago they attended the Calendar Committee meeting. The team came up with 2 calendar options to send to the Board for recommendation. Both options start on August 29, the week before Labor Day. The calendars are very similar. The Board took it up at their last meeting and they said that they want to consider starting after Labor Day. They will come back in January with a recommendation to present. It will not come back to the Calendar Committee.

Debrief on "Enforce Our Contract" - President Leone reported that we had an incredible amount of people that participated in our "Enforce Our Contract" campaign. Part of the "Enforce Our Contract" we were asking people to sign on to a grievance and we had 1,500 people sign onto that grievance. We have filed for arbitration on this grievance and we are using our Board of Directors as the main grievants. We are looking for a date for the arbitration and have contacted our MSEA Counsel who is working with us. We will keep you posted.

Amanda Menas reported that we asked everyone to take control of their work conditions and put together a two week "Enforce Our Contract" action. The work that was done is making a huge impact. Almost 100 work sites participated in the action.

Workload - President Leone reported that because of our advocacy and the public display we had during the "Enforce Our Contract" actions, Board members took notice. Bob Silkworth put forth a motion to establish a Workload Work Group to examine workload. That group will meet the first time tomorrow. We have 4 of our members that are joining

that group to speak for us and share information. We have someone representing elementary, middle, high and special education.

President Leone reported that December 23 is an early release day. He stated that he has talked to members in schools who have not heard what that is going to look like on that day. Dr. McMahon has confirmed that this day is when we leave the buildings and go home. He requested for that information to be sent out.

Negotiations - Vice President Snyder reported on updates from the Bargaining Team. Save the date for December 21, 2021. We will be having an all member meeting where we will be talking about what is going on so far and answering questions. Regarding Impasse, we have selected a mediator. We are set to meet on Monday, December 13, 2021. We may be able to resolve the contract before Monday. We received an updated offer yesterday afternoon about the one night. We should know more by Friday and if not by Monday.

Vice President Snyder reported that AACPS has offered for the first time to engage the full Bargaining Team in the Workload and Sub Coverage negotiations. Both sides are sharing meaningful proposals.

School Safety - President Leone reminded Representatives that we are not through the pandemic all the way yet. There are new variants coming out. Be vigilant in your schools about safety. Work through your Faculty Councils and your administration to try and solve things if you see thing in your schools. If you are not getting a solution to something that is concerning, that is when you should make sure the Building Representative knows so they are reaching out to the UniServ Directors. There are resources on the website.

10-Minute Meeting December - President Leone did a presentation on the 10-Minute meeting for December.

Election Deadlines (Nominating Committee) - Nancy Davidson, Chairperson of the Nominating Committee, reported that nominations are still open until December 14, 2021, for President, Vice President, 6 Board of Directors, MSEA Delegates and NEA Delegates. The nomination form is on the TAAAC website. This is an electronic election that

starts January 31 and runs to February 18.

Ms. Davidson reminded the candidates that photos and brief statements can be submitted to be included in the TAAAC Action Report and will be on the website. The deadline for those is December 16, 2021.

Ms. Davidson reported that we have a new event that will be on January 20, at 6:30 p.m. It will be a virtual candidates forum. In President Leone's updates there is a link for a google form to submit questions. Candidates for President and Vice President will participate in the forum. Board of Directors will be responding to the questions on the website. The deadline for submitting questions for the forum is January 3.

President Leone reported that NEA has not told us where the RA will be next summer because it was originally scheduled in Dallas, Texas. It will not be in Dallas. As soon as we know that information, we will share that information. He stated that the MSEA RA is October 15 and 16. The NEA RA is July 2-6 as of right now.

STATE LEVEL UPDATE

President Leone reported that MSDE had their Board meeting yesterday and the big news is about face coverings. MSDE is putting that decision back on locals. They are saying mandates may be removed by local systems if a couple conditions are met. The first condition is if there is 80% fully vaccinated based on the county's population. The second condition is if 80% of the eligible staff and students in a building are vaccinated, then the school system may lift the mandate for that individual school. The last condition is if the county has 14 consecutive days of moderate or low transmission. These conditions do not all have to be met concurrently.

COMMITTEE REPORTS

Credentials - Robin Murray reported that we have 54 Representatives with 27% and 42 Units with 28%.

Special Education - Nicole Disney-Bates, Chairperson of the Special Education Committee, stated that if your school has not filled in her chart, please do so. She stated that she cannot advocate for you, your school or your team if she does not have the information. The next committee meeting will be December 15, 2021.

Government Relations - Colleen Walker-Good, Government Relations Chairperson, reported that we were supposed to do a presentation of our people that we were recommending for endorsement. We have been working on our State Senator nominations and in January we will present these recommendations.

UNISERV UPDATE

No report.

ANNOUNCEMENTS

President Leone announced that our next Representative Assembly is January 12, 2022. He stated that there has been a request about moving the RA to other locations. He stated that he will be putting out a survey for building representatives to respond to interest and location.

ADJOURNMENT


The meeting adjourned at 6:26 p.m.

Respectfully submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Russell Leone, President

Minutes approved at ARC meeting January 12, 2022
(Date)