

**TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY**

2521 Riva Road, Suite L7  
Annapolis, Maryland 21401

**MINUTES - Representative Assembly Meeting**

Wednesday, December 14, 2022

**CALL TO ORDER**

The meeting was called to order by the President, Nicole Disney-Bates, at Severna Park High School, at 5:06 p.m.

Reading of Mission, Vision, and Land Acknowledgment - The Mission, Vision and the Land Acknowledgment were read.

**CONCERNS COMMITTEES**

The Representatives split into the Concerns Committees at 5:07 p.m.

**ADOPTION OF THE AGENDA**

No quorum

**APPROVAL OF MINUTES - NOVEMBER 2022**

No quorum

**AMENDING OF THE STANDING RULES**

President Disney-Bates stated that we are looking at amending our Standing Rules. We cannot vote on them tonight unless we get a quorum.

President Disney-Bates stated that one part was amended is in #13 to change Friday to 5 Calendar days.

President Disney-Bates stated that another amendment will come in after #13 and become #14.

This will add in an additional section after the information for the Representative meetings: 14. INFORMATION GIVEN TO BUILDING REPS - TAAAC leadership shall provide all action items and agenda items in writing to Building Representatives no later than 5 calendar days prior to the RA in which a vote will take place. This would include the language and rationale for NBIs, standing rules, and position statements in which the Building Representatives will be required to cast a vote. Bylaw amendments would continue to follow the process outlined in Bylaws.

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The rationale is that TAAAC Building Representatives should have the responsibility to speak for members in their buildings. In order to have time to confer with colleagues and bring an accurate view of the wishes of membership we must have as much information prior to attending the Representative Assembly. Receiving in advance of these materials also allows for researching the impact of our votes. Following the Standing Rules would lead to informed debate and decision making by the Building Representatives at the Representative Assembly.

### **BEST THING TO COME FROM YOUR FAC**

President Disney-Bates asked Representatives to discuss at their tables the best thing to come from your Faculty Advisory Council.

Representatives shared their stories.

### **LOCAL**

ESP Bill of Rights - President Disney-Bates stated that if you came to the MSEA Convention then you should be a little knowledgeable on the ESP Bill of Rights. Will Johnson will share about the ESP Bill of Rights. If we get a quorum, we will move either to support or not support.

Will Johnson, a member of the MSEA ESP Organizing Committee, stated that he was once a classroom TA and has since moved on and to become a certified teacher. We have worked on this ESP Bill of Rights. We know two things are true of our ESP colleagues. One, schools cannot function without them and two, they are often overlooked and underappreciated. We trust ESPs with the health and safety, nutrition and education of our students. But the pay and respect that ESPs receive does not match those responsibilities. If we are going to call ESPs essential employees, we must treat them as such. The Organizing Committee and MSEA hosted 13 listening sessions in every corner of the state to hear concerns and frustrations of ESPs across Maryland. The ESPs felt invisible, and no one was listening to them. The Educational Support Professionals are essential and critical to the success of our public schools. School districts must commit to lifting ESPs by respecting their skills and their job categories. The Bill of Rights provides the framework and a pathway forward for helping our ESPs to get the pay, rights, and respect they deserve. Please vote to endorse the ESP Bill of Rights.

Will Johnson stated that you should have seen in your email the Reach App which will be how you will get everyone to endorse the ESP Bill of rights at your buildings. Our hope is that we will endorse as TAAAC, and then we can help support SAAAAC in endorsing at our local buildings.

### **AMENDING OF THE STANDING RULES CONTINUED**

Hybrid Meeting - President Disney-Bates stated that Representatives, along with the TAAAC

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Leadership Team, were asked to take a Representative Survey. There was a question about whether or not to have hybrid RA meetings. President Disney-Bates shared the results of the survey. Sixty-eight people voted. This is your meeting, and it is your choice how you want it to run.

### **UNISERV UPDATE**

Mark Mench reported that TAAAC has reached 90% membership.

Mark Mench reported that TAAAC-R has not met in 3 years. There is work being done to get TAAAC-R up and running again. There will be an in-person event hopefully in January or February.

Mark Mench reported that the Instruction and Professional Development Committee for the first time in a few years will be doing something in-person. Dr. Donna Christy, PGCEA President, will be coming to a presentation on trauma-informed instruction on January 23, 2023, at the TAAAC office.

Mark Mench reported that we have expressed our concerns about teacher safety, student safety and working conditions at Phoenix Academy. The concerns have been expressed all the way up and Dr. Bedell came to the school to meet with the faculty. The Phoenix Academy administration and the staff are working together for a long-term solution.

Mark Mench stated that at MacArthur Middle, President Disney-Bated and Mike Magee, are working with Base Command to get soldiers to volunteer to come cover lunch duty.

Mark Mench stated that there have been more than one hundred schools visited. If there are concerns, please reach out to TAAAC.

### **BARGAINING UPDATE**

Mike Magee stated that we have been working hard since the start of October. There was the big issue with Special Educators immediately. There was an arbitration hearing on the last contract that finally got settled. Now we are right back into the swing of things in bargaining. The bargaining survey was put out. By early October, the Bargaining Team began meeting to develop proposals and strategy. The Bargaining Team met with AACPS Team for the first time in early November. The second meeting with AACPS Team was last week. All the TAAAC proposals have been submitted. The contract is a limited re-opener so only certain topics will be discussed including salaries, health insurance, the sub MOU, Blueprint and one other re-opener. We are looking to put together a subgroup to work on the Blueprint. AACPS Team has not come with their proposals. Dr. Bedell will be presenting the initial proposal for the Budget tonight. January 24, 2023, is the first public budget hearing for the Board of Education. The next Bargaining Session is set for January 11, 2023.

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Geoff Turk talked about the 10-Minute Meeting. If you get a chance to meet with your faculty before the holiday, the three things that need to be discussed are political action, bargaining and union leadership elections.

## **ELECTIONS**

Russell Leone, Nominations Co-Chair, reported that nominations closed last night.

Nancy Davidson, Nominations Co-Chair, reported that nominations for the election that will be held in February closed last night. The list of candidates will be available at the next Representative Assembly. At the January Representative Assembly, there will be speeches for the people running for Secretary-Treasurer and Board of Director seats. Additionally, we now have a vacancy on the current Board of Directors. That election will take place at the January Representative Assembly. A nomination form will be put on the website, and we will take additional names at the January meeting. There will be speeches and then a vote.

## **COMMITTEE REPORTS**

Government Relations - Brendan Maltese, Chairperson of the Government Relations Committee, reported that the Legislative Happy Hour will be at Level in Annapolis. We are inviting all delegates, senators, county council and Board of Education. Starting January 11, 2023, is when the Session for ninety days begins. We will be doing Monday night Lobby Nights. There is a form to sign up to attend the Happy Hour or be on the Legislative Team.

Minority Affairs and Human Relations Committee - Jorge Cordoba reported that the Minority Affairs Committee and the Human Relations Committee from TAAAC are inviting you to two events that are happening in January. The first event is the Anne Arundel County Martin Luther King Dinner on January 13, 2023. There are five seats available. The second event is the MSEA Martin Luther King, Jr. Summit on January 14, 2023. We plan to go to the Annapolis Pride Parade in June and also the Juneteenth Parade in June.

Community Involvement Committee - Kristina Korona stated that in addition to what Jorge Cordoba discussed, the Minority Affairs and Human Relations committee title is being changed to Racial and Social Justice committee. This committee will be working with the Community Involvement Committee to hold joint committee meetings. If you are interested with helping to plan and build community connections, the next meeting will be Thursday, January 5, 2023.

Credentials Committee - Robin Murray reported that there were 54 Representatives for a 31% and 47 Units for a 31%.

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Contract Action Team - Marlena Pearsell-Colleton, Chair of the Contract Action Team, stated that the team has been formed and you are more than welcome to join. We are meeting on Mondays at 7:00 p.m. The next meeting will be December 19, 2022. This committee is another arm or leg to fight for the Bargaining Team. We are working on organizing.

#### ANNOUNCEMENTS

President Disney-Bates announced that the next Representative Assembly will be held on Wednesday, January 11, 2023, at Arundel Middle School. Dr. Bedell will be coming to meet with Representatives at 5:00 p.m.

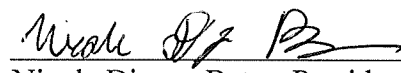
Kristina Korona announced that there will be an All-Member Forum tomorrow at 5:00 p.m. by Zoom. This is to look at survey results and talk about recruitment retention issues.

#### ADJOURNMENT

The meeting adjourned at 6:31 p.m.

Approved:

  
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Kristina Korona, Vice President

  
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Nicole Disney-Bates, President

Minutes approved at ARC meeting January 11, 2023  
\_\_\_\_\_  
(Date)