

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

MINUTES - Representative Assembly Meeting
Wednesday, February 8, 2023

CALL TO ORDER

The meeting was called to order by the President, Nicole Disney-Bates, at Annapolis High School, at 5:12 p.m.

Reading of Mission, Vision, and Land Acknowledgment - The Mission, Vision and the Land Acknowledgment were read by President Disney-Bates.

ADOPTION OF THE AGENDA

No quorum.

APPROVAL OF THE MINUTES

No quorum.

CONCERNS COMMITTEE

President Disney-Bates split the group up into elementary, middle, high and speciality sites for Concerns Committees.

BEST THING TO COME FROM YOUR FAC

President Disney-Bates asked Representatives to talk about what their Faculty Advisory Council has done this month and share with the group.

Mike Magee reported that TAAAC is hearing about push back from management of having UniServes or other TAAAC representatives present at FAC meetings. They are starting to claim that FAC's are simply for building level administration and TAAAC representatives should not be there to talk about union business. This contradicts what is in the contract and the FAC Handbook so don't accept it.

TRAINING ON A GRIEVANCE VS. A GRIPE

Scott Soares stated that a grievance is when management violates the contract. There are also grievances when your disciplined and you want to fight that. If you believe the contract has been violated, it is suggested to contact your UniServ Director or talk to someone that has dealt with

grievances before. The first thing to find out is how has this been handled before and what was the end result. If you have been given a directive, do what you were told and then grieve it later. The only time you cannot follow a directive from management is if it is illegal, immoral or unsafe. Past practice grievances have a pretty narrow definition of what they are. Normally they have to take place at one period of time usually over a couple years and a couple contracts. Both sides must be aware of it and acknowledge it. If you believe there is a violation of the contract for discipline, you have 15 days from the incident or when you should have known about the incident.

Mike Magee reported that we want to make sure all of our building representatives have the skills and knowledge so that they are able to process low level grievances. There is a form on the TAAAC website to fill out and submit and that starts the ticking time line. As folks get better at this, then you will work closer with UniServs and union representatives.

Scott Soares stated that TAAAC can put together a training on how to write a grievance.

Mike Magee divided the room and the representatives worked on two different scenarios to discuss if the scenarios are a grievance or a gripe.

ELECTIONS

Russell Leone reported that due to not having a quorum, we will not be able to hold our election for Secretary-Treasurer for the vacant seat. That election will be pushed until next month.

Mr. Leone announced a second vacancy on the Board of Directors. Nominations are now open for that position. That election will be conducted at the March Representative Assembly. That position will go to the end of July 2024.

Mr. Leone announced that nominations are open for the Credentials Committee.

Mr. Leone announced that the elections are currently going on for MSEA Treasurer position, MSEA Board seats, Delegates to the NEA and MSEA Conventions. In addition to that ballot, you also have local elections for Secretary-Treasurer and Board seats that are open. This election closes on February 17, at 5:00 p.m. People should have received their ballots in their personal email. Also, if you go to the TAAAC website as well as the MSEA website, there is a link so people can get to the ballot with their membership numbers which should have been sent out to building representatives. There is an incentive for schools that get the highest percentage of voters by category of elementary, middle, high, and special affiliate.

LOCAL

UniServ Update - Mike Magee reported that we have been getting a lot of member concerns and calls

on the topics of evaluations, observations and deadlines for non-renewals that are coming up. We are getting a lot of questions about these time lines. This is a good example of something building representatives can make themselves more knowledgeable. We have provided a bullet point quick handy guide for an evaluation checklist. Also, we are getting lots of calls on bullying principals. These often require collection action solutions. Another ongoing concern is student safety and teacher safety. The big issue this year is staffing, coverage, and Sub MOU continues to be a challenge.

MacArthur Middle and Lindale Middle received visits from Dr. Bedell to talk directly to teachers about school safety without building level administration in the room.

Mr. Magee reported that we have climate surveys at several schools. It goes to all the members and asks various things about working conditions. Then TAAAC takes that data and presents it to the administration.

Mr. Magee reported that the UniServ Directors have been working to develop and implement a Building Representative Development and Recruitment Plan. Part of the plan is to do skill-based trainings at Representative Assemblies and other venues so that you can do your job more effectively. We also want to make sure that every building has at least one building representative and that those representatives are active, coming to Representative Assemblies and to get their skills developed.

Mike Magee reported that Lobby Nights are on February 14 and February 21. These are nights where we are going to lawmakers at the county on the state level to lobby for the budget that is going to get you the COLA and step you deserve.

Mr. Magee reported that at the Budget Hearing with the school board last month, we had 26 members attend to provide testimony.

A question was asked whether we are concerned about Bedell and Pittman agreeing on the budget?

President Disney-Bates stated that we are worried because there is a pretty big decent gap between the two groups. Our message is by any means necessary to fund the budget.

Russell Leone stated that he is stating this as a building representative and a member and that he is very concerned at the turnout or lack thereof at County Council Town Halls. He asked what was the decision and position by the Board of Directors when there is a Town Hall going on at Severna Park and our leadership is here? He stated that he does not think he saw an official voice of TAAAC at any of the Town Halls. What was the decision of the Board and where was our Representation?

President Disney-Bates stated that she spoke with Steuart Pittman yesterday and he was very impressed with the amount of the turnout at the last Town Hall. He said that teachers were there in force. We were also at the Budget Hearing. As you can tell, we are very limited on the amount of resources.

To target our efforts was the goal. It may not have been the best goal and it may have not been the best decision, but it was a decision made by leadership to target only certain events. She encouraged everyone to attend the Budget Hearing tomorrow night and come to the Budget Hearing on February 13, on Zoom.

Brendan Maltese, Chairperson of the Government Relations Committee, stated that as a body we can specifically decide if we want to advocate for a certain type of revenue stream.

Negotiations Update - Mike Magee reported that we have had 5 bargaining sessions with AACPS since November. The next session will be this Friday. The two rejected was a proposal on FMLA and the other rejected was to reduce health insurance cost. We anticipate a proposal on sub coverage coming on Friday. They have told us directly that they are not going back to the previous world in which coverage would simply be compensated through Comp. time. We anticipate a proposal on colas and steps later this month. We know that Bedell's Budget has 6% and a step.

Contract Specialist - Blueprint Update - Scott Soares stated that a component of the Blueprint Law is the Career Ladder. He gave an update on what we know of the Career Ladder piece. For people working on their Master's Degree, they should continue. He stated that the goal is to go to the table and restructure all compensation so that we can be more competitive with other counties. We will be advocating for all from the beginning teacher all the way up. We have had one session. There will be more updates as we go along.

COMMITTEE REPORTS

Government Relations - Brendan Maltese, Chairperson of the Government Relations Committee, reported that tomorrow at Arundel High School, 6:00 p.m. is the last in-person County Budget Hearing. There is a virtual Budget Hearing on Monday. The Board of Education is passing their Budget on Wednesday next week. You can submit written testimony. Next Tuesday we have a meeting with Lisa Rodvien. The following Tuesday, we have a meeting with Nathan Volke. Mondays will be Lobby Nights from now until Spring Break.

Credentials Committee - Robin Murray reported that there are 51 Representatives for a 28%, and 47 Units for a 31%.

Contract Action Team - Marlena Pearsell-Colleton, Chairperson of the Contract Action Team, stated that CAT is designed to be another arm to support contract bargaining. If there is an issue that we can support, they ask CAT members to advocate. Look at the website to get an understanding of the committee. The meetings are on Zoom. The committee members came up with a strategy to write postcards. She encouraged all Representatives to write a postcard and we will get it to the correct person.

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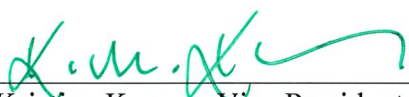
ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 7:00 p.m.

Approved:



Kristina Korona, Vice President



Nicole Disney-Bates, President

Minutes approved at ARC meeting March 8, 2023
(Date)