

## Summary of Actions of the 2017 RA

Item	Action	Assigned to	Status
<p><b>Bylaw Amendment 1</b> Article X, Section 1: Add a provision which states: Provide for recognition of MSEA caucuses, but only the representative assembly will be able to revoke the recognition.</p>	Adopted	Governance	<b>COMPLETE</b> Bylaws have been updated.
<p><b>NBI 17-01 Education of Equal Justice, Racial Justice, and Institutional Racism</b> MSEA will highlight, through an existing online communications tool, the concepts of equal justice under the law, racial justice, and institutional racism. MSEA will also promote curriculum such as the one created by the Teaching Tolerance organization titled: Teaching the New Jim Crow. Submitted by: Robin McNair, Prince George’s County Educators’ Association Seconded by: Danielle Lockett, Prince George’s County Educators’ Association</p>	Adopted	Tina Dove Adam Mendelson	
<p><b>NBI 17-02 MSEA will Provide Professional Development on Culturally Responsive Pedagogy</b> MSEA will offer professional development on Culturally Responsive Pedagogy and strategies to incorporate issues related to the concepts of equal justice and institutional racism. Submitted by: Robin McNair, Prince George’s County Educators’ Association Seconded by: Danielle Lockett, Prince George’s County Educators’ Association</p>	Adopted	Geraldine Duval	
<p><b>NBI 17-03</b></p>	Failed		
<p><b>NBI 17-04: Create a Coalition to Address the Impact of Student Trauma in the Learning Environment</b> MSEA shall create a coalition to work with existing trauma informed practitioners and other key education stakeholders to address major issues impacting students and educators in a learning environment relative to chronic absenteeism, behavior, and the achievement gap. This coalition shall work to promulgate necessary changes to state regulations by advocating for new</p>	Adopted	Governance	

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<p>regulations before the State Board of Education, working with local affiliates to introduce policies before local school boards, and/or introducing legislation during the upcoming legislative session. In addition, this campaign to address major issues identified should also be advocated for by MSEA to the new education funding commission. The improvements, at a minimum, should result in: Review existing trauma informed legislation and resolutions that have been passed in multiple states; a trauma informed approach to promoting pro-social and academically engaging behaviors; a set process for mental health services and a plan to make services more accessible; additional opportunities for social-emotional learning; and training for educators on trauma informed practices.</p> <p>Submitted by: Robert Hull, Prince George’s County Educators’ Association            Seconded by: Amity Pope, Prince George’s County Educators’ Association</p>			
<p><b>NBI 17-05: MSEA Support of the “Black Lives Matter” Idea and Movement</b></p> <p>The Maryland State Education Association affirms its support for the "Black Lives Matter" idea and movement. MSEA will support and engage in activities it deems constructive to changing the culture and assuring equal implementation of the law across all races and economic groups.</p> <p>Submitted by: Yvonne Baicich, Prince George’s County Educators’ Association            Seconded by: Jason Fahie, Howard County Education Association</p>	Adopted	Adam Mendelson	
<p><b>NBI 17-06: Develop Guidelines for Appropriate Law Enforcement Interactions in Public Schools</b></p> <p>MSEA will work with NEA to create guidelines for appropriate interactions of law enforcement in public schools. These interactions should promote and support educationally centered environments that do not disrupt teaching and learning.</p>	Adopted	Kristy Anderson Melanie Kozlowski	

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<p>Submitted by: Amity Pope, Prince George's County Educators' Association                      Seconded by: Donna Christy, Prince George's County Educators' Association</p>			
<p><b>NBI 17-07: Legislative Support for Community Schools</b>                      MSEA will advocate for legislation supporting the implementation of a Community Schools model that includes a community schools coordinator for supports such as restorative practices, cultural competency curriculum, wrap around services, distributed leadership, family &amp; community engagement and improved assessments that help teachers teach.                      Submitted by: Amity Pope, Prince George's County Educators' Association                      Seconded by: Robert Hull, Prince George's County Educators' Association</p>	Adopted	Sean Johnson	
<p><b>NBI 17-08</b></p>	Failed		
<p><b>NBI 17-09: DACA</b>                      MSEA will share resources with members to promote and encourage advocacy for the passage of a clean version of the DREAM Act of 2017, which gives DACA recipients and Dreamers the certainty and permanent protections they deserve. Resources will be shared through existing communications.                      Submitted by: MSEA Board of Directors</p>	Adopted	Adam Mendelson	
<p><b>NBI 17-10: MSEA Grant to Subsidize Cost of Mediation, Arbitration, etc. (Referred to Committee)</b>                      MSEA will establish a grant program to subsidize costs incurred by locals for mediation, arbitration, etc. as related to enforcing negotiated agreements and furthering negotiations to impasse; based inversely upon the number of members of the local Association. The grant program shall include requirements for subsidies that include the potential effect of the arbitration/impasse on members or negotiated agreements and/or the potential effect on other locals in the state; the financial situation of the local</p>	Referred to the Budget Committee	Budget Committee	

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<p>requesting aid, (including financial reserves; dues structure, amount and number of dues increases in the last 5 years; current budget/expenditures; etc.), the number of times that the local has gone to arbitration or impasse within the last 5 years; and the amount of subsidy shall be no more than 50% of the local's share being requested. Other requirements for subsidies shall be made by a work group of representatives of large and small locals, teacher, ESP and combined locals and approved by the MSEA Board of Directors. Requirements for the program shall be completed by June 2018. Maximum paid out through the grant shall be capped at \$50,000 per year. Submitted by: Cynthia Poper, Harford County Educational Services Council Seconded by: Helen Wilkerson, Secretaries and Administrative Assistants of Anne Arundel County</p>			
<b>NB17-11</b>	Withdrawn		
<p><b>NB1 17-12: Creation of a Statewide Recess Policy</b> The MSEA President shall write a letter to urge the Maryland State Department of Education to create a statewide recess policy for students in grades Kindergarten through 8th grade that states students will have recess or unstructured play time each school day. Submitted by: Veronica Golden, Education Association of Charles County Seconded by: Kathleen Johnson, Teachers Association of Anne Arundel County</p>	Adopted	Betty Weller	<p><b>COMPLETE</b> A letter was sent to Dr. Salmon, state superintendent, on October 26, 2017. <a href="#">Click here</a> for the letter.</p>
<p><b>NBI 17-13: Develop Cultural Proficiency and Implicit Bias Curriculum</b> MSEA will highlight, through an existing online communications tool, the concepts of cultural proficiency and implicit bias. MSEA will also create and promote a comprehensive cultural proficiency and implicit bias awareness curriculum to be first piloted by the MSEA Board of Directors and then to MSEA's local affiliates. Submitted by: Matthew Vaughn-Smith, Howard County</p>	Adopted	Melanie Kozlowski Tina Dove	

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Education Association Seconded by: Erika Strauss-Chavarria, Howard County Education Association			
<p><b>NBI 17-14: Support and Lobby Ban on Divulging Criminal Records on College Applications</b>                      MSEA will support and lobby for legislation that prohibits institutions of higher education from using information about the criminal history of applicants on admission applications or automatically or unreasonably restricting a student’s admission based on such information.                      Submitted by: Matthew Vaughn-Smith, Howard County Education Association                      Seconded by: Erika Strauss-Chavarria, Howard County Education Association</p>	Adopted	Sean Johnson	
<p><b>NBI 17-15: Draft and Support Legislation to Require Cultural Proficiency Coursework</b>                      MSEA will work with our representatives and allies on the Professional Standards and Teacher Education Board, as well as the Maryland State Department of Education, to advocate for the adoption of equity and cultural proficiency coursework as a requirement for pre-service teachers to become certified. The coursework should include, but is not limited to, deconstructing equity, cultural awareness training, and self-work/evaluation.                      Submitted by: Matthew Vaughn-Smith, Howard County Education Association                      Seconded by: Erika Strauss-Chavarria, Howard County Education Association</p>	Adopted	Sean Johnson	
<p><b>NBI 17-16 Binding Arbitration for Certificated Employees</b>                      The MSEA Representative Assembly calls on local leaders and members of the association to use organizing, bargaining, and legislative strategies to advocate for legislation guaranteeing binding arbitration for all certificated employees in cases of suspension and</p>	Adopted	Sean Johnson Kristy Anderson	

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<p>termination. Further, MSEA will prioritize passage of legislation guaranteeing the right to select binding arbitration for all certificated employees in cases of suspension and termination. To maximize the potential of passing this important legislation, MSEA will elicit support of coalition partners, supportive community groups and education friendly legislators. MSEA will also seek strategic testimony from members, affected educators, local presidents, community leaders and union leaders.</p> <p>Submitted by: Ryan Burbey, Harford County Education Association                      Seconded by: Andrew Burke, Talbot County Education Association</p>			
<p><b>NBI 17-17: NEA Primary Endorsement Process</b>                      MSEA shall send a letter to the NEA president and NEA board of directors urging them to establish policies which preclude endorsements in presidential primaries and which ensure that no presidential endorsements are made without a vote of the full NEA RA.</p> <p>Submitted by: Ryan Burbey, Harford County Education Association                      Seconded by: Andrew Burke, Talbot County Education Association</p>	Adopted	Betty Weller	<p><b>COMPLETE</b>                      A letter was sent to Lily Eskelsen Garcia and the NEA Board of Directors on October 26, 2017. <a href="#">Click here</a> for the letter.</p>
<p><b>NBI 17-18: Paid Child Rearing and Family Sick Leave</b>                      The MSEA Representative Assembly calls on local leaders and members of the association to use organizing, bargaining, and legislative strategies to advocate for paid child-rearing leave which includes a new or adopted child, and paid family sick leave to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, siblings, or spouse. Further, MSEA will prioritize passage of legislation guaranteeing paid Child Rearing and Family Sick Leave for all Marylanders. To maximize the potential of passing this important legislation, MSEA will elicit support of coalition partners, supportive</p>	Adopted	Sean Johnson	

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<p>community groups and education friendly legislators. MSEA will also seek strategic testimony from members, local presidents, community leaders and union leaders. Submitted by: Ryan Burbey, Harford County Education Association Seconded by: Andrew Burke, Talbot County Education Association</p>			
<b>NBI 17-19</b>	Failed		
<b>NBI 17-20</b>	Ruled out of order		
<p><b>NBI 17-21: Committee to Review and Recommend Changes to Grant Program (Passed)</b> MSEA will convene a committee to examine the MSEA Grant Program. The committee will examine the current grant program, seeking to improve equity and efficiency. The committee shall make recommendations to the MSEA Board of Directors for action. The committee shall meet at least 4 times between January 1, 2018 and May 1, 2018. To reduce costs these meetings may occur via conference call. Additional meetings may be scheduled if requested by a majority of the committee. The MSEA Board of Directors shall act on the recommendations of the committee before July 1, 2018 and shall report their actions to the 2018 MSEA Representative Assembly during the first session before the deadline for submission of new business items. Local presidents shall receive the committee recommendations no later than August 1, 2018. Submitted by: Ryan Burbey, Harford County Education Association Seconded by: Andrew Burke, Talbot County Education Association</p>	Adopted	Governance	
<p><b>NBI 17-22: New Employee Processing Meetings</b> MSEA will develop a bargaining and legislative strategy to guarantee that local associations, serving in their capacity as the recognized exclusive bargaining representative, shall have mandatory access during new</p>	Adopted	Sean Johnson Cathy Perry	

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<p>employee processing, as well as contact and demographic information about those employees. Submitted by: Gary Brennan, Frederick County Teachers Association Seconded by: Melissa Dirks, Frederick County Teachers Association</p>			
<p><b>NBI 17-23</b></p>	Failed		
<p><b>NBI 17-24: Increase Funding for Special Education</b> MSEA will bring together coalition partners including parents, advocacy groups, and educators and will collaboratively create legislative initiatives to increase funding for special education. Submitted by: Robin Szymanski, Carroll County Education Association Seconded by: Emily Cramer, Carroll County Education Association</p>	Adopted	Sean Johnson	
<p><b>NBI 17-25: Support Task Force Recommendations on Dyslexia Education</b> MSEA will support the results of the Governor’s Task Force on the Implementation of a Dyslexia Education Program, and the resulting proposed pilot program for struggling readers, by lobbying the legislature to create and fund the pilot program. Submitted by: Robin Szymanski, Carroll County Education Association Seconded by: Emily Cramer, Carroll County Education Association</p>	Adopted	Sean Johnson	
<p><b>NBI 17-26: Restorative Practices Training</b> MSEA will ensure that any Restorative Justice trainings provided by MSEA to members will have the following requirements: 1) Trainings will be led by trained practioners and trainers of Restorative Practices who currently and consistently conduct Peace Circles with youth and/or implement Restorative Practices in a classroom setting.</p>	Adopted	Cathy Perry	



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<p>2) Peace Circle trainings will be no less than 4 consecutive full days</p> <p>3) Peace Circle trainings will be consistent with trainings provided by NEA</p> <p>Submitted by: Robin McNair, Prince George's County Educators' Association</p> <p>Seconded by: Ryan Burbey, Harford County Education Association</p>			
<p><b>NBI 17-27: Support Harriet Tubman on \$20 Bill</b></p> <p>MSEA's President and Board of Directors will send a letter, in complete support of Harriet Tubman's placement on the \$20 (twenty dollar) bill, to the United States Department of Treasury.</p> <p>Submitted by: La' Shore E. Redmond, Prince George's County Educators' Association</p> <p>Seconded by: Antionette Brooks, Prince George's County Educators' Association</p>	Adopted	Betty Weller	<p><b>COMPLETE</b></p> <p>A letter was sent to Secretary Mnuchin on October 26, 2017. <a href="#">Click here</a> for the letter.</p>