

## Summary of Actions of the 2018 RA

Item	Action	Assigned to	Status
<b>Bylaw Amendment 1</b> Article IV-Membership Section 1. Classes Replaces the word “Student” with the term “Aspiring Educator” when referring to student members.	Adopted	Governance	<b>COMPLETED</b> Bylaws have been updated.
<b>Approval of the MSEA Review Board</b>	Approved	Kristy Anderson	<b>COMPLETED</b> List has been updated; members have been notified.
<b>Resolutions</b>	Adopted, as amended.	Cathy Perry	<b>COMPLETED</b> Resolutions document has been updated.
<b>Adoption of Rules</b>	Adopted, as modified.	Damon Felton	<b>COMPLETED</b> Rules have been updated.
<b>Endorsement for Trustee to the Maryland State Retirement and Pension System Board</b>	Endorsed Kenneth Haines.	N/A	
<b>Adoption of the Guidelines for Nominations and Credentials</b>	Adopted	Kristy Anderson	<b>COMPLETED</b> Guidelines for Nominations and Credentials have been updated.
<b>Adoption of the 2019-2022 Legislative Program</b>	Adopted, as amended.	Sean Johnson	<b>COMPLETED</b> The legislative program has been updated.
<b>Election of Crisis Fund Trustee</b>	Iris Harris was elected to another term.	Sarah Wilkerson	<b>COMPLETED</b> Iris Harris will continue as a Crisis Fund Trustee; documents have been updated.
<b>NBI 18-01</b>	Withdrawn		
<b>NBI 18-02 MSEA will urge MSDE to create a restorative justice practices state coordinator.</b> The MSEA President shall write a letter to urge the Maryland State Department of Education (MSDE) to create a Restorative Justice Practices (RJP) State Coordinator. The letter shall contain the following criteria: <ul style="list-style-type: none"> <li>• Someone who has served as a restorative justice coordinator in a school district</li> <li>• Someone with certification in restorative justice</li> </ul>	Adopted	Governance	<b>COMPLETED</b> <a href="#">Click here</a> for the letter sent by President Bost on October 31, 2018. <b>January Update:</b> <a href="#">Click here</a> for the response from MSDE.

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<ul style="list-style-type: none"> <li>• Someone with a minimum 2 years of practitioner experience in keeping circle with youth and adults.</li> <li>• Someone who is well-versed with knowledge and skills in racial justice and trauma-informed instruction.</li> <li>• Someone who is trained in circle process modeled after indigenous traditions and values.</li> <li>• Someone who is a nationally certified circle facilitator and restorative justice practitioner and is also licensed to train others to be certified trainers of restorative justice and restorative justice practices.</li> </ul> <p>Submitted by: Amity Pope, Prince George’s County Educators’ Association            Seconded by: Robert Tucker, Harford County Education Association</p>			
<b>NBI 18-03</b>	Withdrawn		
<b>NBI 18-04</b>	Ruled out of Order		
<p><b>NBI 18-05: Assessing the Efficacy of the Charlotte Danielson Evaluation Model</b>            The Maryland State Education Association will contact its locals to gather their information, opinions, and conclusions regarding the efficacy of the Charlotte Danielson model to evaluate teachers. The MSEA Board of Directors will review this information and, together with local associations, decide how this information can be used to benefit members.            Submitted by: Yvonne Baicich, Prince George’s County Educators’ Association            Seconded by: Michele Clarke, Prince George’s County Educators’ Association</p>	Adopted	Stephen Hershkowitz Geraldine Duval	<p><b>January update:</b> No update  <b>March update:</b> No update  <b>June update:</b> The survey has been developed and sent out to locals. We have received 13 responses to date. We will continue to solicit responses and compile and share the information as directed by the NBI.</p>
<b>NBI 18-06</b>	Failed		
<b>NBI 18-07: Creation and Promotion of a Public Service Video</b>	Adopted	Adam Mendelson	<p><b>January update:</b> No update.  <b>March update:</b> We captured a large amount of footage at</p>

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<p>MSEA shall create a plan and budget for future the creation of a promotional public service video to outline the positive impact of the association on educator and public education in the state of Maryland to highlight the benefits of membership.</p> <p>Submitted by: Linda McLaughlin, Education Association of Charles County</p> <p>Seconded by: Sean Heyl, Education Association of Charles County</p>			<p>the March for Our Schools that could be incorporated within this video. We will begin reaching out to production companies and planning and shooting this video in the coming months.</p> <p><b>June update:</b> We have shot the video and are in the final stages of editing. We anticipate having the video in hand and ready to distribute by late July.</p>
<p><b>NBI 18-08: MSEA will recognize the month of October as LGBTQ History Month</b></p> <p>MSEA will recognize the month of October as LGBTQ History Month. MSEA will further advocate that the state of Maryland government recognize the month of October as LGBTQ History Month.</p> <p>Submitted by: Matthew Weisberg, Montgomery County Education Association</p> <p>Seconded by: Jose Rodriguez, Montgomery County Education Association</p>	Adopted	Adam Mendelson Sean Johnson	<p><b>January update:</b> We plan to communicate this recognition more broadly through our MSEA communications channels in the fall of 2019.</p> <p><b>March update:</b> We reached out to LGBTQ coalition partners to discuss sending a joint letter to the governor/his designee to request this recognition. In light of the General Assembly session, we did not receive a response or finalize this plan of action and will follow up in the spring. No bill was introduced to accomplish this via legislation.</p>
<p><b>NBI 18-09: Recognize and Advocate the Second Monday in October as Indigenous Peoples' Day</b></p> <p>MSEA will recognize the second Monday in October as Indigenous Peoples' Day. MSEA will further advocate that the state of Maryland officially recognize the second Monday in October as Indigenous Peoples' Day instead of the current designation of Columbus Day.</p> <p>Submitted by: Matthew Weisberg, Montgomery County Education Association</p> <p>Seconded by: Jose Rodriguez, Montgomery County Education Association</p>	Adopted	Adam Mendelson Sean Johnson	<p><b>January update:</b> We plan to communicate this recognition more broadly through our MSEA communications channels in the fall of 2019. HB 1083 has been introduced to accomplish this NBI via legislation. As of this update, it does not have a hearing scheduled. It will be scheduled before March 18, 2019.</p> <p><b>March update:</b> HB 1083 was withdrawn and no action was taken on this issue legislatively in the 2019 session.</p>
<p><b>NBI 18-10: Creation of a Coalition to Engage in Professional Development for Critical Race Theory</b></p> <p>MSEA shall work with existing educational experts in the field of Critical Race Theory (CRT) to provide a professional development session, lead by CRT educational experts, for members at the Summer Leadership Conference in 2019.</p> <p>Submitted by: Amity Pope, Prince George's Educators' Association</p>	Adopted	Cathy Perry Geraldine Duval	<p><b>COMPLETED</b></p> <p><b>January 2019:</b> Investigated a few different educational experts that could deliver this work. Met with governance to explore the different areas of CRT that would benefit the members of the association. Determined how to meet this need at the SLC Conference to ensure a balance between theory and practice</p> <p><b>March update:</b> No update.</p>

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Seconded by: Emily Cramer, Carroll County Education Association			<b>June update:</b> To properly address this NBI, MSEA will be hosting a Conference in December and one of the main topics will be Critical Race Theory (CRT).
<b>NB18-11</b>	Failed		
<p><b>NB1 18-12: MSEA to Provide Racial Justice in Education Trainings</b>  MSEA will provide four Racial Justice in Education trainings to its members to address deep underlying issues on race and how the lack of racial justice results in inequitable opportunities and outcomes for our students. This training will be done regionally, one training in each of the following: western region, southern region, northern region, and eastern region. Training to be facilitated by a nationally recognized organization or individuals known for race training such as: Terry Jess and Lukas Michener (SEA), Pamela Purdie of CJYI, Joy DeGruy, Teaching for Change (DC), NEA’s Why We Care, SEED, etc.  Submitted by: Robin McNair, Prince George’s County Educators’ Association  Seconded by: Erika Strauss Chavarria, Howard County Education Association</p>	Adopted	Cathy Perry Melanie Kozlowski	<p><b>January update:</b> Training will be facilitated by the NEA HCR department with Hilario Benzon &amp; Donna Flemming taking the lead; planning and 4 delivery sessions have been identified: May 4 –West, July 15 – East, August 12 – North, Sept 14 - South; tentative locations and staff &amp; member trainers are currently being confirmed.  <b>March Update:</b> Training dates and locations were confirmed; member registration began on March 22; training team held in-person meetings and conference calls to finalize scope, sequence, content, activities and presenter responsibilities for the workshops.  <b>June Update:</b> Training has been conducted in the West and East. Although attendance has been low (West 6 members; East 14 members), feedback at these sites has been very positive. The forthcoming North and South trainings have a higher registration.</p>
<p><b>NBI 18-13: MSEA to Lobby Change to the Whistleblower Act</b>  MSEA will lobby to remove the current requirement from the Maryland Public School Whistleblower Act that requires “A public school employee shall exhaust any administrative remedies before instituting a civil action.”  Submitted by: Susan Loftus, Montgomery County Education Association  Seconded by: Claire Dussault, Montgomery County Education Association</p>	Adopted	Sean Johnson	<b>COMPLETED</b> Added to the Legislative Program by the RA.
<p><b>NBI 18-14: Early Career Educator Task Force</b>  MSEA will form an Early Career Educator (ECE) task force of educators within years one through ten. The task force will organize members by engaging them in issues important to them, students, and the community. The task force will also support members with professional</p>	Adopted	Governance Staff: TBD	<b>January Update:</b> The MSEA adopted the charges for the task force. Task force members will be recommended to the Board at its February meeting.

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<p>development pertinent to their members. This task force will be a special task force for one-year and the board or president will then decide appropriate placement. Submitted by: Mercedes Barbosa, Montgomery County Education Association Seconded by: Michelle Eirhart, Montgomery County Education Association</p>			
<p><b>NBI 18-15: MSEA will endorse Black Lives Matter School Week of Action 2019</b> MSEA will endorse the Black Lives Matter (BLM) School Week of Action 2019, specifically calling for efforts to demonstrate support for the demands of the BLM Week of Action at School: (1) Ending zero-tolerance policies and replacing them with restorative justice practices; (2) Hiring and mentoring black educators; (3) Mandating that ethnic studies be taught in preK-12 schools in age-appropriate ways; and (4) Fund counselors not cops. MSEA will support efforts by individual members or local associations by providing financial support through 10 total grants in the amount of \$500 each. Grant application process and selection of awardees will be determined by the MSEA Board of Directors. In addition, MSEA will promote events and curriculum/resources using existing communication resources. Submitted by: MSEA Board of Directors</p>	Adopted	Governance	<p><b>COMPLETED</b> <b>January Update:</b> The MSEA Board of Directors solicited applications for MSEA Black Lives Matter in School Week of Action grants. Eight grant applications were received and six were approved by the MSEA Board of Directors at its January meeting.</p>
<p><b>NBI 18-16 MSEA to Lobby to Repeal Laws Prohibiting Negotiations on Class Size.</b> The RA authorizes MSEA to lobby the Maryland General Assembly to remove class size from the list of illegal collective bargaining subjects. Submitted by: Mark Naydan, Prince George’s Educators’ Association Seconded by: Michele Clarke, Prince George’s Educators’ Association</p>	Adopted	Sean Johnson	<p><b>COMPLETED</b> Added to the Legislative Program by the RA.</p>
<p><b>NBI 18-17: MSEA will Conduct a Study to Gain More Information on Maryland Infant and Toddler Programs</b> MSEA will conduct a study of the Maryland Infants and</p>	Adopted	Stephen Hershkowitz Geraldine Duval	<p><b>January 2019:</b> Met with the makers of the NBI to determine needs and focus of the study. Gathered a list of potential members that work with infants and toddlers to participate. Arranged a follow-up meeting to begin</p>

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<p>Toddlers Program. The study will focus on current staffing levels, the relationship between the interagencies, and compliance data on timelines for service delivery and other mandated timelines. The results of the study will be shared with the MSEA Board of Directors, which will utilize the study to develop strategies to implement the program with fidelity. Submitted by: Nikki Woodward, Montgomery County Education Association Seconded by: Katherine Ross-Keller, Montgomery County Education Association</p>			<p>designing a questionnaire survey for the study. <b>March 2019:</b> Worked collaboratively with the two makers of the NBI to identify the focus for the survey. We finalized the core focus of the questionnaire, as well as, finalized the targeted categories to develop questions banks.</p> <p>Worked collaboratively with the two makers of the NBI to develop questions for the survey. We drafted a survey instrument to fulfill the intent of the NBI. The draft survey will be reviewed next quarter and shared and tested with a pilot Maryland Infants and Toddlers group in the third quarter of 2019. <b>June 2019:</b> The survey instrument has been finalized and will be sent in August 2019 to the Maryland Infants and Toddlers group. We will solicit responses and compile and share the information as directed by the NBI.</p>
<p><b>NBI 18-18: MSEA will Write to MSDE to Address the Critical Shortage of Teachers of the Visually Impaired</b> MSEA will write a letter to MSDE urging them to develop a plan to address the critical shortage of teachers of students who are visually impaired by developing and implementing a national recruitment campaign to increase the availability of teachers of students who are visually impaired. Submitted by: Nikki Woodward, Montgomery County Education Association Seconded by: Katherine Ross-Keller, Montgomery County Education Association</p>	Adopted	Governance	<p><b>COMPLETED</b> <a href="#">Click here</a> for the letter sent by President Bost on October 31, 2018. <b>January Update:</b> <a href="#">Click here</a> for the response from MSDE.</p>