

## 2023 MSEA RA Summary Final Report

Item	Action	Assigned to	Status
<p><b>Bylaw Amendment 1</b> Amends Article X. Section 2. Board of Directors to add new language: In the event that a member of the Board of Directors elected to fill a regional seat fails to maintain membership within a local association of that region, the Board shall declare the regional seat vacant. The regional seat shall be filled through a special election or by the Representative Assembly meeting, whichever may be completed in the most timely manner.</p>	Adopted.	Kristy Anderson	<b>COMPLETED</b>
<p><b>Resolutions</b></p>	Adopted, as amended.	Patti Mullins	<b>COMPLETED</b> MSEA Resolutions have been updated to reflect changes.
<p><b>Adoption of Rules</b></p>	Adopted, as amended.	Damon Felton	<b>COMPLETED</b>
<p><b>Adoption of the Guidelines for Nominations and Credentials</b></p>	Adopted, as amended.	Kristy Anderson	<b>COMPLETED</b>
<p><b>Election of Crisis Fund Trustee</b></p>	One member elected.	Sarah Wilkerson	<b>COMPLETED</b> Lori Hrinko, 2023-2026
<p><b>NBI 23-01: MSEA Support for Librarians/Library Media Specialist</b> The MSEA president will write a letter to each board of education, including the local superintendent, supporting public school librarians/library media specialists and their rights outlined in the American Library Bill of Rights. In the event of a reported book challenge, the MSEA president will write a letter of support to the local superintendent and relevant board of education in accordance with the American Library Bill of Rights that states libraries are a forum for information and ideas and support diverse opinions and viewpoints.</p> <p>Submitted by: Heather Hartman-Jansen, Charles County</p>	Adopted	Cheryl Bost Maura Taylor	<p><b>January Update:</b> MSEA continues to lobby the Maryland General Assembly to pass HB785/SB738: <a href="#">Freedom to Read Act</a>. The Freedom to Read Act establishes standards that prohibit the exclusion of materials because of origin, background, or views of the individual who created the material and that materials may not be excluded or removed from the catalogue of a school library media program because of partisan, ideological, or religious disapproval. It also establishes protections for library staff</p> <p><b>June Update:</b> The Freedom to Read Act passed the General Assembly and was signed into law by Governor Moore in April 2024.</p> <p><b>September Update:</b> Given the passage of the legislation and previous MSEA positions, MSEA will continue to support locals with concerns that arise regarding compliance with the statute. MSEA was commended by the <a href="#">American Association of School Librarians</a> for its</p>

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<p><b>NBI 23-02: MSEA to Establish a Statewide ESP Workgroup</b>  MSEA will take the lead in forming a workgroup to study the wages of Education Support Professionals. The workgroup will minimally consist of invitations to:</p> <ol style="list-style-type: none"> <li>1. The President of MSEA, or the President’s designee</li> <li>2. The President of SEIU Local 500, or the President’s designee</li> <li>3. The President of AFSCME Local 2250, or the President’s designee</li> <li>4. The President of AFT-Maryland, or the President’s designee</li> <li>5. Other members of the above organizations, deemed necessary by the workgroup</li> </ol> <p>The workgroup shall examine data and findings which may include:</p> <ol style="list-style-type: none"> <li>1. The percentage of education support professionals earning a living wage in the state ;</li> <li>2. The number of education support professionals employed by the state, or local school systems, or as a contractor and whether they are full-time or part-time;</li> <li>3. The number of hours required to work, according to the policies of each jurisdiction, to be considered a full time employee;</li> <li>4. A complete list of education support professional classifications, job titles, and job descriptions by jurisdiction;</li> <li>5. The average hourly wage of education support professionals in the state and by jurisdiction;</li> <li>6. An analysis of wage scales for education support professionals; and,</li> <li>7. The number of education support professional vacancies in the state, by jurisdiction.</li> </ol> <p>The workgroup shall submit a report of its findings and make recommendations for the following.</p> <ol style="list-style-type: none"> <li>1. How best to standardize job classifications, titles</li> </ol>	<p>Adopted</p>	<p>Joshua Ardison  Paula Voelker  Samantha Zwerling</p>	<p>advocacy for the Freedom to Read Act.</p> <p><b>January Update:</b> The MSEA Board of Directors approved appointments to the ESP workgroup at its January meeting. Planning meetings have been scheduled.</p> <p><b>September Update:</b> The workgroup was comprised on the following stakeholders:</p> <ul style="list-style-type: none"> <li>• AFSCME 2250 local president and local executive director</li> <li>• AFSCME Council 3 field representative and ESP member</li> <li>• AFT-MD officer representative, ESP member, and lobbyist</li> <li>• BTU president and ESP member</li> <li>• SEIU Local 500 president and executive director</li> <li>• MSEA president</li> <li>• MSEA CAESS ESP member</li> <li>• MSEA ESPBC ESP member</li> <li>• MSEA HowardCEA member</li> <li>• MSEA WCESPA member</li> <li>• MSEA Center for Organizing and Advocacy researcher</li> <li>• MSEA Center for Organizing and Advocacy ESP organizer</li> <li>• MSEA Center for Organizing and Advocacy field manager</li> <li>• SEA Center for Public Affairs lobbyist</li> <li>• MSEA Center for Public Affairs government relations manager</li> </ul> <p>The workgroup meetings took place on the following dates to review ESP wage data and develop recommendations.</p> <ul style="list-style-type: none"> <li>• Wednesday, June 5</li> <li>• Thursday, June 27</li> <li>• Wednesday, July 14</li> <li>• Thursday, September 12</li> </ul>

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<p>and job descriptions across the state that are determined to be education support professionals;</p> <ol style="list-style-type: none"> <li>2. The best methodology for establishing a living wage standard at the state, regional, or jurisdictional level;</li> <li>3. Sample wage scales for education support professionals to be used during collective bargaining by local associations;</li> <li>4. A minimum starting salary, across the state, by jurisdiction, for education support professionals; and,</li> <li>5. Potential legislation that supports education support professionals and the ESP Bill of Rights.</li> </ol> <p>Submitted by: Cindy Poper, Harford County</p>			<p>More details about the workgroup meetings, staff support meetings, methodologies, and specific recommendations can be found in the <a href="#">official report</a> and <a href="#">attachments</a>.</p>
<p><b>NBI 23-03: Establish an MSEA Election Task Force</b>  MSEA will create a special task force with the purpose of examining the effectiveness of MSEA election practices. The task force shall examine data on voter turnout, compare MSEA’s data with other state affiliate data, and make recommendations to both the MSEA Nominations and Credentials and the MSEA Bylaws and Rules committees as well as the MSEA Board of Directors for potential changes based on their findings.</p> <p>Submitted by: Jacob Zebley, Harford County</p>	Adopted	Kristy Anderson	<p><b>January Update:</b> The MSEA Board of Directors will receive recommendations at its February meeting.</p> <p><b>March Update:</b> The MSEA Board appointed members of the task force.</p> <p><b>September Update:</b> The task force met several times to study MSEA election data. The <a href="#">final report</a> is attached.</p>
<b>NBI 23-04</b>	Withdrawn		