

MSEA BUDGET COMMITTEE
REPORT TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings
1/20/2024; 2/06/2024; 2/28/2024; and 3/14/2024

- Charges**
1. Oversee association budget development for the purpose of ensuring continued financial stability and cost effective delivery of services and programs to members.
 2. Review a plan to solicit input from members, committee chairs, and staff prior to developing the proposed two-year budget.
 3. Review and modify the association's budget, in alignment with MSEA's strategic priorities in order to submit a proposed two-year budget to the MSEA Board of Directors by their March scheduled meeting.
 4. Oversee a mid-two-year budget review in order to advise the MSEA Board on any potential adjustments.

Accomplishments

Charge 1:
The Budget Committee met periodically to prepare and submit a balanced budget to the RA that ensures the continued financial stability of MSEA.

Charge 2:
Input was solicited from members (via online link), committee chairs, and staff throughout the budget process. Budget proposals were received from and presented by the managers of each of the MSEA departments to the budget committee.

Charge 3:
A balanced budget was presented to the MSEA Board at their March meeting for consideration and recommendation to the Spring RA.

Charge 4:
The budget committee met during FY 24 and will meet periodically during FY 25 and FY 26 to review the budget. If there are any adjustments required, they will be brought to the MSEA Board for their consideration.

Challenges
The largest challenge faced by the budget committee was balancing the budget to address staff required for programmatic needs while predicting membership growth.

Chair	Colleen Morris
Board Liaison	Ronnie Beard, Ivory Smith, and Tanya Martin
Staff Liaison	Sarah Wilkerson

MSEA BYLAWS AND RULES COMMITTEE REPORT
TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

August 5, 2024

Charges

1. Receive, prepare, and introduce to the MSEA Representative Assembly proposed bylaw amendments for consideration, in accordance with current MSEA Bylaws.
2. Review and present to the delegates the Rules of Order for the MSEA Representative Assembly, including any recommended amendments.
3. Design and carry out a plan to provide support throughout the year and during the MSEA Representative Assembly to members and delegates wishing to advance an amendment, including notification of appropriate deadlines.

Accomplishments

Committee members reviewed, discussed, and approved Proposed Bylaw Amendments #1 through #4 and reviewed the 2024 MSEA Convention Rules. A bylaws proposal template and an example of a proposal created by the Committee can be found on the MSEA Convention section of MSEA's website. The Bylaws Committee urges members to use the bylaws proposal template, and the example of a proposal created by the Committee to assist them when submitting proposed bylaw amendments in accordance with MSEA Bylaws.

Challenges

None

Chair	Nancy Gordon, Peter Singleton
Board Liaison	Ronnie Beard
Staff Liaison	Damon Felton

MSEA CONVENTION ARRANGEMENTS COMMITTEE REPORT
TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

10/20-21/23, 11/15/23, 4/13/24, 7/24/24

Charges

Plan for the regular annual and any special meetings of the MSEA Representative Assembly, including input into the venue, events, and logistics, and its attendant convention activities and social activities.

Accomplishments

Overall, we had very strong results at the 2023 MSEA Convention. The overall rating from delegates for the convention was a 4.39 out of 5, an increase over last year, our highest rated convention since 2019, and our fourth-highest rated as far back as we have data (2008). This year also saw all-time highs for PAC donations—finally breaking the \$50,000 threshold that we had been targeting for years—and for average PAC donation per delegate, which for the first time broke the \$100 barrier. We also saw improvements in delegates’ ratings of delegate registration, the President’s Reception, and the visibility of RA business and stage on screen. Logistics generally went smoothly, with some operational items that we identified on the back end that we want to improve for next year, but which based on delegate evaluations did not seem to impact the delegate experience overall. Based on their feedback, delegates enjoyed Gov. Moore’s visit, the energy and camaraderie of the RA, the efficiency of the agenda, and the student panel as their top highlights.

We saw an improvement in delegate attendance this year after several years of decline, though we are still far off from our pre-pandemic attendance numbers. The usage of the convention app also declined, to the point where we will examine the cost/benefit analysis of providing an app in the future versus providing digital means of accessing the information contained on the app on the MSEA website or elsewhere. The Little Free Library area was highly successful and ran smoothly; it was a good model for an activity outside the RA Hall to engage delegates in a meaningful and fun way. The lack of Wi-Fi continued to be a frustration point for some delegates but unfortunately continues to be something we can do nothing about since the convention center’s infrastructure cannot handle the Wi-Fi needs of a group our size.

The 2024 Spring RA went well, with the passage of MSEA’s next two-year budget and a recommendation made for the state’s competitive Senate race this fall. We implemented a new process for pre-event delegate registration, working with the locals and limiting the need for delegates to individually log on to Cvent. This process seemed to work well with many fewer issues needing resolution for delegates on the day of the event.

Planning for the 2024 Fall RA has gone well thus far and will be back to the familiar confines of Hall A in the Ocean City Convention Center.

Chair	Linda Shackelford
Board Liaison	Russell Leone
Staff Liaison	Adam Mendelson

MSEA EARLY CAREER EDUCATOR COMMITTEE REPORT TO
THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings
9/5/23, 10/3/23, 11/7/23, 12/5/23, 1/18/24 (In person), 2/6/24, 3/5/24, 4/9/24 (Panel Prep), 5/7/24. 6/20/24 (In person)

Charges	Alignment to Strategic Objective
<ol style="list-style-type: none"> 1. Conduct outreach to members with 1-10 years of experience to gauge areas of concern, interest, and need for professional development; 2. Analyze feedback from outreach to prioritize areas for discussion, planning, and action; 3. Work with MSEA staff to develop professional development targeted to members with 1-10 years of experience utilizing current and/or proposed venues; and, 4. Make recommendations to MSEA leadership for continued work. 	<ol style="list-style-type: none"> 1. Empower and elevate educator voice & Recruit, engage, and organize a diverse membership 2. Empower and elevate educator voice 3. Enhance organizational capacity & Support professional excellence 4. MSEA Operations & Enhance organizational capacity

Recommended Changes	Alignment to Strategic Objective
As of September 2024, no recommended changes to Charge 1	
As of September 2024, no recommended changes to charge 2	
As of September 2024, no recommended changes to charge 3	
As of September 2024, no recommended changes to charge 4	MSEA Operations

Accomplishments/Work Planned	Alignment to Strategic Objective
Charge 1: <ul style="list-style-type: none"> ● 2023 Fall Conference ● Spring Leader Meetup ● New Teacher Panel for AEs ● Interest/Needs Survey in circulation ● Winter and Summer Local Leader Meet Up 	Empower and Elevate Educator Voice and Recruit, engage, and organize a diverse membership
Charge 2: <ul style="list-style-type: none"> ● 2023 Fall Conference ● Interest/Needs Survey in circulation 	Empower and elevate educator voice
Charge 3: <ul style="list-style-type: none"> ● 2023 Fall Conference ● New Teacher Panel for AEs 	Enhance Organizational Capacity Empower and Elevate Educator Voice

Charge 4: <ul style="list-style-type: none"> • Interest/Needs Survey in circulation • Summer Local Leader Meet Up 	MSEA Operations & Enhance organizational capacity
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Challenges/Solutions
<p>Challenges:</p> <ol style="list-style-type: none"> 1. Attendance at events/meetings 2. Committee recruitment <p>Solutions:</p> <ol style="list-style-type: none"> 1. More outreach and earlier 2. More widespread usage of committee interest form

Chair	Jazlyn Handy and Simran Kishore
Board Liaison	Matt Gresick
Staff Liaison	Albert Jones

MSEA ESP COMMITTEE REPORT TO THE 2024
MSEA REPRESENTATIVE ASSEMBLY

Meetings

August 14, 2023; October 2, 2023; November 6, 2023; December 9, 2023; January 8, 2024; February 12, 2024; May 29, 2024; and, June 3, 2024

Charges

1. Promote and enhance communication to and from MSEA and local ESP affiliates to assist with: developing collective bargaining goals and sample language; sharing best practices for membership organizing and growth; and identifying pertinent issues impacting ESPs.
2. Promote and enhance communication to and from local ESP organizing committees in order to assist in their creation and/or development at the local level.
3. Develop an ESP recognition program that includes working with local affiliates to promote a county-wide ESP of the Year Award.
4. Work with the Leadership Development Committee to align and inform planning for the ESP Professional Development Day.

Accomplishments

Organized and hosted the ESP Professional Development Conference, attended by 105 MSEA members. Session topics included ESP Employment Rights, ESP Member Communication, ESP Leadership, NEA/MSEA History, MSEA Bargaining Strategies, ESP Salary Scale Development, RSEJ, and Bill of Rights Organizing. During conference recorded an episode outlining the ESP Bill of Rights Campaign on the “Stand Up with Pete Dominick” National Podcast.

Expanded MSEA Bargaining Guide to include 23 negotiations topics. Support for each topic includes sample bargaining language, legal references, talking points, potential resistance from school systems, and organizing strategies.

Presented success strategies of the ESP Bill of Rights Campaign along with representatives from Illinois and Massachusetts at the NEA ESP Conference in Las Vegas.

Promoted and selected winner for 2024 MSEA ESP of the Year Program.

Challenges

- Getting more submissions from locals across the state to grow the ESP of the Year Program
- Gaining more endorsements for the ESP Bill of Rights to reach 100% participation across the state
- Gaining more recognition and understanding of the ESP Bargaining Guide and how it can help to coordinate our collective bargaining contract campaigns across the state

Chair	Cindy Porter, Stacy Tayman
Board Liaison	Sonia D’Urbano
Staff Liaison	Sean McKillop

MSEA EDUCATORS OF COLOR TASK FORCE
REPORT TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

5/28/24

Charges	Alignment to Strategic Objective
Recruitment Charge #1: Work with education partners to promote the establishment of pilot programs and/or support existing programs at the secondary level focused on recruiting future educators of color across various job classifications. At the post-secondary level, include coordination with other MSEA programs focused on recruiting educators of color.	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence
Recruitment Charge #2: Engage with current education support professional members of color to identify ways to recruit and support those interested in becoming educators.	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence
Retention Charge #1: Develop a list of research- based recommendations and best practices focused on supporting diversity, equity, and inclusion, and retaining educators of color across all job functions and levels of experience that can be used to meet stated requirements found in the Blueprint for Maryland's Future or could be in alignment with the programmatic requirements and funding supports contained in the Blueprint.	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Build and Use Power to Increase Support for Public Education • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence
Retention Charge #2: Develop recommendations to address challenges educators of color face related to certification, training/skill development, and professional growth opportunities.	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Build and Use Power to Increase Support for Public Education • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence

Accomplishments/Work Planned	Alignment to Strategic Objective
<p>Recruitment Charges 1 & 2 and Retention Charge 2:</p> <p>Based on feedback received during and after the fall cookout in November '23, the taskforce learned about an urgent need to provide Praxis- related information, resources, and support to a significant number of EOCs who either currently possess a conditional certificate or who previously held one which has</p>	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence

since expired. In both cases, these educators are struggling to fulfil the Praxis Core and/or content requirement necessary to qualify for either an extension of their conditional certificate or a Standard Professional I Certificate. In some cases, EOCs whose conditional certificate has expired have been retained by their LEA to continue teaching the grade band or subject matter to which they were previously assigned as long-term substitutes, thus excluding them from protections under the local CBA and disqualifying them for membership in their local association.

The staff liaison for the taskforce, in collaboration with several other MSEA staff members, has been working on a plan to host a one-day seminar for educators on the Eastern Shore who need resources and support related to preparing for and passing the Praxis exam.

The work on this effort is ongoing, with a target completion goal of Fall '24. The members of the taskforce are awaiting further updates from the staff team and are preparing to begin work on executing the proposed event once a date and location have been secured.

Challenges/Solutions

- Challenge: While there has been an increase in new membership to the taskforce and some stabilization has happened as a result, the taskforce continues to struggle with inconsistent participation by the majority of Taskforce members.
 - Solution: Taskforce staff liaison continues to work with the co-chairs to engage taskforce members and impress upon them the importance of consistent engagement and participation in order to proceed with the previously delineated action steps.

Co-Chairs	John Bailey and Dr. Rosemary Bunag
Board Liaison	Michelle Alexander
Staff Liaison	Jason Fahie

MSEA HUMAN AND CIVIL RIGHTS COMMITTEE REPORT TO
THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings
6/12/24, 6/30/24

Charges	Alignment to Strategic Objective
1. Work to garner information from NEA, governmental, non-governmental agencies, professional and private organizations through the association leadership to identify current issues and trends impacting human and civil rights of our students and members in order to recommend legislative, regulatory or policy for possible advancement or action to educate members about and/or work to eliminate such practices.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership
2. Promote and enhance communication to and from local HCR committees in order to assist in their creation and/or development at the local level.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Enhance Organizational Capacity ● Support Professional Excellence
3. Through designated committee representatives, work in collaboration with the MAC and Women's Concerns committees in planning and implementing the MSEA Annual Convention health fair and Martin Luther King, Jr. celebration.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership ● Support Professional Excellence
4. Receive and review applications for Human and Civil Rights grants and make recommendations to the MSEA Board of Directors.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Build and Use Power to Increase Support for Public Education ● Empower and Elevate Educator Voice

Recommended Changes	Alignment to Strategic Objective
None at this time	n/a

Accomplishments/Work Planned	Alignment to Strategic Objective
Began planning for MSEA's 2025 Racial and Social Justice Summit.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Build and Use Power to Increase Support for Public Education ● Empower and Elevate Educator Voice ● Recruit, Engage, and Organize a Diverse Membership ● Support Professional Excellence

<p>Charge 3: The committee liaisons representing HCR will join with their counterparts from the MAC and WCC in planning and executing the MSEA's 2025 Martin Luther King, Jr. Celebration.</p>	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Build and Use Power to Increase Support for Public Education ● Empower and Elevate Educator Voice ● Recruit, Engage, and Organize a Diverse Membership ● Support Professional Excellence
<p>Charge 4: Reviewed and revised application forms for HCR grants and awards. Made recommendations for how best to streamline the submission (and thus the review and decision making) process for both.</p>	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Build and Use Power to Increase Support for Public Education ● Empower and Elevate Educator Voice

Challenges/Solutions
<ul style="list-style-type: none"> ● Challenge: There is little current knowledge of nor any existing relationship with any HCR Committees within our local associations. This has prevented the state-level HCR Committee from making contact with any local committees to coordinate work and to elevate any concerns or best practices from the grassroots (per committee charges #1 and #2). <ul style="list-style-type: none"> ○ Solution: Committee staff developed and disseminated a brief survey for local association leaders and staff to assess current RSEJ landscape across MSEA's 41 locals and to inquire about current or developing capacity/infrastructure charged with advancing the local's RSEJ-related activities and initiatives. While the initial responses from local leaders was extremely disappointing (9 responses total), the survey will be disseminated once again, and committee staff and leaders will do personalized outreach (if needed) in order to insure a larger response rate. Once received, the survey results will be reviewed by both HCR and MAC leaders, after which concrete next steps will be developed focused on encouraging and supporting these local efforts. HCR and MAC Committee members will collaborate on intentional outreach efforts with a goal of (re)establishing relationships with the local RSEJ-related committees/teams. ○ Solution: Coordinate this effort with the MSEA targeted local RSEJ organizing plan (via the work of the Equity Organizer).

Co-Chairs	Dr. Tony Martinet and Kierre Vinson
Board Liaison	Paul Lemle
Staff Liaison	Tina Dove

MSEA INSTRUCTIONAL PROFESSIONAL DEVELOPMENT
COMMITTEE
REPORT TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

10/13/23; 12/8/23; 1/20/24; 2/23/24; 5/18/24

Charges	Alignment to Strategic Objective
<p>1) Confer with the MSEA Board of Directors and other MSEA leaders/staff who may influence MSEA positions, policies, and statements on various areas of professional development and learning. These may include professional conferences, book/article reviews, discussions, and reflection on data-based research, etc.</p> <p>2) Collaborate and work with MSEA's Center for Professional Learning, MSEA's Center for Affiliates, and leaders, to develop and carry out a strategic professional development plan for all educators.</p> <p>3) Promote and enhance communication to and from local IPD committees to assist in their creation and/or development at the local level.</p> <p>4) Work with the Leadership Development Committee (LDC) and MSEA's strategic plan to align and inform Instruction and Professional Development Committee (IPDC) planned sessions and professional development.</p>	<p>The charges align with the following strategic objectives:</p> <ul style="list-style-type: none"> ● Advance racial and social justice. ● Empower and elevate educator voice. ● Enhance organizational capacity. ● Recruit, engage, and organize a diverse membership. ● Support professional excellence. ● MSEA operations.

Recommended Changes	Alignment to Strategic Objective
Charge 1: No Changes	<p>The charges align with the following strategic objectives:</p> <ul style="list-style-type: none"> ● Advance racial and social justice. ● Empower and elevate educator voice. ● Enhance organizational capacity. ● Recruit, engage, and organize a diverse membership. ● Support professional excellence. ● MSEA operations.
Charge 2: Collaborate and work with MSEA's Center for Education Policy and Practice and leaders, to develop and carry out a strategic professional development plan for all educators.	
Charge 3: No Changes	
Charge 4: No Changes	

Accomplishments/ Work Planned	Alignment to Strategic Objectives
<p>Charge 1: With the support of Executive Governance and Staff, the MSEA IPDC completed professional development readings and activities during meetings, which were led by co-chairs, Joshua Davidson, and Paul Guerin.</p> <p>In addition, IPDC members were kept current on legislative issues and ongoing blueprint development, and professional development opportunities offered by MSEA and NEA.</p>	<p>The IPDC engaged in professional development readings, discussions, and activities that dealt with advancing racial and social justice education and empowering and elevating educators' voices.</p> <p>Additionally, enhancing the environment for both educators and students by acquiring insights through participation in workshops focused on wellness, trauma-informed practices, and racial and social justice, thereby fostering better conditions for all involved.</p> <p>Moreover, leaders and staff regularly disseminate updates on MSEA operations, legislative matters, and professional development opportunities.</p>
<p>Charge 2: The IPD co-chairs and committee members have collaborated with Center for Education Policy and Practice team to develop a multi-strand professional development conference, which includes topics pertinent to educators, teachers, education support professionals, and administrators.</p> <p>The March 16 conference themed, “Collaborate, Celebrate, Connect: Making a Difference Together,” will feature workshops that will support members in advancing their efforts to bring equity and positive classroom culture to meet the needs of their students.</p>	<p>Through the “Collaborate, Celebrate, Connect: Making a Difference Together” theme, IPDC has enhanced professional learning and promoted racial and social justice through conference programming. While also, elevating educator voice and increasing leadership development.</p> <p>Participants will be able to attend workshops, in these three strands:</p> <ol style="list-style-type: none"> 1) Turning Pages, Forging Pathways: Career Transitions in Education 2) Transformative Discipline: Shaping Future Learning Environments 3) Making Connections, Building Relationships <p>The Committee was intentional in examining strands that intersect both practice and policy and impact its members.</p>

	<p>The workshops will include interactive components. The IPDC also plans to include a keynote component to address supporting the diverse community.</p> <p>The Committee was also deliberate in selecting a keynote speaker who could address and offer tools for creating inclusive spaces for both students and colleagues.</p> <p>The presenter panel encompasses a diverse spectrum of the membership. This year, the committee also extended opportunities to new presenters entering the professional development arena.</p>
<p>Charge 3: IPDC members are either involved with their local IPD Committee or have ongoing dialogues with their officers to assess needs and planned activities, relating them to the MSEA IPD Committee.</p>	<p>Through continued collaboration efforts, the IPDC has supported local IPD Committees and enhanced communications to assist in development at the local level, which sustains ongoing functions across the state.</p> <p>This year, the IPDC conducted a survey to gain deeper insights into the state landscape and identify existing needs.</p>
<p>Charge 4: IPDC collaborated and continued to support members in various facets such as National Board Jump Start Seminar (September 2023, and February 2024).</p>	<p>IPDC has supported professional excellence in all facets of the organization. IPDC committee members have promoted these events to educators.</p> <p>IPDC members have served as presenters/facilitators in these events that support educators throughout their careers to ensure student success.</p> <p>IPDC members engage in a small workgroup to create an online module using NEA's "Leaders for Just Schools" curricula to be modified and added to the MSEA Professional Learning Portal. Initial meetings to modify the curricula to meet members' needs have begun.</p>

Challenges/ Solutions

IPDC continues to find ways to facilitate communication and support between MSEA IPDC and local IPDCs.

Working plan: Each IPDC member will be assigned one or two local IPDCs. That committee member will act as a liaison and point of contact for the local IPDC. The MSEA IPDC member will reach out to the chair of the local IPDC and determine needs and field any questions that the local may have.

Chairs	Joshua Davidson, Paul Guerin
Board Liaison	Nikki Woodward
Staff Liaisons	Géraldine Duval, Evan West

MSEA LEADERSHIP DEVELOPMENT COMMITTEE
SEPTEMBER 2024 REPORT

Meetings
10/14/23, 12/9/23, 2/10/24, 4/20/24, 6/22/24

Charges	Alignment to Strategic Objective
<ol style="list-style-type: none"> 1. Collaborate and work with MSEA leadership, MSEA staff, and committees to generate a yearly continuum of strategic association leadership development opportunities for all educators. 2. Provide support and input into the execution of the Summer Leadership Conference and Emerging Leaders Training. 	<ol style="list-style-type: none"> 1. MSEA Operations and Advance Racial & Social Justice 2. Empower and Elevate Educators Voice, Support Professional Excellence

Recommended Changes	Alignment to Strategic Objective
Charge 1: <ul style="list-style-type: none"> • No changes 	
Charge 2: <ul style="list-style-type: none"> • No changes 	

Accomplishments/Work Planned	Alignment to Strategic Objective
Charge 1: Meeting with MAC, HCR, and IPD liaisons and chairs during 2/10/24 meeting; We continued to reach out to committees to include them in future meetings	Enhance organizational capacity
Charge 2: The 2024 SLC occurred July 23 – 25, 2024 at the Maritime Conference Center. Caucus and committee representation was included in this conference. Electives were also brought back to this conference. The Solidarity Action resulted in 270 door knocks, 56 contacts, 36 ESP BOR endorsements, and 2 new members recruited.	Recruit, engage, and organize a diverse membership Build and use power to increase support for public education

Challenges/Solutions
C-Recruiting attendees for MSEA events/programs and making sure that information gets all the way down to members. S-Creating a digital or google doc system committees can submit to MSEA that allows the LDC committee or permitted parties to review at any time. The hope is to have a document that can be cross-referenced when planning SLC and getting input from other committees. Committee feedback from this year's SLC is found here .

Chair/ Co- Chair	Russell Leone and Brenda Greene-Hinton
Board Liaison	Justin Heid
Staff Liaison	Albert Jones

**MSEA LEGISLATIVE AND CITIZENSHIP COMMITTEE
REPORT TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY**

Meetings

Full committee: October 25, 2023

Charges

1. Prepare a state legislative program with input from local affiliates for adoption by the MSEA Representative Assembly coinciding with the General Assembly terms of office.
2. Prepare and submit for approval to the MSEA Board yearly MSEA Legislative Priorities and develop a lobbying plan to include a broad-based outreach to members, local affiliates, and education stakeholders statewide.
3. Make recommendations to the MSEA Board on legislative matters during the course of the General Assembly consistent with association policy.
4. Partner with organizations and coalitions on issues/bills of common interest.
5. Recommend to the MSEA president and NEA directors possible amendments to the NEA Legislative Program.

Accomplishments

Charge 1: The Committee did this in 2022 and will take another look at the legislative program in 2026.

Charge 2: The Committee met in October to prepare the Legislative Priorities for the 2024 Legislative Session. The priorities included:

- Addressing the Educator Shortage, Excessive Workload, and School Safety
- Diversifying the Educator Pipeline
- Ensuring an Honest and Inclusive Education
- The ESP Bill of Rights
- Strengthening the Blueprint to Meet the Moment

MSEA's priorities were shared at various local legislative events and with legislators during lobby visits.

MSEA's legislative priorities guided the work of lobbyists, leaders, and members throughout the Maryland General Assembly 2024 legislative session. MSEA was extremely successful in passing the Freedom to Read Act, legislation to establish a Grow Your Own Educators Grant Program, and legislation to give educators other pathways to certification.

The MSEA lobby team met with most members of the committees of jurisdiction and was in constant communication with key players in the new administration. Locals organized and executed lobby nights, attended, and testified during local delegation meetings, and helped push the MSEA legislative priorities with their General Assembly members. MSEA officers met with legislative leadership to push the priorities.

"Up the Street" continues to be a conduit to share priorities, updates, and action items with leaders and members within MSEA. This is shared weekly during session and monthly in the interim period between sessions. We also started a "Down the Street" video series to let members and the public know how things are going during the legislative session and how they can get involved.

Charge 3: In addition to weekly GR workgroup meetings attended by internal staff and MSEA officers, MSEA Board of Directors meetings included a legislative update. Board members were encouraged to talk to their local elected officials about critical issues.

Charge 4: The MSEA GR staff along with leaders met with a variety of coalitions and coalition members in response to numerous legislative initiatives including strengthening the Blueprint, advocating for ESPs, creating progressive tax policies, and pushing back on partisan and extreme book bans in schools. We continued membership in the Blueprint

Coalition, worked with other public employee unions on a variety of bills, serve on the the steering committee of the Fair Funding Coalition, and continued advocacy in the Healthy School Meals for All Coalition. We are in tight coalition with other unions to make improvements to our retirement benefits and to fight back on detrimental legislation. We partnered with other organizations around mutually supported legislation.

Charge 5: No action taken on this charge in 2023-2024.

Challenges

MSEA must continue to stay laser-focused on the implementation of the Blueprint for Maryland's Future and continue to look for ways to help it meet the moment given the educator shortage and lingering effects from the pandemic. MSEA must also continue it's work in advocating for state and county governments to enact policies that will generate revenue to support our commitments to public schools and other state services.

In the legislature, many of MSEA's public education champions have left the General Assembly for a variety of reasons. Many of those who helped write the Blueprint are no longer in the legislature. We must work to educate and build up new champions.

Chair	Dona Ostenso
Staff Liaison	Samantha Zwerling

MSEA MEMBERSHIP ORGANIZING COMMITTEE REPORT TO
THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings
November 28, 2023; April 18, 2024; August 15, 2024; and August 28, 2024. All meetings were held virtually.

Charges	Alignment to Strategic Objective
1. Develop and distribute organizing strategies, materials, and opportunities to locals to increase and maintain market share and engage members in association activities.	<i>Recruit, engage, and organize a diverse membership</i> <i>Build and use power to increase support for public education</i> <i>Empower and elevate educator voice</i> <i>Enhance organizational capacity</i> <i>Advance racial and social justice</i>
2. Develop membership recognition and incentive programs as outlined in MSEA policy and approved by the MSEA Board of Directors.	<i>Recruit, engage, and organize a diverse membership</i> <i>Empower and elevate educator voice</i> <i>Enhance organizational capacity</i>
3. Work with the Leadership Training committee and their yearly strategic plan to align and inform planning for the Membership Organizing Workshop.	<i>Enhance organizational capacity</i>

Recommended Changes	Alignment to Strategic Objective
Charge 1: None	
Charge 2: None	
Charge 3: None	

Accomplishments/Work Planned	Alignment to Strategic Objective
Accomplishments:	
Charge 1: The membership organizing workshop has been moved to March, resulting in a minor lull in activity from the committee. During that time, the committee chairs and staff have taken time to review the committee charges and scope to develop a memo to attempt to provide more support to locals with lower market share over the course of a membership year. This is currently under consideration for the full committee with expected action to be taken on the memo by October 2024. The committee is in the process of planning the March 1, 2025 member organizing workshop to fulfill this charge.	<i>Recruit, engage, and organize a diverse membership</i> <i>Build and use power to increase support for public education</i> <i>Empower and elevate educator voice</i> <i>Enhance organizational capacity</i> <i>Advance racial and social justice</i>

<p>Charge 2: The MOC presented awards recognizing outstanding local membership organizing plans at the MOW and the MSEA RA on October 21, 2023. Four locals were recognized – HCEA (Harford) won the “Outstanding Membership Plan Award;” Education Support Professionals of Baltimore County (Baltimore) received “Special Recognition;” Montgomery County Education Association (Montgomery) and Teachers Association of Anne Arundel County (Anne Arundel) received “Honorable Mention.”</p> <p>The MOC is in the process of reviewing 29 local membership plans for the Outstanding Membership Plan Award to be awarded at the 2024 MOW and MSEA RA. This will likely be accompanied by additional follow up to lowest market share locals per the pending memo.</p>	
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Challenges/Solutions

Chair	Robert Tucker, Siobhan Tedtsen
Board Liaison	Tony Martinet
Staff Liaison	Mike Spahr

MSEA MINORITY AFFAIRS COMMITTEE
REPORT TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

9/5/23; 9/18/23; 10/6-7/23 (MLTP/WLTP); 11/1/23; 12/1-2/23 (MLTP/WLTP); 4/19-20/24 (MLTP/WLTP); 6/11/24

Charges	Alignment to Strategic Objective
1. Recommend outreach strategies to leadership to enhance minority representation at and participation in MSEA and NEA events, training, and activities and serving in a leadership role.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership ● Support Professional Excellence
2. Share with the MSEA president and Board issues of particular interest to minorities and education stakeholders with suggestions on how to address them.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Recruit, Engage, and Organize a Diverse Membership ● Support Professional Excellence
3. Administer the recognition process for the Minority Recognition awards, in accordance with MSEA policy.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Support Professional Excellence
4. Review bi-annually with the MSEA vice president the continuing implementation of MSEA's Member Involvement Affirmative Action Plan.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership
5. Recommend to the MSEA president, Board of Directors, and to local MACs relationships to cultivate in the minority community to complement MSEA priorities.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership
6. Promote and enhance communication to and from local MACs in order to assist in their creation and/or development at the local level.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership
7. Work in collaboration with the yearly strategic plan of the LDC to plan and provide support for the Minority Leadership Training.	<ul style="list-style-type: none"> ● Advance Racial and Social Justice ● Empower and Elevate Educator Voice ● Enhance Organizational Capacity ● Recruit, Engage, and Organize a Diverse Membership ● Support Professional Excellence

<p>8. Through designated committee representatives, work in collaboration with the HCR and Women's Concerns committees in planning and implementing the fall MSEA RA Health Fair and MLK celebration.</p>	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence
<p>9. The MAC will review the Black Lives Matter in School Week of Action grants and make recommendations to the MSEA Board of Directors.</p>	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence

Recommended Changes	Alignment to Strategic Objective
No changes recommended.	

Accomplishments/Work Planned	Alignment to Strategic Objective
<p>Charge 7: Will review the applicant submissions for the '24-'25 MLTP cohort and support the execution of the 2024-2025 MLTP-WLTP sessions.</p>	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Empower and Elevate Educator Voice • Enhance Organizational Capacity • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence
<p>Charge 8: The committee liaisons representing MAC will join with their counterparts from the HCR and WCC in planning and executing the MSEA's 2025 Martin Luther King, Jr. Celebration.</p>	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence
<p>Charge 9: Reviewed and revised application forms for MAC grants and awards. Made recommendations for how best to streamline the submission (and thus the review and decision making) process for both.</p>	<ul style="list-style-type: none"> • Advance Racial and Social Justice • Empower and Elevate Educator Voice • Recruit, Engage, and Organize a Diverse Membership • Support Professional Excellence

Challenges/Solutions

- Challenge: There is little current knowledge of nor existing relationships with any MAC Committees within our local associations. This has prevented the state-level MAC Committee from making contact with any local committees to coordinate work and to elevate any concerns or best practices from the grassroots (per committee charges #1 and #6).
 - Solution: Committee staff developed and disseminated a brief survey for local association leaders and staff to assess current RSEJ landscape across MSEA's 41 locals and to inquire about current or developing capacity/infrastructure charged with advancing the local's RSEJ-related activities and initiatives. While the initial responses from local leaders was extremely disappointing (9 responses total), the survey will be disseminated once again, and committee staff and leaders will do personalized outreach (if needed) in order to insure a larger response rate. Once received, the survey results will be reviewed by both MAC and HCR leaders, after which concrete next steps will be developed focused on encouraging and supporting these local efforts. MAC and HCR Committee members will collaborate on intentional outreach efforts with a goal of (re)establishing relationships with the local RSEJ-related committees/teams.
 - Solution: Coordinate this effort with the MSEA targeted local RSEJ organizing plan (via the work of the Equity Organizer).

Co-Chairs	Kastine Farmer and Jessica Tedder
Board Liaison	Danillya Wilson
Staff Liaison	Tina Dove

MSEA NOMINATIONS AND CREDENTIALS COMMITTEE REPORT TO
THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

Meetings were held as follows: October 19, 2023 (in person); February 21, 2024 (virtual); April 13, 2024 (in person).

Charges

1. Recommend to the MSEA Representative Assembly Nominations and Elections Guidelines establishing rules and regulations governing all MSEA conducted elections which reflect the principles of one person-one vote, secret ballot, open nominations, and the broadest possible participation of members in the elections process.
2. Conduct association elections in accordance with approved guidelines.

Progress

1. Conducted association elections in accordance with approved guidelines.
2. Continued to provide guidance in conducting elections subject to and consistent with the requirements of LMRDA, particularly for NEA elections.
3. Proposed amendments to Guidelines establishing a deadline to file a challenge to the outcome or conduct of an election that will be submitted to the RA. This was done in order to streamline and facilitate the election process, which the Committee strives to do in its review of the Guidelines.

Accomplishments/Challenges

- Successfully ran statewide election as well as assisted in the preparation of local ballots for locals that ran contemporaneous elections with MSEA
- Prepared MSEA's 2025 Election Schedule
- Continued our contractual relationship with Intelliscan and hope that we have less issues with the vendor emails ending up in member's spam folders.
- Continue to streamline registration in order to make it an easy and pleasant experience for delegates.

Chair	Elizabeth Brown
Board Liaison	NA
Staff Liaison	Kristy Anderson

MSEA RESOLUTIONS COMMITTEE
REPORT TO THE 2024 MSEA REPRESENTATIVE ASSEMBLY

Meetings

2/4/24, MSEA HQ; 4/28/24, MSEA HQ; 6/1/24, HCEA; 8/28/24, virtual; 10/17/24, RA Ocean City

Charges

1. Recommend to the MSEA Representative Assembly proposed amendments to the MSEA Resolutions that are:
 - based on proposals solicited from members, committees/task forces, and/or the MSEA Board of Directors,
 - reflective of amendments of resolutions adopted by the NEA Representative Assembly,
 - reflective of the strategic priorities of MSEA, and
 - based on input and/or research-supported references.
2. Review and edit existing MSEA resolutions to ensure relevance and to reflect current terminology and practice.

Accomplishments

Charge 1

The MSEA Resolutions Committee, while reorganizing the document, reviewed and edited proposals from members and recommendations from the MSEA Board of Directors to include in the document. The Committee reviewed items from NEA Resolutions to ensure that MSEA resolutions align with our national affiliate.

Additionally, to increase member engagement, MSEA Resolutions Committee members presented and made themselves available at the Summer Leadership Conference. In addition, they worked with MSEA staff to create a website and an electronic submission form to promote awareness and increase participation in Resolutions.

Charge 2

We reviewed the MSEA Resolutions document. In our ongoing effort to be more inclusive and to recognize dynamics impacting public education, we updated language, such as using educator instead of teacher where appropriate, using parents and guardians instead of recognizing only parents, and protecting and supporting educators responsible for creating a diverse literacy environment. The strategic measure that will be impacted the most will be Racial Social Justice.

Challenges

Resolutions had to move forward without approved NEA Resolutions. A continuing challenge is to develop additional outreach strategies to increase member and local awareness of the role the Resolutions Committee plays in the organization and the importance of organizational beliefs.

Co-Chairs	Abby Hendrix and Leirdrè Galloway
Board Liaison	James Henderson
Staff Liaison	Patti Mullins

MSEA WOMEN'S CONCERNS COMMITTEE (WCC)
REPORT TO THE 2024 MSEA REPRESENTATIVE
ASSEMBLY

Meetings

10/10/2023 via Zoom
12/12/2023 via Zoom
2/13/2024 via Zoom
4/9/20204 via Zoom

Starting in 2020, MSEA committees began to meet virtually, conducting the business of the committees virtually during the height of the COVID-19 Pandemic. Even as MSEA has loosened restrictions on in-person meetings, the WCC has continued to hold business meetings virtually. Doing so has allowed increased flexibility in scheduling meetings and created the opportunity for recruitment of a broader diversity of members geographically. The committee members enjoy this flexibility and wish to continue meeting remotely.

Charges

1. Oversee the recognition process for the Dorothy Lloyd Award, in accordance with MSEA policy.
2. Share with the MSEA president and MSEA Board of Directors issues of particular interest for women and girls with suggestions on how to address them.
3. Work with the Leadership Development Committee and their yearly strategic plan to align and inform planning for the Women's Concerns Committee.
4. Through designated committee representatives, work in collaboration with the Minority Affairs and Human and Civil Rights committees in planning and implementing the MSEA annual Convention health fair and Martin Luther King, Jr. celebration.

Accomplishments

- Improved on our health fair from the previous year (after a two-year hiatus). The Health Fair Workgroup, comprised of representatives from the Minority Affairs Committee (MAC), Human/Civil Rights Committee and WCC members recruited vendors to participate. The workgroup also planned a toiletry drive. We had a successful event, and many vendors wanted to continue participating but with the elimination of the exhibit hall, we will look for other opportunities to bring attention to women's health care issues throughout the year.
- The committee received no nominations for the Dorothy (Dot) Lloyd Award. The WCC continues to seek new and creative ways to promote and publicize this award named for an MSTA/MSEA trailblazer. We did share information with participants at the health fair, WLT/MLT, and SLC.

- One committee member served as liaison to the MSEA Dr. Martin Luther King, Jr. Celebration. This committee member assisted--along with members of the Minority Affairs and Human and Civil Rights Committees--with the planning and implementation of the celebration. This year it was held in conjunction with the MSEA Racial and Social Justice Summit.

- The Women's Concerns Committee held the MSEA Women's Leadership Training. Three sessions occurred over three weekends in October, December, and April. All 3 sessions were conducted safely in person, with bridge sessions in between conducted through Zoom. The WCC, with support from MSEA and NEA, developed and implemented the Women's Leadership training. The joint WLT/MLT planning committees worked to align the training sessions with the MSEA strategic plan as well as NEAs Leadership Competencies. The WCC continues to work in partnership with the MAC and the respective staff liaisons to refine the sessions; and to recruit and select participants that reflect the wide diversity of the MSEA membership

- With the assistance of the Communications Department, WCC committee members worked with the Communications Department to record videos about women who had inspired them for Women's History Month and those videos were shared via MSEA's social media accounts throughout the month of March. In previous years committee members had created information slides about women in history or our lives. Prior to the COVID-19 closure of headquarters (HQ), these biographies were only seen by visitors to the building. The closure of HQ due to renovations meant the efforts to promote Women's History Month virtually continued. We chose to continue to share through social media to increase the reach of those messages. For the 2024-2025 school year we have discussed having WLT/MLT participants record videos for the Communications Department to send out during Women's History Month in March 2025.

Co-Chairs	Lindsey Beck and LaShelle Ferguson
Board Liaison	Tanya Martin
Staff Liaison	Stephanie Walters