

MEA Internal Affairs
Elections Report on MEA Internal Elections 2018-2020
to the MEA Representative Council

May 21, 2018

Article V, Section 1 d) of the MEA Constitution states “The (Rep) Council shall be the final arbitrator in all disputed elections and interpretations of this Constitution and its Bylaws.” On May 6, 2018 FEA received a request for an investigation into the MEA Internal Elections held from April 30 – May 4, 2018. On May 7, 2018 the request was forwarded to MEA. Additional concerns were forwarded to FEA and the MEA Internal Affairs Committee. The concerns, reference to the pertinent documents and background information are below as well as a recommendation to the Rep Council from the MEA Internal Affairs Committee.

Concerns	Pertinent Documents	Background Information
<p>1. “Failure to provide, when requested in writing via email and verbally, a printed or written handbook of elections procedures and policies as outlined in Article XI of the MEA Constitution and by FEA requirements and any pertinent governmental bodies with oversight.” – Stephen Motkowicz, May 7, 2018</p>	<p>MEA Constitution and Bylaws Association email to candidates April 3, 2018</p>	<p>Currently MEA does not have a handbook but follows the MEA constitution (Article XI) and bylaws (Article IX). Article V, Section 1 states, “. . . (The Representative Council) may adopt such rules governing the conduct of the Association, and the conduct of meetings as are consistent with this Constitution and Bylaws. It shall be the final judge of the qualifications and election of officers and faculty representatives.” On April 3, 2018 MEA Vice President Dawn Walker, on behalf of Internal Affairs Chair Kara Carney, distributed via email campaign guidance based on past practice to all candidates.</p>
<p>2. “Contradictory messages and actions by the current President in following the rules she delivered verbally and did not put into writing. Failure of the Internal Affairs Committee to put the verbally delivered rules and procedure into writing or to deliver upon written request. In addition, subsequently allowing the incumbent to violate the verbally delivered procedures and policies.” - Stephen Motkowicz, May 7, 2018</p>	<p>Association email to candidates April 3, 2018</p>	<p>On April 3, 2018 Dawn Walker, on behalf of Kara Carney, distributed via email campaign guidance based on past practice to all candidates. On May 17, 2018 Dawn Walker, on behalf of Kara Carney, emailed Stephen Motkowicz requesting that he explain the specific concern of what the incumbent was allowed to do that violated verbally delivered procedures and policies. To date no specific information has been provided.</p>
<p>3. “An incorrect and misleading ballot, which led to a suspension of voting for several hours and nullification of votes, cast from 7 AM until 1 PM on the first day of voting, Monday April 30, 2018. Upon discovery of the error, failure to act</p>	<p>Text messages between Motkowicz and Walker Motkowicz email to MEA Internal Affairs Committee</p>	<p>Based upon past practice voting has opened at 7:00 a.m. on the first day of voting. During elections past practice has been for MEA office hours to remain the same as any other workday throughout the school year: 8:30 a.m. to 5:00 p.m. Monday through Thursday and 8:30 a.m. to 4:00 p.m. on Friday.</p>

<p>expeditiously. MEA resolved the error hours after its report at 7:30 AM because no one was assigned to monitor the voting or be available if problems arose with the voting until 8:30 AM. Finally, there was no reliable way to ascertain that members whose votes were nullified re-voted.”</p> <p>- Stephen Motkowicz, May 7, 2018</p>	<p>Email exchanges between Walker and Madelyn Farris, Experience Associate, Votenet Solutions</p> <p>Email to internal affairs committee</p> <p>Email communication from Association to candidates notifying them of conflict on ballot and need to suspend the ballot.</p> <p>Email communication from Association to reps, executive board members and members at schools without building reps notifying them of conflict on ballot and need to suspend the ballot.</p> <p>Email communication from Association to candidates, reps, executive board members and members at schools without building reps notifying that voting was re-opened.</p>	<p>On Monday, April 30, 2018 beginning at 8:47 a.m. Stephen Motkowicz began texting Dawn Walker:</p> <p>8:47 a.m. Motkowicz: I have been informed the voting directions say vote for one Director at large instead of three. Some have already cast there vote. This is a huge mistake. How do you plan to address this. I need an answer asap. I have a call in to FEA for guidance.</p> <p>9:03 a.m. Motkowicz emails Internal Affairs Chair Carney, Brian Kirchberg and Dawn Walker stating “I have been told that the voting instructions that you and the MEA internal Elections Committee sent out instruct members to "vote for 1 director at large" when they should state "vote for 3 directors at large". You must halt the voting immediately and after meeting with the candidates determine how to proceed as some members have already voted and been denied their right to vote for 3 directors at large.</p> <p>How did this happen??</p> <p>Also, I am formally requesting a copy of the written rules as required by our constitution, governing federal and state laws as well as FEA requirements.</p> <p>I will be filing a formal complaint with the appropriate governing bodies if we do not come to a satisfactory resolution in an expeditious manner.</p> <p>At 9:20 a.m. texting continued:</p> <p>9:20 a.m. Walker: I am in a meeting but will investigate ASAP.</p> <p>9:22 a.m. Walker: It says vote for 3 and allows 3 choices. Kathy checked.</p> <p>9:22 a.m. Motkowicz: It says voting is optional please vote for one. Members have already told me they followed this flawed directions and only voted for one.</p>
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9:26 a.m. Walker: I'm driving with Do Not Disturb While Driving turned on. I'll see your message when I get where I'm going. (I'm not receiving notifications. If this is urgent, reply "urgent" to send a notification through with your original message.)

9:27 Motkowicz: Vote is optional..... See!



9:36 a.m. Walker: Yes, 'your vote is optional' has always been the language. People have the choice to vote for up to 3.

10:28 a.m. Motkowicz: But it says vote for only one choice.

10:30 a.m. Motkowicz: One being the definitive instruction. New members are confused as are other more seasoned members. The language is confusing. It should state vote for three.

10:38 a.m. Walker: The nomination form, the candidate bio sheet and even on the ballot itself it says 3. At rep council we had the discussion and vote that clearly the decision was 3. A voter can make more than one selection - they may vote for up to 3 if they so choose.

		<p>10:54 a.m. Motkowicz: Once again ..why doesnt it state "vote for three. It's confusing to new members and others alike..when it clearly states vote for "only" one choice. Can you admit it says that..and understand the confusion it creates?</p> <p>11:00 a.m. Motkowicz: I know it's three, but this isn't about me it's about the members who were confused or will be. You should at the least send out clarification. Or suspended the voting. Go in and correct the language ..it is cheating both the candidates and voting members if they are not aware as we are.</p> <p>Walker and MEA office manager Kathy Morrison inspected both the teacher and paraprofessional ballots and found that only the teacher ballot had conflicting language.</p> <p>Dawn Walker contacted Votenet, the eBallot vendor, to determine the options available, how much time a change would take to implement, and the financial impact, if any, of the options. The options:</p> <ol style="list-style-type: none"> 1. Suspend voting on the original teacher ballot. Correct the instructions. Reopen the original teacher ballot. Resume voting on the original teacher ballot. Voters who had already cast a ballot could not revote. No cost to MEA. 2. Suspend voting on the original teacher ballot. Create a new teacher ballot. Notify Votenet that the new teacher ballot is ready and authorize them to transfer teacher ballot voter list to new teacher ballot. Verify with Votenet that the number of voters assigned to new teacher ballot included the same number of voters as on the original teacher ballot. Open the new teacher ballot. All teachers who voted on the original teacher ballot must re-vote. No cost to MEA. <p>12:21 p.m. Walker sent text to Carney and Kirchberg: PLEASE RESPOND ASAP. There is an issue that affects the teacher ballot only in the director at large election. This is the fix we are recommending: To correct the error we would need to deactivate the teacher ballot, correct the instruction and start a new election. ANY TEACHER WHO HAS ALREADY CAST A VOTE WILL HAVE TO VOTE AGAIN. We would send a communication out immediately telling teachers the vote has been stopped due to an issue with the election of directors at large, that we are correcting the ballot and that if they are a teacher and</p>
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		<p>already voted they would need to cast their vote again. There would be no cost to MEA to do this. Please let me know ASAP.</p> <p>12:25 p.m. Walker emails Carney and Kirchberg requesting response to text as soon as they could.</p> <p>Texts: 12:28 p.m. Kirchberg: If this is easiest way to fix problem, I vote yes. 12:30 p.m. Walker: Ok, thank you. 12:32 p.m. Carney: I agree with Dawn's solution. Thank you. Walker: Thank you.</p> <p>With agreement from internal affairs committee steps outlined above were initiated to create a new teacher ballot.</p> <p>1:00 p.m. Email communication from Association to candidates notifying them of conflict on ballot and need to suspend the ballot. 1:09 p.m. Email communication from Association to reps, executive board members and members at schools without building reps notifying them of conflict on ballot and need to suspend the ballot. 1:19 p.m. Email communication from Association to candidates, reps, executive board members and members at schools without building reps notifying them that voting was re-opened.</p> <p>MEA internal affairs committee chair compared the list of teachers who voted on the original teacher ballot to the certified teacher ballot. There were 136 teachers who voted in the original teacher ballot that was nullified. Of those, 23 teachers did not vote in the second ballot.</p>
<p>4. "Failure to communicate the situation requiring a re-vote and the importance to all members via direct communication to all members. MEA relies on an indirect method of communication, which is out of date and unreliable and cannot assure all members were informed directly. MEA relies on representatives forwarding information to site members. It is well known that some representatives do not</p>	<p>4/30/18 MEA email at 1:00 4/30/18 MEA email at 1:09 4/30/18 MEA email at 1:19 5/1/18 MEA email reminder to vote 5/1/18 MEA website reminder to vote 5/3/18 MEA Facebook page post reminder to vote</p>	<p>MEA communications on April 30, 2018: 1:00 p.m. Email communication from Association to candidates notifying them of conflict on ballot and need to suspend the ballot. 1:09 p.m. Email communication from Association to reps, executive board members and members at schools without building reps notifying them of conflict on ballot and need to suspend the ballot. 1:19 p.m. Email communication from Association to candidates, reps, executive board members and members at schools without building reps</p>

<p>forward information, or do not do so in a timely manner. Consequently, MEA cannot be assured that all members received the notice and were given the opportunity to re-vote, they merely assume the notification was "passed on". - Stephen Motkowicz, May 7, 2018</p>	<p>5/3/18 MEA email final reminder to vote</p>	<p>notifying them that voting was re-opened. Instructions and link to vote was included.</p> <p>MEA email communication on May 1, 2018: Reminder: Internal Elections Reminder to teachers: if you voted on Monday, April 30th prior to 1 p.m. your vote was voided. You will need to vote again. Instructions and link to vote was included.</p> <p>MEA website communication on May 1, 2018: Notice of need for teachers to cast vote again if they voted prior to 1 p.m. on Monday, April 30th, instructions to vote and link to vote.</p> <p>MEA Facebook post on May 3, 2018: reminder to vote MEA email communication on May 3, 2018: final reminder to vote</p>
<p>5. "Current Representative Council elections candidates were advised that only members in good standing for one year were eligible to run for the position of Representative, when in fact the MEA Constitution only speaks to "in good standing". The MEA constitution and by-laws specify that candidates for Executive Board officers must be "one year members in good standing' to qualify but no such requirement is written for Representative Council; therefore we believe the one-year rule applies only to officer positions not Representative Council members and seek clarification." – Stephen Motkowicz, May 7, 2018</p>	<p>MEA Constitution and Bylaws</p>	<p>Article V, Section 1 of the Bylaws state "In each public school in Manatee County, instructional staff members who are members in good standing of this Association shall elect, for a term of two (2) years, one faculty representative to the Representative Council for each fifteen (15) members, or major fraction thereof." Nowhere does it say that a building rep candidate just has to be a member in good standing. MEA's past practice has been that all positions including building rep require membership for at least one year. Article V, Section 1c states that the Council shall: "be the sole judge of the qualifications of its members, including the power to remove same from the Council for neglect of duties, or for using elected title in any action deemed detrimental to the Association." Voting for building reps takes place via paper ballot at each school. Voting in internal affairs for officers, executive board members, para board and delegates is conducted electronically.</p>
<p>6. "I was told and assured verbally, not in writing that by agreement with MCSD -Manatee County School District- I, as a candidate, was allowed to use the district email system to inform members of my candidacy and deliver campaign</p>		<p>Candidate guidance provided on 4/3/18 stated school district email could be used. The candidate chose to use a personal email address. Had the candidate chosen to use his school district email the likelihood of email going to recipients' junk folders would be minimized.</p>

<p>information. At a special Executive Board meeting on April 23, 2018, I informed the president that my permitted emails were being sent to recipients' JUNK BOXES and requested that she contact MCSD personnel to correct the situation. Subsequent emails were sent through to my email but to all other members JUNK BOXES.”</p> <p>– Stephen Motkowicz, May 7, 2018</p>		<p>At the 4/23/18 special executive board meeting the candidate stated that he had already been in contact with the district attempting to resolve the issue. When the president asked what email address he was using so she could intercede on his behalf he did not provide it at the meeting or anytime thereafter.</p>
<p>7. “At the 4/16/2018 Representative Council meeting, a requested was made to hold an open forum with the candidates for the general membership. The president stated that provisions under the “Landrum Griffin Act” prohibited such meeting or that the minimum requirements of the act had been met and no such forum would be allowed. She refused to elaborate. When challenged she stated she would seek an FEA legal opinion on the matter to resolve the issue and as of this date no such legal opinion has been shared with the Representative Council.”</p> <p>– Stephen Motkowicz, May 7, 2018</p>	<p>4/16/18 email from Morano to MEA 4/17/18 email from MEA to Morano</p>	<p>At the April 16, 2018 rep council meeting building rep Rena Morano asked if two candidate forums could be held between that time and the elections. The president stated that provisions under Landrum Griffin would not allow MEA to do that.</p> <p>Later the same evening Morano sent an email asking “When you can, please send me the information for Griffin Latham prohibiting member meetings for elections. I am unable to find it. Thank you.”</p> <p>On 4/17/18 Pat Barber responded: “I have given a lot of thought to your request yesterday and requested a legal opinion regarding what you requested. That item was not included in our original election timeline.</p> <p>We will let everyone know whatever happens and why.”</p>
<p>8. “In addition, the concerned parties have questioned the neutrality or even appearance of neutrality of the Internal Affairs Chairperson Kara Carney and consequently her actions overseeing the above-mentioned concerns of members.”</p> <p>– Stephen Motkowicz, May 7, 2018</p>		<p>On May 17, 2018 Dawn Walker sent an email to Stephen Motkowicz copied to Brian Kirchberg requesting that he explain the specific action that made Kara Carney not neutral.</p> <p>On May 21, 2018 Motkowicz responded. There is a difference of opinion concerning a meeting that took place at Nolan MS on April 17, 2018 and at the MEA office on May 4, 2018 at which observers were present while the internal affairs committee met to certify the elections.</p>
<p>9. “1 concern is that we have no elections policy documents after several request over the years for something in writing.”</p> <p>– Jon Syre, May 8, 2018</p>		<p>See #1. More specific information regarding the concern was sought. No specific information was provided.</p>

<p>10. "Another concern is that the members cannot find anywhere in the constitution that states someone had to be a member for at least a year to be eligible to run for building representative despite that being a verbal rule." – Jon Syre, May 8, 2018</p>		<p>See #5.</p>
<p>11. "The teacher votes were voided and suspended on the first day of voting. I and other members did not receive notification that teacher voting had resumed." – Denise Dienna, May 8, 2018</p>	<p>See email thread from Willis' building rep on Wednesday, May 2 See final reminder email from Willis' building rep forwarded on Friday, May 4, 2018</p>	<p>Building rep confirmed that on Wednesday, May 2nd and Friday, May 4th she forwarded the emails stating that teachers who voted prior to 1 p.m. on Monday, April 30, 2018 would need to cast their vote again.</p>
<p>12. "I asked for a vote count today and was told via email from the union that they do not disclose the vote count. This lack of transparency is at best a concern and at worst, a red flag." – Denise Dienna, May 8, 2018</p>		<p>Vote count sent to members via email and posted on the MEA website on 5/11/18.</p>
<p>13. "I voted in the MEA Election the day the ballot opened, at 7:15 a.m. I voted and considered the matter to be finished. Throughout the day, I believe one or two more emails came out regarding the elections. Since this is our busiest time of the year, I deleted both of those emails without reading them. Of course I assumed the emails were reminders to vote, which I did first thing that day.</p> <p>Later in the week, it was brought to my attention that the emails were about errors in the ballot and that we needed to re-vote. I was fortunate enough to then go back in and re-vote. My questions is, "How many people were like me, deleted the emails, but they did not get the opportunity to re-vote?" How could this be</p>	<p>MEA email communication of 5/11/18 Historical voting data</p>	<p>Sent via email to members and posted on the MEA website on 5/11/18: "There were 136 teachers who voted in the first teacher ballot that was nullified. Of those, 23 teachers did not vote in the second ballot."</p> <p>Voting procedures have been consistent. See voter turnout data for this and past elections.</p>

<p>considered a legitimate election?" – Joanne Chmielewski, May 9, 2018</p>		
<p>14. "My next question is, "Why were numbers or percentages not released with the results?" In my opinion, this was a faulty election and I am not convinced the results are accurate based on the incorrect ballot being put out first. Yes, we are adults. Yes, we should have read all the emails that were put out regarding the elections, but at the same time, the ballot should have gone out correctly. This way, people who voted early, should have been able to trust that they were done with the process." – Joanne Chmielewski, May 9, 2018</p>		<p>MEA past practice has been to announce the end result of elections. On May 11, 2018 the vote count was sent to members via email and posted on the MEA website.</p>
<p>15. "For the first six months of the school year I would pull out my members list and type them in individually to send emails. Last year the HAM person gave me an account to use for the MEA. When we came back this year I did not use it, because I put the names and kept going through One Note not knowing if they received my email or not. I did not go through Outlook (because I did not know). When we started the biggest membership drive I have ever seen, since I have been in this county (10 yrs.), people were joining quickly, and not always with me, I would have to look at my membership list all the time-which does not include email links. I was receiving so many emails from the MEA, I did not have time to put them in individually so someone showed me how to use the HAM email list through Outlook. I started using that, not thinking about the new people. I always had meetings about important issues. I was allowed to talk about the MEA at our morning staff meeting. I told everyone if they wanted to vote</p>		<p>MEA past practice has been to send email from the association email to building reps to forward to members at their site. MEA offers assistance to building reps in fulfilling all aspects of their building rep responsibilities.</p>

<p>they had to join. I gave all the dates for voting, decertification (visual presentation on other places that were decertified and what happen there. Then to confuse the issue even more with technology usage, I was getting direct emails as a member and other emails for being the rep. from the MEA. I thought I was sending emails to all the members at Haile, but when I starting using HAM (which was right before the voting) all of the members did not receive the voting link. I can take the blame for miscommunication, but with the biggest member drive ever, I believe that every member should have been sent the voting information individually. I did talk about voting to all of the school in an email, and at our staff meeting. I thought I had all of my bases covered, but I dropped the ball on the emails at Haile. I do have members that are new, and some older members that quit and became a member again just to vote, and they are upset. I am sorry, but I tried my best. I did spend a lot of my personal time trying to do the best job I could for the MEA with the membership drive. I firmly believe each individual member should have received a personal email to vote. Unfortunately, not all Haile members did get an email to vote. Not all staff received the link from me and no one received an email from MEA.” – Debra Stroup, May 10, 2018</p>		
<p>16. “I was not offered a copy (of the MEA constitution and by-laws), but I would like one. Thank you.” – Rena Morano, March 5, 2018. Concern #1 sent to FEA President Joanne McCall on May 8, 2018</p>	<p>MEA email dated 3/5/18</p>	<p>Barber sent Morano PDF of constitution and bylaws on March 5, 2018.</p>

<p>17. “ On three separate occasions, I emailed MEA to ask for guidance about the “do’s and don’t’ s” of campaigning. I did so on March 19th, on March 22nd, and again on April 2nd, receiving no response until April 3rd. I refer to a document on the FEA website, “Conducting Local Union Officer Elections: a Guide for Election Officials,” by the US Department of Labor. On page 3 it says: “Develop a written set of rules setting forth... guidelines to be followed by all parties...” It continues: “Give copies of the election rules to all candidates... .” MEA has not developed those rules; or if they did, they were not distributed to candidates.</p> <p>On page 4 of the same document it suggests: “Meeting with candidates held to discuss election and campaign rules.” MEA did not have any such meeting.</p> <p>The document also states on the same page: “Notice of election mailed to the last known home address of each member...” This also was not done. It is a known problem that there are MEA members who do not receive important information from building representatives. Some teachers are now saying that they never received information about voting in the Internal Elections.” – Rena Morano, Concern #2 sent to FEA President Joanne McCall on May 8, 2018</p>	<p>Association email to candidates April 3, 2018</p>	<p>On April 3, 2018 MEA Vice President Dawn Walker, on behalf of Internal Affairs Chair Kara Carney, distributed via email campaign guidance based on past practice to all candidates.</p> <p>MEA past practice has been to send email from the association email to building reps to forward to members at their site. MEA offers assistance to building reps in fulfilling all aspects of their building rep responsibilities.</p>
<p>18. “During the same week as MEA Internal Elections, my school had an election for two Building Representatives. The ballots had room to write in a candidate, but stated that candidates had to have been members for one year. A very involved member who joined MEA this Fall when she moved to Florida, expressed interest in one of the positions. I revisited our</p>		<p>Article V, Section 1 of the Bylaws state “In each public school in Manatee County, instructional staff members who are members in good standing of this Association shall elect, for a term of two (2) years, one faculty representative to the Representative Council for each fifteen (15) members, or major fraction thereof.” Nowhere does it say that a building rep candidate just has to be a member in good standing.</p> <p>MEA’s past practice has been that all positions including building rep require membership for at least one year.</p>

<p>Constitution and By-Laws to check on the requirements for Representative. I discovered that there are absolutely no requirements listed. There is a length of membership requirement specified for Directors at Large, but none for Representative.</p> <p>On May 3rd I sent an inquiry to MEA regarding this concern, and did not receive a response. I sent as second inquiry on May 4th, but did not receive an answer. Then, on the afternoon of May 7th I received a response stating that since this issue is part of the challenge to our elections, a resolution can't be reached at this time. In reply I noted that had it been resolved last week, it would not have had to wait. I again refer to the Department of Labor document on the FEA website. On p. 14 it says: "Any qualification which restricts a member's right to seek or hold office must be in the union's constitution and bylaws..." "Unwritten requirements may not be used to disqualify a candidate."</p> <p>It seems clear that since MEA does not have a length of membership requirement for Representatives, a member who has been a part of our association for less than a year, should be allowed to run.</p> <p>These are some concerns that I and others have regarding the recent elections of the Manatee Education Association. We would like to have clear rules and to make sure that they are followed." – Rena Morano, Concern #3 sent to FEA President Joanne McCall on May 8, 2018</p>		<p>Article V, Section 1c states that the Council shall: "be the sole judge of the qualifications of its members, including the power to remove same from the Council for neglect of duties, or for using elected title in any action deemed detrimental to the Association."</p>
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Recommendation from MEA Internal Affairs: From issues raised it is evident that written procedures need to be put in place so everyone has the same understanding before elections take place. Therefore, the MEA Internal Affairs Committee recommends that the MEA elections procedures be established and adopted by the MEA Rep Council prior to the nomination period for the 2019-2021 MEA internal elections.

MEA election campaign guidance

Manatee Education Association

Tue 4/3/2018 5:10 PM

To: Manatee Education Association <association@manateeschools.net>;

Bcc: Patricia Barber <patbarber@floridaea.org>; Stephen Molkowicz <molkowis@manateeschools.net>; Cory Bernaert <bernaertc@manateeschools.net>; Linda Bryan-Beachler <lbeachle@manateeschools.net>; Melissa Cohen <cohenm@manateeschools.net>; Rena Morano <rmorano@manateeschools.net>; Mitcheal Pearl <pearlm@manateeschools.net>; Tracy Williams <williams3t@manateeschools.net>; dawn.walker@floridaea.org <dawn.walker@floridaea.org>; Charlie White <whitec@manateeschools.net>; Brian Kirchberg <kirchbergb@manateeschools.net>; Jonathan Syre <syrefj@manateeschools.net>;

Good afternoon,

Information has been requested regarding campaigning for MEA office. In the past, this is the guidance that has been shared when the question has been raised at Rep Council:

1. Candidates may communicate using school district email. Communication is to be done on a one-to-one basis communicating from one email to another member's email address.
2. Campaign during non-work hours only.
3. Any printing or distribution of campaign materials has to be done at the candidate's expense.

Please call or email should there be any questions.

Dawn

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