

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY
2521 Riva Road, Suite L7, Annapolis, MD 21401

MINUTES – Board of Directors Meeting
Wednesday, June 13, 2018

- CALL TO ORDER** The meeting was called to order by the President, Richard Benfer, at 5:07 p.m. at the TAAAC office.
- MEMBERS PRESENT** Beers, Brininger, Colon, Cronin, Korona, Leone, Lubniewski, Mauro, Miller, Snyder and Thumbtzen.
- Also present were Bill Jones, Mark Beytin, Kate Miller and Cindy Turner.
- Absent was Pam Bukowski.
- ADOPTION OF ORDER OF BUSINESS** Upon a motion by Betsy Brininger, seconded by Kate Snyder, the Order of Business was approved with flexibility. The motion was approved.
- APPROVAL OF MINUTES** Upon a motion by Robin Beers, seconded by Rob Mauro, the minutes of the May 23, 2018 meeting were approved. The motion was approved.
- FINANCIAL REPORT** Upon a motion by Russell Leone, seconded by Dyana Cronin, that the Financial Report for May 2018 be filed for audit. The motion was approved.
- ARBITRATION REQUEST** Mark Mench presented a case that he is working on and requested the case be moved to arbitration.
- It was moved by Jackie Lubniewski, seconded by Kate Snyder, to accept the recommendation to move the case to arbitration. The motion was approved.
- PRESIDENT'S REPORT** Campaign 2018 – President Benfer discussed the voter guide that was sent to members by MSEA to provide information about the county executive and the county council races which compared each candidates' positions side-by-side. President Benfer expressed some concern about the information that went out because it had some mistakes which was a bit embarrassing but the message was good.

President Benfer stated that the Apple Ballots are ready to go and some of you have them in front of you. He passed around the early voting sign-in sheet and asked the Board members to do what they could even though we have multiple people doing multiple shifts. He stated that we really need more people out working polls on Election Day. He stated that the canvassing is going great - Rob Mauro was out and had a positive experience, Kate Snyder was at Old Mill and Annapolis, Kristina Korona was at Meade with a group, and Jan Delph was at Pt. Pleasant. The next one coming up will be at Broadneck and Allison Heintz is leading that one leaving from Cape St. Claire. President Benfer also stated that there is updated information on website and on the calendar, and we will be getting more communication from Meighan Davis about future phone banks and canvases.

Early Vote Field Trip – President Benfer stated that the Early Vote Field Trip will be held on Friday, June 15 at the Severna Park Library, and we 16 people signed up. He passed out the sign up sheet and link to sign up online so we can get an accurate count for the happy hour afterward. He suggested wearing something red.

Reps Survey - President Benfer stated that the comments on the Reps Survey are in your books. Mr. Benfer reviewed the questions and the comments. The results show that there is no need for a change in the start time. The 10-minute meetings are helpful but most of the comments were about not being able to hear and problems with sound system. This started a discussion about getting our own compact wireless system with speakers for us to carry and set up. Betsy stated that she would be willing to do the research to see what she can find.

Jackie Lubniewski stated that she feels that the members concerns should be brought back because people really liked it, and again we would need the microphone.

President Benfer stated that we should think about these issues and discuss them at the August meeting with new President.

Kristina Korona stated that the start time was actually split between 5:15 and 5:30 so it's half. She asked if we have fewer people at the meetings, and suggested that the Credentials Committee collect some of that data to see how that goes.

President Benfer stated that numbers are not that different from year to year and we definitely need to get them up but this should be on the agenda for the August meeting.

NEA Convention – President Benfer stated that he received an email from Pam Bukowski that she will not be at the convention. He stated that she's usually in charge of the comedy night and snack bags, and now it's too late for him to organize something. He asked if anyone had suggestions about gathering together. Russell stated that he could take care of organizing that and anyone that wants to help please let him know.

Program Plan 2018-19 – President Benfer stated that the Program Plan is in the books and asked the Board members to review that plan over the summer. He stated that it's still a draft and it's due on September 30th, so bring any questions or suggestions you might have to the August meeting.

New Teacher Onboarding – President Benfer stated that the sign up for that went around last month and asked if anyone need to see it again.

Celebrate Educators – President Benfer reported that the committee just met and we have 70 registrations for 186 people and 38 are kids and he passed the list around. He stated that if you need to register there's link on the bottom of the page or go the website. The Picnic is on Wednesday, August 22 at Sandy Point. He stated that Franko Catering is doing the food and he needs to follow up with Kona Ice to see if they are coming. He also stated that Keith Wright is picking up paper supplies and ordering the tables, and we are also purchasing 4 tents. Please bring a chair if you want to sit at a table. Mr. Benfer also stated that the committee will be meeting again on August 21 at 9 a.m. before the Board meeting.

Hustle – President Benfer reported that the Hustle is going on right now, and Board members Robin, Kate and Rob have also been hustling. He stated that we will be Hustling for early voting happy hour and go vote in the state and local elections. Mr. Benfer stated that he appreciated the Board members taking the time doing this because some people are still out of the loop.

NEA DIRECTOR REPORT

None

EXECUTIVE DIRECTORS' REPORT

Negotiations – Bill Jones reported that his best guess is that the contract will not be ratified on Wednesday by the Board. The budget was reconciled on Wednesday night but they are not going to have enough money. Mr. Jones stated that we will have to start renegotiations and see who is available in late June, and it shouldn't take more than one session. He stated that we are not going to have a contract done by June 1 and if the new contract is not ratified by September electronically, paper ballots will be done in October.

Mosel – Mr. Jones reported that the Review Board decisions are final and binding and we've submitted a motion to dismiss to circuit court, everyone should have a copy. We have received a response for a motion to dismiss from Sharon's lawyer and we get a chance to reply to their response. Mr. Jones stated that there is a hearing on Monday at 9 but he is not sure if the decision will be made then or a written order will come later. If our motion to dismiss is not successful then we are going to sue her for interfering with TAAAC's contractual relationship with the Board. He stated that it's a lengthy report and will send out copies for anyone who wants to read it. Kristina Korona requested a copy.

Janus - Bill Jones reported that we are still waiting for decision, not expecting a good decision but anything is possible. He stated that Janus is being announced at 10 a.m. tomorrow and whatever happens the information will go out.

School Board Candidates – Bill Jones reported that we made two endorsement: Sidney Butcher, District 1 and

Ray Leone, District 7. None have been made in Districts 4 or 5, and some Board members are angry about us not making a decision in those areas, especially Julie Hummer. He stated that we had a split decision between the two and could not come to a decision and decided not to endorse anyone. After talking with Terry Gilliland he is more understanding about the process. He also stated that Sydney Butcher may end up not being eligible to run because of his new job so we may only end up with one endorsed candidate on the board.

Advocacy – Mark Beytin reported that it's been a difficult year. There are lots of non renewals, non tenure, termination on a cap for two years because they didn't meet the requirements, SLO's are 50% of ratings, mental health problems more than ever, and more investigations. Kate Gilbert is now doing investigations as a part time job. He stated that it's just been unbelievable and it's harder to do hiring because we are not the number one choice so the board is hiring all year long.

Jackie Lubniewski asked where do you see investigations stemming from?

Mark Beytin stated that he can't say for sure, but probably due to drug and alcohol abuse, unprofessional / racial comments, misuses of computers with Facebook and other social media. If you say anything denigrating about the administration, they can go after you. There is no freedom of speech.

Kate Snyder wanted to know what is the rule of writing a referral.

Bill Jones stated that you should do what the supervisor says, do it now and grieve it later. So if you're told not to, don't and call the office.

COMMITTEE REPORTS

None

OLD BUSINESS

None

NEW BUSINESS

None

**DIRECTORS' DISCUSSION
ITEMS**

Substitutes – Robin Beers stated that at the last ARC someone brought up the issue of subs and teachers being pulled left and right. What advocacy can TAAAC engage in to bring awareness to this issue?

President Benfer stated that ASI has given this information to Dr. Kubic and she's going somewhere in the mid-west to a conference to try to fix this problem. It's something that's not going to be fixed over night. We can't get people to sub, and there are no other ways to lobby the issue.

Karina Colon stated that as a NBC Teacher she has the opportunity to interview candidates for subs and would like to hire them, but the interview process is painful and the applicants aren't qualified.

Betsy Brininger suggested that we fold this in as a workload issue. Because of the time it takes to write a sub plan and not having people to cover your classes you're unable to do your job because you're subbing all day long.

Robin Beers stated again what can we do to increase awareness on this issue, like giving the Board a bill that says here's your free service for the day. Kids are not getting services because of this issue.

President Benfer suggested that members collect the data and return it.

Jackie Lubniewski stated that in her building a part time teacher doesn't get paid for 4th period but she's there waiting for her child so she's getting called to sub 4th period and she's not being paid.

Russell Leone commented on what Robin said about kids that not getting their services, this is especially true when special ed and ESOL teachers are being pulled to cover classes these students aren't getting the hours that they need and then it becomes a legal issue.

ANNOUNCEMENTS

President Benfer stated that there are some thank you cards in the books. He also stated that he's getting a new job as Right Start Advisor and training starts next week.

Russell Leone presented Richard with a small token of their appreciation for his service from the Board members. He stated that they also have one for Pam.

Karina Korona thanked everyone for her time on the Board.

Bill Jones stated that he put a job opportunity on the website that might be worth a look, KATCEF is looking for etchers at \$50 an hour as part of their Stella Artois promotion.

ADJOURNMENT

There being no further business, the meeting adjourned at 7:05 p.m.

Respectfully Submitted:

Approved:

Russell C. Leone, Secretary-Treasurer

Richard Benfer, President

Minutes approved at BOD meeting _____
(Date)