

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY  
2521 Riva Road, Suite L-7, Annapolis, Maryland 21401

MINUTES – Board of Directors Meeting  
Wednesday, October 6, 2021

**CALL TO ORDER**

The meeting was called to order by the President, Russell Leone, at 5:04 p.m., at the TAAAC office.

**MEMBERS PRESENT**

Brininger, Carr, Córdoba, Cronin, Grimm, Kim (5:13 p.m.), Korona, Liakos, Ruddy, Snyder and Watt.

Also present were Ken Page, Keith Wright and Debbie Lanham.

Absent was Allison Heintz.

TAAAC's Vision & Mission were read by President Leone.

**ADOPTION OF ORDER  
OF BUSINESS**

Upon a motion by Dyana Cronin, seconded by Emmanuelle Carr, the Order of Business was approved with flexibility.

**APPROVAL OF MINUTES**

Kristina Korona stated that on Page 3 in the third paragraph it states that Adria Watt made a motion but in two paragraphs down it says Minna Kim accepted the friendly amendment. It should read that Adria Watt accepted the friendly amendment.

Upon a motion by Elizabeth Ruddy, seconded by Betsy Brininger, the Minutes of the September 1, 2021 meeting were approved with correction.

**REPORT FROM MSEA  
MEMBERSHIP  
ORGANIZING TRAINING -  
SAMI SCHRICKEL**

President Leone introduced one of our Member Organizers, Sami Schrickel. She has been working all through the summer and she had the opportunity to attend the MSEA Organizing Training. Sami Schrickel shared her experience and what she has been doing.

**FINANCIAL REPORT**

Secretary-Treasurer Liakos reported that we budget a certain amount for certain categories and Line Item #76 had \$6,650 and we had expenses of \$53,000 for an overage of 800% for that Line Item. These are things we need to talk about to find out why we are over budget by that much. According to our policies, Article 4-Section C, the Board should have taken action to approve that overage. We must adhere to policies when we have budgets.

Secretary-Treasurer Liakos reported that she was doing research to understand what it meant to “call for audit.” It is recommended that we don’t call for audit because we are not auditors and we don’t see the whole picture of everything. We should not make a motion to file for audit. We should make a motion that the report should be filed with the secretary and no action is required. It is advised that an audit in some form is done annually by auditors and not the Board of Directors. Their recommending that we change the terminology to say that we are placing this on file for audit. Meaning this document has not been audited by us and will be there for the auditors to audit. The information is coming from Michigan State University.

President Leone stated that the Board of Directors is not doing the auditing. We file for audit every month so we don’t have people looking back at a year’s worth of budgets. He asked Secretary-Treasurer Liakos to share the information so that it can be brought up at the next meeting.

Secretary-Treasurer Liakos stated that we have \$400.00 checks that went out to all the Delegates for the MSEA Convention. Many of the checks have been cashed already but now we will not be using that money. She asked what the plan was on returning the money. It was proposed that people return the money and if they have meal expenses that they submit those expenses. How are we going to communicate that to everybody?

President Leone reported that after the meeting he will be communicating with the Delegates. He stated that he has communicated with them twice. The first contact was after MSEA’s decision to go virtual to inform them that we would not be covering hotels and the second contact was to inform them to not cash the stipend and return it to TAAAC. He stated that he does know that some have booked a non-refundable hotel. He stated that his opinion is that folks should not have to eat that because it is not the fault of the delegate.

It was moved by Betsy Brininger, seconded by Jill Grimm, that we create a uniform stipend of \$100.00 given to all delegates and on a case-by-case basis work with members incurring non-refundable expenses. The motion was approved unanimously.

It was moved by Secretary-Treasurer Maureen Liakos, seconded by Vice President Snyder, to close the PNC Savings Account and move the funds in the amount of \$105,860.18 as of June 30, 2021 bank statement to the Truist Bank, formerly BB&T Bank. The motion was approved with a vote of 12-Yes, 1-No, 0-Abstentions.

Secretary-Treasurer Liakos asked if we would entertain the idea of a dues holiday in December 2021 for our members?

Secretary-Treasurer Liakos withdrew the idea of providing a dues holiday in December 2021.

It was moved by Secretary-Treasurer Liakos, seconded by Jorge Córdoba, to file the August 2021 Financial Report for audit. The motion was approved.

## **ACTION ITEMS**

Reaffirm Votes on Rodvien and Negotiations Team - President Leone stated that he will report out the votes and then reaffirm all the votes collectively on the Rodvien Fundraiser and the Negotiations Team.

The vote for the support of Lisa Rodvien's recent Fundraiser, there were 11-Yes, 0-No, and 2-Missing.

It was moved by Vice President Snyder, seconded by Dyana Cronin, to reaffirm the vote on the Rodvien Fundraiser. The motion was approved.

The vote for the Negotiations Team, there were 10-Yes, 1-No, 2-Abstentions.

It was moved by Betsy Brininger, seconded by Elizabeth Ruddy, to reaffirm the vote on the Negotiations Team. The motion was approved with 12-Yes, 0-No, 1-Abstention.

Allison Pickard Fundraiser - Executive Director Page raised the question on how much we want to and if we want to support at what level a Fundraiser for Councilwoman Allison Pickard.

President Leone reviewed the suggested contributions.

It was moved by Betsy Brininger, seconded by Emmanuelle Carr, that we contribute \$500.00 to Allison Pickard's Fundraiser Event. The motion was approved with the vote of 5-Yes, 1-No, 5-Abstentions.

NBI 20-25 - President Leone reported that when an NBI is submitted, it needs to be submitted by the 4<sup>th</sup> Tuesday of the month so we have time to cost it out and also we have time for this Board to look to see if it is something we want to support. He stated that as he read the NBI and the way he would cost it out is it would not incur us any additional cost because we would be able to use our existing platforms and it is virtual. The only caveat to that is an unknown cost if we had more than 500 people that wanted to attend.

NBI 21-05 wording: TAAAC will host a virtual Candidate Forum prior to the elections opening on January 31. The forum will be moderated by an individual chosen by the nominating committee for the candidates for the position of the President and Vice President. During the forum, the candidates will answer questions that will be provided by the membership and compiled by the nominating committee and then provided to the candidates before the forum. The Board of Directors candidates will be provided with the questions and will be given the opportunity to answer the questions in writing. The answers will then be posted on the TAAAC website.

It was moved by Kristina Korona, seconded by Maureen Liakos, to support NBI 21-05 that has been submitted.

Kristina Korona withdrew her motion.

Grievances - Keith Wright presented Case #21-005 on a student graduating at a ½ credit short of meeting requirements.

It was moved by Dyana Cronin, seconded by Jill Grimm, to approve to move Case #21-005 to arbitration. The motion was approved unanimously.

Keith Wright presented Case #21-011. This case is a product of COVID.

It was moved by Kate Snyder, seconded by Adria Watt, to approve to move Case #21-011 to arbitration. The motion was approved unanimously.

## **DISCUSSION ITEMS**

MSEA Convention Updates - President Leone stated as a reminder we do have a caucus meeting next week on Tuesday, at 5:30 p.m. It is a virtual caucus meeting. We will be considering at the caucus the NBI's and bylaw amendments. If you have any questions, let him know.

MSEA Grants - Black Lives Matter in School and Human and Civil Rights - President Leone reported that the deadline is October 25 at 5:00 p.m. for the Black Lives Matter in School Grant. If there are some things, we think we can do that would support Black Lives Matter in Schools, let me know. I will send out a link with the information.

President Leone reported that the Human and Civil Rights Grant has a deadline of October 25, 2021. This is for local affiliates and members in the work of promoting human and civil rights and social justice.

President Leone reported that the awards MSEA gives out with a deadline of November 1. The awards are the Dorothy Lloyd Wright Award that recognizes the work of girls' and women's rights. The second is the Minority Recognition Award which promotes racial and social justice. The third one is the Human and Civil Rights Award for recognition of promoting human and civil rights.

RA Format - President Leone reported that the Board voted to have in person with the virtual option for the Representative Assembly. We got the technology working. Information will go out to Building Representatives with the link so if people want to join virtually. We will be at Severna Park Middle School.

President Leone reported that there is interest in looking at different locations. We still need to look through and work with AACPS on feasibility and now knowing the technology that we have that will help us with what options we have available.

Kristina Korona suggested surveying the Building Representatives concerning location of holding the meetings.

Organizing Work Update - President Leone reported that we have our fall organizers that are in full swing making calls to members. They are checking in to see if they have faculty councils that are running, if they have building representatives and they know who they are. We are targeting the schools that need extra attention.

Negotiations - Impasse - Executive Director Page reported that we are not going to change the behavior at the AACPS until we start moving collectively in mass. Impasse will be granted shortly by the PRSLB.

President Leone reported on what we are contemplating on our public facing campaign. We are talking about video messaging, a Facebook Live Event, and scripts that we are working on that we want to highlight members and the work that members have been doing during this time.

BrightSpace - President Leone reported on the partnership that AACPS thinks we have over BrightSpace. Board of Directors discussed concerns about BrightSpace.

Executive Director Page asked how do we institutionalize a mandate on all our administrators that we are not going to work a minute over the 7 ½ hour day?

Kristina Korona reported that we need people showing up and showing pressure right away and starting to organize a work-to-rule around these things.

It was moved by Kristina Korona, seconded by Dyana Cronin, that at the next Representative Assembly we inform the Building Representatives of the power of work-to-rule and provide the tools to have a 10-Minute Meeting which ties in all the issues impacting us and advocates for the need to work-to-rule. Each building will take a vote in October with a target to begin Work-to-Rule by November 1. The motion was approved with a vote of 9-Yes, 3-No, 1-Abstention.

Vaccinations - No report.

10-Minute Meeting - President Leone reported that the 10-Minute Meeting will be about incorporating our organizing work, talk about the TAAAC commitment cards, BrightSpace, a bargaining update and a Work-to-Rule.

GR Endorsement Process - Report postponed.

Follow-up from the Strategic Planning - Report postponed.

President Leone stated that a question has come about the bus drivers. We have been in contact with the bus drivers. The bus drivers have an action going on tomorrow at 10:00 a.m. which he stated he will be attending to support them.

Executive Director Page reported that we have connected the bus drivers with a USEW organizer. Ninety percent of them have signed union cards. They want us there tomorrow for their public event. We have offered TAAAC's office for meeting.

#### **UNISERV UPDATE**

No report.

#### **DIRECTORS' DISCUSSION ITEMS**

TAAAC Elections - Report postponed.

Meeting Format - Secretary-Treasurer Liakos asked whether it is possible to have some of our meetings virtually or hybrid now that we have the electronic equipment?

President Leone reported that we are working to get the Board-room set up for hybrid. Also, we have the portable technology. He reiterated that anytime we have an Executive Session on the agenda, if you choose to come in virtually, it will turn off during Executive Session. If you are in the room during Executive Session, you may not talk to anyone who is not in the room about what went on in Executive Session. He stated that he thinks it should be the exception rather than the rule.

Kristina Korona asked for more information on the Negotiations Report.

President Leone reported that he will send out to the Board of Directors on the follow-up from Retreat.

Kristina Korona asked for TAAAC staff minutes.

Executive Director Page stated he will keep the Board informed on the TAAAC staff meetings.

Kristina Korona asked about closed Facebook Group.

President Leone stated that we are working on promoting the closed Facebook Group. We just reopened it. This will not be a question and answer forum. We will need to discuss the Admin position to make sure rules are being followed.

Elizabeth Ruddy asked about fall testing and does MSEA have anything to say about the testing.

President Leone reported that this is something that has come down from MSDE, but he will check with MSEA to see if there is an MSEA position.

**ANNOUNCEMENTS**

Dyana Cronin announced that she is expecting.

Next Board Meeting: November 3, 2021 at 5:00 p.m. in the TAAAC Board Room.

**ADJOURNMENT**

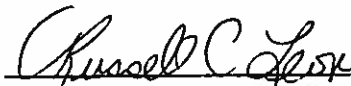
It was moved by Betsy Brininger, seconded by Emmanuelle Carr, to adjourn the meeting at 8:49 p.m.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Russell Leone, President

Minutes approved BOD meeting

11/3/2021

(Date)