

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

MINUTES – Board of Directors Meeting
Wednesday, November 3, 2021

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 5:07 p.m., at the TAAAC office.

MEMBERS PRESENT

Brininger (5:22), Carr, Córdoba, Cronin, Grimm, Heintz, Kim (5:19 p.m.), Korona, Liakos, Snyder and Watt.

Also present were Ken Page, Jephtha Nguherimo, Amanda Menas and Debbie Lanham.

Absent was Elizabeth Ruddy.

TAAAC's Mission and Vision were read by Kate Snyder.

**ADOPTION OF ORDER
OF BUSINESS**

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

APPROVAL OF MINUTES

Upon a motion by Kate Snyder, seconded by Jill Grimm, to approve the Minutes of the October 6, 2021 and the continuation of the Minutes on October 19, 2021 meeting. The motion was approved.

ACTION ITEMS

Bylaw Amendment - Vice President Snyder reported that as Board of Directors, this is one of the ways to move Bylaw Amendments to the Representative Assembly. The Bylaw Amendment moved and seconded to enter debate and discussion.

It was moved by Maureen Liakos, seconded by Jorge Córdoba, to move Bylaw Amendment Article V, Section 3 - Officers and Directors, to the Bylaws Committee.

Article V - Officers and Directors

Section 3. The President, Vice President, and Secretary-Treasurer, ~~and the Directors~~ shall hold office for ~~two (2)~~ **three (3) years**. Each executive officer shall remain in office through July 31 of the year in which a successor is elected, unless otherwise provided in this Constitution. An executive officer shall serve no more than three (3) terms in the office to which

elected.

Section 3. The Directors shall hold office for two (2) years.

It was moved by Russell Leone for a substitute motion, seconded by Allison Heintz, to move Bylaw Amendment Article V, Section 3 and Section 5, to the Bylaws Committee.

Article V - Officers and Directors

Section 3. The President, Vice-President, Secretary-Treasurer and the Directors shall hold office for two (2) three (3) years.

Section 5. The President, Vice-President, Secretary-Treasurer and the Directors may serve consecutively no more than three (3) two (2) terms. An officer or director who has served two consecutive terms, may not serve in the same position for one year beginning August 1 following his/her their last term.

The vote on the substitute motion to make it the main motion was approved unanimously.

It was moved by Betsy Brininger, seconded by Jill Grimm, to move the substitute motion to the Bylaws Committee. The motion was approved with 3 abstentions.

Digital/Mailing Campaign - President Leone reported that we are bringing forward information on a paid media campaign around workload issues. We are proposing a mailing to residents surrounding the Board of Education members in their neighborhood and around the schools. The mailing will accompany a digital ad that will target the community to explain the challenges that teachers are having with workload. Also, we will be encouraging people to sign onto our class action as well.

Meighan Davis, MSEA's Organizational Specialist, stated that we will be working with the firm Berlin Rosen. This firm is great with targeting. The digital ad is going to focus on members or anybody with an AACPS in their profile. The parent mailing, which has an accompanying digital ad, will be a call to action to call Dr. Arlotto at the Board of Education.

President Leone shared the Berlin Rosen quote a total of \$30,000.00 that includes the direct mail production at \$5,700.00, the direct mail postage at \$2,600.00, the 1st digital production at \$4,000.00, the 2nd digital production on the

grievance at \$3,000.00, digital ads at \$14,000.00, and miscellaneous expenses at \$600.00. These subtotals were rounded from the actual quote.

It was moved by Kate Snyder, seconded by Kristina Korona, to approve the proposal for the Digital/Mailing Campaign and move forward. Roll call vote: Minna Kim-Yes, Jorge Córdoba-Yes, Kate Snyder-Yes, Emmanuelle Carr-Yes, Dyana Cronin-Yes, Jill Grimm-Yes, Betsy Brininger-Yes, Allison Heintz-Yes, Maureen Liakos-No, Kristina Korona-Yes, Russell Leone-Yes.

Delegate Bagnall Fundraiser - President Leone reported that we received a recommendation from the Maryland State Education Association to contribute \$500.00 to a fundraiser for Delegate Bagnall. Do we support or not support this recommendation?

It was moved by Kate Snyder, seconded by Kristina Korona, to support the recommendation of \$500.00 for the Delegate Bagnall Fundraiser. The motion was approved unanimously.

President Leone reported that we received a recommendation from Maryland State Education Association for \$500.00 for a fundraiser for Delegate Henson. Do we support or not support this recommendation?

It was moved by Kate Snyder, seconded by Allison Heintz, to support the recommendation of \$500.00 for the Delegate Henson Fundraiser. The motion was approved unanimously.

DISCUSSION ITEMS

Organizing Work Update - Amanda Menas presented the Enforcing our Contract Toolkit to the Board members. The goal is to win at impasse, and we want to alleviate the workload. The actions that are on the calendar will meet members where they are. This does not happen with just members by their selves. We need the organizing teams at every step of the way.

It was suggested to add grading from home and required readings.

President Leone reported that there are things we will be expecting the Board of Directors to do. After this is voted on, it

is very important that Board members are reaching out to their feeder system Building Representatives to talk to them about what is coming, encouraging them to attend the Representative Assembly next week because we will be holding a training on this action and encourage your Building Representatives to hold the 10-Minute Meeting. He stated that during the actions, we are going to ask Board members to check in to ask how it is going and if they need any support.

Dyana Cronin reported that Friday, November 19, 2021, when members meet in the cafeteria to walk out together. She stated that on Friday most of the time principals let you leave after your hours. She stated that she does not believe it would be quite as effective as it would be on a day Monday through Thursday. It was decided to move it to November 16, 2021.

President Leone reported that we are starting this action on November 11, 2021 for a reason. We want to make sure that we get the word out to the schools, so people have time to talk to each other, to talk to their PTA's and to really lay down the foundation for this to make sure it works.

Executive Director Page stated that we are encouraging everyone to track their time.

It was moved by Kristina Korona, seconded by Jorge Córdoba, to approve the two-week action to enforce the contract. The motion was approved unanimously.

President Leone reported that there will be Board expectations. We have the grievance that we are asking all these people to sign. We want to start to move this to Level III and have Board members to be signers to this grievance. We want you to start tracking your time tomorrow.

President Leone reported that we have a Community Involvement Committee that is meeting. They are brainstorming ideas with other organizations that we can also reach out to.

10-Minute Meeting - President Leone asked for Board members to volunteer to help with the presentation of the 10-Minute

Meeting at the Representative Assembly. It was suggested to have all the Board of Directors to do it as a whole.

Negotiations - Executive Director Page stated that the question for us now is how we connect this idea of getting the BOE to remove the silly request for the additional day. If they are hearing us around workload, wouldn't it make sense to tell your bargaining team to pull back from impasse. We hope to have a decision around whether we are at impasse soon. He stated that he can't promise but thinks we should know something before the winter holidays.

GR Endorsement & State Recommendations - President Leone reported that the Government Relations Committee met and they are looking at the week of November 15 for candidate interviews. Candidate questionnaires have gone out to the people that have filed on the state level in District 30, 32 and 33. Board members are on the Government Relations Committee so if you are able to join in on any of the candidate interviews once they are scheduled that would be fantastic.

Minority Affairs Committee Report - Jorge Córdoba reported that with COVID we are not sure we are going to have the Mills/King Event. What we are proposing right now is to have it in May 18, 19 or 20, 2022, at an outside place.

Mr. Córdoba reported that the term ethnic minority was our homework and the Minority Affairs Committee did some research. The two terms that should be used are "people of color" or "under represented." We are asking the Board to change the words in the Bylaws "ethnic minority" to "under represented."

President Leone stated that it sounds like after the discussion there needs to be more conversation before a recommendation is made.

Get Out the Vote - Kate Snyder reported that it would be a good opportunity for us with a big election coming up to do a Get Out the Vote Campaign. We talked about the idea of encouraging people the importance of being a voice in your union. If we are

truly going to be a member lead organization, then we need our members to vote.

President Leone reported that there is an NBI on a Candidate Forum that is coming to the Representative Assembly again this month because we were not able to vote on it last month.

Kristina Korona stated that one of the reasons people don't vote is if you don't know who is running and you don't feel well informed then you are not going to vote. Maybe this is something for the Nominating Committee to explore.

UNISERV UPDATE

Jephta Nguherimo asked Board members what they want to hear from the UniServ Directors.

Jorge Córdoba stated that at Severn River Middle School he is not sure whether there is a Building Representative, but they do not know what TAAAC is doing.

Kate Snyder reported that she would like to hear about the trends.

Mr. Nguherimo reported that he has been dealing with workload issues with Brightspace, more calls about immediate resignations and what will be the punishments, disciplinary issues, COVID related leaves and how the system is tracking contact tracing.

FINANCIAL REPORT

It was moved by Maureen Liakos, seconded by Jorge Córdoba, to file the October Financial Report for audit. The motion was approved.

EXECUTIVE SESSION

It was moved by Betsy Brininger, seconded by Dyana Cronin, to move into Executive Session at 7:07 p.m. The motion was approved.

The motion was rescinded to hold off on Executive Session until after Directors' Discussion Items.

DIRECTORS' DISCUSSION ITEMS

Maureen Liakos stated that she would like to take a motion of a no confidence vote on Arlotto.

President Leone stated that there is no second to this motion, therefore the motion dies.

EXECUTIVE SESSION

It was moved by Betsy Brininger, seconded by Allison Heintz, to move into Executive Session at 7:12 p.m.

It was moved by Betsy Brininger, seconded by Jill Grimm, to rise out of Executive Session at 9:04 p.m. The motion was approved.

ANNOUNCEMENTS

Next Board Meeting: December 1, 2021 at 5:00 p.m. in the TAAAC Board Room.

ADJOURNMENT

It was moved by Kate Snyder, seconded by Kristina Korona, to adjourn the meeting at 9:06 p.m.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Russell Leone, President

Minutes approved BOD meeting December 1, 2021

(Date)