

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

MINUTES – Board of Directors Meeting  
Wednesday, December 1, 2021

- CALL TO ORDER** The meeting was called to order by the Vice President, Kate Snyder, at 5:09 p.m., at the TAAAC office.
- MEMBERS PRESENT** Cronin, Grimm, Heintz, Kerlavage, Korona, Liakos (Virtual), and Ruddy.
- Also present were Ken Page, Keith Wright, Amanda Menas, Debbie Lanham and Colleen Walker-Good.
- Absent were Betsy Brininger, Emmanuelle Carr, Jorge Cordoba, Minna Kim and Adria Watt.
- TAAAC's Vision & Mission were read by Kristina Korona.
- ADOPTION OF ORDER OF BUSINESS** Upon a motion by Allison Heintz, seconded by Dyana Cronin, the Order of Business was approved with flexibility.
- APPROVAL OF MINUTES** Upon a motion by Jill Grimm, seconded by Heather Kerlavage, the Minutes of the November 3, 2021 meeting were approved.
- FINANCIAL REPORT** It was moved by Secretary-Treasurer Liakos, seconded by Elizabeth Ruddy, to file the November 2021 Financial Report for audit. The motion was approved.
- ACTION ITEMS** GR Recommendations for State Senate (Districts 30, 32, 33) - Colleen Walker-Good reported that the Government Relations Committee worked on the Senate races first because the Maryland State Education Association does the official endorsement. We interviewed over the course of the last month. The committee put forward the following recommendations for Dawn Gile, District 33; Sarah Elfreth, District 30; Pam Beidle, District 32. The reasons the Government Relations Committee decided on these recommendations for endorsement were reviewed. The recommendations will be sent to the Representative Assembly and then if approved will be sent to the Maryland State Education Association.

It was moved by Allison Heintz, seconded by Jill Grimm, that we support the recommendations of the Government Relations Committee for Dawn Gile, District 33; Sarah Elfreth, District 30; Pam Beidle, District 32. The motion was approved unanimously.

## **DISCUSSION ITEMS**

Organizing Work Update - Executive Director Page reported that much of the work the members and leaders have done around organizing and communications put us in a strong position at the bargaining table.

Amanda Menas reported that Board members received the report on what the Member Organizers did this summer. Some of the things our Member Organizers heard from their thousands of calls over the summer were broken into categories. Workload, safety and bargaining were at the top and secondary topics were lack of communication from AACPS, Brightspace, SPED requirements and 12-Month people visibility.

Executive Director Page reported that he wanted to highlight on the topics of the experience credit and the bargaining around the workload. We went into action with attending Board of Education meetings, Enforce Our Contract Program, editorials, and worked to get community support.

Ms. Menas reported that over the last two months we have seen more member engagement than we have seen in a long time. In the last two weeks before the holiday, during our Enforce Our Contract Action, we had almost 100 of our work sites participate in one way or another. To support the Building Representatives and the leaders in our schools when they needed support, we had UniServ Directors going out to do material drops to schools without Building Representatives. Member Organizers were calling our Member Organizing Team members in buildings to provide support. A report was sent out so that Board members could see where schools are for targeting support and where we need to focus our efforts. In this report are the outcomes of our last month of our organizing efforts. Member Organizers reported that the larger work sites need help with communication, that Hustle was effective with getting feedback but was not effective for mobilizing, and our Building

Representatives continue to want support and training.

Ms. Menas reported that we do not have a formal plan for Board members, but we are hiring Spring Organizers and moving forward around the same topics we have been discussing. We want Building Representatives at every meeting, bulletin boards, active Faculty Councils and monthly 10-Minute Meetings. The deadline for applications for Spring Organizers is December 12 and we hope to have interviews before the break.

Negotiations - Executive Director Page reviewed the status of dates. Hopefully sometime this month we will be done with the impasse and an idea of what to turn out to members. We need to figure out how we are going to roll this out and talk to our members.

Executive Director Page reported that we are going into a Blue-Print environment next year and he will need the Board of Directors' help. The Board, the entire Bargaining Team, and even our Building Representatives need to train ourselves on what this looks like.

10-Minute Meeting - Vice President Snyder reported that we need to figure out what we want to do for the 10-Minute Meeting in December. It was discussed at the Executive Team meeting that January would be a great time to do our "Get Out to Vote" 10-Minute Meeting because it will be right before the elections. Historically, the 10-Minute Meeting in December has been about the budget cycle. There are other things we should be focused on so we could do the budget cycle in a bullet format and then pick another topic.

Heather Kerlavage suggested that we do something with understanding the Building Representatives' roles. We can use the flow chart and move right into the budget cycle.

Elizabeth Ruddy suggested the December 10-Minute Meeting be about continuing the momentum.

Keith Wright reported that January 4 & 6, 2022 are the Budget Hearing dates.

10-Minute Meeting December - Vice President Snyder stated that based on the discussion, our December 10-Minute Meeting will be based on the theme on continuing the momentum and it will include the responsibility flow chart, what is the budget cycle, how does it work and why is it important to show up for the budget hearing.

Jill Grimm suggested that we could possibly make the January 5, 2022 Board of Directors Meeting virtual. We have the budget hearings on January 4 and 5, 2022.

100-Year Gala - Vice President Snyder asked Board members what everyone is feeling as far as an indoor, dressy event or an outdoor barbeque style or do we scrap the event and let it go?

Vice President Snyder stated that after the discussion, the Special Events Committee will research an outdoor fancy event in late spring in Anne Arundel County for the 100-Year Gala.

## **UNISERV UPDATE**

Vice President Snyder reported that Executive Director Page and the UniServ Directors need us to specify specific things of what we need in their reports. What are the 4 or 5 things you want to know?

Kristina Korona stated that for the Executive Director it is telling us leadership things of the daily running of the position. Particularly what the Executive Director thinks is going well beyond a limited scope. The most important things are concerns for areas where we need to take action to help him do his job. We hired him to run things and we need him to tell us how things are going whatever it is at that time.

Allison Heintz stated that in terms of the UniServ Directors how many calls are we getting, how many members have reached out and what are the categories they are talking about?

Kristina Korona stated what are we finding out about the outreach to buildings and organizations?

Keith Wright reported that trend wise in a normal school year

there will be 5 or maybe 6 conversations in an entire school year on how to resign in the middle of the school year and he has been getting 6 to 10 a week. The other things we have been dealing with are contract violations related to workload, substitute coverage, not getting planning, too many non-professional duties, student behaviors and damaged computers.

Keith Wright stated do not pay for a damaged laptop until you contact TAAAC.

Keith Wright reported that the TAAAC-FEE was not set up to accept charitable donations to members. The TAAAC-FEE is a separate 501© organization with their own bylaws, own structure, own elected officers. The fix is to check with an accountant to make sure it is legal and amend the bylaws and re-file them with the state. He stated that what he has found with documents on the share drive is Bill and the FEE did that to do what we are doing with the Grants in Need for members. The piece we can't find is if they ever filed with the State to make it official.

## **EXECUTIVE SESSION**

Vice President Snyder reported that we are moving beyond Executive Session. She stated that since we are not moving into Executive Session to finish the work that we need to finish, she asked that by the Representative Assembly everyone go into the document and look at it and at the bottom write your name and say I'm good with it.

## **DIRECTORS' DISCUSSION ITEMS**

TAAAC History - The action requested reads as follows: TAAAC will organize a committee to develop a history of our union in conjunction with the 100<sup>th</sup> Anniversary celebration. This committee will develop questions to use to interview people, reach out to current and retired members, reach out to current and former staff as well as other supporters, record oral histories, develop a history section on the TAAAC website of highlights of our union over the last 100 years, and create a presentation for the 100<sup>th</sup> Anniversary Gala celebration in the spring. The aim will be to both develop a recorded history of the union but to also celebrate TAAAC victories over the years including highlighting contract negotiations that improved our working conditions: this will increase our knowledge and pride

in both our own union and the power of unions in general.

Vice President Snyder stated that looking at this motion, is this something that can fall into a committee that already exists or do we need to create a subcommittee?

Kristina Korona stated that supposedly the Special Events Committee is working on this currently.

Vice President Snyder stated that since President Leone reported that it is already being worked on, we will ask him to update us on where the History of TAAAC is and if it is not where we need to be then we take this to the Special Events Committee.

Full-time Organizer - Vice President Snyder reported that the suggestion from President Leone was to talk about this at the budget cycle. Once we start our budget, we can earmark the position.

Kristina Korona stated is this something that we can do now as far as investigation of what it is and what the job of an organizer job description cost?

RA Locations - Vice President Snyder reported that she spoke to President Leone about RA locations and he said that he gave it to somebody but then never followed up. He will follow up when he returns from NCUEA.

Will Inviting Reps. To Bring Their Kids Cause Liability Issue? - Vice President Snyder reported that we had talked about this at the Representative Retreat about making meetings kid friendly. Do we know for a fact that liability is an issue?

Kristina Korona stated that she would like actual specifics of what the increase in insurance would be. There must be a way to invite children.

From Where Should We Order Dinner Next Month? - Vice President Snyder stated that what we were doing before was astronomical in price. Decisions on meals need to be made further in advance and not the day before or day of the meeting.

It was decided to send menus out ahead of time to order well before the next meeting.

**ANNOUNCEMENTS**

None

Next Board Meeting: January 5, 2022 at 5:00 p.m. in the TAAAC Board Room or Virtual.

**ADJOURNMENT**

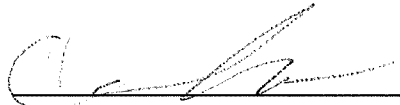
It was moved by Jill Grimm, seconded by Dyana Corona, to adjourn the meeting at 7:17 p.m.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Kate Snyder, Vice President

Minutes approved BOD meeting February 2, 2022  
(Date)