

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

MINUTES – Board of Directors Meeting
Wednesday, February 2, 2022

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 5:02 p.m., at the TAAAC office.

MEMBERS PRESENT

Brininger, Carr, Cordoba, Cronin, Grimm, Heintz, Kerlavage, Kim, Korona, Liakos, Ruddy, Snyder and Watt.

Also present were Ken Page, Mark Mench (Virtual), Debbie Lanham (Virtual), Keith Wright (Virtual), and Nicole Disney-Bates (Virtual).

TAAAC's Vision & Mission were read by Allison Heintz.

President Russell read the Land Acknowledgment.

**ADOPTION OF ORDER
OF BUSINESS**

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

APPROVAL OF MINUTES

Revisions for the December 1, 2021 Minutes were presented.

UNISERV UPDATE - Kristina Korona stated that the Executive Director report should be telling us about what he thinks we need to know about the daily running of the association. He should be telling us whatever he thinks is vital for us to know so that we are well informed and can take action rather than being restricted to a report that is limited in scope. The Executive Director should be telling us what he thinks are going well but even more importantly areas of concern so 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 especially as situations of concern arise.

UNISERV UPDATE - second revision - Kristina Korona stated that we need to hear from the UniServ Directors about how they are doing with outreach to work sites.

DIRECTOR DISCUSSION ITEMS - Kristina Korona stated that supposedly the Special Events Committee is working on this currently but would like to get confirmation of this and would like to know to what degree this is being worked on.

It was moved by Kate Snyder, seconded by Jorge Cordoba, to accept the amendments to the December 1, 2021 Minutes. The motion was approved.

It was moved by Jill Grimm, seconded by Dyana Cronin, to accept the Minutes of December 1, 2021 with the amendments. The motion was approved.

It was moved by Emmanuelle Carr, seconded by Heather Kerlavage, to approve the Minutes of the January 5, 2022 meeting. The motion was approved.

ACTION ITEMS

Policy Amendments - President Leone presented amendments to the language of the Policy Book. The following language was presented:

Article 4, Section R - Corporate Checking Account: Authorize the Establishment of a corporate checking account. ~~The account will be a two-signature account. All checks are to be signed by the two of the three officers.~~ TAAAC uses Bill.com. The President and Executive Director are designated as approvers on the account while the Secretary-Treasurer and Vice-President are designated as payers in the processing of the payments. On August 1 of years when there are changes in these positions, the appropriate authorization cards will be updated to correspond with the then in-office President, Vice-President, and Secretary-Treasurer.

It was moved by Kate Snyder, seconded by Elizabeth Ruddy, to accept the changes to Article 4, Section R. The motion was approved.

Article 7, Section J - Job description of Executive Director - update to match language in the contract.

- * Promote the purposes of the Association as stated in its governing documents, bylaws, and policies.
- * Coordinate assigned areas of the work of the Association to achieve its stated goals, including organizing, training, and leadership development.

- * Administer the business of the Association, including supervising, coaching, and evaluating personnel.
- * Recommending to the Board of Directors the appointment of dismissal of staff.
- * Serve as Chief Negotiator and Chief Administrator of contracts with the AACPS Board of Education as directed by the Board of Directors.
- * Assist in the preparation of the annual budget and the maintenance of the Association financial records.
- * Coordinate and oversee the financial transactions of TAAAC.
- * Work to establish and maintain a professional image of the teaching profession on the local, regional, state, and national levels in public relations activities.
- * Implement and evaluate programs and recommend staff and member assignments within program areas.
- * Work with the President and the Board of Directors in the development of leadership skills, dispositions, and practices throughout the Association.
- * Build the capacity of the Association to engage in effective collective action to improve schools and public education.
- * Manage the day-to-day operation of the office and the Association.
- * Plan strategically for both short-term and long-term Association goals.
- * Oversee and be responsible for the maintenance of an up-to-date membership process and record-keeping.
- * Manage communication and publication under the policies of the Association.
- * Provide general supervision of the property owned by TAAAC.

It was moved by Dyana Cronin, seconded by Betsy Brininger, to replace the existing language with the current language that matches the Executive Director's job description. The motion was approved.

Article 7, Section K - The language needs to be struck and substituted.

TAAAC assigned UniServ Directors are secured through MSEA utilizing an NEA UniServ grant. Their job description is located in MSEA Policy.

It was moved by Emmanuelle Carr, seconded by Dyana Cronin, that we make the change to Article 7, Section K to align with MSEA and

NEA. The motion was approved.

Policy Article 7, Section P - NEW (Policies following will be re-lettered).

- *Lead, in unison with President, ED and other staff, the development and design of the best and most a targeted manner to communicate with membership.
- *Monitor, update and create content for organizational messages and profiles on social media platforms.
- * Develop digital materials for internal and external organizing and other campaigns.
- * Support digital communication programs including email, social media, text messaging, website and paid marketing.
- * Produce a well-written, concise messaging that supports larger organizational initiatives for social media, text messaging programs, press releases, and newsletter content.
- *Train affiliate staff, leaders and member activists in using digital programs.
- * Compile website, email and social networking analytics into reports.
- * Represent our Union as assigned in community and labor coalition activities.
- * Attend and participate in staff meetings and regular debriefs.

It was moved by Allison Heintz, seconded by Jorge Cordoba, that we update our policies to reflect our Communication Organizer.

Executive Director Page stated that there are some other things in another section that needs looking over that talks about responsibilities.

President Leone stated that this will be tabled until later because we will also be discussing the job responsibilities of Communications Organizer later in Executive Session.

Reaffirm Electronic Votes - President Leone stated that he wanted to reaffirm two electronic votes. Crisis Fund Vote (for N95 Masks) on the vote to move the money for the masks the vote was 10-Yes, 0-No, 1-Abstention. The second vote was for Allison Pickard Fundraiser for \$1,000 contribution. Unless there is no objection, both votes

are affirmed.

President Leone reported that the Allison Pickard event is on Friday, February 11, 2022. He asked Board members who would be interested in attending.

RA Location - Final Decision - President Leone shared the most updated responses received on the RA Location choices. Severna Park had the most people that said they would attend in-person. People could choose multiple places. We are having the RA next week at Severna Park but wanted to put forth to the Board what you would like to see for future meetings.

Vice President Snyder stated that Secretary-Treasurer Liakos had a great idea to book one in another place at the beginning of the year, do Severna Park in the middle of the year, and do another place at the end of year. She suggested that it be not at school, but elsewhere.

Vice President Snyder stated that there was a conversation about maybe looking at the top three.

It was moved by Kate Snyder, seconded by Jill Grimm, to use a Crofton area school for one meeting before the end of the school year.

Maureen Liakos stated that we need to be careful when we use these statistics, because we were able to choose more than one.

Kate Snyder withdrew her motion with the approval of the seconder, Jill Grimm.

It was moved by Allison Heintz, seconded by Maureen Liakos, to keep the TAAAC Representative Assembly at Severna Park Middle School unless we go virtual for COVID reasons. The motion was approved.

Kristina Korona stated that there are a lot of people that did not respond. She stated that she thinks we still need to capture the Building Representatives that are not showing up because it may not be the location. She thinks this data is not giving us the information that we need.

Betsy Brininger stated that she agrees with the motion, but we are trying something that is extremely difficult. It is all about where you are coming from and someone not showing up because it is at a certain place might be true for them but the opposite might be true for someone else. Try and touch base with the Representatives that are not coming, and it might be some other reason other than location.

President Leone stated that it is the job of all Board of Directors to be reaching out to the Building Representatives and you can have the conversation on why they are not showing up.

DISCUSSION ITEMS

Special Education - Nicole Disney-Bates stated that we all know that we are all in a crisis with staffing levels. It was discovered that 1/3 of our schools is understaffed. They are missing a special educator and the other schools many are staffed by a provisional special educator. There are parts of our job description that certified special educators can do but a provisional special educator cannot. If you are at a school where you are on a team with a provisional special educator, then the load moves from the provisional to the certified special educator. They are responsible for all your testing, writing all the IEP's, attending all their meetings, and/or monitoring how those things are done. This is because state laws do not allow them to do those things. What we are hearing from nearly all our schools are the workload has increased and there is not much in a reprieve. As a committee, we have started to meet with department chairs and the solutions given during those meetings are not solutions that will provide relief to any of our special educators any time soon. They do acknowledge there is a shortage. The solutions that we have given them have been rejected. We do have compensatory recovery service plans so that is something but now again we are at the tipping point with this group. She asked for some ideas that can be taken as a group both as special educators and related service providers but also as TAAAC. Let's figure out something because we meet next week and would love some ideas.

President Leone reported that he will get a google form to the Board of Directors for ideas to get back to you before your February 7, 2022 meeting.

UNISERV UPDATE

Keith Wright presented Case #21-008, a reprimand letter that believed can be reduced.

It was moved by Jill Grimm, seconded by Allison Heintz, to approve and

move Case #21-008 to arbitration if so needed. The motion was approved with 6-Yes, 3-No, 3-Abstentions.

Keith Wright presented Case #21-011, on a case of a Home Hospital Teacher.

It was moved by Kate Snyder, seconded by Dyana Cronin, to allow Case # 21-011, to go to arbitration. The motion was approved unanimously.

DISCUSSION ITEMS CONTINUED

Safety Organizing Work Update - Mark Mench reported that TAAAC has received a bunch of concerns about safety in the schools from COVID protocols to fights in bathrooms. We have been working to try and organize buildings to help them to help themselves. Some of these concerns are school specific and some are very general. It is different for every building, but the ones we are hearing back from we are going to individual meetings to see what they want to do.

Betsy Brininger stated that the elementary locations are basically done. Very few people are paying attention and classrooms are set up on top of each other, we line up with heads not far apart, we have masks on but if they cover your face that is a miracle. There is just a level of exhaustion. Trying to get people riled up to do something has been extremely impossible to do.

Mark Mench stated that everybody's definition of safety is just as important but very different.

President Leone stated that we should be making sure that our Uniserv Directors are aware and to make that connection to see if the path is to take as far as the climate survey.

President Leone reported that the email sent out by Executive Director Page outlines the steps to get the school our students deserve.

10-Minute Meeting - President Leone reported that our 10-Minute Meeting should start out a bit celebratory. He highlighted the 10-Minute Meeting starting out with our bargaining survey that is open until February 15, pushing our TAAAC Elections that are open until February 18, Safety in the Schools, and the budget. He asked for Board members to volunteer to lead the 10-Minute Meeting.

Strategic Plan Review - President Leone reported that he sent out a google form to review the questions. He stated that the Strategic Plan is in your Board Handbook and on the TAAAC Website under Publications. Please review before the next Board Meeting.

EXECUTIVE DIRECTORS' REPORT

Negotiations - Executive Director Page reported that a couple of new things have happened. He stated that the pay for coverage, our position needs to be that anything that looks like it is covered, lets file for it. It was talked about opening the Sick Leave Bank and taking surplus sick leave days and moving over to a COVID special bank. Also, maybe opening the Sick Leave Bank again now for a short period of time. We are not certain what is going to happen. He also stated that he needs direction from the Board on how to handle Article 22. Also, we need to think is there a way that we can begin to model open bargaining.

Blueprint and NBC Information - Executive Director Page reported that the frame of the Blueprint and in our county, we already have a budget proposal that will limit what we can do with the money. The Board of Education refuses to let us be involved in discussions about how to reallocate surplus money.

Executive Director Page stated that there is this hidden number that is set aside that is supposed to cover wage enhancements for those people that have certifications. We want to watch that number.

Office Audit - Executive Director Page reported that Calibre gave us an initial scope of work around the office audit. The initial scope was a little too narrow on financial controls. The reason he reached out to Calibre first is because they are the auditors for MSEA, and we signed a contract to lead the work on Bill.com. Debbie Lanham is working with them around the transition to Bill.com. We have another group, ISI, that are specialists in corporations of our size. They do not want to give us a quote. They want to come into the office and do interviews to talk to folks about their scope of work. He stated that he has another name that he has not talked to yet.

Jorge Cordoba stated that we as the union needs to take great effort to tell our members that they need to get National Board Certificates and MSEA has a great program to train people. If we don't, this will create inequities.

Kristina Korona requested that Article 22 be added to agenda for next month's meeting.

Betsy Brininger stated that if you are not a very specific classroom teacher then National Board does not have a lot for you. There has got to be a way for us to work and try to find some real legitimate alternatives for certification that will allow those educators to be recognized for the work that the individual has done.

Kate Snyder stated that if we as an association organize around this idea that National Board Certification is not all what they think it is then we can lobby our state legislator in order to amend this law. The way it is right now, there are too many educators that will be left out and not be able to move up that career ladder.

DISCUSSION ITEMS

GR Endorsement & County Questionnaires - President Leone wanted to share that the GR Endorsement & County Questionnaires have been sent to SAAAAC. They are onboard with doing some joint interviews that hopefully reach to joint endorsement.

It was moved by Allison Heintz, seconded by Elizabeth Ruddy, to approve the County Executive and County Council questionnaires to send back to the Government Relations Committee to start sending out to candidates.

The motion was approved unanimously.

FINANCIAL REPORT

It was moved by Maureen Liakos, seconded by Jorge Cordoba, to file the January 2022 Financial Report for audit. The motion was approved.

DIRECTORS' DISCUSSION ITEMS

Laptop Insurance and Broken Masks given by AACPS - Jorge Cordoba stated that we need insurance for broken laptops. He stated that he has done some investigating on the laptops that are distributed to teachers. He stated that the laptops they say that are being distributed to teachers are \$1,750. He stated that he thinks the laptops being distributed are between \$400 - \$700. There is no way to know which laptops are being distributed without opening the laptop. A teacher's charging cord was stolen, and she went to the Board and the Board charged \$85.00. The cord is \$13.99 online and at Staples it is \$16.99. They are abusing us and he asked to get something to the Bargaining

Committee on the laptops.

Mark Mench reported that outside of a total mistake, generally we have been successful fighting these cases.

President Leone reported that we need to advertise this to our membership to get this communication out.

Jorge Cordoba reported that masks were sent out by our employer that was broken.

EXECUTIVE SESSION

It was moved by Jill Grimm, seconded by Adria Watt, to move into Executive Session at 7:15 p.m. The motion was approved.

It was moved by Kate Snyder, seconded by Betsy Brininger, to rise out of Executive Session at 8:34 p.m. The motion was approved.

It was moved by Betsy Brininger, seconded by Adria Watt, to confirm the action during Executive Session. The motion was approved.

ANNOUNCEMENTS

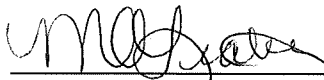
Next Board Meeting: March 2, 2022 at 5:00 p.m.

ADJOURNMENT

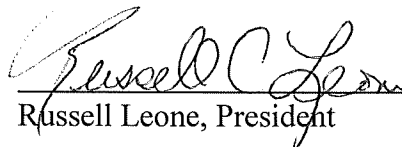
It was moved by Heather Kerlavage, seconded by Kristina Korona, to adjourn the meeting at 8:35 p.m. The motion was approved.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Russell Leone, President

Minutes approved BOD meeting

March 2, 2022

(Date)