

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

MINUTES – Board of Directors Meeting
Wednesday, January 5, 2022

CALL TO ORDER The meeting was called to order by the President, Russell Leone, at 5:34 p.m., at the TAAAC office.

MEMBERS PRESENT Brininger, Carr (Virtual), Cordoba, Cronin, Grimm, Heintz, Kerlavage, Kim (Virtual), Korona, Liakos (Virtual), Ruddy and Watt (Virtual).

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

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

ADOPTION OF ORDER OF BUSINESS Upon a motion by Betsy Brininger, seconded by Kate Snyder, the Order of Business was approved with flexibility.

FINANCIAL REPORT It was moved by Secretary-Treasurer Liakos, seconded by Elizabeth Ruddy, to file the December 2021 Financial Report for audit. The motion was approved.

TAAAC AUDIT Eva Webb from Linton Shafer Warfield & Garrett addressed the group on the Audit ending August 31, 2021. TAAAC has a clean audit opinion.

APPROVAL OF MINUTES It was moved by Kristina Korona, seconded by Kate Snyder, to table the approval of the December 1, 2021 Minutes until next month. The motion was approved.

ACTION ITEMS Bylaws - President Leone proposed that we make a generic overall Bylaw change. This will need to go to the Representative Assembly for approval.

The proposal is to amend the Bylaws to reflect gender neutral language by changing all he/she to they, him/her to them, and his/hers to their as appropriate grammatically and without changing the substance of each article.

It was moved by President Leone, seconded by Allison Heintz,

to recommend moving this Bylaw Amendment to the Bylaws Committee. The motion was approved.

Bylaw Amendment:

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 ~~three~~ **two** consecutive terms may not serve in the same position for one year beginning August 1 following ~~his/her~~ their last term.

It was moved by President Leone, seconded by Allison Heintz, to amend the Bylaw Amendment to add a sentence at the end. The sentence will read as the following: This Bylaw will take effect September 1, 2022. The motion was approved.

It was moved by Jorge Cordoba, seconded by Heather Kerlavage, to recommend moving this Bylaw Amendment to the Bylaws Committee. The motion was approved with 13-Yes votes.

Article V - Officers and Directors, Section 6. When elected by a vote of the full membership, each officer and director shall simultaneously be elected as a delegate to the MSEA and NEA ~~Convention~~ Representative Assembly.

It was moved by Jill Grimm, seconded by Elizabeth Ruddy, to recommend moving this Bylaw Amendment to the Bylaws Committee. The motion was approved with 13-Yes.

DISCUSSION ITEMS

Tentative Agreement Ratification - President Leone reported that the Tentative Agreement Ratification passed unanimously at the Board of Education meeting. He stated that 1,915 TAAAC members voted to pass and 70 voted in the negative.

TAAAC Policy Review - President Leone reported that he will be putting together a TAAAC Policy Review Committee to

review the TAAAC Policy. The last review was done in 2019. He stated that he would like 2 Board members to sit on the committee and keep the group to about 7 people. The committee will make recommendations to the Board of Directors and the Board will adopt the policies. Kate Snyder volunteered to be on the committee.

TAAAC Organizer - President Russell reported that it has been brought up about looking into hiring an Organizer. He stated that there are different models being used at different places.

Executive Director Page stated that he has the job announcement completed. He stated that we can use a TAAAC Organizer and we can talk about what the salary structure should look like.

AACPS Budget - President Leone reported that tomorrow is the AACPS Budget Hearing. It will be held virtual and in person. If you want to testify in person, you need to show up between 5:00 p.m. and 6:00 p.m. If you want to testify virtually, there is a link to sign up. The AACPS Budget Hearing from last night was rescheduled for Thursday, January 13, 2022. This hearing will only be in person. There are talking points to share.

Executive Director Page stated that ideas are good, but they must be done in the context of the Blueprint. There are going to be lots of restrictions as far as how we can move money around. We must have a real discussion about how you really talk about extending our career ladder with the guidelines that the Blueprint has given us.

Kate Snyder stated that besides from Blueprint, there are still several things we can ask for in this budget. Items like credit reimbursement and recess/lunch monitors should be asked for in this budget.

Kristina Korona stated that we need teacher assistants and substitutes.

Safety Trainings/Support - President Leone reported that this is

a good time to remind our members of the resources that are available for them to use in their buildings with safety.

Amanda Menas reported that resources are on the website. There is a daily safety checklist, Know Your Rights Flyer, a form that you can click on to send concerns directly to the staff.

Mark Mench stated that our focus is talking in the buildings to get the FAC's and the Safety Committees to work together to try and solve problems at the local level as they come up.

President Leone reported that this will be what to ask at your next reach out to the feeder systems reminding them of the resources on the website and is there any support that they may need.

Mark Mench reported that there are some schools that have some very specific safety issues. A lot of it revolves around lack of personnel. There have been fights and people don't feel safe. Amanda Menas, Mark Mench and some folks from MSEA have been working together with the buildings to do a series of steps that both organize the building and hopefully leads to try and solve some of the specific problems in each building. It involves circulating a letter where we meet with individual members to get them to sign the letter and the letter demands a survey and informs the principal that a survey is going to be done. The survey will then go out and the results will then be shared with administration, central administration and try to make people aware of specific problems.

Amanda Menas reported that these are primarily focused now on physical violence and safety rather than just Covid. Our thought is to start at these core schools, then be able to show examples on how we can organize successfully in the buildings. The goal will then be to continue training other buildings on how to resolve these issues.

10-Minute Meeting - Amanda Menas highlighted the items for the 10-Minute Meeting. The items included are the elections, slide for budget dates, slide on Blueprint and a slide on health and safety.

GOTV - Internal Elections - Kate Snyder stated that we want to come up with some ideas for Get Out To Vote for the Internal Elections. We just got more than 2,000 people to vote on the contract and we have 6,000 plus members.

It was suggested using the computer lab, making sure everyone is informed of candidates, planned flyers to put in mailboxes, set up chromebooks and literature in a classroom so they have a place to go before and after school to vote.

RA Turnout Ideas - President Leone shared that he will be pushing the poll out again on the RA Location. It has only been answered by 43 of our Representatives. Severna Park is still our highest choice. He stated that he is open to ideas on how to encourage people to physically come to the Representative Assembly.

GR Process for Upcoming Session - President Leone reported that the Government Relations Committee will be meeting soon. The Legislative Session starts in a week. Lobbying is still going to be different this year. It appears that some of the Representatives will be allowing some people to come physically to lobby but will be a limit to 3 or 4 people in the room. There will not be a Legislative Breakfast this year.

EXECUTIVE DIRECTOR REPORT

Blueprint Training - Amanda Menas reported that all Board members are invited to the Blueprint Training that will be next Tuesday at 5:00 p.m.

Organizing Structure - Amanda Menas reported that on the Bargaining side we talked about the budget, we talked about our member survey and finally talked about the member organizers that were essential to us when mobilizing for our enforce the contract action and will continue to help us this spring, if approved, with our safety organizing and building our base campaign that we continue to build to make sure every work site has 10-Minute Meetings, bulletin boards and building representatives.

Negotiations - Executive Director Page reported on the status of the continuing negotiations for FY22.

FY23 Survey and Substance - Executive Director Page reported that the FY23 Survey is done. People want to keep adding questions to the survey. Keep in mind that the more questions you ask, the less people respond.

Open Bargaining/Bargaining for Common Good - Executive Director Page stated that he thinks now is the time to call the question on open bargaining. He stated that we can begin to do it in small ways this year. He stated that he thinks we need to start opening our bargaining up and not to just the committee and Bargaining Team.

UNISERV UPDATE

Mark Mench reported that they are busy trying to help people quit, retire or transfer.

**DIRECTORS'
DISCUSSION ITEMS**

Kristina Korona reported that she had submitted Directors' Discussion Items by an email. She stated that it was about getting clarification on social media and on group texting.

President Russell stated that both items will be discussed in Executive Session.

EXECUTIVE SESSION

It was moved by Jill Grimm, seconded by Betsy Brininger, to move into Executive Session at 7:38 p.m.

It was moved by Kate Snyder, seconded by Jorge Cordoba, to rise from Executive Session at 9:15 p.m. The motion was approved.

It was moved by Jill Grimm, seconded by Elizabeth Ruddy, to affirm the vote taken in Executive Session. The motion was approved.

ANNOUNCEMENTS

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

ADJOURNMENT

The meeting adjourned at 9:16 p.m.

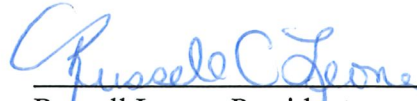
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Respectfully Submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Russell Leone, President

Minutes approved BOD meeting February 2, 2022
(Date)