

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

MINUTES – Board of Directors Meeting  
Wednesday, April 6, 2022

**CALL TO ORDER**

The meeting was called to order by the President, Russell Leone, at 5:04 p.m., by a Zoom virtual meeting.

**MEMBERS PRESENT**

Brininger, Córdoba, Heintz, Kerlavage, Kim, Korona, Liakos, Ruddy, Snyder and Watt.

Also present were Allison Yunda, Debbie Lanham and Nicole Disney-Bates.

Absent were Emmanuelle Carr, Dyana Cronin and Jill Grimm.

TAAAC's Vision & Mission were read by Jorge Córdoba.

The Land Acknowledgment was read by Kristina Korona.

**ADOPTION OF ORDER  
OF BUSINESS**

President Leone reported that Teacher Appreciation needs to be added under "Directors' Discussion Items."

It was moved by Maureen Liakos, seconded by Betsy Brininger, to adopt the amended Order of Business with flexibility. The motion was approved.

It was moved by Maureen Liakos, seconded by Betsy Brininger, to approve the Consent Agenda. The motion was approved.  
(The Consent Agenda is attached)

**APPROVAL OF MINUTES**

Kristina Korona stated that she wants to add to the March 2, 2022 Minutes. She stated that in the discussion of the Bylaw Proposal from the Board of Directors, there is a point where it states Kristina Korona stated that she would like to know if other unions are doing this. She stated that she wants to add "and ask that the Bylaws Committee to investigate this."

President Leone also added that this request was already in progress at the time of the March Board of Directors meeting and was completed and shared with the Bylaws Committee.

It was moved by Heather Kerlavage, seconded by Adria Watt, to approve the amended minutes from March 2, 2022. The motion was approved.

## **ANNOUNCEMENTS**

President Leone asked for everyone to keep Jill Grimm and her family in their thoughts and prayers. Her family just experienced the loss of her uncle just recently.

President Leone reported that Ken Page has started his six weeks of medical leave. We want to make sure that we are thinking about him. There is no update yet of how things have gone so far and as soon as he does, we will share any information he would like us to share. He stated as a reminder that during these six weeks Ken is out this is time he needs to take care of himself to get healthy again. We should be very mindful that we are not reaching out to him to initiate any work during this time period.

Allison Heintz announced that she will be ending her term early. She got a job in Baltimore City Schools that will start in the fall. She stated that she will be resigning her seat at the end of the school year.

President Leone announced that Dyana Cronin had a baby girl last week.

## **FINANCIAL REPORT**

It was moved by Maureen Liakos, seconded by Allison Heintz, to place the February and March 2022 Financial Reports on file for audit. The motion was approved.

Maureen Liakos reported that tomorrow is the Budget Town Hall. The Finance Committee met last week. The committee went through the budget line by line. The information of the actions is in NEA 360. The Budget Proposal will be reviewed tomorrow at the TAAAC Member Town Hall and if anyone would like to make amendments, then they would make those amendments at the May Representative Assembly meeting.

## **ACTION ITEMS**

Conflict Resolution Motion - Minna Kim reported that the Conflict Resolution Motion is now an agenda item that is no longer valid.

She withdrew the motion.

Office Audit - President Leone reported that Board members were provided with information that was given through Ken Page from the Marcum Group on the office audit. He expressed his opinion and that his recommendation would be to put this on hold because the Association is about to experience change in leadership. He stated that he is not sure this is the right time to initiate an office audit.

It was moved by Betsy Brininger, seconded by Maureen Liakos, to table the office audit process until a future date when our staff is ready to participate fully. The motion was approved with 6-Yes, 3-No, 2-Abstentions.

RA Format - It was moved by President Leone, seconded by Heather Kerlavage, to hold the May and June Representative Assemblies virtually.

President Leone reported that we are experiencing a lack of commitment that comes from the outreach we have done so far for people to attend in-person with enough confidence that we will reach a quorum. We have Action Items on all these agendas moving forward that he feels are too important for us to hold meetings without a quorum.

Kristina asked for the specific information that was received.

President Leone reported that for the April RA less than 30 people had been contacted. We did not ask specifically for the future RA's.

Kristina Korona stated that before we completely make the decision for May and June, she would like more of the Building Representatives to be contacted.

President Leone reported that we have had two in-person meetings this year that have reached a quorum.

Kristina Korona stated that she wants to hold off on this for further investigation and make sure we contact all Building

Representatives and get to the root of the problem.

Allison Heintz suggested trying to get our Member Organizers to make contact so that we can at least be in-person in June.

It was moved by Allison Heintz, seconded by Kate Snyder, to make a substitute motion to have a virtual RA in May but to hold off on the decision to have a June RA virtual meeting until our Member Organizer Team reaches out to our Building Representatives.

Elizabeth Ruddy suggested waiting until the April RA and try to encourage our members to come when we have a captive audience and do a survey for May and June to see if they think they can come.

It was moved by Elizabeth Ruddy, seconded by Kate Snyder, to make a substitute motion to wait until the April RA to make a decision based on a survey at that point when we have more information from more Representatives.

Kristina Korona stated that she would like to add a friendly amendment to the motion. She would like to add that in addition to a survey and phone calls by our Member Organizers as well throughout April.

President Leone reported that what Kristina Korona is suggesting is already happening. There will still be outreach and the phone calls are not being stopped. He ruled it out of order because it is already being done.

Kristina Korona challenged the Chair. She stated that the reason she thinks this amendment is important is because a survey alone is very easy to say no, I don't want to be there. People are going to explain the why when you have the conversation. That phone call outreach is really what we need. I want to make sure it is not just a survey alone.

President Leone stated that this is in the plan and we are doing this. He allowed the amendment to move forward without a challenge vote.

Elizabeth Ruddy stated that she does not accept Kristina Korona's friendly amendment.

It was moved by Kristina Korona, seconded by Kate Snyder, to amend the motion that in addition to a survey to also do phone calls by our Member Organizers as well throughout April. The motion was approved with 5-Yes, 4-No, 1-Abstention.

## **UNISERV UPDATE**

Allison Yunda reported that we are in a non-renewal season right now. She reviewed the time line for non-renewals.

Ms. Yunda reported that we are following up with regarding to insurance on laptops. There is still no concrete answer, but we are working on that to find a solution.

Ms. Yunda reported that for class coverage and the stipend for the coverage, we are encouraging anyone that falls into a grey area to submit their hours to see if their hours can be granted.

## **DISCUSSION ITEMS**

10-Minute Meeting - President Leone reported that Board members were provided the 10-Minute Meeting slides. He asked for any edits or changes on the 10-Minute Meeting. There will be Breakout Rooms and he will assign a couple Board members to each of the rooms.

Build Our Base - President Leone reported that Build Our Base continues to talk about engaging our members and making sure that we have a strong membership. One thing that Board members were tasked to do was to reach out to potential members. He asked for feedback that anyone would like to share.

Elizabeth Ruddy reported that when she was looking at the flyer the link on the flyer takes you to MSEA and signing up for MSEA, not for TAAAC. She feels like this is confusing for our members.

President Leone reported that it is Early Enrollment Season and as Board members we know that sending out emails is not going to be enough to convince somebody. He also encouraged Board members, as leaders, to have those one-on-one conversations with those that are not TAAAC members. If they do enroll early

they start to get some of the perks of membership but don't start paying dues until the fall.

Betsy Brininger reported that there was a bunch of information coming from MSEA about a bill on giving a tax credit for union dues. If it passed and that is the case, we should make sure that we share that information with our members that their dues will be tax deductible on their Maryland return.

President Leone stated that he will follow up on that bill.

Strategic Plan - President Leone reported that he put the attached link on the agenda from the Strategic Plan review that was done. He stated that he has not received back from all groups. He is beginning to share some of it with our committees. He encouraged the groups that have not done it to please try and get the feedback from your assigned groups as soon as possible.

Policy Review - President Leone reported that it is the responsibility of the Board members to review the Policy every two years. We have one person volunteer to review the policies. He stated that he has reached out to people that were on the Policy Review Committee before and have no volunteers.

President Leone reported that he has a policy suggestion for Article 4, Finances. We have a policy on the NEA and MSEA Conferences but nothing clearly outlining the other conferences that we send people. He stated that he would like to bring this back in May to adopt, amend, tweak or do whatever we need to do to make sure it meets the needs of the Association.

President Leone reported that the Policy is now in the Board's hands. We have three choices: (1) We can bring up individual pieces to review; (2) Divide up the policy into sections among the Board, or (3) Just ignore it and leave it for the next BOD.

Negotiations - President Leone reported that with Ken Page's leave of absence for the next 6 weeks, Kristy Anderson and Josh Ardison are stepping in as negotiators in his absence. They have received proposals and plan to meet with the Negotiations Team on April 19. The next session with AACPS is April 25.

Teacher Appreciation - President Leone reported that Teacher Appreciation Week is the first week of May. He asked for ideas that we can consider for our colleagues to recognize them during this week.

**DIRECTORS'  
DISCUSSION ITEMS**

BOD Meals - Minna Kim stated she wanted to open it up to all of us in terms of meals that are being provided by TAAAC for our meeting. She wanted to share when the decision was made that if we were to meet in person it would be pizza and salad. She stated that she was confused with that message and did not understand the exact rationale was because prior we were able to put in an order. She stated that she has a specific need and is gluten sensitive and would not be able to eat that. How can we take this as an opportunity to practice meeting the diversity of needs in the space and creating a culture of real inclusion? This is an easy way to feel appreciated and nourished during a long meeting after a long day of working. Having a meal waiting is helpful. She asked what would feel good for all of us and on top of that make a motion how meals are prepared for us prior to the May and June meeting and not necessarily being okay with pizza and salad. It would not be a healthy meal.

President Leone shared with the Board that before he became President, TAAAC had catered meals that were ridiculously expensive and not a responsible way to be spending members' money. He stated that when he became President, it was knocked down to half. We moved to people having to select and place their order so they could have something they wanted. With each of those moves, there were several complaints. In December, the Board was asked to come up with a list of places to order from. The very first place that was put out to the Board, there was complaints. He stated that he understands trying to meet the needs of people. When there are continued complaints after already putting out a restaurant from a list that the Board had provided, it felt like an additional slap in the face for the effort he was making to meet the needs of the Board. That is when it was decided to order from one place and do the pizza like we do for some of the committees. People who have additional needs, they can order and get reimbursed. If there is something different that people want to do for the next two meetings, he is happy to have someone step up and lead that charge.

Jorge Córdoba agreed that the President is not responsible for catering for us. This is very easy, a function for the secretary to do. We get menus from two or three different restaurants and the secretary orders and the food arrives to the office. We are tired from working 8 hours and then driving to the office and we need something warm to eat. It is not on the President, but he thinks the office personnel can handle this easily.

Maureen Liakos suggested that those that have dietary restrictions select one restaurant for which they can order and then have another restaurant that anyone can order from either of those.

It was moved by Minna Kim, seconded by Maureen Liakos, that May and June BOD meetings, we have a restaurant that meets dietary needs and one other restaurant that is more general that members can choose from that the secretaries can coordinate through a Google form. The motion was approved with 8-Yes, 0-No, 2-Abstentions.

Family Friendly RA - Minna Kim asked how do we encourage people to come to RA's and actually show up. How do we meet diversity of needs and how do we create an inclusive culture? One of the ideas is to make this more known that this is a kid friendly space. This is not the answer to this, but it is one way she would like the Board to move forward. How can we make RA space more kid friendly?

Betsy Brininger stated that she thinks the idea of having people there with their children is great. She stated that the dilemma we have is that once we entertain other people's children and they are not in care of their children; we have tremendous liability issues as an organization. It would take a lot of research to find out the cost about an extension of our insurance in order to cover that liability.

Kate Snyder stated that if people are told ahead of time that they are responsible for their children and with a waiver or some sort of acknowledgment then there are not ramifications. If we say we welcome your children, just remember that you are responsible for them. Remember this is a business meeting and certain guidelines need to be followed.



Kristina Korona stated that this has been brought up before and we keep getting told no. She stated that she would like to know the details. What does it cost to make sure we are insured for that? Places do this and sure it will be an extra cost to our insurance but feels it is worth it to get more of our members that have young kids to our meetings. She would like to know the specific information.

**ANNOUNCEMENTS**

The next Board Meeting: May 4, 2022 at 5:00 p.m.

**ADJOURNMENT**

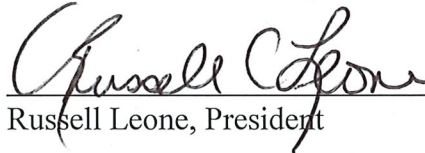
It was moved by Kate Snyder, seconded by Allison Heintz, to adjourn at 6:43 p.m. The motion was approved.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary-Treasurer



Russell Leone, President

Minutes approved BOD meeting

May 4, 2022

(Date)

## CONSENT AGENDA

### 1. Electronic Votes

- i. Teacher of the Year Sponsorship
  1. 10 yes
  2. 1 abstain
  3. 3 votes not cast
- ii. Annapolis Juneteenth Sponsorship
  1. 11 yes
  2. 3 votes not cast

### 2. Parades and Festivals

- a. Annapolis Pride
  - i. Date: June 4 (12:00-5:00 pm)
  - ii. Still advertising and soliciting members to plan and participate.
  - iii. A small planning team is being convened after spring break. Date TBD
- b. Juneteenth
  - i. Date: June 18
  - ii. Still waiting on confirmation of participation from event coordinators.

### 3. TAAAC Celebration

- a. Venue that was being secured for a semi-formal event has fallen through. With the loss of staff, we do not have the bandwidth to turn around a large event on such short notice before the end of the school year. The special events committee, which consists of 3 active members, is looking into alternate member social events, including the possibility of a day at Six Flags.

### 4. Mills King

- a. Similar to the TAAAC Celebration, the venue for Mills King is also lost. There is no staff member formally assigned to the MAC/Human Relations. This is leading to discussion to suspend the Mills King event for this year.

### 5. Blueprint workshop (May 3)

- a. Guest Speaker: Deborah (MSEA Center for Education & Policy)
- b. Location: Doubletree Annapolis
- c. Time: 5-6:30 p.m.
- d. Attendees to include: TAAAC, SAAAC, & AEL members as well as members of community groups (i.e. PTA, NAACP, PASS, WISE, Connecting the Dots)

### 6. Proposed Bylaw amendments

- a. Two additional proposals properly submitted by members & one by the BoD
- b. Bylaws committee still to review and the specifics will come to the BoD as soon as they meet.
- c. Content:
  - i. Eliminate the \$5 dues charged to affiliate groups (Article X)
  - ii. Reexamining quorum (Article IV Section 8)
  - iii. Adding mileage reimbursement for BoD members to BoD meetings (Article VII)