

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

MINUTES – Board of Directors Meeting
Monday, August 29, 2022

**ADOPTION OF ORDER
OF BUSINESS**

It was moved by Elizabeth Ruddy, seconded by Melissa McHarg.
Kristina Korona - No / Everyone Else - Yes

President Disney-Bates reviewed questions to answer as you debate and discuss action items.

It was moved by Kristina Korona, seconded by Geoffrey Turk, to table the review of the Minutes because it was not given 5 days in advance.

Maureen Liakos called the question, seconded by Melissa McHarg. The question was everyone in favor of tabling the Minutes? The question passed unanimously.

FINANCIAL REPORT

The Financial Report is not due yet because it is still August.

UNISERV UPDATE

Mark Mench stated that they are doing lots of building visits; focusing on FAC. Lots of individual questions pattern - principals are trying to pull together to do extra duty this week because the principals need the help. They are confirming the building representatives. Every year a card is sent to a school.

DISCUSSION ITEMS/ACTION

Diane Barnes - School Hours - Does it include the 30 minutes for lunch? 37.5 plus 30 minutes for lunch

Mark Mench stated that he will book the hotel block for rooms for the delegate convention at Ocean City.

Amanda Menas - "Work to Rule"

She reviewed the plan if we declare a work to rule. (See the multi-page handout Amanda distributed.) A one-page for big picture update is on the website. FAC - tracking your hours is the first thing teachers can do and bring it to our principals. Small actions building up to bigger things. Board of Education meeting is in 3 weeks. Invite Bedell and McMahan to a town hall to

discuss issues (10/3).

Brightspace

This is an opportunity to get the parents involved. A discussion followed on when is the best time to track hours and categorize them into buckets: Brightspace, parent contacts, planning, grading, etc. Look at the calendar to figure out a plan of action and on what day to start.

Work to Rule - how to support elementary school teachers and special educators?

It was moved by Melissa McHarg, seconded by Jorge Cordoba, to follow through with Brightspace tracking and Faculty Council including a video message by the President and Board of Directors to follow up with building representatives.

Heather Kerlavage called the question, seconded by Melissa McHarg. Everyone in favor - The question passed unanimously.

Look at the calendar and this will be voted on by a Google form. Kristina Korona wants a special session to vote on the organizing plan approved along with a clear set of questions.

Roles and Responsibilities as a Board

President Disney-Bates stated that we are a team and I respect you. First respect me as the President. The bylaws are clear what you can and can not do as a Board member.

Duty of Care - If frustrated with me, send correspondence only to me. You are an individual and you can not speak for the Association. Review the expectations and key duties - President Disney-Bates requested that we flag important emails or send an email stating that there is an email that needs to be read or responded to. We need to be united and not divided as a Board.

Discussion ensued about how we communicate and if Slack was a better platform to communicate.

It was moved by Kristina Korona, seconded by Elizabeth Ruddy, to extend the meeting. Passed Unanimously

Google Docs are a good start to collaborate and discuss issues. Karina Zotti stated that we need to decide what to focus on this week, next and plan so forth to prioritize things. Google Docs will be a first step.

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Contract Specialist

A few edits were made to the job description (President Disney-Bates made the edits on her document in Word).

Diane Barnes called the question, seconded by Maureen Liakos, to accept the job description as written. A vote was taken to accept the job description. Passed Unanimously

Diane Barnes stated that we need to move forward and time is of the essence; we do not have anyone to help us now.

Kristina Korona would like to strike the bullet supporting staff with grievances. The motion failed.

Kristina Korona would like to discuss salary and budgeting.

Diane Barnes called the question, seconded by Maureen Liakos. Kristina Korona opposed calling the question, all else in favor. Kristina Korona opposed - motion passes. This is now the job description for the Contract Specialist.

It was moved by Maureen Liakos, seconded by Diane Barnes, to reassign the money budgeted for an Executive Director to the Contract Specialist for one year or until the conclusion of the contract, whichever is bigger.

Heather Kerlavage asked if the Contract Specialist was meant to replace the Executive Director and President Disney-Bates stated that would be up to the Board of Directors to decide later on.

Elizabeth Ruddy wants a breakdown of the Executive Director policies, the Contract Specialist job description, and the others to compare and contrast in order to make an informed decision.

President Disney-Bates stated that she will contact a fellow union president to get information.

Kristina Korona wants to know if the governance of the Association lies with the President or the Board that guides the union.

Geoffrey Turk - one year contract or until the signing of the contract.

Melissa McHarg called the question, seconded by Heather Kerlavage, vote to the motion on the table - Passed Unanimously - Motion Passed (and this will be approved at the RA).

Contractors

Dr. Bedell - look at his speech from the last Board of Education meeting. He acknowledges this is not how he want to run these things. The contract is not wrapped up, and until it is we can not do impact bargaining on a contract that does not exist. The Labor Board may have to take this up. We can not do anything at the moment.

Kristina Korona wants a position statement. President Disney-Bates stated that she needs time to look at Kristina's position/statement (standing rules are 5 days notice to be given). We will look at a date as necessary as determined by the Board.

It was moved by Maureen Liakos, to add electronic voting as a standing rule. It was moved by Heather Kerlavage, seconded by Jorge Cordoba. We will discuss this in a Google Doc.

Kristina Korona wants to add consensus. Now she wants by two-thirds majority vote.

Maureen Liakos called the question, all in favor of calling the question those in favor of the motion - all in favor.

Our Contract

The links did not work in today's meeting. We will find out the results in 15 days. All sorts of things are happening with Dr. McMahon such as virtual teaching and combined classes. Dr. Bedell is not aware. President Disney-Bates will talk with Dr. Bedell tomorrow.

Kristina Korona wants more information - biweekly updates. President Disney-Bates stated that this is private information and will check with Kristy Anderson and make sure they can be shared.

Political Action

Elizabeth Ruddy explained that she had an idea to combine Government Organizing, Member Organizing Team and Government Relations into one committee called TAAAC Action Group or TAG. This group would allow for focus on organizing our members, mobilizing them and would focus on Government Relations. When the election season is over as is the legislative session, these members would focus on Government Relations and Government Organizing. They would then focus on Member Organizing.

Moved by Elizabeth Ruddy, seconded by Maureen Liakos.

The question was called by Geoff Turk. The motion passed unanimously.

NEW BUSINESS

None

ADJOURNMENT


It was moved by Heather Kerlavage to adjourn, seconded by Elizabeth Ruddy. The meeting adjourned at 8:39 PM.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary Treasurer



Nicole Disney-Bates, President

Minutes approved BOD meeting 11/2/2022

(Date)