

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

MINUTES – Special Board of Directors Meeting
Thursday, June 23, 2022

CALL TO ORDER

The meeting was called to order by the Vice President, Kate Snyder, at 5:00 p.m., by a Zoom virtual meeting.

MEMBERS PRESENT

Córdoba, Grimm, Kerlavage, Kim, Korona and Ruddy.

Also present were Debbie Lanham and Nicole Disney-Bates.

Absent were Betsy Brininger, Russell Leone, Maureen Liakos and Adria Watt.

DISCUSSION ITEMS

Exploratory Options for New Executive Director - Vice President Snyder stated that the goal of this meeting is to discuss one agenda item on options for and moving forward with a new Executive Director or whatever direction it is decided to go. The goal is to make sure that we have everything we need to make a decision. Since we do not have a quorum, at the end of our conversation if someone wants to make a motion and has it seconded we can then send out to current Board Members to vote on electronically.

Vice President Snyder stated that as far as calling a Special Board of Directors Meeting, and having reviewed that Bylaw, with five members of the Board of Directors we are more than able to call a meeting on a day that we see fit and it does not have to be approved by the President, as long as it is within the time frame allotted.

Vice President Snyder stated that for those of us that were not at the Board Retreat, could someone report on what exactly we are looking at to get input from the Board?

Kristina Korona stated that there was discussion at the Board Retreat to figure out how we are going to handle not having an Executive Director. There was a discussion about maybe we don't hire an Executive Director and maybe looking at another staffing model. We need now through July to have a working group to explore options. There are other locals that do

different models. We want to reach out and look at different unions in our area and talk to people, call presidents, call Board of Directors and try to find out what these different models are and decide what is best. We need to find out what direction we are going. One of the ideas was possibly having another Uniser-
rv Director from MSEA, possibly hiring an Organizer and hire another person as a Contract Specialist that would be the Chief Negotiator and help with contract things. We would have to look at the budget to see if we have funds for two positions. We have the Executive Director salary already. Could we make it work for hiring two staff? We have a lot of different options. It does not make sense to wait until August to start to discuss these options.

Vice President Snyder stated that what you are asking this Board to do is to okay the creation of a work group to look into options for hiring staff for TAAAC?

Kristina Korona stated that it made sense since there is a current Board there should be something that we are doing formally as a union and in the Minutes. We want to have people that are currently on the Board to participate and also ones that have been elected to opt in to be part of this collaborative conversation. We want to make it formal and transparent that we are working on this.

Vice President Snyder stated that she has a concern about people having the will to show up and participate in this committee.

Kristina Korona stated that there is a will and whatever information we gather now is better than nothing than just waiting until August.

It was moved by Kristina Korona, seconded by Jorge Córdoba, that we form a working group to explore staffing options because we have no Executive Director. The working group would include current Board members that would like to join and incoming Board members that would like to participate. We will take whatever findings we gather to the August Board meeting.

Vice President Snyder stated that we will not vote on this motion because of no quorum. This will go out to the current Board of Directors electronically to vote.

Kristina Korona stated that we are going to look at different models used by other unions and look at our current budget or upcoming budget that has been approved, to see what we can accommodate. We want to look at different kinds of job descriptions if we go outside of the Executive Director.

Vice President Snyder suggested that if this is voted on and approved that maybe the Executive Team creates a task list for that committee so that way when you have the first meeting it can be very clear that these are the tasks.

Jill Grimm stated that the second Wednesday of every month they are having National Board Meetings and there are more than 300 teachers that are going through the National Board process. This will be a huge issue for Representative Assembly attendance. She stated that she knows that we had attendance issues this year and she does not want to see it continue and she knows that we need to reach out and get the meeting dates set up.

It was reported that there may be an issue securing Severna Park Middle School at the times requested due to the shift in later school hours.

Respectfully Submitted:



Kristina Korona, Board of Director

Approved:



Kate Snyder, Vice President

Minutes approved BOD meeting

8/2/2022

(Date)