

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

MINUTES – Special Board of Directors Meeting
Monday, December 19, 2022, at 5:30 p.m.

CALL TO ORDER

The meeting was called to order by Nicole Disney-Bates, by Virtual Meeting, at 5:32 p.m.

MEMBERS PRESENT

Barnes, Cordoba, Disney-Bates, Graham, Kempler, Korona, McHarg, Raimond, Roth and Turk were present. Elizabeth Ruddy arrived at 5:38 p.m.

Also present was Amanda Menas.

APPROVAL OF THE AGENDA

Unanimous consent to approve the agenda.

INTERVIEW REVIEWS AND NEXT STEPS

President Disney-Bates provided background of the candidates who went through the interview process. Members of the BOD interviewed all three candidates and stated that all three had experience. The president in Pennsylvania worked in a small area, the executive director had experience but job changes, then finally the AFSCME organizer, Scott, has 20+ years of experience. The one that the group liked the best was the person named Scott. The BOD had the option to review their resumes.

President Disney-Bates and Kristina Korona spoke about next steps – the next step will be to invite Scott down to Maryland (he lives in Connecticut), and allow the BOD and staff to meet him, provide an overview with AACO, and then assuming he is a good fit, we will proceed with hiring him.

Jessica Roth asked what made him a standout candidate. President Disney-Bates noted that he has had a variety of experiences that showed his flexibility. She also noted that his boss told her about how he started at the bottom of the organization and grew. Kristina Korona shared that he was working with 20-30 locals and would negotiate 10-14 contracts per year, so he has bargaining experience as well as organizing experience. Diane Barnes mentioned he talked about collaboration and that he did his research on the Blueprint on his own which showed initiative.

Diane Barnes asked about a timeline for when he could start working with us. President Disney-Bates said she would call him tomorrow to get a full answer. However, we would like him to start as soon as possible because his bosses are aware. We are hoping he could give 2 weeks' notice. Geoff Turk asked an additional clarification about timing to see if we can get him at least prior to the next TAAAC fiscal year so we could offer a slightly longer contract than a 1-year term. President Disney-Bates asked about how the Communications Organizer job term which is unclarified due to a lack of contract.

Jorge Cordoba asked what his pay would be. President Disney-Bates noted that the BOD moved the executive director salary is available in the amount of \$150,000, but the job posting included a range of \$90,000-120,000. Kristina Korona asked if there could be advice from MSEA about what a reasonable salary is. President Disney-Bates stated that she has a copy of the salary scale for the professional staff (PSA/MSEASO) that could be used as a baseline. President Disney-Bates said she would call Bernadette

Maddox at MSEA to provide context, as well as AFSCME. At the point when a job offer is on the table, Kristy Anderson will negotiate his contract.

Elizabeth Ruddy asked how this position fits into the other positions that we have looked at hiring. President Disney-Bates said that current negotiations have limited reopeners. Our team proposed a sub-group that will propose the career ladder – the lead negotiator will work either in collaboration with the Contract Specialist or splitting the work as needed. Kristina Korona asked a clarifying question about this sub-group. President Disney-Bates provided a negotiations update about figuring out the career ladder/Blueprint. This group of ten people (5 from TAAAC and five from AACPS) will meet outside of bargaining and report to the next round of bargaining with a proposal on the career ladder, which will then be officially negotiated. Elizabeth Ruddy followed up with a question asking if the position will also work as a part-liaison to the GR committee and attending legislative/lobbying nights. This person will also work with the president during meetings as needed.

Kristina Korona asked about the term of the position – the position has been offered as a one-year term – but clarified that because negotiations are currently ongoing, and we will need someone at least through the FY25 contract. She also asked if GR was part of the job description. President Disney-Bates said the job description could be amended for him to see upon arrival.

President Disney-Bates said the goal will be to bring him down on January 17, 2023.

Elizabeth Ruddy asked if the Contract Specialist was announced at the Representative Assembly. President Disney-Bates provided clarification that the position was announced and explained at the November Representative Assembly during the President's Update. Elizabeth Ruddy followed up and asked about acknowledging that this position is not in line with Bylaws. President Disney-Bates said that upon an offer, the membership will be notified. She also noted that the Board of Directors will be reviewing additional information about the structure of the organization at the next regular meeting.

Geoff Turk asked if during the January Board of Directors meeting if the job description could be fully reviewed and that the Representative Assembly be notified during the Representative Assembly meeting a clear update about how/if we will move forward with an Executive Director. President Disney-Bates affirmed that the Board of Directors have an opportunity to review the structure of the organization at large.

Kristina Korona clarified that one of the things a contract specialist could do is morph into an executive director position. She asked that we be clear with the applicant if that is a possibility. President Disney-Bates said she spoke with Sean Johnson about this and said that we should start a person with the skills appropriate to the job description and if they are willing to grow into an Executive Director position, it will be made clear that this is an opportunity for growth.

It was moved by Jessica Roth, seconded by Diane Barnes, to move forward with hiring Scott.

Kristina Korona asked a point of information about whether we were hiring or inviting him to meet on the 17th. She made a friendly amendment to move forward with the next step of inviting Scott to our offices to meet staff and discuss possible terms of employment. The amendment was accepted.

President Disney-Bates called the question.

All in favor of moving forward with the next step of the process for meeting Scott. The motion was unanimously approved.

President Disney-Bates provided notice that the next BOD meeting will be on January 4 with a meeting with Scott on January 17. Kristina Korona asked that during the meeting on January 4 about salary and job description. President Disney-Bates said that an MSEA leader will attend the meeting to provide guidance. Kristina Korona also asked if discussing the relationship with Contract Specialist and Executive Director will occur. President Disney-Bates clarified that it should be Kristy Anderson from MSEA who will attend.

Elizabeth Ruddy asked the BOD if anyone would be willing to stay around after the meeting to call members about the legislative happy hour.

ADJOURN

The meeting was adjourned at 6:13 p.m. by Nicole Disney-Bates.

Approved:



Kristina Korona, Vice President



Nicole Disney-Bates, President

Minutes approved at BOD meeting January 4, 2023
(Date)