

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

MINUTES - Board of Directors Meeting  
Wednesday, December 7, 2022, at 5:00 p.m.

**CALL TO ORDER**

Sheldon Ray from Raymond James addressed the group on the TAAAC funds that are being invested.

The meeting was called to order by the President, Nicole Disney-Bates, by Virtual Meeting, at 5:30 p.m.

**MEMBERS PRESENT**

Barnes, Cordoba, Graham, Kempler, Korona, Liakos, McHarg, Raimond, Roth, Ruddy and Turk.

Also present were Debbie Lanham, Mike Magee, and Scott Gurien.

Absent was Karina Zotti.

**APPROVAL OF THE AGENDA**

It was moved by Geoff Turk, seconded by Melissa McHarg, to adopt the Agenda. The motion was approved.

**APPROVAL OF MINUTES**

It was moved by Dan Kempler, seconded by Maureen Liakos, to approve the Special Minutes of the September 28, 2022, meeting. The motion was approved with 12-Yes.

Kristina Korona stated that she would like to amend the Minutes of the November 2, 2022.

Under New Business Items: Change “Kristina Korona wanted to move something as a different solution to the earlier NBI that will get to the same point but in a different way” to “Kristina Korona wanted to move something as a different solution to the earlier NBI discussed in the meeting that was ruled out of order that will get to the same point but in a different way.”

Next Paragraph, same section: Change “These from the forum will be shared with the Board of Directors, the Representative Assembly and the Bargaining Team for possible action.” to “Suggestions from the forum will be shared with the Board of Directors, the Representative Assembly and the Bargaining Team for possible action.”

Marissa Raimond stated that in the same section, the motion moved by Melissa McHarg, should be changed to Marissa Raimond.

It was moved by Jessica Roth, seconded by Marissa Raimond, to approve the amended Minutes of the November 2, 2022, meeting. The motion was approved with 12-Yes.

### **FINANCIAL REPORT**

It was moved by Maureen Liakos, seconded by Elizabeth Ruddy, to approve the Financial Statement for November 2022. The motion was approved with 11-Yes.

### **UNISERV UPDATE**

Mike Magee summarized the work done so far this year. With the 3 UniServ Directors combined, there have been over one hundred schools visited. We have reached 90% membership as of the latest numbers. Mark Mench has been doing great work with the Retirees. They are planning an event in January. Racial Justice and Community Involvement Committees will be meeting this week. They are looking for more members. The TAG Committee just wrapped up efforts on the election and will be switching to focusing on lobbying. As far as member concerns and building priorities, there are few out there we are focusing on. We are focused on MacArthur Middle School. They have twenty-five vacancies, student behavior problems caused by lack of staff and lack of leadership. Mark Mench is continuing with Phoenix Academy. While there were improvements last year, there are a lot of the same problems with student behavior, structure and discipline. Alison Yunda is working with Amanda Menas at Lindale Middle. The working with Building Representatives and activist to push a climate survey. We are fielding a lot of questions and concerns about the MOU and vacancy coverage. There are grey areas and folks that fall between the cracks. Expect more grievances coming as we try to enforce our version of it. We have ongoing problems with vacancies. We started around two hundred vacancies, and we continue to have two hundred vacancies. The effects from that are workload and student behaviors. In the elementary schools there is lack of Triple E support at a number of the feeder systems in the county. There problem is that the places that do have Triple E support those elementary teachers get more planning time. The three UniServ Directors are working on a Building Representative Recruitment Plan for next semester to focus on getting building representatives where there are currently none and to work on improving the effectiveness of the building representatives in place where we do have them.

Mike Magee gave a bargaining update. We met with AACPS once last month. We gave most of our proposals and they came with nothing. We talked, caucused for a while, came back and scheduled some things. We are meeting tomorrow and expect AACPS to come with some items but not all of them.

## **PRESIDENT'S UPDATE**

Superintendent Meetings - President Disney-Bates reported that we are trying to find a way for Dr. Bedell to come to the January 11 Representative Assembly. Dr. Bedell will be visiting Lindale Middle and MacArthur Middle. He is aware that these are two schools very high on TAAAC's radar. Dr. Bedell is encouraging everyone to go to the Listening Tours.

Other Updates - President Disney-Bates reported that they met with First to Five and currently they are decently well staffed, but their struggle is that they are short on SLP's. President Disney-Bates reported that she met with the Base Commander at Stuart Pittman's Inauguration. There will be options discussed with the Base Commander about MacArthur Middle to support them. President Disney-Bates has met with some of our Board of Education members. President Disney-Bates stated that she has had conversations with Stuart Pittman and the county budget person.

## **REPRESENTATIVE ASSEMBLY**

Format - President Disney-Bates shared the survey results on format for the Representative Assembly. The Representatives want to keep the meeting dates the second Wednesday of the month. The results were 52 - yes and 15 - no. People like the dinner. Thirty-two wanted dinner, twenty wanted email reminders, seven who would like childcare, and nine would like opportunities before or after the meetings and then more training. Eighteen people said that they would like it all in-person, ten would like it all virtual and thirty-one would like it hybrid with voting. This information will be shared with the Representative Assembly. It is their meeting; it will become their decision. This will be voted on at the January meeting. Do we think it is feasible to do the hybrid where people could be in-person and online and vote, and would we support it if that is where the Representatives want to go?

Kristina Korona stated that we need to think about what our actual goal is to make a more active union or engaged union. Moving more to hybrid does not help do that. We need to build community and connections with people. When concerns were originally raised about this question, it was said that this is just a topic and now we are moving to act on this question. Having trouble on how this survey has been presented and us moving to act when there is a lot of other things that we should be working on to try and make our meetings more robust and increase our engagement with our members.

President Disney-Bates reminded that this is the Representatives Assembly meeting so the Representative Assembly will get to decide how they want their meetings to run.

Kristina Korona asked about the other parts of the survey as far as what are the trainings going to be, how are the text reminders going out, and the idea of knowing there is childcare available. What are we doing for all these things?

President Disney-Bates stated that we have been posting on Facebook, sending emails and the Representative Assembly agenda will go out tonight or tomorrow morning. We are doing of what is requested. We have seen an improvement in numbers, but it is not enough.

Marissa Raimond stated that we talked about the childcare concern and the legality of it, and it is not something TAAAC can take on.

### **ESP BILL OF RIGHTS**

Kristina Korona reported that the ESP Bill of Rights is a set of working conditions that will help ESP's improve working conditions and salaries. Will Johnson was one of the people at the State level working on this. He has a lot of connections with MSEA and has been trying to advance this cause.

President Disney-Bates shared the ESP Bill of Rights. We need to decide as a Board if we want to support it. Will Johnson has volunteered to present it to the Representative Assembly and put it on the floor.

It was moved by Kristina Korona, seconded by Elizabeth Ruddy, to support the ESP Bill of Rights. The motion was approved with 12 - yes.

### **COMMITTEE CHARGES**

Racial/Social Justice - President Disney-Bates stated that we need to establish a Racial/Social Justice Committee. We should have a Bylaws Proposal at our next meeting.

TAG - President Disney-Bates stated that the goal is to have all these committees doing work and combine all the charges into one. We will need to do the Bylaws change for all the different committees to make it into a Racial/Social Justice. Then update the charges to match.

### **CONFERENCE ATTENDANCE OPPORTUNITIES**

President Disney-Bates reported that we rejoined NCUEA. Let me know if you would like to attend the NCUEA Conference. The events were sent out for review.

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It was moved by Maureen Liakos, seconded by Kristina Korona, to extend the meeting. The motion was approved with 12 - yes.

It was moved by Kristina Korona, seconded by Jorge Cordoba, to move into Executive Session to discuss the Contract Specialist at 7:19 p.m.

Returned out of Executive Session at 7:40 p.m.

**NEW BUSINESS**

None

**ADJOURN**

It was moved by Jessica Roth, seconded by Melissa McHarg, to adjourn the meeting at 7:41 p.m.

Respectfully Submitted:

Approved:

\_\_\_\_\_  
Maureen Liakos, Secretary Treasurer

\_\_\_\_\_  
Nicole Disney-Bates, President

Minutes approved BOD meeting \_\_\_\_\_  
(Date)