

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

MINUTES - Board of Directors Meeting  
Wednesday, February 1, 2023, at 5:00 p.m.

**CALL TO ORDER**

The meeting was called to order by the President, Nicole Disney-Bates, by Hybrid Meeting, at 5:02 p.m.

**MEMBERS PRESENT**

Barnes, Cordoba, Korona, Lerch, McHarg, Raimond (Virtual), Roth, Ruddy, Turk, Zotti (Virtual).

Also present were Debbie Lanham (Virtual), Amanda Menas, Mike Magee (Virtual), and Scott Soares.

Absent was Maggie Graham.

**APPROVAL OF THE AGENDA**

It was moved by Diane Barnes, seconded by Melissa McHarg, to adopt the agenda with flexibility. The motion was approved.

**FINANCIAL REPORT**

It was moved by Diane Barnes, seconded by Jessica Roth, to approve and file for audit the Financial Reports of December 2022 and January 2023. The motion was approved.

**APPROVAL OF MINUTES**

It was moved by Diane Barnes, seconded by Geoff Turk, to approve the Minutes of the January 4, 2023, meeting. The motion was approved.

**UNISERV UPDATE**

Mike Magee reported that at the end of last semester, the UniServ Directors had visited more than 90% of the schools. There are fewer than five schools that have not been visited. In addition to visiting schools to introduce themselves, they talk about TAAAC and collect organizing data. They collect data about building representative numbers, building representative presence, and how strong is the FAC. With the data, a Building Representative Recruitment and Development Plan was developed and they will be moving to implement this semester.

With the plan, every building in the county was scored. Each point on the scale represents how strong that school is, how organized is it and how active it is in TAAAC. They found that only 14 schools scored low, 63 were medium and the rest were good. Mr. Magee shared the spreadsheet. They are planning a new round of school visits to focus on having conversations with the building representatives and members about the importance of getting more active and more organized. They will try to identify new building representatives. For existing building representatives that have not been as active as we would like, we will identify what supports, training and help they need to become more active.

Mr. Magee reported that TAAAC has planned a series of micro trainings for building representatives. The first training will be at the February Representative Assembly and will be held on "The Difference Between a Gripe and a Grievance." At the March Representative Assembly the training will be held on "Presenting a Level One Grievance." At the April Representative Assembly the training will be held on "How to Run Your FAC Effectively." At the May Representative Assembly it will be held on "One on One Organizing Conversations and Recruitment." The idea is that by the end of the semester, we want to have recruited building representatives in places that we don't have any, develop building representatives in places where we do have them, and help to support building representatives to understand what their roles are and to become more active in their union.

Kristina Korona requested a copy of the spreadsheet so that leadership can see the individual schools and know which ones are in their clusters.

Amanda Menas stated that as we get closer to the summer, conversations will happen to see how our organizers can help.

Jorge Cordoba asked about the status of the Special Education grievance?

Mike Magee reported that the Special Education grievance is going to arbitration and it has been delayed several times. The latest update is that it is going to be in late March.

Kristina Korona asked if it is on our radar for this spring when the Board is going to discuss recruiting contractors for special education positions again? We need to make sure we get people out there to speak against this and be more proactive.

Mike Magee stated that there has been some heavy organizing at Lindale Middle and MacArthur Middle. At the last Board of Education meeting we organized to get people to testify which pressured Dr. Bedell and the Board to concede to coming to both of those schools. Dr. Bedell held a press conference on Monday where he addressed student safety. Mr. Magee stated that from the UniServs' prospective, this is a solid victory and demonstrates that when we put pressure on decision makers it makes them do things that they would not otherwise do. We need to make sure our members understand that these meetings and response from AACPS only happened because we stood up and made them uncomfortable.

Jorge Cordoba stated that he does not see this as a victory when teachers were deactivated at MacArthur Middle School by our own union.

Karina Zotti stated that she wants to see what the action plan is for those schools and see the overall result of the action plan. What is AACPS going to do to improve the teaching conditions of those teachers at those schools and how is it going to be implemented?

Elizabeth Ruddy reported that we have had a really hard time getting our members organized together to do anything. She also expressed concern about discouraging members that were organized and ready for action to not attend the meeting. Instead, the message for the testimony could have been tweaked or the members could have been a presence in the audience wearing their TAAAC shirts.

Mike Magee reported on the day to day case work. The major topic areas we are getting concerns about are bullying principals, sub coverage continues to be a problem, the implementation of the MOU's, discipline cases and an increase in member concerns regarding workers compensation for injuries on the job.

Mike Magee reported that there is a member that he will be requesting approval to move to arbitration.

It was moved by Diane Barnes, seconded by Jorge Cordoba, to move into Executive Session at 5:51 p.m. The motion was approved.

It was moved by Chris Lerch, seconded by Jorge Cordoba, to move out of Executive Session at 6:04 p.m. The motion was approved.

It was moved by Diane Barnes, seconded by Melissa McHarg, to approve the actions taken in Executive Session. The motion was approved.

Bargaining Update with Contract Specialists - Mike Magee reported that it is a partial re-opener with five possible topics on substitute MOU, salaries, blueprint, health insurance and one other re-opener. On salary, a proposal has been introduced to AACPS back in November and we have yet to receive a counterproposal. Their argument is that they cannot introduce a formal financial proposal until the BOE approves the budget. We know that the proposal will be 6% plus a step. The fight for us is going to be to try and raise that number. There have been several productive conversations with AACPS about the substitute MOU. What they have signaled is that money from the federal government is going to run out and implementing this MOU has been tedious, difficult and full with conflict. While we have not received a counterproposal, they have promised to bring one at the next session on February 10. In addition, they have stated that they are not interested in going back to the world of unpaid coverage. There was a proposal made on health insurance to get rid of the spouse surcharge and AACPS does not want to do that. We

are reviewing the health insurance data and will figure out where we want to go next. We introduced a proposal by which members would not be disciplined for taking unpaid leave after the expiration of FMLA leave and when they run out of sick leave. In our contract currently, when you use FMLA you also have to use your sick leave concurrently. Scott Soares will talk about the Blueprint.

Scott Soares reported that the team has been put together that will be negotiating the career ladder. The team met last week, there will be a meeting tomorrow and will be meeting with management on February 7. He stated that he will have more to report at the next meeting. We are trying to put together a plan on how we want the salary structure to look like.

Mike Magee reported that by March 15 every school board has to have the implementation plan submitted to the accountability board. We have begun negotiations with our union to implement a career ladder. Everyone is nervous about the career ladder.

Kristina Korona suggested having forums and having opportunities for dialogues before we get to the end of the process. She asked what is the plan moving forward to get input from members?

Scott Soares reported that we will be doing reports. We would be doing as we normally do negotiations.

Amanda Menas recommended waiting for a motion until next month so that the team has more time.

Kristina Korona asked what is happening with the role of negotiations?

Mike Magee stated that he is maintaining his role as lead negotiator until the FY'24 contract negotiations conclude. Scott Soares is heading up the Blueprint Subgroup and also he is part of the Bargaining Team.

It was moved by Kristina Korona, seconded by Karina Zotti, to extend the meeting. The motion was approved with Diane Barnes abstaining.

## **PRESIDENT'S UPDATE**

President Disney-Bates reported that she does not have a complete UniServ Director report. The committees that we have held are Sick Leave Bank, Community Involvement, CAT, Bargaining Team, Foundation of Educational Excellence, IPD, Early Career Educators and TAG. President Disney-Bates reported on some of the common issues that we are seeing with the schools.

President Disney-Bates reported that she visited 12 schools. The issues within the schools are Blueprint, difficult administration, vacancies and Triple E. She stated that she has attended coalition meetings, Bargaining Team meetings, MSEA Blueprint meetings, met with Special Ed. Department heads, attended weekly President meetings and ASI meetings. It has been a busy month.

## **BUDGET HEARINGS**

It was discussed how to get people involved in County Budget Hearings.

Elizabeth Ruddy recommended doing a Hustle this weekend in order to get people to the last couple of county budget hearings.

Amanda Menas reported that we have had a good month with our social media. There is a bunch of school visits happening. Lobbying nights are happening. There will be a retiree luncheon next Tuesday.

Kristina Korona recommended that we reach out to targeted members in the districts where the last couple budget hearings will be—especially those members who we know have compelling stories to share. She offered to help make phone calls over the next few days.

## **ORGANIZING GRANT**

Amanda Menas gave a broad overview of the Member Organizing Program she has been running for the past two years.

Ms. Menas stated that we are looking at advertisements anything from getting members to turn out to work on videos talking about funding the budget. At some point, there will be more details on what that will look like.

Kristina Korona asked that this be put on the Director Discussion Item for next month. She suggested an op-ed that TAAAC puts in the paper as a joint op-ed with the other AACPS unions.

## **LEGISLATIVE NIGHTS/GR**

What Do We Want to Prioritize - President Disney-Bates reported that when Government Relations and TAG meet next, they will be prioritizing legislation that has come out. We want to make sure that what we are talking about are the most important things.

What is MSEA Prioritizing - President Disney-Bates reported that we know that MSEA is prioritizing Blueprint and class size.

Workforce Housing Bill - President Disney-Bates reported that there is a Workforce Housing Bill that is coming up in Annapolis. She stated that this bill will go to Government Relations.

Kristina Korona stated that we need to look at this sooner rather than later. If we don't endorse it in February, then we do not have a position on it. Is it feasible for Government Relations to look at this in the next week?

Elizabeth Ruddy stated that we could try and put together a Government Relations meeting on Tuesday.

### COMMUNITY INVOLVEMENT

Partnership with Other Community Groups - President Disney-Bates reported that she is meeting with Anne Arundel Connect Together next week.

Kristina Korona stated that the Anne Arundel Connect Together is a great community organizing group. They are all about finding issues, concerns and organizing the community to make positive change. This organization does many things and she thinks it would be a great partnership. They would like to have a meeting in February so we can learn more about the partnership. We would pay dues and then we would be a voting member of the organization.

Jorge Cordoba reported that he attended the Martin Luther King Dinner event. Every organization was there. We needed to arrive there at 5:00 p.m. We need to organize much better for this event next year.

Kristina Korona reported that Moms Demand Action is one of the organizations that want to partner with TAAAC. She thinks this would be another good partnership since school safety is a major concern right now.

### NEW BUSINESS

None

### ADJOURN

The meeting adjourned at 8:21 p.m.

Respectfully Submitted:

Approved:

  
\_\_\_\_\_  
Kristina Korona, Vice President

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

Minutes approved BOD meeting March 1, 2023  
\_\_\_\_\_  
(Date)