

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

MINUTES – Board of Directors Meeting
Wednesday, May 4, 2022

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 5:03 p.m., at the TAAAC Office.

MEMBERS PRESENT

Brininger, Córdoba, Grimm, Heintz, Kerlavage, Kim, Korona and Snyder.

Also present were Allison Yunda (virtual), Debbie Lanham (virtual), Amanda Menas, Nicole Disney-Bates and Meighan Davis.

Absent were Dyana Cronin, Maureen Liakos, Elizabeth Ruddy and Adria Watt.

TAAAC's Vision & Mission were read by Allison Heintz.

**ADOPTION OF ORDER
OF BUSINESS**

Kristina Korona requested to amend the Order of Business to add Blueprint under Director Discussion Items.

It was moved by Heather Kerlavage, seconded by Kristina Korona, to adopt the amended Order of Business with flexibility. The motion was approved.

APPROVAL OF MINUTES

It was moved by Betsy Brininger, seconded by Kate Snyder, to approve the Minutes from April 6, 2022. The motion was approved.

It was moved by Kristina Korona, seconded by Allison Heintz, to approve the Consent Agenda (Attached).

FINANCIAL REPORT

It was moved by Heather Kerlavage, seconded by Betsy Brininger, to place the April 2022 Financial Report on file for audit. The motion was approved.

EXECUTIVE SESSION

It was moved by Betsy Brininger, seconded by Allison Heintz, to move into Executive Session at 5:09 p.m. The motion was approved.

Rose out of Executive Session at 5:59 p.m.

It was moved by Betsy Brininger, seconded by Kristina Korona, to affirm the actions taken in Executive Session. The motion was approved.

ACTION ITEMS

NEA Virtual Attendees - President Leone reported that it is new this year for NEA Virtual Attendees. At this time, we do not know what it is going to look like or how attendance is going to be taken. He stated that he is proposing that TAAAC provide \$543 for virtual attendees. We are requiring receipts for these expenses.

It was moved by Russell Leone, seconded by Betsy Brininger, to approve to provide \$543, with receipts submitted, for virtual attendees to the NEA Assembly. The motion was approved with 4-Yes, 0-No, and 5-Abstentions.

Policy Amendment - Article 4K (to Replace S) - President Leone stated that Policy Amendment - Article 4K (to replace S) is a policy that was looked at prior. This is addressing conferences specifically that is not MSEA or NEA. In the current policy there is nothing that breaks down what gets covered for professional conferences, seminars and workshops and this amendment will clarify some of that.

Betsy Brininger requested that it be clarified on the Expense Voucher form concerning the GSA.

President Leone put the question, shall we approve the policy amendment of Article K (to replace S) so that it is with the NEA and MSEA pieces and they are all together? The question was approved by 9-Yes, 0-No and 0-Abstain.

DISCUSSION ITEMS

Negotiations - Kristy Anderson, Chief Negotiator, reported on the status of negotiations. She stated that they had a session and they met with the Board of Education and she thought it was productive. There was conversation and engaging back and forth. She stated that they wanted to move things forward so the money proposals were put to the side to wait for the County Executive's Budget. We ended up countering on several items. The next session will be next Wednesday.

President Leone handed the meeting over to Vice President Snyder and left at 6:30 p.m.

**ACTION ITEMS
CONTINUED**

TAAAC Summer Organizers - Amanda Menas reported that TAAAC did a Summer Organizer Program last summer where we recruited 9 educators to help out with outreach to the entire membership. The Organizers targeted members to try and figure out what would inspire them to become more active in the union and then moved on to help members with what we could do to help them with their roles and how we could help to better engage them as we move into this new school year. The Organizers have reached 3,726 members and then targeted the new educators and talked to 279 of our new members. The Organizers wrapped up talking to our potential members. We have more goals. She reviewed the goals.

Ms. Menas reported that we have 4 goals between her and Meghan Davis. She stated that starting with recruiting potential members, TAAAC has been decreasing in membership and we want to bring that number up. We need to recruit 193 members to get to 90%. We will be engaging in the New Teacher Processing in-person this year. The big thing that we gained from last year's organizing was new peers, and people that have not engaged in the past. There is going to be some overlap for our Member Organizers for doing new teacher recruitment, processing, and GR work. It is essential for educators to see what happens with politics. These are the general goals.

Ms. Menas reported that the goals should occur between the beginning of July to the beginning of August. There will be a training on July 8 & 9 to meet with Member Organizers and member leaders and then training them on the one-on-one conversations and house visits. We would like to increase our 9 Member Organizers to 14. This gives us a person for every feeder system and extra so everyone can have a buddy. We paid \$30 per hour, which was funded by an NEA Grant.

Vice President Snyder stated that her question for this body is, do we take action right now on the approval of this plan?

Betsy Brininger stated that she would like us to raise this rate to \$40 per hour for Member Organizers.

It was moved by Allison Heintz, seconded by Jorge Córdoba, to approve the plan for the Member Organizers. The motion was approved with 8-Yes, 0-No, and 0-Abstain.

It was moved by Betsy Brininger, seconded by Allison Heintz, that in addition to the proposed plan for the Member Organizers to make us compatible with summer school hours that we raise our rates to \$40 per hour, which will require \$11,200 to be allocated and for the Budget Committee to figure out where best to be moved from what Line Item.

This motion will be taken later in the meeting under the TAAAC Budget Presentation.

Anne Arundel County Election Proposal (Materials Yet to Come)
- Meighan Davis presented a video to remind the Board of Directors what it feels like to win.

Ms. Davis reported that we use dues money to communicate with our members. She stated that you know how hard PAC money is to raise so we want to make sure that we are using it to communicate with the public about elections. We can also communicate with the public with dues money about candidates records and on their issues. In 2020 we had a calendar with everything mapped in terms of our social media, emails, hustles, direct mailings and everything that was happening. She reviewed the 2022 Anne Arundel County Election Proposal.

It was moved by Allison Heintz, seconded by Heather Kerlavage, to accept the recommendation made by Meighan Davis from MSEA for our 2022 Anne Arundel County Election Proposal. The motion was approved.

ANNOUNCEMENTS

Minna Kim announced that she is resigning from the County but will be finishing out the year.

DISCUSSION ITEMS CONTINUED

Minna Kim left the meeting at 7:17 p.m.

10-Minute Meeting - Vice President Snyder reported that the 10-Minute Meeting will be about the County Council hearings, TAAAC event, budget, faculty council, election, summer leadership and member organizing.

TAAAC Budget Presentation - Vice President Snyder reported that all Board members have the information for the TAAAC Budget Proposal in their binders. She asked for any amendments or changes.

There is no longer a quorum so any amendments or changes will have to be brought to the Representative Assembly floor.

Kristina Korona reviewed the Budget Committee Actions.

Vice President Snyder stated that the FY'23 Budget Proposal will be brought to the Representatives in May and voted on in June. There will be a Budget Hearing scheduled that will be open to all members.

Policy Review - Vice President Snyder reported that we have been tasked to do a TAAAC Policy Review. The policy is in your binder. She shared President Leone's expectation that you write down what section you will be reviewing and changes.

**DIRECTORS'
DISCUSSION ITEMS**

Blueprint - Kristina Korona stated that her question about the Blueprint is, what is MSEA doing at the State level to take concerns and try to suggest revisions to the legislation going into next year? At the Local level are there things we could be doing now to work with our local legislators to make sure they are aware of these concerns and to see what kind of revisions and any additions to what we can be doing during negotiations?

Vice President Snyder stated that MSEA is working with legislators from across the State. They are having discussions. During the endorsement interviews, the Blueprint was a big part of the questions. MSEA did that purposely because we need people to understand the importance. One of the big things being talked about is the National Board Certification.

Ms. Korona reported that last night there was a Blueprint meeting

and she asked what is the future plan?

Ms. Korona stated that she does not see the June 11 Six Flags event in the Minutes. She does not think it was advertised that the Board of Directors should be there. She feels like we should know what is going on to make sure that we are there at these meetings. She stated that she feels like the Six Flags event in September was made a big deal. She wants to make sure that we are communicating as we move forward into the summer.

Jill Grimm stated that she received about 3 or 4 emails on Blueprint. We do need to figure out what we are asking of our volunteers.

**ANNOUNCEMENTS
CONTINUED**

The next Board Meeting: June 1, 2022 at 5:00 p.m.

ADJOURNMENT

The meeting adjourned at 7:42 p.m.

Respectfully Submitted:

Approved:



Kate Snyder, Vice President



Russell Leone, President

Minutes approved BOD meeting June 1, 2022

(Date)

CONSENT AGENDA

1. Electronic Votes

- i. Pete Smith Fundraiser \$500
 1. 9 Yes, 0 No, 2 Abstain
- ii. TAAAC NEA Delegate Stipend from \$1469.35 to \$1959.35
 1. 11 Yes, 0 No, 1 Abstain