

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

MINUTES - Board of Directors Meeting
Thursday, October 6, 2022, at 5:00 p.m.

CALL TO ORDER

The meeting was called to order by the President, Nicole Disney-Bates, by Virtual Meeting, at 5:04 p.m.

MEMBERS PRESENT

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

Also present were Debbie Lanham and Allison Yunda.

Elizabeth Ruddy was absent.

APPROVAL OF THE AGENDA

It was moved by Heather Kerlavage, seconded by Jessica Roth, to adopt the Agenda with flexibility. The motion was approved.

APPROVAL OF MINUTES

It was moved by Kristina Korona, seconded by Heather Kerlavage, to approve the Minutes of the June 1, 2022 meeting. The motion was approved.

Kristina Korona amended the August 2, 2022 Minutes under **DISCUSSION ITEMS/ACTION - Brightspace** - last paragraph, first sentence should read "President Disney-Bates stated that this is **not** a contract issue." The word "not" needs to be added to the sentence.

It was moved by Kristina Korona, seconded by Marissa Raimond, to approve the August 2, 2022 Minutes as amended. The motion was approved.

It was moved by Kristina Korona, seconded by Jessica Roth, to send back the August 12, 2022 Minutes to the Secretary-Treasurer to fully flush out the notes so that they are in complete sentences. The motion was approved with 9-Yes, 1-Abstained.

It was moved by Kristina Korona, seconded by Heather Kerlavage, to table the August 29, 2022 Minutes so that edits can be made by President Disney-Bates. The motion was approved with 11-Yes.

FINANCIAL REPORT

Maureen Liakos reported that due to receiving the Financial Report today, there was not time to review. The September Financial Statement will be presented at the November Board of Directors for approval.

UNISERV UPDATE

Allison Yunda reported that the Uniservs have received lots of Member Concerns. One of the concerns they have heard most is about safety in schools.

Ms. Yunda stated that TAAAC has been going back and forth with the Board on the new MOU on vacancy coverage. The MOU was negotiated about two weeks ago and seemingly reached an agreement but now the Board is going back on what they interpreted it to mean. TAAAC is now working to make sure that this is getting resolved and come to an agreement again on the implementation and interpretation.

Kristina Korona asked if that MOU is about special educators taking on more caseloads and getting compensation. The counselors at her school have taken on fifty additional students, and they are not in that MOU. The other issue is our testing coordinator is covering a class. She asked if a survey can be done of all our members to find out if there is a gap and if these things fall into their job description. Also, are they getting the compensation they are supposed to get.

Ms. Yunda stated that the MOU Ms. Korona is referring to is for sub coverage and was extended for this school year. She stated that the new MOU she referred to is regarding volunteering to cover for vacancies. If anyone has a question about whether they qualify for the stipend, have them reach out to their UniServ. The survey can be discussed as a group.

President Disney-Bates stated that she knows this is a bigger issue than we thought. The answer right now is to track your hours as we continue to work with the Board. She stated that she thinks after this is done, making a motion to have a survey done is appropriate.

Jorge Cordoba asked about how many grievances have been filed this school year?

Ms. Yunda stated that she does not have that number off the top of her head. She stated that she can get with the other UniServs to find out how many.

Mr. Cordoba asked about how many resignations for this school year?

Ms. Yunda stated that she does not have that data. We can request the number from the Board.

It was moved by Kristina Korona, seconded by Heather Kerlavage, to survey members to see if there are any gaps that need to be addressed in the MOU's as the county is continuing to assign people to teach classes or to take on increased caseloads due to vacancies. And, to find out if any members who feel that they should be getting compensated under the MOU's are not getting paid. We will use this information to both negotiate the amended MOU's and to advocate for members. The motion was approved with 11-Yes.

POLITICAL ACTION

Allison Yunda reported that there is a PAC Program to get our candidates supported during the election. Our paid canvas program kicks off on Monday. The PAC Program was highlighted.

Kristina Korona asked if all Board members could commit to reach out to the Building Representatives and remind them of the PAC Program dates and encourage them to tell the members in their buildings.

Kristina Korona suggested a friendly contest idea on who makes the most phone calls and who has been at the most events.

Allison Yunda stated that TAAAC has recognized a couple of folks on social media. Thinking about prizes and if anybody has any ideas, send them to TAAAC.

GROUND RULES

President Disney-Bates shared a sample of MSEA's Ground Rules for their meetings and conduct standards. She stated that this is something to put us on the same page when we are working together. These are samples and it can be added to or amended.

Kristina Korona suggested adding "Thoughtfully considering differences of opinion is a healthy and necessary part of the decision-making process."

Ms. Korona's suggestion was added to the Ground Rules.

President Disney-Bates suggested instead of using reply all in emails, please email her personally. When we do the reply all, it really is causing a dent in our relationships with each other. This has gone from healthy to unhealthy.

Maureen Liakos stated that she has pulled herself out of the chats that are by text and phone. She stated that she would like if we are going to have a discussion that it is through email. She stated that she will respond and discuss through emails but will not through texts.

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Kristina Korona stated that by following some of these rules about not taking things personally and being open to hearing things it might help us in our discussions. Hopefully these Ground Rules will help us to be open about hearing things and be open to difference of opinions. Limiting discussion does not help democracy.

Diane Barnes stated that parameters need to be set. If we are having discussions about something, there needs to be limits on where the discussions occur. There are lots of text messages going out that people are debating and giving a lot of information that should be all together at a Board of Directors meeting when those discussions impact our union.

President Disney-Bates stated that she put on the agenda a slightly different model for Board of Directors meetings where there is a required business meeting and a not required meeting but still open to all discussion where we have more conversation before we go to our required Board of Directors meeting. She stated that she is hoping to find a balance for the ones that want to have more discussion.

Kristina Korona stated that as a compromise, she thinks information can go into discussion, but if we see the discussion getting heated, we then say this is an important topic, let us get this on the agenda. She stated that she likes the idea of the mid-month meeting.

Maureen Liakos suggested that one of the things that would be more helpful is if there are strict time limits given to agenda items. The discussion can be ended and put it in a parking lot. If there are emails that are getting heated, it is everyone's responsibility to step in and say we are done with this right now and we are tabling this discussion. She stated that she does not want to engage in conversations on her personal phone. People are not respecting the boundaries.

Jessica Roth stated that discussions are better suited for emails. It is everyone's job to police the conversation if it gets heated. We need to all respect the request to table the conversation for the next discussion meeting.

President Disney-Bates stated that the angle of a Board of Directors meeting is to carry on the business from the Representative Assembly from one meeting to the next. There are lots of things that need to be talked about and brought, as a group, to the Representative Assembly so that the strategic plan keeps running. She stated that the discussion meetings will not require everyone there. She stated that the first Wednesday will be business, the second is the Representative Assembly, third will be the discussion meeting and the fourth is the Executive Committee.

President Disney-Bates stated that it will be left as is until it is figured out how we will do the email communication. She stated that there needs to be Ground Rules for communication and maybe that will be a different document. If the proposal is passed on the discussion meeting, we will discuss how we want to communicate.

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It was moved by Diane Barnes, seconded by Melissa McHarg, to accept the Ground Rules as written. The motion was approved with 11-Yes.

SURVEY PROPOSAL

Melissa McHarg stated that she thought it would be good to survey our members, and maybe even outside of TAAAC, to see how teachers are feeling. Do they feel like they are supported by their administrators and how do they feel about being supported by TAAAC? We are impacted by vacancies and lack of communication from administrators.

President Disney-Bates stated that we know there are issues. She stated that we should try with our Representative Assembly. The issue is that in schools there are lots of vacancies, and there are a lot of discipline changes and the lack of administrator support. This is a time where our Representative Assembly tells us how they want these issues to be addressed.

Kristina Korona suggested the idea of having an all-member forum where we are asking people.

President Disney-Bates stated that we need to give the power to the Representative Assembly to say we have this issue and what is it that you want us to do. Allow them to have the opportunity to discuss and bring forward a motion.

ACTION CALENDAR REVIEW

President Disney-Bates stated that she has decided that if action items were not in the plan, we are not doing it. She stated that she has learned that things need to be very specific. If you are going to do something, then she needs all the details. It needs to be well organized and have a good solid plan.

BOD MEETING PROPOSAL

President Disney-Bates stated that she has heard about the needs, desires, and how you want TAAAC and your Board of Directors to run. She stated that she wants everyone's needs to be addressed. She created the proposal to have the first Wednesday as our business meeting and being required to come as a Board of Director.

President Disney-Bates called the question to continue the Board of Directors Meeting. The extension of the meeting was approved.

President Disney-Bates suggested that the process we should use is to move the Board of Director's discussion meeting to the fourth meeting of the month.

It was moved by Jessica Roth, seconded by Karina Zotti, to accept the proposal for the new BOD Discussion Meetings to be held on the last Wednesday of the month. The motion was approved with 11-Yes.

CONTRACT SPECIALIST

President Disney-Bates stated that she sent out four résumés. The Executive Team starts with the preliminary interview and then it comes to the Board of Directors.

President Disney-Bates stated that she has the questions that were used for the Executive Director's interviews, but she feels that we need more specific questions to the job. She stated that she is meeting with MSEA staff tomorrow to help with the questions. She stated that she has been using MSEA a fare bit through this process to guide us and help give input because they do this all the time. There has been an offer and she thinks we should take it to have a member of MSEA to provide a consultation. Some local Boards have let MSEA be full voting members.

Maureen Liakos stated that she wants more information on exactly what their role will be and what influence they will have. She stated that she is going back on history when the last Executive Director was hired, she felt like she was not any part of that process. She stated that she is concerned that MSEA will be consulting where the Board of Directors is not involved.

President Disney-Bates stated that it is leaning toward everyone being involved on the hiring committee unless you do not want to be. The consultation piece would be that they would just provide thoughts on the candidates, but they are not voting.

Ms. Liakos stated that when we get into what it will look like, she suggested the idea to have a thorough background check done, by an outside agency with reference checks and all, on any candidate that we might be offering a position.

It was moved by Jessica Roth, seconded by Kristina Korona, to invite MSEA as a consult to the interview panel. The motion was approved with 13-Yes.

Interview Process - President Disney-Bates stated that she envisioned that the interview process is open to all Board members. She stated that there needs to be a discussion about the interview process.

Geoffrey Turk stated that if there is going to be a conversation with MSEA, he felt we should not engage in this conversation yet. Possibly having an Interview Committee that would be a smaller group because he is not sure that everybody needs to be involved.

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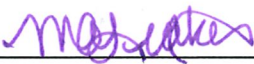
President Disney-Bates stated that she will come back with more information after the meeting.

ADJOURN

The meeting adjourned at 7:17 p.m.

Respectfully Submitted:

Approved:



Maureen Liakos, Secretary Treasurer



Nicole Disney-Bates, President

Minutes approved BOD meeting 11/2/2022

(Date)

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