

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

MINUTES - Board of Directors Meeting
Tuesday, April 11, 2023, at 5:30 p.m.

CALL TO ORDER

The meeting was called to order by the President, Nicole Disney-Bates, by Virtual Meeting, at 5:08 p.m.

MEMBERS PRESENT

Barnes, Cordoba, Flanders, Graham, Korona, Lerch, McHarg, Raimond, Roth, Ruddy, Turk, and Zotti.

Also present were Jason Fahie, Debbie Lanham, Amanda Menas, and Scott Soares.

APPROVAL OF THE AGENDA

It was moved by Jessica Roth, seconded by Karina Zotti, to adopt the agenda with flexibility. The motion was approved.

APPROVAL OF MINUTES

It was moved by Kristina Korona, seconded by Cathy Flanders, to table the March 8, 2023, Minutes. The motion was approved.

FINANCIAL REPORT

It was moved by Diane Barnes, seconded by Melissa McHarg, to approve and file for audit the Financial Report of March 2023. The motion was approved.

UPDATES

UniServ Update - Jason Fahie, TAAAC's new UniServ Director, gave an introduction about himself.

Mr. Fahie stated that he is taking over Allison Yunda's schools for the remainder of the school year. After the end of the school year there may be some realignment.

Mr. Fahie reported on the cases that are being handled at the TAAAC office.

President Update - President Disney-Bates reported on schools visited and the meetings attended.

President Disney-Bates gave an update on TAAAC-R. She stated that she, Scott Soares, and TAAAC-R met with Cheryl Bost and Kristy Anderson. TAAAC-R will be an affiliate group. They will have a President, Vice President and their own Bylaws and their finances will be with TAAAC's. After much debate and discussion, this is where we landed. Next month, expect a Bylaws presentation so that it can be moved to the Bylaws Committee. We now have a good understanding of the way to move forward.

Kristina Korona stated that she is glad that the issues are being resolved with the TAAAC-Retired group. She stated that she has concerns about how the process was done and hopes that lessons were learned about making sure that all the stakeholders are included in the process.

Karina Zotti stated that she does not know the process when meetings are taking place and asked if notes are taken on who the meeting was with and what was the meeting about.

Elizabeth Ruddy stated that with the TAAAC-Retired group there was a vote in January to make the TAAAC-Retired group a committee.

President Disney-Bates stated that Kristy Anderson is working on the Bylaw for the TAAAC-Retired group. This is TAAAC-Retired group's structure. Once we have the structure that they have approved, then it will come before the Board. We will put it into policy but will also work on getting it approved by Bylaws. Because they are becoming their own affiliate group that will trump the committee assignment.

Communication Director Update - Amanda Menas gave an update on social media. She shared a calendar for the month ahead.

Ms. Menas reported that we are getting sweatshirts. She stated that she needs everyone to use the QR Code to give their sweatshirt size. If you do not have access to a phone, put your size in the chat. If you are on the Bargaining Team and have already submitted your size, please submit it again.

Ms. Menas reported that there have been conversations about the member gifts. The proposal for this year's gift is to go with a water bottle. They are \$3.89 each. For 6,300 members, the total estimate cost would be \$25,500. These can get out by the end of the school year. At this price, for all members, it will require money to be moved from the General Fund. In addition, we do membership gifts at the May RA meeting. It will be a knit piece that says Union Strong, an ornament that says Union Thug and a bookmark. These are little things that people will get member awards for coming to all the meetings, recruiting new members, and participating in events. New hires will receive the lanyards.

It was moved by Kristina Korona, seconded by Jorge Cordoba, to move money from the General Fund to get this member gift. The motion was approved.

BUDGET FORUM

Amanda Menas shared the yard signs that will be printed. Half of the signs should be ready by the Budget Forum next month and hopefully the rest will be ready by Wednesday's Representative Assembly. Anyone that lives in District 1 or District 5 will be targeted first.

Kristina Korona stated that the main thing is the turnout. She asked for everybody's help. This will be held on Monday night, 6:30 p.m., at Old Mill High School. There will be multiple ways that we will be asking people to take action at the forum. We will be asking people to identify neighbors that they know so that it goes beyond educators. The Forum is for community members.

Ms. Korona reported on where we need help. She stated that tomorrow at 6:00 p.m. a Hustle Text will go out. She stated that she will be sending an email and will be crafting the messages so that a couple things can be done including a post on social media, and an email to your building representatives in your assigned feeder asking them to send out a message. Also, an email to your local PTA person asking them to send out a message to their members to post on social media. We have a list if anyone wants to make phone calls.

POLICY DOCUMENTS

President Disney-Bates stated that the Policy Documents will be tabled.

REPRESENTATIVE ASSEMBLY

President Disney-Bates reported that this month's Representative Assembly was moved to next week on April 19. The following month President Tobin and Vice President Silkworth will be at the Representative Assembly. They are coming to answer questions and hear concerns. The June Representative Assembly has been moved up to June 7. They will all be held at Severna Park High School, at 5:00 p.m. We have one open Board seat for the next three months.

Kristina Korona suggested that we get the message out to remind Building Representatives of the Representative Assembly meeting changes so that we can try and get a quorum.

President Disney-Bates reported that the ropes course will be held on April 30, 11:00 a.m.

President Disney-Bates stated to be ready to speak at the Budget Hearings. The dates are May 11 at the County Council Chambers and May 18 at Crofton High School.

Chris Lerch reported that the Representative Assembly Dinner will be held at the June 7 Representative Assembly. There have been emails about catering options.

Jessica Roth asked what is the status of getting people out to the Representative Assembly and on getting the virtual/hybrid option?

President Disney-Bates reported that the Hybrid Workgroup just met. The Hybrid Workgroup will meet with Nominating. The bigger questions are really about what voting would look like. Once we meet with Nominating, we should have it figured out and ready to present to the Representative Assembly with the pros and cons.

UPDATES CONTINUED

Executive Director Update - Executive Director Soares reported that we held our first Blueprint Forum last month and we had good attendance and thought it went really well with good feedback. There will be another Blueprint Forum in May and then we will try and do one per month starting in the fall. We will start Listening Tours and there are a few lined up.

Executive Director Soares reported that we have two subgroup committee meetings this month and we meet with management on the 26th. At that point, we should be putting something across the table in terms of a proposal. That proposal will have salary enhancements for the entire membership. We want to get the starting salary up to about \$65,000.

Geoff Turk reported that we need more people on the Bylaws Committee.

NEW BUSINESS

None

ADJOURNMENT

The meeting was adjourned at 6:46 p.m.

Respectfully Submitted:

Approved:



Diane Barnes, Secretary-Treasurer



Nicole Disney-Bates, President

Minutes approved BOD meeting May 3, 2023

(Date)