

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

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

CALL TO ORDER

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

MEMBERS PRESENT

Barnes, Cordoba, Graham, Korona, Lerch, McHarg, Raimond (5:41), Roth, Ruddy, Turk, Zotti.

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

APPROVAL OF THE AGENDA

Kristina Korona stated that she asked for the Facebook policy to be added. She stated that she also wants to talk about getting a quorum at the next Representative Assembly.

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

FINANCIAL REPORT

It was moved by Geoff Turk, seconded by Chris Lerch, to approve and file for audit the Financial Report of February 2023. The motion was approved.

APPROVAL OF MINUTES

President Disney-Bates stated that we have an issue of these narrative minutes. Minutes are not meant to be a narration of our meetings. It is to give people an overview. At our next Discussion Meeting we need to talk about what our minutes will look like.

Jorge Cordoba stated that on page 3, he said that teachers were deactivated.

According to Robert's Rules, we do not have to put what people say, only the motions. Either you put what I said, or you don't put anything.

President Disney-Bates stated that Robert's Rules basically says don't put pretty much anything in. It is just motions, questions, and speaking on debate.

Board of Directors Meeting
March 1, 2023
Page 2

Kristina Korona stated that our minutes over the years do have narrative. She stated that she agrees it is a balance and you don't want everything but for the transparency for our members, we include major points that are raised.

Diane Barnes stated that if we are going to edit minutes in the fashion that we are doing when wrote as a narrative, we are going to need to come with a prepared statement because what is the words that were exactly used unless we have a video or audio recording. Some of these suggestions or corrections are maybe what we intended to say, but not exactly what we said. Either we record or we have a list of topics discussed.

It was moved by Kristina Korona, seconded by Karina Zotti, to adopt the minutes with these amendments.

Karina Zotti reported that some type of recording would help. If people feel uncomfortable with video recording, then just audio recordings.

It was moved by Jorge Cordoba, seconded by Kristina Korona, for a friendly amendment to amend his statement to add his amendment because what he said was "deactivated from MacArthur Middle School by our own union." The motion was approved.

All those in favor of the amendments to the minutes provided by Kristina Korona and Jorge Cordoba. The motion was approved.

Kristina Korona presented the following amendments to the February 1, 2023, minutes:

UNISERV UPDATE: "Kristina Korona asked if it is on our radar for this spring when the Board is going to look at these Special Education contracts again?"

CHANGE TO: *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?*

BUDGET HEARINGS: "It was discussed how to get people involved in Budget Hearings."

ADD adjective to budget hearings: *County*

"Elizabeth Ruddy recommended doing a Hussle this weekend."

ADD at the end: this weekend "*in order to get people to the last couple of county budget hearings.*"

Board of Directors Meeting
March 1, 2023
Page 3

ADD TO SECTION: *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: “Kristina Korona asked that it be put on the Director Discussion Item for the next month. She suggested an op-ed that TAAAC puts in the paper as a joint op-ed.”

ADD AT THE END: joint op-ed “*with the other AACPS unions.*”

COMMUNITY INVOLVEMENT: “Kristina Korona reported that School Safety is one of the organizations that wanted to partner with TAAAC. I think this would be another good partnership.”

CHANGE TO: *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.*

It was moved by Diana Barnes, seconded by Melissa McHarg, to add recordings of our meetings.

Jorge Cordoba asked if the recordings are for our Board of Directors or all of our members?

Kristina Korona stated that it is our fiduciary duty to make sure that we are accurately recording what is said. We have to have minutes. We have to review them and there will be edits along the way. Having them recorded is just a way of going back to verify but someone still has to create a set of minutes from that. She is not sure we are saving time by doing this. If there is a debate about it that helps with a record of verification. The second concern is if this is going out to membership, especially our in-person meetings, she is weary of going out to members unless we completely change our behavior and demeanor in the meetings since we often are more casual and relaxed. If we are going to record it, it should be for the purpose of only verification and not something that is going out to membership.

Jessica Roth stated that she feels like this entire conversation is best suited for our Discussion Meeting. There is a lot of conversation that we want to have.

It was moved by Jessica Roth, seconded by Karina Zotti, to table Diane Barnes’ motion until the Discussion Meeting. The motion was approved.

UNISERV UPDATE

Nicole Disney-Bates reported that TAAAC is going through some more transitions. Allison

Board of Directors
March 1, 2023
Page 4

Yunda is on leave right now, and knowing that Mark Mench is out and going to Prince George's County as of March 6.

Kristy Anderson reported that TAAAC is in a state of transition, and it will be a little bit of a rocky road. Folks will have to step up and assist. We have some backfill that MSEA is doing but obviously it is temporary.

Jorge Cordoba asked if it is possible to know why our UniServ Directors are being transferred or going some place else? He stated that he has worked with Mark Mench 10 or more years and it is not in his character to leave without saying goodbye. Why are they leaving?

Kristy Anderson stated that in Mark Mench's case, it was an opportunity for a change. He has been at TAAAC for a very long time. He started on the Eastern Shore and then came to TAAAC where he has been for some time. This was an opportunity because there was a vacancy. It was his choice.

President Disney-Bates stated that just like you have the privacy from AACPS, they have the right for privacy from us. Since they are not TAAAC employees, we cannot share why Allison Yunda is going and why she is out.

Kristy Anderson reported that professional staff has the right to put in for vacant positions and they have priority. When they make the request to transfer, it is pretty much granted.

Kristy Anderson reported that John Gates has been assigned to TAAAC. We are hopeful that because of Mark Mench's decision, we will get that position filled fairly quickly.

Jessica Roth asked what is the process of filling these positions?

Kristy Anderson reported that there is a process where they will sit down and meet with President Disney-Bates to try and determine the best match. There is a process, but if it is an internal transfer, then by contract they are entitled to transfer. If it is a new, outside person, then that is when President Disney-Bates will be engaged and then there will be an interview.

Jessica Roth asked how we as Board of Directors support the staff?

President Disney-Bates reported that there is going to be tasks that will come out that will have to be divided because we can't be doing it all. She implored Board members to not get involved in our Facebook fights unless it is just a common answer. Just keep checking on your clusters.

Kristina Korona asked if Allison Yunda was transferring to another local. Her concern is having two people transferring at the same time. If she is transferring within MSEA, why let that happen at the same time?

Kristy Anderson stated that to clarify, Allison Yunda has resigned for personal reasons. She is on leave right now, but she has resigned.

Scott Soares reported that we are keeping busy. There are a lot of things going on currently with the membership. He stated that his schedule is filling up with investigations, pre-disciplinary hearings and phone calls. We have been working with John Gates. If it is something that can be handled virtually, he will take it. If not, Scott Soares stated that he would take it.

PRESIDENT'S UPDATE

President Disney-Bates reported that we have the UniServ Field Reports, working on the Blueprint Subgroup, TAG has been meeting, lobby nights, TAAAC-R met, Special Education has had two meetings this month and Nominating met.

President Disney-Bates reported that we have had some FAC issues on whether TAAAC is allowed to be in your FAC, safety and student discipline, non-renewal season is here, bad administrators, planning time and that ties into the vacancy piece. These are the things we are hearing the most.

Kristina Korona asked what is the response when someone calls about non-renewals and untenured? She said that she has a big concern about someone not getting support due to not being tenured.

President Disney-Bates stated that we have non-renewals now. We are meeting with the principal to see if there is anything that can be done. If the principal is not willing to work with us, then we keep going up to the Regional and try and see if we can keep them in the County and change their spot. She stated that she has been encouraging people if it is the observation, to request a third observation.

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

Elizabeth Ruddy asked about the memo that came out yesterday from Dr. Bedell about Special Education concerning teachers currently teaching other things can take on special education caseloads. What was that a result of?

President Disney-Bates stated that Special Education had a workgroup last year for the contract. The memo was some of the ideas that came from the workgroup. In August when we got the contractors, we met and talked about ideas. They came up with joint initiatives and now we are at the point where we have requested and will be bargaining to figure out the ins and outs. We are moving forward on negotiations. There will not be more information until we negotiate.

Elizabeth Ruddy asked if it was AACPS's decision to put out the memo? She stated that she talked to a lot of confused people in her Special Education Department.

President Disney-Bates stated that she has been on the phone about the memo. Since it has not been negotiated, we do not know the details. She stated that she will be sending out a message that we will be negotiating and more details will be coming.

Kristina Korona to follow-up, she felt blind-sided by the news release. She asked about things that come to you as president like partnering with TAAAC, agreements with TAAAC, decisions and endorsements with TAAAC, how do you decide what you bring to the Board for our consideration? What do you see as our role in these things? How are you making decisions?

President Disney-Bates stated that we do not have any policy documents. At the moment, it is her choice. This was something that the Board was informed, and the Representatives and public testimony was given in November. When you speak with these generalities, there are a lot of things that don't come to the Board.

Karina Zotti stated that maybe one way to help with all of the concerns that are coming to you and people feeling that they are left out is to create a Google document and everything goes in there. This may help with transparency.

COMMUNICATION ORGANIZER UPDATE

Amanda Menas updated on social media. She reported on the months ahead.

Elizabeth Ruddy asked if we need people to attend the receptions being held by the Legislators.

President Disney-Bates reported that we will reach out as soon as we check on our PAC funds. She stated that she would like to attend all of the receptions.

Kristina Korona asked about the forum for the Blueprint because there is a lot of concern about the National Board and how we are doing things. Is this forum going to allow for dialogue for members to get feedback on what position we should be taking as a union?

Amanda Menas stated that we have not started planning an agenda for this meeting. As we start that process, we will keep everyone updated. As with other pieces of legislation, we follow

MSEA. The current legislation that is in effect is the Blueprint, which has the stipend for NBC. The law that is currently proposed is being supported by MSEA. This is something which we are supporting and it makes the changes to expand eligibility of NBC to other people that are currently not part of NBC. The purpose of the forum in part will be to get a consensus around support for the piece of legislation that is currently in effect and anything we can advocate

around that, and then provide other education opportunities for what the Blueprint actually says and what it actually means for our members now and as we negotiate it. We are very much in the beginning process of all of it.

Scott Soares reported that the thing about the Blueprint is that we have to operate within the confines of the law as it is currently constituted. He stated that his goal is to negotiate the best possible agreement that we can that will benefit all of our members in some fashion.

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

Kristina Korona stated that she understands what the law is, but how do we change the law?

Amanda Menas stated that the forum is a great place for us to answer that question and the answer is in part, not during the legislation session.

Amanda Menas reported on putting together a proposal about how we support and advocate around the public education budget. She presented the goals, key players and what it will look like. She reviewed the time line. The big push for in-person and written testimony is going to be around the two hearings in May. Making sure that the public education budget is fully funded is our main message. We need visibility. This will be a budget ask at the end of this proposal and it is making sure that whatever is decided to move forward with, it has a return on the investment. The last piece is a resolution. When it is decided, what to do next around fully funding our education budget campaign, it is to bring this to the Representative Assembly and put forward a resolution to fully fund the public education campaign.

Kristina Korona asked what the actual messaging will be on the yard sign?

Amanda Menas stated that she does not have an example of what they look like yet. The message that is the best recommendation that we have right now is "Fully Funding the Education Budget." We don't need to be micro managing Steuart Pittman about how that happens. The public education budget has been passed unanimously by the Board of Education and now it is up to us to make sure there is public support around that. If a proposal is put forward by the Board of Directors to move forward with a campaign around this, she will go forward to get vendors for a full actual quote.

Elizabeth Ruddy asked whether we could make part of this wearing the blue shirts again in April and May?

Ms. Menas said yes, and more shirts have been ordered.

Ms. Menas stated that it is up to the Board of Directors on the messaging.

Board of Directors Meeting

March 1, 2023

Page 8

Jorge Cordoba asked if TAAAC has the money to make this happen all at the same time?

The money would have to come from the Crisis Fund.

It was moved by Elizabeth Ruddy, seconded Jorge Cordoba, that TAAAC move forward with this plan regarding the budget.

Kristina Korona stated that she would like to make amendments to the motion. She stated that she would like to add that TAAAC write an op-ed as part of this campaign to be published in The Capital newspaper with other AACPS unions explaining the crisis on the various issues and why it is important to support increases needed in revenue to make sure that the school board budget is funded.

President Disney-Bates ruled the amendment out-of-order because as spokesperson, the president does get to decide the media outlets.

Kristina Korona stated that second, TAAAC should strategically target members and community members to write letters to the editor regarding fully funding the school board budget.

Kristina Korona stated that third, she would like to make sure that we do a forum and that in that forum we have discussions about the reality of the fiscal situation in Anne Arundel County, different revenue options, and individual impacts of those revenue options. The forum would be with our community partners and other public employee groups to host a forum with a panel discussion with educators, students, families and stakeholders.

President Disney-Bates stated that she is still ruling that requiring the op-ed to be published in The Capital out-of-order.

Kristina Korona stated that she is going to challenge the chair.

President Disney-Bates asked if there is a second to appeal the motion that the op-ed is out-of-order. There was no second.

Kristina Korona asked to make an amendment to the amendment to hold the forum on the Wednesday after Spring Break or by the end of March. Jorge Cordoba seconded the amendment to her amendment.

President Disney-Bates stated that this sounds like a lot of ideas and a lot of implementation needs, which would be a heavy hit for where we are right now even with Board support. She requested putting together a plan to review this and see if we can do this.

Kristina Korona stated that she will put the time in. She is making this motion and is committed to it. She stated that she would do as much of the groundwork as she can to make this happen.

We cannot delay.

Chris Lerch suggested that the forum be held the first or second week after Spring Break. This will give time to plan and get a lot of people involved.

Kristina Korona asked Chris Lerch if he is making a friendly amendment. She stated that she would accept the friendly amendment.

President Disney-Bates stated that first we need to vote on the amendments.

Elizabeth Ruddy stated that her hesitation of accepting the amendments is the budget part of this, if we should say the budget part with flexibility depending on the outcome of talking to vendors.

All of those in favor of the amendments. The amendments are approved.

All of those in favor of Elizabeth Ruddy's motion with the approved amendments to the budget document. The motion was approved with 11-Yes.

President Disney-Bates stated that for this to be shared at the Representative Assembly, we have to put forward a budget amount. She suggested \$60,000.

It was moved by Jessica Roth, seconded by Karina Zotti, to move \$60,000 from the Crisis Fund to fund the Budget Hearing Proposal. The motion was approved.

EXECUTIVE SESSION

It was moved by Jessica Roth, seconded by Chris Lerch, to move into Executive Session at 7:47 p.m. The motion was approved.

It was moved by Jessica Roth, seconded by Karina Zotti, to move out of Executive Session.

President Disney-Bates stated that the choice is to table the rest of the agenda items for now and have a special session.

Kristina Korona asked if we can schedule a meeting with ACT?

President Disney-Bates stated that she will send an email to set-up the meeting.

Kristina Korona stated that she will table the Facebook policy until the next meeting.

NEW BUSINESS

Kristina Korona asked how many have received RSVP's for quorum and how close are we to getting a quorum?

President Disney-Bates stated that she will be doing a video update and will be including the Representative Assembly Agenda in the update and it will have the link and the reservation link. She asked how many have reached out to their clusters?

Kristina Korona asked if we can all commit to getting RSVP's by Saturday.

Kristina Korona suggested that maybe Member Organizers can help make phone calls.

President Disney-Bates stated that she will schedule a Special Session.

ADJOURNMENT

The meeting was adjourned at 9:50 p.m.

Respectfully Submitted:

Approved:



Kristina Korona, Vice President



Nicole Disney-Bates, President

Minutes approved BOD meeting May 3, 2023

(Date)