

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

MINUTES - Board of Directors Meeting
Wednesday, May 3, 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 5:08 p.m.

MEMBERS PRESENT

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

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

APPROVAL OF THE AGENDA

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

APPROVAL OF MINUTES

It was moved by Diane Barnes to approve the March Minutes. There was no second.

It was moved by Kristina Korona, seconded by Cathy Flanders, to amend the section in the March Minutes under **APPROVAL OF MINUTES**. The motion was approved.

“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 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.”

Kristy Anderson stated that there should not be narrative minutes for legal reasons. The minutes should not be recorded. Minutes could be recorded for creating the minutes.

At the suggestion of Kristy Anderson, President Disney-Bates stated that minutes will be moved back to Robert’s Rules of Order.

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It was moved by Kristina Korona, seconded by Jessica Roth, to amend the section in the March Minutes under **UNISERV UPDATE**. The motion was approved.

“If not, Scott Soares stated that he would take it.”

It was moved by Kristina Korona, seconded by Cathy Flanders, to amend the section in the March Minutes under **PRESIDENT’S UPDATE**. The motion was approved.

“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?”

It was moved by Kristina Korona, seconded by Elizabeth Ruddy, to amend the section in the March Minutes under **COMMUNICATIONS ORGANIZER UPDATE**. The motion was approved.

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

All of those in favor of approving the March Minutes with the amendments? The March Minutes have been approved.

It was moved by Jessica Roth, seconded by Cathy Flanders, to approve the April 2023 Minutes. The motion was approved.

FINANCIAL REPORT

It was moved by Diane Barnes, seconded by Geoffrey Turk, to approve and file for audit the Financial Report of April 2023. The motion was approved.

REVIEW PROPOSED BUDGET (2023-24)

Diane Barnes reviewed the Proposed Budget for FY 2023-24.

It was moved by Diane Barnes, seconded by Jessica Roth, to move the Proposed FY 2023-24 Budget to the May Representative Assembly Meeting. The motion was approved.

UPDATES

UniServ Update - Mike Magee reported on cases being handled at the TAAAC office.

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Approval of Arbitration - Mike Magee asked for approval to take 4 cases from Meade Heights Elementary school to arbitration on substitute MOU's.

It was moved by Cathy Flanders, seconded by Marissa Raimond, to file the 4 cases for arbitration on substitute MOU's.

Elizabeth Ruddy moved to make a friendly amendment that we approve other similar cases going forward to arbitration. The motion with friendly amendment was approved.

Mike Magee gave an update on the status of bargaining.

President Disney-Bates reported that Beth Ramey will be coming to TAAAC as the third UniServ.

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

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

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

Executive Director Update - Executive Director Soares reported that he has been trying to set up visits at all the schools. He asked Board members to help set up those visits so that he can get out there and make a connection with the members.

UTILIZATION OF TAAAC STAFF

Executive Director Soares talked about what he has seen from this Board of Directors. He stated that he is a little concerned that this Board is not being supportive to us at TAAAC here at the office. We need to start doing the business on governance. We have a really good team.

President Disney-Bates stated that on August 3, 2023, we will hold a cookout with Board members not continuing on and discuss our Strategic Plan.

EXECUTIVE SESSION

Employment Contract - Amanda Menas, TAAAC's Communications Organizer, stated that she is asking for a contract. She has been at TAAAC for a little over two years. She shared what

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she does and how she was hired. She shared her duties on the communications side and the organizing side.

It was moved Jessica Roth, seconded by Melissa McHarg, to move into Executive Session at 8:10 p.m. The motion was approved.

It was moved to come out of Executive Session at 8:55 p.m.

It was moved by Jessica Roth, seconded by Marissa Raimond, to approve the action taken in the Executive Session. The motion was approved.

BYLAWS

TAAAC-R - President Disney-Bates reported that TAAAC-R is looking to become an affiliated entity for retired members. They want to determine their own internal structure. TAAAC will continue to receive their dues.

It was moved by Kristina Korona, seconded by Cathy Flanders, that without objection from TAAAC-R, that we put Affiliate Entity TAAAC-R into our policies for now and work on getting Bylaws. The motion was approved.

Bylaw Submitted by Russell Leone - ARTICLE IV - REPRESENTATIVE ASSEMBLY - Section 9. TAAAC leadership shall provide all action items and agenda items in writing to building representatives no later than 5 calendar days prior to the Representative Assembly in which a vote will take place. This would include, but not be limited to, the language and rationale for NBIs, Standing Rules, and position statements in which the building representatives will be required to cast a vote. Bylaw amendments will be presented in accordance with Article XIX, Section 2.

Kristina Korona wants to take a position of support of the Bylaw Amendment Article IV - Representative Assembly - Section 9, if it is amended. The amendment to the amendment is to add pre-filed before action items and before NBIs. No position was taken by the Board of Directors.

REPRESENTATIVE ASSEMBLY

No Report.

NEW BUSINESS

No Report.

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ADJOURNMENT

The meeting was adjourned at 9:23 p.m.

Respectfully Submitted:

Approved:



Diane Barnes, Secretary-Treasurer



Nicole Disney-Bates, President

Minutes approved BOD meeting October 4, 2023

(Date)