

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

MINUTES - Board of Directors Meeting  
Wednesday, December 6, 2023, at 5:00 p.m.

**CALL TO ORDER**

The meeting was called to order by the President, Nicole Disney-Bates, at the TAAAC Office, at 5:02 p.m.

**MEMBERS PRESENT**

Barnes, Côté, Cronin, Davis, Flanders (5:04), Johnson, Korona, Lerch, McHarg, Raimond (5:11), Roth, and Turk.

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

Absent was Karina Zotti.

**ADOPTION OF THE AGENDA**

Will Johnson requested that the Contract Action Team be added under New Business.

It was moved by Jessica Roth, seconded by Chris Lerch, to adopt the amended agenda with flexibility. The motion was approved.

**APPROVAL OF MINUTES**

It was moved by Diane Barnes, seconded by Melissa McHarg, to approve the October 4, 2023 minutes. The motion was approved.

It was moved by Kristina Korona, seconded by Maria Côté, to amend the November 1, 2023 minutes in section New Business to read as the following:

2. IT WAS REPORTED ~~Barnes and Disney-Bates stated~~ that Kristy Anderson advised members of the BOD who are active members and running committees or subgroups of ACT not to speak at the RA UNLESS THEY DISCLOSE THEIR INVOLVEMENT.

3. Johnson clarified his original intent of his motion that the Board has not taken a position OF NO POSITION. INSTEAD HE INTENDED FOR IT TO ALLOW ~~that allows~~ Board members to speak AS INDIVIDUALS AT THE RA DURING THE DEBATE as long as they disclose their involvement with ACT. THE CONSENSUS OF THE BOARD IS THAT THIS MOTION WAS NOT INTENDED TO RESTRICT BOARD MEMBERS FROM ENGAGING IN DEBATE ON THIS ISSUE AT THE RA.

The motion was approved.

## **APPROVAL OF FINANCIAL STATEMENTS**

It was moved by Diane Barnes, seconded by Marissa Raimond, to move the November 2023 Financial Statements to audit. The motion was approved.

## **UPDATES**

UniServ - Jason Fahie reported on the work of the UniServ Directors.

President - Disney-Bates shared her calendar, a draft of the RA Agenda, and the start of a draft on how to deal with toxic principals.

President Disney-Bates reported that she and Executive Director Soares attended an Accountability Implementation Board meeting about Blueprint.

Executive Director Soares reviewed the proposed career ladder.

Special Ed. Committee Problems/Solutions/Legislation - Marissa Raimond reported that last month the Special Ed. Committee met to talk about some issues with Special Education. The committee came up with a list of the problems and a list with solutions. The committee met with the MSEA Lobbyist on Special Education Issues to talk about some of the issues.

Executive Director - Executive Director Soares reported that the Special Ed. Stipend grievance is being held while we try to settle with AACPS. The date scheduled is December 18 to meet. AACPS wants to change the language to be very specific on who gets it. If we cannot get it done, then we will move onto arbitration. We will not delay any longer.

Executive Director Soares reported on the status of the office renovation.

Communication Organizer - Amanda Menas shared three action items and three updates with the BOD.

The date for the Legislative Happy Hour will be January 6, 2024, 6:00 p.m. to 8:00 p.m., at Frisco Taphouse in Gambrills. Lobby Nights start on January 22, 2024. The Budget Hearing will be held on January 9, 2024, 6:00 p.m., at Old Mill High School. The Contract Action Team will be hosting a Happy Hour prior to the Budget Hearing.

It was moved by Kristina Korona, seconded by Will Johnson, that the PAC captains are able to work with Executive Director Soares to receive the necessary resources to be able to do outreach

to both building representatives and general membership in order to implement our PAC Plan forward.

President Disney-Bates stated that if people want all the numbers of our members to reach out to a bigger group than your building representatives, then she asked that we go back to the Ethics Policy. The policy will have to be signed.

Jessica Roth asked to add to the motion that after PAC captains sign the Confidentiality Agreement.

It was moved by Kristina Korona, seconded by Will Johnson, that PAC captains, once they sign the Confidentiality Agreement, are able to work with Executive Director Soares to get the necessary resources to do outreach to both building representatives and targeted membership in order to implement our PAC Plan moving forward so that we can reach our PAC goals. The motion was approved.

Will Johnson reported that the Contract Action Team agreed to bring to the Board to have a raffle to push Representatives and others to commit to the Budget Hearing on January 9, 2024. The prizes will be gift cards for Giant for \$50 and a \$50 for Amazon. There will be another raffle for speakers. Budgeting priorities were shared that were brought up at the Contract Action Team meeting. He asked Board members how they felt about sending out reminders about the RA, follow up for the Budget Hearing after the RA, as well as the raffles for the December RA and the January RA.

It was moved by Will Johnson, seconded by Maria Côté, to follow the plan proposed by the Contract Action Team as explained by Will Johnson. The motion was approved.

Amanda Menas stated that she needs more social media content. She requested to come to Board members' schools to interview them.

Amanda Menas reported that she submitted a grant interim report for the NEA Grant that hired our member organizers over the summer. Along with TAAAC there were people from all over the country that participated in this organizing program, and it was reported that they saw a 17% increase in membership in the NEA world since last year.

Amanda Menas reported that \$13,000.00 is in the PAC Fund. We need to raise about \$60,000.00. We have 9.7% of our membership contributing.

Amanda Menas reported on competitions, swag and events that will be happening to raise money for the PAC Fund.

**LOCAL**

Negotiations Proposals - Executive Director Soares reviewed the negotiations proposals.

Review Data of Site Visits, Building Representatives and Committee Data - Report next meeting.

RA - President Disney-Bates stated props to everyone who is contacting their clusters. We are solid at about 80 or so people right now. She plans to ask Representatives if there is anything else they would like or wish that we can change. Otherwise, the strategies that have been put into place are working.

Kristina Korona suggested that we should have a read out of who is in person and who is virtual.

**EXECUTIVE SESSION**

It was moved by Cathy Flanders, seconded by Chris Lerch, to move into Executive Session at 7:57 p.m. The motion was approved.

It was moved by Will Johnson, seconded by Marissa Raimond, to move out of Executive Session at 8:02 p.m. The motion was approved.

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

**NEW BUSINESS**

Contract Action Team - Done

**ADJOURNMENT**

The meeting was adjourned at 8:05 p.m.

Respectfully Submitted:

Approved:

  
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Diane Barnes, Secretary-Treasurer

  
\_\_\_\_\_  
Nicole Disney-Bates, President

Minutes approved BOD meeting 1/3/2024  
\_\_\_\_\_  
(Date)