

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

MINUTES - Board of Directors Meeting  
Wednesday, March 6, 2024, at 5:00 p.m.

**CALL TO ORDER**

The meeting was called to order by the President, Nicole Disney-Bates, at Southern High School, at 5:11 p.m.

**MEMBERS PRESENT**

Barnes, Côté, Cronin, Davis, Flanders, Johnson, Korona, Lerch, McHarg, Raimond, Roth, Turk and Zotti.

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

**ADOPTION OF THE AGENDA**

It was moved by Diane Barnes, seconded by Melissa McHarg, to adopt the agenda.

Karina Zotti requested to have an Executive Session added to the agenda.

It was moved by Will Johnson, seconded by Maria Côté, to adopt the amended agenda with flexibility. The motion was approved.

**APPROVAL OF MINUTES**

Kristina Korona stated that the spelling of “Dyana” needs to be fixed under **ACTION ITEMS**.

It was moved by Jessica Roth, seconded by Melissa McHarg, to approve the February 7, 2024, minutes with the correction of “Dyana.” The motion was approved.

**APPROVAL OF FINANCIAL STATEMENTS**

It was moved by Diane Barnes, seconded by Cathy Flanders, to file the February 2024 Financial Report for audit. The motion was approved.

**MEET WITH THE AUDITOR**

Eva Webb from Linton, Shafer, Warfield & Green, reviewed the audit for August 31, 2023, Financial Statements. She stated that TAAAC has a clean unmodified opinion which is the best opinion to have.

Board of Directors Meeting

March 6, 2024

Page 2

It was moved by Diane Barnes, seconded by Chris Lerch, to approve the audit for August 31, 2023, Financial Statements. The motion was approved.

## **UPDATES**

UniServ - Mike Magee reported on the work of the UniServ Directors. We dropped off 436 Valentines with Pittman. Phone Banking is happening, and we have called over 500 members so far and as of noon today, we have 78 RSVP's for the Town Hall.

Communications Organizer - Amanda Menas reported that February was mostly Government Relations work. She reported that we have been interviewing all the Board of Education candidates. There are 19 candidates that have filed for 7 seats. Recommendations will be going to the Representative Assembly next week.

Amanda Menas distributed and reviewed the Anne Arundel County Election Proposal. This proposal will be voted on next month. (Election Proposal attached)

Amanda Menas reported that we have been talking the last couple of months about the potential for a leadership development conference. There will be a more formal proposal to look at next month.

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

President Disney-Bates reported on the Special Education Stipend.

Executive Director - Executive Director Soares reported that there is an arbitration piece to the Special Education Stipend that AACPS is challenging our right to arbitrate because there is no class action. The Time Grievance was rejected on the same basis. We will have to go through a process.

## **ACTION ITEMS**

Pittman Town Hall - Mike Magee highlighted the plan for the Town Hall. It will be held at Corkran Middle, at 5:30 p.m. We are still working on the details.

Proposed Bylaw Amendment - It was moved by Melissa McHarg, seconded by Dyana Cronin, to move the Proposed Bylaw Amendment - ARTICLE XII - ELECTION PROCEDURES to the Bylaws Committee.

It was moved by Chris Lerch, seconded by Dyana Cronin, to extend the meeting to 8:00 p.m. The motion was approved.

It was moved by Maryalice Davis, seconded by Kristina Korona, to table the proposed Bylaw amendment to next month. The motion failed.

Melissa McHarg withdrew her motion to move the Proposed Bylaw Amendment - ARTICLE XII - ELECTION PROCEDURES to the Bylaws Committee.

Racial/Social Justice - Maria Côté shared a flyer for a conference “Male Educators of Color.” She stated that the Racial/Social Justice Committee would like to offer this for members. It is offered by “The Bond Academy.”

Maria Côté stated that the committee is trying to get information from the Annapolis City Government on trying to participate in the Hispanic Heritage Month.

Maria Côté stated that we will be participating in Juneteenth and Pride.

## **DISCUSSION ITEMS**

Budget Process Updates - President Disney-Bates reported that we are starting our Budget Process for TAAAC. Liaisons need to work with the Chairs, if you have them to submit the modules. If you need any support, let us know. The first budget meeting is March 19, 2024.

Negotiations - Executive Director Soares reported that at the last session in Negotiations we had AACPS agree to form a committee to look at planning time.

Executive Director Soares reported that on Monday the team will get a presentation from Chris Schwartz. The following Thursday, there will be a presentation with AACPS on Career Ladder. On April 8, 2024, Dan Gottheimer, MSEA Insurance Consultant, will be in the room and will have a full day of insurance negotiations.

Executive Session - It was moved by Kristina Korona, seconded by Maria Côté, to move into Executive Session at 7:47 p.m. The motion was approved.

It was moved by Will Johnson, seconded by Karina Zotti, to extend the meeting.

It was moved by Marissa Raimond, seconded by Jessica Roth, to move out of Executive Session at 8:34 p.m.

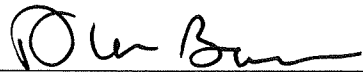
Board of Directors Meeting  
March 6, 2024  
Page 4

**ADJOURNMENT**

The meeting was adjourned

Respectfully Submitted:

Approved:



Diane Barnes, Secretary-Treasurer



Nicole Disney-Bates, President

Minutes approved BOD meeting

5/1/2024

(Date)

# Anne Arundel County Election Proposal



## Overview and Goals

Through a non-partisan, civic engagement canvass, MSEA members will seize the summer to discuss important public education issues and voting access at the doors of voters. As has been successful with similar programs, we recommend that pro-public education voters be asked to complete pledge to-vote cards with follow-up contact information, stating their plan to vote early, by mail, or on Election Day in-person.

### DRAFT Program Goals (for further refinement with MSEA):

1. Develop MSEA member organizing capacity through intensive canvass training and in-field civic engagement within traditionally disenfranchised communities;
2. Engage voters and residents seeking voter registration support in conversations about school safety, public education, and their power to vote for better representation of their needs;
3. Strengthen ties among educators, parents, and all community stakeholders.

## 2022 Dues Budget

Line Item	Price	Outcome
Field Strategies Paid Issue Canvass	\$133,369	168 volunteer shifts 11,000 doors knocked 6 weeks of organizing
I <3 My Public School Shirts	\$15,000	Vote pledge visibility and ongoing campaign swag
Primary and general Issue Mail (digital and print)	\$110,000	Members in three districts received mailers in the primary, and general digital and print mail through the election

## 2024 Dues Budget

Line Item	Price	Outcome
Field Strategies Paid Issue Canvass	\$261,500 + \$100,000 from MSEA	548 paid canvassing shifts 32,000+ doors knocked 9 weeks of organizing
I <3 My Public School Shirts	\$7,000	Already allocated to resupply
Issue Mail	TBD	<a href="#">See attached</a>

Field Strategies Proposal:

<b>AACO Projected Items</b>	<b>Description</b>	<b>Budget</b>
Paid canvassers	(5 hours each at \$25 per hour, including w2 taxes)	\$85,000
Paid in field supervisors	70 "MSEA Advocate lead" shifts (\$30 per hour)	\$12,500
Recruitment and training	46 field staff recruitment shifts (daily) and training support	\$25,000
Campaign HQ	Field staff housing, travel, office space, management	\$139,000

<b>Key Dates</b>	<b>Program Milestones</b>
<b>May (or sooner)</b>	Online Recruitment, Literature, Script, Training Modules, Events/Conferences
<b>June</b>	<b>In-Person Training and Canvass Launch</b> (Emphasis on training existing member activists/networks);  <b>Week 1</b> - Battleground Summer Launch (Late June) - Daily Canvassing
<b>July 1st - 7th</b>	<b>Week 2</b> Battleground Summer - Daily Canvassing (break for 4th of July)
<b>July 4th</b>	Independence Day Holiday + NEA Representative Assembly
<b>July 8th -14th</b>	<b>Week 3</b> Battleground Summer - Daily Canvassing
<b>July 15th - 21st</b>	<b>Week 4</b> Battleground Summer - Daily Canvassing
<b>July 22nd - 28th</b>	<b>Week 5</b> Battleground Summer - Daily Canvassing
<b>July 29th - Aug 4th</b>	<b>Week 6</b> Battleground Summer - Daily Canvassing
<b>August 5th - 11th</b>	<b>Week 7</b> Battleground Summer - Daily Canvassing
<b>August 12 - 18th</b>	<b>Week 8</b> Battleground Summer - Daily Canvassing
<b>August 13 - 24th</b>	<b>Week 9</b> - Celebration and Final Battleground Summer Member Canvass on Saturday 8/24

→ PAC Budget

Line Item	Price	Outcome
Mailers	\$57,500	Mailers for voters in the 5 endorsed County Council Districts
Social Media Advertising	\$20,000	Targeted voter ads reached 38,000 voters in District 1 and 36,000 voters in District 2
Digital Advertising	\$200,000	Paid for by the Marylanders for Freedom and Opportunity PAC, digital ads were purchased from the independent expenditure to support <u>negative tv ads</u> against Jessica Haire. This ad ran for 4 weeks starting in October. Additionally, district-specific ads targeted 42,401 voters in District 4 and 55,043 voters in District 6 between October 17 and November 8
Apple Ballots	\$3000	20,000 prominently placed apple ballots used by 50 member volunteers at 30 polling locations on election day (150 hours of coverage)
Yard Signs	\$360	60 oversized apple yard signs were placed in District 4 and 6 at polling locations

→ PAC Budget

Item	Description	Total
Candidate donations	\$6000 max per candidate, for 5-6 races	\$30,000-36,000
Apple Ballots	Teacher endorsed candidates at priority polling locations during primary and general elections	TBD – half paid by MSEA with state candidates on the ballot
Ads	Digital, print, and social advertisements on candidates	TBD

\*Anne Arundel County sub account has approx.. \$22,000 in the bank with approx. \$2,000 coming in monthly from payroll. For comparison, Baltimore, Montgomery and Prince

George's all have over \$140,000. Howard has \$77,000. We can spend below our total and use treasury dollars to supplement this deficit.