

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

MINUTES - Board of Directors Meeting  
Wednesday, August 7, 2024, at 5:00 p.m.

**CALL TO ORDER**

The meeting was called to order by the President, Kristina Korona, at the TAAAC Office, at 5:09 p.m.

**MEMBERS PRESENT**

Barnes (virtual), Cephas (virtual), Córdoba, Côté, Cronin, Davis, Johnson, Ruddy, Smith-Brown, and Zotti (virtual).

Also, present were Debbie Lanham, Jason Fahie (virtual), and Amanda Menas (virtual).

Absent were Chris Lerch and Melissa McHarg.

**ADOPTION OF THE AGENDA**

Elizabeth Ruddy has topics that she would like to talk about under Director Discussion Items.

If there is time Dyana Cronin would like to discuss the Green Policy. It was suggested to send forward the policy out to everybody.

The May 29, 2024 Board of Directors Minutes (June meeting) were approved electronically.

President Korona requested that Conflict of Interest forms be filled out and turned in.

It was moved by Keanuu Smith-Brown, seconded by Marie Côté, to adopt the agenda with flexibility. The motion was approved.

**APPROVAL OF FINANCIAL STATEMENTS**

It was moved by Maria Côté, seconded by Dyana Cronin, to file the June 2024 and July 2024 Financial Statements for audit. The motion was approved.

**BOD CHECK-IN**

The Board of Directors shared one fun thing they did over the summer.

## **DISCUSSION OF MEETING AGREEMENTS**

President Korona shared a draft of the Board of Directors Agreements. If anyone has things they would like to add, we can have a discussion on these agreements.

Suggestion: "Engage in Respectful Recourse."

## **PRESIDENT'S REPORT**

President Korona stated that our vision and theme will be "Building a Stronger Union Together!" She stated that as we go through our decisions, how does every decision we make as a Board build our union's power?

There was a discussion on the agreement on keeping the camera on as much as possible.

President Korona stated that there will be an on-boarding for those board members that are new. She stated that she will be typing up expectations to share.

President Korona stated that related to Board of Directors communication, she is trying to find some things to help. She stated that next month there will be a presentation from MSEA to help facilitate things. Right now we have a google drive to put everything so it is in a common place rather than having to search for everything by email. There is an app called Tumblr that might be a good way to facilitate conversation.

President Korona reported that Executive Director Soares and she will be going to schools on Tuesdays. The goal is to visit in the morning, during lunch and then after school. Three schools will be picked. As a Board of Director, if you know a school from your feeder where no one has been coming to Representative Assembly Meetings or have a specific issue, let us know.

President Korona stated that we really want to be building our relationship with the school board members. She asked board members who attended the breakfast with school board members to share their thoughts, feelings or reactions.

## **EXECUTIVE DIRECTOR'S REPORT**

President Korona reported that one of the priorities for Executive Director Soares is to work with groups of educators around issues that are common related to their job responsibilities. If you know of groups that don't feel they are getting certain things that will help their working conditions let us know.

Dyana Cronin reported on negotiations. She stated that as of right now, we are at impasse. We are discussing as a group who we are going to decide as the mediator.

President Korona reported on the union hall exploration. She gave a staffing update. We have 3 Uniserv Directors, working on hiring a new person, hiring a temporary election person, and MSEA is looking at giving us a .2 Uniserv Director. We are expanding a lot and even though we are talking about renovating and working with an architect, we have nowhere to put additional staff. This is the reason for looking into possibly buying a building. We went to look at Montgomery County and Prince George's County. Keanuú Smith-Brown attended the visit to the unions and he gave his reactions. He stated that it was a productive adventure.

President Korona stated that our next step is to form a workgroup to look into things. She stated that MSEA has staff that can help us. We would be looking at getting a real estate agent to look at different properties. We want to stay in this area to be close to the Board of Education, The Capitol and MSEA. She stated that getting a workgroup of those who are Board of Directors and start thinking of what the questions are we want to ask.

President Korona stated that doing the renovation that we originally planned would be too much money if we are going to get a building. If the plan is to rent the current building out, we might want to do some renovations to be more lucrative.

President Korona stated that this will be presented to the membership.

It was moved by Marie Côté, seconded by Keanuú Smith-Brown, that we create a workgroup to research the feasibility for purchasing a property and possibly selling/renting out the current property and once it is presented to the Board of Directors, it will be presented to the Representative Assembly. The motion was approved.

It was moved by Dyana Cronin, seconded by Keanuú Smith-Brown, that the workgroup consists of Board of Directors and TAAAC staff as an advisory role. The friendly amendment was accepted.

President Korona reported that TAAAC has its own phone plan and MSEA has a phone plan that TAAAC can join onto and then we would be additional lines on MSEA's plan. MSEA would handle our phones, we would transfer our numbers and then we would get a discount.

President Korona reported that Board of Directors, on the even years in August, appoints one member to the Sick Leave Bank Approval Committee. Mike Svec is the Chairperson and has been for many years. He is the one that we want to appoint.

It was moved by Jorge Córdoba, seconded by Dyana Cronin, to appoint Mike Svec as Chairperson to the Sick Leave Bank Approval Committee. The motion was approved.

### **COMMUNICATIONS ORGANIZER'S REPORT**

Amanda Menas reported that she has been working on elections and government relations work over the last year. All seven of our Board of Education candidates are up for election. She reviewed where we are at by district.

President Korona reported that we did not endorse in District 4 because we have two really strong candidates. We now want to develop a new questionnaire to look for the person that will really help us advance our agenda. If anyone has any questions for the questionnaire, let us know. Once the committee develops the questionnaire, it will be presented to the Board of Directors.

Amanda Menas reported that there are opportunities to volunteer all the way up to the primary.

Amanda Menas gave an update on where we are with PAC money.

Amanda Menas gave an update on the Leadership Conference that is being held on August 14 and 15.

### **UNISERV UPDATE**

Jason Fahie gave an update on the work of the Uniservs.

Jason Fahie reported that next week there will be a staff meeting. He stated that he is hoping that there will be more information given as it relates to when they will be filling Beth's position. There is also a position opening for a .2 for Anne Arundel, not specifically TAAAC. Hopefully there will be an update for staffing at the next Board of Directors meeting.

Mr. Fahie asked Board members to please as they talk to teachers to encourage them to join the Sick Leave Bank and push union membership.

President Korona suggested a postcard to go out that says you are not part of the Sick Leave Bank.

### **NEW BUSINESS**

Committee Descriptions, Chairs, and Charges - President Korona reported that she sent out something on committee descriptions, chairs, and charges. She stated that she is still working on appointing chairs.

President Korona stated that we as the Board of Directors need to agree to certain committees. She proposed the following committees: Member Organizing Team - Jorge Córdoba will chair this committee; Political Action Team - Elizabeth Ruddy will chair this committee; Curriculum, Instruction and Assessment - Dyana Cronin will chair this committee; Green Team - Sheen Goldberg will chair this committee.

Kristina Korona reported that her goal is to appoint chairs to the committees that are not elected committees. We want to train the chairs and then get them started.

It was moved by Keanuú Smith-Brown, seconded by Will Johnson, to accept the committees presented by President Korona. The motion was approved.

President Korona reported that we were doing Elementary, Middle and High Concerns Committees at the Representative Assembly Meetings. She stated that she is not sure how effective it is and should we bring it back. We have the Faculty Councils getting concerns from their schools and if we really want to have strong Faculty Councils why not have meetings with the chairs here at the TAAAC office.

Sponsorship for Kunta Kinte Heritage Festival - A request was made for a sponsorship for Kunta Kinte Heritage Festival.

It was moved by Maria Côté, seconded by Jorge Córdoba, to sponsor the Kunta Kinte Heritage Festival in the amount of \$300. The motion was approved.

Temporary Staff Position to Support the Election - President Korona reported that we are requesting a temporary staff position to help support the election. This is a position that will report to Amanda Menas and is only for the election season. We are using grant money.

It was moved by Jorge Córdoba, seconded by Keanuú Smith-Brown, that we post the temporary election organizer for a full-time position on unionjobs.com. The motion was approved.

President Korona stated that she is moving to the end of the agenda.

## **EXECUTIVE SESSION**

It was moved by Dyana Cronin, seconded by Jorge Córdoba, to move into Executive Session at 7:30 p.m. The motion was approved.

It was moved by Dyana Cronin, seconded by Maria Côté, to adopt the action taken in Executive Session. The motion was approved.

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**ADJOURNMENT**

The meeting was adjourned at 8:02 p.m.

Respectfully Submitted:

Approved:

  
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Diane Barnes, Secretary-Treasurer

  
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Kristina Korofa, President

Minutes approved BOD meeting September 4, 2024  
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(Date)