

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

MINUTES – Board of Directors Meeting  
Wednesday, June 3, 2020

**CALL TO ORDER**

The meeting was called to order by the President, Russell Leone, at 5:40 p.m., by a Zoom virtual meeting.

TAAAC's Mission & Vision was read by Kate Miller.

**MEMBERS PRESENT**

Beers, Brininger, Carr, Córdoba, Cronin, Delph, Heintz, Mauro, Miller, Ruddy, Snyder and Thumbtzen.

Also present were Ken Page, Keith Wright and Debbie Lanham.

**ADOPTION OF ORDER  
OF BUSINESS**

Upon a motion by Allison Heintz, seconded by Kate Miller, the Order of Business was approved with flexibility.

**APPROVAL OF MINUTES**

Upon a motion by Rob Mauro, seconded by Betsy Brininger, the Minutes of the May 6, 2020 meeting were approved.

**FINANCIAL REPORT**

Upon a motion by Tami Thumbtzen, seconded by Kate Snyder, that the Financial Report for May 2020 be filed for audit. The motion was approved.

**ACTION ITEMS**

Kate Snyder read a statement and requested a moment of silence for George Floyd.

**DISCUSSION ITEMS**

MSEA Learn More @ 4 - President Leone asked for input from Board members concerning the MSEA Learn More @ 4 that took place prior on Facebook that focused on the inequities in our education system and an in-depth conversation on institutional racism and the role of educators in supporting students of color.

Reopening Schools Workgroup - President Leone reported that the Reopening Schools Workgroup has members that are a cross section of grades and titles. The group has developed a survey that will go out Monday. The survey will help guide this group. The group has only met one time so far. He reported that MSEA will be sharing results of a poll from members that include responses about the

reopening of schools. The poll responses will be good to see what others are thinking statewide. He stated that he believes the group will be meeting well into the summer.

Summer - Board of Directors Strategic Planning "Retreat" - President Leone reported that the Board of Directors Strategic Planning "Retreat" was supposed to happen right after schools let out. The Retreat has been postponed to an August date. We will have to confirm or cancel by next week. He stated that his feeling is it will not happen and we will be working with Mark Mench and Executive Director Page on what we can do to supplement to get some of this work done. We will be looking at TAAAC's Program Plan for next year. Not only is it important but also a requirement for grants that we receive.

Policy Review Committee - President Leone reported that the Policy Review Committee worked really hard last year on the TAAAC Policy Book. There was a section that was untouched. He stated that he will be calling the Committee back together to look at this last piece so that we can get that all cleaned up and bring back to the Board of Directors for review.

New Teacher Processing/Orientation - President Leone reported that New Teacher Processing is really important because that is when TAAAC does the recruiting. This year it will not be done in person. He stated that he shot a video to encourage new hires to join. The video will highlight what TAAAC is, who we are, and what we are doing. This may create some work on the back end by making sure we follow up with new hires. He stated that he believes that the Orientation will not happen in person either and if that is the case, TAAAC will be pushing to be apart of that process.

Budget (TAAAC) Vote - President Leone reported that there will be a vote on the Proposed TAAAC Budget next week. We will be doing a role call vote. Votes will be recorded on a list of building representatives. We will open the microphone so that they can vote. Tallies will be taken by Executive Director Page, Debbie Lanham and Nancy Davidson.

The tallies will then be compared. It will be a yes/no vote.

MSEA Updates - Educator Appreciation Day - President Leone reported that this Saturday, MSEA's Education Appreciation Day is going to be on Facebook. It will be held from 11:00 a.m. to 12 noon.

Summer Leadership Conference - President Leone reported that the Summer Leadership Conference is happening by Zoom on July 14 and 15, 2020. The cost to the local association is nothing. There are 6 people signed up and he stated that he will be putting this information out again. Each day it will be held from 10:00 a.m. to 4:00 p.m. There is a need for people to help with breakout sessions. If you are interested, let him know. Registration closes on June 26, 2020.

Convention - President Leone reported that the October MSEA Convention, as of right now, is scheduled for in person. There are talks on what it will look like if it needs to be virtual.

NEA Updates - President Leone reported that the NEA Convention is coming and we will be looking at the budget. The NEA dues will be decided.

## **EXECUTIVE DIRECTOR'S REPORT**

Ratings/Evaluations - Keith Wright gave an update on ratings and evaluations.

End of Year Date for Teachers - President Leone reported that he had sent out a request to send emails to Board of Education members concerning when do teachers get to stop working. He stated that 634 emails were sent within 24 hours. He stated that he hopes that this is something the Board members are discussing tonight and we will have an answer tomorrow.

Advocacy - Keith Wright presented Case #20/004 to the Board of Directors and asked for approval to take to arbitration. MSEA General Counsel Kristy Anderson would like to proceed and is in support.

It was moved by Tami Thumbtzen, seconded by Jorge Córdoba, to approve Case #20/004 to be taken to arbitration. The motion was approved.

Keith Wright reminded Board members that we need direction from this Board on teacher ratings.

It was moved by Betsy Brininger, seconded by Kate Miller, that if AACPS will not agree to carry observations forward to the 2020-21 school year and count those observations towards the two needed for a rating, then our position is to adhere to the Negotiated Agreement and the MSDE option to waive student growth by insisting that ratings be done this year. The motion was approved.

**DIRECTORS' DISCUSSION  
ITEMS**

President Leone proposed that we hold a July Board of Director's meeting and meet on July 8, at 10:00 a.m. He stated that TAAAC's outgoing Board of Directors will be recognized at that time.

**ANNOUNCEMENTS**

Robin Beers announced she will be changing job roles next year and will be leaving elementary to go to Marley Middle to teach 8<sup>th</sup> grade.

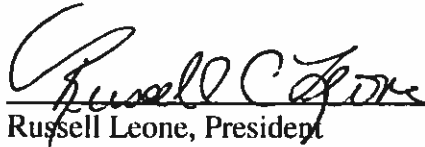
**ADJOURNMENT**

There being no further business, the meeting adjourned at 6:58 p.m.

Respectfully Submitted:

Approved:

  
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Tamara Thumbtzen, Secretary-Treasurer

  
\_\_\_\_\_  
Russell Leone, President

Minutes approved BOD meeting Thursday, June 25, 2020  
(Date)