

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

MINUTES – Board of Directors Meeting  
Wednesday, November 4, 2020

- CALL TO ORDER** The meeting was called to order by the President, Russell Leone, at 5:12 p.m., by a Zoom virtual meeting.
- MEMBERS PRESENT** Beers, Benfer, Bringer, Carr, Córdoba, Cronin, Delph, Heintz, Liakos, Ruddy, Snyder and Thumbtzen.
- Also present were Ken Page and Debbie Lanham.
- ADOPTION OF ORDER OF BUSINESS** Upon a motion by Allison Heintz, seconded by Elizabeth Ruddy, the Order of Business was approved with flexibility.
- APPROVAL OF MINUTES** Upon a motion by Dyana Cronin, seconded by Jan Delph, the Minutes of the October 22, 2020 Special Meeting were approved.
- FINANCIAL REPORT** It was moved by Tami Thumbtzen, seconded by Robin Beers, to accept the October 2020 Financial Report for Audit. The motion was approved.
- ACTION ITEMS**
- Reaffirm Vote on Dana Jones PAC Donation - President Leone stated that we need to reaffirm the vote of the contribution to Dana Jones PAC donation. There were 12-Yes, 0-No, 1-Abstention.
- It was moved by Robin Beers, seconded by Allison Heintz, to reaffirm the vote taken electronically for Dana Jones. The motion was approved.
- NBI's - President Leone stated that you have been sent 4 NBI's that have all been properly filed by the appropriate dates. He stated that he will entertain motions if we want to take a position as a Board before bringing them to the Representative Assembly.
- NBI 20-02 - It was moved by Nicole Disney-Bates, seconded by Jennifer Fulwiler, to censure Richard Benfer due to his misconduct of misrepresenting information that occurred during a Board of Directors meeting that quashed open debate

and questions about the roles of the Representative Assembly, Board of Directors and TAAAC leadership.

President Leone reported that the cost out of NBI 20-02 is no cost.

It was moved by Kate Snyder, seconded by Emmanuelle Carr, to move that we oppose NBI 20-02. The motion was approved with 10-Yes and 2-Abstentions.

NBI 20-03 - It was moved by Minna Kim, seconded by Kristina Korona, that TAAAC leadership hold two general membership meetings this year: one in November and the other in the Spring in order to provide a forum to inform all members of the current priorities, long-term goals, and the long-range plan to achieve these goals. Each meeting will also include a report on current/recent contract negotiations. The November general membership meeting will include updates about the progress of our equitable safe school reopening goals. There will be an opportunity for members to provide public testimony as well as to ask direct questions of TAAAC leadership.

President Leone reported that the cost out of NBI 20-03, we would need to use a platform that would host our 6,300 members. Google Meet maximum number is 250. Microsoft Team Meet maximum number is 250. Zoom does have the capability to host up to 10,000 people on a call. They have a capacity of 5,000 and then jumps to 10,000. We would have to do the 10,000 capacity and that would cost \$6,490 per meeting for a total of \$12,980.

It was moved by Emmanuelle Carr, seconded by Dyana Cronin, to oppose NBI 20-03 as written. The motion was approved unanimously.

NBI 20-04 - It was moved by Kristina Korona, seconded by Minna Kim, that TAAAC will update its website on a regular basis to reflect current priorities or to better inform members and the public. The first update of the website should happen on November 16 in order to include equitable safe school reopening information. TAAAC will also update the website to include standing rules for the RA as well as a current list of all

building representatives including alternates by school and feeder system.

President Leone stated that NBI 20-04 would be a cost of staff time and volunteer time. There would probably be a cost associated with our web master as well.

It was moved by Robin Beers, seconded by Jorge Córdoba, to support NBI 20-04. The motion was approved with 11-Yes, 1-No.

NBI 20-05 - It was moved by Nicole Disney-Bates, seconded by Melissa McHarg, that the presiding officer, in consultation with the parliamentarian (Bylaws Article XVIII), shall determine if a motion or new business item is in order at the time it is raised during a Representative Assembly meeting. If after the RA meeting, it is determined that an action taken by the RA cannot be implemented, then the President of the Association must email the Representative Assembly, within 24 hours of the determination, a detailed explanation and rationale. If the Board of Directors has acted to alter implementation, then their action and vote roster shall be included in the email. The President then must allow the Representative Assembly to decide by majority vote if they would like to have a special assembly to amend the motion. If no special assembly is to occur, then the matter must appear on the agenda of the next regular RA.

President Leone stated that there is no cost for NBI- 20-05. In our Bylaws, Article IV, Section 7, has a provision for how special meetings are called it reads: Special meetings may be called by the President as needed or upon the written request of at least 20% of the assembly membership. A special meeting requires a 5-day notice prior to holding the meeting. All meetings shall be open to the general membership but only duly accredited members of the assembly may vote.

President Leone stated that knowing as written and it does conflict with our Bylaws, NBI 20-05 will be ruled out of order.

Negotiations Team FY'22 - Executive Director Page recom-

mended the following for the FY'22 Negotiations Team: Mike Wierzbicki, Kate Snyder, Tami Thumbtzen, Jill Grimm, Marissa Raimond, Daniel Kempler, and Marlena Colleton-Pearsell.

It was moved by Richard Benfer, seconded by Betsy Brininger, to accept this slate as printed.

It was moved to make a substitute motion by Maureen Liakos, seconded by Jorge Córdoba, that TAAAC provides the Executive Director with a list of qualifications and criteria that we would look for in the team so that he can go back and fulfill those and in the meantime, if possible, have the continuation of the current team. The motion failed with 10-No, 2-Yes.

President Leone stated we are back to Richard Benfer's original motion to adopt or accept the list presented by Executive Director Page. The motion was approved with 8-Yes, 3-No, 1 Abstention.

President Leone stated that we have an election coming up for the Negotiations Committee and he has some appointments to make to that as well. He will be looking to see where some of the gaps in representation are so they can be filled.

Vice President Snyder stated that last year this body determined the number on the Negotiations Committee and she thought that determination is too small now that we are looking at people who are much more willing to get involved. She stated that maybe we should rethink that decision we made and make this a larger committee.

Parliamentarian - President Leone stated that he has one name to bring to the Board to fill the role of Parliamentarian for our Representative Assemblies. He presented the name of Robert Mauro for consideration.

It has been moved by Robin Beers, seconded by Tami Thumbtzen, to accept the recommendation of Robert Mauro to fulfill the role of Parliamentarian. The motion was approved unanimously.

## **DISCUSSION ITEMS**

Negotiations - President Leone reported on the status of negotiations. He stated as a reminder some of the things we were able to get withdrawn from the Board which was: unpaid status for members who are waiting termination while waiting for an appeal. Every year the BOE wants to get rid of the annual step increase, the health insurance spousal charge. In addition, we blocked a fifth tier which would cost some members more in their prescriptions, increase in health insurance co-pays, increase in the evening activities up to four per year with no additional compensation, move the teaching assignments of knowing what you would be doing from June to August 1, and expanding the department chairs in observations.

President Leone stated that we will have a Forum on Saturday. Keith Wright and the Negotiating Team will be helping field questions and also present the things that are in there as well.

President Leone stated that there was a Bylaw change last year. There will be an all member vote and will be the binding vote on the contract. We want to make sure we contact our building representatives to remind people at their schools to vote. We are looking at opening up the vote at the end of next week and run through the following week. We want to hold the Forum and be able to get the information in peoples' hands so that they have it for a full week.

Executive Director Page stated that we had a discussion around air quality. He stated that the Board is saying the air quality is much better. All of our buildings are at the top of Dr. Kalyanaraman's pyramid for bringing air in and out. The test will be when we get it in writing from our safety people. Dr. Kalyanaraman is comfortable with the safety plan. The thing that is good is that they are committed to getting a written document. Depending on what happens tonight, if they decide no kids, no us, we will put bargaining off until next week on safety stuff. If they decide we go back on November 9, we will try and get to the table tomorrow.

RA Structure - President Leone stated at the Representative Assembly he will be using a Webinar structure. A couple of the advantages is to have the members preregister and the

information can be given to the Credentials Committee. The report will be run ahead of time so that the committee can verify whether they are building representatives. Also, we will have the list for any votes. He stated that he will need some assistance from Board members. Vice President Snyder will monitor the Q & A for debate. A parliamentarian has been approved. Allison Heintz and Emmanuelle Carr will have Bylaws up on their screen. Betsy Brininger will have the Policies. Jan Delph will monitor the Chat Box. Secretary-Treasurer Tami Thumbtzen will be the timekeeper. Elizabeth Ruddy will monitor past minutes.

Member Forums - President Leone reported that the Member Forum on November 5, at 6:00 p.m., will be on reopening. We will be talking about the Safety Work to Rule as well as the motion to have people work from their cars if they are able. Also, we will be covering expectations and what we are doing to support. The November 7, 10:00 a.m., will be on Negotiations.

Board Work - President Leone stated that it was on the agenda as a check-in for the groups to briefly say where they are on their progress of the Handbook, Social Media/Press Advisor, Social Media Plan, BOD Social Justice, and TAAAC Website. He asked Board members to update by email.

Committee Charges - President Leone stated that it is important that we are getting together because we are behind on our committees. He sent out a roadmap that needs to be updated and is charging Board members to look at the roadmap carefully and come to Monday's meeting with suggestions. He wants to get Committee Chairs in place so they can be pulled together to do committee planning.

Building Representative Trainings - President Leone stated that we normally do a Building Representative Retreat. He stated that he would like to generate some mini trainings that can be held outside the Representative Assembly. Example topics would be on Faculty Council and How to Hold 10-Minute Meetings. He asked Board members to think of other ideas for the mini trainings that can be done in 20 minute sessions. Representatives can pick and choose what is relevant on what they need.

**ANNOUNCEMENTS**

Next Board Meeting will be November 9, 2020, at 4:30 p.m.

**ADJOURNMENT**

It was moved by Robin Beers, seconded by Everyone, to adjourn the meeting at 8:03 p.m.

Respectfully Submitted:

Approved:

  
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Tamara Thumbtzen, Secretary-Treasurer

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

Minutes approved BOD meeting \_\_\_\_\_ 11/9/2020 \_\_\_\_\_  
(Date)