

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

MINUTES – Special Board of Directors Meeting
Thursday, October 22, 2020

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 6:31 p.m., by a Zoom virtual meeting.

MEMBERS PRESENT

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

Absent was Richard Benfer.

Also present were Ken Page and Debbie Lanham.

**ADOPTION OF ORDER
OF BUSINESS**

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

APPROVAL OF MINUTES

Amendment for the Special September 29, 2020 meeting - Elizabeth Ruddy was absent at the Special September 29, 2020 Special Meeting.

Upon a motion by Betsy Brininger, seconded by Dyana Cronin, the amended Minutes of the September 29, 2020 Special Meeting were approved.

Amendment for the October 8, 2020 meeting - Jorge Córdoba requested the Hustle App statistics from the car caravan. He specifically asked for goal statistic and agent performance statistic as the last one gives information per cluster.

Upon a motion by Jan Delph, seconded by Elizabeth Ruddy, the amended Minutes of the October 8, 2020 Meeting were approved.

Betsy Brininger requested that documents be sent out as PDF. Documents will not open.

**BOARD ROLES AND
RESPONSIBILITIES**

President Leone stated that Kristy Anderson, MSEA General Counsel, was asked to join us. She will talk about what our responsibilities of Board members and their roles with the association. This is a presentation and a discussion that she leads with many locals.

Kristy Anderson, MSEA General Counsel, addressed the group.

Maureen Liakos asked about engaging and directing the Executive Director? She stated that it was her understanding that as Board of Directors we are responsible for working in collaboration with the Executive Director to determine his or her goals and objectives and to evaluate those at the end of the year. She stated that she does not know what the Executive Director's goals and objectives are and how to evaluate them given that she does not know them. She asked for a copy of the goals and objectives of the Executive Director.

President Leone responded that a time can be scheduled to review.

Kristy Anderson stated that to determine whether or not you are going to file something with the PSLRB is not within the realm of authority of the Association Representatives. That decision is made in conjunction with our office because MSEA controls what goes to the PSLRB. It is beyond the scope of your Association Representatives authority to direct the association to take legal action. They can direct policy, talk about programs and the decisions of programs, but they do not direct legal action. In the future it should be ruled out of order.

Kristy Anderson shared a slide presentation of "General Responsibilities of Directors."

Maureen Liakos stated that she was a consultant and would do a lot of conflict resolution in businesses and there were 3 questions asked of everybody that was in conflict. 1.) What is going well, 2.) What are the things we need to work on, and 3.) What are the things we could do? She suggested creating a document with this information in the table.

Dyana Cronin stated that at the last meeting there was an agreement suggested about starting and ending times. When the Board tells us, we all leave together. That is what we need to get all the members together with and figure out.

Betsy Brininger suggested that each Board of Director has a specific role at the Representative Assembly. Elizabeth Ruddy suggested that Board members left the meeting with some type of document stating this is my charge and the decisions made. Something different than minutes.

BOARD ASSIGNMENTS

President Leone stated that by the discussions there are things we need to focus on. He stated that putting together a Board Handbook will be something that will be beneficial to us. Also, exploring a more condense Building Representative Handbook that is more specific to TAAAC. President Leone, Dyana Cronin and Elizabeth Ruddy will work on this as a sub group.

President Leone stated that it was decided by this Board to explore a social media advisor. He stated that Executive Director Page will work with Betsy Brininger, Robin Beers and Kate Snyder to help develop a job description and look at the budget to see where things will come from so that it can be brought back to this Board.

President Leone stated that with the Social Media Planning NBI that just passed, we need to help with this because that will be too overwhelming for one person. Board members working on this are Allison Heintz, Maureen Liakos, and Tami Thumbtzen.

President Leone stated that he would like to look at a Board of Directors' book study more closely. If you don't think it is right for a Board of Directors' book study then what can we do as a group to strengthen our work so that we can be better with our members as we are trying to get a social justice group up. Board members working on this are Jorge Córdoba and Emmanuelle Carr.

President Leone asked Jan Delph and Richard Benfer to do a website review.

NEGOTIATIONS

Executive Director Page stated that he has recommendations for the Bargaining Team. He stated that when we think about alternates, he thinks that all of the Board of Directors should

be alternates. He stated that we have other calls to make.

President Leone stated that he will be asking that the Negotiations Committee be set up with regular meetings. He stated that the way the number is formed is the president has appointment authority one less than half the committee. He stated that he will reserve his appointments after we know who are the elected ones to ensure balanced representation of membership.

Executive Director Page reported that for the first time the Board of Education has not rejected something in writing and is preparing to respond in writing. They are not prepared and won't have a conversation around ventilation.

Executive Director Page stated that there are sessions scheduled for Friday and Monday and he thinks we will know about how serious they are about entering a written agreement then.

COMMUNICATIONS

President Leone stated that he has been looking at restructuring some of his communications. He has been consulting with professionals in the field. He stated that he will probably shift some of his weekly updates so it is more action oriented and also separate out from the informational pieces.

Maureen Liakos stated that she cannot imagine how many emails that President Leone is receiving. She urged President Leone to work with the secretary and that he would only receive the emails that were urgent and has to do something with that day or that week. Everything else would be taken off the president's plate and delegated. If you get an email from a TAAAC member then there would be an immediate response thank you for your email. Then they were responded to but it might be something that the president did not need to look at. She stated that we as the Board of Directors answer so many emails a week. Use the Board of Directors because the amount of emails and communications received has to be overwhelming. She stated that is what she was thinking about communications.

President Leone responded that the Executive Director is the one that manages office staff. He stated that we can have that conversation together.

RA VOTE

Jorge Córdoba stated that he wanted to discuss the ULP vote at the Representative Assembly. He stated that he has been worried and has a problem with what happened.

Executive Director Page stated that Kristy Anderson drew a line through that and we have a copy of the motion.

ROBERT'S RULES

President Leone stated that he and Executive Director Page have been talking about Robert's Rules. He stated that he has pulled some more cheat sheets to refresh himself. We are seeking somebody to act as parliamentarian.

Jorge Córdoba stated that the last section in Robert's Rules is on virtual meetings and we are doing something wrong and we need to pay attention. In terms of a quorum, it shall be established by audible roll call at the beginning of the meeting. We need to have a Google document to write their name and school they represent. Then somebody needs to do a roll call. If we don't do that we are going to run into trouble. Second, it says that all votes should be taken by roll call.

OCTOBER 28

President Leone stated that October 28 is the date that the Board of Education is set for the public forum. What we know so far is that they are going to limit the number of slots for people to give live testimony. We want to line up as many people as we can before that opens so that when it does open we have people with our message.

The Member Organizing Team will be getting together tomorrow at 5:00 p.m. They will be working on an action to recommend for us.

Elizabeth Ruddy asked does the Member Organizing Team want to meet with the Go Team to see what overlaps and to build on some of the work that we have been doing?

President Leone responded that is not a bad idea to have a

conversation.

President Leone stated that we need to address the vote that was taken electronically. It was 3 votes in one electronic communication.

He stated that he wanted to reaffirm the votes to support the MSEA recommendation to donate to the fundraising campaigns of Delegates Bagnall, Rogers and Henson. Bagnall in the amount of \$500.00, Rogers in the amount of \$500.00 and Henson in the amount of \$750.00 will be donated.

It was moved by Tami Thumbtzen, seconded by Betsy Brininger, to reaffirm that vote. The motion was approved.

President Leone stated that MSEA has purchased 2 stickers that can be affixed to the Apple Ballots we have already purchased. MSEA at the RA voted to support Question 1 and Question 2. We want to bring to the Board on whether it is ok to include on the Apple Ballot. TAAAC does not take an official position on state ballot questions.

Without objection we will approve putting the 2 stickers for Question 1 and Question 2 on our Apple Ballot signs for the polls. There were no objections.

ANNOUNCEMENTS

President Leone announced that we are going to schedule a Town Hall probably next weekend because we want to do something ahead of the November 2 start. That way members can ask questions and we can give them the update as to what is on the horizon at that time. It will be an all member Town Hall. He stated that he is learning how to connect Zoom to our Facebook page.

Next Board Meeting will be November 4, 2020, at 5:00 p.m.

ADJOURNMENT

It was moved by Vice President Snyder, seconded by Tami Thumbtzen, to adjourn the meeting at 9:04 p.m.


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Respectfully Submitted:



Tamara Thumbtzen, Secretary-Treasurer

Approved:



Russell Leone, President

Minutes approved BOD meeting 11/4/2020

(Date)