

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

MINUTES – Board of Directors Meeting
Thursday, October 8, 2020

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 5:03 p.m., by a Zoom virtual meeting.

MEMBERS PRESENT

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

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

ADOPTION OF ORDER OF BUSINESS

Maureen Liakos requested that Roles and Responsibilities be added to the agenda.

Upon a motion by Jan Delph, seconded by Tami Thumbtzen, the Order of Business was approved with flexibility.

APPROVAL OF MINUTES

Upon a motion by Betsy Brininger, seconded by Emmanuelle Carr, the Minutes of the September 17, 2020 Special Meeting were approved.

FINANCIAL REPORT

It was moved by Tami Thumbtzen, seconded by Allison Heintz, to accept the September 2020 Financial Report for Audit. The motion was approved.

RAYMOND JAMES

Doug Richards and Sheldon Ray from Raymond James addressed the group. Mr. Richards stated that there are 2 accounts at Raymond James. The primary account, which is a managed account that is run by a global balanced equity and fixed income portfolio. The other account is an un-managed account. At this point, the cd's will be maturing early next year. The cd's are paying almost nothing. The thought was that we may be able to enhance the yield if the Board is willing to take a step forward into some very low risk investments. Sheldon Ray reported on the managed account.

It was moved by Betsy Brininger, seconded by Richard Benfer, to move into Executive Session at 5:40 p.m. The motion was approved.

Board members voted unanimously 'Yes' to uphold the Sick Leave Bank decision.

It was moved by Kate Snyder, seconded by Betsy Brininger, to move out of Executive Session at 6:15 p.m. The motion was approved.

**DEBRIEF AND NEXT
STEPS - ORGANIZING**

President Leone stated that he wanted to give everyone an opportunity to reflect on the organizing plan we have done so far leading up to yesterday's car caravan. There was a discussion on the things that have worked and are going well and the things to be improved as we are moving forward.

Vice President Snyder highlighted the green notes. She stated that the celebration everyone is talking about is how it was a great turnout. We were quick on our feet to adapt when the cops were called. It was super inspiring. People were inspired. We definitely got the media and the Board's attention.

Vice President Snyder highlighted the yellow notes. Were estimates accurate regarding the turnout? Be careful about scheduling things on school property. Confused on media outreach, and who is contacted, police presence and permits.

Vice President Snyder highlighted the red notes. We should have confirmed that additional permits were needed. Was the timing right? There should have been 2 or 3 parking lots available, we knew we had 400 cars. Emails were not informative enough.

President Leone asked Executive Director Page to talk about the next step.

Executive Director Page stated that we have the next phase of the plan. This includes a work calculator. A work calculator where people can keep track of their time. This is an idea of gearing up for a potential work-to-rule. A work tracker is a spreadsheet where you track your hours. The next thing would be a report card and decide who we target. We have done highway signs. We could turn it into a petition.

Everybody has a faculty council at their location. In our contract it says that we cannot be forced to work in a space that is hazardous or not safe. It calls us to raise the issue at our faculty council.

Executive Director Page stated that the Board is not all the way where we want them to be but they have shifted in that they have given us something in writing and asked for us to counter propose in writing.

President Leone responded that with the filing of the ULP, things are changing and that has required us to go back to the document to make some adjustments.

It was moved by Allison Heintz, seconded by Maureen Liakos, to roll out the tracker as soon as possible so that two weeks from the date that we roll it out, we can start work-to-rule.

Allison Heintz responded that we need to use the momentum that we have with our members and move forward.

Robin Beers suggested a friendly amendment with wording “we implement the tracker in anticipation of implementing work-to-rule at the discretion of the president based on Board of Education developments.” Allison Heintz accepted the friendly amendment.

Elizabeth Ruddy stated that the PASS group wants to know what do we do now.

President Leone responded that he has had a long conversation with one of the women that organized PASS. Her biggest piece of advice was whatever we do next, we need to make sure that if we are going to get parents onboard that we are always connecting back to our students and how it is going to impact them. I think that even as we talk about this work-to-rule, we have to be very clear that it is not just about our workload.

Richard Benfer called the question. All those in favor of closing the debate. The vote 9-Yes, and 1-No. The debate closes.

The motion is to implement the tracker in anticipation of implementing work-to-rule at the discretion of the president based on the Board of Education developments. All in favor of that motion, the vote 10-Yes with 2 Abstentions.

President Leone stated that we will implement a tracker that also does the auto calculating of their time.

NEGOTIATIONS

Keith Wright reported that we have settled on October 28 and October 29 as our two days for mediation.

Executive Director Page reported that we are scheduled to have a session either Monday or Tuesday next week.

COMMITTEES

President Leone reported that he will talk to each Board member individually about committees and the work he needs done as liaisons.

COMMUNICATION

Maureen Liakos responded that she was wondering if it was okay to discuss Communication and Roles and Responsibilities at our next Board Director's meeting. She stated she would like to send some ideas about how we could manage the communication to the members.

BOARD WORK

President Leone stated that his vision of Board Work was to put us in breakout rooms to have a group look at the website, and what we need to do to communicate better. I was going to ask a group to work on what we can do with social media. We will put a pin in that for right now.

Jorge Cordoba requested the Hustle App statistics from the car caravan. He specifically asked for a goal statistic and agent performance statistic as the last one gives information per cluster.

ANNOUNCEMENTS

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 8:23 p.m.

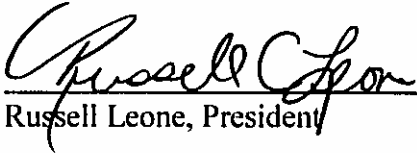
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Respectfully Submitted:



Tamara Thumbtzen, Secretary-Treasurer

Approved:



Russell Leone, President

Minutes approved BOD meeting 10/22/2020

(Date)