

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

MINUTES – Board of Directors Meeting
Wednesday, December 2, 2020

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 5:00 p.m., by a Zoom virtual meeting.

TAAAC's Mission & Vision was read by Jan Delph.

**LAND
ACKNOWLEDGMENT**

The Land Acknowledgment was read by Robin Beers.

MEMBERS PRESENT

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

Also present were Ken Page, Mark Mench and Debbie Lanham.

**ADOPTION OF ORDER
OF BUSINESS**

Upon a motion by Kate Snyder, seconded by Betsy Brininger, the Order of Business was approved with flexibility.

APPROVAL OF MINUTES

Upon a motion by Robin Beers, seconded by Elizabeth Ruddy, the Minutes of the November 9, 2020 Special Meeting were approved.

FINANCIAL REPORT

It was moved by Tami Thumbtzen, seconded by Jan Delph, to accept the November 2020 Financial Report for Audit. The motion was approved.

Guests: Raymond James & Associates - Doug Richards and Sheldon Ray from Raymond James addressed the group. CD's will be maturing early next year and 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. All of the CD's that remain in the account will mature by the end of spring.

ACTION ITEMS

TAAAC CD Account - Doug Richards and Sheldon Ray from Raymond James shared recommendations on reinvesting money in the Raymond James account.

It was moved by Betsy Brininger, seconded by Tami Thumbtzen, to follow the recommendation to move out of the CD market and into the groups that were presented to us and to let Raymond James to come up with the correct balance moving forward and keeping us abreast of our successes. The motion was approved unanimously.

Reaffirm Electronic Vote Regarding FB - President Leone reported that the electronic votes need to be reaffirmed. The vote that was taken to suspend TAAAC's private Facebook page was moved by Allison Heinz, seconded by Robin Beers. There were 11-Yes, 1-No. Jorge Córdoba was the "No" vote. Also, a vote to support the MSEA recommendation for a \$1,000.00 PAC contribution to Sarah Elfreth. There were 11-Yes, 0-No, 0-Abstain.

It was moved by Robin Beers, seconded by Kate Snyder, to reaffirm both votes taken electronically. The motion was approved.

All Member Meeting - President Leone reported that TAAAC will hold an All Member meeting. It needs to be held before the end of the fall semester. The meeting is scheduled for Wednesday, January 20, 2021, from 5:00 p.m. to 7:00 p.m. This member meeting is not to take the place of the Negotiations Town Hall.

DISCUSSION ITEMS

PR Position - Executive Director Page reported on the PR Position. He stated that a current draft of a job description and job posting was shared with the whole group to have collective input. We plan to have a final draft within the next week or so.

Vice President Snyder stated that our timeline is that we hope to post after the New Year. The other part was the discussion on who should be on the Hiring Committee. Directors should respond by email any comments you have on the job description or if you would like to be on the Hiring Committee.

Future Actions - Executive Director Page reported that we are trying to find ways to put together a contract campaign. We

are going to try to find ways to engage the entire Board because all Board members are Alternates to the Negotiating Team. The Board of Directors will be involved in the development of proposals, the development and reviewing the campaign. We will have town halls, trainings, and engage in different levels of actions. As we begin to build a bargaining campaign and we think about capacity, we have to think about dates and times that we call Peak Power. Peak Power is an idea that most members ready to move at one time. My recommendation to the Board is that we need to start treating our expiration date of our contract as a very important date. One of the things that is included in the Plan is to have a survey and have the MOT to come up with a plan on how we have one-on-one conversations with our members about the importance of filling out the survey.

Hustle Stats - President Leone reported that he sent out the Hustle Stats in an email. He reviewed a report from Meighan Davis of key findings from the Hustle Stats. Data indicates that Hustle text should not take the place of one-on-one conversations, but can be most effective when around an issue. Action responses by members were higher for asks that did not require in-person action.

TAAAC Audit - President Leone reported that the draft of the FY'20 Audit was emailed. The auditor will be with us at our January meeting to answer questions and go over the audit. If you have any questions between now and January, forward them to Debbie Lanham.

MSEA HCR Grant - President Leone reported that the Human & Civil Rights Award recognizes individuals who promote and defend human and civil rights. Nominees must have made an exceptional contribution to public school education in Maryland and serve as models of courage and leadership in the areas of human and civil rights activism. Nominations are due December 15, 2020.

MSEA HCR Grants are still available with a deadline of January 31, 2021. President Leone encouraged the Board to explore the opportunity to implement programs that would

qualify for the grant or seek members whose work could benefit from this grant.

RA Assignments - President Leone reviewed RA assignments.

UNISERV UPDATE

Mark Mench discussed home & hospital work.

Mark Mench reported that he updated the Covid Tracker over the Thanksgiving weekend and there were 3 new cases. He stated that he only puts cases on a tracker if he has confirming paperwork.

Mark Mench reported that SLO's are teacher designed and principal approved.

DIRECTORS' DISCUSSION ITEMS

Election Campaigning - Maureen Liakos stated that she would like to have a discussion on how members are going to be campaigning for Board of Director positions and the Secretary position in this virtual world. Will there be an opportunity for taped speeches? How will we be communicating to people about voting and where things are housed to look at?

President Leone stated that everyone who is running for a position still has the opportunity to speak at the Representative Assembly in January. Everyone will have the opportunity to submit something for the TAAAC Action Report and as well being able to put their information up on the website. He stated that he does not have an answer concerning distributing fliers to the Building Representatives. He stated that he will be discussing with the Nominating Committee concerning taped speeches. He stated that we will be communicating to members when voting will be open and will utilize the Weekly Updates. Information will go out to all the candidates outlining details.

Budget: Stipend for BOD/VP/Sec.-Treasurer - Maureen Liakos stated that in other organizations that she has worked with there are stipends for some of the positions just because it is a time commitment and it precludes normally people from working other jobs. She stated that she did not know if it is something that has ever been considered for TAAAC. Is it

something we can think about or talk about for next year?

President Leone stated that in the budget there is a line item for Board of Directors for reimbursement on things. If there is a desire to put in an additional stipend that will have to go through the budget process. To submit a recommendation, talk to Secretary-Treasurer so that it can be brought up during putting together of the budget. The proposed budget will be presented ahead of time. A budget hearing is held so that people at the Representative Assembly can also make recommendations to amend or change the budget recommendation.

President Leone encouraged that if people know there are things in the budget that they are seeing, to either take part of the process and contact me to let me know they want to be a part of the Finance Committee or talk to our Secretary-Treasurer to let them know that these are things I hope that can be considered when we are looking at the budget.

Committees - Maureen Liakos asked if we have a list of what are the committees and who are the members of the committees?

President Leone stated that we do have a list of all the committees that was previously shared with the Board and are listed on the website. He stated that he shared with Board members the Roadmap to Committees. We also looked at all of our assignments with the committees. Chairs were listed as much as we knew them. There are a lot of people to connect with to see if people would like to continue on the committee. Staff liaisons, Board liaisons and Chairpersons are going to need to do some leg work to clean the committees up to get them back together.

Petition: Arlotto/Pittman - President Leone stated that he thinks this is probably connected to Executive Director Page's action plan.

Maureen Liakos stated that she will wait for the plan.

ANNOUNCEMENTS

Next Board Meeting will be January 6, 2021, at 5:00 p.m.

President Leone announced that we are going to have an All Member meeting on January 20. Also, on the calendar will be Mini Rep. trainings to talk about how to do an NBI and how to hold a 10-Minute Meeting in this space. It is on the calendar for January 14, 2021. These will be about 20-minute sessions.

President Leone announced that the Committee Chair meeting is scheduled for December 15, at 4:30 p.m. He strongly encouraged Board members to attend. He stated that things that will be discussed will be committee charges, when committees will meet, and also how committees might overlap in some of the work we are doing.

EXECUTIVE SESSION

It was moved by Emmanuelle Carr, seconded by Betsy Brininger, to move into Executive Session at 6:35 p.m. The motion was approved.

It was moved by Robin Beers, seconded by Emmanuelle Carr to move out of Executive Session at 7:24 p.m. The motion was approved.

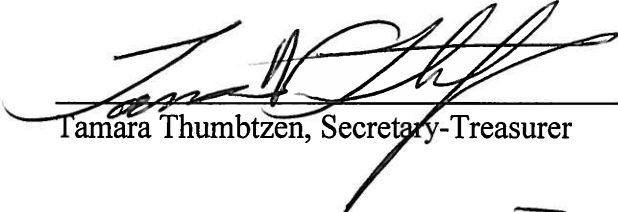
It was moved by Richard Benfer, seconded by Betsy Brininger to affirm the votes taken in Executive Session. The motion was approved.

ADJOURNMENT

It was moved by Allison Heintz, seconded by Emmanuelle Carr, to adjourn the meeting at 7:25 p.m.

Respectfully Submitted:

Approved:


Tamara Thumbtzen, Secretary-Treasurer


Russell Leone, President

Minutes approved BOD meeting January 6, 2021
(Date)