

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

MINUTES – Board of Directors Meeting
Wednesday, January 6, 2021

- CALL TO ORDER** The meeting was called to order by the President, Russell Leone, at 4:30 p.m., by a Zoom virtual meeting.
- LAND ACKNOWLEDGMENT** The Land Acknowledgment was read by Vice President Snyder.
- MEMBERS PRESENT** Beers, Benfer, Brininger, Carr, Córdoba, Cronin, Delph, Heintz, Liakos, Ruddy, Snyder and Thumbtzen.
- Also present were Ken Page, Jephta Nguherimo and Debbie Lanham.
- ADOPTION OF ORDER OF BUSINESS** Upon a motion by Vice President Snyder, seconded by Richard Benfer, the Order of Business was approved with flexibility.
- APPROVAL OF MINUTES** Upon a motion by Richard Benfer, seconded by Dyana Cronin, the Minutes of the December 2, 2020 Meeting were approved.
- FINANCIAL REPORT** It was moved by Tami Thumbtzen, seconded by Vice President Snyder, to accept the December 2020 Financial Report for Audit. The motion was approved.
- Guest: Eva Webb, Linton Shafer Warfield & Garrett- Eva Webb from Linton Shafer Warfield & Garrett addressed the group on the Audit ending August 31, 2020. TAAAC has a clean audit opinion.
- It was moved by Tami Thumbtzen, seconded by Dyana Cronin, to approve the Audit ending August 31, 2020. The motion was approved.
- ACTION ITEMS** Reaffirm vote on Shaneka Henson PAC Donation - President Leone moved the reaffirmation of the Shaneka Henson PAC Donation that was done electronically.
- It was moved by Vice President Snyder, seconded by Tami Thumbtzen, to reaffirm the vote on the Shaneka Henson PAC

donation. The motion was approved.

NBI - President Leone reported on an NBI that was submitted calling for TAAAC to hold a candidate forum for candidates for Board of Directors and Secretary-Treasurer so that candidates can answer questions provided by membership by the beginning of February. This will be presented to the Representative Assembly next week. It is being brought to the Board for discussion or if we want to take a position on this NBI.

It was moved by Richard Benfer, seconded by Vice President Snyder, to take a position of no position. The motion was approved 9-Yes, 3-No. (Roll call vote taken - Yes: Benfer, Ruddy, Beers, Thumbtzen, Cronin, Snyder, Heintz, Carr, Delph / No: Córdoba, Liakos, Leone)

SICK LEAVE BANK APPEAL

It was moved by Betsy Brininger, seconded by Dyana Cronin, to move into Executive Session. The motion was approved.

It was moved by Vice President Snyder, seconded by Jorge Córdoba, to table this Sick Leave Bank Appeal until we have more information and time to have a discussion. The motion was approved.

It was moved by Betsy Brininger, seconded by Tami Thumbtzen to move out of Executive Session at 5:50 p.m. The motion was approved.

President Leone stated that the Board of Directors will reconvene tomorrow at 4:30 p.m. He turned the meeting over to Vice President Snyder to finish out UniServ Update Report and Communications. President Leone and Executive Director Page left the meeting at 6:06 p.m. to attend the Board of Education Meeting.

UNISERV UPDATE

Jephta Nguherimo reported that the last two days UniServs have been answering questions about the contract negotiations. Members have a lot of questions about salaries. Members have

been assisted on discipline issues and questions about resigning from AACPS.

DISCUSSION ITEMS

Job Announcement: Communications - Vice President Snyder discussed the Communications Organizing position. Information was sent out back in November and asked if anyone had any additional things to add or change. There were no request submitted. The announcement will be posted to Union Jobs and other places.

It was moved by Robin Beers, seconded by Allison Heintz, to adjourn this meeting at 6:15 p.m. and will reconvene Thursday, January 7, 2021 at 4:30 p.m. The motion was approved.

President Leone resumed the Virtual meeting Thursday, January 7, at 4:36 p.m.

Richard Benfer was absent.

It was moved by Elizabeth Ruddy, seconded by Allison Heinz, to reconsider the vote taken on NBI 2021-1. The motion was approved with 5-Yes, 4-No, 1-Abstain. (Roll call vote - Yes: Snyder, Heintz, Delph, Ruddy, Córdoba / No: Thumbtzen, Beers, Cronin, Liakos / Abstain: Leone)

President Leone stated that the motion will be debated on the floor of a position of no position on NBI 2021-1.

A substitute motion was made by Robin Beers, seconded by Dyana Cronin, to take a position of opposition to NBI 2021-1. The motion was approved with 7-Yes, 4-No. (Roll call vote - Yes: Thumbtzen, Ruddy, Beers, Heintz, Cronin, Bringer, Delph / No: Snyder, Liakos, Córdoba, Leone)

Maureen Liakos asked to add something to the agenda.

Vice President Snyder stated we have an agenda that was moved and appropriately voted upon so at this point in time we cannot add anything to the agenda. This is an extension of yesterday's meeting.

Executive Director Page stated that before he talked about the Campaign, he wanted to talk about some things that have changed around the background portion. He stated that we do know that Dr. Kalyanaraman left open the space for the special centers, ESOL and the CAT's to potentially come back. He shared the TAAAC FY22 Bargaining Survey. The survey closes on January 21, 2021. So far there have been 629 to participate in the survey. We want to use the survey as an organizing tool to begin having one-on-one conversations with members.

Executive Director Page reviewed some highlights of the Campaign. We have to think about creative ways to begin to have conversations with the County Council and County Executive. He stated that he and Russell will be having conversations with their Budget and Government Relations person soon. The main theme in the first month is for us to find ways to talk to our members. We want to take the one-on-one conversations and use them throughout the year to check in with our members and try to encourage broader participation.

Executive Director Page stated that he would like the Board of Directors to do some things as we build the Campaign. He stated that one of the key things is to begin to talk to each other. We want to try and find a way to spread this out to more people engaged. As time permits, we want Board members to have individual conversations with their UniServ Director that is assigned to their feeders and develop a plan on how can we develop and institutionalize a more consistent way of communicating with our building representatives and is there an idea or strategy around those schools in the feeders that don't have building representatives. He stated that this is the Board of Director's document so feel free to offer advice and guidance.

Executive Director Page stated that the Membership Organizing Team is another way the members are going to have input. This input will come back to the Board of Directors. Tonight's focus for the MOT is around getting trained on one-on-one conversations. The base of the plan is to find ways to talk and build a community.

President Leone stated that we have our Representative Assembly next week and we do have 2 candidates from other counties that have requested to speak. We also have the candidates for Secretary-Treasurer and Board of Directors. We have the Bylaw that came from this Board about adding an 11th Board of Director member. The Bylaws Committee has approved it and it will go to the RA next week as well as the NBI for a final vote. We will talk about negotiations and school reopening.

President Leone reminded Board members to touch base with their building representatives.

Elizabeth Ruddy suggested that we do a reach out Hustle to our feeder systems that are to help build relationships.

It was moved by Betsy Brininger, seconded by Jan Delph, to move into Executive Session at 5:54 p.m. to discuss a Sick Leave Bank Appeal. The motion was approved.

It was moved by Tami Thumbtzen, seconded by Allison Heinz, to move out of Executive Session at 6:02 p.m. The motion was approved.

Candidate Materials - President Leone stated that candidate materials are posted on the TAAAC Website under Members and Elections 2021. Candidate materials will also appear in the TAAAC Action Report which is also posted on the website. He stated that he will be sending out the link on Tuesday. He stated that he has reached out to all of the candidates to tell them that he will include, in a future email, a link to their flyer that they need to provide him. The flyer link will go out to all members.

ANNOUNCEMENTS

Next Board Meeting will be February 3, 2021, at 4:30 p.m.

ADJOURNMENT

It was moved by Vice President Snyder, seconded by Jorge Córdoba, to adjourn the meeting at 6:05 p.m.

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Respectfully Submitted:



Tamara Thumbtzen, Secretary-Treasurer

Approved:



Russell Leone, President

Minutes approved BOD meeting _____
(Date)