

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

MINUTES – Special Board of Directors Meeting
Thursday, February 25, 2021

CALL TO ORDER

The meeting was called to order by the President, Russell Leone, at 6:34 p.m., by a Zoom virtual meeting.

TAAAC's Mission & Vision was read by Robin Beers.

The Land Acknowledgment was read by Allison Heintz.

MEMBERS PRESENT

Beers, Benfer, Brininger, 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 Jan Delph, seconded by Kate Snyder, the Order of Business was approved.

APPROVAL OF MINUTES

Upon a motion by Richard Benfer, seconded by Kate Snyder, the Minutes of the February 4, 2021 meeting were approved.

ACTION ITEMS

Review Board - President Leone reported that the Bylaws outlines the criteria for the Review Board. Kristina Korona asked for a Review Board on the election question that she has presented. The Review Board must be a 7-member Board and at least 2 of whom must be members of the ethnic minority group. They are appointed by the President with the approval by the Board of Directors. This group only stays together for the issue that they are brought together for and then it is disbanded. They must be members for at least 3 consecutive years, cannot be an officer of the Board or an elected/appointed chairperson of any of our standing committees. Once the Review Board is selected, the Board of Directors are done with any role in the process. The Review Board will hear the questions and will render a final decision.

The following names were presented for approval:

Shenese Armstrong - North Glen Elem.
Gina Brudzinski - Birth to 5 Program

Robert Connerton - Annapolis High
Jennie Merrill - Severna Park Elementary
Malory Neidhardt - Brooklyn Park Middle
Leah Noriega - Lindale Middle
Sheree Peters - George Cromwell Elementary

It was moved by Richard Benfer, seconded by Tami Thumbtzen, to accept the recommendations for the Review Board. The motion was approved. Votes in favor are Richard Benfer, Dyana Cronin, Emmanuelle Carr, Betsy Brininger, Tami Thumbtzen, Robin Beers, Kate Snyder, Elizabeth Ruddy and Jan Delph; Abstentions are Allison Heintz, Maureen Liakos and Jorge Córdoba.

NBI 21-02 and NBI 21-03 - President Leone presented NBI 21-02 moved by Minna Kim and seconded by Kristina Korona.

TAAAC will develop a building representative support system to be implemented by the start of the 2021-2022 school year in order to offer the opportunity for building reps who are seeking advice and clarity about their role as a building rep. This system would be available to any building rep who wants to opt-in either to offer support or to those who want support. A primary focus will be to support new building reps. This support system will also be available to all building reps.

It was moved by Richard Benfer, seconded by Dyana Cronin, to oppose NBI 21-02. The motion was approved. Votes in favor are Emmanuelle Carr, Elizabeth Ruddy, Tami Thumbtzen, Kate Snyder, Dyana Cronin, Richard Benfer, Betsy Brininger, Allison Heintz, Jan Delph and Russell Leone; Opposed to the position of opposition are Robin Beers, Maureen, Liakos and Jorge Córdoba.

President Leone presented NBI 21-03 moved by Kristina Korona, seconded by Minna Kim.

TAAAC will create a members-only section of the current website and if not possible will switch to a new website service. The member-only section will include information that

promotes transparency and engagement with the union. This member-only section will include the following but will not be limited to lists of all committees with names of all current members along with their contact information (email

and/or phone number), a list of all building reps. by school along with their contact information (email and/or phone number), all BOD and RA agendas and minutes, all TAAAC organizational documents such as by-laws, policies, RA standing rules, election rules, etc., TAAAC budget reports.

President Leone stated that he is just sharing the NBI but there is not enough information to take a position because we do not have the costing out for this NBI. Some of the things that are in this NBI are already on the website. The following on the website currently are Bylaws, Policies, Standing Rules, Election Rules, Board of Director and Representative Assembly Minutes. Hope to have the costing of the NBI when we meet on Wednesday.

DISCUSSION ITEMS

Pagnucco Report - President Leone reported that Jorge Córdoba asked to have the Pagnucco Report shared with the entire membership.

Executive Director Page stated that he does not have a position on sharing the Pagnucco Report. He stated that he does need to talk to Pagnucco. He asked for this to be held so that he can have a discussion with Pagnucco about sharing the report with the entire membership.

Safety Handbook - Maureen Liakos asked are we done with the discussion on the Safety Handbook or are we still continuing to have discussions with the Board of Education?

President Leone stated that we are continuing discussions around the health and safety. We have requested to reconvene the Safety Team.

Email Policy - Maureen Liakos reported that she knows that leadership gets a lot of emails. I'm hearing that people are not

getting responses. She stated that she would like to know if we could maybe involve the Office Manager and Secretaries and send out a response “thank you for contacting us, we are reviewing your email and will get back to you as quickly as possible, your call is important to us.” We need to send out something because it is better than not hearing anything.

President Leone responded that he likes the idea of automatic responses. We do not have a specific email policy. We should look at that when we do our next policy book review.

WTR - President Leone reported that we officially started the Work-to-Rule on February 16. He stated that he put out a quick survey to Building Representatives. Twenty-eight responses were returned. He stated that out of the 28, a little more than half stated that they are participating in the work-to-rule on some level and of those about half said it was less than 50% of their staff participating. He stated that he also found interesting the comments that were asking how do we do this. We have a Work-to-Rule training session that is coming up on Tuesday.

No Confidence - President Leone reported that he has not rolled it out to the larger membership. There was no time frame under the motion. We did wait out the Board of Education’s Budget meeting that was last week. They made an amendment to request an additional \$11.87 million towards Unit I and Unit II exclusively. If funded, it will fix what we have been working to fix. They have stepped up for teachers. He asked if the Board is in support of a vote of no confidence at this time.

Executive Director Page reported that he does not think that the Board of Education is going to be warm and fuzzy about continuing to help us collectively lobbying the County Council if we go after Dr. Arlotto. He stated that Montgomery County had an interesting take on their vote of no confidence which was a vote of no confidence against the safety plan. For the Bargaining Team, if we are too heavy handed with the vote of no confidence it will affect the bargaining at the table.

President Leone stated that we know this is a motion that passed at the Representative Assembly and are bound to this motion. We are asking moving forward is this something we as a Board want to support or is this something we might want to bring back to the Representative Assembly to reconsider since this new information.

It was moved by Betsy Brininger, seconded by Emmanuelle Carr, to reconsider our votes of no confidence and replace it with a vote of no confidence on the Board of Education safety plan.

Dyana Cronin called the question. The motion was approved with Maureen Liakos and Richard Benfer opposed. The vote is 11 in favor and 2 opposed.

Community Support - President Leone reported that he has been in contact with the PTA, ACT and PASS about community support.

Jorge Córdoba read a letter from several community groups that was sent to the Superintendent.

Member Communications - Elizabeth Ruddy stated that teachers are inundated with emails all day long. We were doing such a good job with the Friday emails from the President and now we have so many emails coming that now she is not sure where to find the information. Is there a way we could weigh in on the amount and the time the emails are going out?

President Leone stated that your point of being more mindful is taken.

**ANNOUNCEMENTS/
ADJOURNMENT**

The next Board Meeting will be Wednesday, March 3, 2021 at 5:00 p.m.

It was moved by Robin Beers, seconded by Kate Snyder, to adjourn at 8:11 p.m.

Special Board of Directors Meeting
February 25, 2021
Page 6

Respectfully Submitted:



Tamara Thumbtzen, Secretary-Treasurer

Approved:



Russell Leone, President

Minutes approved BOD meeting Wednesday, March 3, 2021
(Date)