

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

MINUTES – Board of Directors Meeting  
Thursday, February 4, 2021

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

**MEMBERS PRESENT** Beers, Benfer, Brininger, Carr (6:25), Córdoba, Cronin, Delph, Liakos, Ruddy, Snyder and Thumbtzen.

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

Absent was Allison Heintz.

**ADOPTION OF ORDER OF BUSINESS** Upon a motion by Vice President Snyder, seconded by Jan Delph, the Order of Business was approved with flexibility.

**APPROVAL OF MINUTES** Upon a motion by Betsy Brininger, seconded by Elizabeth Ruddy, the Minutes of the January 6, 2021 meeting were approved.

**FINANCIAL REPORT** It was moved by Tami Thumbtzen, seconded by Vice President Snyder, to accept the January 2021 Financial Report for Audit. The motion was approved.

**ACTION ITEMS** FB Page - President Leone stated that he wanted to discuss the closed TAAAC Facebook Page. He stated that he knows that as a Board it was voted to shut it down but would like to revisit the decision and talk about if we are still in that same place. He stated that he would like to open the floor for discussion. For your information, the position for the Communications person has been posted this past week. We would like to have that person start in March.

President Leone stated that he appreciated the discussion. He stated that for now it will stay as it is and he will investigate some of the settings that were mentioned.

**DISCUSSION ITEMS** Return to School Organizing Work - Executive Director Page reported that we will have a proposed schedule of an organizing plan. We have been working with the Communication Consultant on a message that includes both

safety and wages. Building this up in social media and highlighted by a February 9 Facebook Live Event where we will talk about how the Board of Education is using money along the surplus lines for instructional salaries. There is going to be phone banking.

Mark Mench stated that there are two purposes to the safe school presentation. One is when you walk back into the building do my windows open, is there ventilation, are desk 6 feet apart and are their masks. There also are daily sheets: was the room cleaned, and kids are not wearing masks? Documents will be online. We are asking that the local buildings address the issues. The contract allows for the FAC to be in charge of the safety of a building and to work with the principal to solve these problems. We will ask Building Representatives to form Safety Committees within the building so that they can immediately address issues of safety within their buildings. The goal is to organize and empower these buildings to solve these problems immediately as opposed to a longer process by calling TAAAC and have TAAAC call the principal. We are doing presentations with folks that are going back first and then continue as things expand. If your concerns are not addressed, call the TAAAC office.

Executive Director Page reminded that we still have the anonymous safety form on the website. It was suggested to contact AEL and make principals aware.

President Leone stated that on the plan is a social media campaign. We are working with a communications consultant on different things such as Facebook posts to highlight things we still have questions about. The other part of the social media plan is that we are going to have a frame that we are going to ask people to change on their Facebook page. We also will continue to highlight that safety in our schools is important. Along with the social media campaign, we want to try and collect information from members that are behind in their steps. Our goal tomorrow is to get some of that out to start collecting stories that we can highlight through social media as well as doing a direct letter to the Board of

Education so they see all those stories from our members. We also have a Car Rally coming up.

Executive Director Page reported that by the straw poll and calls that the MOT made, the members are wanting to do something. The MOT is reviewing the detailed plan to bring back input.

It was moved by Jorge Córdoba, seconded by Robin Beers, that this body asks the Representative Assembly to Work-to-Rule effective when the teachers come back.

The Board of Directors move to begin Work-to-Rule on February 11 and continue until a safety MOU has been agreed upon and all Unit I employees have had the opportunity to be fully vaccinated. (Roll Call Vote - Yes: Bringer, Beers, Córdoba, Cronin, Liakos, Benfer, Snyder, Ruddy, Delph, Thumbtzen, and Leone.) The motion has been approved unanimously.

It was moved by Jorge Córdoba, seconded by Robin Beers, to move to the Representative Assembly a vote of no confidence on Dr. Arlotto, Dr. McMahon, and Michele Batten. (Roll Call Vote - Yes: Beers, Bringer, Córdoba, Cronin, Liakos, Snyder, Ruddy and Delph / No: Benfer, Thumbtzen and Leone.) The motion was approved with 8-Yes and 3-No.

It was moved by Dyana Cronin, seconded by Emmanuelle Carr, to move to bring to the Representative Assembly a vote of no confidence on the Board of Education.

Emmanuelle Carr amended the motion to vote for no confidence on Melissa Ellis, Michelle Corkadel, Corine Frank, Candace Antwine and Robert Silkworth. Dyana Cronin accepted as a friendly amendment. (Roll Call Vote - Delph, Bringer, Beers, Córdoba, Cronin, Liakos, Benfer, Snyder, Ruddy, Carr, Thumbtzen and Leone.) The motion was approved unanimously.

Budget Organizing Work - Executive Director Page reported that today we kicked off FY'22 Bargaining. Betsy Bringer

will be the first person off the bench to bargain. We had to pass our economic proposal.

Vice President Snyder reported that it was a great meeting. We were only scheduled to meet for an hour. We did all of our introductions. It was presented why we are fighting so hard for the makeup steps to where they need to be to get everyone caught up. We are not just only going to make proposals, but we are going to make statements and back it all up with facts. It was a respectful exchange. Our caucus meeting after went very well as well.

**UNISERV UPDATE**

Mark Mench reported that we are working on the same things. We are talking to principals to try and figure things out. We are getting hundreds of emails on the same things.

**EXECUTIVE SESSION**

It was moved by Betsy Brininger, seconded by Jan Delph, to move into Executive Session at 6:57 p.m.

The Board rose from Executive Session at 7:31 p.m.

The Board of Director reaffirmed the motion to accept the salary proposal from the staff in a vote of 10-Yes and 2-Abstentions.

**ANNOUNCEMENTS**

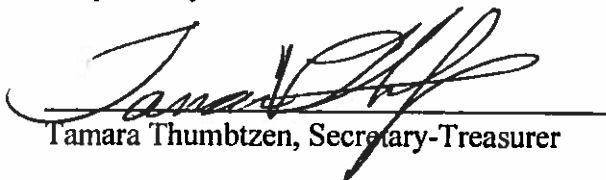
Next Board Meeting will be March 3, 2021, at 4:30 p.m.

**ADJOURNMENT**

The meeting adjourned at 7:33 p.m.

Respectfully Submitted:

Approved:

  
Tamara Thumbtzen, Secretary-Treasurer

  
Russell Leone, President

Minutes approved BOD meeting

2/25/2021

(Date)