Maryland Retired School Personnel Association
Board of Directors Meeting Minutes
Hybrid
December 9, 2025

Members Present: Betty Weller, President; Alice Mitchell, President- Elect; Tillie Barckley, Vice President; George Sparks, Jr., Parliamentarian; Christine Doucette, Area I West Director; Carla Duls, Area II South Director; Nancy Gordon, Area II North; Dr. Debbie Chance, Area III North Director; Wanda Twigg, Executive Director; Harold Siskind, Travel Chair; Dr. John Bowman, II, Bylaws Chair; Kathy Campagnoli, Community Service Chair; Leslie Heiderman Schell, Member Benefits Chair; Dr. Stephen Raucher, Treasurer; Deb Ahalt, Public Relations Chair; Alana Turner, Consumer Education Chair; Dr. Caroll Visintainer, Scholarship Chair; Ayana English-Brown, MSRPS Trustee; Tom Slater, Legislative Committee Chair; Virginia Crespo, Legislative Aide; Debbie Hance, Newsletter Editor; and Sharyn Doyle, Secretary

Members Absent: Sally Smith, Area I East Director; Mary Holden, Membership Chair; John Sisson, Area III South Director

1. Call to Order: A quorum being present, President Weller called the meeting to order at 10:00 a.m.

2. Welcome and Introductions: Members were welcomed.

3. Approval of Agenda: The agenda was approved with flexibility on a motion made by Alana Turner and seconded by Dr. Chance. Motion passed without objection.

4. Minutes from August 5, 2025, Board Meeting: The minutes were approved as written on a motion by Nancy Gordon and seconded by Carla Duls with all in favor.

5. Treasurer's Report: Dr. Stephen Raucher, Treasurer, reviewed the Treasurer's Report dated 10/31/25. He reported our assets are doing well and he highlighted the following:

Page 1: Line 21: Total Liabilities and Net Assets – $1,349,011.80
Line 40: MRSPA Foundation Total Assets as of 10/31/2025 - $195,391.06
Line 42: LPL Financial Health Trust -10/31/2025-$102,704.14

Page 2: Line 24: Total Gain (Loss) on Investment Funds -We've gained 90% of the budgeted amount already. He also reported as far as expenses are concerned; we are 1/3 ahead thanks to our administrator who does a good job monitoring expenses. Even our ad campaign is under budget as seen on Page 4: Line 36: Advertising and we can move money to the ad campaign as needed.

Dr. Raucher ended his report by stating we are in good financial condition. We have not overspent nor had the need to transfer funds from our investment account. The report was submitted for Review.

***Amina Lynch with Fresnel Consulting joined the meeting** and reviewed the Strategic Plan one page summary based on the Ad Hoc Committee's input. She also complimented the entire committee. She made changes as suggested:

Under *VISION*: Spelling out MRSPA. A further recommendation was made to change “fellow retirees” to “all retirees.”
Under *Performance Measures* in the section called *Make ourselves known to retiring school personnel* “it was suggested was made to add” and Boards of Education to the statement of “build relationships with Superintendents.” Alice Mitchell made a motion to approve the plan as written, and Tillie Barckley seconded the motion. Vote was taken and 15 voted in favor of doing so and 1 opposed.
Discussion continued about aligning committees, e.g. form a new committee that would encompass Grants and Scholarships. Leslie Heiderman Schell motioned to create a new committee, combining others, and retiring others as recommended by the Ad Hoc Committee. Dr. Stephen Raucher seconded it. Vote taken and the motion passed unanimously to make those committee changes. Board members were reminded the Bylaws would need to be amended for any alignment to occur. Bylaw Committee Chair will add this item for discussion with his committee.

7. President’s Report: President Weller referred to her written report and remarked on the support she received during her term, now coming to an end.

8. President – Elect’s Report: President-Elect Mitchell reported she is learning that she has a lot to learn, she has been attending every meeting possible and she feels like “Alice in Wonderland.”

9. Vice President’s Report: Vice President Barckley referred to her written report and had no additional information.

10. Executive Director’s Report: In addition to her written report, Wanda Twigg reminded Board members that financial materials were submitted for the 2025 *review* and not *audit.* She also updated Board members on the growth of Marylou, our new administrative assistant who has been learning ACCESS and taking classes.

***John from the ad campaign/Herrmann Advertising joined the meeting.** He updated Board members on the good results were are seeing from the campaign. **Phase 1** included summer banner ads discussing advocacy, community and quotes from MRSPA members. In the first 6 weeks, over 500,000 impressions were seen and 4000 hits on the website. **Phase 2** implemented in October and continuing through the start of 2026, there will be more social media ads, email blasts to 70,000 public educators, resulting in over 250,000 impressions, more than 500 visits to our website…well above industry average. January 2026 through June 2026, more banner ads, email blasts, and cable TV ads.

11. Area Director Reports:

- *Area I West*: Report was submitted prior to the meeting. Christine Doucette had no additional information

- *Area I East:* Sally Smith is hospitalized so there was no report.

- *Area II North*: Nancy Gordon referred to her written report. She also reported she has visited all locals except Baltimore City, which will be her goal for this year while she visits the other locals. She also reported that she is still active in her own local association and has increased her mileage.

- *Area II South*: Carla Duls referred to her written report and, in the spring, she will be conducting more visits.

- *Area III North*: Dr. Debbie Chance referred to her written report and shared her enjoyment for serving on the Strategic Planning Committee, complimenting their efforts.

- *Area III South*: John Sisson was absent and no report was submitted.

President Weller thanked and complimented the Area Directors.

12. Standing Committee Reports:

- *Bylaws*: Dr. Bowman referred to his written report and shared the bylaw changes proposed. Proposed changes included a wording change for Emeritus members and term changes for Secretary, Treasurer and Standing Committee Chairs. A motion was made by Tom Slater and seconded by Dr. Chance to accept the Proposed Bylaw Amendments and present them at the annual business meeting for approval.

- *Community Service:* Kathy Campagnoli was absent at this point in the meeting, so Wanda Twigg referred to Kathy's submitted report. She summarized the 6 (six) $500 Grant winners as selected by the committee, one from each MRSPA area.
    - Area I East: Carroll County: Carroll County Career and Tech Center, *Masonry Arch*, Mike Campanile
    - Area II South: Prince George's County, Oxon Hill High School, *Student Ambassador*, Jacqueline Marquez
    - Area III North: Queen Anne's County, Bayside Elementary School, *The Living Lab*, Brandie Martensson
    - Area I West: Washington County, Hancock Middle Senior High School, *Cut Flower* Bed, Bethany Meyers
    - Area II North: Harford County, Aberdeen High School, *Labs on Demand*, Mike Homishak
    - Area III South: Somerset County, Somerset Technical High School, *A Taste of Somerset*, Lisa Ward

- *Consumer Education:* Alana referred to her written report and shared this is her first time attending in person vs via Zoom. Richard Craft will be presenting a webinar on February 5, 2026, at 10 a.m. to share ideas for financial gift giving.

- *Finance*: Vacant

- *Legislative*: No report was submitted prior to the meeting. Virginia Crespo reported this is an election year, we will have a new Speaker of the House and if it is Delegate Melnyk, she is very supportive of our priorities, there will be an overhaul of the Dept. of Aging and we will learn more at our virtual Legislative Workshop in January.

Tom Slater, Chairperson, suggested we add more information about our personal photos with legislators in our newsletter. He also explained that the committee meets every two weeks during the legislative session with Virginia Crespo and Wanda Twigg keeping the committee on course.
Wanda further explained the program for the January 27th Legislative Workshop.

- *Member Benefits*: Leslie Heiderman Schell referred to her written report and had no additional information

- *Membership:* Mary Holden was absent and submitted a written report.

- *Nominating:* Tillie Barckley submitted a written report and thanked her committee and congratulated Dr. John Bowman, II for accepting the nomination for Vice President. Dr. Wanda Robinson and Wanda Molock will run for a second year as non-Board members on the Nominating Committee. Tillie moved the slate of officers on behalf of the committee. The motion passed with all in favor.

- *Public Relations:* No report submitted prior to the meeting. Deb Ahalt reported as she was retiring her committee, that every local association's website and Facebook page was reviewed and a letter drafted with guidelines for the local. Nancy interjected that Frederick County enjoyed the committee's comments and have made changes.

- *Scholarship:* Dr. Caroll Visintainer referred to her written report, highlighting a new committee member, the new questions and the consensus process.

- *Travel:* Harold Siskind referred to his "last" written report. He also reported that the website has all the information on the upcoming trips for 2026.

13. Other Reports:
Retirement and Pension System Trustee: Ayana English – Brown referred to her written report, highlighting the 2.949% increase, there will be 3 new Board of Trustee members, a new Chief Investment officer, and a new Executive Director will also be selected.

Newsletter Editor: No report submitted prior to the meeting. Debbie Hance reminded everyone all contributions for the next newsletter are due in by January 8th.

14. Unfinished Business: None

15. New Business: Board policy was reviewed for a change to the language for Area Directors who under current language must live in the area he/she represents. Dr. Raucher made the motion to add the words *when possible* and Alana Turner seconded the motion. Vote was unanimous to accept this wording.

The policy for motions at the Annual Business Meeting was also reviewed and will be added to the agenda for the Presidents' Meeting in March and will be shared in the newsletter.

16. Announcements: President Weller thanked members for their attendance, their support, their help with Toys for Tots campaign and wished everyone Happy Holidays!
Door prizes were awarded to Dr. Bowman, Nancy Gordon, and Sharyn Doyle as winners.

17. Adjournment: President Weller thanked everyone at home and in person for their attendance. She adjourned the meeting at 12:10 p.m.

Respectfully submitted,
Sharyn Doyle
Secretary