

**HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS
MINUTES - April 4, 2005**

In Attendance: Kenneth Allen, Janelle Buck, Lou Cerreta, John Copeland, Tammy Crawford-Morse, Mary Cunningham, Connie Hayden McPeak, Jean Leone, Lois Mautte, Mari McBryar, John Miliziano, Bill Orr, Mike Phillips, Sherrie Sikes, Maria Singfield, David Smith, Pat Smith, Tee Solomon, Elsa Tuggle, Charlotte Valenti.

The president, Dr. Ken Allen, welcomed board members and called the meeting to order at 5:08 PM.

A. EXECUTIVE COMMITTEE REPORTS:

I. Secretary – Lou Cerreta:

Dr. Allen asked for a review of the March minutes. A motion was made and seconded to accept the minutes as presented and the motion passed.

II. Treasurer – Elsa Tuggle

Ms. Tuggle presented the March treasurer's report. Expenses for Legislative Days will trickle in, but nothing out of the ordinary. The website had renewal fees that were reflected in the report. Ms. Tuggle asked if the Board would object to printing the report in black and white to save color ink. The Board agreed and information was offered regarding a website (www.discoverink.com) that sells less expensive ink cartridges. The financial report was accepted as presented.

III. Membership Report – Pat Smith

Ms. Smith presented the membership report for March and a proposal to the board of a plan to contact appointees who have not joined HASA since being appointed. A master list of names was circulated and board members were asked to look for familiar names and commit to calling those appointees to invite them to the Social and tell them that some additional membership information will be forthcoming. A deadline for contacting the appointees by phone was set for April 18th.

IV. President's Report – Ken Allen

Legislative Days group was small but energetic. A vast majority of the legislative delegation were contacted. Very favorable reception was received on all three issues. Only Tom Lee was hesitant about the DROP extension. It has been assigned to four committees, which is not normally a good sign. Sylvia Albritton has been instrumental in conversing with Faye Culp and providing information about the priorities. Dr. Allen asked the Board to keep emails and calls going to representatives to keep our issues foremost in their minds.

Dr. Miliziano called the board's attention to a four-page document that lists the bills and their sponsors and co-sponsors. Contact is important. He also mentioned a recent issue of FASA's Friday Facts that listed the issue of the health supplement as an additional \$300 million expenditure. He contacted Mike Eader and Larry Carmichael to make the correction if they agree. A more accurate figure would be approximately \$120 million additional dollars.

At this time, a Bryn Alan photographer had the board pose for a portrait that will appear in the district school calendar.

Dr. Allen mentioned the need to fill Jeff Eakins' vacancy on the Board (due to his appointment to a higher position in the district). The vacancy is the representative for Elementary Principals. Mr. Cerreta agreed to check with Mr. Thomas Roth (the alternate) and/or the Elementary Council if need be to designate a replacement. Charlotte Valenti offered her assistance as well.

Superintendent's Roundtable for April: A request was given for issues that need to be discussed. (1) HASA's involvement with the Superintendent's search was re-mentioned. (2) Gasoline prices are rising faster than the raise in mileage that was just approved. Some employees are submitting several hundred dollars a month.

Dr. Miliziano mentioned that the Tampa Bay Area Coalition will be meeting and will discuss a salary study project for salaries in the largest districts in the state. It was mentioned that it is very difficult to compare apples to apples across different districts. Some discontent still exists about prior salary studies conducted whose results did not benefit some then-HASA members. Discussion ensued about salary studies that are done that benefit only the highest earners, or inequities in classifications. Previous salary studies were not completed or left certain groups without any benefit. It was mentioned that some counties throughout the state are passing half cent and penny tax issues that will benefit salaries exclusively. Hillsborough is pursuing that also. Having obtained the OPPAGA seal will be a selling point.

Discussion was held about different types of organizations and how they operate and how they are driven. Some associations are salary-negotiation driven. HASA has not been that type of association. Caution was recommended, but that the salary study issue could be revisited. It was also recommended that any salary studies should be initiated by the school district or the Coalition, not HASA exclusively. With an incoming Superintendent, HASA's first impression on him/her should not be one of a "union" type issue, such as salary increases. The issue of the Coalition researching a salary study was agreed upon by the Board, with the caveats discussed.

V. Executive Director's Report – John Miliziano

Dr. Miliziano asked for questions that the board would like to pose for the new Superintendent's Search. He gave examples of some of the types of questions that the board might like to ask. He suggested that the best way to convey questions would be directly, not by email.

Newsletter articles were discussed and a deadline set for the 8th to have articles submitted. A lot of positive feedback is received regarding the newsletter. It was suggested to do a bi-monthly or quarterly newsletter, a higher-quality publication.

HASA played a very critical role in the retirement of the last Superintendent and is being asked to assist again with the invitations and mailing. An estimate was established for about \$1.00 per invitation, with 1,000+ invitations being planned. The Board decided that a cash donation would be more appropriate, and that non-deliverable invitations could be returned to HASA. A motion was made to donate \$500 to the effort, since Dr. Lennard will be honored at the Spring Social. It was also decided to rename the HASA Leadership Award to the Dr. Earl J. Lennard Leadership Award. Also, the Lyle Flagg award should be acknowledged on the nomination form so members know that a Lyle Flagg award exists.

HASA is always invited to the school district health insurance committee. Don Sorondo and Brenda Kearse have normally attended for the past three or four years, but cannot continue. Lois Mautte and Connie Hayden-McPeak agreed to attend those committee meetings in the future. "Coverage First" is a new plan that may be of interest to current Humana HMO patients.

July 7th-10th will be the FASA Summer Conference in the Naples area. Last year's hospitality room was sponsored by HASA, FASA and the Coalition and was a success. Discussion was held regarding the pros and cons of hosting this hospitality event. Perhaps giving another district a

chance would be a good idea. Dr. Miliziano agreed to bring it up at the Coalition. Manpower and money are needed to assist.

Nuri Ayres will be retiring and on May 11th is a retirement party given by the principals. The board was asked if they wanted to contribute. The board agreed, but because of her service to FASA and HASA, not just because of her retirement from a district position. A consensus was reached to donate \$100. She will also be recognized at the Spring Social.

B. COMMITTEE REPORTS/OLD BUSINESS:

- The Spring Social date has been set for April 28th. at Big City Tavern in Ybor from 5:00 – 7:00 PM. Private balcony access, free valet parking and special food prices are being offered.
- Scholarship report – a good pool of applicants was received except for in the “student” category. No student applicant has been identified. If no student is identified, the scholarship can roll over and next year be \$1,000.
- New deadline for awards nominations will be April 6th. Nominations can be faxed.

C. NEW BUSINESS/ROUNDTABLE:

- Why is FASA reporting \$300 million for the health supplement issue? Perhaps because the **total** expense, adding any additional expenses, would be approximately \$300 million. More details will be forthcoming.
- Governor’s initiative on class size amendment? Any news during Legislative Days? 2/3 vote is needed for repeal. It is still be pursued.
- Although no information appears in CTA newsletter about our priorities, our priorities benefit all administrators. Where does CTA stand? FEA and CTA are lobbying in Tallahassee for our bills. CTA reps can visit schools.

With no further HASA business, the meeting was adjourned at 6:45 PM.

Respectfully submitted,

Lou Cerreta

Lou Cerreta, Secretary

**These minutes are not official until approved at the May, 2005 meeting.*