

**Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
December 1, 2008**

Board members and guests in attendance: Ken Allen, Lou Cerreta, Tammy Crawford-Morse, Mary Cunningham, Cathy Davis, Larry Davis, Linda Denison, MaryEllen Elia, Ernie Fernandez, Chuck Fleming, Alice Gault, Wendy Harrison, Connie Hayden-McPeak, Marilou King, Susan King, Jean Leone, Nelson Luis, Richard Martinez, Lois.Mautte, Derrick McLaughlin, Nancy Medina, Audrey Miller, John Miliziano, Herbert Peeples, Mike Phillips, Bobbie Pittman, JoAnn Redden, Peter Russo, Sherrie Sikes, David Smith, Tee Solomon, David Steele, Joe Trumbach, Elsa Tuggle.

The December holiday dinner meeting was held at the Bryn Alan administrative studios. President Elsa Tuggle thanked Eddie Ocasio and Harvey Perido for hosting the holiday dinner

MaryEllen Elia spoke briefly to the HASA Board of Representatives. She gave an update on the current budget situation. She is hoping that no more bad news will come out of Tallahassee for the next four months. Budget crises will affect everyone. It will be a challenge to run the school district with less personnel. Teachers will follow state law that states they do not have to have an automatic extension of DROP. DROP is taking a lot of good people out of the district. The four day summer school schedule will save 1.4 to 1.6 million dollars. Mrs. Elia is trying to get to principals' groups and other groups to explain how the district will deal with the \$26 million dollar cut, and the anticipated \$29 million additional cuts in funding to get schools through the year. She asked for the help of administrators to get the word out to their people.

A. Minutes – Laura Zavatka

In the absence of the secretary, President Elsa Tuggle presented the minutes from the November 2008 meeting. The minutes were reviewed and a minor clerical error was corrected. It was moved and seconded to accept the minutes as corrected. The motion passed unanimously.

B. Treasurer's Report – Nelson Luis

Treasurer Nelson Luis distributed the November treasurer's report, explaining that all "October" names should read "November." Figures remain correct. He reviewed the monthly expenditures. A motion was made and seconded to accept the November report for audit. The motion passed unanimously.

C. Membership Report – Tee Solomon

Ms. Solomon reviewed the November membership report. She noted an additional 12 members and the administrative appointments. Additionally, Ms. Solomon distributed a survey that she asked board members to complete and return with feedback. A motion was made and seconded to accept the membership report. The motion passed.

D. President's Report – Elsa Tuggle

Items for the Superintendent's Roundtable for December 10th: (1) Is there anything that principals/HASA can do to help deal with parents who address the School Board in opposition to the principal of their school? Discussion determined that the School Board meeting is a public forum and nothing can be done to keep parents from speaking to the Board. Early intervention and initially directing parents to Assistant Superintendents or Area Directors works in other situations. Recent situations, however, escalated past the point of early intervention well in advance of the School Board meeting that was attended. It was suggested that the administrator receiving the brunt of the criticism be assured of support from their professional association and colleagues. Perhaps broaching the subject at the annual School Board Forum would be an option. Data on the lack of applicants applying for vacancies could be compared to prior years and information provided to the School Board. (2) Salary Study update.

Efforts to support the naming of school "SS" after the late Glen Barrington were successful and Ms. Solomon did a fantastic job presenting the information to the School Board and representing HASA.

Salary Study Meeting of November 19th: Concerns and challenges were clarified. The current proposal can be moved forward, knowing that anomalies will be worked out along the way and the ISP group will be added later, or the HASA

board can vote to not move forward at all without the ISP group. It was mentioned that, in light of Mrs. Elia's earlier budget comments, now might not be the best time to move forward. The question was raised, *why not use this interim time wisely and work on the anomalies and then present the study as a whole?*

Dr. Miliziano reminded the group that for the past few years HASA has been recognizing and pushing administrative membership in the ISP component. Fear is that the salary study can be a divisive issue to HASA's membership as a whole. The time has come to decide if it is actually to the advantage of the ISP group to move them to the "X" payroll. Dr. Miliziano reviewed the advantages and disadvantages of the plan for ISP members. Mr. Martinez provided his expertise, addressing options for transferring ISP managers from their current pay grade levels to the pay steps on the "X" schedule. He reminded the group that the salary study was not generated for salary increases, but for more equity in salaries, indexing parallel to the teacher salary scale. The perception will tend to be that the changes are for the enhancement of administrator salaries. The proposal will need to be presented as a plan for more *salary equity*.

Mike Phillips' recommendation was that if an ISP fit the criteria and successfully completed the Alternative Certification process, they could have the option to be moved to the "X" payroll or not. However, it's recently been noted that the Alternative Certification program was not developed for the ISP group. Only degreed, not-certified administrators at the district level can move forward through the program and become certified. It was commented that after all HASA has done to bring the ISP group into the organization and recognize them equally as administrators, it feels uncomfortable to tell them that HASA will now move forward and bring them in later.

Mr. Martinez noted, there are two issues: (1) The current proposal concerning indexing of certificated personnel to teacher salaries; and (2) What do we do to recognize this group as Instructional Support *administrators*? How do we get them into a separate but equal pay scale that will be an addendum to the "X" payroll, i.e., Alpha payroll or something similar? To keep the two issues connected will be an extremely difficult sell to the School Board. The School Board will more than likely request a market study. Again, it was suggested that the time might not be right for any changes that will cost dollars. One option is delayed implementation, throwing the changes into the next year's budget. It is estimated that costs will be larger in the AP ranks.

Dr. Miliziano thanked everyone for excellent discussion on the subject. It was suggested that a meeting be held for the ISP group to present the advantages and disadvantages of the proposal and get their feelings on the issue before presenting anything to the Superintendent. A proposal was made to table further discussion until a meeting can be held with a larger group of ISP in attendance. A show of hands revealed a majority in agreement and the proposal passed.

E. Executive Director's Report – Dr. John Miliziano

Dr. Miliziano reminded the group of the Tampa Bay Area Coalition meeting on January 14th at the Adult Education Center. Two guest speakers will be Jim Warford, Executive Director of FASA, and Larry Carmichael, who will talk about the Florida Retirement System fund.

Newsletter articles need to be submitted to the Administrative Assistant before December 19th.

Dr. Miliziano agreed to speak to any component group at council meetings for the second half of the school year.

F. Committee Reports

Dr. Lois Mautte gave a School Board forum update: Thursday 2/12/09 or Thursday, 2/26/09, between 5:30 and 7:30 PM. It was moved and seconded to hold the Forum on the 26th. The motion passed.

Susan King distributed information on HAPE. Joint priorities are being reviewed and input is being requested. She also presented some information on the magnet program, Urban Teaching Academy scholarship program. She would like HASA to help support scholarships because these students commit to staying in the Hillsborough Public Schools district. Ms. Solomon had personal experience with the program at Hillsborough High School and can attest to its importance.

Lou Cerreta will be meeting with the Westshore Alliance Group on the financial services he and Dr. Miliziano are researching.

Linda Denison mentioned that information will go into the Administrative Bulletin next week about available leadership program funding. She presented information on one program that is becoming available at a cost of \$495 per person, not including travel. Limited details were available and the board decided to pass on that opportunity.

Ken Allen noted that Legislative Days will be January 12th and January 13th. This year the committee recommends three topics on which to focus: (1) Increase in HIS; (2) Total years of service for administrators, not just five years; amend DROP law for the same window as teachers. (3) Spousal beneficiary issues. It was moved that the HASA meeting previously scheduled for January 12th be moved back to January 5th. The motion was seconded and passed. Regarding attendees at Legislative Days, Dr. Allen is anticipating four from his committee who want to attend besides himself. It was decided a six-person team would attend.

Roundtable:

Tax exempt certificates will be available within two weeks.

Happy holidays!

Thanks to Bryn Alan for hosting the holiday dinner.

Thanks to Dr. Miliziano for table decorations.

With no further business, the meeting was adjourned at 7:22 PM.

Respectfully submitted,

Laura Zavatkey

Laura Zavatkey
2008-2009 HASA Secretary

**Minutes not official until ratified at the January 5th, 2008 meeting.*