

# HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

February 3, 2003

## Minutes

In Attendance: Nuri Ayres, Ed Ballas, Linda Denison, Ernest Fernandez, Connie Hayden-McPeak, Judy Kennedy, Jean Leone, Nelson Luis, Lois Mautte, John Miliziano, Mike Phillips, Pat Smith, Tee Solomon, Don Sorondo, Phildra Swagger, Charlotte Valenti, Mark West and Mari McBryar.

*\*Special guest: Mike Eader, Executive Director, FASA*

Nuri Ayres called the meeting to order at 5:05 PM

### **A. EXECUTIVE COMMITTEE REPORTS:**

#### **I. Secretary – Ken Allen:**

In the absence of the secretary, Mrs. Ayres presented the January minutes. A motion was made and seconded to accept and they were approved as read.

#### **II. Treasurer – Nelson Luis**

Nelson Luis presented the January financial report. He noted that expenditures are less than anticipated in the budget for this point in the year. A motion was made, seconded and passed to accept the treasurer's report for audit.

#### **III. Membership Report – Charlotte Valenti**

Charlotte Valenti reviewed the membership report, noting two new members for a total of 667 current members. Mark West made a correction to the membership report, citing Scott Fritz' position as principal of Benito Middle School, not assistant principal at Brandon as reported. A motion was made to accept the January membership report as corrected. The motion was seconded and passed.

#### **IV. President's Report – Nuri Ayres**

Nuri Ayres reported on issues discussed at the January Superintendent's Roundtable. Those included (1) the statewide salary comparison report, (2) anomalies in the administrative salary schedule, (3) the issue of possible payout of sick leave days after DROP, and (4) the format for discussion of issues at the upcoming School Board Forum. Dr. Lennard had explained that top-level administrators in the district are typically long-term employees and their salaries reflect that, placing them in the top three or four counties in the state regarding salary. School-level administrators, however, often have fewer years' tenure and their salaries reflect that, often placing them further down the salary scale statewide. He also indicated that he is open to revisiting the administrative salary plan and would welcome individual scenarios to help identify anomalies. He agreed to look into the use of or payout of sick days after DROP. This issue will be revisited at the next Superintendent's Roundtable to keep it from being forgotten. It was also suggested that the issue be submitted for a Forum topic. Regarding the Forum, Dr. Lennard was pleased with the idea of a format consisting of topics for discussion.

#### **V. Executive Director's Report – John Miliziano**

Dr. Miliziano introduced Mike Eader, the new Executive Director of FASA, who was visiting Hillsborough on his first official day on the job. Mr. Eader distributed a list of his goals for the next three months with FASA. He spoke of his desire to meet with senior administrators about their concerns, and to focus on the Legislative Agenda. It is his intention to do a membership survey with both members and non-members, and review the association's membership potential and the dues formula. Mr. Eader welcomed Nuri Ayres as a FASA presidential candidate and promised he would not be a "fair weather friend."

Mike Phillips asked Mr. Eader to describe FASA's position on Amendment Nine, the class size reduction amendment. Some discussion ensued about position papers still being developed, the high school 25:1 ratio

being defined, and possible efforts to repeal the amendment. No clear answer is yet available regarding Amendment Nine.

Dr. Miliziano informed the Board of several legislative bills slated to be filed. Those include (1) recruitment and retention (Mayfield Cleary); (2) a 2.1% multiplier; (3) 25-year normal retirement with no penalty; (4) professional development for administrators; and (5) re-hiring retirees with no waiting period. Another bill (by Senator Arza of Miami) needs a sponsor for repealing the McKay bill passed previously regarding terminal pay. Board members and Mr. Eader agreed that HASA and FASA's strategies for passage of bills needs to match. Mr. Eader stressed the importance of a "grass roots" communication system including and involving local associations.

Dr. Miliziano reviewed needed articles for the February newsletter. He also asked for approval of the board to continue the past practice of advertising in the school district calendar. Mark West moved that the board approve the advertisement and Ed Ballas seconded. The motion passed.

Dr. Miliziano mentioned that ten members of the Legislative and Benefits Committee would be attending FASA Days, and that their latest project would be a salary comparison with neighboring states.

## **B. COMMITTEE REPORTS/OLD BUSINESS:**

Mr. Ballas reported no new scholarship information from Herff Jones. Linda Denison suggested that perhaps when asking for matching funds, scholarships should be broken down into specific awards, not as large as the total funds awarded. Pat Smith reported that applications are due February 21. She reminded the board that the Education Foundation cannot double funds as they have in the past and also that their 10% fee does not apply for scholarships.

Linda Denison reported on the two upcoming social events. The School Board Forum on February 25, 2003, is set. Social hour will be 5:30 PM; dinner will be 6:30 PM. Invitation letters will go to School Board members, the Superintendent and his staff and the Forum Committee by February 4<sup>th</sup>. RSVPs should go to Mari McBryar by February 18<sup>th</sup>. Topics are still needed. Discussion ensued regarding the he Spring Social and it was decided to pursue Latams for the event. Some concern was voiced about the menu and Linda agreed to meet with managers at Latams to be sure the menu is what HASA wants and needs at this event.

A report from Dr. Orr informed the board that the recommendation to form a 13<sup>th</sup> component group for those in the Adult, Technical and Career area will need to the Spring Social to be put to the membership for a vote and ratification. He had previously told Dr. Miliziano that he would write an article for the newsletter to announce the upcoming vote.

## **C. NEW BUSINESS/ROUNDTABLE:**

The board was reminded that Mrs. Shields' son passed away suddenly. It was decided to send a card of sympathy.

Dr. Miliziano reported on a positive meeting with the non-instructional management group. Two more of that group joined since the meeting.

With no further HASA business, the meeting was adjourned at 6:25 PM

Respectfully submitted,

***Kenneth R. Allen***

Kenneth R. Allen, Secretary

*\*These minutes are not official until approved at the March, 2003 meeting.*