

# HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

## MINUTES - February 7, 2005

**In Attendance:** Kenneth Allen, Donna Cason, Connie Hayden-McPeak, Jeane Leone, Lois Mautte, Mari McBryar, John Miliziano, Bill Orr, Maria Singfield, Tee Solomon, and Elsa Tuggle,

The president, Dr. Ken Allen, welcomed board members and called the meeting to order at 5:10 PM.

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

#### **I. Secretary – Lou Cerreta:**

Dr. Allen presented the January minutes for review. A motion was made and seconded to accept the minutes, and the motion carried.

#### **II. Treasurer – Elsa Tuggle**

Ms. Tuggle presented the January treasurer's report. She noted that January had been a quiet month, and that the accounts were in good financial standing. The treasurer's report was accepted for audit.

#### **III. Membership Report – Pat Smith**

The membership report was included in the Board's agenda packet. Mrs. Smith was not in attendance.

#### **IV. President's Report – Ken Allen**

Dr. Allen discussed results of the January Superintendent's Roundtable. Those in attendance at the Roundtable were Dr. Allen, Elsa Tuggle, Lou Cerreta, and Pat Smith.

- ⇒ Regarding obtaining support staff help when needed and especially in the summer, Dr. Lennard said that no hiring restrictions will apply when filling a clerical position newly vacated. Some concern exists, however, and was expressed to School Board members about clerical personnel who are only days short of being 12-month but do not receive the benefits of a 12-month employee. Dr. Lennard mentioned making the recommendation of providing dollars to principals to hire when needed, but will let the negotiating teams argue the issue.
- ⇒ Per diem is an issue that may follow in the footsteps of the mileage issue if kept alive and on the forefront.
- ⇒ HAPE lost Susan King when she was reassigned, but Dr. Lennard may work with Linda Cobbe in the interim until a replacement is found from within the association or it is decided that the association has outlived its usefulness.
- ⇒ Travel to FASA professional development conferences will have no more restrictions than travel to any other professional development conferences, as long as Area Director approval is obtained and budget is available.
- ⇒ A letter has been requested from the Chief Financial Officer regarding schools being given permission to pay for more than one institutional membership to FASA. Once the letter is received, a newsletter article will disseminate the facts to members. It was noted that FASA's membership fees and affiliated membership fees are high, so this may not make a discernable difference in the number of institutional memberships.
- ⇒ Shelter managers will receive additional training before hurricane season, and the shelter response procedure is being re-examined to make assignments clearer and fairer. Site principals, working with the Red Cross, are responsible for the operations.

Items mentioned for the upcoming Superintendent's Roundtable included (1) the upcoming School Board Forum, (2) the FASA Statewide Workshop being held in Tampa, (3) HASA's involvement in the Superintendent's search, and (4) Courtesy responses to administrators who applied for positions but were not selected to fill the vacancy.

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

The agenda for the School Board Forum was discussed, and it was decided to follow an informal agenda, with introductions by different HASA board members and Dr. Lennard, and then discussion led by Dr. Miliziano. Some topics he has already touched on with individual School Board members include, (1) HASA's involvement in the Superintendent's search, (2) coalitions/PACS, (3) legislative priorities, (4) statewide workshop, (5) career ladders, (6) difficulties obtaining substitutes and emergency help, (7) per diem, (8) professional development for administrators, and (9) the possibility of a salary study.

Dr. Miliziano talked about the agenda for the Statewide Workshop. Agenda items included (1) the sick leave bill being restored, (2) FASA's legislative platform, (3) Three legislative priorities, (4) FRS/HIS programs, (5) What Else You Need to Know About Advocating Issues, (6) Networking for Effective Advocacy, and (7) How FASA can help with Advocacy. He informed the board that several counties would be contributing funds to the workshop. He asked for approval for HASA's administrative assistant to work at the workshop as HASA's contribution. A motion was made, seconded and approved for Mari McBryar to work at the registration table, handle nametags, etc., as an in-kind contribution.

Dr. Miliziano provided information about Statute 121.055 regarding Senior Management. Districts can identify up to 1% of FTE as senior staff. Three requirements include (1) responsibility for policy-making, (2) not be employed on a continuing contract, and (3) must serve at the pleasure of the Superintendent. Tenure of our employees may be a problem in Hillsborough qualifying for this statute because Hillsborough employees are bound by the Tenure Act.

Dr. Miliziano distributed a report generated in Pinellas County by Peggy Johns, president of their administrators' association. This report showed that of the 29 districts with administrators' associations 80% - 85% of the administrators in the state of Florida are dues-paying members of these associations. It also depicted the high membership fees in most of the largest counties, with HASA's being the lowest among those. HASA's dues have not been raised in 20 years.

Another report generated by Walt Bartlett was distributed that showed that 65% of all current principals in the Hillsborough district are eligible to separate or retire in the next few years. This helps make the argument for extending DROP. It was mentioned that a similar report for district level administrators would be interesting.

Dr. Miliziano reported that his trips to Sarasota and Seminole counties were successful. Both are interested in learning more about the Coalition and local networking, as are many other surrounding counties. The latest county to join (January, 2005) was Hernando County.

Newsletter article submissions were discussed and a deadline of 2/11/05 established. Congratulating the Teacher of the Year finalists in the newsletter was discussed and approved, provided future awards such as Ida S. Baker and Support Person of the Year are given the same attention.

Donna Cason was introduced and it was established that Phil Carr will fill the AP II alternate vacancy.

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

- An update for the School Board Forum was discussed. All plans are on track.

**C. NEW BUSINESS/ROUNDTABLE:**

None

With no further HASA business, the meeting was adjourned at 6:05 PM

Respectfully submitted,

***Lou Cerreta***

Lou Cerreta, Secretary

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