

# HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

## Minutes of February, 2006

**In Attendance:** Ken Allen, Carla Bruning, Anne Chatfield, Lou Cerreta, Mary Cunningham, Linda Denison, Pam Elles, Ernest Fernandez, Connie Hayden-McPeak, Susan Houx, Jeane Leone, Lois Mautte, John Miliziano, Mari McBryar, Sherrie Sikes, David Smith, Pat Smith, Tee Solomon, Elsa Tuggle, Cheryl Tyo,

President Pat Smith opened the meeting and welcomed the Board of Directors and alternates present.

Introductions were made around the room.

### A. EXECUTIVE COMMITTEE REPORTS:

#### I. Secretary – Mary Cunningham:

Secretary Mary Cunningham asked for a review of the January minutes. No corrections were noted. A motion was made and seconded to accept and was passed.

#### II. Treasurer – Elsa Tuggle

Elsa Tuggle presented the Treasurer's Report. HASA is currently in a very good financial posture. Payroll deductions are now coming weekly so funds are current. Additionally, the 1/05 to 06/05 financial audit report was done. It was noted by the auditor that the addition of a bookkeeper made the report much better, more accurate. HASA is thankful for the great job Elsa Tuggle and Nancy Medina are doing. A motion was made and seconded to accept the treasurer's report for audit. The motion passed.

#### III. Membership Report – Lou Cerreta

Lou Cerreta presented the membership report for January. The Board was reminded that cash members who did not renew were dropped from the books. Membership stands at 702.

#### IV. President's Report – Pat Smith

Results of January Superintendent's Roundtable: The Executive Board met with MaryEllen Elia, Dan Valdez and Ken Otero on January 18<sup>th</sup>.

- The Superintendent was in agreement that should an administrator not perform up to expectations, there would be an assistance plan and performance evaluation in place - same type of evaluation and assistance process as teachers receive. Discussion was adamant that a principal assigned to a tough school who needs assistance could get it, but needs to ask early!
- When administrators are hired back, on what step will they be placed? Rumors were that it was step one. The Superintendent assured that they'll bring them back to previous employment level on the step left unless they return to different position.
- Per diem – tabled until School Board Forum.
- Salary: Will be addressed more at the Forum.
- School Board Forum Topics: Each HASA Executive Board member will ask a question of the School Board. (1) Performance Evaluation is still an issue - how is Board justifying making a tool retroactive before being officially notified? How will they use the data collected? That's more a Roundtable issue and will be brought up at next Roundtable. (2) Problems with recruitment for high school level administrators because of narrow salary differentiation. What happened to the cross training that was begun years ago? (3) Half cent sales tax: Can it only be used for land acquisition/construction? Word is out there that it may be used for teacher raises. Which is it? Public and school board employees would support teacher raises more than land acquisition/construction. More clarification is needed. (4) At-Risk schools have always been in

existence...why does the evaluation hinge on performance in those schools? Discussion reiterated that the principal should ask for help. Meetings are held with Area Directors every few weeks to ask principals of focus schools what they need for help.

Pres. Smith asked how Board felt about constitutional amendment subdividing school districts. Can we speak on behalf of HASA about their feelings? HASA needs to speak intelligently when they say that HASA's point of view would be non-support of the issue. Discussion ensued regarding debt service, mobility of employees, areas wanting to annex, etc. No representative voiced support from their component groups.

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

- Florida School Board Legislative Agenda and Directory of Legislators from all over the state were distributed. Dr. Miliziano gave an overview of the January 21, 2006 Statewide Legislative Workshop.
- 2006 Legislative Update #2 was distributed and Board was asked to contact sponsors of bills that support our legislative priorities and thank them. Two of our bills, DROP and Health Insurance Supplement are looking positive. 1.6 Multiplier bill not looking positive – too big a hit financially and School Board would have to pay the increase. Filed are DROP Extension, Health Supplement, and Return to Work after retirement (more like teachers).
- Legislative Delegation contact information was distributed – board was asked to contact them regarding our issues.
- Information was distributed from Representative Bob Allen. He sent some talking bullets so that Board members would have accurate information at hand. Committee members' contact information was provided.
- A position paper was distributed regarding information secured from the Superintendent's Office regarding subdividing school districts.
- FSBA Legislative Platform – you are expected to support the platform if you are a school board employee. Make it clear at Forum that we support their 2006 Legislative Platform – also put it in the newsletter. Put it in hotmail on the website.

Dr. Miliziano noted the scheduling of a back-to-school function for July 28, 2006 at St. Pete Times Forum. Speaker: Bill Daggett. Does HASA want to volunteer to make a financial contribution and be involved? The issue was tabled until we are asked officially and get more information.

Dr. Miliziano was contacted by a dry cleaning company – wants to become a provider. Does HASA want to pursue? Find out more information.

Component group representative changes; Walt Shaffner will be taking place of John Copeland and Herbert Peebles will take Walt Shaffner's place.

The administrative assistant's modem was damaged and rather than buy dial up modem, Executive Board offered to pay half of the monthly charges for high speed internet. Motion made and seconded and passed.

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

- Online calendar has been updated. Always contact Pam Elles for new additions.
- Forum: Everything ready. Stationery sets purchased. Agenda for forum will be set by Executive Board. Contact Lois Mautte for questions or concerns.
- No word on Health Insurance Meetings.

- Dave Smith distributed report giving information on the salary study. He reviewed the document with Board. Teachers progress at a more rapid rate mostly statewide. Hillsborough falls into the lower 2/3 of the scale. Many thanks to both David Steele and David Smith for their hard work on this study.
- Ken Allen spoke to Legislative Days – dates are same as spring break. Not large response to invitation. Attendees so far include Dr. Miliziano, Ernie Fernandez, and Jean Leone. It may be prudent to consider sending others later in the session to do a review/recap. Opportunities may present themselves to testify, etc.
- Dr. Miliziano notes that the Legislative an Benefits Committee is reorganizing. Will be working with the Legislative Delegation, etc.

**C. NEW BUSINESS/ROUNDTABLE:**

- At the 1/21 workshop, it was mentioned that emails are not top attention grabbers – is it worth it to send? Yes!
- Jeane Leone: If school starts after Labor Day in Polk County teachers won't be paid in August. It has been heard that districts will be given a one-year leeway to implement this initiative if passed. Keeping an eye on this one.
- The newsletter is an important tool for disseminating information. The comparison of .48 per mile to .33 per mile caught a lot of eyes.

With no further business, at 6:25 PM motion was made, seconded and passed to adjourn.

Respectfully submitted,

**Mary Cunningham**

Mary Cunningham, Secretary

*\*These minutes are not official until approved at the March 2006 meeting. .*