

# HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

## MINUTES - February 5, 2007

In Attendance: Ernie Fernandez, Connie Hayden-McPeak, Ina Helmick, Marilou King, Jean Leone, Lois Mautte, John Miliziano, Bill Orr, Sherrie Sikes, David Smith, Elsa Tuggle

The Executive Committee members present were Elsa Tuggle and Connie Hayden-McPeak. By parliamentary rule, Connie Hayden-McPeak chaired the meeting. The meeting was opened at 5:00 PM.

### A. EXECUTIVE COMMITTEE REPORTS:

#### I. Secretary – Connie Hayden-McPeak

Connie Hayden-McPeak presented the January 2007 minutes. No changes, corrections or additions were suggested. A motion was made and seconded to accept the minutes. The motion passed.

#### II. Treasurer – Elsa Tuggle

Dr. Miliziano reviewed with the Board the January treasurer's report. A motion was made and seconded to accept the January treasurer's report for audit. The motion passed. (Treasurer Elsa Tuggle arrived a few minutes late to the meeting.)

#### III. Membership Report – Mary Cunningham

In the absence of Mary Cunningham, Dr. Miliziano presented the January membership report. Current membership is 766. The administrative assistant discussed cash members who have not joined and asked for help from representatives contacting cash members and encouraging them to renew.

#### IV. President's Report – Lou Cerreta

In the absence of Lou Cerreta, Dr. Miliziano reported about the 1/26/07 Superintendent's Roundtable. Items discussed were (1) Performance pay for district level administrators, (2) Salary survey; needs to be simplified and a number one priority needs to be identified for the Superintendent; (3) School Board Forum; (4) "There Ought To Be a Law" program with House Rep. Kevin Ambler. It is understood that 23 Hillsborough County high schools will be presenting bills on Saturday, February 10<sup>th</sup> in the School Board Auditorium. HASA is providing support up to \$1,000.

Superintendent's Roundtable for February 21: Emails will be sent to absent Board members to see if pressing topics exist, or whether the meeting should be canceled. One component representative voiced concern about using District email to contact his component group members. Fragmented component groups who don't collectively meet on a regular basis have difficulty getting updates and information in a timely manner. Dr. Miliziano assured that, not including political solicitations, the Superintendent and staff have no problem with HASA carefully using email or school mail to stay in contact with component members.

David Smith presented two pieces of information regarding the current Salary Study. Beginning and Ending Daily Rates of Pay were compared using bar graphs between teachers and principals, as were End of Career Administrative Salaries vs. End of Career Teachers' Salaries, plus Master's Degree. Mr. Smith also distributed a written document summarizing the two-year salary study. Some specific discussion ensued regarding coordinators' salary inequities. It was also discussed that focusing on one specific component group to fight for would divide the administrative ranks.

It was mentioned that one School Board member asked, "How are other counties able to keep their salary percentages up when Hillsborough's consistently declines?" Dr. Miliziano sent emails out to Coalition members to gather more information to help answer this question. The school of thought that Hillsborough has too many administrators was debunked by HASA previously. One question asked

was, should HASA spend some money and hire a consultant, someone who deals daily with issues of salary? Some thought it would appear to be an act of aggression. Discussion continued regarding salary inequities, suggestions, and specific component group concerns. The suggestion of a retreat for administrators to discuss the salary issues and concerns was mentioned. Would that be beneficial? It was suggested to table the retreat idea until more of the Board of Representatives could be present.

Dr. Miliziano reported on the January 20<sup>th</sup> Legislative Workshop that was held at Mid Florida Tech Center in Orlando.

Performance Pay committee – moving right along – promised before the end of the year.

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

Dr. Miliziano noted the names of persons already signed up to attend Legislative Days.

A meeting with Middle School Principals is scheduled for Wednesday, 2/7 with Dr. Miliziano.

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

- Health Insurance Committee – no report yet.
- Web site calendar – no report.
- School Board Forum Wrap-up – should be under budget when all bills are in.
- Spring Social – Lois Mautte – still needs to call committee together.
- Mentoring Program –no report.
- Discount Services - \$150 contribution from Bacarella & Bacarella. Dale Nelson will send survey article for February newsletter regarding member services.

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

- Lynn Fell is writing a Federal grant for low income schools. Wants HASA to endorse the grant application. Board felt the grants are worthwhile and a motion was made to endorse the grant; the motion was seconded and passed.
- Legislative Workshop accolades were mentioned.
- School Board Forum accolades were mentioned.
- Dr. Miliziano distributed information from FASA that asks administrators to visit their website and vote for important issues.
- Legislative Days' plans will be finalized at the March meeting.
- Bright House has the new fiber connection that will be available to our sites in June. Now that they have contract with district, why can't they provide a member benefit for HASA members?

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

Respectfully submitted,

**Connie Hayden-McPeak**

Connie-Hayden McPeak, Secretary

*\*These minutes are not official until approved at the March, 2007 meeting.*