

**Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
February 4, 2008**

In attendance: Carla Bruning, Donna Cason, Mary Cunningham, Ernie Fernandez, Alice Gault, Connie Hayden-McPeak, Mark Hunt, Marilou King, Jean Leone, Lois Mautte, John Miliziano, Mike Phillips, Barbara Pittman, Jim Rich, Peter Russo, Sherrie Sikes, David Smith, Tee Solomon, Elsa Tuggle and Laura Zavatkay.

The regular Board of Directors meeting began at 5:10 PM at Gary Adult School.

A. Minutes – Laura Zavatkay

Secretary Laura Zavatkay presented the minutes from the January 2008 meeting. The minutes were reviewed and it was moved and seconded to accept the minutes. The motion passed by majority vote.

B. Treasurer’s Report – Elsa Tuggle

Mrs. Tuggle presented the January Treasurer’s report and reviewed the current financial status. Hospitality expenses were for the ISP Social. The *Special Events* line item includes **Ought to be a Law** and any other special initiative(s) that HASA decides to support. No changes or additional concerns were noted from the Board and the report was accepted for audit.

C. Membership Report – Elsa Tuggle

Mrs. Tuggle reviewed the January 2008 membership report. Mrs. Tuggle noted the members that did not renew for 2007-2008 (20 members). The membership total is now 779. Recent appointees were noted and representatives were asked to contact those they know.

D. President’s Report – Mary Cunningham

President Mary Cunningham reminded the group that the School Board Forum would be February 12th. She asked for topics to be submitted. Dr. Miliziano reminded the board members that the number one priority topic for the evening would be the proposal for a salary study. Some discussion ensued about whether or not the salary study should be a topic at the Forum. Dr. Miliziano explained that because district personnel and district time would be required, the School Board members need to be alerted of HASA’s intentions, in partnership with the Superintendent, on this issue. Also, the Performance Pay issue, Alternative Certification, the district calendar, an update on the class size amendment and the passing of Amendment One in the recent elections can be topics as time permits. It was recommended by that the number of topics be kept to a minimum.

Items mentioned for the March 12th Superintendent’s roundtable included the mileage increase issue. (The February 13th Superintendent’s Roundtable was canceled.)

Mary Cunningham addressed the issue of hiring a consultant to coordinate a salary study. There are some issues regarding disparities at some of the lower/middle pay levels. The premise is to correct those disparities. The Executive Board planned to meet with Richard Martinez to get his expertise. Mrs. Elia and Mr. Valdez were approached at the last Superintendent’s Roundtable for their views and they were supportive of HASA’s desire to meet with Mr. Martinez.

Mr. Martinez did attend the February 4, 2008 Executive Board meeting, as well as Mr. Dan Valdez. Mrs. Cunningham gave the board of representatives an overview of that meeting. It was stressed during discussion that the meeting was just an initial, fact-finding meeting to break the ice and see what would be involved, what he could provide, and if the HASA board felt the study would be worth pursuing.

Dr. Miliziano reminded the group that any salary plan would not be perfect - but if approved, the goal would be to set the procedures for increases that would be more equitable between administrators/teachers each year, and eliminate negative press. More discussion ensued regarding the option of retaining Mr. Martinez and moving forward with the salary study. A motion was made that HASA hire Mr. Richard Martinez to establish a scope of work, establish expectations, what the end result might be and how much it might cost HASA for a salary study involving certificated and the instructional support personnel. In addition, how much it would cost the district if approved. The motion was seconded and passed unanimously.

Dr. Miliziano also noted that the salary study could become divisive and/or destructive if not handled properly. HASA will want the Superintendent and Deputy Superintendent to officially give their blessings for HASA to move forward, and commit that they will make their people available to Mr. Martinez for information purposes. He also warned that never will 100% approval be obtained from HASA membership. It is even possible that members could be lost in the process.

A motion was made that for the **School Board Forum**, information provided only be that the HASA Board, using membership dues and in collaboration with the Superintendent and staff, have asked a consultant to take a look at a scope of work, costs, etc., to go forward with a salary study. Once a scope of work is approved by the HASA board, the consultant hired by the HASA board will perform and complete scope of work. That SOW will come back to the HASA board to be shared with component groups for input. A decision will then be made whether or not to take plan to Superintendent for submittal to the School Board. The motion was seconded and passed.

Comments were made on the Instructional Support Personnel social. Many positive comments were heard and attendance was over 50, including the Superintendent and staff.

The Legislative Committee, 16 members, met with Linda Cobbe to discuss suggestions on approaching legislators with issues. Four major topics: Extension of DROP, Performance Pay included as part of computation, FRS death benefits, and Revision of Class Size Amendment.

E. Executive Director's Report

Dr. Miliziano noted that the Legislative Agenda is in place. **Legislative Days** are scheduled, budgeted at \$3,500.00. Dr. Miliziano posed the question to the HASA board, is the money worth the time and cost to attend? Discussion ensued and it was suggested by some that dollars might better be spent locally, prior to Legislative Days. A couple of attendees from last year's Legislative Days felt that legislators did not even know HASA was there. Meanwhile, Dr. Miliziano has established good rapport with Kevin Ambler and Victor Crist. Others on the Board felt like HASA's presence in Tallahassee is vital. Many districts are backing away from Legislative Days because of costs. FASA is encouraging districts to attend. However, as far as the Coalition status goes, member districts are disenchanted after a recent visit and conversation with Jim Warford. A motion was made that two HASA delegates make a presence in Tallahassee for Legislative Days. The motion was seconded and passed.

FASA has raised dues \$25. Payroll deduction procedures are being worked out.

The HASA newsletter was presented in a magazine-style, color format. Information was presented regarding costs. A motion was made to print the newsletter on glossy paper, in color, for a price of \$1,980.00. The motion was seconded and passed.

F. Standing Committee Reports

Special Events – *HASA is Working for You* – theme for School Board Forum. All available personnel to set up should be at the Valencia at 4:30 PM.

G. Roundtable

- Jean Leone turned 80 since the last meeting
- Thanks for attending the meeting Monday after Super Bowl.

With no further business, the meeting was adjourned at 6:35 PM.

Respectfully submitted,

Laura Zavatkey

Laura Zavatkey
2007-2008 HASA Secretary

**Minutes not official until ratified at the March 3, 2008 meeting*