

HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

January 13, 2003

Minutes

In Attendance: Carmen Aguero, Kenneth Allen, Fred Andrews, Nuri Ayres, Ed Ballas, Mary Cunningham, Linda Denison, Ernest Fernandez, Judy Kennedy, Jean Leone, Mari McBryar, John Miliziano, Ken Otero, Mike Phillips, Tom Rao, Tee Solomon, Don Sorondo, Phildra Swagger, Charlotte Valenti, and Mark West.

Nuri Ayres called the meeting to order at 5:00 PM

A. EXECUTIVE COMMITTEE REPORTS:

I. Secretary – Ken Allen:

Ken Allen presented the December minutes. No changes were made and they were approved as read.

II. Treasurer – Nelson Luis

In the absence of the treasurer, Nuri Ayres presented the December financial report. Ken Allen moved to accept the treasurer's report for audit. Charlotte Valenti seconded the motion and it passed.

Ken Allen stated that he had the 2001-02 year audit results and the Association's books from Evelyn Hughes, auditor. With Board permission, he reviewed Ms. Hughes' findings. With few exceptions, the books were found to be sound and in keeping with good financial practices. Ms. Hughes noted that the conversion of bookkeeping to the software program *Quicken* was a noteworthy improvement. Dr. Miliziano reminded the Board of the time and dedication required of this particular Board position and they applauded the improvements and excellent service Mr. Luis has provided as Treasurer.

III. Membership Report – Charlotte Valenti

Charlotte Valenti reviewed the membership report, noting new members and those retiring. It was pointed out that Al Soriano has retired for health reasons, and that a card should be sent from the Association. Charlotte brought attention to the new appointees and suggested that component group members make phone calls to them. It was moved and seconded to accept the membership report.

IV. President's Report – Nuri Ayres

Ms. Ayres reported on issues discussed at the December Superintendent's Roundtable. Those included (1) Past pay raise practices, (2) the Tampa Bay Area Coalition, (3) the *Legal Defense Assistance Plan* brochure, (4) the current membership of HASA at that date, i.e. 666, (5) the elementary assistant principal's salary issues, and (6) the issue of many top step administrators who did not get a raise this year. It was reported that the Superintendent seemed impressed with the current number of HASA members and the *Legal Defense Assistance Plan*; he agreed that the salary policy, although strictly adhered to, is unfair in many areas; he indicated that he will possibly address the top step administrative pay issue on an individual basis with those administrators.

Ms. Ayres asked for suggested topics for the January Superintendent's Roundtable. Dr. Miliziano asked the Board if they would like him to share the statewide salary comparison report with the Superintendent and they agreed. He highlighted segments of the report that deal with employees closest to component groups of HASA. Using the report's comparisons, it was noted that county level district administrators in Hillsborough fare better throughout the state than school-based administrators do. The Board was reminded that the Administrative Compensation Committee spent two years in meetings to try and repair anomalies in the pay structure for administrators, but was only able to correct entry-level salaries. It's an issue the Board agreed needed to be revisited.

Don Sorondo mentioned he would like the Superintendent to be presented with the question of how to get paid for or use the vacation and sick days earned after DROP. Can avenues be explored other than the “use it or lose it” option?

Nuri Ayres reported that *Opportunities to Serve* forms are still trickling in.

V. Executive Director’s Report – John Miliziano

Dr. Miliziano reviewed articles for the January newsletter. Mark West will do a submission for upcoming awards and reminded the Board that only members can nominate and/or receive HASA awards. Dr. Miliziano asked the Board to give some thought to submitting some really interesting and useful items for the newsletter.

HASA’s Executive Board donated \$300 to the reception to honor Dr. Lennard for being named *Superintendent of the Year* for the state.

Dr. Miliziano informed the Board that Mike Eader, the new FASA Executive Director, has been invited to join both TBAC and HASA at their February meetings. He asked for questions from Board members, which included, (1) what is FASA’s perception of the local administrative association from a state level? (2) what is FASA’s strategy going to be regarding legislation to reinstate benefits previously taken away? (3) how similar are HASA’s and FASA’s goals for the coming year? Dr. Miliziano suggested that Board members stress coalition growth as positive, not negative.

Dr. Miliziano asked for thoughts regarding an *icebreaker* of sorts for coalition networking. This will allow area associations and districts to meet eye-to-eye and discuss common goals and concerns. Discussion ensued relative to a seminar-type event versus an evening “social” type event. Dr. Miliziano agreed to get some feedback from others in the coalition and bring it to the Board at the February meeting.

B. COMMITTEE REPORTS/OLD BUSINESS:

Scholarships: Ken Allen reported a lead on a scholarship opportunity with an investment firm. Tom Rao mentioned possible assistance from Bill Currie Ford and Courtesy. It was mentioned that the Education Foundation could possibly double/match funds, but also that they are may be charging a 10% fee off the top this year. Dr. Miliziano suggested keeping the lines of communication open with them. Mr. Ballas noted that Herff Jones has already received many requests and may be tapped out. He will keep the Board posted.

Ernest Fernandez distributed and reviewed a recommendation to form a 13th component group for those in the Adult, Technical and Career realm. Ken Allen strongly endorsed the recommendation and made a motion to that effect. Judy Kennedy seconded the motion. Discussion ensued as to what by-law or constitution changes would need to be made. Ken Allen agreed to consult the Parliamentarian, Bill Orr, as to the proper procedures required. The motion was put to a vote and carried.

Linda Denison reported on the status of the two upcoming social events. First, the School Board Forum on February 25, 2003, is set. Social hour will be 5:30 PM; dinner will be 6:30 PM. Topics are needed to be presented to the School Board members. The Spring Social, however, still has no meeting place. Suggested locations included Latams, the Cruise-a-cade, and Zendahtrotto’s. Linda will research these suggestions and bring information to the February 3rd meeting.

C. NEW BUSINESS/ROUNDTABLE:

Charlotee Valenti reminded the Board that FASA Legislative Days are march 18 & 19 and that five rooms are already reserved for HASA attendees.

Mark West made a motion that the Board approve a raise for the Executive Director, now that salary negotiations are over. In keeping with past practice, the raise should be equal to what district personnel received (2%) and retroactive to July 1. It was seconded by Ken Allen and unanimously approved.

Nuri Ayres read a thank you card from Tee Solomon for her membership drive prize in December (\$300 split with Maria Singfield).

Tee Solomon asked if new salary schedules are available and Dr. Miliziano reported that he had been downtown in search of one and they are still not available.

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

Respectfully submitted,

Kenneth Allen

Kenneth R. Allen
Secretary

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