

**Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
July 30, 2007**

In attendance: Carla Bruning, Lou Cerreta, Mary Cunningham, Linda Denison, Pam Elles, Ernie Fernandez, Alice Gault, Connie Hayden-McPeak, Marilou King, Jean Leone, Lois Mautte, Nancy Medina, John Miliziano, Sharon Morris, Herbert Peeples, Mike Phillips, Barbara Pittman, James Rich, Denyse Riveiro, Peter Russo, David Smith, Elsa Tuggle, and Laura Zavatka.

The regular Board of Directors meeting began at 5:09 PM at Brewster Technical Center. .

Dr. Miliziano asked the attendees to go around the room and introduce themselves. Afterward, President Mary Cunningham welcomed everyone and gave a brief overview of the Strategic Planning Meeting that was held in June. For new members present, Mrs. Cunningham took a few minutes to outline the makeup and roles of the HASA Representative Board, the Executive Board and various staff members. She then described various aspects of the organization, such as component groups, alternates' and their roles, meeting dates/times, and other information for new attendees. The format of the Superintendent's Roundtable was briefly presented, as well as the function of the Tampa Bay Area Coalition.

A. Minutes – Connie Hayden-McPeak

Connie Hayden-McPeak presented the minutes from June, 2007 meeting. The minutes were reviewed and it was moved and seconded to accept the minutes.

B. Treasurer's Report – Elsa Tuggle

Dr. Miliziano distributed the June Treasurer's report and explained its layout to the group for those who were new. He described how scheduled audits are conducted and what some of the upcoming expenditures would be. It was moved and seconded that the June treasurer's report be approved for audit. The motion passed.

A proposed budget for 2007-2008 was distributed and Dr. Miliziano reviewed it with those in attendance. Salary increases for paid HASA staff members, based on the proposed school district increases for 07-08, were included in the proposed budget, as well as the possibility of hiring a salary consultant at a later date. A motion was made, approved and passed to accept the new budget.

C. Membership Report – Elsa Tuggle

Mary Cunningham presented the June and July, 2007 membership reports. The current membership stands at 745. She explained how membership is increased by word of mouth of members, and that HASA's all-time high members numbers were just over 770.

Mrs. Cunningham presented the 2007-08 Membership Drive packet. She explained the incentives for joining and the benefits to those who recruit members. Elsa Tuggle read some facts about current membership district-wide. 100% membership in all principals' components is a target, as well as 100% membership at all sites. Dr. Miliziano noted that he would be attending the joint principals' meetings and upcoming council meetings. Some discussion ensued and it was decided to conduct the membership drive from August 1 – November 1, 2007.

At this time, Carla Bruning gave a report on a recent editorial in the LaGaceta opposing district raises for select administrators. She spoke to the author, Patrick Mantega, about his concerns that district-level administrators are receiving too large a raise. Dr. Miliziano encouraged school site administrators to support the district level

administrators and stand behind the Superintendent's plan. He asked them to pickup the phone and make their voices heard, and if possible, show solidarity and HASA's support by attending the 7-31-07 School Board meeting.

D. Administrative Assistant

The membership roster was circulated for corrections. Printed materials for the 07-08 year were identified in the agenda packets, to be discussed as the agenda progressed.

E. President's Report – Mary Cunningham

Mrs. Cunningham gave an account of the topics discussed at the last Superintendent's Roundtable, including the Strategic Planning Meeting, Performance Pay, Alternative Certification, the possibility of hiring a salary consultant, the DOE Principal/Assistant Principal awards, Kevin Ambler's *There Ought to be a Law*, and recognition of HASA members who receive awards. Dr. Miliziano read a thank you from Mr. Ambler for HASA's support. Suggestions for August 15th Roundtable meeting were: (1) High school/middle school supervision: on a seven-period day, teachers only have 50-minute conference periods and cannot do a "duty" anymore. This leaves no monitors for between class changes, lunchroom, etc. Secondary schools need help for the safety of the students. They need clarification to be sure that principals are following district policy correctly, and need suggestions on how to provide safety for students. (2) District-wide calendar of ALL events, meetings, etc. HASA can only do so much on its calendar, and (3) Performance Pay/Alternative certification committee progress report.

HASA will have an information table at the August 9th Joint Principals' meeting. Dr. Miliziano showed one of the 300 goodie bags that will be given away, filled with promotional items and HASA membership information. He asked for volunteers to help assemble and distribute the bags that day.

HASA Proposed Meeting Dates were distributed. January 7th might be an issue, since it is the first day back from winter break, but will be addressed when and if it becomes necessary.

Changes to the Constitution and By-Laws were discussed. The suggestion that salary increases for paid HASA staff members be addressed so to be automatic in future years. It was suggested that time be given for Board members to review the proposed changes. Dr. Miliziano asked the Board to review and email him of any concerns or suggestions, and those concerns will be emailed and shared with the Board as they occur.

Strategic goals were discussed and Mary Cunningham reviewed them with the Board individually, asking for input or suggestions. Discussion was held and some edits were made. The legislative item regarding *expanding the definition of "senior staff" so more administrators can get the 2% retirement multiplier* garnered much discussion. Both sides of the issue were presented for clarification and a motion was made to remove the issue from the current strategic goals. More discussion ensued. The motion died for lack of a second. Final approval of proposed changes to the Constitution and By-Laws was deferred to the September Representative Board meeting.

A motion was made that the item addressing *the increase of retirement multiplier to at least 2%* be removed. The motion was seconded and discussion ensued. Perhaps we need to present our legislative issues to our legislators in a different way. The motion was seconded but did not garner majority vote, so did not pass.

The remainder of the strategic goals were tabled until the September Representative Board meeting so that review, thought and discussion may be had.

F. Executive Director's Report

2007-2008 Opportunities to Serve form will be distributed in membership renewal packs in August.

FASA conference was five days, longest ever. We gathered some good information and networking opportunities were experienced.

2006-2007 HASA President Lou Cerreta was presented with the Past President's plaque. Other Representative Board members who are rolling off the Board will be presented with their plaques at the September Fall Social.

HASA information binders were distributed to incoming Board members.

G. Standing Committee Reports

Lois Mautte presented the 19th of September as an option for the Fall Social at Higgins Hall. She and Dr. Miliziano will coordinate with the caterer there. It was pointed out that on September 19th ESE administrators, coordinators, supervisors, etc., have meetings in Pinellas. Another date available with Mrs. Elia was September 12th but three School Board members cannot attend. Perhaps a later time, 5:30 PM would work on the 19th. A motion was made and seconded for September the 19th beginning at 5:30 PM. The motion passed. Dr. Miliziano asked members to write members of the Hillsborough Legislative Delegation.

Performance Pay/Alternative Certification – Connie Hayden-McPeak reported that groundwork was done and is sitting on Janice Velez' desk currently. No more information has been disseminated. It was decided to add this concern over this delay to the Superintendent's Roundtable issues.

Connie Hayden-McPeak reported that our health insurance premiums will be going up, but not as much as they could have been.

Due to construction at Brewster, it was recommended by Elsa Tuggle and agreed by the Board that future meetings be held at Gary Adult School, 5103 N. 40th Street. Maps will be provided before the September meeting.

H. Roundtable

Comments of welcome were made to all new members.

With no further business, the meeting was adjourned at 7:05 PM.

Respectfully submitted,

Laura Zavatka

Laura Zavatka
2007-2008 HASA Secretary

**Minutes not official until ratified at the September 10th 2007 meeting*