

HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

Minutes - June 5, 2006

At 4:30 PM the Executive Board met independently of the Board of Directors. In attendance at the Executive Board meeting were John Miliziano, Pat Smith, Ken Allen, Lou Cerreta, Elsa Tuggle, Mary Cunningham and Tee Solomon. The Executive Board approved the extension of Legal Defense Fund benefits (matching funds up to a maximum of \$2,500 paid out) to a member challenging his not being re-nominated to his current position for 2006-2007.

In Attendance: Ken Allen, Jennifer Burchill, Donna Cason, Lou Cerreta, Mary Cunningham, Linda Denison, Pam Elles, Ernie Fernandez, Chuck Fleming, Connie Hayden-McPeak, Ina Helmick, Marilou King, Jean Leone, Richard Martinez (special guest), Lois Mautte, Nancy Medina, John Miliziano, Herbert Peeples, Mike Phillips, Pat Smith, Tee Solomon, Charlene Staley, Elsa Tuggle and Cheryl Tyo.

At 5:10 PM President Pat Smith welcomed board members and asked for roundtable introductions. The regular agenda was rearranged in order to hear from Richard Martinez, Employee Relations, to speak to issues regarding salary negotiations. Negotiations are moving fast, with a goal of having settlements before Mr. Martinez retires in just a few weeks. Some key points Mr. Martinez brought out were:

- Keeping teachers in the classroom is a chief goal for legislators.
- Surplus CSR (class size reduction) dollars have traditionally been earmarked for teacher salary increases.
- Approximately \$18 to \$20 million dollars available for salaries at the current time, with additional dollars from CSR for teachers.
- 1% teacher raises costs \$6 million. \$900,000 for 1% for administrators. \$8.5 million for 1% for everyone.
- Administrators are traditionally last to receive raises, depending on what is left.
- Big push to get large increases this year, over last year.
- Property insurance increases have recently been re-negotiated. The district has to pay \$7 million to purchase \$100 million this year.
- Health insurance will be additional 5.7%.

Question: What is the percent between each level for administrators? Current salary plan levels have a value of 2.25%. Longevity supplement exists that hinges on experience in administration: 1% at 20 years, 25th year receives 1.5% and 30th year received 2%.

Question: If we increase per diem to state allowances, do we know the cost? Finance Office will have to figure the increase. When it went from .29 to .33, if memory serves, it went up \$200,000.

Question: What would be the cost of eliminating bottom level and adding a level at the top, widening the gap between teachers and administrators? When teachers receive a higher percentage than administrators, it narrows the salary gap. However, pretty much the increases over the past 6-7 years has been fairly equal until last year. Salary steps for administrators were 2.25% when everyone else's were 2%. In 2001, salary schedule was collapsed from the bottom, with varying numbers of levels being cut from various position categories. This elevated starting salaries for employees in those positions. Always will have the circumstance that someone will be promoted over someone else (overlapping or jumping). Committee that studied determined that experience has to count for something, and it became a basis of placement on the salary schedule.

Question: The gap between administrators and teachers: Is it determined by differentiated salaries or base salaries? Highest paid teachers and newest administrators will have a small gap. Not a great deal of profit to go from teacher to AP. Only a 3% increase. But you also get additional time (hours per day), extra days and some summer time. Future promotions to principal is where the gap widens.

Question: Have you ever seen a raise proposed that was not ratified (in your time)? No. Arbitration once with CTA and twice with HSEF, although that is not a ratification denial.

Question: Public perception regarding administrator raises has been a concern. If we go to differentiated pay, with raises based on ESE, critical shortage areas, etc., can additional dollars go to administrators? *When we negotiate salaries, they are BASE salaries. Anything else has to be negotiated separately.*

The Board took a short break to have a portrait taken by Eddie from Bryn Alan.

A. EXECUTIVE COMMITTEE REPORTS:

I. Secretary – Mary Cunningham:

The board reviewed the May minutes. A motion was made and seconded to accept the minutes. The motion passed.

II. Treasurer – Elsa Tuggle

Ms. Tuggle presented and reviewed the May treasurer's report. Very little activity in May. Adjustments will be made and scholarship recommendations will be made next meeting (August). 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 May. Three new members were noted and a total membership of 715 was announced.

IV. President's Report – Pat Smith

President announced election results: **President-elect:** Mary Cunningham; **Secretary:** Connie Hayden-McPeak; **Treasurer:** Elsa Tuggle; **Retired Administrators:** Jean Leone; **Elementary AP:** Lois Mautte; **Middle School Principals:** Herbert Peebles; **Instructional Support:** Mike Phillips; **Supervisors:** Charlene Staley; **Assistant Principals II –** Donna Cason.

Superintendents Roundtable issues should be emailed to Dr. Miliziano or Pat Smith. Topics discussed for the June Roundtable included: (1) Compensation package; (2) How to better advertise cost-saving insurance options for employees; (3) Possibility of offering an optional rider to add dependent parents on the employee's health insurance plan; (4) Four day workweek for the summer.

Principal and Assistant Principal of the Year awards was discussed. Nominated were: **Senior high principal:** Eric Bergholm. **Middle school principal:** Pat Harold. **Elementary school principal:** Joanne Baumgartner. **Assistant principals II –** George Fekete. **Elementary assistant principal:** Ann Rushing.

V. Executive Director's Report – John Miliziano

Governor signed per diem and mileage reimbursement increases for state. It is permissive legislation for School Boards.

FASA conference attendees: Pat Smith, Tee Solomon, Ken Allen, Jean Leone, Lou Cerreta.

Declaration of HASA's income and expenses for the new year (2006-07 budget) will be presented at the August meeting for approval and adoption.

B. COMMITTEE REPORTS/OLD BUSINESS:

- Pam Elles reported that the website calendar is in place through June. Hope for enhancements next year.

- Health Insurance Committee members Connie Hayden-McPeak and Dr. Lois Mautte reported that the School Board-approved Health Insurance plan is, all-in-all, pretty similar to what exists. Board will pay a small increase and district will remain with Humana. 5.7% increase is much better than the double-digit increase Humana initially asked for. Negotiations are usually annual with insurance companies. Companies normally do not want to commit to longer contracts. Discussion ensued regarding opt-out issues and their possible effect on rates.
- What is the status of adding a rider for an aging parent as a dependent? No discussion has been heard but perhaps it could be a negotiation element for next year. It could be a possible Superintendent's Roundtable issue.

C. NEW BUSINESS/ROUNDTABLE:

- Document containing compensation (per diem, gas mileage, raising top level administrators, etc.) items were distributed to survey the Board as a response to the Superintendent's request to rank items of concern in order of importance. President Pat Smith reviewed the document with the Board of Representatives. Questions and discussion took place regarding the issues and the Board members filled out the survey and it was collected.
- Mutual thanks between the Board and outgoing President Pat Smith were expressed. Dr. Miliziano thanked Ms. Smith and Dr. Allen for the leadership displayed over the past two years.
- Future meeting locations and meeting dates will be decided at the August meeting.
- Dr. Allen offered to coordinate the August dinner meeting and be a guest.

With no further business, at 6:40 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 August, 2006 meeting.*