

Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
June 9, 2008

In attendance: Ed Ballas, Phil Carr, Lou Cerreta, Tammy Crawford-Morse, Mary Cunningham, Ernie Fernandez, Alice Gault, Wendy Harrison, Mark Hunt, Roberta Jakubowski, Marilou King, Susan King, Joe Leavens, Jean Leone, Nelson Luis, Richard Martinez, Lois Mautte, Richard Martinez, Nancy Medina, John Miliziano, Eddie Ocasio, Bill Orr, Herbert Peeples, Mike Phillips, Bobbie Pittman, Peter Russo, Sherrie Sikes, David Smith, Joe Trumbach, Elsa Tuggle, and Laura Zavatkey.

As is tradition the Board enjoyed their annual end-of-year dinner meeting, catered by Gold Ring and arranged by Mary Cunningham. Eddie Ocasio took the annual HASA Board picture for the district calendar.

The regular Board of Directors meeting began at 5:41 PM. President Mary Cunningham welcomed the group of regulars and newly-elected members. Introductions were made all around. She thanked the Board for their dedication with attending monthly meetings and especially thanked Dr. Miliziano and Mari King for their support throughout the year. Executive Board officers elected for 2008-2009 are: President Elect: Tee Solomon; Treasurer: Nelson Luis; Secretary: Laura Zavatkey.

Discussion ensued regarding the next scheduled meeting; the date of the next meeting was decided would be July 21, 2008 at 4:30 PM.

A. Minutes – Laura Zavatkey

Laura Zavatkey presented the minutes from the May 2008 meeting. The minutes were reviewed and it was moved and seconded to accept the minutes, and the motion passed unanimously.

B. Treasurer’s Report – Elsa Tuggle

Mrs. Tuggle presented the May Treasurer’s report and reviewed the current financial status, well within budget. No changes or concerns were noted from the Board and the report was accepted for audit.

C. Membership Report – Elsa Tuggle

Mrs. Tuggle reviewed the May 2008 membership report and new appointments. Membership stands at 775.

Dr. Miliziano reminded the Board that HASA does not endorse nor financially support School Board candidates. However, Legislative candidates are different and are supported as HASA sees fit.

The regular President’s Report and Executive Director’s Report were suspended in lieu of discussing the salary study status. As review, Dr. Miliziano outlined the salary study procedure for those present.

Mr. Martinez addressed the group, giving a history and noting that the whole idea of the current salary study plan is to address the issues of inequities between administrators’ salaries and teachers’ salaries. The current plan being used was designed during Dr. Sickles administration to address problems in the salary scale of the 1990s. In 2000, a committee started studying improving the administrative salary scale. Mr. Martinez worked on that committee.

Mr. Martinez’ advice is to advocate boosting the minimum amount for everyone who gets a promotion in a tiered, not escalated value, indexed on teachers’ salary. Every administrator should have a historic record of years in education that is kept in the district. Teaching experience from out of state is now counted for credit on salary schedule. It can be determined that if an administrator has prior experience, they can be placed on the teacher salary schedule on the appropriate level and add the percentage of increase for administration.

There are many salary schedules in the district – CTA-represented teachers’ salary, CTA Board-negotiated contract for ESP employees, HSEF negotiated contract for blue collar workers, the non-represented employees’ contract, and administrators’ salary schedule. The latter two have to be approved by the superintendent, School-board approved, and can be changed if the school board decides.

While doing salary studies and comparisons yearly with surrounding counties, Mr. Martinez found that in comparison, assistant principals' salaries were usually lower, principals were mid-range, and higher-level positions were on the high end of the range. The intent of the current salary study is not for raises, but to appropriately place administrators on an equitable salary scale.

Dr. Miliziano gave an example of an assistant principal that left the district to be a principal in a private school and then returned to the district. She tried to have her salary clarified and was not able to because the current salary schedule is too convoluted.

Mr. Martinez reviewed portions of the salary proposal document with the HASA board, finishing with the clarification of salary **value** enhancement, based on the teacher's salary schedule, continuing to maintain starting salaries plus indexed enhancement. The major difference with this schedule is that it intends to bump up assistant principals to 10% total value, and everyone else 5%. He reviewed the advantages and disadvantages contained in the salary study document, and provided some orientation documents denoting the current salary schedule status.

Mr. Martinez reviewed the charts and schedules portion of the document and described the purposes of each, giving comparisons and examples between current and proposed schedules.

A question was asked regarding the finite bucket of money for administrators' salaries - if this plan were implemented, would the bucket be fuller, the same, or less? That answer is still to be determined. The prediction is that the plan would cost some money at pay grades one through three where the largest number of inequities exist. It would probably not cost a great deal of money for supervisors and higher.

Is CTA aware of the salary study's intent? Not currently. Is it fair to say that if this plan were implemented two years ago, some administrators would be at an increase of 18%? Yes.

Comment: This plan as presented would remove the school board from approving increases for the non-represented, non-certificated employees. Where does that leave this group? Is it correct that this plan does not tie non-represented, non-certificated salaries with administrators? Yes. But those employees are not tied to certificated administrators salaries now. A recommendation is to convey the need to get these employees onto the "X" salary scale.

Dr. Miliziano asked the group if they felt ready or not to move on to the next phase of the study. The next phase is presenting to the Superintendent and then component groups. Some questions and discussion ensued. Mr. Martinez answered questions and reminded the group that nothing needs to be done at the moment. We have the luxury of being able to take our time.

Comment: Retirees are not affected. Correct.

A motion was made that this plan be taken to the Superintendent for her evaluation. The motion was seconded and discussion ensued. One comment was made that the Board member felt uncomfortable presenting to the Superintendent without the support of the ISP component group. The ISP group suggested tabling the plan until a meeting can be held and input given from that component group. The motion was defeated.

A motion was made to table the plan to take the study to the Superintendent until a meeting can be held to try and link the ISP group into the study. The motion was seconded and passed.

The Alternative Certification Plan is being recommended at the School Board meeting of June 10th.

With no further business, the meeting was adjourned at 7:23 PM.

Respectfully submitted,

Laura Zavatkey

Laura Zavatkey
2007-2008 HASA Secretary

**Minutes not official until ratified at the July 21, 2008 meeting*