

Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
Horton ISC – Room 161
June 6, 2011

In attendance: Yinka Alege, Ken Allen, Carla Bruning, AnnMarie Courtney, Mary Cunningham, Linda Denison, Ernie Fernandez, Paul Gansemer, Alice Gault, Sheree Glass, Brenda Grasso, Christine Hanjian, Connie Hayden-McPeak, Wendy Harrison, Roberta Jakubowski, JoAnn Johnson, Marilou King, Francine Lazarus, Joe Leavens, Jean Leone, Richard Martinez, Lois Mautte, Nancy Medina, John Miliziano, Kim Moore, Herbert Peeples, Jason Pepe, Tee Solomon, Mia Small, Clay Ward, Sharon Zulli. Guest speaker, David Karp. Photographer: Eddie Ocasio

The Board enjoyed a dinner of chicken and yellow rice at the annual End of Year dinner meeting.

At 5:45 PM, Dr. Miliziano introduced guest speaker and HASA business partner, David Karp. Mr. Karp is from Karp and Associates, financial planners. He distributed a financial planning packet and reviewed its contents with the Board members present. He spoke about services he can provide to HASA members at discounted prices, and outlined the procedure for establishing a “snapshot” of members’ future financial situation. Mr. Karp gave a summary of his background. He has been in the field for over 30 years, many of them working with school districts.

Dr. Miliziano asked all present to stand and introduce themselves and give their offices. He noted that any organization lives or dies on their leadership. He recognized past presidents in attendance. Dr. Denison called the meeting to order at 6:10 PM.

A. Minutes – Carla Bruning

The members’ attention was directed to the May minutes. An incorrect spelling of Dr. Denison’s name corrected. It was moved and seconded to accept the minutes as corrected and the motion passed.

B. Treasurer’s Reports – Jason Pepe

Dr. Jason Pepe addressed the Treasurer’s Report for April. Dr. Miliziano noted that the Board needs to review the treasurer’s reports and ask questions when needed. It was moved and seconded to accept the report for audit.

C. Membership Report.

Mr. Peeples addressed the May membership report. It was noted that 876 members are on the rolls. Mr. Peeples pointed out new appointments and potential members. Dr. Miliziano mentioned that in the most recent newsletter, new members and new appointees were recognized. Potential members were invited to join HASA using the membership form included in the newsletter. Members were encouraged to give personal invitations to potential members.

D. President’s Report – Linda Denison

Dr. Denison talked about the excellent discussion(s) recently held with the Superintendent regarding the progress of the salary study. It is felt that Mrs. Elia is on board and wants the salary study information to move forward. Discussion panels are being established for when school begins. Mrs. Elia agrees that the time is right, even though funds are not available at the moment. Plans will be in place when funds do become available. Mr. Dan Valdez has also given his support to the initiative. Mr. Martinez agreed that Mrs. Elia is clearly willing to buy into looking at the indexing plan for existing administrators and the career ladder scenario for newly appointed administrators.

Dr. Miliziano gave a brief summary of the salary study from the early days of its concept, for the new HASA board members in attendance. Regarding focus groups: Dr. Miliziano asked for input from those with an interest and analytical talents, or who know component group members who might be willing to participate. He asked council leaders to make time at their meetings to talk to their component group members. Discussion ensued about possible formulas and salary lists that could demonstrate individual salary situations. Mr. Martinez gave some

scenarios and suggested that councils appoint someone to represent them as it pertains to the salary study. Dr. Pepe suggested that those leaders begin now to review the information posted on the web supporting the salary study for meetings that will be planned after school begins. Administrative salary is an ongoing issue in the district and has been for many years. This process will lend transparency to salary designation. The important thing for now is to get the word out and get an informed group of people ready to discuss the information with their component groups.

(Break for group photo by Eddie Ocasio, LifeTouch Photography)

E. Executive Director's Report – Dr. John Miliziano

Dr. Miliziano reconvened the group for conclusion. He noted that Herff Jones, VALIC, The Foundation, NOVA and others have contributed by donations, ads, scholarships, social door prizes, etc. The total given for the year financially is approximately \$5,822.

It was agreed that no July meeting would be scheduled.

FASA is so important! During the legislative session FASA's reports, wrap-ups, etc., were fast and accurate. FASA's work will become even more vital next year and in the years to come to sway the tide for administrators. FASA is our strongest voice. It was noted that now is the time that principals are doing their internal budgets, and would be a good time to remind principals that institutional dues for FASA need to be considered from their General Miscellaneous funds.

G. Administrative Assistant:

Please fill out contact sheets so that directory can be updated accurately.

H. Committees:

- Health insurance: Will go up 3.7%, but is still a lot lower than surrounding counties. Plans will stay the same.
- Mentoring: Reminder to sign up.
- Historian: Looking forward to the next spotlight article!

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

Carla Bruning

Carla Bruning
2010-2011 HASA Secretary

**Minutes not official until ratified at the August 8th Board of Directors meeting.*