

Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
March 3, 2008

In attendance: Carla Bruning, Donna Cason, Lou Cerreta, Tammy Crawford-Morse, Mary Cunningham, Linda Denison, Ernie Fernandez, Alice Gault, Connie Hayden-McPeak, Mark Hunt, Marilou King, Jean Leone, Lois Mautte, John Miliziano, Audrey Miller, Herbert Peeples, Bobbie Pittman, Jim Rich, Denyse Riveiro, Sherrie Sikes, David Smith, David Steele, Tee Solomon, Elsa Tuggle and Laura Zavatkay.

Special Guests: Richard Martinez, Dan Valdez, and Steve Hegarty.

The regular Board of Directors meeting began at 5:05 PM at Gary Adult School.

President Mary Cunningham suspended the agenda so that guest Richard Martinez could address the salary study issue with the Board.

Mr. Martinez gave a brief history of how he became involved with the salary study through HASA. Statistically, over 14 years of salary comparisons, he came up with the same conclusions each time: Teachers are not paid state average, principals are paid *at* state average, maybe a bit higher, and assistant principals are underpaid in comparison with state averages. School Boards have always had a tendency to want to put teachers first regarding salary. The problem is that somehow administrators are viewed as “children of a lesser God” because they are not in the classroom anymore.

Businesses put their best people as managers, and rightly so. Mr. Martinez is recommending to HASA and Dr. Miliziano that, rather than look at salary comparisons, look at some way to align administrative salaries with teacher salaries. This would allow adjustments to administrative salaries based on whatever annual increases teachers receive. It should work well for certificated personnel. Indexing salaries for certificated personnel with teacher salaries would get the Board away from having to debate publically the raises for administrators.

In the past almost all administrators came from the ranks of the teachers. This is less true today. HASA Board members really wish they could do something for instructional support personnel. Instructional Support Personnel are already on a salary schedule that is leveled, tiered, with a direct percentage of increase based upon what the non-represented support receive currently. Mr. Martinez noted that he is not sure what can be done for this group at this time. A suggestion would be coordinating a salary study based on a real-world comparison with other like-areas, government, USF, etc., as well as private entities.

Mr. Martinez reviewed Phase I of his proposal to HASA, element by element. Excel spreadsheets created from information retrieved from the District, creating a plan, analysis of problems, and initial ground work, all the while keeping Dr. Miliziano and HASA informed on progress.

Phase II, once authorized by the HASA Board, would actually include going in and looking at projected costs, developing guidelines for revised salary placement, and developing revised salary schedules. He mentioned that it is his feeling that that higher-level management positions may not benefit as much as entry-level and middle-level administrators. Phase II will be more nitty-gritty, the biggest part including meetings with the HASA Board and all component groups involved (including Superintendent) and see where things go. Two groups that stand to benefit most: assistant principals and coordinators, the most underpaid groups. The concept will be to properly compensate administrators by indexing their salaries to a teacher’s salary schedule.

How will HASA know when Phase I and Phase II are completed: Mr. Martinez will meet with HASA Board periodically to review what has transpired in Phase I and then in Phase II.

How will the proposed study deal with the Instructional Support Personnel? The ISP salary schedule that is in utilization now and what needs to happen is a whole different approach. Perhaps determine what is the value of these positions in the real-world market and get the Superintendent’s response.

What is a projected timeline for completing Phases I and II? Phase One – if study is authorized, suggestion is that Phase I will take a couple of months, with Phase II completed sometime next school year. One danger is that this information only is only accurate for so many months – values change as time passes. A study will lose its validity when

too much time has passed. The best posture to take would be finish Phase I prior to end of this year, and Phase II after negotiations next school year.

Can you anticipate which concerns this study will be able to favorably address? The big problem with the existing salary schedule was that some people were ahead, some behind, some jumped, etc. This salary study will recommend placement based on educational experience. This study should correct anomalies.

Can you anticipate which concerns this study will not be able to correct? Main problem not able to correct: we won't get a lot more money. No matter what the results, increases will continue to be based on dollars available and approval by the Superintendent.

Can you anticipate what new concerns this study may create? No new concerns, other than if Superintendent decides no, its no. School Board members may welcome the idea that salaries can be aligned with teacher salary schedule, but it's hard to predict.

Salaries from surrounding counties will not be included in this study, as they have been addressed in the past. This study would be unique to Hillsborough County. Dr. Miliziano noted that Palm Beach County Schools have something similar.

It was noted that some administrators (adult school) had teacher-based salary before, and were made to leave CTA because of it. Regarding teacher supplements: could we end up with some having \$90,000 in supplements? In this study, assistant principals will not be called teachers – but the idea is to base their salary on the level they would have been on as a teacher, enhanced for being an administrator.

Mr. Dan Valdes addressed the group, supporting the effort to begin the salary schedule. He noted that the biggest salary complaint he hears is that steps were collapsed and now administrators are topped out. Staff thought it was a great idea at the time. Teacher salaries have been enhanced more than administrators in recent years – that's a fact. A study would be a good benchmark, regardless of the results. Inequities may not be fixed, but at least can be identified. Mr. Valdes stated that he appreciated HASA's rejection of separating school-based administrators and district-level administrators. HASA may have to address this issue again in the future.

Dr. Miliziano spoke in support of the salary study, hoping it will address many members' concerns including what their salaries truly are and how they are figured, entry-level administrators sometimes having to even take a pay cut, and other concerns. One question asked was, is there a danger that results of this survey could impact a long-time teacher applying for an administrative position, as in keeping that teacher from being promoted? The feeling was that no, it should not have an impact. It was mentioned that as we look at this, we don't expect that anomalies will occur where principals are making more than area directors, assistant principals more than principals, etc.

A motion was made that the Board enter into a contract with Richard Martinez to study the school administrators' salaries in Hillsborough County. The motion was seconded. Discussion ensued about the ISP group being set aside for another study. It was mentioned that not many concerns have arisen from the ISP group in the past. Dr. Miliziano promised that if we move forward with the current proposed salary study, then ISP salaries will need to be looked at next. He reminded the group that Performance Pay includes instructional support. The original motion carried.

Steve Hegarty addressed the HASA board regarding the new Universal Calendar. The need for a calendar arose because when individuals try to schedule events, too many conflicts are occurring. A Universal Calendar would be one place you could go months ahead of time, on your IDEAS desktop, to schedule events that would not conflict with School Board, Superintendent's and other's calendars and events. School Board secretaries are the best resource for information. Only certain people can enter items on the calendar. A few fields of information will be available, although attendees at events will not be listed. Calendar suggestions can be sent to Steve Hegarty. Mr. Hegarty expects the calendar will launch soon.

A. Minutes – Laura Zavatkay

Secretary Laura Zavatkay presented the minutes from the February, 2008 meeting. The minutes were reviewed and it was moved and seconded to accept the minutes. The motion passed by majority vote.

B. Treasurer's Report – Elsa Tuggle

Mrs. Tuggle presented the February Treasurer's report and reviewed the current financial status. On the consultant line - \$2,000 currently shows. A recommendation was made from Treasurer was that budget be amended to increase that line at

least \$6,000 to a total of \$8,000. \$750 has already been paid to the consultant. A motion was made and seconded to accept the recommendation. The motion passed. No changes or additional concerns were noted from the Board and the report was accepted for audit.

C. Membership Report – Elsa Tuggle

Mrs. Tuggle reviewed the February 2008 membership report. The membership total is now 787. Recent appointees were noted and representatives were asked to contact those they know. It was mentioned that one appointee has already joined HASA.

D. President's Report – Mary Cunningham

President Mary Cunningham mentioned that suggestions for the March 12th Superintendent's Roundtable included the mileage increase issue and the approval of the salary study. Another topic mentioned was cell phones in the classroom and how they are interfering with instruction and sometimes even safety in the schools. The district policy is vague regarding the rules of cell phone use at school. .

Mary Cunningham gave a positive report on the School Board Forum. Dr. Mautte received kudos for great food, a good meeting and coming in under budget.

School Board Calendar Ad - HASA will buy the same half page advertisement as usual – price for 08-09 = \$550.00.

E. Executive Director's Report

Dr. Miliziano noted that Elsa Tuggle, Eddie Ocasio and himself are going to Legislative Days.

A meeting is planned for eliminating HASA's responsibility of collecting FASA payroll deduction dues. Results will be shared at a future meeting.

Dr. Miliziano mentioned that articles are needed for the Spring newsletter and asked the Board to share anything they find.

Juhan Mixon, lobbyist for FASA, requested that school districts that have PACS contribute \$1,000 to the Republican Party. HASA reviewed the proposal and declined, as did many of the other districts approached. HASA wants to endorse individuals, not parties. It was noted that several recent meetings with Florida representative Mike Scionti went very well.

F. Standing Committee Reports

The upcoming HASA election was discussed and seats being vacated were reviewed. Dr. Miliziano asked Board to carefully consider all vacating seats.

Dr. Miliziano and Dr. Mautte will meet with the Higgins Hall staff regarding the Spring Social. Three dates that area clear for the Superintendent and Board are April 2, April 16 and April 21. It was suggested to focus on the 21st. Dr. Linda Denison noted that she has learned that Pepin Distributing at 50th and MLK Boulevard has reception areas available to non-profit organizations free of charge. Another suggestion was the Italian Club on 7th Avenue and 18th Street.

Lou Cerreta discussed a draft Business Partner flyer with information regarding partnerships.

Mr. Cerreta also mentioned that perhaps HASA would want to sponsor or partner up to sponsor the annual Elementary Safety Patrol picnic on April 19th. Dr. Miliziano mentioned that we are already sponsoring the **Ought to Be a Law**, but this might be another good venue for positive exposure. A motion was made for HASA to sponsor the picnic for \$1,000. The motion was seconded and a question was asked – what is the money used for? Food, activities, and drinks for close to 6,000 children. Every elementary principal attends, as well as fire departments, police and sheriff, etc. However, it could open up the door to a lot of requests, and perhaps a set of guidelines for future requests for sponsorship be developed. The original motion was amended to sponsor for \$500 instead of \$1,000. The amended motion was seconded and passed.

The Legislative Committee has been visiting and getting up close and personal with Hillsborough legislative delegates. A report will be forthcoming.

G. Roundtable

- Negative press articles have been printed about the DROP. There was one in the St. Pete times and one in the Tribune. Dr. Miliziano had copies for anyone who wanted to read them.
- Jean Leone mentioned the campaign kick-off for Jack Lamb for school board. Jack is a friend of HASA and individual members can do whatever they wish. However, HASA as a Board cannot endorse a School Board candidate.
- David Smith spoke regarding Alternative Certification: Bottom line results have been that a recommendation was made to not have Alternative Certification – just create district Preparing New Leaders Plan that has series of course work agreed upon by any person getting the position and the CEO of that division, and to do away with Ed Leadership as we know it currently for district level administrators.

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

Respectfully submitted,

Laura Zavatkey

Laura Zavatkey
2007-2008 HASA Secretary

**Minutes not official until ratified at the April 3, 2008 meeting.*