

**Hillsborough Association of School Administrators  
Board of Directors Meeting Minutes  
October 1, 2007**

In attendance: Lou Cerreta, Mary Cunningham, Ernie Fernandez, Alice Gault, Mark Hunt, Marilou King, Jean Leone, Lois Mautte, John Miliziano, Herbert Peebles, Mike Phillips, Jim Rich, Peter Russo, Sherrie Sikes, David Smith, Tee Solomon and Elsa Tuggle.

The regular Board of Directors meeting began at 5:15 PM at Gary Adult School.

**A. Minutes – Laura Zavatkay**

President Mary Cunningham presented the minutes from the September 10, 2007 meeting. The minutes were reviewed and it was moved and seconded to accept the minutes.

**B. Treasurer’s Report – Elsa Tuggle**

Mrs. Tuggle presented the September Treasurer’s report and reviewed the current financial status. She noted that the Fall Social expenses came in under budget, and that the month was quiet otherwise. 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 September, 2007 membership reports and status of the 2007 *Each One Recruit One* Membership Drive. Due to the recruitment drive, 63 new members have joined to date, raising the current membership numbers to 797. Dr. Miliziano noted that VALIC is contributing \$500 to offset recruitment costs. Dr. Miliziano reviewed the Instructional Support Personnel lists, members and eligible potential members. He explained the recent verification of criteria for eligibility and added that letters will be sent to the identified eligible potential members. Recently appointed administrators were also noted and representatives were asked to contact those who belong to their group(s).

**D. President’s Report – Mary Cunningham**

President Mary Cunningham reviewed the Superintendent’s Roundtable from September:

- HASA asked about a progress report on Alternative Certification - Mrs. Elia assured that it is close to closure.
- HASA asked about the status report on Performance Pay for district level staff – still in progress.
- HASA asked about the progress of a district calendar – this is still in the works.
- HASA asked the Superintendent for areas of concern she would like to share; she expressed her appreciation for HASA’s support during various recent difficult situations. Dr. Miliziano asked the group to express any concerns they may have about some of Mrs. Elia’s more difficult decisions. The media sometimes inflates the issues in an aggressive way, and the HASA Board discussed what HASA’s response should be to some of the more volatile issues.

It was mentioned that perhaps some of the more sensitive issues could be addressed in the HASA newsletter, supporting the Superintendent on such issues as salaries, leadership with the School Board, and other matters that arise. Dr. Miliziano asked that the HASA Board think about it and share ideas. It was also discussed that perhaps HASA should consider hiring a salary consultant, someone who understands the pay issues, such as Richard Martinez. It was suggested that Dr. Mike Bookman might also be a candidate for a salary consultant. No opposition was expressed regarding the Executive Board approaching these men for assistance with a salary study.

Items for the October 10 Superintendent's roundtable:

- Permission to explore instructional support personnel council.
- Alternative Certification status
- Performance Pay for district level staff status
- District-wide calendar status
- MAP guidelines/criteria – when will they be available?

Legislative Priorities for the new session were discussed as a possible roundtable topic – to identify School Board priorities so that HASA will not be in conflict with them. The Coalition wants to focus on just one item: Extension of the DROP. This is controversial, since the legislature may do away with the DROP Extension. One suggestion is to ask that administrators be treated the same as teachers, leveling the playing field for administrators regarding the DROP.

Lou Cerreta addressed the Annual HASA Leadership Awards. It was suggested that this year HASA approach past presidents for assistance with candidates for the awards.

### **E. Executive Director's Report**

Dr. Miliziano reviewed the status of the Principal and AP Leadership Awards and the upcoming Ball. It was noted that Dan Bonilla was called as a finalist.

Dr. Miliziano offered to speak at any councils who would like to place him on their agenda.

Two requests have been received in the last few weeks to access the *Legal Defense Fund*. Dr. Miliziano outlined the program briefly.

To date, HASA has ten business partners, eight of whom were represented at the Fall Social. HASA needs to encourage and promote growth in partnerships.

### **F. Standing Committee Reports**

Calendar – HASA does not have anything accessible on IDEAS. Debbie Veranth offered to help post HASA information on that forum.

Special Events – many positive comments were made about the Fall Social. Lois Mautte thanked all who helped.

Performance Pay – Alternative Certification: The Superintendent was informed that HASA reps were not invited to past meetings. Mrs. Elia said she'd make note to be sure HASA gets invited.

Strategic Goals were included in the agenda packet, and Dr. Miliziano asked that board members be sure and help get that information out.

### **G. Roundtable**

- Great Fall Social!
- Keep supporting for administrators at King High School who have come under fire recently in the Media and from attendees at a recent Town Meeting.

With no further business, the meeting was adjourned at 6:10 PM.

Respectfully submitted,

*Laura Zavatkey*

Laura Zavatkey  
2007-2008 HASA Secretary

*\*Minutes not official until ratified at the November, 2007 meeting*