

**Hillsborough Association of School Administrators**  
**Board of Directors Meeting Minutes**  
**October 5, 2009**

**In attendance:** Ken Allen, Lou Cerreta, Ernie Fernandez, Alice Gault, Wendy Harrison, Connie Hayden-McPeak, Marilou King, Jean Leone, Lois Mautte, John Miliziano, Herbert Peeples, Jason Pepe, Mike Phillips, Bobbie Pittman, Sherrie Sikes, Tee Solomon, Joe Trumbach, Elsa Tuggle, Laura Zavatkay. **Business Partner:** Robert Fox of Suncoast Wealth Services.

Before the meeting was called to order, Dr. Miliziano passed around the description of an *Italian Festival Basket* that the Executive Board approved to be offered as a prize for a drawing that will be held at the Fall Social. Tickets will be for donations of \$1 for one ticket and \$5 for six tickets. Another issue discussed and approved at the earlier Executive Board meeting was to spend approximately \$500 to purchase a table cover with the HASA logo and a roll-up sign with a HASA message.

At 5:10 PM, President Tee Solomon welcomed attendees and called the meeting to order. Awaiting a Business Partner to arrive, Mrs. Solomon began the meeting.

**A. Minutes – Herbert Peeples**

Mrs. Solomon asked that the September minutes be reviewed. It was moved and seconded to accept the minutes as presented and the motion passed.

**B. Treasurer’s Report – Jason Pepe**

HASA Treasurer Jason Pepe addressed the September general treasurer’s report in the packets. It was moved and seconded that the treasurer’s report for September be accepted for audit. With no opposition, the motion carried. Mr. Pepe also reported that HASA Business Partner and CPA Doug Mortellaro gave HASA two pieces of good news. (1) An exemption request was approved by the IRS without additional information being required, and (2) The exemption will apply retroactive to 1976. HASA will need to submit paperwork by 11-15-2009 for the 2009 return, and every year thereafter by April 15<sup>th</sup>. The fee to prepare the 2009 return will be between \$350-400 and the fee to prepare paid staff’s 1099 forms will be \$90. It will be an annual fee for preparing the 990EZ Form. Dr. Miliziano gave a brief history of how the situation came about and how HASA was in violation of IRS codes for the last 33 years. A motion was made to proceed with the CPA and his recommendations/assistance in submitting the required forms. The motion carried.

**C. Membership Report – Linda Denison**

In the absence of membership chair Dr. Denison, Dr. Miliziano briefed the group on the progress of the October 1<sup>st</sup> HASathon and the three councils’ membership drive efforts. 34 new members have been obtained since the beginning of the drive. The Executive Board had met and approved for coordinators to use \$650 that HASA is holding for them to offer \$20 incentives to new members. Five coordinators have already offered verbal commitments. Reports from home callers gave a promise of even more possible enrollments. Dr. Miliziano reminded the group that payroll deduction is now the only option for new members to pay membership dues. The September membership report was accepted with no opposition.

\*At this time HASA Business Partner Robert Fox from Suncoast Wealth Services, briefly addressed the group with his experience (22 years), affiliation (Raymond James) and some materials on hand for interested members. He spoke about the importance of Long Term Care insurance – not having to depend on a child or sibling for in-home care. Mr. Fox distributed printed materials to the Representative Board members and offered to send additional workbooks and materials per request. If five members submit enrollments from one group, a five percent discount can be applied.

**D. Administrative Assistant’s Report – Marilou King**

The Email Tree is coming along with over 200 email addresses. Mrs. Solomon commented that the personal appeal from Dr. Miliziano and others helped to boost the number of submissions this year.

### **E. President's Report – Tee Solomon**

Report from the Superintendent's Roundtable of September: Mrs. Solomon reported on the results. The draft of a letter to Mrs. Kurdell was discussed. Mrs. Elia and those present were agreeable with the draft. Since then the letter has been reviewed by the school board attorney, Business Partner Dominic Baccarella, and approved by the HASA Executive Board for sending to Mrs. Kurdell with copies to the Representative Board and HASA members.

Recognitions at Board meetings were also discussed with the Superintendent. There are four times a year when recognitions are held. Other recognitions are additions to the regular agenda and cause it to be longer. Regarding the question on MAP (Merit Award Pay): Mr. Pepe reported that a question was asked whether the merit award program would continue in the wake of the Gates Grant (\$100 million over seven years). No clear answer was readily available, but it is a possibility that the grant could replace MAP. 85% of teachers are not pleased with the current formula, which monetarily rewarded approximately 15% of teachers this year. Ethics were discussed and it was noted that many teachers have lost their positions over unethical evaluations. More discussion ensued about merit pay and the procedures used to determine eligibility. Lawson has the ability now to produce reports that can assist principals in their evaluation of teachers. It is anticipated that the Gates Grant will change the procedure for evaluations for the better. The possibility of a workshop with HASA regarding the Gates Grant was discussed, to give HASA an overview of the program. .

The Fall Social was discussed at the Superintendent's Roundtable, as well as the Administrative Pearls workshop(s) which are scheduled for the 20<sup>th</sup> and 22<sup>nd</sup> of October, sponsored by two Business Partners, VALIC and Liberty Mutual. Former district administrators will assist Joe Trumbach and John Miliziano in the presentation of the "pearls" and in-service points will be awarded. The goal is to present a meaningful, informative and useful program for administrators.

The October Superintendent's Roundtable will be October 14<sup>th</sup>. A call for issues was presented. More and more documentation is being required of principals, more reports and tracking documents. Is there any way, at a district level, to look at some items that are required to see what is state mandated and what is not, so that some requirements could be considered for removal? One example, could some rewards programs be consolidated? Other principals on the representative board agreed. Perhaps a consulting firm needs to be hired to study the time impact some of these old-school tasks are having on the schools. Everyone is stretched too thin. So many things that principals are required to do are holdovers from the old days. One possible solution: access to the web and technology could speed up the time it takes to comply, if some requirements be technologically updated, even web-based. The district is not staying current. The principals' handbook needs to be online.

Dr. Miliziano suggested having a roundtable-type discussion bringing out the points verbalized above. Some principals present were concerned about appearing to be complaining. Discussion ensued on how best to present the concerns. Hire a consulting firm? What about the HASA Executive Board summarizing the concerns for the Superintendent? What about HASA hiring a consulting firm to run focus groups? The Executive Board will present that concern to Mrs. Elia. Another issue for a future roundtable: APEIs working Saturday ELP for no salaries.

### **F. Executive Director's Report – Dr. John Miliziano**

Dr. Miliziano noted that sending out the letter to Mrs. Kurdell will prove that (1) HASA took members' concerns to heart; (2) it is informative and tells members how the grievance procedure works; (3) all seven board members know that all 850 HASA members have been informed and know that the school board has agreed to provide assistance in stopping this kind of situation.

He gave a brief overview on the October 14<sup>th</sup> Coalition Meeting. How do we improve our relationship with FASA?

### **G. Committee Reports:**

Legislative Committee: Dr. Allen reported that he had the opportunity October 1<sup>st</sup> to attend a reception for Mr. Kevin Ambler. Mr. Ambler was ardent in his support of HASA and wants to be a mutual partner. He appreciates the support with his Civics program (There Ought to Be a Law). He is looking forward to earning HASA's support.

Connie Hayden McPeak attended the Insurance meeting at Jefferson and it was an impressive meeting, informative and well-handled.

Dr. Mautte gave a Fall Social report – all is on target for the 13<sup>th</sup> of October. This year each Business Partner will award their own door prizes. This will give them more recognition and a chance to be a participant in the event. Dr. Miliziano also asked that each Representative Board member “adopt” a business partner to sit at their tables.

Sherrie Sikes thanked everyone for all that they do, especially the grievance process improvements that HASA initiated.

Laura Zavatkay thanked Dr. Miliziano for his leadership of the Board.

Jean Leone noted that she is glad to be retired!

Mrs. Solomon mentioned that the courtesy committee had been making attempts to send uplifting gestures and messages whenever possible.

With no further business, the meeting was adjourned at 6:35 PM.

Respectfully submitted,

*Herbert Peeples*

Herbert Peeples  
2009-2010 Secretary

*\*Minutes not official until ratified at the November 3, 2009 Board of Directors meeting.*