

HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS
MINUTES ~ September 20, 2004

In Attendance: Ken Allen, Carla Bruning, Lou Cerreta, Anne Chatfield, John Copeland, Tammy Crawford-Morse, Mary Cunningham, Connie Hayden-McPeak, Ina Helmick, Jean Leone, Mari McBryar, John Miliziano, Mike Phillips, Sherrie Sikes, Maria Singfield, David Smith, Pat Smith, Tee Solomon, Elsa Tuggle, and Charlotte Valenti.

The president, Dr. Ken Allen, called the meeting to order at 5:00 PM. Dr. Allen welcomed board members to Brewster Technical Center. He also recognized Mr. John Copeland for his assistance to the community, above and beyond the call of duty, during recent storms.

A. EXECUTIVE COMMITTEE REPORTS:

I. Secretary – Lou Cerreta:

The August minutes were reviewed. A motion was made and seconded to approve the minutes as presented. The motion carried.

II. Treasurer – Elsa Tuggle

Ms. Tuggle presented the August treasurer's report. She explained how the checking account had become very nearly depleted due to the recent change in the dues deduction schedule (20 pay-periods instead of 25 pay-periods. This means no dues were deducted from employees' checks in the summer and HASA received no income).

Ms. Tuggle proposed to the Board that some action be taken to avoid the summer financial slump. One element of the proposal would be to pro-rate the Executive Director's pay to match the 20 pay-period deduction schedule, thus paying him more per month during the year, but none in the summer when dues are not collected. Another element of the proposal would be to schedule the annual audit at a time other than the summer, to save the salary paid to the auditor.

Ms. Tuggle reviewed the issues brought to light in the audit and the recommendations that were made by the auditor to correct any and all exceptions. Those included (1) Two instances of overpayment to staff that would be reimbursed; (2) Minutes would reflect any future salary/COLA raises given to staff; (3) Any and all posting errors would be corrected and (4) A part-time bookkeeper be hired to assist with check writing and posting.

The Board discussed all issues and recommendations. A motion was made to accept all proposals/recommendations and the August treasurer's report. The motion received a second and passed.

III. Membership Report – Pat Smith

Ms. Smith presented the August membership report and noted that membership was up over 700 members for the first time ever. She reiterated that members' recruitment efforts should span component groups across the Board, not be limited to a member's own group. She was also encouraged by the number of affirmative answers she had received to invitations sent regarding the Fall Membership Social. She stated that she hoped the momentum is as strong when the Social is held at its rescheduled date of October 27th.

Dr. Miliziano reviewed the list of administrative appointees for the past year who have yet to join HASA. He offered to speak at council meetings or with component groups

IV. President's Report – Ken Allen

Dr. Allen called for issues to be submitted for the next Superintendent's Roundtable meeting. Issues brought up at the June meeting included (1) floating data processors and/or bookkeepers, (2) top step pay for administrators, and (3) limited availability of substitutes for Title 1 schools or crisis areas. Three more issues were mentioned, (4) performance pay for supervisors, and (5) increase in per diem paid by the district. Currently per diem is \$21 per day, while legislators receive \$58 per day, and (6) Possibly hiring T-payroll personnel in the summer to fill in for Secretary IV personnel who are not 12-month.

Legislative agenda issues were approved as follows:

- FRS retirement benefits are punitive to some.
- The DROP Program is not equitable.
- Returning to work after retirement is not equitable.
- Normal retirement without penalty should be allowed after 25 years of service
- The 1.6% multiplier for calculating retirement benefits should be increased to at least 2%.
- The Health Insurance Subsidy from the state for retirees should be increased.

A suggestion was made that HASA join with other state agencies that are affected by the 1.6% multiplier. This was well received, as long as the agency has some amount of political clout.

*At this point the Board recessed to have a group picture made by Bryn Alan.

V. Executive Director's Report – John Miliziano

Dr. Miliziano discussed the need to re-establish the PAC fund. A proposal was made to move \$2,000 into the PAC account. It was reiterated that members can opt out of participation in the PAC account by contacting Mari McBryar. That opt out opportunity was printed in the September newsletter for all members' information. A motion was made and seconded to move \$2,000 to the PAC account. The motion passed.

Dr. Miliziano expressed regret at having to postpone the Fall Social due to severe weather. It was postponed until October 27th. Pat Smith reminded the Board that the schedule includes a buffet and open bar from 5:00 to 6:00. She will try to send individual invitations again.

Dr. Miliziano informed the group of the growing interest statewide in the Coalition. He asked and received permission by consent to visit two counties, Seminole and Hernando, to encourage association building and discuss the benefits of membership in the Coalition.

At this time, 5:55 PM, the HASA Board adjourned so that the HASA/PAC Board could convene. At 6:00 PM the HASA/PAC Board adjourned and the HASA Board reconvened. (See HASA/PAC minutes at the end of this document.)

Dr. Miliziano informed the group that the Tampa Bay Area Coalition is planning a workshop, "What Does FASA Have in Store for the Future of Florida's Administrators?" This workshop will bring new ideas to the forefront and lay to rest old conceptions.

Dr. Miliziano told the group that he would be out of town at the time of the October 4th HASA Board meeting. The date was discussed, as was the Superintendent's Roundtable date of the 13th. It was decided to keep the Board meeting date on the 4th but change the Roundtable date to the 20th.

B. COMMITTEE REPORTS/OLD BUSINESS:

C. NEW BUSINESS/ROUNDTABLE:

- Charlotte Valenti had the plaques that will be awarded at the Fall Social.
- David Smith announced that Jennifer Burchill would accept the position of alternate for the *Directors* component group.

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

Respectfully submitted,

Lou Cerreta

Lou Cerreta, Secretary

**These minutes are not official until approved at the October, 2004 meeting.*