

HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

On Wednesday, September 29, 2010, HASA's Executive Board met in the ROSSAC building to deliberate on the following agenda items: Present were, Dr. Linda Denison, Carla Bruning, Tee Solomon, Dr. Ken Allen, and Dr. John Miliziano. Jason Pepe was consulted by telephone.

HASA's By-Laws, Section 4, states that "Recommendations made by the Executive Board shall be reflected in the Representative Board meeting.

Issue #1: Lou Cerreta has returned to the classroom and is no longer eligible to hold the office of HASA President Elect. HASA By-Laws Article VIII – Vacancies Section 2 states that "all executive board offices declared vacant shall be filled by the Representative Board". Present members of HASA's Representative Board of Directors who wish to be considered to fill the position of President Elect need to contact Dr. John Miliziano and submit their name for consideration. At the November 1, 2010, HASA Board meeting a slate of names will be presented and an election will be conducted to select the new President Elect.

Issue #2: The Executive Board, on recommendation from Dr. Ken Allen, approved the endorsement of Stacy Frank candidate for the Florida House, to fill Fay Culp's position, and Charlie Crist for the US Senate. Miss Frank will be given a \$500 contribution and Governor Crist will receive \$250.

Issue #3: The Executive Board approved funding HASA's Committee for Continuous Existence (CCE) by transferring to the CCE \$2,000 from the Legislative Activities section of the Estimated Income/Expenditures 2010-2011 budget.

Other items discussed were: Placement of Dr. Allen's article in the HASA Fall newsletter; FASA's payroll deduction issue and the elimination of future intermingling of FASA & TBAC funds; progress of Richard Martinez's salary study; and adding a FASA membership form in HASA's Fall Newsletter.

Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
September 20, 2010

In attendance: Carla Bruning, Linda Denison, Ernie Fernandez, Gina Flynn-Carmack, Alice Gault, James Goode, Christine Hanjian, Celeste Johnson, Marilou King, Joe Leavens, Jean Leone, Lois Mautte, Derrick McLaughlin, John Miliziano, Kim Moore, Jason Pepe, Denyse Riveiro, Sherrie Sikes, Maria Singfield, Tee Solomon, Laura Zavatkay.

At 5:05 PM, Dr. Denison welcomed everyone. Some members were running late due to traffic.

A. Minutes – Carla Bruning

Secretary Carla Bruning directed members' attention to their handouts and the August minutes were reviewed. Mr. Pepe asked for clarification on which paid staff members would receive the 2% pay increase. It was mentioned that the webmaster was not one of the three staff members named at the August meeting for salary increases. A motion was made that a correction be made to the August meeting minutes, and that the webmaster be removed from the statement, leaving the Executive Director, bookkeeper, and administrator as the positions named on for increases at the August. The motion was seconded and passed, and it was moved and seconded to accept the corrected minutes as presented and the motion passed.

B. Treasurer's Report – Jason Pepe

The retitled *Estimated Income and Expenditures for 2010-2011* was distributed and discussed. Mr. Pepe reviewed the columns and their meanings. He explained the estimated income line and the way the funding would be received for the year. Indicated salaries already include the two percent increase for staff members. Some questions were cleared up regarding specific lines, the CPA and the Webmaster lines. Dr. Denison thanked Mr. Pepe for his work on the Income and Expenditures report for the coming year. A motion to approve the report was made and seconded, and passed unanimously.

Mr. Pepe addressed the annual audit report from auditor Dr. Michael Bookman. The audit received very good marks from Dr. Bookman, although he indicated some areas of co-mingling of funds that he would still like to see resolved regarding FASA dues collection.

C. Membership Report – Lou Cerreta

In Mr. Cerreta's absence, Dr. Denison directed the Board to the membership drive report. Dr. Miliziano reminded the group of the goal of 900 members by 2011. So far 27 new members have joined during the membership drive.

Kudos were offered to Rhonda Harris for a .pdf enrollment form for HASA to use that can be completed on a computer and printed for sending.

Derrick McLaughlin reported that business partners are coming forth with door prizes for the Fall Social.

D. President's Report – Linda Denison

Issues for Superintendent's Roundtable, October 12th at 5:00 PM. For the next Superintendent's Roundtable, Dr. Denison asked for concerns. (1) That school-based administrators, at least the APCs/APEIs, have district-wide access to the instructional planning tool. It makes it difficult for administrators having to go to the Guidance Counselor for information on new students. Principals and assistant principals need to be able to view other

schools for students moving around throughout the district. Discussion ensued. It was suggested to discuss it at least for the benefit of the APC/APEIs. (2) APIs and the activities they cover for no additional salary. Much discussion ensued regarding this issue. It was also mentioned that concerns should be considered with a unified approach, as a whole (i.e., all assistant principals), so as not to pit one component group against another. A comment was made that administrators are frustrated at the number of hours required is prevalent. Perhaps a sampling of the activities at all levels, (elementary, middle and senior high) would present a clearer picture. The group was reminded that administrators are not hourly employees, they are salaried employees. Dr. Miliziano suggested holding this issue until the salary study is complete and has a chance to address some of the issues. (3) Perhaps another press conference could be scheduled where the Superintendent encourages administrators and assures them that they are appreciated and valued. (4) Preliminary salary study update from Mr. Martinez.

Dr. Miliziano mentioned that he recently saw the Superintendent and thanked her for the 2% increase across the board for employees. She told him she expected things to continue along the same vein in years to come.

Dr. Miliziano shared two items that came from the AP council meeting. He said administrators feel they are out there alone, with no support. He noted that another predominant issue mentioned at the meeting by one person was that some don't believe HASA does much for their members, i.e., offering recommendations for school board races, etc. Dr. Miliziano pointed out that HASA is not a union and that the general consensus of HASA members is that we should not support school board races. He suspects that many of the potential members have not been invited before to join HASA. He suggested a strategic planning session again next year to establish directions for HASA for the next five years.

Free emeritus membership for members over 80 years of age: A motion was made to offer this benefit for retired members next year. It was moved and seconded and approved.

The position of Historian is vacant and it was mentioned that perhaps a blurb in the newsletter could advertise the vacancy.

The need for having the October 4th Board Meeting was discussed. Since the Fall Social is only two weeks away and the September meeting was just held on the 20th, it was moved to cancel the meeting of the 4th. The motion was seconded and passed.

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

Dr. Miliziano's meetings with component groups are going well. He has distributed email tree slips to the Supervisors' group and plans to do the same with other groups that were not able to attend the Joint Principals' meeting. He mentioned to these councils that Legislative updates are on the website.

Four coalition regions are being established for networking for legislative issues this year. FASA and HASA have chosen their gubernatorial candidate and supported that person. Four major legislative priorities have been established with the Tampa Bay Coaliton.

Richard Martinez will have the salary study wrapped up in the coming few weeks.

The Fall Newsletter will be out before November. Please submit component group articles.

G. Committee Reports:

Dr. Lois Mautte reminded that the date of the Fall Social is October 19th. Most details are the same as in years past. A health insurance team from Deborah Henry's office will be on hand to answer questions regarding new health insurance plans.

Derrick McLaughlin noted that he and Mr. Cerreta will hold a luncheon meeting with a prospective business partner in the coming week.

Celeste Johnson distributed scholarship information for the Board. The website information needs to be updated. Ms. Johnson streamlined the information. Eight persons have signed up for the scholarship committee and contacts will be made this coming week. She will also contact business partners to confirm their participation again this year.

Tee Solomon spoke to the Awards and Recognitions (committee still building) and the mentoring initiative. Chief operation currently is the Mentoring Program with 39 participants. The lunch on 09/09 at Hillsborough High School was very productive and a success. The first strand of the program will be for evaluation of implementation but enrollment is closed for the moment. Future strands are planned. Instead of one-on-one, a cadre-type procedure is used with groups being led by mentors with expertise in various areas. Mentees may contact or meet with mentors at their discretion or as needed. All in all, the program is off to a very good start, with the Superintendent's staff's blessing. An article will appear in the Fall newsletter.

Roundtable:

- Administrative Pearls: give some thought about giving the session(s) again
- Awards program is a large part of HASA. Please nominate outstanding administrators.
- Dr. Miliziano apologized for being late to the meeting due to assisting a member with a problem.
- Historian: Mrs. Solomon has been keeping photos and a scrapbook in the interim.
- Newsletter deadline October 4th.

At 6:35 PM the meeting was adjourned.

Respectfully submitted,

Carla Bruning

Carla Bruning
2010-2011 HASA Secretary

**Minutes not official until ratified at the November 1, 2010 Board of Directors meeting.*