

**Hillsborough Association of School Administrators**  
**Board of Directors Meeting Minutes**  
**Horton ISC – Room 102**  
**September 12, 2011**

\*Prior to the regular meeting of the Board of Representatives, the Executive Board met and approved the following:

1. Richard Martinez will be asked to provide a Scope of Work for his consultant projected Pay. He will stipulate what he sees his work load being for the next 12 months.
2. The indexing Plan will be rolled out starting mid-October when Richard returns from his vacation.
3. HASA will endorse and contribute a \$500 check each of the following legislators: Representative Will Weatherford and Senators Bill Munford. (Nancy Medina will be asked later to cut these checks)
4. HASA will engage discussions with the CTA to see if we can work closer together on legislative issues. Carla Bruning volunteered to begin dialogue with the CTA.
5. HASA Representative Board members are to submit their own recommendations and or the recommendations of their component group regarding input to FASA's legislative Agenda for 2012.
6. The idea to create a 14<sup>th</sup> HASA Component group entitled "Aspiring Administrators" was introduced. No action taken, for future discussion only. A possible future strategic planning item.
7. The October 3<sup>rd</sup> HASA Representative Board Meeting will be held at the Hillsborough Education Foundation Building.

At 5:05 PM, HASA President Herbert Peeples opened the regularly scheduled September meeting. **In attendance:** Yinka Alege, Carla Bruning, Donna Cason, AnnMarie Courtney, Mary Cunningham, Linda Denison, Ernie Fernandez, Paul Gansemer, Alice Gault, Celeste Johnson, Marilou King, Joe Leavens, Jean Leone, Richard Martinez, Lois Mautte, Derrick McLaughlin, Connie Hayden-McPeak, John Miliziano, Kim Moore, Herbert Peeples, Jason Pepe, Sherrie Sikes, Maria Singfield, Tee Solomon, Elsa Tuggle, Laura Zavatkay, Sharon Zulli. Guest speakers: Tricia McManus

Mr. Peeples introduced Ms. Tricia McManus, speaking for Mr. Lewis Brinson about the Principal Pipeline Initiative through the Wallace Foundation. Ms. McManus presented a PowerPoint presentation and explained the initiative screen by screen. Topics discussed included leadership standards, pre-service training, recruitment and selection, selective hiring, on-the-job evaluation and support, mentoring, and alignment, capacity and quality assurance.

**A. Minutes – Kim Moore**

The members' attention was directed to the August minutes. It was moved and seconded to accept the August minutes as presented and the motion passed.

**B. Treasurer's Reports – Dr. Jason Pepe**

Dr. Jason Pepe reviewed the Treasurer's Report for July. He pointed out the year to date expenses and that the summer conference was included in that figure. He asked that the Board review the report closely each month.

**C. Membership Report – Carla Bruning**

Ms. Bruning addressed the August membership report. She explained the **Each One Recruit One** membership drive and asked the Board to contact new appointees. Ms. Bruning reviewed the HASA Percentage of Membership report and the HASA Membership History percentages. She also asked Board members to review the directory of HASA Board of Representatives contact numbers and report any discrepancies.

Dr. Miliziano noted that terminal pay (sick leave and retirement) benefits for school district employees are being looked at and reported about in the newspapers. The danger of losing this benefit could be a talking point when recruiting new appointees. He encouraged board members to join FASA and contact their Area Directors for approval to pay for a school membership through internal accounts.

**D. President's Report – Herbert Peeples**

Issues for Superintendent's Roundtable of September 26th: (1) Salary study – it is time to move forward. Any other issues HASA board members think of can be emailed to the executive board before the 26<sup>th</sup>.

Rolling out the index plan: Sometime after mid-October meetings will be scheduled with component groups. Discussion ensued, including the fact that the indexing plan will be simpler with one component group at a time. Entry level positions and middle management are all behind the top eight districts in Florida and the top ten in the country. Three things to take back to component groups: (1) Need a good time and date for groups to meet with Richard Martinez and John Miliziano (30–60 mins.) Mr. Brinson will work with us to help facilitate meetings. (2) Purpose of the meeting is for them to see personal effects the indexing plan will have on specific groups; (3) When all meetings are complete, and if it looks like it will work, we need to be able to give Superintendent a dollar figure of what it will cost. We will work together to be sure the instructional support component is not left behind.

Input for FASA's Legislative Agenda: Tee Solomon is on the committee and will take input to FASA. One hot issue: terminal pay benefits.

The October 3<sup>rd</sup> HASA meeting will be at the Education Foundation building.

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

Dr. Miliziano asked for thoughts about creating an “aspiring administrators” component group. He also asked for input/thoughts regarding development of a focus group to review the Wallace program.

Dr. Miliziano asked committee chairs to submit newsletter articles. He also updated the group about his recent health issues. The board expressed their concern and assured their support for the coming days and weeks.

#### **G. Administrative Assistant:**

Newsletter deadline for articles September 30 or first week of October. Anticipated print date: Last week of October.

#### **H. Committees:**

- Fall Social (Dr. Lois Mautte): On schedule for September 22. Annual School Board Forum: Thursday, March 8, 2012.
- Business Partners (Mary Cunningham/Derrick McLaughlin): Contacting business partners for Fall Social duties. Also attended the benefit breakfast for Hillsborough Education Foundation. Mary Cunningham explained the “school supplies” store that the Foundation sponsors. A motion was made to contribute \$1,000 to the Foundation's school supplies store initiative. The motion was seconded and passed. Also, Liberty Mutual is still offering the \$5 toward scholarships for each inquiry.
- Insurance committee (Connie Hayden-McPeak): The insurance information is rolling out. Enrollment begins the end of September.
- Scholarships (Celeste Johnson): The first scholarship committee meeting will be in October.
- Awards and Recognitions (Dr. Linda Denison): Will be ready for the first of the year.
- Mentoring Program (Tee Solomon): The mentoring initiative is slowing down due to the Pipeline Initiative coming on board. She is still unsure of the impact on HASA's program. It was noted that Mr. Brinson encouraged HASA to continue its mentoring program.

With no further business, the meeting was adjourned at 6:21 PM

*Kim Moore*

Kim Moore  
2011-2012 HASA Secretary

*\*Minutes not official until ratified at the October 3rd Board of Directors meeting.*