



August 2002

## A New Beginning

*Nuri Ayres, President*

Welcome back to the 2002-03 school year. I hope that your summer was enjoyable and that you will be able to take some time away from work to re-energize for the new school year.

As your new HASA President, I would like to share my five goals for HASA for the 2002-03 with you:

1. Increase membership
2. Become more politically active by implementing our PAC
3. Increase communication with our membership via email and our web page
4. Establish a Legal Defense Fund
5. Continue the work of our Legislative Committee

An organization is only as strong as the involvement of its membership. I urge you to consider becoming involved with our various committees and don't hesitate to communicate with any board member with any and all ideas for improving our organization.

I am looking forward to a successful year as together we work to make HASA the strongest administrative organization in the state.

### EXECUTIVE DIRECTOR

**John P. Miliziano, Ed.D.**

901 E. Kennedy Blvd.  
Tampa, FL 33602  
(813) 272-4404

### EXECUTIVE BOARD

#### **President**

Nuri Ayres

#### **President Elect**

Charlotte Valenti

#### **Secretary**

Kenneth R. Allen, Ed.D.

#### **Treasurer**

Nelson Luis

### REPRESENTATIVE BOARD

#### **Asst. Supts./Gen. Directors**

Ken Otero

#### **Directors/Asst. Directors**

Bill Person

#### **Supervisors**

Don Sorondo

#### **Senior High Principals**

Tom Rao

#### **Middle School Principals**

Carmen Agüero

#### **Elementary Principals**

Judith Kennedy

#### **Assistant Principals II**

Maria Singfield

#### **Assistant Principals I**

Tempress Solomon

#### **Asst. Prin. Elem. Instruc.**

Mary Cunningham

#### **Coordinators**

Connie Hayden-McPeak

#### **Management**

Fred Andrews

#### **Retired**

Jean Leone

### Legislative Liaison

John Miliziano, Ed.D

### Newsletter Editor

Donna St. Peter

### Special Projects Committee

Linda Denison

### Webmaster

Hal Nelson

### Parliamentarian

William T. Orr, Jr., Ed.D

### Scholarship Committee

Patricia Z. Smith

### Historian

Janelle Buck

### Health Insurance Committee

Brenda Kearse

Don Sorondo

### Administrative Assistant

Mari McBryar

## Hillsborough Association of School Administrators Mission Statement

" To promote the general welfare, encourage unity, establish communications between the components, and exercise leadership forwarding the purpose and need of the membership and of the public schools."

# **MESSAGE FROM THE EXECUTIVE DIRECTOR**

**Dr. John Miliziano**

The summer is over and we are back in full swing for a new year of challenges and growth opportunities. I hope everyone had a happy, restful, and prosperous summer.

As we look ahead at the coming year, HASA will undertake various new and exciting challenges. This will be the first year that HASA implements its *Political Action Committee* (PAC). For the first time, our Association will be able to endorse and financially support candidates for the state legislature and the Governor's race. HASA is also looking at the possibility of establishing a legal defense fund that will provide free legal services to its members in good standing. HASA's web page is now up and running. In the next few weeks, a new and much improved web page will be online that is more colorful and much simpler to navigate.

Several initiatives that were started last year will also be developed and hopefully strengthened so they will become significant political entities. The Tampa Bay Area Coalition of Associations of School Administrators that includes Sarasota, Manatee, Polk and Hillsborough counties, is looking at preparing a united legislative agenda. The Hillsborough Advocates for Public Education (HAPE), made up of HASA, PTA, CTA, and the various Principals and Counselors associations, is planning to hold a forum where the newly elected legislators will be invited to tell their constituents where they stand on various educational issues.

The Fall Social, scheduled for August 22<sup>nd</sup>, promises to be an event that HASA members and invited prospective members and guests will not want to miss. All HASA members are asked to attend this social and bring a guest to help celebrate the start of the new school year.

In a few weeks, all HASA members will be mailed their new membership certificates, membership cards, and HASA lapel pins. We encourage everyone to display these items and show pride in being a member of their Association. With this mailing, you will also receive a form entitled "**OPPORTUNITIES TO SERVE**". I urge all HASA members to give serious consideration to getting involved. HASA offers its members many opportunities to serve and develop professional skills.

## **HASA Legislative and Benefits Committee Update**

The HASA Legislative and Benefits Committee will meet on Wednesday, August 7, 2002 to discuss and take action on some very important issues. Should HASA establish a legal defense fund, free to all its members in good standing? Should HASA endorse and support a candidate for Governor? Should HASA endorse and support those five legislators who, last year, filed bills to enhance retirement benefits for all educators? Should HASA join the CTA in a fund raising event to support the candidacy of Bill McBride for Governor? What role should HASA play in a forum sponsored by HAPE for all newly elected legislators? Should HASA co-sponsor a golf tournament with the Tampa Bay Area Coalition to raise money to fund the Coalition's activities?

In addition to the above questions, the Committee will discuss and revise the *Legislative Agenda* that HASA will be asked to adopt for 2002 – 2003. The recent survey of retirement benefits provided by ten Southeastern states has been completed. The Committee will decide how the information in this survey will be used. The committee will also break out into various subcommittees that will be assigned specific tasks and responsibilities. The Legislative and Benefits Committee already has approximately 20 members. Additional members are being sought to help with the various tasks and responsibilities of the Committee. Members are asked to respond to the "**OPPORTUNITIES TO SERVE**" form if they wish to get involved with this Committee.

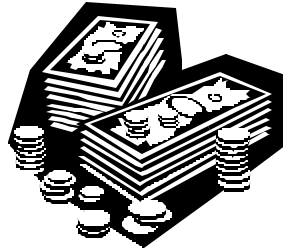
The Tampa Bay Area Coalition Board met on July 16, 2002 and reaffirmed its commitment to continue to work collaboratively in an effort to share information and promote issues of mutual interest. The Board will meet again on August 26, 2002 to establish a unified legislative agenda and plan activities that the four districts can support.

HASA has recently conducted a survey of educators' retirement benefits in ten Southeastern states. The results are indicated on the chart on page three of this newsletter. HASA's Legislative and Benefits Committee will meet and decide how HASA can best use this information for the benefit of its members.

## **FINANCIAL PLANNING SEMINAR**

HASA has engaged the services of *Karp and Associates* as one of our financial planning consultants. This summer, the firm provided its first seminar to HASA members. The seminar, "*Financial Strategies for Successful Retirement*" took place over a four-week period. The seminar took place one night a week for a total of two and a half hours per session. The course curriculum covered important money management topics such as:

- ✓ FRS and DROP
- ✓ Social Security and Medicare
- ✓ Investments
- ✓ Tax Strategies
- ✓ Risk Management
- ✓ Estate Planning
- ✓ Retirement and Lifestyle Issues



The instructor was Mr. David Karp, a registered Investment Advisor and President of *Karp & Associates*. Mr. Karp has over 15 years experience and is well versed on programs and benefits that are applicable to school board employees. Ms. Emma Hemness, an attorney who specializes in estate and elder care planning, was a guest speaker during the last session of the seminar.

A workbook (which can also be used for post reference), instruction, and a personal financial data form were provided. An optional retirement planning consultation (separate from the seminar) is also a part of the package. All illustrations and examples presented were non-commercial.

“This seminar is highly recommended. The information is presented in an easy-to-follow format and is quite comprehensive in nature. All topics are covered in such a way that the receive can adapt the information and apply to his/her financial situation.”

- Tee Solomon, APSA, Leto High School  
API Component Representative

\*Note: The seminar is offered for a nominal fee. Please watch your mail and/or newsletter for additional course offerings during the 2002-2003 school year.

# 25<sup>th</sup> ANNUAL FASA SUMMER CONFERENCE

Pat Smith

On June 30 through July 3, 2002, FASA held its 25<sup>th</sup> annual summer conference at the beautiful beachside Marco Island Marriott Resort. Several hundred administrators from throughout the state attended the event to learn, share, and network. Administrators from all levels of our school district attended the conference. In addition to our Superintendent, Dr. Earl Lennard, HASA President Nuri Ayres and our Executive Director John Miliziano were in attendance. Two Hillsborough County administrators were introduced at the conference due to their stellar leadership in our state professional organization. Ashley Smith, retired principal, was recognized for his hard work and dedication after serving for three years on the Executive Board of FASA as president-elect, president, and past-president. Ashley was also nominated for and received a statewide award from FASA for his "Service and Leadership to the Association and the State of Florida." Ellyn Smith, principal of Seffner Elementary, was sworn in as president of Florida Association of Elementary and Middle School Principals for the upcoming school year after having served as president-elect the previous year.

Conference topics included student achievement, communication skills, reading success, teacher recruitment, support services, educational leadership, school safety, Florida's new School Code, best practices, and job-alike business meetings. A particularly well-attended session was conducted by the Department of Education regarding FCAT testing and how it was scored to produce school grades. Principals were encouraged to bring their school's test results for this hands-on workshop.

On the last evening of the conference, HASA hosted an elegant social for all conference attendees, and over one hundred administrators stayed for the event. To add to the ambiance of the evening, FASA donated the use of the Marriott's penthouse suite in which to hold the social. Throughout the evening, HASA was recognized by other districts as a leader among other professional organizations in the state. Other districts envied HASA for its large percentage of administrator membership, organizational structure, and congenial relationship between school administrators, district staff, the Superintendent, and our School Board.



## **PUBLIC EDUCATION IS A MOST IMPORTANT POLITICAL ISSUE**

Upcoming elections this fall will have a profound effect on public education in Florida. Educators and advocates for public education constitute one of the largest advocacy groups in the state. By exercising our voting power, we can ensure that public education receives a better hearing by our elected officials. On September 10th and November 7th, we have an opportunity to send a strong message and hopefully make a change in Tallahassee. We want to take this opportunity to ensure that we have a governor and legislators that understand and support the restoration of a strong public school system.

It is important that we, as a district, join the community in this voter registration initiative and voter turnout at the polls. The dates and information below will help you as you make sure that your faculty, your friends, your own family, and your school parents know how and when to vote.

**August 12, 2002**      **Last day to register or change a party affiliation for the primary.**

**September 10, 2002**      **Primary Election**

**October 7, 2002**      **Last day to register to vote in the general election.**

**November 5, 2002**      **General Election**

### **Sign up for an absentee ballot!**

Educators and others with work schedules that make it difficult to get to the polls can vote by mail. An absentee ballot is available online at <http://www.votehillsborough.org> or by calling the Supervisor of Elections Office at 272-5850. ABSENTEE BALLOTS ARE NOT ONLY FOR THOSE WHO ARE OUT OF TOWN.

Good government in a democratic society can only exist if everyone makes it his or her business to exercise his or her right to vote and encourage others to do the same.

## **FALL SOCIAL KICKS OFF THE NEW SCHOOL YEAR** **Theme: *HASA – Carrying the Torch for Education***

The HASA Fall Social, scheduled for August 22, 2002 from 5:30 – 7:30 PM, will be held at the Palma Ceia Country Club on MacDill Avenue approximately 2 miles south of Kennedy Blvd. The theme for the event, “HASA – Carrying the Torch for Education,” emphasizes the focus of the organization.

This annual event provides an opportunity for administrators from all areas of our school district to spend an enjoyable evening visiting with friends and meeting administrators new to our district. Heavy hors d'oeuvres and a cash bar are planned.

HASA members are encouraged to invite new administrators/non-members to attend the evening's event. Guests who attend will be asked to register not only their names, but also the names of the HASA members who invited them. Prize drawings will be held where the guest and their HASA host/hostess will be awarded similar prizes.

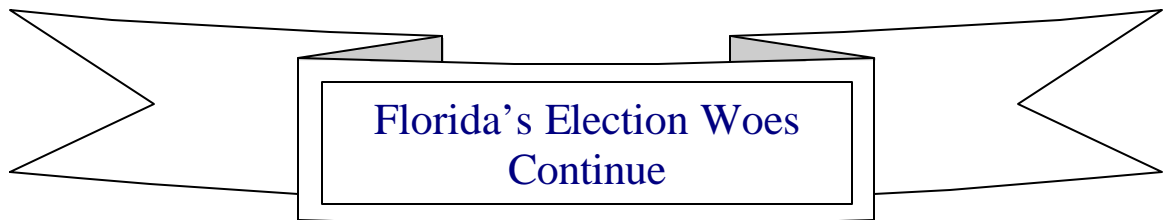
We look forward to having a great turnout as we head into the new school year. PLEASE email Mari McBryar ([mari.mcbryar@sdhc.k12.fl.us](mailto:mari.mcbryar@sdhc.k12.fl.us) OR [beaconseeker@aol.com](mailto:beaconseeker@aol.com)) to confirm your intention to attend, as well as the name of any guest and/or prospective members you've invited!

## HASA'S NEWEST MEMBERS

2002

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Joyce Haines	General Director	Elementary Education
Anne Chatfield	Supervisor	Non-Traditional Programs
Scott Weaver	APEI	Bryant Elementary School
Deborah Talley	APEI	Cimino Elementary School
Terri Faerber	APEI APEI	Jackson Elementary School
Deborah Scibilia	APEI	Roosevelt Elementary School
Nicole Aldridge	API	King High School
Patrick Perkins	API	Bloomington High School
Heather Oliva-Martinez	API	Sickles High School
George Fekete	APII	Tampa Bay Tech High School
Leila Leverett	Elementary Principal	Retired



It was bound to happen. It's just about impossible to run an election in Florida without a foul-up. HASA is no exception. In the election for HASA officers and Board members for 2002-2003, we tried something different: we printed one ballot for use by everyone instead of a separate ballot for each component group that was electing a board member. The ballot contained what we *thought* were clear instructions. The thought was to be more efficient. We later learned that our instructions were not so clear.

Unfortunately, the ballot confused about 40% of the voters, who voted in *all* the categories instead of just the ones in which they were entitled to vote. The elections committee, instead of making an arbitrary decision about to handle the problem, consulted the entire HASA Board, who decided to tally the votes both ways: (1) as if everyone was entitled to vote in all elections and counting all votes; and (2) counting only those ballots upon which the voter had followed the instructions.

In each case, the outcome was the same. In no election was there a different outcome obtained by counting only the correct ballots than by counting all the ballots and all the votes. The board certified the election results and announced the outcome.

It is being discussed that HASA needs to purchase a number of touch-screen voting machines for future use. [Contributed by Bill Orr]



## Just Put A Pin In It

Notes from Employee Benefits Meeting

Brenda Kearse | Don Sorondo | Debra Henry | Jeff Miltner

“Who Moved My Cheese” is still on the lips of many who were jointly involved in crafting the new insurance benefits package. Things are changing. With each incremental change also come multiple layers of questions, like:

- What has changed from last year?
- How will these changes affect the services I need?
- How much will these changes cost me?
- How many plans are available from which to choose?
- What are the key differences among the insurance plans?
- Do I need to sign up for an insurance plan if I already have coverage with another company?
- What is the value of my benefits package?
- Will I need a referral to see a doctor or to receive services?
- What is an “open access plan”?
- What does it mean now that we have “open enrollment”?

You will probably have many more questions. Don’t be afraid to seek the answers. Look for the contact phone numbers and email addresses on the printed materials that you will be receiving.

So, as you begin the 2002-03 school year, take a moment to read all materials related to your benefits package. Form learning communities of three or more employees to read and discuss your options. Keep a copy of this article to guide your thoughts. - *Just put a pin in it!*

## HASA Has Filed for Certification as a PAC

**In the next several days, HASA should receive certification as a Political Action Committee (PAC). This means that our organization will be able to endorse and financially support legislators and other State elected officials. The PAC will be funded with member dues. Ten dollars of each member’s annual dues will be dedicated to the PAC. Any HASA member who does not wish to be a member of the PAC can opt out by simply notifying the**

**Association. The annual dues will remain the same and funding for the PAC will come from the regular Board-approved annual budget. A screening subcommittee of the HASA Legislative and Benefits Committee shall screen and recommend, subject to HASA Board approval, which candidates will be endorsed and financially supported by the PAC.**

**Survey of Ten Southeastern State Retirement Benefits**  
**Conducted by the Hillsborough Association of School Administrators (HASA)**  
**May/June, 2002**

<b>State</b>	<b>Needed years for normal retirement</b>	<b>Number of best years used to calculate average final compensation</b>	<b>Annual Percentage Multiplier</b>	<b>Employee contribution to retirement plan</b>	<b>Employer's contribution to retiree's health insurance premium</b>	<b>Employer's contribution to the retiree's life insurance premium</b>
Florida	30	Best 5 Years	1.6%	None	\$5 per month for each year of service up to 30 years	None
Georgia	30	Best 2 Years	2.0%	5%	75% of insurance premium	None
Alabama	25	Best 3 Years	2.0125%	5%	Retiree pays \$75 per month; State pays the rest.	None
Mississippi	25	Best 4 Years	2 % first 25 years 2.5% all yrs after 25	7.25%	None	None
South Carolina	28	Best 3 Years	1.82%	6%	None	Lump sum of \$2,000 to \$6,000 death benefit based on years of service
North Carolina	25	Best 4 Years	1.81%	6%	None	Lump sum \$6,000 death benefit
Virginia	30	Best 3 Years	1.7%	None	Employer pays up to \$200 per month for ten years or until age 65	Full insurance premium paid at retirement, but reduced 25% annually until it reaches 25% of original value.
Tennessee	30	Best 5 Years	1.6%	5%	\$8 per month for each year of service	None
Louisiana	25	Best 3 Years	2.5%	8%	None	Provide benefits to the surviving spouse and two children equal to retirees' monthly benefit.
Arkansas	28	Best 3 Years	2.15%	6%	\$75 per month	Lump sum \$10,000 benefit

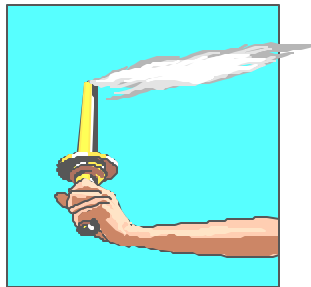


Please join us for the annual

## HASA Fall Social

- Thursday, August 22, 2002
- 5:30-7:30 PM
- Palma Ceia Golf & Country Club
- 1601 S. MacDill Avenue.

### **HASA: "Carrying The Torch for Education"**



NOTE! Members who bring a guest will be entered in a drawing for a special prize for both the member & the guest!

Bring a prospective member!

\_\_\_\_\_ Yes, I will attend

Name: \_\_\_\_\_

Worksite: \_\_\_\_\_

Please RSVP to **Mari McBryar**  
at (813) 272-4404 or at:  
[Mari.McBryar@sdhc.k12.fl.us](mailto:Mari.McBryar@sdhc.k12.fl.us)

or send to:

**Non-Traditional Programs**  
**ROSSAC, Rt. 7**