



Fall 2008

Message from the President

Elsa Tuggle, HASA President



EXECUTIVE DIRECTOR

John P. Miliziano, Ed.D.

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Welcome back to the 2008-2009 school year. I hope your summer was enjoyable, your training activities were beneficial and you were able to find time to relax and re-energize.

As your new HASA president, I am looking forward to working with a strong executive and representative HASA board to continue our efforts to attain our five-year strategic goals.

Of the sixteen goals established for 2007-2012, a new alternative certification program for all district staff has been approved, a COLA for administrators at the top of the pay scale has been provided, a professional development grants program is now funded by HASA, and a salary study to make administrative salaries competitive with comparable districts is well under way.

Of the remaining on-going goals, the following three goals will be a priority for the 2008-2009 school year:

1. Expand member involvement
2. Challenge HASA's legislative committee to build strong relationships with our Hillsborough Legislative Delegation
3. Promote and support professional development activities for all administrators

As we face continuing fiscal and academic challenges, working on attaining these goals will require the help of all of our membership. I urge you to connect with your HASA representative to see how you can help and get involved!

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

HASA IS Working for You!

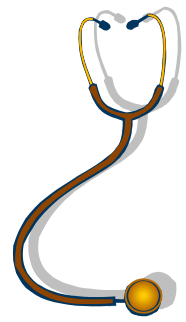
HASA's Vision and Mission Statement

Vision: *HASA is Working for You!*

Mission Statement: *To promote the general welfare, encourage unity, establish communication between the components and exercise leadership, forwarding the purpose and needs of the membership and of the public schools.*

HCPS Health Insurance Program for the 2009 Calendar Year

By: Deborah Henry



As you are aware, the costs of health insurance continue to grow at an alarming rate. We have been fortunate to have contained our increases to less than 10% for each of the last several years. Unfortunately, this year's increase of "only" 7.8% translates to \$10.8 million. This means that both the School Board and the employees are going to have to pay more for health insurance in 2009. Many employees, however, will have the opportunity to save premium dollars by moving to a different health insurance plan during ***Open Enrollment***.

Your health plan selection should be a little easier for 2009, as there will be only four plans from which to choose. The EPO, HDHP, and PPO plans have been eliminated from the program. Enhancements to the remaining four plans - the HMO Staff, the HMO, the POS, and CoverageFirst – offer employees the most cost effective health plan choices.

All four plans in the health insurance program offer excellent, comprehensive coverage. Some of the program's highlights for 2009 include:

- More consistency of benefits across all four plans
 - Makes choosing or changing a plan easier
- CoverageFirst and POS plans now use national provider networks
 - Helps employees with covered dependents attending out-of-state schools
- CoverageFirst maximum out-of-pocket maximum (in-network) is reduced to \$2,500 per individual (previously no cap on copays)
 - \$1,500 cap on copays
 - \$1,000 cap on deductible
 - No co-insurance required
- *RightSource* Mail Order for Rx – **NEW**
 - Three month supply of maintenance prescription drugs for only 2 copays
 - First time (new) prescriptions for a 3 month supply of a maintenance Rx requires only 1 copay if you choose the generic when available.
- Premium increases
 - There will continue to be a free plan (\$0 premium) offered to employees for 2009 – CoverageFirst for the employee-only tier (the CoverageFirst, employee-only credit will end).
 - All other plan enrollments will require premium payments/payroll deductions
 - Family and 2BPI (2 board-paid employees' insurance with family coverage) will see the largest increases
- Employees willing to move to CoverageFirst have an opportunity to save premium dollars
 - Employees currently enrolled in the PPO or POS plans can pay lower premiums in 2009 than they paid in 2008 by moving to either of the HMO plans or to CoverageFirst
 - Employees currently enrolled in the HMO, employee+1 or family tiers, can pay lower premiums in 2009 than they paid in 2008 by moving to the CoverageFirst Plan
 - Employees currently enrolled in the HMO Staff plan can reduce the cost of the health insurance increase for 2009 by moving from their current plan to the CoverageFirst plan
 - *Caution: moving from the HMO Staff plan to the CoverageFirst plan may save you premium dollars but may also increase your usage costs (higher copays, higher out of pocket limits, deductible expenses, etc.)*
- - Retirees enrolled in HCPS's health insurance program will have five plans from which to choose – the HMO Staff, HMO, POS, CoverageFirst, and the HDHP (High Deductible Health Plan). The EPO and PPO plans have been eliminated. However, retirees will now have access to a national network of health care provider by enrolling in the CoverageFirst, POS, or HDHP plans and at a lower cost than last year's PPO rates.



Message from the Executive Director

Dr. John Miliziano

“Many things are happening!”

The hottest issue in August and the first week in September was the possible placement on the November Florida ballot of three constitutional amendments that would have devastated the future of public school education in the state of Florida. Fortunately, the Florida Supreme Court unanimously ruled to take all three amendments off the November ballot. Another important issue that you should be aware of has to do with the Florida Legislature’s attempt to interfere with the way the FRS Trust Fund is invested. Please read the article by Larry Carmichael that talks about what’s happening with our Florida Retirement System’s trust fund. For the most up to date news on these and other important matters, log on to HASA’s website, www.hasaonline.com and click on **HOT MAIL**.

The Tampa Bay Area Coalition met on August 27, 2008 and had pledged \$3,000 to help FASA in its efforts to oppose the passage of the proposed Florida constitutional amendments 5–7–9. HASA also had moved to assist in this effort by pledging \$2,000. Pinellas’ school administrators association was ready to contribute \$10,000 to this effort. This issue was of great importance to all public school educators. The mobilization that took place state-wide is an example of what can be accomplished when we all stick together and speak with one voice. A great deal of gratitude is owed to FASA for their leadership in these days of possible grave consequences.

Coalition member district representatives reported that they have to make drastic cuts in their budgets to meet all the recent state cuts in school funding. The following are examples of areas that are being affected: freezing all vacant positions; reduction of district level staff especially in the secretarial areas; downsizing administrative staffing at the school level such as assistant principals, resource teachers, and academic coaches; reducing employee benefits, especially in the health care programs; no pay raises; going to a seven-period day; closing schools; reducing and/or stopping commitments to capital projects.

This is the beginning of the second year of HASA’s *Business Partners Program*. So far this program has

proven to be beneficial to both our association and our partners. We encourage all members to support our business partners as they support HASA. Please read in this issue, Lou Cerreta’s article and note the list of our business partners.

HASA will be conducting its annual membership drive during the months of September and October. In these times of change, challenges, and uncertainties, it is most important that your local association remain viable and strong. We all know that in unity there is strength. If HASA is to continue “WORKING FOR YOU” it needs the support of all administrators with membership and participation. The primary goal of HASA’s membership drive this year is to enroll 100 new members and 30 additional retired members. Another goal is to increase the number of schools that are members of the “100% HASA Membership Club”. Please look at the membership drive information in this issue that describes the incentives program being offered. A membership form is also provided for existing members to use in encouraging prospective members to join HASA.



Election News!

The primary elections are concluded and three of our four incumbent School Board members have been re-elected. Our fourth incumbent, school board member Carol Kurdell, will be in a runoff on the November ballot. All HASA members are encouraged to go to the polls in November to vote on this very important election. Also encourage your family members, friends, and neighbors to vote as well.



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Legislative Committee News

by: Dr. Ken Allen

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Dr. Ken Allen



The 2008-2009 **HASA Membership Drive** has begun and already twenty-one new members have been added to the rolls since July 1st. It's great start toward this year's goal of 130 new active and/or retired members.

Current HASA members can get into the program and earn gas cards and chances at a \$500 cash prize. Recruit an administrative colleague who is **not** a HASA member and you will both receive a \$10 gas card. Every new member **and** their recruiter will have their names placed into a drawing for a \$500 cash prize in November. Recruiters' names are entered into the drawing once for **every** new member they recruit, as well as gas cards earned for **each** new member. There are no limits on how many new members you can recruit, so get busy today! An enrollment form is included in this newsletter, and is also available on the HASA website, www.hasaonline.com.