



President's Message "Final Copy"



It has been a privilege and an honor to serve as the HASA president this year. It is hard to believe that the 2006-2007 school year has come and gone so quickly.

I want to thank the HASA Board and Dr. John Miliziano for working so hard this year for the members of HASA and further developing the Tampa Bay Area Coalition. Even though this was not a good year in Tallahassee for having legislative initiatives pass, the HASA Executive Board will be spending the summer months revising our plan of action for readdressing the extension of DROP for administrators, the increase of the Health Insurance Subsidy, and an increase in the retirement multiplier.

At the local level we worked very cooperatively with Mrs. Elia and her staff to bring resolution to some of the concerns shared through HASA such as the development of a Pay for Performance Plan for District level administrators, an increase in the mileage reimbursement, and an increase in the per diem for meals. HASA also provided a salary study which provided valuable information for Mrs. Elia and her staff as they look at possible raises for the 2007-2008 school year.

A lot has been accomplished, but a lot still remains to be completed. I am excited about the future and direction of HASA as we continue to grow as an association. I hope you enjoy the summer and are looking forward to continuing to work with the HASA Board and our new president, Mary Cunningham.

- Lou Cerreta, President

In This Issue....

Tampa Bay Area Coalition Report.....	Page 3
HASA Spring Social Report	Page 4
Spring Social Photos	Page 5
There Ought to be a Law.....	Page 6
Superintendent's Roundtable Report	Page 7
Member Spotlight: Mary Cunningham	Page 8
HASA Member Finalist in "We Deliver" Award	Page 9

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“HASA Plans Summer Retreat to Develop a Five Year Strategic Plan”

Executive Director’s Message
By Dr. John P. Miliziano

HASA’s President Elect, Mary Cunningham, will take office as the new 2007–2008 president July 1, 2007. One of Mary’s goals during her tenure as president will be to establish a five-year strategic plan that will review what our association has accomplished in the last five years and set new goals as to where we want to go in the *next* five years. A retreat will be scheduled sometime in June for all present HASA Board representatives, alternates, and past presidents who wish to participate.

In the past five years, HASA has realized many new milestones. Since July 2002, membership has grown from 623 to 752. We are especially proud of the overwhelming support of the many retirees who remain dues-paying members of HASA. This growth in membership has allowed the organization to plan more activities without having to raise dues that have remained the same (\$105 annually) since 1980.

Also in the past five years, new communications elements have been added that help members stay in touch and informed with local, state, and national educational issues. A web site, www.hasaonline.com has been developed and a webmaster, Cathy Davis, has been employed to maintain the site. A bookkeeper, Nancy Medina, has been hired to help the association’s treasurer account for all budgeted expenditures. A regularly published newsletter is made available to all members and many other interested parties, both in hard copy and electronically on the HASA web site. A member email tree has been put in place so messages can be sent instantaneously to members as needed.

HASA has established a legal assistance program that provides legal service to members that have job-related issues that require legal assistance. Members in good standing are provided up to \$2,500 of matching funds per incident to help them defray the cost of getting legal counsel. Other services that HASA provides its members include scholarships, an awards and recognition program, reduced vendor service rates exclusive to our members, sponsorship of special events such as the recent *“There Ought to be a Law”* program by Representative Kevin Ambler and Social Studies Supervisor, Dennis Holt, the annual DOE/FASA Principal & Assistant Principal Achievement Awards program, and most recently, a new *Mentorship Program* that is in the development stage through efforts of Audrey Miller and Linda Denison.

At the local level, HASA continued the tradition of holding an annual forum with School Board Members where information relating to our profession is shared with Board Members and Superintendent MaryEllen Elia and her staff. In the past several years, HASA has conducted several studies and surveys about salaries and benefits provided by other Florida

districts and neighboring states that have been shared with School Board members and the Superintendent. HASA’s Executive Board meets monthly with the superintendent to discuss local association concerns. Mileage and per diem reimbursements and salary raises for administrators at the top levels of the pay scale have been successively addressed. HASA members continue to represent the association in the district-wide benefits committee chaired by Deborah Henry, and most recently HASA is represented in newly established committees to study alternative means of certification for district level staff and performance pay for district level administrators.

At the state level, HASA continues to send a delegation of members to lobby the legislature during FASA’s Legislative Days. HASA members also attend FASA’s summer conference where a great deal of networking takes place with other district administrators’ associations representatives. A Political Action Committee (PAC) is now in place as our association is becoming more politically active in legislative matters. During the last election, eight of nine candidates HASA supported were elected. A continuing goal of our association is to build strong personal relationships with members of our Hillsborough County Legislative Delegation.

Through the efforts of HASA, the Tampa Bay Area Coalition of 12 school district administrator associations has been formed. This Coalition has sponsored a number of local and statewide workshops on issues of mutual interest and concern to Florida administrators. Several years ago, through efforts of the Coalition and FASA, we were able to get the sick leave law reinstated.

HASA conducts two annual socials, one in the fall and the other in the spring, for the purpose of providing members an opportunity to come together share ideas, relax, wind down, and network with colleagues. A special events committee chaired by Dr. Lois Mautte continues to do a fantastic job in providing meaningful and enjoyable socials.

Each year, HASA members are asked to complete a survey form called “Opportunities to Serve” where they select committees on which they can serve and at the same time develop and gain leadership skills that serve them in their administrative career.

We ask all HASA members to please contact me or Mary Cunningham if you have any ideas or suggestions that you have regarding the future of our organization. We want your input that will be considered during this summer’s retreat to develop a five-year strategic plan.

Tampa Bay Area Coalition Meeting

May 10, 2007

Connie Milito, Hillsborough County School Lobbyist, met with members of the Coalition at the Valencia Gardens Restaurant after the regular Coalition meeting to discuss the Legislative Session. Connie told us that she personally observed Jim Warford and Juhan Mixon work the DROP Bill very aggressively. Both Jim and Juhan were talking up the bill with everyone they could. Connie felt that the DROP bill came close to passing but, at the last minute, was tabled in committee and never made it to the Senate floor. Connie felt that the DROP bill had the votes to pass both the House and Senate if the Senate leadership had not refused to hear it.

Coalition Members are now asked to contact the following legislators who worked to get the DROP bill passed: Faye Culp, who sponsored the bill in the House; House Education Chairman Joe Pickens, who passed the bill out of his Committee; Speaker Pro Tempore Dennis Baxley; Senate Education Committee Chair Steve Wise, who filed the bill in the Senate and who also passed the bill out of his Committee; and Senator Don Gaetz. We also need to thank Juhan Mixon and Jim Warford for all they did in trying to get this bill passed.

At the luncheon meeting with Connie Milito, Coalition members and members of the HASA Board wanted to know what needs to change in the future to ensure better results with the Legislature. Three years in the row have gone by without any success in the DROP, the Health Insurance Supplement (HIS) or the two percent retirement multiplier. Discussion ensued on the feasibility of having the Coalition hire a lobbyist to help Juhan Mixon. It was also suggested that instead of filing bills that seek to extend the DROP, we should be filing a bill that simply amends the existing retirement law so it would treat all educators the same on retirement issues. Another suggestion was to not continue seeking an across-the-board raise of the retirement multiplier to two percent; we should rather ask the legislature to amend the existing provision in the law that permits districts to designate one percent of their employees as Senior Staff and give them the two percent multiplier. Raising this provision to two percent of the district's employment pool would allow districts to give all their administrators a two percent multiplier. The essence of the conversation was that we need a more creative or different strategies on how we approach these legislative priorities in the future.



Tampa Bay Area Coalition members met with Connie Milito, Hillsborough County Public Schools Chief External Affairs Officer, at Valencia Gardens Restaurant on May 10, 2007.

HASA Spring Social

Another Successful Social at the Columbia!

Regardless of hectic end of the year schedules, almost 140 members and prospective members attended the annual HASA Spring Social held on Monday, May 7, 2007 (see photos on opposite page). It was not a serious endeavor with a formal agenda, but more a relaxed and enjoyable “meet and greet”. The guests arrived after work, and stayed until the closing of the evening’s activities. Included were awards, door prizes and the announcement of scholarship winners. The delicious food was consumed by all and many of us went back for seconds from the bountiful buffet. Complimentary drink tickets were presented to guests at the door and greatly appreciated.

Incoming President Mary Cunningham spoke and we were reminded by Executive Director Dr. John Miliziano to complete ballots for several other Board positions.

Never missing the opportunity to be there and thank us for a year of hard work was Superintendent MaryEllen Elia, joined by School Board Chair Dr. Jack Lamb and members Doretha Edgecomb, Carol Kurdell, Candy Olson, Susan Valdes and April Griffin. Senior staff seen were Ken Otero, Gwen Luney, Cathy Valdes, Steve Hegarty and Lewis Brinson. Highlights included recipients of the following Leadership awards:

Jack Davis
Ken Otero
Gwen Luney
Mark West
Dave Smith

HASA Pubic Relations Award
Raymond O. Shelton Leadership Award
Earl J. Lennard Leadership Award
Professional Involvement Award
Lyle Flagg Award

Scholarship winners were:

Bertha Baker, APA, HHS Tom Rao Leadership Award	\$1,000.00
Wayne Quin, APSA, Burns Middle	\$1,000.00
Chanelle Cox, Science Subject Area Leader, Greco	NOVA Tuition Waiver
Teresa McGinnis, Reading/Writing Resource, Bing	NOVA Tuition Waiver

Planning Committee Members Lois Mautte, Jim Good and Wendy Harrison were applauded for their efforts and concluded the evening by drawing door prizes from

Grillsmith, Press Box and a \$250 Grand Prize of a Personal Trainer.

It was a perfect ending to the school year.

- Submitted by: Janelle Buck, Historian

One’s mind, when stretched by a new idea, never regains its original dimensions.

- Oliver Wendell Holmes



Leadership Award winners Mark West and David Smith



HASA members Carla Bruning, Ken Allen and Mike Phillips



School Board Member Carol Kurdell and Magnet Supervisor Susan King



2007-08 HASA President Mary Cunningham and 2006-07 HASA President Lou Cerreta were all smiles!



School Board Member Doretha Edgecomb was pleased to pose for a picture with her daughter at the 2007 Spring Social.



School Board Members April Griffin (l) and Susan Valdes(r)



THERE OUGHT TO BE A LAW

Dennis Holt, Social Studies Supervisor

“There Ought to be a Law” Students See Bill Passed!

After three years of effort, students in Hillsborough County Public High Schools were able to see a bill they had proposed passed into law. HB 1161 called for companies to receive tax breaks which would encourage the hiring of student interns. The bill passed unanimously in the House and Senate, with students and teachers from Hillsborough County high schools in the gallery to cheer the vote on. The bill now awaits Governor Crist's signature. It is hoped that Governor Crist will come to Tampa to sign the bill into law.

"Ought to Be a Law" is a program unique to Hillsborough County Public Schools, which allows high school students to propose a law and travel to Tallahassee

to lobby for its passage. The program was created in a joint effort that involved State Representative Kevin Ambler, State Senator Victor Crist, and Superintendent MaryEllen Elia. The program began in 2005 at Gaither High School and has since spread to 21 district schools.

During this latest legislative session HASA provided considerable moral and financial support for the program. HASA members were on-hand during the initial competition in February and were in the audience when the students presented their bill to the House Education Committee, a fact not overlooked by the legislators. For more information on "Ought to Be a Law" visit <http://otbal.mysdhc.org/>

FASA Friday Facts

By Jim Warford

5-11-07

The eight-year DROP Extension is dead for this year. That's the short version. Sadly, it died in the Senate with a whimper, not a bang. The story is interesting and illustrates how the legislative process often works, or does not work.

It sailed through the House with strong support from Rep. Faye Culp, Education Chair, Rep. Joe Pickens and Speaker Pro Tempore, Dennis Baxley.

With strong support of both Senate Education Committee Chairs, Sen. Steve Wise and Sen. Don Gaetz, it passed those committees. Sadly, it would have passed the Senate if had been

allowed to come to a vote.

It did not get that chance because, Sen. Lisa Carlton, Chair of the Senate Government Appropriations Committee chose not to allow it out of her committee. And so, it died with a whimper in the Senate without a vote on the floor.

Superintendent's Roundtable Report



On Wednesday, May 16, 2007, HASA's Executive Board met with Mr. Dan Valdez and Superintendent Elia to discuss several items of interest to the Association. The meeting began with a discussion about the progress being made in developing a "Pay for Performance Plan for District Level Administrators." A committee met on February 23rd, March 13th and 15th and April 19th to help with drafting a recommendation for the implementation of the Pay for Performance. The Superintendent had a suggestion for the instrument to use for the evaluation and this will be brought back to the committee.

The next item discussed was the progress in the Alternative Certification Plan for District Staff. The Superintendent assured the Executive Board that the District is going to develop an ACP for District Staff. It is important that this program is accurately explained to the School Board Members.

The Executive Board assured the Superintendent that school-based personnel are doing everything they can to bring their staff into compliance with ESOL certification. They understand the importance of all teachers being ESOL certified.

The discussion moved to HASA's desire to become even more involved in "There Ought to be a Law" program. It was suggested that HASA contact Dennis Holt, which they will do. The final two items that were discussed were salary concerns for next year – the Superintendent said raises would be given for next year; however, it doesn't look like there is a possibility of an in-county mileage reimbursement increase for next year.

The meeting concluded with the HASA Executive Board thanking the Superintendent for participating in the DOE Educator Awards; also thanking her and staff members for supporting the efforts of HASA and participating in events such as the Spring Social.

Submitted by Mary Cunningham

WELCOME NEW MEMBERS

HASA would like to make welcome the following new members who've joined our ranks between January 1, 2007 and now:

Steve Cooper - Maintenance Operations

Derrick McLaughlin – Summerfield Elementary

Melanie Humenansky – Tinker Elementary

Teresa Evans – Rampello 6-8 School

Kevin Stephenson – Wharton High School

Chad Haschel – Riverview High School

Richard Peacock – King High School

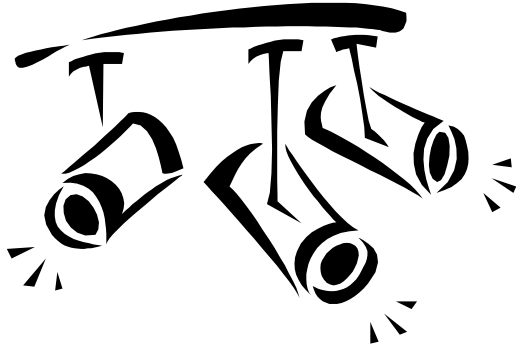
Steve Briant – Erwin Technical Center

Michael Rowan – Wharton High School

Gary Long – Durant High School

Recruits can join at any time of year, and payroll deduction begins at the time they register as a new member. Log onto HASA's website, www.hasaonline.com for an enrollment form, or call any HASA Board member for more information!

Member Spotlight:



Mary Cunningham, 2007-2008 HASA President Principal, Ballast Point Elementary School

Mary Cunningham is a very busy lady. “It’s my choice!” she said with a grin. Spending countless hours at school during the week and even on weekends is a given for her. She says not a day goes by that she doesn’t get up and look forward to opening her school. After spending three years as AP, the appointment as Principal was exhilarating. It has been four years and she is still eager to “learn everything I can” about educating K-5 students. One such challenge came with the addition of two autistic units at Ballast Point. Mary has spent *hours* in trainings and studying the autistic spectrum. She quickly recited statistics on the high rate of male children who are born with the “disease that continues to baffle” researchers.

Mary is married to Tom, a family lawyer who was also an education major. Their three adopted children have made them proud. Trey is a Lieutenant in the Navy, married and stationed in Norfolk, VA. Bill is a member of the Outback Steakhouse management team and Lisa graduated this month from USF. While this writer was taking notes, Mary looked around the office and said “you know, three Cunningham kids walked the hallowed halls of Jefferson High School and will always have Dragon Pride Inside.” (One of Jefferson High School’s T-Shirt logos) She noted that the experience here was “awesome” for each one of her children.

When asked about becoming the President of HASA, she said “I am ready.” I believe her.

How do you define happiness? Knowing my family, friends and co-workers are well and happy.

What is your greatest strength? My positive outlook.

What is your biggest weakness? Too eager to “try it all!”

What is your greatest achievement? Raising three wonderful, responsible children while somehow staying married to the SAME man!

What qualities do you admire in others? People who put others before themselves.

Who is/are your hero(s)? Eleanor Roosevelt and mentor Linda Dortch.

What talent would you most like to have? To be able to rollerblade.

What are five words to describe you? Strive to do my best.

What is your favorite thing to do when not working? Play bridge, spend time with family, and travel.

- Janelle Buck, Historian

HASA Board Member is a Recipient of “WE DELIVER” AWARD

Superintendent MaryEllen Elia announced at her back-to-school news conference that a district employee would be chosen to receive \$10,000 for their efforts to help students or colleagues. In January, an online nomination system was launched, and the district received 700 responses. A committee met and narrowed the field to four finalists.

On May 11, 2007 Superintendent MaryEllen Elia surprised Seminole Heights Elementary School speech, language and hearing aide Sadie Douglas with a dozen roses and a \$10,000 check from the Hillsborough Education Foundation for being chosen as the We Deliver award recipient. Sadie was one of more than 350 district employees considered for “making

miracles happen every day in the Hillsborough county Public School district”.

Also surprised were Dora Haiat, a teacher’s assistant in the STAGES program; Barbara Baker, a kindergarten teacher at Alafia Elementary School and our very own Tammy Crawford Morse a community school administrator, a long time member of HASA, and member of the HASA Board of Directors. As one of three finalists, Tammy received a large basket of flowers, a personalized, handwritten letter from the Superintendent, and a check for \$1,000.

Job well done Tammy! HASA is very proud of you.

Armwood High Principal Marc Hutek presents HASA Board member Tammy Crawford Morse with flowers and congratulations on being a finalist for the “We Deliver” Award

Hillsborough Association of School Administrators’

Vision and Mission Statement

“To promote the general welfare, encourage and establish communications between the components, exercise leadership, forwarding the purpose and needs of the membership and of the public schools.”