



March 2005

## Message from the President

With the 2005 Florida Legislative Session underway, HASA activity is at an all-time high. Our delegation will be in Tallahassee the week of March 14th to work with legislators to support the HASA/FASA platform. With bills filed in the House and Senate, it is hoped that we can get additional legislators to sign on to them.



At the local level, the HASA Board met with our School Board and Superintendent at the annual forum. Each Board member expressed support for the HASA priorities and provided encouragement as we continue to forge relationships with other administrative associations throughout the state. We are working from a position of strength unmatched in the history of HASA! The outstanding work of our administrators and managers is truly being recognized.

Next month I plan to summarize the legislative activities and results of the meetings at the Superintendent's Roundtable. Please feel free to contact me or any HASA board member if there are issues that need to be discussed. Thank you again for your support of our organization and for the great work that you do!

- Dr. Ken Allen, President

**EXECUTIVE DIRECTOR**  
John P. Miliziano, Ed.D.  
511 Somerstone Drive.  
Valrico, FL 33594  
(813) 857-8893

### **EXECUTIVE BOARD**

**President**  
Kenneth R. Allen, Ed.D.  
**President Elect**  
Patricia Smith  
**Past President**  
Charlotte Valenti  
**Secretary**  
Lou Cerreta  
**Treasurer**  
Elsa Tuggle

### **REPRESENTATIVE BOARD**

**Asst. Supts./Gen. Directors**  
Sherrie Sikes  
**Directors/Asst. Directors**  
David Smith  
**Supervisors**  
Anne Chatfield  
**Senior High Principals**  
Maria Singfield  
**Middle School Principals**  
John Copeland  
**Elementary Principals**  
Jeffrey Eakins  
**Assistant Principals II**  
Donna Cason  
**Assistant Principals I**  
Tempress Solomon  
**Asst. Prin. Elem. Instruc.**  
Lois Mautte  
**Coordinators**  
Connie Hayden-McPeak  
**Technical, Career & Adult Management**  
Tammy Crawford-Morse  
Mike Phillips  
**Retired**  
Jean Leone  
**Legislative Liaison**  
John Miliziano, Ed.D.  
**Special Projects Committee**  
Mary Cunningham  
**Webmaster**  
Cathy Davis  
**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*

### *Vision and Mission Statement:*

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



The next and most urgent priority is to contact those legislators who have put their names on the line by sponsoring our bills, thank them, pledge your support, and ask them what you can do to help them pass our bills and any other bills important to them.

Talk with your colleagues, parents, neighbors, friends and relatives about our priorities and let them know why their passage is important to us and to the future of our public school system. Inform them of the facts and ask them to contact their representatives in the Florida Legislature and advocate for our priorities.

Take a few minutes and become proactive. You have a great deal of power and influence, if only you are willing to use it.

## *Message from the Executive Director*

- *Dr. John P. Miliziano*

### **It is time for all HASA members to do what must be done!**

This year, we are asking the Florida Legislature to strongly consider three issues that administrators throughout the state are saying are very important to the future of our profession. Three Senators and three Representatives have pledged to champion our cause and have filed bills on these three priorities. Passage of all three of these priorities will be very difficult and will surely fail without our full support and cooperation.

We are educators trained in the skills of education and communications. In the past, we have not used these skills to our own advantage. It is time that we start putting our beliefs to action and get behind the passage of:

1. Increasing the retirement accrual rate for school district personnel from 1.6% to 2%.
2. Increasing the health insurance subsidy for school district retirees from \$5 to \$7.
3. Allowing all school district personnel to participate in DROP for an additional three years.

Our first priority is to educate ourselves on the issues: read the research and materials that have been prepared for you; read the articles in this newsletter; log onto HASA's website at [www.hasaonline.com](http://www.hasaonline.com) and read additional information about our three priority issues; log onto this website regularly during the next several months to get the latest legislative news.



## **2005 Legislative Priorities**

### **POSITION PAPER AND TALKING POINTS**

Preparation is important! Log onto the HASA web page or dig out your January HASA newsletter to review the above-named document. HASA members need to speak with the same position message when talking with legislators and/or representatives. Be ready for that *Call to Action* when it comes! Be sure we have your home email address on our E-mail Tree (or send it to [mmcbryar@aol.com](mailto:mmcbryar@aol.com)) so that we can quickly and easily keep you updated and informed on issues that affect you and your future!

# *Giving Thanks Where Thanks Is Due!*



As we prepare to work with the legislature to pass our three priorities, all school administrators are asked to remember to try to do the following if at all possible:

1. Contact and thank the following Senators and Representative for agreeing to file bills for our three 2005 legislative priorities:
  - **Senator Dennis Jones** (R) Pinellas County, sponsor of Senate Bill 1266 to raise the retirement multiplier from 1.6% to 2.1%. Telephone 727-549-6411 or 850-487-5065 - [jones.dennis.web@flsenate.gov](mailto:jones.dennis.web@flsenate.gov)
  - **Representative Joe Pickens** (R) Putman County, sponsor of House Bill 563, companion Bill to above Senate Bill 1266. Telephone 1-866-487-7507 or 850-488-0665 - [joe.pickens@myfloridahouse.gov](mailto:joe.pickens@myfloridahouse.gov)
  - **Senator Al Lawson** (D) Leon County, will file companion Senate Bill to House Bill 781 below. Telephone 850-487-5004 - <mailto:lawson.alfred.web@fl.senate.gov>
  - **Representative Bob Allen** (R) Brevard County, sponsor of House Bill 781 to raise the insurance supplement from \$5 to \$7. Telephone 321-449-5111 or 850-488-4669 - [bob.allen@myfloridahouse.gov](mailto:bob.allen@myfloridahouse.gov)
  - **Senator Charley Clary**, (R) Fort Walton Beach, sponsor of Senate Bill 788 to extend the DROP for administrators. Telephone 850-833-9159 or 850-914-6252 [clary.charlie.web@flsenate.gov](mailto:clary.charlie.web@flsenate.gov)
  - **Representative Ralph Arza**, (R) Miami/Dade, will file companion House Bill to above Senate Bill 788 above. Telephone 305-8272720 or 850-488-1683 [ralph.arza@myfloridahouse.gov](mailto:ralph.arza@myfloridahouse.gov)
2. Share all you have learned about our three legislative priorities with your colleagues.
3. Be sure we all speak with the same message.
4. Periodically log on to HASA's website, [www.hasaonline.com](http://www.hasaonline.com) and click on HOT MAIL to get the latest news on legislative activities.
5. Join FASA and ask others to do the same. We need strong leadership in our state and local associations if we are to become a strong voice in Florida politics.

---

## *Awards Alert!*

*The time has come to nominate HASA's best and brightest for a leadership award to be presented at the upcoming Spring Social. Please see the nomination form in this newsletter to nominate a worthy candidate! Hurry, the deadline for submission is April 6<sup>th</sup>!*



# ***FASA Legislative Action Workshop A Success!***

A well-attended and well-organized forum was held on Saturday, February 19, 2005 at Jefferson High School, for the purpose of discussing grassroots lobbying, emerging issues and FASA's 2005 legislative platform. The first speaker was State Representative Dennis Baxley, Chairman of the House Education Council. This gentleman tells it like it is. He reminded us that school districts are full of Democrats and Tallahassee is full of Republicans. His focus was to inform us of the importance of establishing relationships with those in Tallahassee and when speaking, he suggested we focus on administrators as well as teachers and classrooms. He offered such suggestions as: be *specific* when you speak to legislators, clearly communicate your ideas, offer solutions and never be afraid to use our lobbyist.

Mike Eader, Executive Director of FASA, Dr. John Miliziano, Executive Director of HASA, Vern Pickup-Crawford, FASA Consultant, Juhan Mixon, FASA Lobbyist, Terry Golden FASA Lobbyist, Dr. Walter Pierce, Executive Director, Palm Beach County Administrator Associations, Larry Carmichael, Lobbyist, (FREA) Florida Retired Educators' Association, and Nuri Ayres, President of FASA, followed with suggestions on continuing to monitor and/or support the sick leave bill, class size reduction, alternative schools and their differences from regular schools, increasing administrators' salaries, raising the multiplier that determines retirement from 1.6% to 2.0%, extending the DROP for all school district employees, and raising the retiree insurance supplement from \$5 to \$7.

The bottom line of the workshop was to encourage all of us to monitor legislation and become proactively involved. It was suggested that there should be more organized meetings statewide. We were reminded that it is time to be a team. We should all watch for "*Calls to Action*" and ask representatives to support our bills. We need to continue networking, for there is power in a unified voice. More of us should attend Legislative Days in Tallahassee. We must be able to explain our reasoning behind priorities. Get informed, become involved, and be proactive. Join FASA and make a difference in our profession and Florida's education.



## HASA'S 2005 Annual School Board Forum Was a Success!

The tradition of the annual HASA/School Board Forum was upheld again February 24<sup>th</sup>, 2005, when six of the seven School Board members were able to meet with the HASA Board of Representatives, Dr. Lennard and members of his Cabinet at Valencia Gardens restaurant. Everyone enjoyed a flavorful dinner, rich with Spanish origin, and everyone was especially grateful to Mrs. Faliero for opting to spend her *birthday* attending the Forum. The event held a second, special significance for those present because it was the last annual Forum HASA will share with Dr. Lennard as our Superintendent. Everyone was cognizant of the “uniqueness” of the event, noting that most other school districts do not share the close working relationship that exists between HASA and the school district’s leaders.

Issues that were given thought and discussion included (1) HASA’s participation in the Superintendent search, (2) per diem reimbursement, (3) 2005 Legislative Priorities, (4) professional development for administrators and (5) the possibility of a salary study. School Board members and Dr. Lennard’s staff were very supportive and provided valuable input.

We look forward to gathering again very soon at the *Spring Social*. It is a time to celebrate the year’s accomplishments, honor HASA leaders, and mingle with our members, old and new. Watch your April newsletter, the HASA website, and the Administrative Bulletin for details about times and location!



Candy Olson (l) and  
Doretha Edgecomb (r),  
School Board Members



Ken Allen (l), HASA President  
John Miliziano (r), HASA  
Executive Director



Susan Valdes, School Board  
Member

# **THE FLORIDA RETIREMENT SYSTEM (FRS)**

An Overview by Larry Carmichael - February 2005

The Florida Retirement System was created in 1970 (see FS 121.011) and is now one of the largest pension (defined benefits) retirement systems in the US. Various sources rank it number 4 or 5 behind California, the Federal and New York plans. Currently, FRS has some 860,000 plus members with about 225,000 of these receiving retirement benefits. Although FRS is “governed” very much by the Florida Legislature (as subsequent text will show), it is operationally run by two separate agencies.

(1) The State Board of Administration (SBA) under the Board of Trustees (Governor, Chief Financial Officer and Attorney General) is responsible for managing assets of the FRS Trust Fund (Fund) and other state trust funds. The SBA is a 200-employee organization headed by Executive Director, Coleman Stipanovich.

(2) The Division of Retirement (Division) is responsible for maintaining individual employment records on all members, collecting employer contributions to the Fund, and serving as payroll department to the 225,000 retirees. This 210 employee agency is headed by Director Sarabeth Snuggs who reports to the Secretary of the Department of Management Services.

Although a few members remain in programs that existed prior to 1970 and make individual contributions, FRS is almost totally funded by employer contributions and the returns from investing activity by SBA. Retiree benefits and operating costs for both SBA and the Division all come from the Fund. By Florida law (FS 121.30) and Federal law (ERISA), this trust fund can only be used to pay retiree benefits and for administration costs. Every legislative session, the legislature receives a report from actuaries hired by the Division (FS 121.135) who recommends specific contribution rates for employers (FS 121.71). It is significant to note that in 2003–04 the contributions received from employers around the state amounted to \$1.9 billion, which was some \$1.76 billion less than the \$3.66 billion paid out to retirees that year. The independent investigative agency of the legislature, OPPAGA (Office of Program Policy Analysis & Governmental Accountability), also conducts annual audits of FRS operations to insure compliance with laws and policies (FS 112.658).

Among retirement systems around the country, FRS is considered to be a very attractive retirement system primarily because it is securely funded and benefits to retirees “grow” each year with a 3 percent COLA (Cost Of Living Adjustment). This COLA (FS121.101) is accumulative meaning that it is computed on the prior year’s benefits, not the year of retirement. In many states, any increase must be the result of legislation; in some states a COLA is only computed on the base or the retirement year benefit, and in other states, the COLA is tied to some cost of living index. Although not really a part of FRS, another plus for member retirees is the Health Insurance Subsidy (HIS) which will be discussed later.

An important fact regarding the HIS and COLA is that these were “given” to FRS retirees by the legislature, and “what the legislature giveth, it can also take away”. This is not the case with pension benefits earned while employed; these represent a contractual relationship between employee and employer. Although FRS was inadequately funded when first created, the Fund’s assets only amounted to 20 percent of its actuarial liabilities (promised benefits), it has been 100 percent funded since 1998. Today it has actuarial liabilities of something over \$96 billion, with assets in excess of \$106 billion (these are July, 2004 numbers); the \$10 billion surplus is why the legislature would set contributions lower than expenditures.

*(continued)*

## FRS Overview, Page 2

Membership in FRS is separated into four classes: (1) Regular, (2) Senior Management, (3) Elected Officials and (4) Special Risk. The Elected Official class is subdivided into three categories: (a) Cabinet and Legislature, (b) Justices and Judges and (c) County Elected Officials (FS 121.052). The Special Risk class also contains special risk Administrative Support as well as those persons considered to be in special risk occupations, primarily fire department and police department personnel. The membership "class" is important because each class earns different retirement percentage credit for year of service, and the employer must contribute to the Fund on the basis of employee class. The table below illustrates these differences:

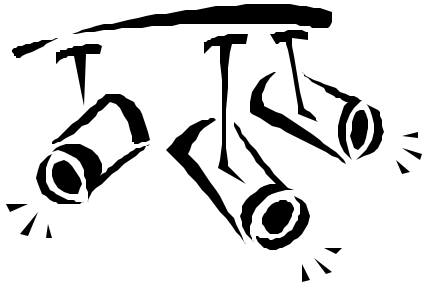
<u>CLASS</u>	<u>EARNING PERCENT</u>	<u>CONTRIBUTION RATE</u>		<u>NUMBER IN CLASS</u>
		<u>(04-05)</u>	<u>(05-06)*</u>	
Regular	1.6	6.20	9.98	558,200
Senior Mgt.(Superintendents, City/ County Mgr., State Sr. Mgt., JC Pres)	2.0	8.18	11.64	6,310
Elected Officials				1,990
- Gov., Cabinet, Legis., States Atty.	3.0	11.30	15.82	
- Justices, Judges	31/3	17.46	20.78	
- County Elected	3.0	14.04	17.73	
Special Risk	3.0	17.34	22.16	66,860
-SR Admin. Support	1.6	8.78	12.55	92

\*These figures are from FS 121.71. Although this is established for next fiscal year, I would be surprised if the 2005 Legislature leaves it the way it is now.

## The Health Insurance Subsidy (HIS)

This benefit for retirees was created by the Kirkland Bill in 1986 (now FS 112.363) and it has its own HIS Trust Fund (112.363(5)). Although administered and managed by the Division and SBA the same as FRS, this benefit is an entirely separate financial entity funded by a separate employer contribution that is currently set at the rate of 1.11 percent of employees' salaries (112.363 (5) (f)). The HIS Trust currently has around \$130 million in assets; it has no actuarial liability and is more of a revolving fund. In fiscal year 2003-04, employers contributed \$264.5 million to this trust and \$248.3 million was distributed to retirees.

The HIS provides retirees \$ 5.00 for each year of credible service every month up to a maximum of \$150 per month. It can only be used for health insurance premiums, and it is not considered income for IRS purposes if the Division has certification that it has been used for premiums. In most situations the Division makes monthly payments directly to insurance companies using the earned HIS (up to \$150) and deducting any extra amount necessary from pension benefit when the premium exceeds the HIS.



## MEMBER SPOTLIGHT

Born in Birmingham, Alabama as Joy Elizabeth Taylor (*Liz*, as we know her) moved to Pinellas County from Muncie, Indiana after her father retired from the restaurant business at age 45. An interesting tidbit that can't be left out of this article is that Colonel Sanders once visited their home and took a nap there after doing business with her father, who sold the Colonel's chicken in one of his restaurants. Liz has two older brothers and her father who live close by. Unfortunately, she lost her mother several years ago.



**Liz Valdez**  
***“Grandmother-To-Be”***

After graduation from Northeast High School, nestled in the beautiful Old Northeast area of St. Petersburg, Liz attended St. Pete Junior College, met and became smitten with a Tampa guy named “Danny”. The feeling was mutual because after graduation from USF, (he at the main campus and she at the Bay campus) they were married.

Liz earned a Bachelor of Arts degree in elementary education and opened Crestwood Elementary in 1968 as a 4<sup>th</sup> grade teacher. From there, she moved to Baycrest as the 5<sup>th</sup> grade *Pod Chair*. (I am sure you haven't heard that word in awhile!) Upon completion of an M.A. in Guidance and Counseling from USF, she worked at Blake and King high schools, in Alternative Education, Adult Education and then became Department Head at Leto. She subsequently worked in the Academy of Health Professions at Tampa Bay Tech and then moved on to Sickles.

With all of her varied work experience, it is no surprise Pat Smith recommended Liz for the appointment as Supervisor of Guidance Services in 1999. Her duties include K-12 guidance support, intern placement, and chairperson of the County Level Special Placement Committee. She has been instrumental in the implementation of Peer Mediation and Conflict Resolution in our schools, School Climate initiatives and Violence Prevention. Pat describes Liz as “a compassionate counselor, very capable and one who puts her heart into everything she does.” Although she has missed the daily contact with students in a school-based setting, Liz hopes her efforts have affected more students within the district. She pleasingly boasts she has spent 37 years doing what she loves.

Liz and Dan are the proud parents of one daughter, Dr. Alexa V. Fagan, a chiropractor who lives in Atlanta and son-in-law, Kris, also a chiropractor, now working in the clinic at their alma

mater, Life University, utilizing his expertise in X-Ray technology. They all eagerly await the arrival of a baby boy due in April. Alexa, Kris and their son plan to move to the Tampa area soon and will open their own clinic here. No doubt Liz will be spending a lot of time with her grandson after she retires. She is, unfortunately for us, another one of our dedicated HASA members in DROP.

Liz enjoys spending time at their condo in Sky Valley, N.C., playing golf and most importantly, shopping. I don't think I would want to compete with her in a "best places to shop" contest.

Liz Valdez' years of service to the district deserve recognition. Gratitude goes out to this devoted professional. Next time you see her, ask to see a picture of her grandson. Bet there will be more than one in her designer wallet...

- Janelle Buck, Historian



## Ten Tips for Successful Networking

Business experts agree that networking is one of the most valuable tools for expansion. Here are 10 tips from business experts on creating a great networking system and taking care of the one you have now.

1. Talk to strangers. Connections aren't made only at networking events.
2. Be curious. Approach the act of meeting new people with joy and curiosity and you'll create stronger and more lasting connections.
3. Always follow up. Pick up a phone, send a note or an e-mail to people you meet who you begin a connection with.
4. Keep your promises. The savviest of networkers follow up and do what they said they would do when they said they would do it.
5. Be a resource. Know your material. Increasing your network means you can be a better resource to a greater number of people.
6. Be visible. Increase your visibility and you'll increase your chances for new opportunities.
7. Be a host. Interact with people and introduce them to others.
8. Say thank you. Show the people in your network your gratitude each time they do something for you or your organization.
9. Make reconnections – carefully. If you want to reconnect with old acquaintances or colleagues, be sure not to come across as a “fair-weather friend”.
10. Stay in touch. Keep your network strong by making yourself available as a resource without expecting anything in return.

# *Scholarship Still Available From HASA*



## **For College Students (dependent of HASA member):**

HASA sponsors a \$500 student scholarship to a junior, senior or advanced degree student in college who plans to enter the field of education. This student must be a dependent of a current or retired HASA member.

An application for the above scholarship is printed in this newsletter and available online at [www.hasaonline.com](http://www.hasaonline.com). The deadline for applications to be submitted is March 30, 2005.



## *He Will Be Missed....*

HASA mourns the recent loss of a friend and champion of education, Bobby Godwin. Mr. Godwin was a beloved husband and father of two, a Florida native, and a long-time principal of Tampa Bay Technical High School. Condolences go out to his friends and family at this difficult time.

## *This Month in History*

- 1876:** Alexander Graham Bell and his assistant had the first telephone conversation. They were in different rooms of the house and Bell said, “Mr. Watson, come here, I want you.”
- 1912:** Juliette Gordon Low founded the *Girl Guides*. Since 1913, the organization has been known as the *Girl Scouts*.
- 1951:** Hank Ketcham’s *Dennis the Menace* comic strip debuted. He was inspired by his four-year-old son, Dennis, and a comment made by his wife after a particularly trying day: “Your son is a menace!”
- 1967:** *Penny Lane* by the Beatles was the number one song. After its release, street signs on Penny Lane in Liverpool started disappearing – so the street name had to be painted on buildings!



# HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

2004-2005

## AWARDS NOMINATION FORM

Each year at the HASA Spring Social, four HASA members are selected to represent the best and brightest in our organization. These are members who have contributed dedication and leadership to Hillsborough District Schools and to their professional organization. Only current members of HASA may submit nominations for these awards.

The **HASA LEADERSHIP AWARD** is presented to a HASA member who has demonstrated outstanding leadership ability. Among the past winners of this award have been Pat Smith, Dr. Jack Lamb, Robert Lawson, Jackie Heard, and Nuri Ayres.

The **HASA PROFESSIONAL INVOLVEMENT AWARD** is presented to a member who has advanced the professional image of the school administrator by action, word, or deed. Past winners of this award have been Charlotte Valenti, Ashley Smith, Sylvia Albritton, and Randolph Poindexter.

The **HASA PUBLIC RELATIONS AWARD** is presented to any person or organization whose efforts have resulted in a significant increase in public knowledge of the services or accomplishments of the Hillsborough County Public Schools. Some former Public Relations Award winners were Carmen Sorondo, Officer Susan Bowers, Dan Valdez, Susan King and Janelle Buck.

The **RAYMOND O. SHELTON AWARD** is presented to the person who has made contributions to the Hillsborough County Public Schools in an outstanding manner. Winners of this award have included Marilyn Wittner, MaryEllen Elia, Randolph Poindexter, Dr. Earl Lennard, Beth Shields, and Dr. Mike Grego.

**Please attach a separate sheet that lists the significant accomplishments or outstanding contributions of your nominee that relate directly to the category of your nomination in 250 words or less.**

**HASA Leadership Award Nominee:** \_\_\_\_\_

**HASA Professional Involvement Award Nominee:** \_\_\_\_\_

**HASA Public Relations Award Nominee:** \_\_\_\_\_

**Raymond O. Shelton Award Nominee:** \_\_\_\_\_

**Deadline for submission: April 6, 2005**

**Please return to: Charlotte Valenti, Principal, Graham Elementary, Rt. 6 or**

**Charlotte Valenti, Graham Elementary, 2915 Massachusetts Avenue,  
Tampa, FL 33602**



*Please send completed form to:*  
**HILLSBOROUGH ASSOCIATION OF SCHOOL  
ADMINISTRATORS**

**Mari McBryar, HASA Administrative Assistant**  
**511 Somerstone Drive**  
**Valrico, FL 33602**  
**or**  
Velasco – Rt. 7

<p><u>Please check one:</u></p> <p><input type="checkbox"/> Current Administrator</p> <p><input type="checkbox"/> Retired Administrator</p>
---

**HASA Enrollment Form**

**Please print:**

DATE: \_\_\_\_\_

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

Address (**Retirees**): \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Location (**Current Administrators**) \_\_\_\_\_

Social Security Number: \_\_\_\_\_ Payroll Code: \_\_\_\_\_ Site #: \_\_\_\_\_

**The HASA membership year is July 1 through June 30<sup>th</sup>. Annual dues: \$105.00 for current administrators and \$25.00 for retired administrators.**

**Please check one payment option below:**

\_\_\_\_\_ personal check (\$105.00 due on July 1 for annual membership)

\_\_\_\_\_ payroll deduction (\$ 5.25 per 20 pay periods. Please sign below to authorize payroll deduction of dues)

\_\_\_\_\_ **Retiree** (Personal Check for \$25.00)

*Current Administrators only please sign below: I hereby authorize and request the School Board of Hillsborough County (FL) to deduct dues for this professional association. These dues will be deducted from my bi-monthly salary unless I revoke this authorization through writing to the Association and to the School Board.*

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

**I was recruited by** \_\_\_\_\_  
**(HASA Member's Name)**

**FOR OFFICE USE ONLY:**

Deduction Amount: \$ \_\_\_\_\_ Effective Date: \_\_\_\_\_ HASA Official: \_\_\_\_\_