

November 2004



Message from the President:

As you are aware, HASA has a long tradition of meeting with the Superintendent at what is called "Superintendent's Roundtable". This provides the executive board, through input from the component groups, to share ideas and concerns directly with the superintendent. Dr Earl Lennard has enthusiastically continued that tradition, and I assure you that he is extremely proud of the dedication and hard work of the district's administrators. Some of the issues we are working on with him include: training and preparation for administrators who are called to assist with evacuation shelters, shortage of office personnel at the schools during certain times of the year, shortage of substitutes available to the schools, and an increase in the rate of per diem when administrators are on business travel. Members are encouraged to discuss any item of concern with component representatives so your board can take them to the roundtable. Many associations throughout the state do not enjoy this avenue which Dr. Lennard has opened for us.

On another note, thanks to all members who were able to come to the Fall Social. It was large, fun, and provided a great opportunity for conversation and networking. The special events committee is already planning our next big event - don't miss it!

Dr. Ken Allen
HASA President
 2004-2005



EXECUTIVE DIRECTOR

John P. Miliziano, Ed.D.

511 Somerston Drive
 Valrico, FL 33594
 (813) 857-8893

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Each One Recruit One

Our Each One Recruit One membership drive is almost over! In just a few days, names will be drawn for cash prizes and the winners will be notified. For more information about how you can still qualify to be eligible for holiday cash, see the membership drive flyer in this HASA newsletter!

Message From the Executive Director

“In Unity There Is Strength”
- Dr. John P. Miliziano



During the 2004 Florida Legislative Session, we proved that local administrator associations, working together with their state organization FASA, could get a very important bill passed. The Terminal Pay Sick Leave Bill passed both the House and Senate and was signed into law by Governor Jeb Bush, because administrators throughout Florida stuck together with FASA and did what had to be done. Legislators and the Governor's office received hundreds of telephone calls, faxes, and emails from administrators from all over Florida requesting the passage of this bill.

Today, more and more district administrative associations are coming together to talk about the value of effective communications and collaborations. FASA's Executive Director Mike Eader and President Nuri Ayres are committed to the development of strong and effective local associations that provide grass roots support to the state association. Our Superintendent, Dr. Earl Lennard, is a strong advocate of local districts and FASA's renewed commitment to working together. Several state-wide meetings are in the works where representatives from administrators' associations throughout different parts of Florida will meet with FASA to plan strategy for the 2005 legislative session.

The Tampa Bay Area Coalition, FASA, and members from other Florida district associations have been working on selecting and prioritizing the most important issues for the upcoming legislative session. There is general consensus that retirement benefits and the DROP legislation are the two critical areas that need to be addressed in 2005. The first priority will be to finally get the 1.6% multiplier for calculating retirement benefits raised to at least 2%. The second priority is bringing fairness to the DROP program. Administrators want to be treated like all other educators who now can extend their DROP an additional three years. The third issue is raising of the state subsidy provided retirees to help pay for health insurance premiums, from \$5 to \$7 for each year up to a maximum of 30 years of service. The first and third issues will be difficult to achieve for they are money items that will require additional appropriations. For a better understanding of these two issues, please read the article written by Larry Carmichael who writes in the October 2004 FREA Bulletin and reprinted in this newsletter.

The political influence that administrators hold in their hands, if they choose to work together and speak with one voice at the state level, is enormous. 27 districts with administrator associations have over 5,000 dues-paying members (please see chart in this newsletter). Overall there are over 9,000 administrators in the state of Florida whose collective voices can play a role in influencing legislative outcomes that impact our profession. Last year we saw what was accomplished with minimal effort. The future will be much brighter for us if we continue to pull together, talk together, act together, and speak with one united voice through the leadership of FASA, our state association.

“In Unity There Is Strength”. Join your local association HASA and your state organization FASA. Encourage other administrators to join their local and state associations. There is much work to be done and we all need to be part of the effort to accomplish our goals.

In Unity There Is Strength...
Tampa Bay Area Coalition Update

The goal of the Tampa Bay Area Coalition is to help all Florida districts that have school administrators associations connect with one another and with FASA, so they can together speak with one voice in dealing with legislative issues that impact public school administrators.

When the above goal is achieved, Florida public school administrators will become a significant constituency group that will be respected and listened to by the legislative process just as the police, firemen, doctors, and lawyers are presently respected and listened to.

As of this date, the above stated goal has been partially accomplished with the establishment of the Tampa Bay Area Coalition, a coalition of seven school districts' administrators associations which collectively represent over 1,709 public school administrators.

| Associations Presently Aligned as a Coalition <i>Tampa Bay Area Coalition</i> | Number of Administrators Represented |
|--|---|
| Hillsborough | 700 |
| Pinellas | 200 |
| Polk | 215 |
| Pasco | 260 |
| Manatee | 100 |
| Sarasota (District Level) | 38 |
| Sarasota (School Level) | 76 |
| Lee | 120 |
| Total: | 1,709 |

| Additional Associations Now in the Loop as "Interested Parties" | Number of Administrators Represented |
|--|---|
| Brevard | 198 |
| Broward (School Level) | 535 |
| Broward (District Level) | 120 |
| Charlotte | 67 |
| Hernando | 56 |
| Miami/Dade | 915 |
| Palm Beach (School Level) | 411 |
| Palm Beach (District Level) | 500 |
| Seminole | 130 |
| Total: | 2,932 |

| Associations That Have Not Been Contacted | Administrators Represented |
|--|---------------------------------------|
| Bay | 38 |
| Collier | ?? |
| Duval | 60 |
| Highland | 60 |
| Indian River | 102 |
| Jackson | 36 |
| Leon | 80 |
| Martin | 80 |
| Osceola | 89 |
| Santa Rosa | 96 |
| Volusia | 180 |
| Total: | 821 |

Imagine the powerful influence that school administrators in the above 27 districts with its 5,500 members and FASA, speaking with one voice, could have on the legislative process.

What You Should Know About the Florida Retirement System

By: Larry Carmichael, Legislative Chairman
Florida Retired Educators Association (FREA)

In the October 2004 FREA Bulletin, Mr. Larry Carmichael provides a comprehensive look at the Florida's Retirement System (FRS), and the Health Insurance Subsidy (HIS) trust fund from which retirees receive a subsidy to help pay for their health insurance:

The FRS Trust Fund continues to remain solid, with around \$100 billion in assets and about \$90 billion in actuarial liability as reported in the September 24 meeting of the Investment Advisory Council. The liability has been growing at an average rate of some \$3.5 billion per year over the past decade as more people become retirees with bigger retirement benefits, but the Trust Fund has been growing very little since reaching a peak value of \$110 billion in 2000,. Hopefully, the stock market will settle down and the Fund will again move upward in asset value.

What all this means to retirees in the FRS is that our benefits are secure and the annual three percent COLA is not currently in danger of being altered. However, FREA must continue to be vigilant in carrying out our number one legislative priority to ensure that nothing is done in Tallahassee to jeopardize the current conditions. *This does not address the Health Insurance Subsidy status, because the HIS Trust Fund is another animal supported by various governmental employers around the state who are assessed an amount equivalent to about one percent of their employees' salaries.* The HIS Trust Fund is stable with the current situation of \$5 per month for every year of service, but in order for that \$5 to be increased, the assessment (tax to current legislature) would have to be raised higher than the one percent. As reported in the May Assembly, this is not going to happen with the current legislature and administration.

As for increasing retiree benefits, a FRS Trust Fund surplus of some \$10 billion exists at the moment, but as previously explained, this surplus could possibly be eaten up by the liability increase within a very few years unless the investment activities begin to pay greater returns. *This will mean that decision makers in Tallahassee will unlikely support any changes which would cause the actuarial liability to grow at a greater rate than it currently is growing.* The current system has some features which have been subjects of discussion in recent meetings of retirees.

School personnel and other members of the "regular" FRS class earn only 1.6 percent credit toward retirement for every year of service, while members of the "special risk" and other classes can earn up to 3.3 percent per year. Perhaps this is the time to initiate a study of the overall plan.

Florida Retirement System (FRS): The following are the annual multipliers used to calculate retirement benefits.

The **Florida Retirement System** was established on December 1, 1970. Employees in the regular Class have been at 1.6 to 1.68 since the beginning.

Regular Class: 1.6% for 30 years of service up to 1.68% for 33 years of service. Includes all public school educators, city and county employees, Hillsborough Community College, etc.

Special Risk Class: 2% for service from 12/1/70 and 3% for service on and after 10/1/74. Includes law enforcement, fire fighters, corrections officers, paramedics, etc.

Elected Officials Class: 3.33%. Includes all judges.

Elected Officials Class: 3%. Includes all government officials, school board members, elected superintendents, county commissioners, city officials, etc.

Senior Management Class: 2%: Appointed superintendents, community college presidents, managerial staff of legislators, etc.

Did You Know?



1. 14 of 18 FASA-endorsed candidates win. FASA experienced a 78% success rate among the candidates the organization endorsed for state House or Senate seats. Here are the incumbent winners who received FASA's backing:

Sen. Steve Wise, R-Jacksonville; Rep. Nan Rich, D-Sunrise, District 34 Senate seat; Rep. Curtis Richardson, D-Tallahassee; Rep. Hugh Gibson, R-The Villages; Rep. Tom Anderson, R-Holiday; Rep. Leslie Waters, R-St. Petersburg; Rep. Nancy Detert, R-Venice; Rep. Gayle Harrell, R-Port S. Lucie; Rep. Shelley Vana, D-West Palm Beach; Rep. Susan Bucher, D-West Palm Beach; and Rep. Matt Meadows, D-Lauderhill.

2. Voters in two counties increase taxes to provide more for schools. The Palm Beach and Pinellas county electorate have agreed to higher taxes to support their public schools.

The most surprising was the Pinellas vote. The measure to increase property taxes by 50 cents for every \$1,000 of assessed valuation passed with a 64% majority, even though 41% of the voters in that county are older than 55, which means they don't have children in public schools. According to the *St. Petersburg Times*, one of the reasons for the referendum's success was that voters were sold on the fact that low-ranking schools can also mean lower property values.

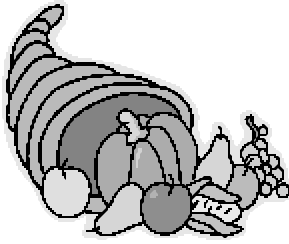
Eighty percent of the approximately \$26 million that will be generated by the new tax will be used to bring teacher salaries closer to the national average of \$49,000. The current average is about \$41,000, though more than 25% of the county's teachers make less than \$35,000, according to the *Times*. The rest of the money, about \$5 million, will go to preserve art, music, and reading programs and to buy more textbooks and computers. The tax expires after four years.

In Palm Beach, where enrollment continues to increase by more than 5000 students a year, voters agreed by a 57% margin to a half-cent sales tax increase to raise some \$560 million to complete the district's five-year capital plan for school construction projects. Included is construction of 14 new schools and 26 replacement facilities. The initiative was promoted by a business collation and had no organized opposition. The half penny will be levied until 2010 or the \$560 million is collected, whichever comes first. It is Palm Beach's first referendum since 1986 when voters approved a \$323 million bond issue for school construction.

Quote of the Month:

"Life is what we make of it; always has been, always will be."

- Grandma Moses



Fall Social Fun

The theme was “It’s Time” and it *was* a time for fun and the Columbia Restaurant in Ybor provided an impressive environment for HASA’s annual Fall Social. Despite scheduling difficulties due to hurricanes, the attendance was phenomenal. It has been a stellar year for the introduction of new members and we were pleased to see a lot of new faces. I was especially proud to have Adult & Community Education well-represented. Steve Barta (Plant City Adult), Josalyn (Michelle) Loango (Leto Adult), Tammy Crawford-Morse (East Region Adult), Candace Odierna (Tampa Bay Tech Adult), Ed Cristiano (East Bay Adult), Debbie Zenk and Mac MacBride (Adult Education Center) were among the guests who enjoyed themselves.

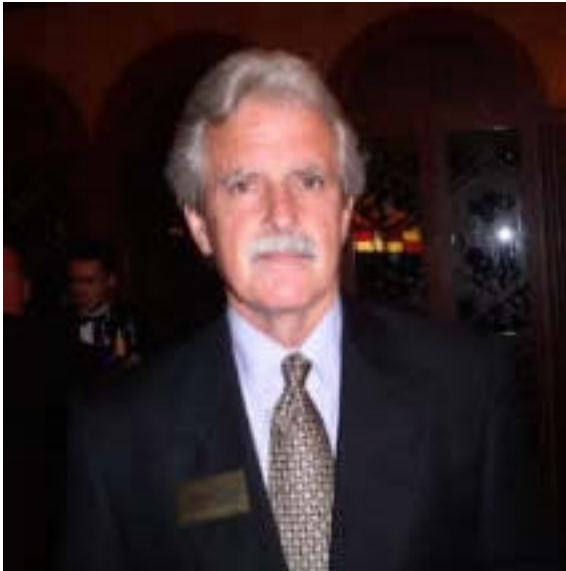
The sounds of conversation and laughter echoed from our private room and the food, well, have you ever had anything but wonderful cuisine at the Columbia? Many positive comments were heard about the tasty paella and of course, their *Famous 1905 Salad*. A great deal of appreciation goes out to HASA President-Elect Pat Smith for organizing the entire event. Gratitude also to planning committee members Mary Cunningham, Connie Hayden-McPeak, Tee Solomon, Lois Mautte and Audrey Miller who graciously greeted guests at the entrance table.

The evening was especially memorable for Glenn Barrington, as he will attend as a retired member next spring. Don Yoho was there as well. They are two of HASA’s earliest presidents and it is always a pleasure to have them with us. Doretha Edgecomb, School Board Member-Elect, mingled in the crowd and expressed her enthusiasm as the Board’s newest member. Janice Torgersen, candidate for School Board in District 1, and Ashley Smith, candidate for the Florida House, were also present. Charlotte Valenti and Nuri Ayres were awarded Past President’s plaques. Nuri has been busy as FASA President this year and apparently enjoying every minute of it. We enjoyed having Ken Otero's daughter Lauren join us; she was a scholarship recipient last year and will soon be receiving her Master’s degree. Mike Eader has been with us for the last two years and spoke in favor of HASA’s efforts to promote collaboration among HASA, FASA and other district administrative associations. Dr. Lennard praised our efforts as instructional leaders. His staff members present were Dr. Mike Grego, Ken Otero, MaryEllen Elia, Dr. Mike Bookman, Jack Davis, and Dan Valdez. School Board members in attendance were Carol Kurdell, Candy Olson, Jennifer Faliero, and Glenn Barrington.

President Dr. Ken Allen welcomed everyone and gave some sound advice; “Whatever you have, share, and always learn from others.” Executive Director John Miliziano introduced Mike Eader and thanked him and FASA for the great job they did in getting the Terminal Sick Leave Bill passed. Dr. Miliziano also encouraged us to build strong relationships with FASA and other Florida administrators’ associations because doing so will surely make a greater impact on the legislative process. He also asked HASA members to consider joining FASA. He believes that will make a stronger state organization and is a necessary ingredient for our success.

It was a time to meet, greet, eat and be merry, and we did just that. Please remember to get involved! Do your part by recruiting a new member and have a successful year. It’s time.....

Submitted by:
Janelle Buck, Historian



Ashley Smith



Richard Martinez & Deborah Henry



Dr. Earl Lennard, Nuri Ayres, Mike Eader,
Elsa Tuggle, Dr. Michael Bookman



Dwight Wood & Michelle Loango



Carol Kurdell, Janelle Buck, Dan Valdez,
MaryEllen Elia, Janice Torgersen



Doretha Edgecomb



Glenn Barrington & Janice Torgersen



Dr. John Miliziano & Don YoHo



Good News Corner

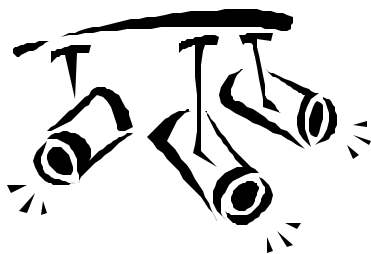
On September 20, 2004, Mark Sullivan, physical education teacher at Dover Elementary School, was conducting a PE class for fourth graders when he noticed a child had collapsed on the field. He ran to her, felt for a pulse and couldn't find one. Then he proceeded to perform CPR on the child and alerted Administration to call 911 and the child's parents.

This child, Araceli Torres, was transported to the hospital with the bilingual aide, Josie Rodriguez, who stayed with the child to calm her until her parents got to the hospital. The pediatric

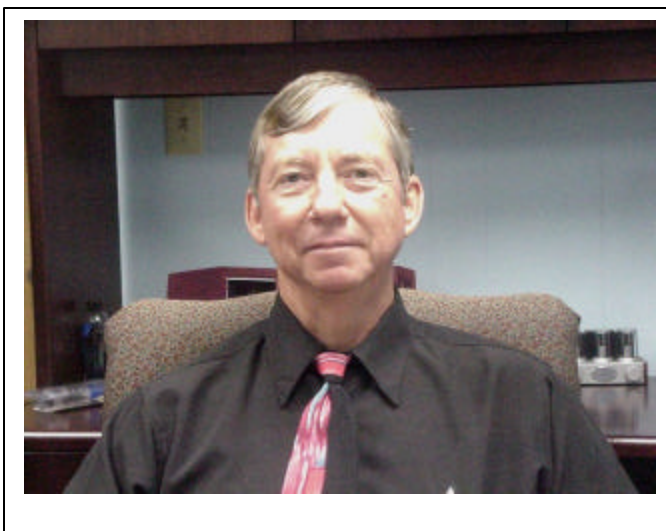
cardiologist, Dr Blain John, called the principal of Dover Elementary School to personally say that the life of this child was saved by Mark Sullivan's quick actions on the PE field. Today, we are thankful to have Araceli back at school. She now wears a pacemaker and can be with her classmates each day at school.

Mr. Sullivan joined the Dover Elementary School faculty in August, 1997 as the physical education teacher. He is well respected by the students and staff. He is called "Coach" by the students and they eagerly look forward to his classes.

Member Spotlight



Mike Phillips - "Cool Character"



Mike Phillips, Cooling Equipment Maintenance Manager, is fifty-something, but jokingly comments he's "going on 16". Although born in Knoxville, TN., he arrived in Tampa at three years old and is a product of Alexander Elementary, Pierce Middle and Leto Comprehensive High School. He has worked for the district for the last 33 years. Executive Director of HASA Dr. John Miliziano was one of his teachers in 1970 at Leto. The subject was Social Studies and he remembers John as being "quite young". All of Mike's jobs have been related to air conditioning maintenance. That is his strength and he truly loves what he does. He arrives at work around 5:30 AM and is always ready for anything that needs attention.

Beginning as a trades helper in 1971 changing a/c filters and other meager tasks, Mike rapidly became a Mechanic I and II and spent twelve years in Energy Management before landing his current position. He thanks Jack Davis and MaryEllen Elia for believing that he could handle the responsibilities as Manager. Mike carries several important certifications. He is a Certified Energy Manager, which is an international organization that holds prestigious honors. Next, he is certified as an Indoor Air Quality Professional and a Business Energy Professional. He is also a State Certified A/C Contractor. It involved taking the most challenging exam in his career.

He and Judy, his wife of 30 years, have two grown children. She recently retired from the district after working for some time in the Division of Administration. They recently moved to Wimauma, quite "a fur piece" from Davis Islands, where their two children were raised. Their son Brian is married and just relocated to California from Atlanta, following a promotion in banking. He completed high school at Hillsborough and was in the first graduating IB (International Baccalaureate) class there. He went on to earn a MBA from the University of Florida. His daughter Christina still lives at home and is searching for a job in Business. She obtained her degree from USF.

Mike's hobbies include everything that can be done outdoors. He hikes, bikes, kayaks, and is infatuated with vintage automobiles. He drives a pick-up truck but boasts he drives his 1989 GTA at least once a week. That particular "muscle car" is a Limited Edition Firebird. It is candy apple red and is his pride and joy. He enjoys going to car shows and drag races. Each year, he takes a week off to fish in the Keys.

Mike Phillips is one hard working district employee and a dedicated member of HASA. He joined about 6 years ago and is constantly trying to get his staff involved. He is one we can always depend on. His loyalty, dependability and diligence are truly valued.

Your scribe's grandfather, James M. (Jim) Buck (1892-1969), a proud native of East Tennessee, not too far from Knoxville, had fun calling himself a redneck and hillbilly. Late in life, he was appointed the first Director of Florida's Commission on Aging by Governor Leroy Collins. Mike Phillips might not be comfortable being called a redneck, but whatever you call him, he is a valuable part of the district's school machinery.

Submitted by:
Janelle Buck, Historian

New Members!



We'd like to make welcome our newest HASA members:

Stephen Barta
Diane Carlo
Tina Jenkins
Peter Wittel

Arlen Black
Carol Edwards
Joselyn Loango

Dexter Brock
Paul Gansenser
Michael Smith

Angela Brown
Oney Graham
Melissa Thompson

Each One Recruit One

Are 100% of your site's administrators HASA members? A few sites can boast 100% HASA participation. There's no better time than now to invite colleagues at your site to join! A membership form is included in this newsletter - feel free to make copies, as you need them, and invite colleagues to join. Be sure and put *YOUR NAME* on the enrollment form as the "recruiter" so that you will get credit for any new member you invite and you will be entered into the [***Each One Recruit One***](#) membership drive contest!

See the [***Each One Recruit One***](#) flyer in this newsletter. If you have questions or need additional information, please contact Pat Smith, HASA Membership Chair, at 273-7074.



Hillsborough Association of School Administrators

"Each One Recruit One"

Recruitment Incentive Awards

September 13, 2004 – December 1, 2004

You know the value of your membership and how it helps you stay on the cutting edge of your profession. You can help ensure the future of your profession and strengthen the Association by sharing the benefits of HASA membership with a colleague. As a token of appreciation for your efforts, you will be eligible for the following incentive awards:

- o **Winners Circle Level 1**
Recruit one new member, and for every new member recruited, your name will be entered in a drawing for a \$100 cash prize
- o **Winners Circle Level 2**
Recruit 2-5 new members and for every new member recruited, your name will be entered in a drawing for a \$300 cash prize
- o **Winners Circle Level 3**
Recruit 6-9 more new members and for every new member recruited, your name will be entered in a drawing for a \$500 cash prize.

"Each One Recruit One" ***Membership Campaign Rules***

1. For all levels and prizes, new member enrollment forms must be received in the HASA office by December 1, 2004. A blank form is included in this newsletter.
2. For a member to receive credit, his/her name **must** be in the "recruited by" section of the enrollment form **before** it reaches the HASA office. No exceptions. Only one name can be in this section.
3. A new member is any member who has not been a member of HASA prior to receipt of the enrollment form.
4. Winners will be announced at the December 6, 2004 Board Meeting.

*Have questions or need additional information?
Contact Mari McBryar at 684-0675 or by email at:
mmcbryar@aol.com*

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 30th. 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: _____