



901 E. Kennedy Boulevard, Tampa, Florida 33602  
Website: [www.hasaonline.com](http://www.hasaonline.com)

October, 2002

Remember to Vote on  
November 5<sup>th</sup>!

**EXECUTIVE DIRECTOR**

John P. Miliziano, Ed.D.  
901 E. Kennedy Blvd.  
Tampa, FL 33602  
(813) 857-8893

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Charlotte Valenti

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**Treasurer**

Nelson Luis

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**Middle School Principals**

Carmen Aguero

**Elementary Principals**

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

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Don Sorondo

**Administrative Assistant**

Mari McBryar

This election is the most important event that we can participate in that will influence Public School Education for the next four years. If we educators and advocates of public education do not make a super human effort to get the vote out, we will have missed a great opportunity to influence our future.

Educators and those who support a free public school education collectively make up the largest advocacy group in the state of Florida. Educators influence many people who look up to them with respect trust. If we choose to do so, we can make a difference in the outcome of this November election.

If every educator in Hillsborough County got ten friends, relatives, or neighbors to go to the polls on November 5th, a strong and resounding message would be heard, that education is the most important issue in America today.

*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 need of the membership and of the public schools."*

# *A note from your* Executive Director

*Dr. John Miliziano*

The two most important elements that help to make an organization great are *member involvement* and *effective communications*. HASA is a great organization because its members are involved and the organization strives to continually improve means of communicating with every one of its members.

HASA has many opportunities for members to get involved. The Board of directors is made up of 24 Representatives and Alternates, five Executive Board Members (President, President Elect, Past President, Secretary, and Treasurer) and eight Standing Committee Chairs. In turn, each standing committee has many members who participate with the planning of socials, conducting elections, screening and selecting scholarship recipients, serving on district-wide committees, and lobbying legislators for member benefits. The Legislative and Benefits Committee alone is composed of over 20 HASA members who want to network, develop their skills, and make a difference.

In the next two months every single member of HASA will have an opportunity to be involved in his or her association. Recruiting new members is one of the single most important activities of an organization. Without new members to replace those who retire and/or leave the system, the organization cannot move forward and accomplish its many goals. A vibrant and successful organization must not only replace its vacancies, but it must grow in numbers so it remains truly representative

of the entire profession that it serves.

Effective and meaningful communication continues to be HASA's most important task. This newsletter, the establishment of a web page, and the creation of an *email tree* of members' home e-mail addresses, all serve as means of staying in touch with the membership. The monthly HASA Board meetings are also effective means for our members to communicate with the leadership via the voices of the component Representatives and Alternates.

I urge every member of HASA to get involved now. Be sure to participate with this year's "**Each One Recruit One**" Recruitment Incentive Program. Make a commitment to recruit at least one new member. Read the "*Opportunities to Serve*" form in this newsletter and consider volunteering to serve in one of the various standing committees. \*If you have not already done so, send Mari McBryar your home e-mail address to [mmcryar@aol.com](mailto:mmcryar@aol.com) so we can build a comprehensive e-mail tree. Log on to the HASA web page at [www.hasaonline.com](http://www.hasaonline.com) and read the latest *HOT MAIL*. Offer your suggestions on what HASA can do to become an even better association. Help elect the type of legislators that understand public school education by offering your service and financial help. When you volunteer to help them, say that you are a member of HASA and tell them how proud you are to be a **school administrator**.

*\*Please take a moment right now to send us your home email address.  
Help US keep YOU informed. Thank you!*



# Hillsborough Association of School Administrators

## ***“Each One Recruit One”***

### ***Recruitment Incentive Awards***

***August 2, 2002 – November 22, 2002***

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 our 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 November 22, 2002.
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 2, 2002 HASA Board Meeting.

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



# Hillsborough Association Of School Administrators

## Opportunities to Serve

HASA's Program of Work for the 2002-2003 year is wide-ranging and varied, as are our members and their talents. In an effort to involve more and more of our membership, you are asked to consider serving on one of the following committees. Please indicate your preference(s) below:

- |  |                   |
|--|-------------------|
| _____ Awards Committee                               | Mark West         |
| _____ Nomination/Elections Committee                 | Bill Orr          |
| _____ Special Projects Committee                     | Linda Denison     |
| ➤ Fall Membership Social                             |                   |
| ➤ Spring Membership Social                           |                   |
| ➤ Annual School Board Forum                          |                   |
| ➤ Hospitality  |                   |
| _____ Scholarship Committee                          | Pat Smith         |
| _____ Membership Committee                           | Charlotte Valenti |
| _____ Legislative and Benefits Committee             | John Miliziano    |
| ➤ Political Action Committee (PAC)                   |                   |
| ➤ Hillsborough Advocates for Public Education (HAPE) |                   |
| ➤ Tampa Bay Area Coalition Subcommittee              |                   |
| ➤ Benefits Providers Subcommittee                    |                   |
| ➤ Research Subcommittee                              |                   |
| ➤ Legal Defense Fund Subcommittee                    |                   |
| _____ HASA Newsletter Subcommittee                   | Donna St. Peter   |
| _____ HASA Web Page Subcommittee                     | Hal Nelson        |
| _____ Historian Subcommittee                         | Janelle Buck      |

_____	_____	_____
Name	Work Location	Route #
_____	_____	_____
Work Phone	Home Phone	Email

***\*\*Please return this form to Nuri Ayres, HASA President,  
Sickles High School, Mail Route 2***

***The chairman of the committee you select will contact you.***

# **New Life Insurance Benefits for Employees**

**By: Don Sorondo & Brenda Kearse**

On September 3, 2002 the Board approved the Life Insurance Program for 2003-2005. The School District provides Basic Life and Accidental Death & Disbursement coverage for all permanent employees in amounts equal to their annual salaries. In addition, employees have the option to purchase through payroll deduction additional life insurance (Supplemental Life) in amounts equal to 1, 2 or 3 times their annual salaries.

Below are highlights of additional benefits proposed by Standard Insurance Company, which is the approved company for 2003-2005.

## **Additional Benefits Provided Under Standard Insurance Company's Basic Life Coverage:**

- Repatriation Benefit
  - ✓ A maximum of \$5,000 or 10% of coverage will be paid to transport insured's body to a mortuary
    - if death of insured occurs more than 200 miles from primary place of residence
    - if expenses are incurred to transport insured's body

## **Additional Benefits Provided Under Standard Insurance Company AD&D**

- Seat Belt Benefit
  - ✓ \$10,000 payable to beneficiary, if insured is killed in a passenger vehicle while wearing seatbelt
- Career Adjustment Benefit
  - ✓ Paid to spouse of insured
  - ✓ Maximum 36 month benefit
    - lesser of 25% of the AD&D benefit or \$10,000 payable to the spouse for training
- Child Care Benefit
  - ✓ Paid to spouse of insured
    - if child care is necessary for spouse to return to work
  - ✓ Maximum 36 month benefit
    - lesser of 25% of the AD&D benefit or \$10,000 for all children younger than age 13
- Higher Education Benefit
  - ✓ Payable to each child
    - if enrolled in accredited institution of higher education beyond high school
    - if tuition is incurred within 4 years after the date of death
    - not to exceed \$5,000 per year and the cumulative lesser of \$20,000 or 25% of the AD&D benefit

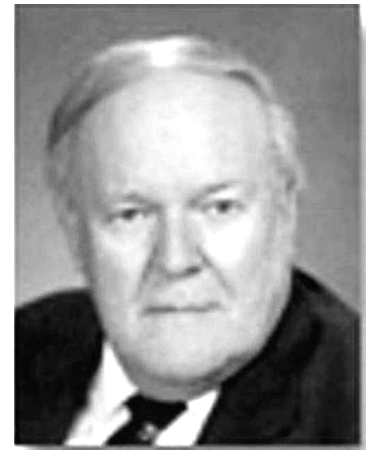
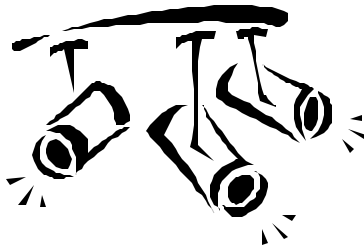
## **New Coverage Available For Purchase by Employees**

### **Dependent Life**

- Spousal Life Insurance
  - ✓ May insure spouse for up to 50% of employee's basic life coverage
  - ✓ Maximum purchase of \$75,000
  - ✓ No evidence of insurability required for coverage up to \$20,000
- Child(ren) Life Insurance
  - ✓ One child in the family or ten children, all are covered
    - \$5,000 death benefit for 40 cents per month (\$4.80 per year)

Further information will be forthcoming both on the Internet and in the literature that will be sent to employees and sites.

## Member Spotlight:



### **Dr. Jack R. Lamb:** **Innovator in Education**

Here is a short quiz:

If someone asked you who was the most famous man by the name of Lamb in literature, chances are you would say Charles Lamb, early 19<sup>th</sup> century essayist and author. If you were asked to name someone currently on the Hillsborough County School Board, with a lifetime of service in public education, who may be a descendent of the author, and whose name is the same and you answered Dr. Jack Lamb, you would score “A” on the quiz. As a matter of fact, he IS a descendent of Charles Lamb!

Probably the most famous lamb of all, is the little creature owned by Mary in the familiar nursery rhyme. That little lamb, by the way, appeared on Dr. Lamb’s campaign signs when he was elected to our board (District 3) in 2000.

Dr. Jack Lamb of burgeoning fame in this county and others, was born in Webster, MA., and moved with his family to Zephyrhills, Fl at an early age. He was educated at the same Pasco County school from grades 4-12. Unlike Charles Lamb who never married, Dr. Lamb has been married to the former Nora Midulla, a retired teacher, for 44 years. He is proud of her Sicilian heritage and boasts proudly that she taught him to make a good “sauce”. His mother was also a teacher so education seems to be a family trait. His daughter, Debra Arias is the Principal of Broward Elementary and his two sons are in private business.

Dr. Lamb’s experience in education is vast as he taught elementary (Orange Grove, grades 4, 5, 6), been a resource teacher, instructor at adult evening school (GED, ABE, & ESOL), and ESE, an area in which he excelled. He was asked by then Superintendent J. Crocket Farnell to obtain his Doctorate degree, which he did at Syracuse University. His B.S. degree was awarded from University of Tampa, where he attended on a music scholarship (he played the tuba and percussion) and earned his Master’s Degree in Elementary Education from University of Florida. He commuted to Gainesville during the school year and summers while still working for the district. He moved from Director of ESE after serving from 1967-1981 to General Director and after 26 years of service with Hillsborough County Schools, he accepted the position in 1982 as Assistant Superintendent for Exceptional Student Education in Pinellas County. He retired in 1996.

Dr. Lamb has been an adjunct professor at University of Tampa, Nova Southeastern University and visiting professor at University of Florida and University of South Florida. Even with being highly visible in the district by visiting schools and attending school activities, he still finds time to be active in Rotary, the Italian Club and Sons of Italy. He is also a Lector at St. Lawrence Catholic Church. He loves to read, travel and remain involved in HASA. He was the former Executive Director prior to his announcement that he would run for the board seat. (1996-2000)

His focus as the newest member of our Board is to bring his experiences in two large districts to ensure equity in our system and to assist the district in achieving its vision of being in the top 1% of school districts in the nation.

He brings dedication, professionalism, sincerity and understanding of student, parent and staff concerns to the board. He puts his own love of learning to productive use, especially in his leadership role in public education. Probably the most important contribution in his work was in the field of special-needs children, who are handicapped or otherwise disadvantaged in life. For that work, most of all, he merits recognition.

***Submitted by: Janelle Buck  
Historian***

# **CHECKLISTS TO SAVE PUBLIC EDUCATION!**



## **Steps to Take:**

Make the commitment to send a message to the political leadership in our state on November 5, 2002. This is our chance to make the Florida delegation understand that we want leaders who are committed to finding long-term recurring sources of revenue to finance improvements in our schools

- ✓ Go to: [www.hasaonline.com](http://www.hasaonline.com) for specific information on candidate endorsements.
- ✓ Go to: [http://www.votehillsborough.org/absentee\\_voting.html](http://www.votehillsborough.org/absentee_voting.html) and print out requests for absentee ballots. Share them with the faculty and staff at your school.
- ✓ Rearrange schedules and make it easy for your faculty to vote on November 5.
- ✓ Make a financial commitment to campaigns. (Contact Susan King at [susierayking@ij.net](mailto:susierayking@ij.net) or by cell phone at 230-0836 for details.)

## **Initiatives to Remember:**

As you are choosing your candidates in November, keep in mind that despite poor leadership in Tallahassee, our district has continued to make strides. Under the leadership of the current board, the district has:

- ✓ Achieved the highest rating (81%) of any school district undergoing Best Financial Management Practices audit by the Legislature's Office of Program Policy Analysis and Government Accountability (OPPAGA)
- ✓ Established a Five-year Strategic Plan
- ✓ Achieved Charter School District status
- ✓ Maintained an aggressive construction program to relieve overcrowded schools and reduce the number of portable classrooms by two-thirds
- ✓ Fostered seven National Blue Ribbon Schools of Excellence
- ✓ Re-established Middleton and Blake High Schools in central Tampa
- ✓ Increased parental choice through the creation of 16 Charter Schools, two schools of choice, and 19 Magnet Schools or Magnet Programs
- ✓ Developed a Controlled School Choice Plan, which will be fully implemented in the 2004 school year.

HASA will continue to fight for improved public education and administrator benefits during this election and during the Legislative session. As a member of the district umbrella organization, HAPE, you may be asked to make a visit to a local legislator after the election to present our joint issues. We want the Legislative Delegation to finally understand that we must have and will support legislators who have a strong commitment to the education of the next generation.

*Submitted by: Susan King*



## DID YOU KNOW?



- ✓ That the Tampa Tribune reported on August 30, 2002 that Wilshire Associates, a global investment advisory firm, recently released a report on state pension systems that said Florida's system has the highest funded ratio of assets to allocation. In other words, after paying out pensions benefits, Florida's retirement system had a higher surplus than any other system.
- ✓ That one of the goals in the School district of Hillsborough County Strategic Plan 2000-2005, is that average student rate of attendance is 96% for the district. Thirty schools maintained and eighteen schools achieved an attendance rate of 96% or above for the 2001-2002 school year.
- ✓ That in accordance with the Sharpening the Pencil Act (HB269), the School District of Hillsborough County underwent a best practices review during the 2001-2002 school year. According to the review, the school district is using 81% of the best practices adopted by the Commissioner of Education. Although the district is not yet eligible for the coveted *Seal of Best Financial Management*, the score of 81% was the highest of any school district that has undergone the **OPPAGA** review to date.

# Welcome New Members!

The Fall Membership Drive is going well, but there's no place to stop! Keep those recruitment forms coming in!

We'd like to welcome these new  
HASA members:

Marcia Monk

**Dennis Holt**

*Ruthnell Bull*

*Celeste Liccio*

*Baretta Wilson*

**Vicki Key**

Thomas Ziegelhofer

**Darrell Faber**

Christopher Farkas

**Krystal Carson**

Robert Heilmann

**Philip Francis**

Kim Pietsch

*Amy R appleyea*

JoAnn Johnson

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

**Mari McBryar, HASA Administrative Assistant**

901 E. Kennedy Boulevard  
Tampa, FL 33602

**or**

ROSSAC – 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 (\$ 4.38 per pay period. Please sign below to authorize payroll deduction of dues)

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

*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

**FOR OFFICE USE ONLY:**

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

---

**Recruited by:** \_\_\_\_\_

**HASA Member's Name**