



Hillsborough Education Foundation
 2306 N. Howard Av.
 TECO Room
 Monday May 6, 2019

Attendance: Ray Bonti, Kenneth Hart, Jason Pepe, Mike Engle Christie Gold, Mary Toledo, Gary Brady, Nicole Binder, Sam Ferlita, Ernest Fernandez, Thomas Snyder, Rachel Walters

Meeting was called to order at 5:06 PM by Ken. He welcomed everyone.

I. Executive Committee Reports

- MinutesKenneth Hart
- Greeted everyone. Asked for minutes to be reviewed. Motion was made and seconded to approve the Minutes from April 1st HASA Board Meeting.
- Membership ReportMike Engle
 Membership up 3 new members, no retirements, and no stopped deductions. Motion by Thomas and Second by Sam to accept Membership Report.
- Treasurer’s ReportMike Engle
 779 current members, 2 members paid by check and 68 current Emeritus Members.
 Reconciliation will include:
 1) Move \$750 from Special Projects (Partners) to cover negative balance of \$562.94 in Marketing, Recruitment and Promtions, 2) move \$33.63 from Special Projects (HASA) to cover negative balance of \$33.63 in Equipment, 3) Move \$416.37 from Special Projects (HASA) to cover negative balance of \$361.30 in Office Supplies.

II. President’s CommentsKenneth Hart

- Welcome. Lots to talk about at today’s meeting. Next month’s meeting is on June 3rd. No objections, meeting date confirmed.
- Let’s take a moment to thank Jason for his leadership
- Item not on the agenda: we will call it ‘Other Topics’, the Executive Director’s Salary. We wouldn’t be where we are today if not for Ray’s work. Ray has made HASA relevant, moving in a positive direction. We told Ray we couldn’t pay him what he was worth, it is a “labor of love”. We have grown over 100 members and expanded partnerships.
- His position has evolved.
- Recommend increase base salary from \$24,000 to \$30,000 a year, add two line items In County Travel and Out of County Travel, also an extra Stipend in or out of county for Legislative activities, \$100 a day legislative Stipend up to a max of \$3000. If additional funds needed Ray, would have to come to the Board.
- Package deal, motion by Jason, seconded by Mike.

- Ray explained meeting with legislators for hours and two days, building relationships, coalitions, but there was not budgeted for follow up. He would be in Tallahassee as a Lobbyist regarding educational policies that affect our stakeholders.
- Jason expressed Ray has a different set of duties than the past Executive Director.
- Ray expressed need to communicate with everyone in Tallahassee regarding political activities on a more consistent basis, resulting in more impact.
- Cost of doing business in Tallahassee will be a line item.
- This is new for HASA. Ray has a lot of credentials. We need this in Hillsborough County.
- Motion carried.
- Elections through First Class begin on May 8th. Please recruit quality candidates: President Elect, three-year term, Secretary, two-year term, and Treasurer, two-year term.
- District Advisory Board, separate ballot, closes next week May 16th. Diversity needs to be reflected in the composition of our Board.
- AllStars event was great. Positive feedback.
- Meeting with Jeff scheduled and will share summary/updates at next meeting.

III. Executive Director's CommentsRay Bonti

- I have a lot to talk about and will try to go through this as quickly as possible. I cannot thank you enough for all that you do. We had a very fun night at our Allstars Event. Planning for next year, talk with your staff and colleagues about, “what would you like to see HASA do”? Be prepared to share feedback when we are back together in June.
- Nancy is out ill. I will ask her to run budget projection. We are have been in the black for two years .
- Inspiring Leaders Academy: Identify those who want to become administrators. HASA will host host trainings. Christie will design flyer. Part of a separate group not HASA – establish relationships, then we can attract into our group when eligible.
- We are asking a minimum of 5% in compensation for all AP's. We asked Jeff and he was not opposed, but could not commit, accompanying data is enclosed with the agenda. We don't have his timelines. I will be attending the summer events for administrators.
- HASA will be providing breakfast for the Assistant Principals. Cost will be reflected in the July budget.
- For thought: Teacher shortages scholarship. There is a lot of pressure for HR to fill these positions. The HCC Scholarship has gone away. Let's get HASA in front of the teacher shortage. Maybe with USF/HEF, HASA could give out 5 or 10 scholarships, get a sponsor, partner with HEF.
- Christie - what about rising seniors, like a signing bonus to take a job in Hillsborough County.
- We could also consider a two-year degree, apply, get a scholarship. There are already 174 who have earned their AA degrees. We received very few applicants for our Administration Scholarships.
- Mike mentioned a student in final year of internship.
- Have our seniors commit to working in Hillsborough County Schools. Give it some further thought and let's talk about it in our June meeting.
- Thanks Christie: Twitter has grown to 1,000 members, Facebook up to 200, and she in getting ready to launch the Instagram account.

- ‘Join Now, Pay Later’ promotion. Send email out to non-members. Mary and Christie work on that.
- Political Philosophy. See the handout provided. This was agreed on in January. Added candidates excluding School Board Members. Updated when we approved the PAC last year.

IV. Superintendent Roundtable Topics

- No information to include.

V. Adjournment

Meeting was adjourned at 6:07 PM.

**Next Meeting: Monday, June 3, 2019 at HEF building, TECO Room
2306 North Howard Avenue**