



October 10, 2022 (10-3-22)

ZOOM

4:30 pm Executive Board Only

Attendance: D. Gadson, J. Bush, R. Nelson, J. Sarmiento, A. Courtney

5:00 pm Advisory Board and Executive Board

**D. Gadson, J. Bush, R. Nelson, J. Sarmiento, J. Lenegar-Brown, H. Saia, I. Lebron-Bravo,
M. Toledo, N. Gonzalez, C. Gold, C. Diehl, C. White, A. Miller**

AGENDA

I. Executive Committee Reports

- MinutesJ Sarmiento
 - Delia motion to approve, Holly Second, passed with the addition of M. Rivas, and N. Gonzalez being added to the attendance
- Membership Report/Treasurer Report
 - R Nelson, A Courtney (N. Gonzalez for A. Courtney)
 - Budget and Member report were sent on 10/11/2022 to all members
 - Gonzalez reviewed the budget, will approve at next meeting as members did not have time to review

II. President’s Comments D Gadson

HASA Fall Event TopGolf: 151 Registered, reminder for all to RSVP prior to the deadline

October is Principal Appreciation Month - Meeting on October 12th, 3 cakes from Wrights Deli will be provided by HASA at principal meeting. 1 Alpine, 2 Chocolate, 1 was donated and 2 were purchased by HASA. Anyone available to assist with cake cutting welcome to attend. Mary will ensure tables are set up, Holly agreed to assist with serving if calendar permits. Christie will also make posts to social media/website.

Calendar of Events/ Activities for the year

Law Conference on November 5, 2022: Delia has secured \$800 worth of scholarships, conversation on how to select who receives the scholarships, form

created by Delia/Christie for members, Delia will attend but may have to arrive late. Offer open to all HASA board members before offering to all members.

Messages from HASA members – N/A

Financial Freedom Night: Mary will look for available Thursdays in January and February, from 4:30pm – 7:30pm room 102 and the 160 rooms.

Emeritus Luncheon: 8 RSVP's, usually 30/40 in attendance, how do we promote this? Get memberships from administrators who have retired?

National Louis Podcast: 1 podcast is still owed to NL, Delia and Johnny will meet and plan for the podcast.

III. Executive Director's Comments J Bush

- Salary Study update: FASA has not performed a salary study, should we pursue asking HR to do a salary study, and compare to surrounding districts
- Finance Advisory Council: Looking at salary model, need to keep human capital in mind at schools, on Council not always the case
- Sponsorships: Working on several sponsorships, hoping to add more before end of the year
- FASA: J. Bush on Advisory Board, they will back Andrew Learned, FASA is donating to campaign, making note that FASA has legal support, not only guidance like HASA. May be good to let administrators know about his.
- Committees (Hospitality, Emeritus, Membership, Events): J. Bush would like to form committees on HASA Board so that we can plan for things ahead of time.
- Auction/Fundraiser: J. Bush mentioned being able to have an auction to raise funds
- Top 5-10 topics for Superintendent Roundtable:
 - Communication
 - Example: Principals heard about Hurricane Days Schedule from Teachers who are apart of CTA, can that be controlled?
 - Exit Interview: Would the Superintendent like for HASA to do this with our members, to gain insight into why people are leaving?
 - Salary Comparison/Study by HR
 - When was the last time administrators had a pay increase?
 - When administrators receive a raise, what can be offered to those at the top of the pay scale?
 - Deployment: How many district personnel are still deployed, is there an exit plan?
 - How many schools do not have their full administrative staff: missing an AP or Principal?
 - Who can principals reach out to for support that is non-evaluative?
 - Crew leaders, head custodians pay scale, many are receiving the same pay but not the same duties.
- Take care of you and your family

Meeting adjourned: 6:58pm

IV. **Next Meeting: November 7, 2022**

Important HASA Dates

Event	When	Where	Time
HASA Fall Event	10/22/2022	Top Golf	10:00am-12:30pm
Emeritus Luncheon	10/26/2022	Outback, Boy Scout Rd	11:30am-1:00pm
Ed Law Assoc Workshop	11/5/2022	Disney Springs (Orlando)	9am -