



November 7, 2022 Minutes

@ HEF 306 N Howard Ave

Tampa, Fl 33607

4:30 pm Executive Board Only

D. Gadson, C. Diehl, A. Courtney, R. Nelson, J. Bush, J. Sarmiento-Cohen

5:00 pm Advisory Board and Executive Board

D. Gadson, C. Diehl, A. Courtney, R. Nelson, J. Bush, J. Sarmiento-Cohen, D. Langston, C. Gold,

O. Pritchard, J. Lenegar-Brown, A. Miller, J. Williams, G. Stewart

AGENDA

I. Meeting: Called to order at 5:02pm

II. Executive Committee Reports

- MinutesJ Sarmiento
 - A. Courtney maid the motion, D. Gadson second to approve minutes for September with corrections, and October minutes
 - Motion Passed
- Membership Report R Nelson
 - 6 new members, 1 paid in full, 9 Members removed, 2 Emeritus Renewals
 - D. Gadson made motion to approve, J. Sarmiento seconded
 - Motion Passed
- Treasurer’s Report A Courtney
 - C. Diehl made motion, R. Nelson seconded to approve September Budget report, as it was sent late, and not all in group had time to review
 - Motion Passed
 - D. Gadson made the motion and R. Nelson seconded to accept the October Budget
 - Motion Passed

III. President’s Comments D Gadson

- Guest Speaker Rob Kriete -CTA
 - Reviewed negotiations with Superintendent
 - Reviewed the impasse between CTA and District

- Hearing is on November 29th for 2 Steps
- It's a recommendation, and must be voted on by the school board
- Hearing held at CTA office, cost being split by district and CTA
- D. Gadson requested legislative platform from CTA
- CTA and HCPS are in alignment with legislative platform on my topics
- D. Gadson asked how HASA could support mileage, and R. Kriete suggested just more involvement
- D. Langston asked questions about waivers, and contract, and asking members not to approve SIP waivers, contract language (ex. Lesson Plan, PLC protocol)
- D. Gadson, O. Pritchard provided examples of difficult situations/waivers/contract language etc.
- A. Courtney, extending Drop was a question to R. Kriete
- Committee Roles and Responsibilities:
 - *Leadership* – J. Bush, D. Gadson, J. Sarmiento, J. Williams
 - Recruitment
 - Retention
 - Organize leadership enhancement
 - Secure Guest Speakers
 - *Partnership* – J. Bush, R. Nelson, D. Langston, J.L Brown
 - Identify potential partners
 - Fundraising
 - Renew relationships
 - Ensure follow through on partnership commitments
 - *Fellowship* – J. Bush, C. Stone, A Courtney, H. Saia, I. Lebron
 - Identify yearly events and secure locations
 - Plan events
 - Notify members/promotion of events
 - *Emeritus* – J. Bush, A. Miller, O. Pritchard, C. White
 - Increase membership
 - Increase involvement
 - Increase communication
 - Feedback about Partnerships: J. Lenegar-Brown requested clarification on what exactly partnerships should be requesting
 - J. Sarmiento, just asked about clarification on committee duties
 - C. Gold explained bylaws have assigned duties for executive committee
- Protocol for Exit Interviews from District and School Based Leaders

- 3-5 questions to ask
- Assistant Principal Representation Request and Impact on Membership
 - Can make change at general meeting to adjust bylaws to add members
 - C. Stone makes the motion that include elementary assistant principal as an honorary member, second by A. Courtney
- Holiday Dinner December 5th at 5:30 PM at the Columbia Restaurant - Ybor City
- Messages from HASA members - Share from HASA website from Christy – None
- **Topics for Superintendent HR Round Table**
 - Does Mr. Davis Read Feedback from Principal Meetings
 - How is feedback from Principal Meetings Survey shared with others?
 - Escrow for 12-month employees
 - A+ Money, Hurricane Days, communication
 - Salary Study By HASA
 - Principal Coaches? (Feedback from someone who is non evaluative)
 - Climate/Culture with Administrators/Schools
 - Review Pasco County Procedures (Civility Policy, Parents)
 - Sarasota: Clear Plastic Bag Policy
 - Creative Solutions for Substitutes/Coverage (clerical, district employees, etc.)

IV. Executive Director’s Comments J Bush

- Salary Study update
- Finance Advisory Council
 - Meet once a month, why was there no oversight committee, Finance committee believed it would be the oversight committee
 - Terry Connor spoke about Units (not sure if it was appropriate for audience)
- Sponsorships
- FASA
- Auction/Fundraiser?
- Lynn Gray – Hillsborough Healthy Schools and HASA
 - D. Gadson recommended that HASA will support Healthy Principal Week if all Administrators are involved, A. Courtney seconded.
- Top 5-10 topics for 11/9/22 Superintendent Roundtable
 - **Listed above**
- Take care of you and your family

V. **Meeting adjourned:** D. Gadson made Motion to end meeting at 7:36pm, A. Courtney

VI. **Next Meeting: December 5, 2022**

Important HASA Dates

Event	When	Where	Time
Advocate 2023	Jan 22-24	Tallahassee	
Financial Freedom			
Spring Social			

