



September 12, 2022

4:30 pm Executive Board Agenda Review

5:00 pm Advisory Board and Executive Board

HEF building TECO Room, 2306 N. Howard Ave.

Attendance: Delia Gadson-Yarbrough, Cara Diehl-Stone, Rob Nelson, AnnMarie Courtney, Julia Sarmiento-Cohen, Ismael Lebron Bravo, Carla White, Johnny C. Williams, Holly Saia, Jazheel Lenegar, Johnny Bush, Mary Toledo, Christie Gold and Nancy Gonzalez

Meeting began at 5:03 PM

AGENDA

I. Introduction of 22-23 HASA Executive Board and Advisory Council

II. Executive Committee Reports

- MinutesJ Sarmiento
 - Motion to approve the minutes by Ann Marie, second by Cara Diehl-Stone, motioned passed
- Membership Report C Diehl-Stone
 - 9 new members, 2 members removed, total member 731
 - Motion to approve the membership report by Delia, seconded by AnnMarie Courtney, motioned passed
- Treasurer’s Report A Courtney
 - Revenue loss was due to Emeritus Members needing to renew for the new year
 - AnnMarie reviewed the budget
 - Holly motioned to approve the treasurer’s report, seconded by Delia, motioned carried

III. President’s Comments D Gadson

- Financial Freedom Night
- HASA Fall Event

- Discussion around the number of immediate family members allowed, decided to not limit, time will be from 10:00 AM- 12:30 PM
- HASA Scholarship Committee
 - Cara Diehl-Stone is the chair, Delia & Jahzeel volunteered
- HASA Leadership Awards Committee
 - Johnny and executive board will serve on the committee
- Administrative Vacancies Concerns
 - Concerns around supporting (i.e., coaches, mentors, logistics training) new administrators
 - An idea was proposed that administrators at extremely large schools receive a bonus based on student enrollment
- Messages from HASA members – share from HASA website (Christy)
 - Request to expedite communication of minutes on the website, previous minutes must be approved by board at the following meeting before posted to the website
 - District leaders would like more representation in HASA
 - District deployed support would suggest schools set up rooms before the support arrives and increase communication
- Topics for Superintendent/HR Round Table with Addison on Wednesday
 - Discussion around salary increases, proposing the merging of principal and district leader pay groups to ensure when someone is promoted from principal to district, they do not start at the bottom of the pay scale. Requesting tool kits to support boundary restructuring and school closures
 - Concerns around busing communication and lack of supervision at bus ramps.
 - Discussion around disconnection between administrators and collaboration due to dissemination of information from the top
 - HASA would like to be involved in the proposed schools closing and restructuring boundaries
 - Concern about the lack of training for instructional coaches
 - Concern about the disconnect of communication with principals and district leadership around new initiatives and updates. Often, we find out from the news or word of mouth. Requesting proactive communication from the district

- Proposal for HASA to conduct a salary study and administrative pay in neighboring districts. Johnny will inquire about options and report back at the next HASA meeting.
- Recommend the superintendent recognize and acknowledge leaders
- School Board members are requiring district personal to work additional hours and take on extra responsibilities with no concern for workload.
- Delia motioned to purchase two \$50 Outback gift cards to add the principal and assistant principal of the year swag bags, Ismael seconded, and motion passed.

IV. Executive Director's Comments J Bush

- Referendum
- Finance Advisory Council
- Sponsorships
- FASA
- Contact for members
- Important Dates (See Attached)
- Take care of your job

V. Important HASA Dates

Event	When	Where	Time
EmpowerEd Luncheon	9/14/2022	Armature Works	11:30am-1:00pm
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 -

VI. Adjournment at 7:14 PM

Next Meeting: October 3, 2022 HEF building TECO Room, 2306 N. Howard Ave.