



July 25, 2022

Ava

718 S. Howard Ave Tampa, FL 33606

4:30 pm Executive Board Agenda Review

5:00 pm Advisory Board and Executive Board

AGENDA

Attendance in Person: Cara Diehl Stone, Johnny Bush, Delia Gadson, AnnMarie Courtney, Nancy Gonzalez, Julia Sarmiento-Cohen, Audrey Miller

Virtual: Christie Gold, Mary Toledo, Glen Stewart, Carla White

Introduction of 22-23 HASA Executive Board and Advisory Council

I. Executive Committee Reports :

- Official Meeting Start time: 5:43pm
- Minutes J Sarmiento
 - Reviewed Minutes
 - AnnMarie C. motioned to approve, Audrey Miller second, motion passed
- Membership Report C Diehl-Stone
 - May membership ended with 751, June membership 2 new members, 6 loss of membership, total HASA members for June are 747
 - Delia made the motion, Julia second, motion passed
- Treasurer’s Report A Courtney
- Review of SY 21/22 Budget
 - AnnMarie Reviewed Budget, Reviewed with Nancy Prior to meeting
 - Shared with group, budget will be emailed to all directors
 - All CD balances are untouched
 - Cara made the motion to accept current budget report, Audrey seconded, and passed unanimously
- Explanation of Proposed SY 22/23 Budget
 - AnnMarie and Nancy shared that they reviewed the budget for the last 5 years, to present new changes for the 2022-2023 budget
 - Copies provided in person, will be sent to all board members to review for non in person attendees.

- AnnMarie reviewed the budget line by line, reviewing all the adjustments and changes made to the budget sheet.
- AnnMarie and Nancy explained why new categories were created: clear transparency and accuracy of what is being spent and where it is going.
- Budget Comments:
 - Mary - Renewal Partnership Letters need to be sent out
 - More gift cards need to be purchased
 - AnnMarie mentioned Mary having a document with all partners, need to share Partnership Document with new board members. ED shared several documents previously.
 - Christie: discussion about partner exclusivity, gave example of financial planner Horace Mann, AnnMarie mentioned Gigante partner and exclusivity (possible conversation previous ED had prior), Christie clarified that Gigante is “in kind” not monetary,
 - Mary shared that Johnny could receive USB with previous ED documents.
 - Motion to accept budget as proposed: Cara made motion, Delia second, motion passed
 - Motion to approve budget with \$28, 000 adjustments for partnerships, Delia made motion to approve, Cara seconded, motion passed
 - Delia made motion to approve ED Bonus, Cara seconded, motion passed

II. **President’s Comments** D Gadson

- Delia welcomed all
- Comments:
 - Monthly Meetings to be held face to face, zoom is paid for and is available as an option, but if possible, please attend in person
 - Delia reminded all directors and employees to honor confidentiality, this includes sharing information or decisions made during meetings prior to ED or President sharing to all non-members or members of HASA
 - Vacant Positions: Kudos to Johnny for his presence, as we believe these impacted nominations submitted
 - Goals for ED: create job descriptions for all employees (Christie mentioned job descriptions were in the contract), increase emeritus

memberships, ensure that we have accurate emails/contact information for all members, increase social media communications and newsletters, strategy to maintain transparency between board, advisory, and ED

- Audrey also agreed to provide Emeritus emails for anyone she may have
- Agreed not to increase Emeritus, as we just increased the amount last year
- Conversation around Advisory Board, and communication to all levels, Carla White represents AP's for HASA, Delia will connect Carla with Elementary council
- Financial Freedom Night
 - Notes: Delia recommended possible move the date to February 2023
 - Reviewed Details from Last Years events
- Election nominations
 - Executive Board- President-Elect; Treasurer; Secretary
 - Advisory Board- one Middle School Principal; three District Administrators with one being from Operations.
 - Recommendation: Send out nominations on Wednesday July 27th – August 1st, to invite our new president elect to our Superintendent Roundtable on August 3rd, 2022.
- HASA Fall Event – Top Golf, AnnMarie will reach out for pricing, possible USF tail gate, fall event would include families
- HASA Scholarship Committee – Need to setup the committee ahead of time, once all members are present
- HASA Leadership Awards Committee: Need to setup the committee once ED has partnerships in place
- Messages from HASA members – share from HASA website (Christie): none
- Calendar will be reviewed and resent out (non-student days, etc.)
- Topics for Superintendent/HR Round Table with Addison on Wednesday
 - Milage Update
 - Open Campuses/Closed Campuses Concerns after Leadership Institute
 - Opening Day Plan (principals use this)
 - Documents in Principal Packet not available

III. Executive Director's Comments J Bush

- 80% of administrators are HASA members
- Leadership Institute:
 - Enjoyed being at the institute, everyone enjoyed the refreshments HASA provided
 - Great feedback from Superintendent and Deputy Superintendent, both members and support our organization
 - Shared how Superintendent is working hard on milage
 - Johnny has signs available about milage
- Finance Advisory Council
 - They support milage
 - They hope it passes and they will be the oversight as well
- Sponsorship
 - Johnny will work on this
- FASA
 - Increase memberships, will ask if internal funds can be used for memberships at school level
- August 23rd Referendum
 - Continue to support and encourage to vote
- Contact for members
 - Will share ED phone number with all
- HASA Calendar for the year
 - Delia and ED will look at this and recommend changes
- Empower ED Luncheon with HEF
 - Luncheon is on September 14th
 - Recommendation to secure a table, board approves
 - Comes out of administrative activities or special projects
- HASA still in need of a replacement for Glen Stewart position
- Glen has agreed to support us in the meantime

Comments:

- Add graphic for milage on HASA website
- Christie suggested to update bylaws
- 47 new administrators being trained on new evaluation rubric, August 23 good time for Johnny to share about joining HASA
- Christie, Mary and Nancy reminded that we need to respect turn around time on tasks, giving proper notice for tasks etc.
- Please include tasks on calendars for HASA employees (podcasts, social media posts, emails to members, budget reviews, newsletters etc.)

IV. Next Meeting TBA (after ED and President Review Calendar)

V. Adjourned at 7:49pm