



Outback July 22, 2019

Attendance: Ray Bonti, Susan Burkett, Cara Diehl, Kenneth Hart, Dante Jones, Missy Lennard, Christie Gold, Nancy Gonzalez, Gary Brady, Ashlee Cappucci, Ernest Fernandez, Thomas Synder,

12:00 pm Executive Board Agenda Review

12:00 pm Advisory Board and Executive Board

Meeting was called to order at 12:03pm by Missy Lennard

I. Executive Committee Reports

- Introductions and greeting- Ray Bonti
- Minutes- Missy Lennard/Cara Diehl

Greeted everyone then asked for the minutes to be reviewed. Nancy Gonzalez needs to be added to the attendance for the June 3, 2019 meeting. Motion was made by Gary Brady to approve the minutes from the June 3, 2019 HASA Board Meeting and second by Thomas Snyder. Motion carried after Nancy is added to the attendance.

- Membership Report- Dante Jones/Nancy Gonzalez
Membership 799 current members, 9 projected new members, 799 members plus 68 retirees reaching a total HASA membership of 867 for June 2019. Ken motioned to approve the membership report, and second by Ashlee, motion carried.

Two years ago, HASA was losing money and in the red per year, now HASA has a surplus of over \$11,000 dollars for 2018-19. We have added more events, created partnerships and increased membership.

This budget is similar to last year's budget. We aim to bring in over \$25,000 in partnerships and another \$25,000 "in-kind" partnerships. Often partnerships give us gift cards to give to our members and promotional uses. Services and materials are often given as well.

- HEF/Hasa and partner (TBA) for five \$1000 scholarships for seniors who commit to teach in HCPS (\$2500 from HASA/partner)
- Treasurer's Report- Nancy Gonzalez
Budget was reviewed in detail with board members. Two years ago, HASA was losing nearly 10,000 per year, now HASA has nearly a net increase of 11,000 dollars. We have added more events, created partnerships and increased membership. HASA needed liability insurance for safety of board members. July 1 the liability insurance was renewed. Motion by Sue to approve budget, second Ashley and motion carried.

II. President's Comments- Missy Lennard

- Welcome
- HEF EDPower Luncheon on September 18th at Armature Works from 11:15-1 pm \$1500

HASA has sponsor a table for the last few years and would like to continue to support HEF. Last year the event was very informational, and had great networking opportunities. Scholarship partners also attend this event. Motion to approve made by Dante, second by Ernie, motion carried.

HASA board members notify Missy if you are available and plan to attend.

- Board Approval
- Review HASA meeting schedule for 2019-2020

III. **Executive Director's Comments** - Ray Bonti

- Role of HASA Executive Director, Executive Board and Advisory Board – Copy of By Laws/Constitution

Updated constitution will be posted on the website. The constitution is always presented to the membership for vote before any changes are made.

- Recommended Budget review and approval for 2019-2020

Nancy and Ray created the proposed budget. This budget is similar to last year's budget. We aim to bring in over \$25,000 in partnerships. Often partnerships give us gift cards to give to our members and promotional uses. Services and materials are often given as well.

Tommy motioned to increase reliability insurance to \$1500. It was suggested that \$500 come from the summer conference for FASA and moved to reliability insurance. Ernie second and motion carried.

Estimated 920 Administrator in Hillsborough County. We have nearly 800 HASA members currently. We anticipate losing some to retirement this year. After a leader retires they are no longer a HASA unless they join Emeritus. Letters have been sent to retirees and we are hopeful to get returning members after they retire. A list of non-HASA administrators will be put together by Mary and Ray.

- Membership goals and HASA Leadership in Focus (900 plus members is the goal)
- Superintendent Survey Search results

Shared results from the superintendent survey search, 220 leaders responded. Results will be shared at the school board meeting on July 30th. Administrators will also receive the data next on July 30th through email and Podcast.

- HASA shirts update
- Upcoming events:
 1. HASA Emeritus Luncheon 9/16 @ Outback
 2. HASA Saturday in the Park – 10/26 Splitsville/Sparkman Wharf

Sparkman event flyers went out to all of the Assistant Principals on July 17th and flyers will be in the principal handouts on July 25th. This will be HASA's first Saturday event.

- Why HASA supports Summer AP Institute and not other – our partnership model HASA strategically sponsors meals based on member recruitment and exposure opportunities. Historically, Assistant Principals have been the largest number of non-HASA member.

- Share partnership flyer for 2019-2020
- HEF/Hasa and partner (TBA) for five \$100 scholarships for seniors who commit to teach in HCPS (\$2500 from HASA/partner)
- HASA increasing support for leaders

Podcast are available through email, Facebook and Twitter

- Updates on Compensation proposal for leaders

No determination has been made.

- Other topics

Potential partnership: Providing five \$1,000 scholarships to students who commit to becoming a teacher. HASA want to help support solutions for the teacher shortage.

- Welcome back PODCAST
- Post HASA meeting at Suncoast Credit Union to update President and Treasurer
After meeting, Donte and Missy are going with Ray to Suncoast to change signatures for accounting purposes.

IV. Superintendents Roundtable Topics

V. Roundtable Discussion

HASA leaders are going to meet with the superintendent on Thursday to discuss concerns. HASA wants to be proactive in supporting leaders and advocate for fair treatment of all. We would also like to communicate more frequently with our members and supply them with resources.

VI. Adjournment

Meeting was adjourned at 1:25pm

Next Meeting: Monday, September 9, 2019 lunch meeting TBD