



September 14, 2020
(Via ZOOM)

4:30 pm Executive Board Agenda Review

5:00 pm Advisory Board and Executive Board

AGENDA

Attendance: Dante Jones, Missy Lennard, Cara Diehl, Ray Bonti, AnnMarie Courtney, Ashlee Cappucci, Mary Toledo, Christie Gold, Carla White, Delia Gadson, Glen Stewart, Peter Megra, Julia Sarmiento-Cohen, Johnny Bush

I. Executive Committee Reports

- MinutesAshlee Cappucci
 - July Minutes were reviewed, Cara Diehl motioned to accept the minutes, AnnMarie Courtney seconded, and carried.
- Membership ReportCara Diehl
 - Cara Diehl provided updates to the membership report and mentioned in:
 - June there was a loss of 9 members, 871 members end of June
 - July there was a loss of 55 HASA members, loss of 50 Emeritus, 10 emeritus renewals, and four new members, 780 members end of July
 - August there were 11 new members, 5 members removed, and 1 Emeritus renewal.
 - Missy Lennard motioned to accept the June and July Membership Report, Delia Gadson second, and passed.
- Treasurer’s Report and Budget approval for 20-21AnnMarie Courtney
 - AnnMarie shared new partnerships brought on and Ray added on by mentioning how the partners have contributed to HASA. AnnMarie mentioned a revenue loss from membership deductions and would like to capture retired Emeritus members help bring back memberships.
 - Expenses for July \$8,093.28
 - Expenses for August \$5,041.27
 - Refund line was added to help with the refunds we have incurred due to events canceled because of COVID
 - Roney Insurance \$241.37
 - Aquarium refund \$3500
 - Marriott: Ray mentioned that there was a refund due to a cancelation of the administrator’s event
 - AnnMarie reviewed the July Budget and August Budget, Missy Lennard motioned to accept the Treasurer’s Report, Carla White seconded and passed.

II. President’s CommentsDante Jones

- Updates on start of school year – Feedback
 - Suggestion: AnnMarie suggested to have a district communication repository to provide an area for administrators to receive the same communication.
 - Concern was shared that the COVID protocols in the MOU don't align with what principals are following
 - Elementary meetings on Tuesday's concern because faculty meetings are normally held on those dates.
 - The committee discussed unit changes in the event of COVID and discussion occurred around e-learning and what happens when the students return to brick and mortar.
 - Delia asked if HASA could be involved by having representation at the table when CTA develops a new MOU for teacher observation and evaluation.
- Meeting with HR/HASA (9/10)
 - Ray shared updates about the meeting with HR and principal budgets, the impact on schools and administrators. Annual contracts July 1 which is good till June 30th. Ray advocated for administrators and inquired about how movement could occur. It was mentioned that contracts would be honored. Ray shared updates from what principals were told at the principals meeting regarding units.
 - Year-round 12-month assistant principals 253 days.
 - One APC and all other administrators would be AP1 positions.
 - Yearly contract with benefits and includes vacation time. Ray mentioned can helped with FRS.
 - Carla White suggested to possibly have HASA host a workshop around the new changes, so that administrators know what they can expect when changes take place.
 - Cara Diehl suggested to have a workshop in the Spring to provide time for administrators to attend and prepare.
 - Ashlee Cappucci shared with the committee that HR mentioned an increase to elementary AP's if sites were at 750+ students
 - The committee discussed how to support HASA members
 - Ray shared that the district is about 7,000 students short and the state of Florida is holding the district harmless for the first FTE count
- Meeting agenda with Superintendent Davis on 9/16 (year-round AP's, Step increase, Principal pay, etc.)
 - Ray has put together the agenda based on the board and advisory committee suggestions
- HABSE/HASA Board joint meeting – promote recruitment, retention of African American/Minority Leaders (Luncheon/guest speakers)
 - Donte shared the meeting will allow us with the opportunity to align and share values/objectives regarding HASA.
 - Ray added he would like to approve a joint meeting with lunch provided and host a luncheon with HABSE to come up with a plan to discuss recruitment and retention for African American and Hispanic leaders.
 - Delia asked about scholarship opportunities through HASA to influence African American or Hispanic students to go into leadership positions.
 - Ray Bonti mentioned that HEF and HASA have five \$1000.00 scholarships for students who chose to go into the teaching field and commit. Ray explained the application process and how it includes an opportunity for minority students to be identified and considered when applying for the scholarship.
- Other topics

III. Executive Director's CommentsRay Bonti

- Legislative PAC funds lists, meetings and contributions (4 X \$250)
 - HASA will be writing a check to send to four area legislators. HASA has identified Representative Beltran. Andrew Learned, Jackie Toledo, Susan Valdes, all were big on education.
 - HASA is all about education. Based upon their commitment to policy to fund education.
 - If Dianne Hart was running, she would also be part of the representatives identified and Representative Driskell, she received her seat back.
 - HASA does not endorse school board members but will provide all candidates with an opportunity to have a voice. Possibly through video or a zoom session to replace face-to-face opportunities due to COVID
- HASA Podcast promoting National Principal's Month, - Semi- annual meeting - by-laws, recent HASA events, etc.
 - Christy Gold mentioned a possible HASA app and options
 - Ashlee offered to help with creating the app
 - Cara mentioned a place for feedback to be housed as a feature on the app and website to help members who submit questions
 - Ray mentioned he would like a push-notification tool to notify members/app users about events, podcasts, etc. Ray mentioned this would be a great way to get out to HASA members information they need through the use of an app (ie; know your rights).
- HASA Face Mask/Scarf/Gator for National Principal's month recognition
 - Ray mentioned October is National Principal's month and last year we brought in a business partner. Possible to have a HASA mask or gator to give to principals. HASA would like to be at the meetings and hand out the face mask. Ray asked the board if they would like to order 500 or 1000 to cover all principals, AP's, and district staff. 303 district administrators to coordinators, 324 principals, 247 assistant principals. The board and advisory committee suggested a 1000 item order, Carla White motioned and Donte Jones second.
 - AnnMarie suggested having mask for all principals and AP's.
 - Carla White mentioned there was a list being compiled to help find where AP's are to help with distribution of mask or gators.
- Update on "Know your Rights" event
 - Cancelled due to low participation RSVP numbers
- Aquarium event refunded
 - Originally a scheduled HASA event in October and due to COVID it has been cancelled. All those running for school board were invited. Ray would like to see if they could do a video instead to share their campaign vision and suggested that it could be shared via social media, emails, HASA YouTube, etc.
 - AnnMarie suggested a live zoom or MS Teams to allow the opportunity for a live session.
 - Christy mentioned having a panel and possibly having questions submitted in advance if it was a live session.
 - Ashlee mentioned zoom webinar to be able to host the Q&A questions form viewers
- Other events to plan? (Family day at Zoo Tampa?) HASA – visibility
- School Board candidates @ HASA event – plans? Video via HASA Leaders YouTube
 - See above under "Aquarium event refunded"
- HEF Power Ed virtual event 9/16 noon

- The virtual HEF hour long virtually Ray sent the link to sign up
- Other Topics
 - Ray is working with partners and some have come back and others are not able to come this year. Panera came back and gave us 50 gift cards to share with those who received new administrated appointed positions. Outback is another partnership coming back.
 - AnnMarie suggested an organizational chart that is current with names aligned to help with knowing who is in the positions.

IV. Adjournment

- Cara Diehl motioned, Missy Lennard seconded, and carried

Next Meeting: Monday, October 5, 2020