



TECO September 9, 2019

**4:30 pm Executive Board Agenda Review**

**5:00 pm Advisory Board and Executive Board**

Attendance: Ray Bonti, Missy Lennard, Ken Hart, Sue Burkett, Dante Jones, Cara Diehl, Rachel Walters, Ronnie Mason, Gary Brady, Thomas Snyder, Ashlee Cappucci, Ernie Fernandez, Nancy Gonzalez, Mary Toledo, and Christie Gold

Meeting was called to order at 5:00 PM by Missy Lennard. Missy welcomed and thanked everyone for coming.

**I. Executive Committee Reports**

- Minutes .....Cara Diehl  
Minutes were reviewed. Motion to approve minutes by Ken and second by Tom and carried.

- Membership Report .....Sue Burkett  
802 current members, 12 new members (projected), 25 current Emeritus members. It was observed that the Membership Report from July had an error and the records are being reviewed. Discussion was held about the Emeritus recruitment and how to continue growth of member base. Tom moved to approve the Membership Report, Ernie second and the motion carried.

- Treasurer’s Report .....Dante Jones/Nancy Gonzalez

Budget Reports for both July and August were reviewed. Discussion was held about giving gift cards to new member that sign up immediately at a meeting sponsored by HASA. The last time this strategy successfully recruited 47 new members.

Ray recommended to take \$10,000 of Extra Revenue and move it to a CD. Sue motioned, Gary second, and the motion carried.

Dante requests to move \$845.80 from Support of Administrative Activities to Special Projects to balance the budget, Ken motioned, Ashlee second, motion carried.

Sue motioned to approve the budget’s for both July and August, Missy second, carried

**II. President’s Comments** .....Missy Lennard

- HEF EDPower Luncheon on September 18<sup>th</sup> at Armature Works from 11:15am-1:00pm

- Attending: Missy, Sue, Cara, Dante, Ray, Ken, Ernie, Christie, Ronnie, and Ashlee
- Emeritus Luncheon at Outback on September 16<sup>th</sup> from 12:00pm-1:30pm  
Attending: Missy, Sue, Ray, Ernie, Tom, and Nicole Binder
- Ray and Associates HASA Executive Board Input on September 18<sup>th</sup> at 2:00pm at ISC  
Discussion was held about qualities that we hope to see from a new superintendent. Hopefully, he or she will support administrators. We hope that the new superintendent will have educational experience and some superintendent experience.
- Summer meeting with Superintendent Eakins  
HASA members value consistency, clarity, and communication. Timing issues with hiring, and succession plans for administrative movement are a concern.

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

- Compensation Plans for Leaders – Update and timeline  
Nothing was been finalized, but will be addressed again on Wednesday. We want to retain our administrators. Advocate for step increases and focus on Assistant Principals to make leadership more appealing for prospective administrators. Discussion was held about salary comparisons with neighboring counties.
- National Principals' Month – Principal meeting 10/2 partnership lunch  
Partnership with Four Rivers to provide food for Principals at the 10/2 meeting. HASA wants to support Principals and make the celebration special.
- 2020 Legislative Platform and Plans to PAC \$ to legislators  
Important topics include attracting/retaining teachers and base student allocations.
- Saturday in the park event updates  
Promotions will begin soon. HASA wristbands will be donated by Belfor.
- Non-Represented Groups – Tom  
Questions about non-instructional managers salaries were discussed. Members are concerned about student nutritional managers losing money per hour. Also, administrators were not notified of any change in pay or salary for student nutrition managers. It is believed that there is a change salary structure which impacted their hourly rate. A district representative assured that the salary schedule will increase pay in the long run but members are still concerned about unforeseen complications (e.g. retirement, sick pay). There are also concerns about student nutrition vacancies. Members hope that we can advocate for clear communication with the district in the future, so we can better support the district's decisions.

Discussion about who HASA advocates for was held. It was clarified that HASA represents leaders who are exempt from over time.

- Update on shirts  
Shirts are available on the HASA website. Ten shirts have sold. HASA would like to uphold their promise to donate to the Man of Vision organization (\$5 per shirts sold). Motion by Tom to contribute to the Men of Vision organization, second by Ashlee, motion carried.
- Scholarship Committee – need 3 volunteers for selection process in Spring  
Rachel, Tom and Dante volunteered to read and make the selection process for scholarships.

- Next Podcast – In October for National Principals’ Month and when compensation is finalized  
Hopefully, we will include the results for the compensation plan.

**I. Superintendents Roundtable Topics**

- Compensation Plan

**II. Roundtable Discussion**

- Executive Board and Advisory Board Discussion – Other topics
- Student Nutrition Managers
- Safety regulations are overwhelming and often Law Enforcement Officers are unaware of protocols.
- Discussion about importance of sharing concerns and solutions when meeting with the Superintendent
- Concern was shared about the small amount of time to complete evaluations before Winter Break.
- Concern about important information not be disseminated until the weekly newsletter, for example heat index information
- HASA members would like more consistency, clarity, and communication from the district.

**III. Adjournment**

Meeting was adjourned at 6:03 PM

**Next Meeting: Monday, October 7, 2019 at HEF building TECO Room  
2306 N. Howard Ave.**