



December 4, 2023

Maggiano’s Little Italy

203 Westshore Plaza

Tampa, Fl 33609

4:30 pm Executive Board only

5:00 pm Advisory Board and Executive Board

**In Attendance: J. Sarmiento-Cohen, A. Courtney, J.Bush, D. Gadson, C. White, A. Miller,
P. Houghton, C. Gold, N. Gonzalez(special guests, D. Shotwell, Dr. Patton)**

AGENDA

I. Executive Committee Reports:

II. Meeting Start: 5:41pm led by D. Gadson

- Minutes J Sarmiento
 - A. Courtney made motion to approve, A. Miller seconded
 - Motion Passed
- Membership Report H Saia
 - A. Courtney Shared Report (all documents sent via email)
 - P. Houghton made motion to approve, A. Courtney seconded
 - Motion Passed
- Treasurer’s Report A Courtney
 - A. Courtney Shared Reports (all documents sent via email)
 - Budget for September: A. Miller made motion to approve, D. Gadson Seconded, Motion Passed
 - Budget for October: C. White made motion to approve, D. Gadson Seconded, Motion Passed
 - Budget for November: P. Houghton made motion to approve, C. White Seconded, Motion Passed
 - **Delay in Budgets was due to illness N. Gonzalez husband**

III. Guest Speaker: Dr. Charmion Patton and Danielle Shotwell (Human Resources)

- J. Bush introduced guests, and all members made introductions
- Dr. Patton & D. Shotwell shared that Retro Payment will be on Dec. 15 paycheck

- Currently reviewing Administrative Salary Schedule, as well as teacher schedule, reviewing based on what budget allows
- Working with teams/committees to develop options, HASA will be invited to involved, focus group
- July 1st, all groups should be finished
- Trying to have finished by the time the state budgets are released (April, May, final is usually July)
- All salary schedules will be done prior to referendum
- A. Courtney shared concern over messaging of salary schedules and asking for referendum, all agreed on messaging

IV. President’s Comments O Kitchen

- **J.Bush Shared and led this conversation**
- HASA Scholarship Committee: will have an update at next meeting
- Messages from HASA members –
 - **Comment:** The district needs to consider tiering schools based on poverty. High poverty schools should be compensated more because the lift is much greater.
 - **Response HR:** *This is already being addressed through extra compensation for working in transformation schools. The district is looking at possibility of moving support based on needs of school.*
 - **Comment:** Thanks for your advocacy. This may not be possible, but I'd like HR to explore another option to four 10-hour days after a national holiday for 12 month employees.
 - **HR Response:** *Mrs. Shotwell does not see away around this option. The issue appears to be who enforces this consistently and who does not.*
- Topics for Superintendent/HR Round Table with Mr. Ayres on Wednesday (We are on the calendar if we have topics to bring)
 - There will be no superintendent roundtable this week.
 - Our next Superintendent Roundtable will be Wednesday January 17, 2024

V. Executive Director’s Comments J Bush

- 2024 Referendum – Will review next meeting
- Upcoming Guest Speakers - HR K Davis 1/9/23
- HASA Platform: will review next meeting
- 2023-2024 HASA – COMPENSATION – RESPECT - SUPPORT

Calendar:

Next Meeting: January 9, 2024 (School Board Mtg)

Our next HASA meeting will be **VIRTUAL Tuesday January 16, 2024, NOT January 9.**