

OCASA Board Meeting November 1, 2022- ACE 8:00AM

Members Present: Aleli Vazquez, Anna Diaz, Diana Greer, Seth Daub, Felicia Boyd, Desiree Hitchman-Houghton, Guy Swenson, Amy McHale, Alex Jackson-Jones, Adriene Anderson, Cap Jadonath, Matt Turner

Meeting started at 8:01AM.

Secretary Report: Minutes were approved as written.

Treasurer Report: Aleli shared the Treasurer's report in Kip's absence. The balance for checking and saving accounts are on file.

Committee Reports:

Membership: Aleli shared for Monica that we currently have 289 members. This doesn't include some new Aps that have joined. Currently the monthly revenue from membership dues is \$1, 517.25. Dr. Diaz asked Dr. Armbruster to share the current numbers for building administrators and the figure shared is 218 Principals and 316 Assistant Principals. Dr. Diaz shared that a goal for the year would be to reach 400 as an organization. With the reported totals we really need focus on Aps. Adriene shared that one challenge is the multi-steps required to join. Dr. Diaz will work with Monica on perhaps using a Doc U Sign program to make the process easier. It was suggested that we check with Payroll to make sure they would select an electronic signed document for payroll deduction. Some suggestions for increasing membership and creating a push for this year could be looked at by the membership committee. Monica has received some interested members and Dr. Diaz will reach out to her to see next steps or perhaps help facilitate a virtual meeting to kick off the committee.

Association Presidents Report:

High School- Guy shared that concerns and questions were raised around the raises for principals. Building administrators are not necessarily getting the 6%. Their raise is based on their evaluation, we where the district administrators got a flat 6%. In some cases the veteran Principal is getting less than the Assistant Principals that has less experience. Much discussion about compensation for administrators was shared. Though a stipend is not an option to compensate administrators, the question was posed to get the "why" behind that decision. Seth shared that thought the two days work from home was a nice gesture, it is difficult to be out of our buildings. Aleli shared once again the expectation of opening buildings for the weekend and not being compensated for the time. Alex shared that our society's view on work and the culture related to expectations for work has changed and our district may need to change along with it to stay competitive. Cap shared that administrators are being paid more outside of education and working less. This is a problem for retention. Dr. Diaz shared that a focus of what we want to tackle and priorities should be considered before we bring this conversation to Dr. Armbruster and Dr. Vazquez. She shared that they come from the old culture and it may take time for them to adapt. Dr. Diaz shared an article for the board to read in preparation for developing a "white paper" outlining some of the reasoning and solutions for compensating administrators. Dr. Diaz cautioned to tackle one compensation item at a time and right now the ask should be where are we

with the advanced degree incentive and other incentives that are being explored by the committee Dr. Armbruster mentioned in our last meeting.

Middle School- Amy shared the custodial concerns is still a major issue in the middle schools. The main concerns include getting substitutes, funds to pay them, funds for overtime when substitutes aren't available and money for supplies. A question was raised about supplements and are they being micromanaged. One school shared they turned in a supplement request to compensate an employee and the budget analyst would not approve. Not sure if this is an isolated case or happening to others. Amy will get more details.

Elementary- Alei shared that custodial is also a concern for elementary school, much the same challenges reported by the middle school. Emergency Management compliance with trainings requiring all staff members are difficult to get in while school is in session. Suggestions of completing all the required trainings in the summer would be optimal, but with the MOU with the Union of how many hours can be used during preplanning for training, this limits availability. Concerns about having to enter all Active Assailant Drills for the year was discussed, but it was shared that this is actually a state statute that the district is trying to be in compliance with to assist with notifying the agencies about the drills. The week-long Leadership sessions that were suggested that administrators attend 7 during the course of 4 days was unrealistic. Some Aps received communication that they can just attend one session and share. Dr. Diaz shared that requesting for representation from the board with Emergency Management and Professional Development when calendars and trainings are being developed would be beneficial so these departments have the administrator's perspective. This will be requested again at meeting with Superintendent. Clarification on the calendar and if Wednesdays following the make up Wednesdays need to allow teachers to leave early.

Post-Secondary- Cap shared that campuses sustained some damage from the storm, but the process through Environmental Compliance to clean up in many cases is resulting in scraping of equipment and materials that weren't really damaged. He understands that they are being cautious but is worried of the time that it is taking to get teachers into their rooms with access to their materials. He isn't getting answers on timelines currently. Dr. Diaz suggested he reach out to Robert Pacheco with his concern in hopes that he can offer some immediate answers and monitor the loss of resources and cost associated with this clean up. Felicia shared that they are preparing for Spring registration. They are seeing an increase and are excited to welcome more staff back and students.

Old Business:

Advanced Degree Survey Results: Dr. Diaz will ask Dr. Armbruster on an update for this when they meet.

FASA Legislative Days: Legislative days falls during Dr. Vazquez' retreat at Sea World. Since this is Dr. Vazquez' first retreat, Aleli shared that OCASA should be present. Dr. Diaz did ask Dr. Armbruster if Seth can still attend since he is part of the state committee, and he responded yes. A motion was made for OCASA not to send representation to legislative days this year and the motion was carried unanimously.

Meeting with Individual Board Members: Dr. Diaz shared that the meeting with Chair Jacobs went well. Dr. Diaz asked Chair Jacobs what was a priority for her this school year and she mentioned no fights on our school

campuses. Dr. Diaz is trying to include highlights on what is currently in place to promote positive behavior support on OCPS' campus and is currently highlighting PBIS on her weekly Executive Director for OCASA newsletter. Dr. Diaz will report back after all of the upcoming meetings and ask the same questions as well. The rest of the meetings are scheduled with additional representatives. Dr. Diaz did share that as the board begins to plan for future budgets it would be beneficial for OCASA to have a consistent representation at all board meetings. Guy mentioned that just asking for members to commit to 1 meeting would make it sensible. It was discussed that a drawing from business cards to be awarded a gift card could be held for attending administrators. Dr. Diaz will discuss having Desire create a form for communication for Aleli to send out the communication.

Webpage: Dr. Diaz shared that the color scheme and layout are almost complete and that soon they will be ready to transfer the content. She will work with Desire on this.

Board Member Polos: Matt will send out a Google form out to get board member sizes and place a board member polo shirt order for OCASA in a grey color so we can have a separate polo to wear to our events to signal to membership that we are board members.

100 Days of Maria: Dr. Diaz shared that she has secured \$1000 from a corporate sponsor to help with this event. She anticipated needing space for about 600 people, since she plans to invite board members. She will work with Felicia Boyd to begin the planning. They were going to ask Guy if Lake Buena Vista HS was available to hold the event.

Reschedule Principal Appreciation: The Sound Bath Principal Appreciation Event has been rescheduled for Monday, November 14th at Village Park Elementary. RSVP by emailing Aleli and Dr. Diaz will include the information on the slide she shares Principals meetings and do a voice over for AP meetings.

Approval of By-Laws: A motion was made to accept the by-law with revisions shared. The motion passed.

Agenda Items for Executive Board to share with Superintendent: Items that were discussed to bring up that were not mentioned during the last meeting include: Future Budget Items- Testing Coordinator for Elementary, and 1 TSR for all elementary schools. Progress Monitoring (FAST)- testing window flexibility. Follow up items will also be addressed. OCASA will thank the Superintendent for the raises as well ask toke for National Principal Month.

New Business:

General Membership Meeting: Aleli will have a general membership meeting on Wednesday, November 16th at 4:30PM via WebX. She will present the new By-laws and attach them as a PDF to the invite for members to be able to review as she talks. She will send out to all administrators to join and have time for questions at the end.

Winter Social: Tentatively we have December 8th reserved for an OCASA Winter social. Matt will look into using the Crooked Can again and the separate room if available. **Meeting adjourned at 9:54AM**