

OCASA Board Meeting December 5, 2022- ACE 8:00AM

Members Present: Aleli Vazquez, Anna Diaz, Diana Greer, Seth Daub, Felicia Boyd, Guy Swenson, Amy McHale, Alex Jackson-Jones, Adriene Anderson, Matt Turner, James Morosetti, Nate Hays, Kip Montgomery

Meeting started at 8:10AM.

Dr. Diaz welcomed Jim Preusser, Senior Executive Director of Labor Relations and LeighAnn Blackmore, Director of Labor Relations to provide an update from HR.

Mr. Preusser shared that HR has been involved recently in school visits, round tables and has met with Principal groups such as OCASA to collect feedback. The feedback collected will be used to identify themes of areas of improvement as well as recommendations. This will be presented to Dr. Armbruster and Dr. Vaquez.

Ms. Blackmore did share that she has met with OESPA and currently working on a program to get mentors for secretary and book keeper positions. This was due to data collected that notes that a large number of secretaries and book keepers currently in the position are new or have less than two years. Seeking volunteers that have more than 5 years of experience to mentor new to these positions. Right now, compensations is being discussed and what would be appropriate. If this program is successful they can look at using if for other classified positions like the registrar.

Mr. Preusser shared that the district has to look at creative ways to retain and recruit. Extending sign on bonuses for high needs positions such as bus riders and sign language interpreters is one step they are pursuing. He mentioned that OCPS currently doesn't have a dedicated recruitment team to help aggressively recruit, which puts our district at a disadvantage. He hopes that he can recommend to the superintendent adding personnel strictly designated to this to help meet the changing times.

Mr. Preusser said that if OCASA has input or can gather areas of opportunities and recommendations and rationale he welcomes the input. He shared that he and Ms. Blakemore would like to return after the new year to present to the OCASA group once they have compiled all the feedback and recommendations.

Secretary Report: Minutes were approved as written.

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

Committee Reports:

Membership: Monica was not present and the report was not available.

Association Presidents Report:

High School- Guy shared nothing to share from the high school division. Only concern is the districts focus that 95% of students are tested on PMAs. At a recent Town Hall meeting the Superintendent told teachers that students were not required to take the PMA. This isn't a consistent message received by Area Superintendents.

Middle School- Amy had nothing to report from the middle school group.

Elementary- Nate shared that no new concerns. He did have a question about the STEM lab not being allowed to be on the special area rotation moving forward even though students have a PE waiver. Clarification as to if this is district or a state policy.

Post-Secondary- Felicia shared that nothing new, just getting ready for their spring semester. Enrollment is up, but the challenge now is to get personnel to apply for the new positions.

Old Business:

Meeting with Deputy Superintendent: Dr. Diaz shared that minutes were provided of the meeting with the executive board.

Meeting with Individual Board Members: Dr. Diaz shared that the meetings with the individual school board members have been positive.

Board Member Polos: Matt shared that the order has been placed and we should be receiving the shirts soon.

100 Days of Maria: Dr. Diaz shared a committee will be formed to help plan the event.

Retiree Committee: Dr. Diaz shared that she spoke to Doug Loftus about heading the retired administrator committee for OCASA. He replied that he is interested, but can't be on an OCPS campus for 6 months. He is willing to attend "off" campus events and participate in meetings virtually. Dr. Diaz asked if the board was comfortable with allowing Doug to participate in this capacity, and the board agreed.

New Business:

Work needed to be done by January 10th: Dr. Diaz shared the data compiled from the recent membership survey. The following board members will head the committees and use the interest list to enlist members to help gather the information. The recommendations and work should be done by January 10th.

Compensation/Budget: Aleli and Cap will head this committee and come up with recommendations.

Custodial: Matt will head this committee and use the feedback from membership to summarize and provide recommendations. A Nate and Amy will get feedback from elementary and middle as to whether these groups want to keep the custodians or give it back to central office. They will provide Matt with the information by January 3rd so he has time to include in his summary.

Needed Positions: Nate, Amy and Guy will look at the feedback from membership as to positions that are needed. They will decide which positions to recommend to the Deputy Superintendent and include the rationale. Careful wording in the recommendation is that funding is included for positions, including any required positions or mandates with no funding.

Legislative Days: Dr. Diaz shared that our Chief Communications Officer, Scott Howat, suggested that the board still make a trip to Tallahassee while they were still in session. He believes it would be valuable to be visible and share our platform. He offered to go and attend with us. The board made a motion to support a trip to Tallahassee in February and cover the cost for 4 board members to attend and stay over night for this trip. Dr. Diaz will reach out to Scott about what date works best and will get back to confirm.

Seth shared that in the past OCASA has donated a basket to support the Discover Conference and can we provide a donation again. A motion was made and passed for \$400 to be spent on a basket on behalf of OCASA.

Board Meetings: Dr. Diaz shared that a greater presence is needed at the board meetings. Desiree will be sending out a sign up to all members with upcoming meeting dates and asking our members to commit to attending 1 meeting per year.

Agenda for meeting with Superintendent with Executive Board members on December 9th at 3:00PM.

Updates on:

Custodial Services

Opening up the Testing Window

Calibration of Evals

New items:

PMA's

Asking teachers if they want their evals to count?

Compensation Committee

Budget Committee

Custodial Allocation

Advanced Degree Supplement Recommendation

Meeting adjourned at 9:59AM