

OCASA Board Meeting
September 28, 2022- via WebX at 9:00AM

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

Meeting started at 9:00AM.

Dr. Diaz and Aleli welcomed all new board members.

Secretary Report: Minutes were approved as written.

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

Committee Reports:

Membership: Monica shared that our current membership is 279. She has been working with payroll to clean up members on the payroll deduction list that need to be taken off. The department will be sharing with her the report she sent to the board with the lists the current members by learning community. She will receive this report quarterly and it can be a tool used to capture what administrators in each community aren't current members.

Legislative/Professional Standards: Matt reported that the member involved on the previous state complaint case that OCASA supported, had the state rule no findings. The member is filing a formal complaint on Professional Standards. Matt is working on the writing of the complaint and focusing on pushing for policy change. A review of procedures so this doesn't happen again and that the Professional Standards department have to follow a timeline in the event of an investigation or allegation is a few of the recommendations. Monica shared along the same lines that she had a teacher who was being investigated on several issues by Professional Standards and she was part responsible for conducting the investigation. Without notice a few days into the investigation she received an email from Professional Standards sent to her and her area superintendent that she was no longer part of the investigation. When she questioned the reason, she was told it was because the teacher had now filed a complaint against her. Professional Standards refused to share the subject of the complaint on the grounds that they weren't following up on it. Once again transparency from this department, guidelines that they are made to follow, and procedures in place are a concern.

Association Presidents Report:

Elementary- Nate shared that consideration for a TSR for all elementary schools now that we are one-to one, instead of sharing it with another school, was a concern and recommendation of a member. Custodial allocations and budgets are still a concern for many. The recent classified hiring freeze in place was difficult when some schools lost potential candidates during the process. What can be done in the future? Alex asked as a new representative, how were representatives supposed to solicit concerns from members. Aleli shared the process of reaching out via email to members prior to the meeting. Members can email or call with

concerns any representative or Dr. Diaz. Seth mentioned that he is concerned about the delivery of trainings for teachers and administrators. Important trainings such as Title IX for administrators should be offered face to face and perhaps in the summer, so that the information can be captured with more focus, not in the middle of the school day when so many emergencies arise. Mental Health training for teachers and staff that must be taken face to face should have options for weekends to help with the burden of substitute coverage for teachers.

ESSER Planning Days- Aleli shared that the communication from Professional Development about the 6 ESSER Planning Days for teachers that must be completed either during the school day or on a Saturday is difficult to manage. There should be more direction as to how this is completed, and if administrators are expected to open up their campus on a Saturday for teachers to plan and collaborate, how can they be compensated? It would be helpful if the Professional Development Department would gather feedback from our organization through our respective representatives prior to making decisions about planning and how it affects our daily operations. This was done in the past. Can the OCASA reps be considered for department meetings like this?

Curb Appeal- this was a concern brought to Aleli about the timeliness of the grass cutting and the current job that is being done by the grounds department. Reports of Principals sending pictures to grounds of grass that is over four feet tall doesn't get much responsiveness. Does this need to be outsourced?

Middle School- Amy shared that custodial budgets came up again and concerns about hiring for all the vacancies. Aleli shared that she had received a concern about the reimbursement of substitutes being used to cover vacancies. The school is paying for the position and the substitute and only is reimbursed after the 10th day. If a sub is out before the 10th consecutive day, it starts the counting again. Can this be pro-rated and reimbursed daily?

High School- Guy shared that the only concern he had from the high school principals was specific to a campus that was selected as a shelter and were told that they can only have two administrators supporting the site. In the past all administrators at the school were allowed to support and the questions was raised of why this was different this time.

Post-Secondary- Felicia shared that they are thankful to have passed the accreditation as one college with four different campuses. They are excited about the future and are still enrolling students.

Old Business:

Advanced Degree Survey Results: Dr. Diaz shared that we had 101 administrators participate in the survey with the break down as follows: 35 Doctorate, 28 Specialist, 7 enrolled in a program, 27 with no advanced degree beyond requirements. She will be sharing these results with the Deputy Superintendent.

New Business:

Webpage: Dr. Diaz continues to work on this with our web manager and will have updates to share soon.

Adding New Executive Director to Additions Financial: The former Executive Director, Mike Armbruster, needs to be removed from the OCASA Additions Financial account. The new Executive Director, Anna Diaz, needs to be added to the OCASA Additions Financial account. The OCASA board agreed to have two debit cards for the account. One debit card will be issued to the treasurer, Kip Montgomery, and the second debit card will be issued to the new executive director, Anna Diaz.

Meeting with Individual Board Members. Dr. Diaz shared that she has scheduled meetings with school board members so that she and Aleli can personally meet with them on behalf of OCASA. Three main talking points will be developed to share with each member and if the FASA platform is available, that too can be shared during the meeting. Dr. Diaz would like at least one more OCASA board member to attend the meetings scheduled if they have a personal connection with any of the school board members. Some of the meetings are face to face in the ELC and some are virtual. The following OCASA board members volunteered to attend with Dr. Diaz and Aleli on the designated dates:

Chair Jacobs	October 27 at 3:00PM	face to face	Matt Turner
Vice-Chair Byrd	November 7 at 4:30PM	virtual	Nate Hay
Vickie Felder	November 9 at 3:00PM	face to face	Seth Daub
Pam Gould	November 14 at 3:00PM	virtual	Diana Greer

Membership Representatives in Each Learning Community: Dr. Diaz shared that she has been working with Monica on ways to recruit new members and have representation in all learning communities. The suggestion of forming a membership committee of individual members in each learning community that could assist in helping recruit membership within their learning community was mentioned. Monica will send out a survey to gather interest of members that want to serve on the committee. Once the committee is formed, Dr. Diaz and Monica would work on specific tasks and how to help with supporting membership with this committee. Matt asked if we can order a different color OCASA shirt for the board. He says this would distinguish us at events and help with the wear and tear the board member shirts are getting as compared to general membership. The cost would be about \$10 for a polo shirt for only the members of the board, which would be about 15 people. Kip noted that we would have funds to be able to proceed with this small order. Matt will share a google form to board members to verify their size prior to ordering. A color like a grey was decided as an option from the original black.

FASA Legislative Days: FASA dates are January 23-24th. Dr. Diaz has been in contact with FASA so that meetings can be scheduled with legislators for our OCASA delegation as soon as participants are confirmed. Aleli mentioned that the costs of the trip, including accommodations, will have to be reviewed with our treasurer before we can decide on how many members of our board will be part of the delegation. Seth shared that he will try to get more information from FASA as to the details. It was decided that at our work session on October 7th the budget will be reviewed and number of participants decided.

100 Day Superintendent Event: Dr. Diaz and Aleli shared that according to the calendar this will fall on Thursday, March 2nd. The time of 5:00PM has been designated so all administrators can participate. Locations were discussed that can accommodate all administrators, cabinet members, and guests. Possible locations include Jones High School, Orange Technical South Campus, or West Orange High School. Getting sponsors for food to defer the cost would be an option. Felicia volunteered to work with Dr. Diaz and Aleli on this and other possible locations outside of OCPS are being explored to make it special.

By-Law Revisions: A board member work session has been scheduled for Friday, October 7th at 9:00AM at the Orange Technical College in Winter Park. Dr. Diaz will send out to the board our current by-laws and a sample of the Broward's organization's by-laws for review once again. She asks that members review both documents prior to the work session and come prepared with recommendations. Board members who can't attend are asked to give Dr. Diaz their feedback prior to the meeting date.

Agenda for Deputy Superintendent Meeting- The executive board only is scheduled to meet with the Deputy Superintendent on October 4th at 9:00AM Tab Room 5th floor. Dr. Diaz will prepare the agenda based on concerns expressed at today's meeting. She will also bring up items to follow up on from the previous meeting. Dr. Diaz will share the agenda with board members prior to the meeting.

Open Discussion: Aleli shared that October is National Principal's Month. She would like to do something to recognize Principals from OCASA. She asks for anyone who has some ideas or suggestions of what can be done to email her. She will discuss with Kip at the work session what our budget can be to do something. Dr. Diaz mentioned the idea of forming a fundraising committee and explore ways to raise funds to be able to recognize members and hold events without depending on our operating budget.

Dr. Diaz shared that she is highlighting a member of the OCASA board in each newsletter. She has received positive feedback from members on the newsletter format. She asks that when it's our turn to be highlighted to share a brief description of yourself and highlight the expertise you bring to the board.

Meeting adjourned at 10:35AM.