**OCASA Board Meeting**

**Tuesday, January 10, 2023- Virtual 8:00AM**

**Members Present:** Aleli Vazquez, Anna Diaz, Monica Gordan, Seth Daub, Felicia Boyd, Amy McHale, Alex Jackson, Adriene Anderson, Matt Turner, James Morosetti, Nate Hays, Kip Montgomery, Desiree-Hitchmon-Houghton

Meeting started at 8:05 AM.

**Secretary Report:** Minutes were approved as written.

**Treasurer Report:** Kip shared the Treasurer’s report. The balance for checking $2,634.47 and saving $5,957.84 accounts are on file.

**Committee Reports:**

***Membership:*** Monica shared that we are currently at 285 members with $1,496.25 being deducted per pay period

**Association Presidents Report**:

***High School***- Matt shared a concern from Assistant Principals regarding feedback not being given after being interviewed for a position. They are getting frustrated because they are not being provided with feedback from the interview to help them grow and be prepared for the next interview.

***Middle School-*** Amy share that administration is concerned about the time spent on the Instructional Leadership Institute. There were several technology issues and the content provided was not useful. The middle schools are testing this week and they are concerned that they will not have enough time to complete the required number of classes. Middle school AP has a concern with having more choice of school assignments. Asked to be moved three different times and the request was not honored.

***Elementary-*** Nate shared that a principal had a concern with Title IX being handled by another school. When there is a conflict of interest in an investigation the school has to utilize someone from another school who is a part of title IX team for their school per the district. A principal had to send their dean to another school for a Title IX investigation which left them without a dean. Another concern was regarding the amount of unidentified ESE students within schools and what supports are being put in place by the district so that the students can be staffed.

***Post-Secondary***- Felicia did not share any concerns

**Overall Administrator’s Concerns as a whole: \***Administration using personal leave time and feeling guilty about taking time off during the school year. **\***The original focus on culture and moral has diminished as Middle of the year data is coming back. \*EADs not understanding the data.

**Old Business:**

**Meeting with Deputy Superintendent:** Dr. Diaz shared that she will provide an agenda for the upcoming meeting.

**100 Days of Maria:** Dr. Diaz shared that she will get with Aleli and Diane to discuss the logistics for this event.

**New Business:**

***Work needed to be done by January 10th:***  Dr. Diaz shared the data complied 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. There were several recommendations that were made from each category listed below. A summary of recommendations will be sent to Dr. Diaz for each category by Thursday, January 12 in order for her to prioritize for the upcoming meeting with the Deputy Superintendent.

**Compensation/Budget:** Aleli and Cap will head this committee and come up with recommendations. This committee came up with a recommendation of a supplement for the Advanced Degrees in the amount of $8000-$10000 or the same amount that teachers receive. A study by the committee was conducted on the surrounding counties salary differences compared to Orange County. Palm Beach County administrators make $20,000 more than OCPS administrators, Osceola County administrators make $10,000 more that OCPS administrators this is with the supplement bonus for the Advanced Degrees included.

**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. Custodial committee came up with the recommendation of the following: \*Consider acreage, \*student enrollment, \*size of building and if it has stairs should all be considered when it comes to custodial.

**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. Needed Positions committee came up with the following: \*All Elementary school should have an Assistant Principal \*The following positions should be included in schools based on the student enrollment: Safe Coordinator, Testing Coordinator, and Staffing Specialist.

**Legislative Days:**  OCASA will not be in attendance this year.

**Meeting adjourned at 9:27AM**