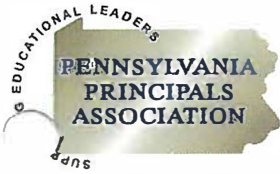


**Board of Directors
Meeting Packet for
January 26, 2024**



PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach
Executive Director

Dr. Michael S. Snell
Asst. Executive Director

Joint Board Dinner Pennsylvania School Board Association – Mechanicsburg, PA Thursday, January 25, 2024

Executive Committee Meeting / Board of Directors Meeting In-Person – Friday, January 26, 2024

MEETINGS SCHEDULE (TENTATIVE)

Thursday, January 25 11:30 AM – 12:00 PM 12:00 PM – 2:00 PM 5:30 PM – 6:30 PM 6:30 PM – 8:00 PM	In Person Lunch New Board Member Orientation – PA Principals Assoc. Reception – PA School Board Assoc., Mechanicsburg Joint Board Dinner – PA School Board Assoc., Mechanicsburg - PSBA in charge of this portion
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Friday, January 26 7:00 AM 7:30 AM – 8:45 AM 9:00 AM – 10:00 AM 10:00 AM – 10:15 AM 10:15 AM – 11:30 AM 11:30 AM 11:30 AM – 1:30 PM	In Person Breakfast Executive Committee Meeting Board Meeting <i>Sponsor Presentation – Lifetouch (Chris Kukla)</i> Board Meeting Adjournment Regional Planning/Working Lunch
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Joint Dinner: PA School Boards Assoc.: 400 Bent Creek Blvd Ste 150, Mechanicsburg, PA 17050, (717) 506-2450
Hotel: Best Western Premier, the Central Hotel, 800 East Park Drive Harrisburg, PA 17111, Phone: (717) 561-1140
New Board Orientation/Executive Meeting/BOD Meeting: 122 Valley Road, Enola, PA 17025, (717) 732-4999

Board of Directors Meeting Agenda
PA Principals Association, Enola, PA
January 26, 2024 @ 9:00 AM

Dr. Maureen Letcher, President Presiding

Members excused by President: Susan Martin, Carol Sprinker, Michael Allison

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|----|--|---------------------------------------|
| 1. | Call to Order | Maureen Letcher |
| 2. | Roll Call | Julie Sunday |
| 3. | Approval of Minutes, October 22, 2023 | Maureen Letcher |
| 4. | Correspondence | |
| | a. None | |
| 5. | Executive Committee Reports | |
| | a. Treasurer's Report | Nicholas Indeglio |
| | b. President's Report | Maureen Letcher |
| | c. Report of the NAESP Representative | Donna Rose |
| | d. Report of the NASSP Coordinator | Jonathan Bauer |
| 6. | Regional Reports | |
| | a. East I | Shelly Egan / Joseph Hanni |
| | b. East II | Robert Palazzo/Michael Maley |
| | c. East III | Renee Mosser/Edward Roth |
| | d. Central I | Karen Krisch/Rebecca Stanfield |
| | e. Central II | Rick Esche/Mark Ziegler |
| | f. Central III | Kristin Musselman/Christopher Santini |
| | g. West I | Donna Rose/Brian Fuller |
| | h. West II | Melanie Rosenberger/Jerald Barris |
| | i. West III | Colleen Hannagan/Jason Olexa |
| | j. Assistant Principal At Large | Daniel Beck |
| | k. Diversity At Large | Pierre LaRocco |
| 7. | Committee Reports | |
| | a. By-laws Committee | Jim Orichosky |
| | b. Professional Development | Beth Haldeman |
| | c. RSS Update | Michael Snell |
| | d. Summit24 Conference | Michael Snell/Rebekah Smith |
| | e. PIAA/NASSP | Jonathan Bauer |
| 8. | Executive Office Report | |
| | a. Professional Development | Michael Snell |
| | b. Alternative Funding | Michael Snell |
| | c. Advocacy/Legislative | Kate Kreuger |
| | d. Regional Boards | Eric Eshbach |
| | e. New Positions | Eric Eshbach |
| | f. Audit Update | Auditors (Recording) |
| | g. Sponsor Presentation – Lifetouch | Chris Kukla |
| | h. Membership Update | Eric Eshbach |

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|-----|---|-------------|
| 9. | President's Appointments | Dr. Letcher |
| | a. East I Secondary Appointment – Mr. Joseph Hanni | |
| | b. West I Elementary Appointment – Mrs. Veronica Will | |
| | c. West III Elementary Appointment – Dr. Colleen Hannagan | |
| 10. | Action Items | Dr. Letcher |
| | a. Approval of Changes to the Policy Manual and By-Laws | |
| | b. Acceptance of the Auditors' Report | |
| | c. Approval of Proposal for Office Restructuring | |
| 11. | Old Business | Dr. Letcher |
| 12. | New Business | Dr. Letcher |
| 13. | Adjournment | Dr. Letcher |
| 14. | Regional Planning/WORKING LUNCH | |

IMPORTANT UPCOMING DATES

Board of Directors Meetings

Board Meeting – April 15, 2024 – Enola, PA

Board Meeting – August 4, 2024 – Pittsburgh, PA

Board Retreat – October 20 - 22, 2024 – Sheraton Erie Bayfront Hotel

Executive Committee Meetings

Executive Committee Meeting – April 11, 2024 – Virtual/Zoom Meeting

Executive Committee Meeting – July 30, 2024 – Virtual/Zoom Meeting

Other Important Meetings

NAESP/NASSP Joint Conference – July 15 - 17, 2024 – Nashville, TN

Summit Conference – October 4 – 6, 2024 – Pittsburgh, PA

NE Regional Conference (NAESP) – November, 2024 - TBD

CONFLICT OF INTEREST POLICY FOR THE PENNSYLVANIA PRINCIPALS ASSOCIATION

ARTICLE I. PURPOSE, SCOPE, AND APPLICATION

§1.1 The purpose of this Conflict of Interest **Policy** (the "**Policy**") is to protect the interests of The Pennsylvania Principals Association (the "**Association**") when it is contemplating entering into a transaction or arrangement that might benefit or appear to benefit the private interest of any present or former director, officer, employee, or volunteer of the **Association**, indirectly benefit a Related Party, or result in a possible Excess Benefit Transaction. The **Association** is organized to serve its members' interests, and each director, officer, employee, and volunteer must act and use good judgment to maintain and further the members' trust and confidence in the **Association**.

§1.2 This **Policy** establishes guidelines, procedures, and requirements for:

§1.2.1 Identifying a Conflict of Interest and situations that may result in an actual, potential, or perceived Conflict of Interest; and

§1.2.2 Appropriately managing a Conflict of Interest in accordance with legal requirements and the goals of accountability and transparency.

§1.3 This **Policy** applies to all directors, officers, employees, and volunteers of the **Association**. All directors, officers, employees, and volunteers must familiarize themselves with and adhere to the principles and rules set out in this **Policy**.

§1.4 This **Policy** is intended to supplement but not replace any state and federal laws governing conflicts of interest applicable to **Association**.

§1.5 Any questions about this **Policy** should be referred to the Executive Director of the **Association**, who is in charge of administering, enforcing, and updating this **Policy**.

ARTICLE II. DEFINITIONS

§2.1 "**Association**" means the Pennsylvania Principals Association.

§2.2 "**Board**" means the **Board** of Directors of the **Association**.

§2.3 "**Conflict of Interest**" means situations where, in the judgment of the **Association's Board**:

§2.3.1 The outside interests or activities (such as Covered Interests) of a director, officer, employee, or volunteer interfere or compete with the **Association's** interests.

§2.3.2 The stake of a director, officer, employee, or volunteer in a transaction or arrangement is such that it reduces the likelihood that such person's influence can be exercised impartially in the best interests of the **Association**.

§2.3.3 A director, officer, employee, or volunteer has divided loyalties.

§2.3.4 An Excess Benefit Transaction would occur.

§2.4 "**Covered Interest**" means when any director, officer, employee, or volunteer has directly, or indirectly through a Related Party:

§2.4.1 An ownership or investment interest in any entity with which the **Association** has a transaction or arrangement.

§2.4.2 A compensation arrangement with the **Association** or with any entity or individual with which the **Association** has a transaction or arrangement.

§2.4.3 A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the **Association** is negotiating a transaction or arrangement.

§2.4.4 A legal commitment or financial interest, including by virtue of a **Board** appointment, employment position, or volunteer arrangement, to act in the interests of another entity or individual.

§2.4.5 Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A Covered Interest is not necessarily a Conflict of Interest. Under §3.2 a person who has a Covered Interest may have a Conflict of Interest only if the **Board** decides that a Conflict of Interest exists.

§2.5 "**Director**" means a member of the **Board** or any committee of the **Board**.

§2.6 "**Excess Benefit Transaction**" means any transaction in which an economic benefit is provided by the **Association**, directly or indirectly, to or for the use of a disqualified person and the value of the economic benefit provided by the **Association** exceeds the value of the consideration (including the performance of services) received by the **Association**. A "disqualified person" is any person who was in a position to exercise substantial influence over the affairs of the **Association** at any time during a five-year lookback period, ending on the date of the transaction, and includes but is not limited to the **Association's** directors, officers, and Related Parties, as defined herein.

§2.7 "**Interested Person**" means any director, officer, employee, or volunteer who has a direct or indirect Covered Interest.

§2.8 "**Related Party**" means any one of the following persons or entities:

§2.8.1 Any director, officer, employee, or volunteer of the **Association** or its affiliates.

§2.8.2 Any Relative of any individual described in §2.5.1 above.

§2.8.3 Any entity or trust of which any individual described in §2.5.1 or §2.5.2 above serves as a director, trustee, officer, employee, or volunteer.

§2.8.4 Any entity or trust in which any individual described in §2.5.1 or §2.5.2 above has a thirty-five percent (35%) or greater ownership or beneficial interest.

§2.8.5 Any partnership or professional corporation in which any individual described in subsection §2.5.1 or §2.5.2 above has a direct or indirect ownership interest in excess of five percent (5%).

§2.8.6 Any other entity or trust in which any individual described in subsection §2.5.1 or §2.5.2 above has a material financial interest.

§2.9 "**Relative**" means any one of the following persons:

§2.9.1 The spouse or domestic partner of an Interested Person.

§2.9.2 The ancestors of an Interested Person.

§2.9.3 The siblings or half-siblings, children (whether natural or adopted), grandchildren, and great-grandchildren of an Interested Person.

§2.9.4 The spouse or domestic partner of any person described in subsection 6(c) above.

ARTICLE III. PROCEDURES

§3.1 *Duty to Disclose.* An Interested Person must disclose the existence of any actual, potential, or perceived Conflict of Interest as soon as such Interested Person identifies that there may be a Conflict of Interest, and before the **Association** enters into the proposed transaction or arrangement that gives rise to the Conflict of Interest.

§3.1.1 The disclosure shall be made to:

§3.1.1.1 the **Board** of directors if the Interested Person is a director or officer; or

§3.1.1.2 the Interested Person's supervisor if the Interested Person is an employee or volunteer, who shall in turn inform the **Board** of directors of the disclosed Conflict of Interest.

§3.1.2 The Interested Person shall be given the opportunity to disclose all material facts to the **Board** of directors concerning the proposed transaction or arrangement, including the circumstances giving rise to the Conflict of Interest.

§3.2 *Determining Whether a Conflict of Interest Exists.* After disclosure of the actual, potential, or perceived Conflict of Interest, the **Board** shall determine whether a Conflict of Interest exists by following the procedures described in this §3.2:

§3.2.1 The Interested Person shall disclose all material facts relating to the potential Conflict of Interest to the **Board**.

§3.2.2 After any discussion between the **Board** and the Interested Person, the Interested Person shall leave the **Board** meeting while the determination of a Conflict of Interest is discussed and voted upon.

§3.2.3 The **Board** members, other than the conflicted Interested Person(s), shall decide if a Conflict of Interest exists. If the remaining **Board** determines by majority vote that no conflict exists, no further review of the transaction by the **Board** is required if not ordinarily required in the normal course of business. The discussion and determination of the existence of a Conflict of Interest shall be documented in accordance with the procedures outlined in **Article IV** below.

§3.2.4 The determination that a Conflict of Interest exists shall not preclude the **Board** (other than the conflicted Interested Person(s)) from approving the matter, but such determination shall require the **Board** to follow the procedures outlined in §3.3 below.

§3.3 *Procedures for Addressing the Conflict of Interest.* To address a Conflict of Interest, the **Board** shall follow the procedures described in this §3.3:

§3.3.1 An Interested Person may make a presentation at the **Board** meeting, but after the presentation, the Interested Person shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the Conflict of Interest.

§3.3.2 The Interested Person shall not attempt to intervene with or improperly influence the deliberations or voting on the matter giving rise to the Conflict of Interest.

§3.3.3 The chairperson of the **Board** shall, if appropriate, appoint a disinterested person or committee to investigate market information and alternatives to the proposed transaction or arrangement, including obtaining comparability data when determining compensation.

§3.3.4 After exercising due diligence, the **Board** shall determine whether the **Association** can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a Conflict of Interest.

§3.3.5 If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a Conflict of Interest, the **Board** shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is: (i) in the **Association's** best interests; (ii) for its own benefit; and (iii) fair and reasonable.

§3.3.6 In conformity with the above determinations, the **Board** shall make its decision as to whether to enter into the transaction or arrangement.

§3.4 Violations of the Conflict of Interest Policy.

§3.4.1 If the **Board** has reasonable cause to believe an Interested Person has failed to disclose an actual, potential, or perceived Conflict of Interest, it shall inform the Interested Person of the basis for such belief and afford the Interested Person an opportunity to explain the alleged failure to disclose.

§3.4.2 If, after hearing the Interested Person's response and after making further investigation as warranted by the circumstances, the **Board** determines the Interested Person has failed to disclose an actual, potential, or perceived Conflict of Interest, it shall take appropriate disciplinary and corrective action, up to and including termination of employment or volunteering, or removal from the **Board**.

§3.4.3 Each director, officer, employee, and volunteer is responsible for reporting to his or her supervisor or to the **Board** any suspected failure to disclose by any Interested Person, regardless of position[, in accordance with the **Association's** Whistleblower **Policy**.

§3.4.4 Conduct that violates this **Policy** is always considered outside the scope of employment of any employee acting on behalf of the **Association**.

§3.5 Confidentiality.

§3.5.1 The **Association** shall maintain the confidentiality of any disclosures made in connection with this **Policy** and limit access to the information[in accordance with the **Association's** privacy policy].

§3.5.2 Each director, officer, employee, and volunteer shall exercise care not to use, publish, or disclose confidential information acquired in connection with disclosures of actual, potential, or perceived Conflicts of Interest during or subsequent to his or her employment, participation as a volunteer, or participation on the **Board** of directors.

§3.6 *Speaking Fees.* Notwithstanding anything herein to the contrary, it shall not be a conflict of interest for the **Association** to compensate any **Director** for speaking fees provided that the fees paid are no higher than the fees and expenses permitted under applicable **Association** policy or guidelines.

ARTICLE IV. RECORDS OF PROCEEDINGS

§4.1 *Minutes.* The minutes of the meeting(s) of the **Board** shall contain:

§4.1.1 The names of the persons who disclosed or otherwise were found to have an actual, potential, or perceived Conflict of Interest; (ii) the nature of the disclosed interest; (iii) any action taken to determine whether a Conflict of Interest was present; (iv) whether the Interested Person was present during the determination; and (vi) the **Board's** decision as to whether a Conflict of Interest in fact existed.

§4.1.2 (i) The names of the persons who were present for discussions by the **Board** of the proposed transaction or arrangement; (ii) the votes relating to the transaction or arrangement; (iii) the content of the discussion, including any alternatives to the proposed transaction or arrangement; and (iv) a record of any votes taken in connection with the proceedings.

§4.2 *Approval.* The **Board** minutes shall be approved as reasonable, accurate, and complete before the later of:

§4.2.1 The next **Board** meeting; or

§4.2.2 Sixty (60) days after the final actions of the **Board** are taken.

ARTICLE V.. COMPENSATION

§5.1 A voting member of the **Board** who receives compensation, directly or indirectly, from the **Association** for services is precluded from voting on matters pertaining to that member's compensation.

§5.2 A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the **Association** for services is precluded from voting on matters pertaining to that member's compensation.

§5.3 No voting member of the **Board** or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the **Association**, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

ARTICLE VI. ANNUAL STATEMENTS AND DISCLOSURES

§6.1 Each director, officer, employee, and volunteer shall annually disclose all Conflicts of Interest [and previously unreported Conflicts of Interest] in writing on the **Association's** disclosure form in accordance with this **Policy** and sign a statement that affirms that such person:

§6.1.1 Has received a copy of this **Policy**;

§6.1.2 Has read and understands this **Policy**;

§6.1.3 Has agreed to comply with this **Policy**;

§6.1.4 Has no Conflict of Interest to report or is reporting current [and any previously unreported] Conflicts of Interest; and

§6.1.5 Understands that the **Association** is a not-for-profit corporation and, in order to maintain its federal tax exemption, must engage primarily in activities that accomplish one or more of its tax-exempt purposes.

ARTICLE VII. PERIODIC REVIEWS

§7.1 To ensure the **Association** operates in a manner consistent with its non-profit purposes and does not engage in activities that could jeopardize its reputation or tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

§7.1.1 Whether compensation arrangements and benefits are: (i) reasonable; (ii) based on competent survey information; and (iii) the result of arm's length bargaining; and

§7.1.2 Whether partnerships, joint ventures, and arrangements with management organizations: (i) conform to the **Association's** written policies; (ii) are properly recorded; (iii) reflect reasonable investment or payments for goods and services; (iv) further charitable purposes; and (v) do not result in inurement, impermissible private benefit, or an Excess Benefit Transaction.

§7.2 The **Association** expressly reserves the right to change, modify, or delete the provisions of this **Policy** without notice.

ARTICLE VIII. USE OF OUTSIDE EXPERTS

§8.1 When conducting a Conflict of Interest determination as provided for in **Article III** or a periodic review as provided for in **Article VII**, the **Association** may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the **Board** of its fiduciary duties or responsibilities when considering a transaction or arrangement with an Interested Person or Related Party, or for ensuring periodic reviews are conducted.

Board of Directors Meeting Agenda - MINUTES
Omni Bedford Springs – Anderson Room
Monday, October 23, 2023 @ 10:30 AM

Dr. Maureen Letcher, President Presiding

Members excused by President: James Orichosky, Shelly Egan, Jared Barris

1. Call to Order Dr. Letcher
President Letcher called the meeting to order at 10:59 am
2. Roll Call Mrs. Sunday
20 BOD members present/3 absent/6 RSS members/4 Staff members
3. Approval of Minutes, August 6, 2023 Dr. Letcher
A motion was made by Mr. Bauer and seconded by Mr. Fuller to approve the minutes from the August 2023 board meeting. The motion carried unanimously.
4. Correspondence Dr. Letcher
 - a. None
5. Executive Committee Reports
 - a. Treasurer's Report Dr. Indeglio

Dr. Indeglio shared an amazing video update of the treasurer's report that we all appreciated greatly. Afterwards, he went over the balance sheets and we are at 165% cash to budgeted expenses. Dr. Eshbach explained to the new members that we have two different organizations, the PA Principals Association and PELF. Explained that PELF owns our building in Enola and was originally set up to handle professional development. Stated PA Principals pays rent to PELF and then PELF provides scholarships for our members to attend professional development. He let the board know that we have \$2.8 million in the Principals Association and thanked Dr. Indeglio for pointing out the income and that the expenses are at 27% of our budget for the year, and we are 25% of the way through. A motion to approve the report was made by Mr. Maley and seconded by Ms. Musselman. No discussion. Motion carried unanimously.
 - b. President's Report Dr. Letcher
Dr. Letcher thanked everyone for their feedback on Summit23. She thanked the office staff for their hard working on putting together the retreat. Dr. Letcher reminded the board members to work with their Regional Service Specialists and stated the newsletters were looking great and appreciated the detailed work being put in. They have been a great addition.
 - c. Report of the NAESP Representative Dr. Sprinker
Dr. Sprinker let the board know there is a link in her board report for the NAESP update regarding the signature member services including professional development, advocacy and communication. She highlighted that NAESP will be partnering with NASSP for a joint National School Leadership conference from July 15-17, 2024. Touched on the NDP awards celebration, with three principals from Zone 2 being recognized. Dr. Sprinker will also be attending the National School Leaders Advocacy Conference in March 2024, also called a day on the hill, and our association is supporting those efforts. Referenced the Northeast Regional Meeting some representatives and association members are attending in November 2023 in Princeton, NJ. She reminded elementary

principals that NAESP designs learning opportunities in terms of learning communities. So use those resources. Dr. Sprinkerspoke to the Zone 2 talks taking place on the staffing shortage and the work they are doing to brainstorm solutions. She also announced she will be retiring from education completely and going on to do some great work in her families business and thanked the board members for their leadership and support.

- d. Report of the NASSP Coordinator Mr. Bauer

Mr. Bauer spoke to the state advocacy efforts and that NASSP endorsed the letter to Congress that highlighted the need for Title I, Title II and Title IV filings. Mr. Bauer and Dr. Eshbach stated that Pennsylvania was one of the states that signed off and endorsed that letter. He also reminded the board to recognize your principals for principals month at www.principalsmonth.org.

6. Regional Reports

- | | |
|--|-------------------------------|
| a. East I (no report submitted/vacant) | Mrs. Egan / Vacant |
| b. East II (see written report/no report submitted) | Mr. Palazzo / Mr. Maley |
| c. East III (no report submitted/no report submitted) | Dr. Mosser / Mr. Roth |
| d. Central I (no report submitted/see written report) | Mrs. Krisch / Dr. Stanfield |
| e. Central II (see written report/see written report) | Dr. Esche / Mr. Ziegler |
| f. Central III (see written report/see written report) | Ms. Musselman / Mr. Santini |
| g. West I (see written report/see written report) | Mrs. Rose / Mr. Fuller |
| h. West II (see written report/see written report) | Mrs. Rosenberger / Dr. Barris |
| i. West III (vacant/see written report) | Vacant / Dr. Olexa |
| j. Assistant Principal At Large (see written report) | Dr. Beck |
| k. Diversity At Large (no report submitted) | Mr. LaRocco |

7. Committee Reports

- a. Alternative Funding Dr. Snell
Dr. Snell went over corporate sponsors who have renewed since the August board meeting. At the bronze level, which is \$2,500, we have College Board, Cambridge Assessment International education, and the JED Foundation. At the diamond level, which is \$20,000, we have Lincoln Investment Planning, LLC. He also pointed out that we lost two corporate sponsors, Fitness Headquarters and Bloomboard. Lifetouch, which is at the diamond level, and PlayVS, which is at the gold level, are coming up for renewal in November. Dr. Snell urged the board to let the association know if they have any companies they do business with that might be good corporate sponsors.

- b. Professional Development Dr. Haldeman
Dr. Letcher thanked Dr. Eshbach, Dr. Snell, and Dr. Haldeman for changing the face of PD in our association. She also encouraged the board to join the Power Hour discussion in the afternoons with Dr. Snell. Dr. Haldeman added that she is working with Mrs. Sunday on uploading the PIL hours herself to PERMS. She is also working on getting EdCamp renewed by January 2024.

- c. Legislative Dr. Eshbach
Dr. Eshbach spoke about the many things that are going on in the legislature. They are at a stalemate on the budget. The PA State budget is still unfinished nearly 4 months past the state fiscal deadline although it is in the law. They have not passed certain code bills to allow the money to start flowing. The divided legislature is still seeking a compromise that would allow it to authorize up to \$1.1 billion in additional spending via these code bills. He also brought up House Bill 1258, House Bill 1478, Senate Bill 7, Senate Bill 340 and Senate Bill 851. Discussion ensued.

- d. NAESP Federal Relations Representative Mrs. Rose

Dr. Rose stated this is a new position for her and has sat in on two meetings thus far. They talked about the government funding update with the obvious divide between the House and the Senate and the House cutting the Title I in the Senate. There was a very interesting presentation done on the PDK poll, which is the public's attitudes towards public schools. If board members are interested in digging into the data, she stated it was interesting to watch how, across the United States, public perception is changing towards public-school leaders and teachers.

- e. Summit23 Recap Dr. Eshbach

Dr. Eshbach went over the financials from the conference and noted that we lost \$45,000 overall. Noted that we made significant changes from two conferences to one in 2023 by taking the August Conference and modeling it into the October conference. From the feedback we can see that having a day at the school was a huge success. He did state that our numbers were off for attendance, and we will take that into account for Summit24. Our conference is set for 2024, but we will be making changes for 2025 and future conferences. We are looking at State College for Summit25. Also, we are trying to find keynote speakers that may come to the conference gratis and we do have some opportunities in Pittsburgh.

- f. Advocacy/Legislative Update Dr. Eshbach

Dr. Eshbach relayed to the board that Tina Viletto, our advocacy liaison, has retired. He will be proposing that we work with PASBO executive director, Hannah Barrick, to enlist the help of Kate Krueger as our advocacy liaison. This work would be done at a rate of \$10,000 per year.

- g. PIAA/NASSP Mr. Bauer
Nothing more to add. See written report.

8. Executive Office Report

- a. Professional Development Historical 5 Year Review Dr. Snell

Dr. Snell gave an overview of the associations course offerings numbers, along with participants per course. He discussed the new Launching Leadership program and the scholarships that are being offered. He also went over the School Leader Paradigm and the Schlechty program. He asked if any board members were interested in helping with the design of the Schlechty program for our association, to make it our own. Discussion ensued.

- b. Legal Update Dr. Eshbach

Dr. Eshbach spoke to the number of legal calls we are getting, sometimes daily. He noted some of the issues that people are calling in about. He also stated that, while we usually stick to the \$500 deductible, if the issue is large and can affect others, we can allow them more money with a vote from the Executive Committee. Discussion ensued.

- c. Proposed Changes for Summit24 Dr. Eshbach

Dr. Eshbach went over what went well and what didn't at Summit23. He stated that for future conferences we are trying to reduce expenses, as we are losing money each year. Some changes would include:

1. The vendor hall - eliminate it and invite specific organizations to come and have more facetime with people
2. Finding free keynote speakers. Mr. Ziegler suggested the possibility of having a principal in this role.
3. Eliminating the awards dinner. Winners would still be recognized at the conference, just not at a special dinner.
4. Possibly having a second diamond social for vendors.
5. Raising registration rates.

Dr. Snell ended the discussion by reminding the board that vendors cannot present at the conference on their own. They must have a principal present with them.

d. Awards Timeline

Dr. Eshbach

Dr. Eshbach presented a new awards timeline, showing all 4 national awards from start to end and proposed having a dinner in the winners district. They would be able to invite up to 25 people and this would make it more personal for them. He also proposed having the award presented at the winner's school during an all-school rally. Everyone agreed that this would be a good change.

e. Regional Service Specialists Report

Dr. Snell

Dr. Snell presented Cynthia Zajac, Regional Service Specialist in West I for an update. Cyndi asked the board members to watch out for new principals coming into their districts or region. The RSSers would like to send them a greeting email or give them a call and there's more that they can do in that area. They would also like to let new principals know about our Launching Leadership program. Also, if there is professional development of Simulations or The Team happening in your area, let them know, as they would like to associate the PD with a gathering close by to get some people together for about 45 minutes. Cyndi closed by asking if there are local universities that members are adjunct professors for or that they work with, to make them aware so they can reach out to them for aspiring principals. Dr. Snell also stated that if they are in the area doing PD, they can touch base with aspiring principals at a regional meeting.

f. 2024 Board Calendar

Dr. Eshbach

Dr. Eshbach noted that the January Executive Committee and BOD meeting would be in person, as well as the April BOD meeting. He also reminded everyone that the October retreat for 2024 would be in Erie.

g. Membership Update

Dr. Eshbach

Dr. Eshbach presented a powerpoint with the current membership numbers. Stated we are up to 3054 members and thanked Anita Quagliani for her help as director in this area. Dr. Letcher discussed the possibility of hiring an expert in membership/marketing to help in the area of new membership.

h. Advocacy Discussion

Dr. Eshbach

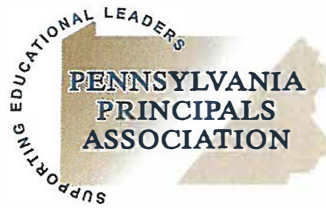
Nothing more to add. See notes in 7a.

9. President's Appointments

Dr. Letcher

- a. East I Secondary Appointment - Vacant
- b. East II Elementary Appointment – Mr. Robert Palazzo
- c. Central I Elementary Appointment – Mrs. Karen Krisch
- d. Central II Secondary Appointment – Mr. Mark Ziegler
- e. West III Elementary Appointment – Vacant
- f. Assistant Principal of the Year Award Committee Chairperson – Mr. Fuller
- g. National Distinguished Principal Award Committee Chairperson – Mr. Orichosky
- h. Principal of the Year Award Committee Chairperson – Mr. Maley

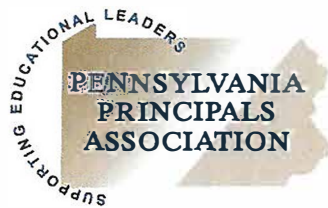
10. Old Business Dr. Letcher
Dr. Eshbach stated that at the August BOD meeting there was discussion regarding eliminating the Alternative Funding chairperson position. This would take a revision to the bylaws. He will be asking Mr. Orichosky to convene the bylaws committee to this and other changes they believe are necessary to the bylaws. In the meantime, we will leave the position as vacant. No discussion.
11. New Business Dr. Letcher
Dr. Letcher stated that the association wanted to enter into an agreement with PASBO for advocacy services at the cost of \$10,000 per year. A motion was made by Dr. Sprinker and seconded by Dr. Esche. The motion carried unanimously.
12. Adjournment Dr. Letcher
A motion was made by Dr. Letcher and seconded by Mr. Fuller to adjourn the board meeting. The motion carried unanimously. The meeting adjourned at 12:32 PM.



To: PA Principals Board of Directors
From: *Maureen D. Letcher - President*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

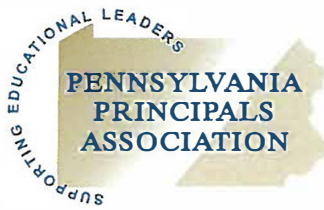
- 11/13 Participated in a PA Principal 2024 Summit Planning Meeting
- 12/4 Organized a meeting with Eric, Mike and the summit keynote speaker, Gregg Behr, to discuss his participation at the summit. He has agreed to speak along with his coauthor, Ryan Rydzewski.
- 12/7 Helped to organize and facilitate an IU08 Principal Network zoom with Janel Vancas from the IU, Chris Santini, Kristin Musselman, Darren McLaurin and Susan Martin. We had a whole group discussion and then broke out into secondary and elementary rooms.
- Appointments that were made: Veronica Will to the West 1 Elementary representative position, Donna Rose as the NAESP Representative and Melanie Roseberger as the Federal Relations Coordinator.
- Wrote an article for the November/December Newsletter.
- Continue to work with the Blair County Secondary Principals



To: PA Principals Board of Directors
From: *James Orichosky President Elect*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

- Attended the Northeast conference in Princeton with Eric Eshbach, Donna Rose, and Carol Sprinker.
- Reconvened the Bi-Laws committee for some updates that are needed. We met twice with this committee, and I met with Eric to go over our goals for the update.
- Heading up the National Distinguished Principal search with a committee.
- Registered for the National Principals conference in Nashville and National School Leaders Advocacy Conference in Virginia.



To: PA Principals Board of Directors
From: Jonathan Bauer – NASSP State Coordinator
PIAA Representative
Re: Board Meeting Report
Mtg. Date: January 26, 2024

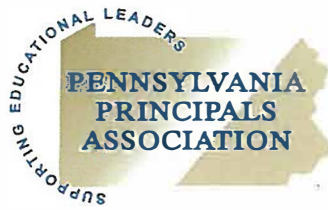
Since the last PA Principals Board of Directors Meeting, my activities have included:

NASSP State Coordinator

- Participated in NASSP State Coordinator meeting on November 30, 2023. We covered the topics below:
 - Federal policy update – FY 2024 appropriations: Continuing Resolution deal reached on November 15
 - The House attempted to bring the bad Labor-HHS-Education funding bill to the floor, but it didn't have sufficient support. This is great news, and our advocacy against those major education funding cuts are working.
 - New deadlines to pass final legislation on 12 funding bills: January 19 and February 2
 - Members of Congress are now signaling that there is a possibility that if they can't reach a deal, the alternative would be to pass a full year Continuing Resolution for appropriations and try to pass something new for 2025.
 - Updated NASSP FY 2024 appropriations action alert: <https://p2a.co/6as2rfc>. Or text "NASSP" to 52886 to send a new message using the campaign!
 - 2024 National School Leaders Advocacy Conference
 - NASSP-NAESP UNITED Conference – July 2024
 - NASSP has recently been working with the new White House Office of Gun Violence Prevention and the Department of Education to advance solutions that will better protect educators and students from the far too frequent violence that has increasingly affected many schools across the country. As part of that effort, a panel discussion and townhall with school leaders was hosted at the White House on Thursday, January 25, from 3:30-4:30pm ET. I was invited to attend this invite in my role as state coordinator.

PIAA BOD Representative

- Attended PIAA Board meetings on December 6 and January 24.
 - The PIAA Board amended language in Article IV, Transfers, Residence, and Recruiting and Article VIII Period of Participation.



To: PA Principals Board of Directors

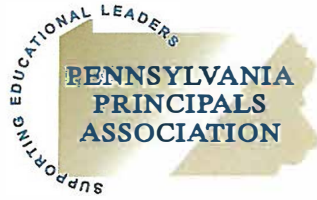
From: Shelly Egan – *East I Elementary*

Re: Board Meeting Report

Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

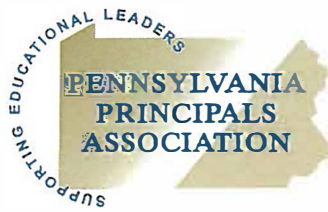
- Reached out to delinquent accounts
- Participated in regional meeting with RSS for the development of nonelected regional representatives
- Reached out to some potential regional representatives
- Took part in PD on Leadership Simulations



To: PA Principals Board of Directors
From: Robert Palazzo, East II Regional Representative
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

Attended a meeting with the regional specialists and other East region representatives to discuss the roll out of the new East Regional Leadership group. I created flyers for each of the regional representatives within the three east regions to use to recruit principals to be a part of this group. The flyers are going to be mailed out via email distribution lists after we return from holiday break. Our hope is to have one practicing high school, elementary/middle, and assistant principal from each IU in the group. I also promoted the NDP application process via Twitter and by sending out an email reminder to my members to nominate someone for NDP.



To: PA Principals Board of Directors

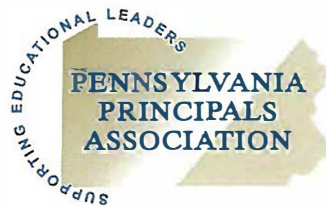
From: *Ed Roth - East III - Secondary*

Re: Board Meeting Report

Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

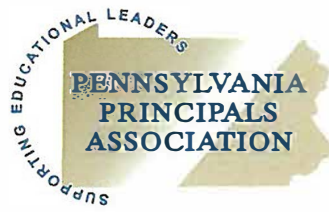
- After working with Dr. Mosser, I sent our regional update to all secondary members of the East-III region.
- I submitted a proposal to present at the state conference this summer, as well as an article to be considered for the winter edition of our journal.
- I have held discussions with some colleagues to attempt to garner interest in the new regional board
- A formal invitation to join the regional board was sent to all secondary members of the East-III region



To: PA Principals Board of Directors
From: *Dr. Rebecca Stanfield, Central I Secondary Rep.*
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

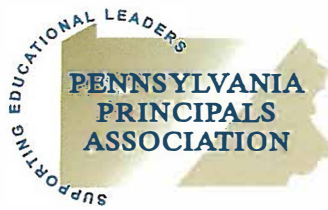
- Contacting delinquent members regarding their membership and updating my membership list
- Met with NTL Principals on two occasions



To: PA Principals Board of Directors
From: *Dr. Rick Esche – Elementary Representative – Central II*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

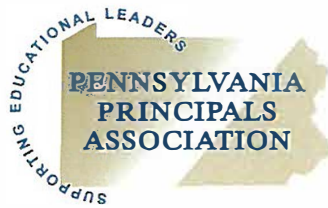
- Attended October Retreat at Bedford Springs
- Communicated with delinquent members regarding their memberships
- Bylaws Committee work: Reviewed Changes to the Bylaws and met with our committee and executive members (2x) to enact changes
- Recruited two new regional representatives for our newly established Central II Regional Board
- Communicated with RSSers and other regional directors regarding format of our C2 board and assisted in recruiting new members
- Voted on annual PA Principal awards



To: PA Principals Board of Directors
From: *Mark Ziegler – Secondary Representative – Central II*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

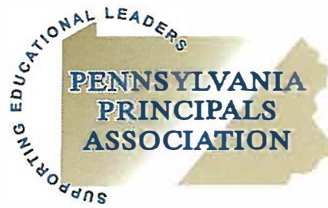
- Secured two principals to expand regional leadership, secondary and elementary representative are set to meet on January 10 to further process.
- Attended IU 15 principal's network meeting on December 5, 2023
- Processed leadership growth opportunities with superintendent, assistant to the superintendent, and other peer leaders



To: PA Principals Board of Directors
From: *Donna Rose - West 1 Elementary Representative*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

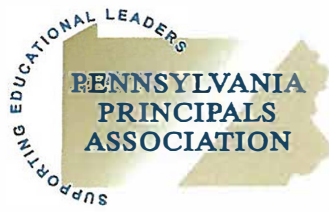
- Notified principals regarding professional development opportunities offered through PA Principals
- Shared legislation updates with other elementary principals
- Attended a virtual meeting regarding PA Principals Regional Board
- Attended Federal Relations Coordinator meeting in November.
- Shared information with Melanie, who is our new Federal Relations Coordinator
- Contacted Veronica Will regarding considering the West 1 Elementary Rep position
- Attended the Professional Development committee meeting with Beth.



To: PA Principals Board of Directors
From: *Brian T. Fuller, West I Secondary Representative*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

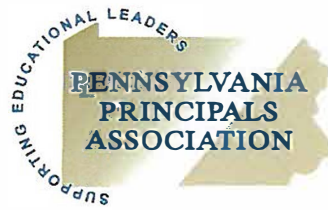
- Chaired the Assistant Principal of the Year committee.
- Worked with RSS team to begin creating the West regional board
- Recruitment/retention of members
- Liaison with current West I secondary members



To: PA Principals Board of Directors
From: *Melanie Rosenberger- West II Elementary*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

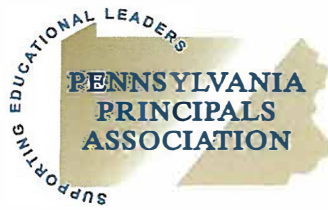
- Renewed my own PA Principal membership.
- Met with Team West for West Regional Board Development meeting twice.
 - Jay drafted an email to get people interested in joining.
 - I had three people write back with interest on being on the board. (Russ Russell, Andrew Kemper, and John Capehart)
- Met with 2024 Summit planning committee:
 - Looked into UPMC Ice Rink to host gather during conference and they did not have many options that would suit our needs.
- Accepted new board position of Federal Relations Coordinator.
 - Going to attend the Advocacy Conference in DC in March
 - Donna Rose shared all of the meeting dates with me for 2024 so that I can begin attending those meetings.
- Sent out an email to all active members to wish them a wonderful holiday.
- Signed up to attend the UNITED: National Conference in Nashville
- Got invited to be a co-host to the NAESP AP Community of Practice on Feb. 27th with Donna McGuire
 - Topic: Fostering Growth in your teachers- leveraging them as leaders
 - Time: 7pm



To: PA Principals Board of Directors
From: *Dr. Jerald A. Barris – West II Secondary Regional Representative*
Re: Board Meeting Report
Mtg. Date: 1/9/2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

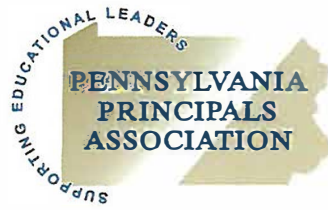
- Worked with RSS to begin planning the West Regional Mini-Board/Members
- Attended Beaver County Principal Meeting 11/29/2023
- Reached out to Inactive members and those who have not rejoined.
- Followed up with a member regarding Act 93 Question
- Submitted packet for upcoming West II Secondary Election
- Sent Regional Newsletter 1/11/2024 to West II Region in conjunction with Melanie Rosenberger
- Looking forward to the spring and planning the regional event



To: PA Principals Board of Directors
From: *Pierre LaRocco – Diversity At-Large*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

- Created PA Principals Diversity Strategic Plan
- Created a partnership with Southeastern PA Educators of Color Network (SPECN) (Planning a happy hour to encourage membership in mid-January)
- Reached out to Philadelphia School District and the Principals Union to schedule a happy hour to encourage membership. (No Responses)
- Meeting with Mike to Develop a Diversity PD for PA Principals PD offerings.



To: PA Principals Board of Directors

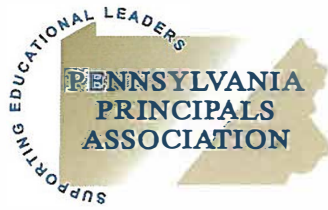
From: *Dan Beck – AP At Large*

Re: Board Meeting Report

Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

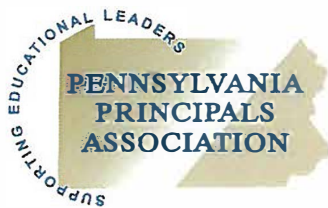
- Met with the regional board to strategically discuss outreach and next steps
- Committed to continued involvement with PA Principals' PD Committee
 - Working to meet with Beth & Director(s) to potentially consider offering training in partnership with the University of Pittsburgh
- Enrolled in the PIL Course: "The Learning Leader"



To: PA Principals Board of Directors
From: *Dr. Beth A. Haldeman – Professional Development Representative to the Board*
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

- Transitioned to uploading all PILS hours for all participants; learned the process; submitted two month's worth so far
- Continued to be available to our members regarding assignments, PILS hours and other professional development questions
- Planned a new PILS course using the book, Culturize, along with Cindy Zajac, including Powerpoints, action plans and other requirements. Dr. Snell will be writing the PILS for this course.
- Attended several RSS meetings, to stay abreast of professional learning in the association
- Began to research "women in leadership", a proposed new PILS course for the future
- To be completed: a revised EdCamp course (with a new book) for PILS hours
- Attended training with the Schlechty Center along with other board members and RSS's



To: PA Principals Board of Directors
From: Michael Snell, Assistant Executive Director
Re: Board Meeting Report
Mtg. Date: January 26, 2024

Since the last PA Principals Board of Directors Meeting, my activities have included:

Professional Development

- Conducted a design session with Dr. Anissa Rohland from the Schlechty Center with members of the Board and Regional Service Specialists.
- The Winter/Spring Professional Development calendar was published.
- Attending Capital Area IU Curriculum Advisory Council meeting.
- Provided professional development with Sue Martin to IU#15 elementary and secondary principals.
- Held a meeting with representatives from the Pennsylvania Association of Student Councils regarding professional development opportunities at their conferences and Act 45 hours.
- Attended School Collaborative meeting with Dr. Eshbach to further develop the School Leader Paradigm.
- Submitted an Act 45 application for a book study of *Culturize* and received approval. This is a collaborative effort with Beth Haldeman and Cindy Zajac.
- Attended a PAIU virtual meeting with Dr. Eshbach to share our leadership programs and opportunities.
- Held a Professional Development committee meeting via Zoom to provide updates.
- Dr. Haldeman updated the EdCamp Act 45 application and it was approved by PDE.

Legal Support

- Continue to assist with legal calls.

Other

- Worked with PlayVs to negotiate an agreement to sponsor eSport in the state of Pennsylvania.
- Met with a local school district to review their Act 93 agreement and provide suggestions.
- Attended a breakfast meeting with Dr. Eshbach and PASCD to talk about collaborative ideas for our associations.
- Continue to plan for Summit 24 and conducted a site visit with Dr. Eshbach and Becky Smith.

Alternative Funding Report

(Corporate Sponsor Update)

October 2023 – January 2024

- We rolled out a new partnership on 1/9/2024 with gold-level sponsor, PlayVS, to create a PA Principals Association esports league in PA middle schools and high schools. This is an opportunity to provide a new revenue stream for the association.
- The following corporate sponsors have renewed their partnerships through 2024:
 - PlayVS – Gold-Level Sponsor
 - Cambridge International Assessment Education – Bronze-Level Sponsor
 - College Board – Bronze-Level Sponsor
 - Lifetouch – Diamond-Level Sponsor (Chris Kukla is presenting at the January 26, 2024, board of directors' meeting.)
- The following corporate sponsors have not renewed their partnership through 2024:
 - BloomBoard – bronze-level sponsor
- We have not been able to reach the following sponsor for renewal:
 - Securly (formerly Eduspire Solutions) – expired in June 2023.
- Eric and Michael met with Ed Margolis and Kim Keel of Kades-Margolis in December to discuss our continued Diamond-Level partnership.
- Several corporate partners are participating in the professional development Power Hours:
 - Cambridge International Assessment Education – January 30, 2024
 - Kades-Margolis Corporation – February 7, 2024
 - College Board – February 28, 2024
 - Horace Mann Companies – April 2, 2024
- Fitness Headquarters may be interested in coming back on board as a bronze-level sponsor.
 - Sheri will be following up with them.
- We have discussed a future partnership with Denice Ricciotti from Right at School. They sponsored the Sunday night dinner at the October Board Retreat.



*schedule subject to change

Schedule at a Glance

Saturday, August 3, 2024

(Pittsburgh, Marriott North)

8:30am - 9:00am - Pre-Summit PIL Registration

9:00am - 3:00pm - PIL Session – The Team: Building Leadership Success that Improves Student Learning

12:00pm - Lunch

Sunday, August 4, 2024

(Pittsburgh, Marriott North)

7:00am - 8:00am - PIL Session Registration

8:00am - 11:00am - PIL Session – Transforming Student and Teacher Learning through EdCamp Model

LUNCH ON YOUR OWN

1:30pm - 4:30pm - Summit24 Registration

6:00pm - 9:00pm – Kickoff Reception/Diamond Level Sponsors' Social

Monday, August 5, 2024

(Ehrman Crest Elementary & Middle School)

7:00am - 3:15pm - Registration

7:00am - 8:15am - Breakfast

8:15am – 9:00am - Welcome/Association Talk

9:00am - 10:00am – Keynote Speakers (Gregg Behr & Ryan Rydzewski)

10:00am - 10:15am - Break

10:15am - 11:15am - Breakout Sessions I

11:15am - 11:30am - Break

11:30am - 12:30pm – Tools for Schools

12:30pm - 1:30pm - Lunch

1:30pm - 2:30pm – Breakout Sessions II

2:35pm - 2:45pm – Break

2:45pm - 3:45pm – Breakout Sessions III

HOSTED VENDOR DINNERS

Tuesday, August 6, 2024

(Pittsburgh, Marriott North)

7:00am - 11:00am - Registration

7:00am - 8:00am - Breakfast

8:00am – 8:30am – Association Talk

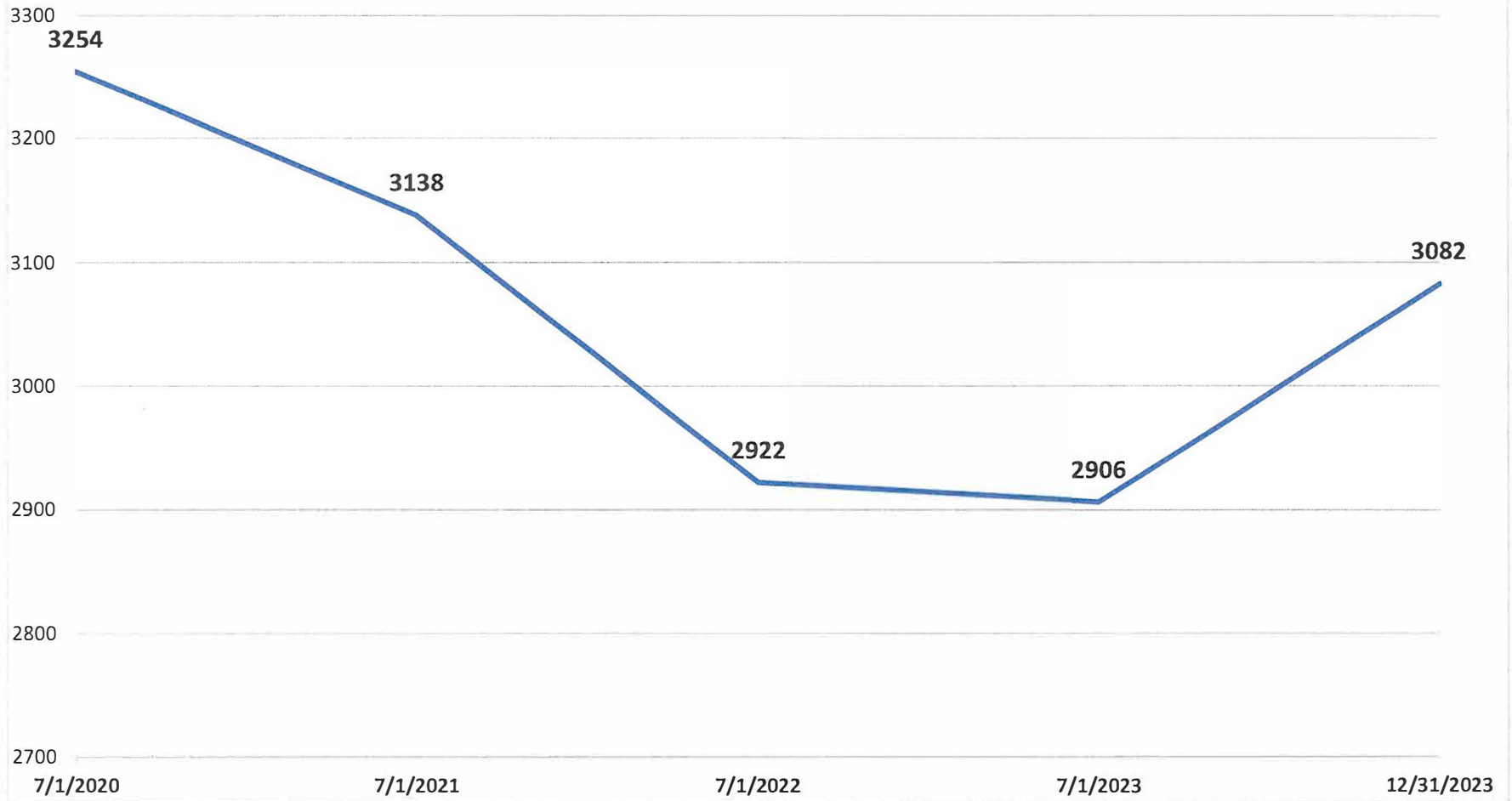
8:30am – 9:30am – Paradigm “Context”

9:30am- 9:45am - Break

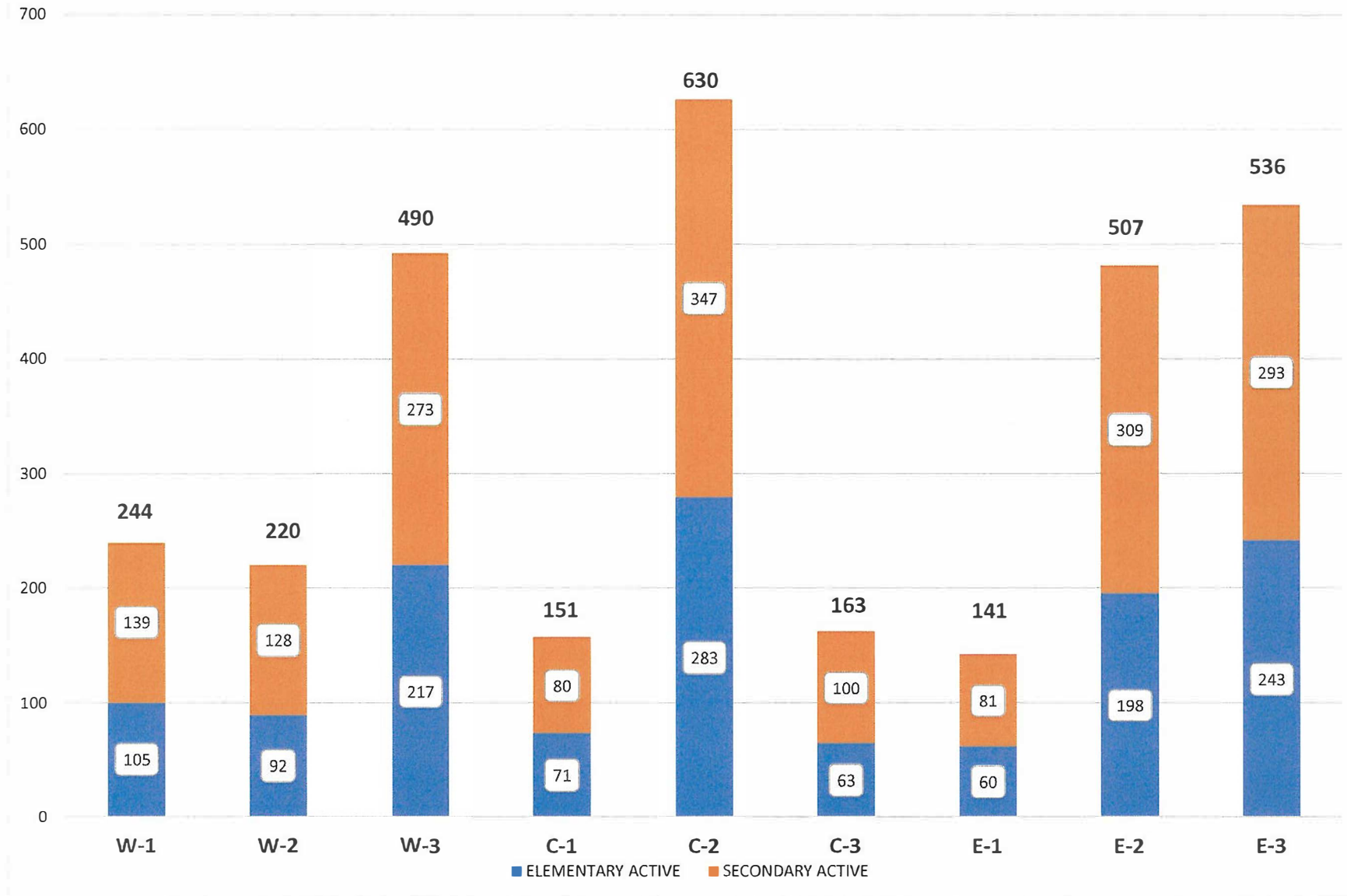
9:45am – 11:15am – Paradigm “Becoming While Doing”

Act 45 Hours for attending Summit24: embedded activities must be completed in order to receive the hours.
Additional information will be provided closer to the Summit.

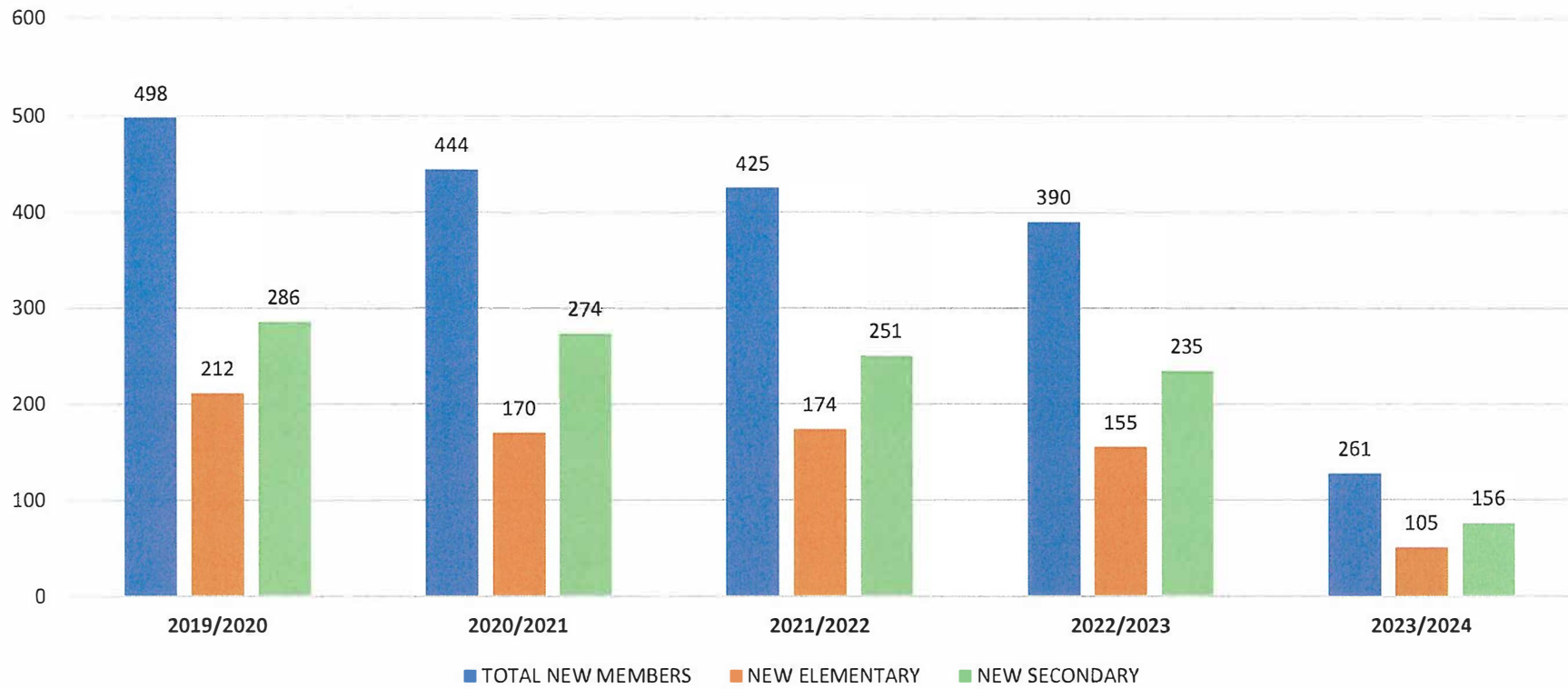
ACTIVE MEMBERS - EOY 23-24 - as of 12/31/23



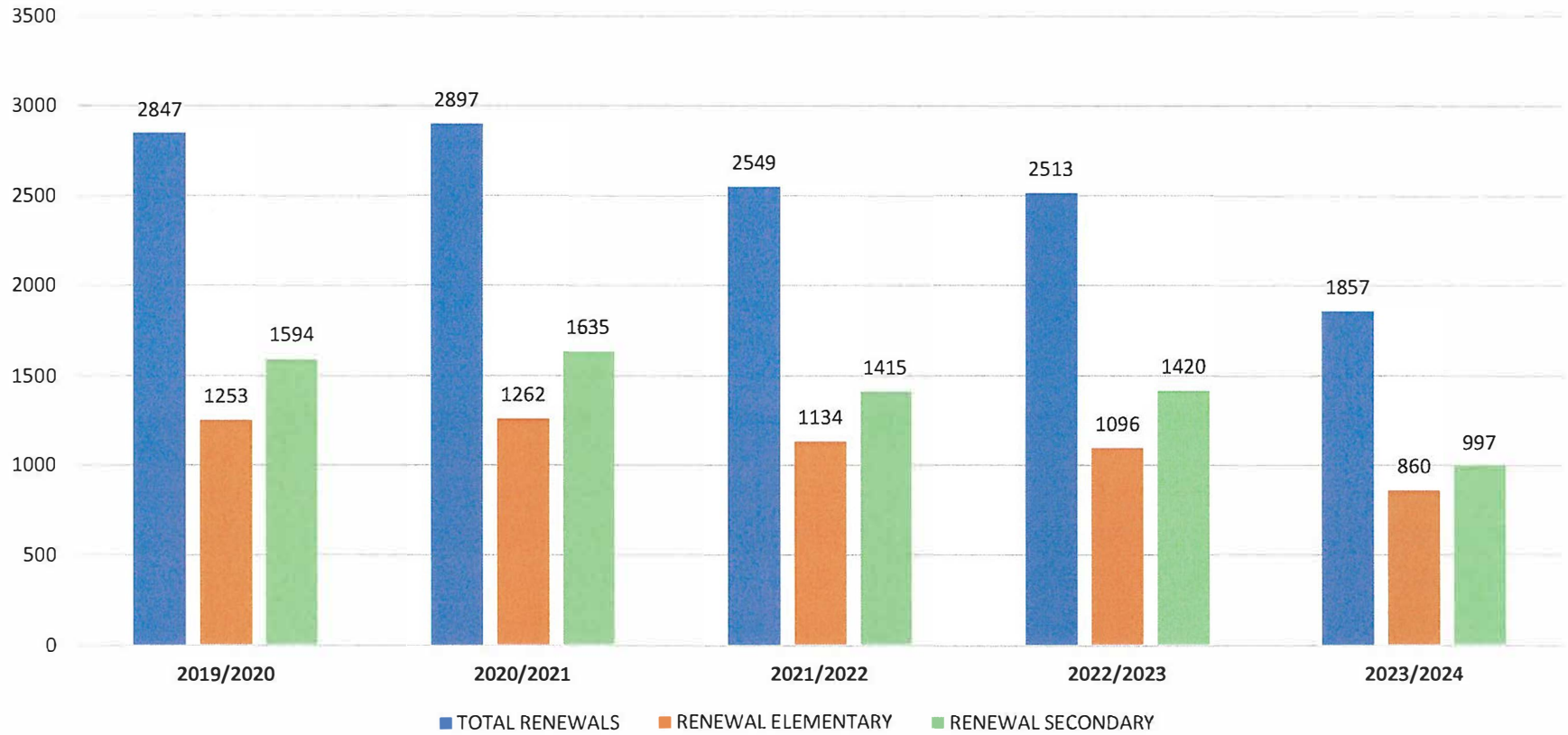
Active Members Types by Region - As of December 31, 2023



NEW MEMBERS - as of 12/31/23



RENEWAL MEMBERS - AS of 12/31/23



Bank Balances as of December 31, 2023

	STARTING 7/1/2023	9/30/2023	12/31/2023	3/31/2024	6/30/2024		STARTING 7/1/2023	9/30/2023	12/31/2023	3/31/2024	6/30/2024
LINKBANK Savings	\$ 964,184.70	\$ 967,958.87	\$ 470,706.30			PELF LINKBANK	14,451.50	\$ 10,457.99	\$ 10,463.20		
LINKBANK Checking	\$ 146,418.97	\$ 451,883.92	\$ 260,624.86			Checking					
LINKBANK Money Mkt	\$ 166,205.07	\$ 166,308.70	\$ 218,232.92			PELF LINKBANK	134,270.50	\$ 142,427.93	\$ 148,519.24		
LINKBANK Payroll	\$ 18,238.94	\$ 10,670.76	\$ 49,432.18			Money Mkt					
LINKBANK CD	\$ 1,008,874.82	\$ 1,012,220.53	\$ 1,000,000.00								
Mid Penn Savings	\$ 211,800.33	\$ 214,139.89	\$ 216,582.40								
Mid Penn CD			\$ 503,234.73								
Petty Cash	\$ 1,074.88	\$ 1,710.88	\$ 1,710.88								
TOTAL	\$ 2,516,797.71	\$ 2,824,893.55	\$ 2,720,524.27	\$ -	\$ -		\$ 148,722.00	\$ 152,885.92	\$ 158,982.44	\$ -	\$ -
		Budgeted expenses 23-24	\$ 1,712,000.00								
		% of cash to budgeted expenses	159%								
				Starting-->Ending \$ 203,726.56						Starting-->Ending 10,260.44	

PA PRINCIPALS ASSOCIATION

01/17/24

Balance Sheet

Accrual Basis

As of December 31, 2023

	<u>Dec 31, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
10100 · LINKBANK CHECKING-428	260,624.86
10200 · LINKBANK PAYROLL-436	49,432.18
10300 · LINKBANK SAVINGS	
LINKBANK ICS-478	470,706.30
LINKBANK MONEY MARKET-478	218,232.92
Total 10300 · LINKBANK SAVINGS	688,939.22
10400 · MID PENN BANK	
MID PENN CDARS-267	503,234.73
MID PENN ICS SAVINGS-775	216,582.40
Total 10400 · MID PENN BANK	719,817.13
10500 · LINKBANK CDARS	
LINKBANK CDARS-029	250,000.00
LINKBANK CDARS-477	250,000.00
LINKBANK CDARS-896	500,000.00
Total 10500 · LINKBANK CDARS	1,000,000.00
11000 · PETTY CASH	1,710.88
Total Checking/Savings	2,720,524.27
Accounts Receivable	
12000 · ACCOUNTS RECEIVABLE	69,777.93
Total Accounts Receivable	69,777.93
Other Current Assets	
14000 · ACCRUED INTEREST	2,609.33
Total Other Current Assets	2,609.33
Total Current Assets	2,792,911.53
TOTAL ASSETS	<u>2,792,911.53</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · ACCOUNTS PAYABLE	114,631.65
Total Accounts Payable	114,631.65
Credit Cards	
20100 · S&T CREDIT CARD	8,162.53
Total Credit Cards	8,162.53
Other Current Liabilities	
22000 · PAYROLL TAX LIABILITIES	
FICA MED-COMPANY LIAB	496.15
FICA MED-EMPLOYEE W/H	496.15
FICA SS-COMPANY LIAB	2,032.68
FICA SS-EMPLOYEE W/H	2,032.68
FIT W/H	4,195.00
FUTA LIAB	212.74
LOCAL EIT W/H	3,136.33
LST W/H	200.00
PA SIT W/H	1,050.50
PAUC-COMPANY LIAB	536.93
PAUC-EMPLOYEE W/H	182.89
Total 22000 · PAYROLL TAX LIABILITIES	14,572.05
25000 · NATIONAL DUES	

PA PRINCIPALS ASSOCIATION

Balance Sheet

As of December 31, 2023

	<u>Dec 31, 23</u>
NAESP DUES	-5,617.00
NASSP DUES	<u>102,804.00</u>
Total 25000 · NATIONAL DUES	97,187.00
27000 · DUE TO/DUE FROM PELF MICRO	<u>360.00</u>
Total 27000 · DUE TO/DUE FROM PELF	360.00
28000 · DEFERRED REVENUE PROF DEVELOP INCOME	<u>400.00</u>
Total 28000 · DEFERRED REVENUE	<u>400.00</u>
Total Other Current Liabilities	<u>112,519.05</u>
Total Current Liabilities	<u>235,313.23</u>
Total Liabilities	235,313.23
Equity	
30000 · OPENING BALANCE EQUITY	2,614,258.65
32000 · UNRESTRICTED NET ASSETS Net Income	<u>-274,266.17</u> <u>217,605.82</u>
Total Equity	<u>2,557,598.30</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,792,911.53</u></u>

PA PRINCIPALS ASSOCIATION

Profit & Loss

01/17/24

July through December 2023

Accrual Basis

	<u>Jul - Dec 23</u>
Income	
40000 · INTEREST INCOME	34,225.02
40100 · MEMBERSHIP INCOMCE	707,925.00
40400 · EVENT INCOME	
SUMMIT REGISTRATION	77,265.85
SUMMIT SPONSORS	2,750.00
	<hr/>
Total 40400 · EVENT INCOME	80,015.85
40500 · GRANT INCOME	15,000.00
40600 · ALTERNATIVE FUNDING INCOME	105,104.17
40700 · REBATE INCOME	67,119.82
41400 · INTERIM PRINCIPALS INCOME	94,772.19
41500 · PROF DEVELOP INCOME	
MICROCREDENTIALS	2,210.00
OTHER PROF DEVELOP	45,060.00
	<hr/>
Total 41500 · PROF DEVELOP INCOME	47,270.00
48900 · MISCELLANEOUS INCOME	2,100.00
	<hr/>
Total Income	1,153,532.05
Expense	
60000 · SALARY & WAGES	
EMPLOYEES	123,988.36
EXECUTIVE DIRECTORS	132,523.06
INTERIM PRINCIPAL	86,961.92
REGIONAL SPECIALIST	69,645.00
	<hr/>
Total 60000 · SALARY & WAGES	413,118.34
60100 · FRINGE BENEFITS	
401K MATCHING	9,093.71
401K SAFE HARBOR 3%	6,820.28
FSA ER CONTRIBUTION EXP	1,499.76
FSA ER MATCH EXP	2,000.04
FSA EXPENSE	6,000.54
HEALTH INSURANCE EXP	26,118.66
LIFE/DISABILITY INSURANCE	1,116.72
60100 · FRINGE BENEFITS - Other	-692.31
	<hr/>
Total 60100 · FRINGE BENEFITS	51,957.40
60300 · OCCUPANCY EXP	
RE TAXES	5,586.08
RENT EXPENSE (TO PELF)	13,000.00
UTILITIES	3,510.07
	<hr/>
Total 60300 · OCCUPANCY EXP	22,096.15
60700 · LOBBYING EXPENSE	37,273.55
60800 · LEGISLATIVE SERVICES	5,431.25
60900 · ATTORNEYS FEES	12,155.00
61200 · BUILD. REPAIR/MAINT.	3,397.32
61400 · BORD EXPENSES	
BOARD MEETING EXP	43,208.54
CONVENTION/CONF EXP	5,106.00
MEAL EXP	3,232.02
MISCELLANEOUS EXP	711.56
TRAVEL EXP	23,130.01
	<hr/>
Total 61400 · BORD EXPENSES	75,388.13
62500 · DONATION EXP	212.00
64000 · PROFESSIONAL FEES	
ACCOUNTING FEES	23,366.00
AUDITING FEE	5,020.00
PENSION PLAN SERVICING FEE	1,095.00
	<hr/>

PA PRINCIPALS ASSOCIATION

Profit & Loss

01/17/24

Accrual Basis

July through December 2023

	<u>Jul - Dec 23</u>
Total 64000 · PROFESSIONAL FEES	29,481.00
64500 · INSURANCE EXP	11,579.00
65000 · PHOTOCOPIER EXP	3,845.40
65500 · EQUIP MAINT/RENTAL	1,026.06
65600 · INFORMATION TECH EXP	
HARDWARE/SUPPORT SERVICES	4,538.14
SOFTWARE/ONLINE SUBSCRIPTIONS	3,279.46
Total 65600 · INFORMATION TECH EXP	7,817.60
65800 · DUES & SUBSCRIPTIONS	4,433.23
66000 · TELEPHONE/INTERNET EXP	7,015.25
66200 · EVENT EXP (HELD BY PAESSP)	
SUMMIT EXP	137,342.63
Total 66200 · EVENT EXP (HELD BY PAESSP)	137,342.63
66300 · CONVENTION/CONF EXP (OUTSIDE)	17,838.97
66400 · MEAL EXP	2,868.90
66500 · TRAVEL EXP	16,768.78
66700 · PROF DEVELOP EXP	18,692.40
68000 · PRINTING EXP	275.00
68400 · ADMINISTRATOR MAGAZINE EXP	
POSTAGE	2,950.38
PRINTING	8,002.00
Total 68400 · ADMINISTRATOR MAGAZINE EXP	10,952.38
68500 · POSTAGE EXP	2,034.14
68700 · OFFICE SUPPLIES	6,283.60
68800 · BANK FEE	84.79
68900 · MISCELLANEOUS EXP	1,244.60
69000 · CREDIT CARD PROCESSING FEE	2,347.49
69100 · PAYROLL TAX EXP	
FICA MED-COMPANY	6,208.97
FICA SS-COMPANY	26,459.85
FUTA EXP	212.74
PAUC-COMPANY	1,002.46
69100 · PAYROLL TAX EXP - Other	-918.15
Total 69100 · PAYROLL TAX EXP	32,965.87
Total Expense	<u>935,926.23</u>
Net Income	<u><u>217,605.82</u></u>

PA PRINCIPALS ASSOCIATION
Profit & Loss Budget vs. Actual
July through December 2023

	Jul - Dec 23	Budget	\$ Over Budget	% of Budget
Income				
40000 · INTEREST INCOME	34,225.02	35,000.00	-774.98	97.79%
40100 · MEMBERSHIP INCOMCE	707,925.00	1,145,000.00	-437,075.00	61.83%
40300 · REGIONAL MTG INCOME (BY PAESSP)	0.00	7,000.00	-7,000.00	0.0%
40400 · EVENT INCOME				
LEAD REGISTRATIONS	0.00	0.00	0.00	0.0%
SUMMIT REGISTRATION	77,265.85	150,000.00	-72,734.15	51.51%
SUMMIT SPONSORS	2,750.00	25,000.00	-22,250.00	11.0%
40400 · EVENT INCOME - Other	0.00	0.00	0.00	0.0%
Total 40400 · EVENT INCOME	80,015.85	175,000.00	-94,984.15	45.72%
40500 · GRANT INCOME	15,000.00	15,000.00	0.00	100.0%
40600 · ALTERNATIVE FUNDING INCOME	105,104.17	95,000.00	10,104.17	110.64%
40700 · REBATE INCOME	67,119.82	90,000.00	-22,880.18	74.58%
41200 · PUBLICATIONS INCOME	0.00	5,000.00	-5,000.00	0.0%
41400 · INTERIM PRINCIPALS INCOME	94,772.19			
41500 · PROF DEVELOP INCOME				
MICROCREDENTIALS	2,210.00			
OTHER PROF DEVELOP	45,060.00	144,000.00	-98,940.00	31.29%
Total 41500 · PROF DEVELOP INCOME	47,270.00	144,000.00	-96,730.00	32.83%
48900 · MISCELLANEOUS INCOME	2,100.00	1,000.00	1,100.00	210.0%
Total Income	1,153,532.05	1,712,000.00	-558,467.95	67.38%
Expense				
60000 · SALARY & WAGES				
EMPLOYEES	123,988.36	286,000.00	-162,011.64	43.35%
EXECUTIVE DIRECTORS	132,523.06	276,000.00	-143,476.94	48.02%
INTERIM PRINCIPAL	86,961.92			
REGIONAL SPECIALIST	69,645.00	138,000.00	-68,355.00	50.47%
60000 · SALARY & WAGES - Other	0.00	0.00	0.00	0.0%
Total 60000 · SALARY & WAGES	413,118.34	700,000.00	-286,881.66	59.02%
60100 · FRINGE BENEFITS				
401K MATCHING	9,093.71	21,500.00	-12,406.29	42.3%
401K SAFE HARBOR 3%	6,820.28	16,200.00	-9,379.72	42.1%
EMPLOYEE FLEX ACCT REIM.	0.00	9,450.00	-9,450.00	0.0%
FSA ER CONTRIBUTION EXP	1,499.76			
FSA ER MATCH EXP	2,000.04			
FSA EXPENSE	6,000.54			
HEALTH INSURANCE EXP	26,118.66	46,200.00	-20,081.34	56.53%
LIFE/DISABILITY INSURANCE	1,116.72	2,190.00	-1,073.28	50.99%
60100 · FRINGE BENEFITS - Other	-692.31			
Total 60100 · FRINGE BENEFITS	51,957.40	95,540.00	-43,582.60	54.38%
60300 · OCCUPANCY EXP				
RE TAXES	5,586.08	0.00	5,586.08	100.0%
RENT EXPENSE (TO PELF)	13,000.00	25,000.00	-12,000.00	52.0%
UTILITIES	3,510.07	25,000.00	-21,489.93	14.04%
60300 · OCCUPANCY EXP - Other	0.00	0.00	0.00	0.0%
Total 60300 · OCCUPANCY EXP	22,096.15	50,000.00	-27,903.85	44.19%
60700 · LOBBYING EXPENSE	37,273.55	50,000.00	-12,726.45	74.55%
60800 · LEGISLATIVE SERVICES	5,431.25	20,000.00	-14,568.75	27.16%
60900 · ATTORNEYS FEES	12,155.00	35,000.00	-22,845.00	34.73%

PA PRINCIPALS ASSOCIATION
Profit & Loss Budget vs. Actual
July through December 2023

	Jul - Dec 23	Budget	\$ Over Budget	% of Budget
61200 · BUILD. REPAIR/MAINT.	3,397.32	25,000.00	-21,602.68	13.59%
61400 · BORD EXPENSES				
BOARD MEETING EXP	43,208.54	30,000.00	13,208.54	144.03%
CONVENTION/CONF EXP	5,106.00	5,000.00	106.00	102.12%
MEAL EXP	3,232.02	7,500.00	-4,267.98	43.09%
MISCELLANEOUS EXP	711.56	4,500.00	-3,788.44	15.81%
TRAVEL EXP	23,130.01	47,500.00	-24,369.99	48.7%
Total 61400 · BORD EXPENSES	75,388.13	94,500.00	-19,111.87	79.78%
62500 · DONATION EXP	212.00	500.00	-288.00	42.4%
64000 · PROFESSIONAL FEES				
ACCOUNTING FEES	23,366.00	51,500.00	-28,134.00	45.37%
AUDITING FEE	5,020.00	8,000.00	-2,980.00	62.75%
PENSION PLAN SERVICING FEE	1,095.00	2,000.00	-905.00	54.75%
Total 64000 · PROFESSIONAL FEES	29,481.00	61,500.00	-32,019.00	47.94%
64500 · INSURANCE EXP	11,579.00	13,000.00	-1,421.00	89.07%
65000 · PHOTOCPIER EXP	3,845.40	8,400.00	-4,554.60	45.78%
65500 · EQUIP MAINT/RENTAL	1,026.06	2,500.00	-1,473.94	41.04%
65600 · INFORMATION TECH EXP				
HARDWARE/SUPPORT SERVICES	4,538.14	20,000.00	-15,461.86	22.69%
SOFTWARE/ONLINE SUBSCRIPTIONS	3,279.46	21,500.00	-18,220.54	15.25%
Total 65600 · INFORMATION TECH EXP	7,817.60	41,500.00	-33,682.40	18.84%
65800 · DUES & SUBSCRIPTIONS	4,433.23	9,000.00	-4,566.77	49.26%
66000 · TELEPHONE/INTERNET EXP	7,015.25	16,000.00	-8,984.75	43.85%
66100 · REGIONAL MTG EXP (BY PAESSP)	0.00	7,000.00	-7,000.00	0.0%
66200 · EVENT EXP (HELD BY PAESSP)				
SUMMIT EXP	137,342.63	200,000.00	-62,657.37	68.67%
Total 66200 · EVENT EXP (HELD BY PAESSP)	137,342.63	200,000.00	-62,657.37	68.67%
66300 · CONVENTION/CONF EXP (OUTSIDE)	17,838.97	15,000.00	2,838.97	118.93%
66400 · MEAL EXP	2,868.90	3,500.00	-631.10	81.97%
66500 · TRAVEL EXP	16,768.78	30,000.00	-13,231.22	55.9%
66700 · PROF DEVELOP EXP	18,692.40	93,500.00	-74,807.60	19.99%
68000 · PRINTING EXP	275.00	1,000.00	-725.00	27.5%
68400 · ADMINISTRATOR MAGAZINE EXP				
POSTAGE	2,950.38			
PRINTING	8,002.00			
68400 · ADMINISTRATOR MAGAZINE EXP - Other	0.00	32,000.00	-32,000.00	0.0%
Total 68400 · ADMINISTRATOR MAGAZINE EXP	10,952.38	32,000.00	-21,047.62	34.23%
68500 · POSTAGE EXP	2,034.14	3,000.00	-965.86	67.81%
68700 · OFFICE SUPPLIES	6,283.60	25,000.00	-18,716.40	25.13%
68800 · BANK FEE	84.79	500.00	-415.21	16.96%
68900 · MISCELLANEOUS EXP	1,244.60	2,760.00	-1,515.40	45.09%
69000 · CREDIT CARD PROCESSING FEE	2,347.49	5,000.00	-2,652.51	46.95%
69100 · PAYROLL TAX EXP	32,965.87	68,800.00	-35,834.13	47.92%
69400 · ALTERNATIVE FUNDING EXP	0.00	2,500.00	-2,500.00	0.0%
Total Expense	935,926.23	1,712,000.00	-776,073.77	54.67%
Net Income	217,605.82	0.00	217,605.82	100.0%

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01/02/24

Accrual Basis

PA Educational Leadership Foundation

Balance Sheet

As of December 31, 2023

	<u>Dec 31, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
10100 · LINKBANK CHECKING-7452	10,463.20
10200 · LINKBANK MONEY MARKET-7486	148,519.24
Total Checking/Savings	<u>158,982.44</u>
Total Current Assets	<u>158,982.44</u>
TOTAL ASSETS	<u>158,982.44</u>
LIABILITIES & EQUITY	
Equity	
30000 · OPENING BALANCE EQUITY	94,645.58
32000 · UNRESTRICTED NET ASSETS	55,146.44
Net Income	9,190.42
Total Equity	<u>158,982.44</u>
TOTAL LIABILITIES & EQUITY	<u>158,982.44</u>

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01/02/24

Accrual Basis

PA Educational Leadership Foundation

Profit & Loss

July through December 2023

	<u>Jul - Dec 23</u>
Income	
40000 · INTEREST INCOME	190.42
41000 · RENT INCOME (FROM PAESSP)	13,000.00
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Total Income	13,190.42
Expense	
61000 · SCHOLARSHIP EXPENSE	4,000.00
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Total Expense	4,000.00
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Net Income	<u>9,190.42</u>