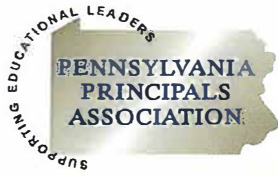


**Board of Directors
Meeting Packet for
April 15, 2024**



PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach
Executive Director

Dr. Michael S. Snell
Asst. Executive Director

Executive Committee Meeting **Virtual – April 11, 2024**

Board of Directors Meeting **In-Person – April 15, 2024**

MEETINGS SCHEDULE

Thursday, April 11 (Virtual)

7:30am – 9:30am

Executive Committee Meeting

Monday, April 15 (In-Person)

7:30am-8:30am

Breakfast

8:30am – 10:00am

Board Meeting

10:00am – 10:15am

Sponsor Presentation – Lincoln Investment

10:15am – 12:30pm

Board Meeting/Working Lunch

12:30pm

Adjourn

**schedule is subject to change*



PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach
Executive Director

Dr. Michael S. Snell
Asst. Executive Director

Board of Directors Meeting Agenda PA Principals Association – 122 Valley Road, Enola, PA 17025 April 15, 2024 @ 8:30 AM

Members excused by President: Brian Fuller, Joe Hanni, Renee Mosser

Dr. Maureen Letcher, President Presiding

- | | | |
|----|--|---------------------------------------|
| 1. | Call to Order | Maureen Letcher |
| 2. | Roll Call | Julie Sunday |
| 3. | Approval of Minutes, January 26, 2024 | 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 / Regional Board Reports | |
| | a. East I | Open / 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 | Veronica Will/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 |
| | l. Professional Development Representative | Beth Haldeman |
| 7. | Committee Reports | |
| | a. RSS Update | Michael Snell |
| | b. Summit24 Conference | Michael Snell/Rebekah Smith |
| | c. PIAA/NASSP | Jonathan Bauer |
| 8. | Executive Office Report | |
| | a. Memorial Contribution | Eric Eshbach |
| | b. Awards Process | Eric Eshbach |
| | c. Professional Development | Michael Snell |
| | d. Alternative Funding | Michael Snell |

- | | | |
|-----|--|-------------------------------|
| e. | Advocacy/Legislative | Kate Kreuger |
| f. | Budget 2024 - 2025 | Eric Eshbach |
| g. | <i>Sponsor Presentation – Lincoln Investment Planning</i> | <i>Jackie Banister</i> |
| h. | Membership Update | Eric Eshbach |
| i. | Election Results | Eric Eshbach |
| j. | Personnel Update | Eric Eshbach |
| k. | Visioning | Eric Eshbach/Michael Snell |
| 9. | President's Appointments | Maureen Letcher |
| | a. East I Elementary | |
| | b. Director At-Large | |
| | c. Principal of the Year Chairperson | |
| 10. | Old Business | Maureen Letcher |
| 11. | New Business | |
| | a. Action Items: | Maureen Letcher |
| | i. Approve 2024-2025 Budget | |
| | ii. Dues for 2024-2025 | |
| 12. | Adjournment | Maureen Letcher |
| 13. | Paradigm Work | Michael Snell |
| 14. | Regional Work/Working Lunch | |

IMPORTANT UPCOMING DATES

Board of Directors Meetings

Board Meeting – August 4, 2024 – Pittsburg, PA

Board Retreat – October 20 - 22, 2024 – Erie, PA

Executive Committee Meetings

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

Executive Committee Meeting – October 20, 2024 – Erie, PA

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

NAESP'S Toll Free #: 1-800-386-2377 NASSP'S Toll Free #: 1-800-253-PRIN

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

Dr. Maureen Letcher, President Presiding

Members excused by President: N/A

1. Call to Order Maureen Letcher
President Letcher called the meeting to order at 9:07 am
2. Roll Call Julie Sunday
24 present/2 absent
3. Approval of Minutes, October 22, 2023 Maureen Letcher
A motion was made by Mr. Fuller and seconded by Mr. Bauer to approve the minutes from the October 23, 2023, board meeting. The motion carried unanimously.
4. Correspondence
a. None
5. Executive Committee Reports
a. Treasurer's Report Nicholas Indeglio
Dr. Indeglio presented the treasurer's report. Stated we passed the audit, went over the balance sheets and an overview of the summary. In Q2, we put \$250,000 in a CD at over 5% interest. Our numbers to budget are all where they should be for this time of year or have already exceeded their projection. Dr. Letcher thanked Dr. Eshbach and Dr. Snell for always finding new ways for the association to earn income. Dr. Eshbach reiterated that because the Association has been able to do things like moving money into CDs, the projected interest income far exceeds the budget. Please see the physical report in the board packet for more information. A motion was made by Dr. Barris and seconded by Mr. Orichosky to approve the Treasurer's Report. It carried unanimously.
b. President's Report Maureen Letcher
Dr. Letcher started off by mentioning that the National Education Advocacy Day will be in D.C. in March. There is a group going and talking points are being put together (i.e., Act 93, teacher shortages, etc.) There will be an update when they return. She also mentioned the National Principals Conference July 15 – 19, 2024, in Nashville, TN and that they will be hosting our state the first night of the conference.
c. Report of the NAESP Representative Donna Rose
Ms. Rose stated that she is still new to this position but will be attending the Advocacy Day in D.C. in March.

d. Report of the NASSP Coordinator

Jonathan Bauer

Mr. Bauer said the agenda for D.C. should be coming out this week for what NASSP will be advocating for. NASSP was in D.C. for a meeting on gun violence with the White House Office of Gun Violence Prevention, which is a new initiative from the Biden Administration and PDE. The focus was on firearms safety and how principals would take a role in this (i.e., getting information out to the community, etc.). He stated that he thought principal's should definitely be a part of the conversation, as gun violence is the number one cause of childhood death right now. The initiative is to work through schools or police organizations or community organizations to make sure people are properly handling their firearms.

6. Regional Reports

- | | |
|--|--------------------------------------|
| a. East I (see written report/no report submitted) | Shelly Egan / Joseph Hanni |
| b. East II (see written report/no report submitted) | Robert Palazzo/Michael Maley |
| c. East III (no report submitted/see written report) | Renee Mosser/Edward Roth |
| d. Central I (no report submitted/see written report) | Karen Krisch/Rebecca Stanfield |
| e. Central II (see written report/see written report) | Rick Esche/Mark Ziegler |
| f. Central III (no report submitted/no report submitted) | Kristin Musselman/Christoper Santini |
| g. West I (see written report/see written report) | Donna Rose/Brian Fuller |
| h. West II (see written report/see written report) | Melanie Rosenberger/Jerald Barris |
| i. West III (no report submitted/no report submitted) | Colleen Hannagan/Jason Olexa |
| j. Assistant Principal At Large (see written report) | Daniel Beck |
| k. Diversity At Large (see written report) | Pierre LaRocco |

7. Committee Reports

- a. By-laws Committee Jim Orichosky
Dr. Eshbach stated that at the October meeting, Mr. Orichosky was asked by the board to convene the by-laws committee to make recommendations to the policy manual. Mr. Orichosky proceeded to go over the changes that were made. Dr. Eshbach went over 23 important changes that were significant, including changing the names of the Regional Representatives to State Directors. Mr. Roth brought up the subject of cooperative memberships and the possibility of losing money. Dr. Eshbach stated they were going to research it. Discussion ensued.
- b. Professional Development Beth Haldeman
Dr. Snell reminded everyone that all PD work is geared around 4 career segments...Aspiring Leaders, for those who have not yet assumed their position, Launching, for years 1 and 2, Building, years 3-5, and Mastering, which is 5+. Dr. Haldeman discussed Launching Leadership and that there were 12 people that did the January 2024 session and received great feedback from the participants. Dr. Snell stated that all of the efforts around Launching Leadership this past year was a small prototype leading to the induction application. He is working closing with Mrs. Zajak and went over some specifics of running those programs. Dr. Eshbach stated that we want to be another resource for people out there needing to do induction. This also surrounds the School Leader Paradigm that was presented in Bedford in October 2023, and a big kick off of this approach will be done at Summit24. Dr. Snell stated the Illinois school leader calendar would be sent out after the meeting. Mrs. Martin will be working on creating a "skinny" version of the calendar if anyone would like to help with that. It was stated that only The TEAM would be offered at Summit 24 instead of having two courses. Also spoke in-depth about the Culturize program being offered and that we had more than 120 people sign up for it as of today. Discussion ensued.

- c. RSS Update Michael Snell

Dr. Snell let the board know we have gone from 6 to 8 Regional Service Specialists and that they are doing an amazing job networking with IU's and working on PD and regional meetings. Mrs. Zajak gave an overview of how well their rolls are going and how much appreciation they feel from the principals at the different events they are involved in. She asked the board to let them know if anything is needed and that they are working on putting the Regional Boards together and will give an update on that at a later date. Also asked the board to push out to their members attendance at the Summit 24 and that registration would be opening in March 2024. Discussion was ended by each Regional Service Specialist introducing themselves and giving a little history on their background.
- d. Summit24 Conference Michael Snell/Rebekah Smith

Mrs. Smith went over the logistics of the conference in Pittsburgh, keynote speakers. She let the board know we will not be having an awards dinner this year but would be having a bigger diamond social with a keynote speaker beforehand. She put out another request for presenters. Also stated that registration will open on March 11, 2024. Eric let the board know we will also not have a vendor hall this year, but will have "tools for schools", which will be like a speed dating experience where you go from one vendor to the next to hear about products that they can use in their schools. Also asked for any recommendations the board might have for vendors for this portion of the day.
- e. PIAA/NASSP Jonathan Bauer

Mr. Bauer spoke to the expansion of the PIAA Competition Formula policy for all sports in PA, instead of just a select few. It was said that the current formula doesn't work but 23 votes were against this new policy. He stated that it puts the principals in a bad position in the community. The PIAA board is expected to meet again in September.

8. Executive Office Report

- a. Professional Development Michael Snell

This was covered previously in the meeting.
- b. Alternative Funding Michael Snell

Dr. Snell went over the sponsors that have renewed their support: Cambridge International, College Board, and Lifetouch. He gave more information around PlayVS and that they were not a sponsor, but we will be working with them to have the Association be the state sponsor for esports and that will afford us another means of income.
- c. Advocacy/Legislative Kate Kreuger

Dr. Eshbach introduced Kate Kreuger, Director of Advocacy at PASBO, as we will be partnering with their organization for our advocacy and legislative updates. Ms. Kreuger gave a high level legislative update on what went on in 2023 and what we can expect in 2024. She also stated that the Governor has signed the final piece of the budget in December 2023, which allowed some new programs to start being released to school districts. She also discussed school codes bills, along with monies appropriated for each bill. Let the board know the Governor would be having his budget address on 2/6/24 and she will be providing an update on that if anyone is unable to attend. Stated that if anyone needed more information or had any questions to contact her at kkreuger@pasbo.org.

- d. Regional Boards Eric Eshbach
Dr. Eshbach handed out a document on how to put together a regional board meeting and that one virtual board meeting would be held before the end of the year. Discussion ensued.
 - e. New Positions Eric Eshbach
Dr. Eshbach let the board know we have hired a new Director of Membership and Finance, Ms. Ashley Haynesworth. He also stated that, as voted on at the last meeting, we would be also bringing in our in-house accountant before the end of the fiscal year. He let the board know we would also like to bring on an Assistant Executive Director on a 3-year contract to help with membership.
 - f. Audit Update Auditors (Recording)
Dr. Eshbach played the recorded meeting with the auditors and reported we had a clean audit. No issues to report. A handout was given to everyone with the complete findings from this year's audit.
 - g. Sponsor Presentation – Lifetouch Chris Kukla**
 - h. Membership Update Eric Eshbach
Dr. Eshbach went over his presentation of the membership numbers to date. Stated our membership has increased to 3082 and that we are on track for new and renewal membership. He let the board know that we are up 100 members from this time last year. Dr. Eshbach also thanked the Regionals Service Specialists for their hard work in membership outreach and helping to ensure members don't lapse. Discussion ensued.
9. President's Appointments Dr. Letcher
Dr. Letcher thanked all the appointed members for stepping up to help on the board.
- 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
A motion was made by Mr. Palazzo and seconded by Mr. Bauer to approve this appointment. The motion carried unanimously.
 - b. Acceptance of the Auditors' Report
A motion was made by Mr. Fuller and seconded by Mr. LaRocco to approve the auditor's report. The motion carried unanimously.
 - c. Approval of Proposal for Office Restructuring
A motion was made by Dr. Barris and seconded by Dr. Olexa to approve the proposal. The motion carried unanimously.
11. Old Business Dr. Letcher
None

12. New Business Dr. Letcher
a. Mr. Maley announced that he will be stepping down from the board on July 1, 2024, as he has been promoted to Superintendent. Everyone thanked him for contributions to the board.
b. Dr. Haldeman suggested we offer more PA Principals gear for board members. Dr. Letcher asked the board to email her suggestions on what they would like to see. Ms. Thompson will source and order the items.
13. Adjournment Dr. Letcher
A motion was made at 11:37 am by Mr. Maley and seconded by Ms. Rose to adjourn the meeting. The motion carried unanimously. Dr. Letcher thanked everyone for their time and reminded the board of upcoming events.
14. Regional Planning/WORKING LUNCH
RSSers broke off with people in their regions to do some future planning.

Julie Sunday
January 26, 2024

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

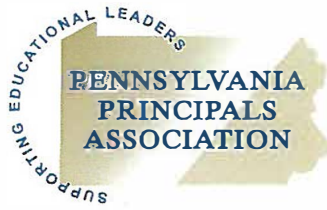
Executive Committee Meeting – July 30, 2024 – Virtual/Zoom Meeting

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



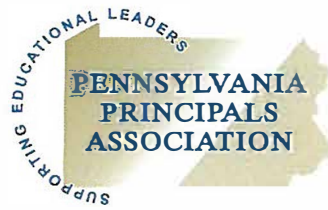
To: PA Principals Board of Directors
From: *Maureen Letcher - President*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Monthly meeting with the county principal group.
- Spending four days in DC for Educational Advocacy Days March 10 - 13th
- Helped to organize and promote the April 11th PA Principal Network #4 for IU08 and IU11 principals Networking Lunch. Dr. Snell is presenting Improving Leadership and Student Learning Through Simulation.

Please provide an update on your Regional Board:

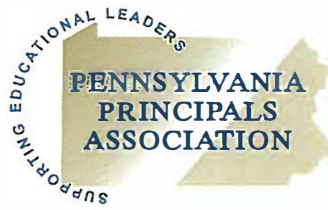
- On February 15, 2024, we had our third virtual regional board meeting with principals from our area. Forty people were in attendance. We had a whole group meeting in which the IU08 and PA Principal Association gave updates and we discussed common issues we are seeing with young teachers. We then broke into two different groups. The elementary group discussed FID days and also some issues they are seeing with student teachers. The secondary group discussed FID days, being new in the principal role and financial literacy as a graduation requirement.



To: PA Principals Board of Directors
From: *James Orichosky President Elect*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Attended the National Advocacy Conference in Washington D.C. with other members of the association.
- Attended the Central 1 regional gathering in Bellefonte.
- Chaired the National Distinguished Principal search and finished with a site visit to Kiski Area on April 12th.
- Spoke on behalf of the Principals Association at a legislative breakfast at IU10.



To: PA Principals Board of Directors

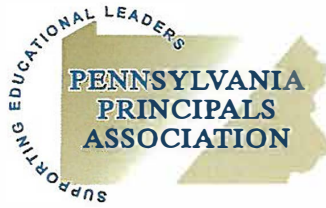
From: Jonathan Bauer – NASSP State Coordinator
PIAA Board Representative

Re: Board Meeting Report / Regional Board Report

Mtg. Date: April 15, 2024

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

- Attended PIAA Board of Directors Meetings representing the PA Principals Association on the following dates
 - February 20, 2024
 - March 20, 2024
- PIAA is continuing to consider changes to the Competition Formula for the next scheduling cycle.
- As NASSP State Coordinator, I attended the following meetings:
 - Bi-Monthly State Coordinator Meeting on January 17, 2024
 - NASSP Capitol Hill Day training on March 6 via Zoom in preparation for 2024 NASSP Advocacy Conference held in March.
 - 2024 National School Leaders Advocacy Conference (NSLAC) took place March 10-13 in the Washington, DC. Participated in training and meeting with PA Legislators on Capitol Hill as part of the Pennsylvania team from PA Principals Association.
 - 2024 NASSP and NAESP Legislative Agenda Topics:
 - Educator shortages and the principal pipeline
 - Improving school mental health, wellness and safety resources
 - Federal K12 Education Budget Priorities



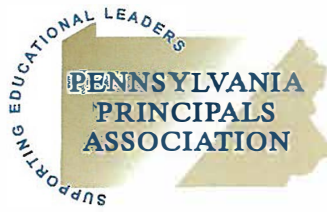
To: PA Principals Board of Directors
From: *Robert Palazzo – East II*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- I am currently working on a professional development opportunity with the International Dyslexia Association and the Reading League of PA. It will be targeting leadership teams from around the state to discuss best practices in Structured Literacy. We are looking at having PA Principals Association be a part of this event to promote membership among directors and other non-traditional principal positions.
- I connected Dr. Snell with the 95 Percent Group for a possible sponsorship opportunity and collaboration at the upcoming Summit

Please provide an update on your Regional Board:

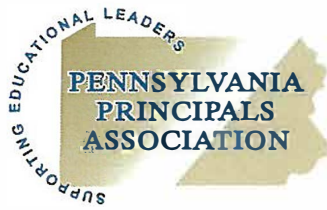
- We are in the process of scheduling our first regional board meeting. We are still looking for members from IU29 to participate on the board.



To: PA Principals Board of Directors
From: *Renee Mosser - Elementary East III*
Re: Board Meeting Report
Mtg. Date: April 15th, 2024

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

- Absence | My apologies for not being present at the April Board meeting. Currently, I'm in a Title 1 Audit.
- Viewing | I attended Dina Wert's viewing on Friday, March 29th. I was heartbroken to hear the news yet, it was such an honor to meet her family and see how much joy she brought to everyone's life.
- EAST III PD and Gathering | Semination PD Canceled due to low enrollment on April 2nd, 2024
- Professional Development | Participated in the Culturized Book Study. Kudos! to all who have prepared and are presenting. It's wonderful! Something I'm interested in continuing, leading, and sharing.
- Presenter | I presented at the Women's Caucus "Women in Leadership." on Thursday, April 4th. The topic: Dress 4 Success from the Inside Out. Location: Mackenzie's Brew House in Malvern PA.



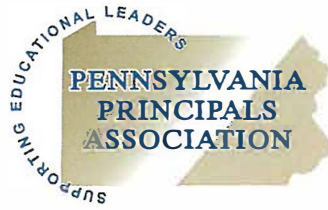
To: PA Principals Board of Directors
From: *Ed Roth – East II Secondary*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Attended the School District of Springfield Township school board meeting to help in honoring Dr. Zraggen as the PA Assistant Principal of the Year.
- Attended a dinner in Dr. Zraggen's honor one week after the school board meeting. The dinner was a great success! There was a lot of positive feedback about the ability for the Association to recognize the recipient in an intimate setting with family and trusted colleagues.
- Received approval from the Association to conduct the session "Be the Principal You Always Wanted to Be" at the upcoming Summit 2024

Please provide an update on your Regional Board:

- The first meeting of our regional board was scheduled to be at an in-person meeting during the first week of April. Unfortunately that event did not happen, so we will need to schedule a virtual meeting. All invitees have accepted their positions.



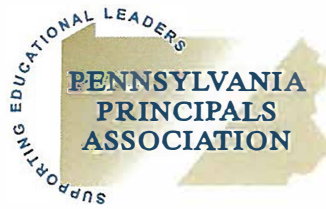
To: PA Principals Board of Directors
From: *Karen Krisch - State Director of Central 1 Region*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Working with Dr. Stanfield on Regional Board activities
- Shared information with members about the Central Region 1 gathering and the Regional Board as a recruitment of members
- Co-hosted the Central Region 1 gathering at the Gamble Mill, Bellefonte, PA

Please provide an update on your Regional Board:

- Created a checklist of things to accomplish
- Recruiting members
- Planning a zoom meeting for April/May



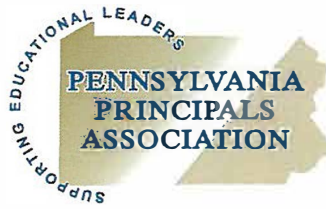
To: PA Principals Board of Directors
From: *Dr. Rebecca Stanfield Central I Secondary*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Met with NTL principals on February 21 and March 20
- Discussed with other Central Regional Director Karen Krisch who should be on our Regional Board and reached out to several members to try and get an elementary principal and secondary principal to agree to be on our Regional Board.

Please provide an update on your Regional Board:

- Spoke with Emily Ostrom-Graham and she has agreed to be on our Regional Board. Emily is from the Southern Tioga School District.
- Reached out to Curtis Johnson, supt from State College school district for a recommendation for an elementary principal for our regional board.
- Reached out to an elementary principal from the State College area and am awaiting her reply as to whether she will agree to be on our Regional Board.



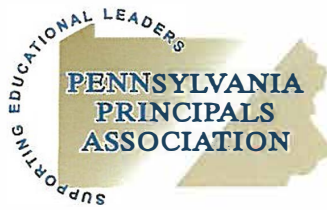
To: PA Principals Board of Directors
From: *Dr. Rick Esche/ Central II Elementary State Director*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Attended Joint Board Dinner and PA Principal Assoc. BOD Meeting in January
- Updated and sent Winter Newsletter to all Central II members in January.
- Communicated via email with all delinquent members in January.
- Connected a member with the Executive Director regarding a legal issue.
- Attended IU13 Principal Collaborative meeting on March 19 at Lebanon Valley College. Provided update on PA Principal Association happenings.
- Met with Mark Zeigler on March 27 to review recent PA Principal activities and plan for upcoming Regional Board Meeting.

Please provide an update on your Regional Board:

- Created Agenda for our first meeting on Feb. 27, 2024.
- Attended and helped to lead initial Zoom meeting on Feb 27, 2024.
- Recruited members for Regional Board.
- We still need to fill positions for IU12 (secondary), IU16, and Asst. Principal.
- We are still in the process of planning a regional event.
- Forwarded information from Dr. Eschbach to gather interest for an upcoming event in Washington.
- Helping to create agenda and planning to I'm attend our second meeting on April 9, 2024.



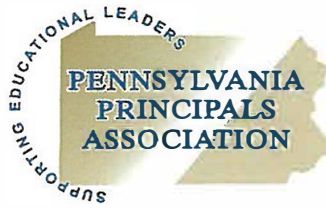
To: PA Principals Board of Directors
From: *Mark Ziegler – Secondary State Director – Central II*
Re: Board Meeting Report
Mtg. Date: April 15, 2024

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

- Attended joint board dinner and PA Principal Association BOD meeting in January
- Updated and sent winter newsletter to all Central II members in January
- Communicated via email with all delinquent members in January
- Connected with a member regarding PSSA/Keystone set up and procedures
- Attended IU 15 principal collaborative meeting on February 27
- Attended March 12 “Power Hour” on the topic Teacher Appreciation Day - This was incredible- great ideas!!!
- Collaborated with Dr. Rick Esche on March 27 to process PA Principal Assoc. activities for upcoming board meeting

Update on the Central II Regional Board

- Recruiting members for regional board- Dr. Joel Hain resigned his role on Regional Board in January 2024 due to a personal move to Georgia. Currently filling this position.
- Still in the process of filling all positions.
- Still in the process of planning an “in- person” regional event
- Forwarded information from Dr. Eschbach to gather interest for an upcoming event in Washington DC
- Assisting in the creation of an agenda for April 9th



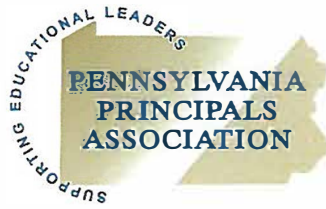
To: PA Principals Board of Directors
From: *Kristin Musselman – Elementary Central III*
Re: Board Meeting Report
Mtg. Date: April 15, 2024

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

- On-going support for members as needed.
 - Welcome communication for new members.
 - Communication as members go inactive.
- Connected with members listed on Delinquent Report
- Verification of Active Members within Central III Region (on-going)

Please provide an update on your Regional Board:

- Continued work with IU08 to support PA Principals through the Principal Networking events.
 - Prepare agenda items for events.
 - Host Principal Network events.



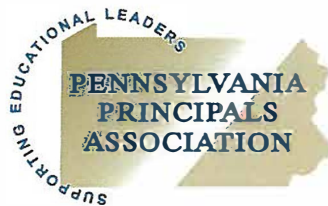
To: PA Principals Board of Directors
From: *Chris Santini – Central Region III - Secondary*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- I worked with our RSS Darren McLaurin, Janel Vancas of Appalachia IU8, Kristen Musselman, Maureen Letcher and Michael Snell to organize a regional principal gathering and professional development session for April 11, 2024
- I recruited members for our Regional Board
- I publicized our regional gathering and PD opportunity to encourage members to sign up and register. I believe we have over 20 people scheduled for the PIL session.

Please provide an update on your Regional Board:

- To my knowledge, we have recruited and received commitments from individuals to serve on our regional board. Our board has not met as a full group yet.



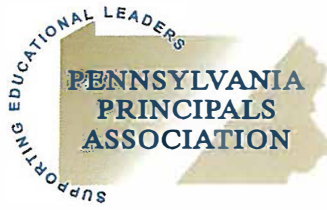
To: PA Principals Board of Directors
From: *Veronica Will-West / State Director Elementary*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Internal meeting on requirements/expectations for Regional Board
- Recruitment, selection, and development for Regional Board
- Scheduled Regional Board Meeting-April 11th, 2024
- Assisted with organization for Regional Gathering on March 26th, 2024
- Provided resources for perspective new members
- Shared resources directly with applicable members

Please provide an update on your Regional Board:

- Recruitment, selection, and development for Regional Board
- Regional board meeting scheduled-April 11th, 2024
- Development meeting agenda and will follow up on identified action items



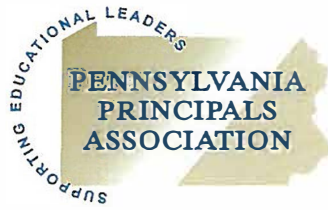
To: PA Principals Board of Directors
From: *Brian Fuller, West I Secondary*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Development of Regional Board
- Scheduled regional gathering for March 26, 2024
- Continued recruitment/retention of members

Please provide an update on your Regional Board:

- Board members have been selected
- Meeting set for April 11th at 4pm



To: PA Principals Board of Directors
From: *Melanie Rosenberger- West II Elementary*
Re: Board Meeting Report
Mtg. Date: April 15, 2024

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

- Met with Michael Allison and Jay to get our Regional Board members all set
 - Andrew Kemper, John Capehart, and David Keibler are all on the regional board.
 - David Keibler accepted the Superintendent position, so we are looking for another candidate for his position.
 - Our first meeting is set up for Tuesday, April 9th at 4pm
 - Sent out an email inviting them to the Advocacy Day in Harrisburg.
- Sent out an email to all active members as well as board members to voice their opinion on NAESPs website on the Federal funding.
- Met with Team West II and III to plan our regional gathering.
 - Gathering was scheduled for Monday, March 25th at Industry Public House
 - Sent out an email inviting all the Elementary Group about attending the event.
 - Had about 10 members show up to event (occurred during Spring Break)
 - Would like to brainstorm how to get more people to the events.
- Helped 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
 - It was a great session and had the opportunity to meet other Assistant Principals from other states.
- Federal Relations Coordinator:
 - Attended the NSLAC conference in D.C with a Eric, Michael, and 7 other board members
 - Secretary of Education Miguel Cardona was the keynote speaker.
 - Went to the Capitol and had the opportunity to meet with Congressman Mike Kelly and then staffers from the offices of Rep. Cartwright, Deluzio, and Houlahan. We also met with a staff from Senator Casey's office as well.
 - In the process of sending out "thank you" notes
 - Update: FY24 - The agreement provides modest \$20 million increases each for Title I and IDEA. The other major K-12 formula grant programs – Title II, Title III, and Title IV – will be funded at current levels. In other words, no cuts.
 - Meeting minutes are attached from February and March's FRC Meetings.

NAESP Federal Relations Coordinators Monthly
February 5, 2024
4:00 – 4:45 pm eastern

Welcome & Introductions

Liann Brenneman, Nicole Cockrell, Cindy Gallagher, Jennie Lamon, Lori Anne Lee, Naomi Matsuzaki, Nick Neiderhouse, Amy Niemeier, Melanie Rosenberger, Andrea Sifers, John Schilling, Stephen Wiltshire, Heather Woodward

Guest Speaker - Amelia Vance

The Children’s Online Privacy Protection Act (COPPA) has issued a [notice of proposed rulemaking \(NPRM\)](#). The COPPA Rule is a federal legal protection for children’s online personal information. Now, they are proposing some changes. Amelia Vance joined the call to discuss how COPPA applies to schools and how the NPRM would impact schools. Amelia is the Chief Counsel of the Student & Child Privacy Project for AASA— The School Superintendents Association.

COPPA only applies to operators of commercial websites and online services, including mobile apps. For COPPA to apply, these websites and services must be directed to children **OR** have “actual knowledge” that children under 13 are using the site. Companies subject to COPPA must obtain parental consent before collecting personal information from children, but in some circumstances the school may consent for them.

Right now, there are some issues around the legality of schools consenting for children. In the original 1999 COPPA Rule, the FTC noted that the Rule “does not preclude schools from acting as intermediaries between operators and schools in the notice and consent process, or from serving as the parents’ agent in the process.” In recent years, stakeholders have pushed the FTC to codify the guidance and align this with FERPA’s school-official exception.

COPPA NPRM: School Authorization Exception

- The NPRM would explicitly codify this school authorization exception so that operators would not be required to obtain consent when they obtain “school authorization for the collection of the child’s personal information for a school-authorized education purpose,” but they must have a written agreement with the school that follows all COPPA guidelines.
- Adds a clear definition for “school-authorized education purpose” which includes product improvement and development, “provided the use is directly related to the service the school authorized.”
- States an operator cannot use information collected from one educational service to develop or improve a different service.
 - The biggest reason for this is because the FTC wants to stop companies from filtering, monitoring, and sharing information to create personalized learning material to sell to schools.

COPPA NPRM: Non-Education Specific Provisions

- Limits “nudges” such as reminding students to do 10 more minutes of work, unless they opt into this
- Increased transparency – operators must disclose how they are using personal information.
- Separate consent before disclosing to third parties unless disclosures are integral to the service.
- Data security

COPPA NPRM comments are due March 11th. It is worth it to submit comments even if they are informal because they read every single comment. You can submit comments [here](#).

Question & Answers

David Griffith asked if Vance could talk more about the pushback with school consent.

Vance talked about the changing conversation in student privacy. A decade ago, the issue was around whether technology was essential in school and if parents should be able to choose whether their child uses it. Now, the pushback is around parents’ bill of rights and parents having stronger oversight over curriculum.

Melanie Rosenberger shared that she is at a cyberschool working with the platform, Clever. How do changes to COPPA apply in this setting?

Vance explained that since Clever is a third party, for-profit, partner, they are subject to COPPA. They will be working to make sure their contracts adhere to all requirements.

John Schilling asked if Google Classroom also adheres to COPPA requirements.

Vance replied that it has been compliant for several years unless someone changes the settings in certain ways. One major example was a university administrator who turned on the ability to scan emails for advertising. This made Google remove that option for Google Classroom. If the teacher is using Google Classroom in the school building it is covered, but if it’s something that a student is doing at home the parent has to consent to its use.

You can find Amelia Vance’s whole presentation [here](#).

Federal Updates

FY24 Funding

Congress is finalizing FY24 funding. Speaker Johnson came to an agreement with the White House and Senate leaders on a topline number that is consistent with the number that was agreed to by then-Speaker McCarthy and the White House last spring. Unfortunately, the funding for the Labor-HHS-Education appropriation is lower than it was FY23, so cuts to education programs are possible.

NAESP has put out an [action alert](#) asking members of Congress to maintain funding for K-12 education programs in FY24. Nothing is final yet, so David urged FRCs to share the action alert with their networks to let Congress know how important these programs are to school leaders. Funding expires March 8th.

The Biden Administration still needs to release their FY25 budget request but is reluctant to do that until they have some sense of the FY24 budget.

White House K-12 Priorities

The Biden Administration released its [priorities](#) for improving K-12 student achievement in 2024. The priorities included increasing student attendance, providing high-dosage tutoring, and increasing summer learning and extended learning opportunities. At the Administration's launch event, they identified the priorities, but focused more on what states and districts are doing than what the department is doing in these areas.

Gun Violence Prevention

The Department of Justice released its [Critical Incident Report](#) in response to the mass shooting at Robb Elementary School in Uvalde, TX. The report examines the areas of breakdown and failure and provides recommendations to prevent these failures from happening again.

The Department of Education (ED) issued a [new resource](#) for school administrators on the importance of safe firearm storage. Additionally, ED and the White House Office of Gun Violence Prevention hosted a town hall at the White House to emphasize the importance of safe firearm storage. Jennie Lamon attended the event and shared her perspective - Essentially, Secretary Cardona told attendees that the Administration is going to try everything possible and see what works. The event was not "anti-gun." They are asking parents to store their guns safely to keep children safe.

National Education Technology Plan

The Department of Education released the [2024 National Education Technology Plan](#). This is an update to the 2017 plan. David Griffith noted that the updated plan seems to have been drafted in a vacuum and independent to other work at the department. For example, NAESP has been supportive of Title II and the plan makes no connections to the Title II program when mentioning the need for and opportunities related to professional development for using technology.

ESSER III Reporting

Some school leaders have expressed concerns about Year 4 ESSER reporting requirements. There are a number of questions that had previously been optional that are now mandatory. We are interested in getting a sense of how widespread these concerns are.

In California there is an extensive amount of disaggregated data that will require a significant number of hours to compile. The state Department of Education estimates that the reporting

may take an LEA roughly 152 hours. If this is left up to individual districts to collect and report, a number of districts could be out of compliance.

2024 National School Leaders Advocacy Conference

The 2024 National School Leaders Advocacy Conference (NSLAC) is March 10-13. We look forward to seeing everyone there. Registration and hotel booking closed on Feb. 1.

Our **Capitol Hill Day Training Webinar is on March 6th at 3 pm ET**. At this webinar for all attendees, we will cover the logistics for congressional meetings, review the 2024 legislative agenda and policies, and discuss best practices for advocating.

Katie Graves emailed the webinar calendar invitation and a preliminary conference agenda to all registrants. If you have not received these, please email Katie at kgraves@naesp.org.

NAESP Federal Relations Coordinators Monthly

March 4, 2024

4:00 – 4:45 pm eastern

[Zoom link](#)

1. Welcome & Introductions

2. National Education Technology Plan 2024

Guest Speaker – Ji Soo Song, Office of Education Technology, U.S. Department of Education

3. Federal Updates

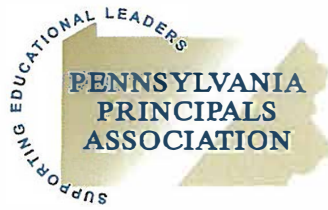
- a. FY24 Funding
 - i. New deadlines – no shutdown
 - ii. NAESP Action alert - <https://p2a.co/ruvtsm0>
 - iii. State of the Union – March 7
 - iv. FY25 Budget?
- b. FCC Cybersecurity Pilot Program

4. 2024 National School Leaders Advocacy Conference

- a. March 10-13, 2024
- b. Confirmed speakers
 - i. Secretary Cardona
 - ii. Linda Darling-Hammond
 - iii. Mario Cardona – White House Domestic Policy Council
 - iv. Rep. Barry Loudermilk (R-GA)
- c. Congressional meeting scheduling
- d. Pre-conference webinar
 - i. March 6, 3:00 pm eastern
- e. Legislative Agenda
 - i. Principal and educator shortages and pipeline
 - ii. Staff and student health and well-being
 - iii. K-12 funding

5. FRCs State Roundup

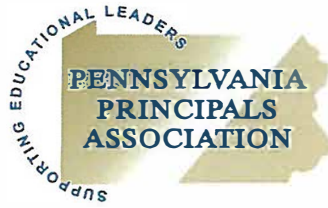
- a. Chronic absenteeism
 - i. Stats, situation, strategies in your state
- b. Year 4 ESSER Reporting
- c. Other issues



To: PA Principals Board of Directors
From: *Dr. Jerald A. Barris – West II Secondary Regional Representative*
Re: Board Meeting Report
Mtg. Date: 4/15/2024

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
- Reached out to Inactive members and those who have not rejoined.
- Attended West II/III Regional Meeting at Industry Public House – Thank you Eric, Michael and the RSSERs for putting everything together and attending!
- Followed up with a member regarding Act 93 and Contractual Question
- Submitted a packet for West II Secondary Election and shamelessly voted for myself.
- Sent Information to Regional Board Regarding April 30 Day in Harrisburg in conjunction with Melanie Rosenberger
- Held first Regional Board Meeting on April 9, 2024
- Looking forward to seeing you all at the April 15 Board meeting!



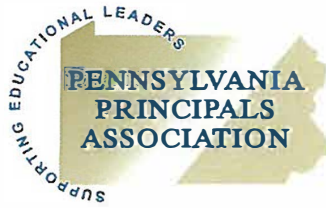
To: PA Principals Board of Directors
From: *Colleen Hannagan – West III, Elementary*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Attended Regional Board Planning Meeting with RSSs and Western Region Directors
 - West II and West III discussion to plan gathering
 - Researched additional gathering locations and opportunities to include more members
- Emailed elementary members to invite them to participate on Regional Board (7 expressed interest, 2 were selected)
- Phone call with Jill Jacoby, Ast. Executive Director at AIU III, to discuss ways to increase Act 93 membership and Superintendent knowledge of PA Principals benefits for Act 93 members
- Attended AIU III role-alike meeting for elementary principals
- Emailed elementary members to invite them to West II and III gathering
- Attended West II and III gathering

Please provide an update on your Regional Board:

- Co-chaired first Regional Board Meeting on March 19, 2024
 - Agenda:
 - Reviewed Regional Board purpose
 - Shared upcoming PD opportunities
 - Shared date for State Advocacy Day (4/30)
 - Open Discussion: Pittsburgh Public Schools Principals are working to unionize, this and the fact that dues are not covered in their Act 93 create barriers to membership
 - Set date for next Regional Board meeting (4/25, 3pm)



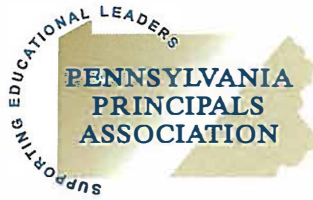
To: PA Principals Board of Directors
From: *Jason Olexa – West III Secondary – State Director*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- I attended the meeting of the board on January 26, 2024.
- I have contacted members in the region via mass e-mail, web meetings and by phone. Information was shared with the membership in regards to updates provided from the last board meeting, scholarships, professional development opportunities, and with our peers who need assistance filling vacancies for both full time positions and substitute positions.
- I worked with the South Hills Area School District Association on a program to honor students from various schools in the area to be honored at an upcoming event for those students and families in April of 2024. Each high school (approximately 20) will be honored. I will be attending this event in person.
- I promoted and contacted principals in the area for our annual social that was hosted at the Industry Public House in Robinson. I also attended this event in person.
- I also attended a regional meeting with area principals in regards to a cooperative alternative program and credit recovery for at-risk students.

Please provide an update on your Regional Board:

- We hosted our first regional board meeting on March 19, 2024.
- Representing the secondary principals were: Dr. Lori Pavlik is representing IU 1. Lori is the principal at Peters Township High School located in Washington County. Lori has served in several area school districts in the South Hills of Pittsburgh. Dr. Robert Frioni representing IU2 and the Pittsburgh Public Schools. He is currently the principal of South Hills Middle School. Dr. Frioni served in the Pittsburgh Public Schools as a teacher, served as a public-school principal in at Fort Cherry High School and was the assistant director at Steel Center Career and Technical School before returning to Pittsburgh Public Schools. David Radcliffe is representing IU 3. He is the principal at Brentwood Middle School. Dave served as an assistant principal in the Baldwin Whitehall School District prior to his principalship in Brentwood. Dave is the South Hills Area School District Association Middle School Principal liaison. His contact and activity with this group allows for a boarder reach. Lastly, Mr. Brian Sutherland is the principal of Yough High School located in Westmoreland County IU 7. Brian served in the Penn Hills School District and as principal in the Monessen School District. He is very active in Westmoreland County and is an excellent resource for us. I am in communications with the Northern Area Principals Association, which is a coalition of schools North of Pittsburgh who support each other like the SHASDA group to add a representative from this group.



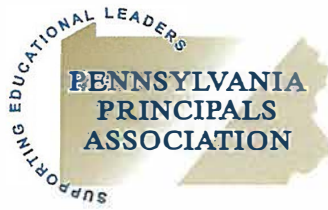
To: PA Principals Board of Directors
From: *Pierre LaRocco – Diversity At-Large*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Met with several members of PA Principals who come from diverse backgrounds
- Hosted our first The PA School Leaders of Color Network Meeting
- Made contact with the Pennsylvania Educator Diversity Consortium (PEDC) to see if we could partner on any projects.
- Diversity Corner in Newsletter.

Please provide an update on your Regional Board:

-



To: PA Principals Board of Directors
From: *Dr. Beth A. Haldeman – Professional Development Representative to the Board*
Re: Board Meeting Report / Regional Board Report
Mtg. Date: April 15, 2024

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

- Continue to run the latest PILS course using the book, Culturize, with two special cameo appearances by Jimmy Casas himself. There were tears from many in the session.
- We have started the 2nd round of this PILS course on 3/21 and are in the 4th session of the first course. In all, we have over 215 principals joining our course, for a total of 5 sessions each.
- Continued to upload, monitor and respond to course requests. I do an upload of PILS hours every 2 weeks or so, based on the number of participants who are completing courses, even some from 2018!
- Worked with Michael and the RSS's on future PD offerings. We plan to meet with the PD committee soon to talk about the balance of in-person versus virtual courses, topics, etc.
- Made arrangements to attend the training with the Schlecty Center in April.
- Along with Cindy and Peg, worked with participants on make up assignments due to extenuating circumstances.
- Wrote an article for the upcoming *The Pennsylvania Administrator* magazine.
- Worked with the office on publications and advertisements for the Summit and other means of communication.

Please provide an update on your Regional Board:

- I was able to secure Mariah Rackley to be part of our Regional Board.
- I attended our first Regional Board meeting, along with Rick and the team.

PA PRINCIPALS ASSOCIATION

Draft Budget

July 2024- June 2025

Presented to the Board of Directors April 15, 2024

		2023-24 Budget	2024-2025 Budget	Budget to Budget difference
Income				
	40000 · INTEREST INCOME	\$ 35,000	\$ 57,500	\$ 22,500
	40100 · MEMBERSHIP INCOME	\$ 1,145,000	\$ 1,145,000	\$ -
	40300 · REGIONAL MEETING INCOME	\$ 7,000	\$ 3,500	\$ (3,500)
	40400 · EVENT INCOME	\$ 175,000	\$ 103,000	\$ (72,000)
	Summit Registration	\$ 150,000		
	Summit Sponsors	\$ 25,000		
	40500- GRANT INCOME	\$ 15,000	\$ 200,000	\$ 185,000
	40600 · ALT. FUNDING INCOME	\$ 95,000	\$ 110,000	\$ 15,000
	40700 · REBATE INCOME	\$ 90,000	\$ 70,000	\$ (20,000)
	41200 · PUBLICATIONS INCOME	\$ 5,000	\$ 2,500	\$ (2,500)
	41300-MENTORING SERVICES INCOME		\$ 13,500	\$ 13,500
	41400-INTERIM PRINCIPALS INCOME		\$ 150,000	\$ 150,000
	41500-PROFESSIONAL DEV. INCOME	\$ 144,000	\$ 144,000	\$ -
	Microcredentials			
	Other			
	48900 · MISCELLANEOUS INCOME	\$ 1,000	\$ 1,000	\$ -
	Total Income	\$ 1,712,000	\$ 2,000,000	\$ 288,000

Presented to the Board of Directors April 15, 2024

		2023-24 Budget	2024-2025 Budget	Budget to Budget difference
Expense				\$ -
	60000 · SALARY & WAGES	\$ 700,000	\$ 1,060,000	\$ 360,000
	60100 · FRINGE BENEFITS			\$ -
	401K MATCHING	\$ 21,500	\$ 26,000	\$ 4,500
	401K SAFE HARBOR 3%	\$ 16,200	\$ 20,000	\$ 3,800
	EMPLOYEE FLEX ACCT REIM.	\$ 9,450		\$ (9,450)
	FSA ER CONTRIBUTION EXP			\$ -
	FSA ER MATCH EXP			\$ -
	FSA EXPENSE			\$ -
	HEALTH INSURANCE EXP	\$ 46,200		\$ (46,200)
	LIFE/DISABILITY INSURANCE	\$ 2,190		\$ (2,190)
	60100 · FRINGE BENEFITS - Other			\$ -
	Total 60100 · FRINGE BENEFITS	\$ 95,540	\$ 130,000	\$ 34,460
	60200 · EDUCATION			\$ -
	60300 · OCCUPANCY EXP			\$ -
	RE TAXES		\$ 7,500	\$ 7,500
	RENT EXPENSE (TO PELF)	\$ 25,000	\$ 25,000	\$ -
	UTILITIES	\$ 25,000	\$ 10,000	\$ (15,000)
	60300 · OCCUPANCY EXP - Other			\$ -
	Total 60300 · OCCUPANCY EXP	\$ 50,000	\$ 42,500	\$ (7,500)
	60400 · CUSTODIAL EXP			\$ -
	60700 · LOBBYING EXP	\$ 50,000	\$ 50,000	\$ -
	60800 · LEGISLATIVE SERVICES	\$ 20,000	\$ 20,000	\$ -
	60900 · ATTORNEYS FEES	\$ 35,000	\$ 40,000	\$ 5,000
	61200 · BUILD. REPAIR/MAINT.	\$ 25,000	\$ 10,000	\$ (15,000)
	61400 · BOARD EXPENSES			\$ -
	BOARD MEETING EXP	\$ 30,000	\$ 50,000	\$ 20,000
	CONVENTION/CONF EXP	\$ 5,000	\$ 7,500	\$ 2,500
	MEAL EXP	\$ 7,500	\$ 10,000	\$ 2,500
	MISCELLANEOUS EXP	\$ 4,500	\$ 4,500	\$ -
	TRAVEL EXP	\$ 47,500	\$ 47,500	\$ -
	61400 · BOARD EXPENSES - Other			\$ -
	Total 61400 · BOARD EXPENSES	\$ 94,500	\$ 119,500	\$ 25,000
	62500 · DONATION EXP	\$ 500	\$ 500	\$ -
	64000 · PROFESSIONAL FEES			\$ -
	ACCOUNTING FEES	\$ 51,500		\$ (51,500)
	AUDITING FEE	\$ 8,000	\$ 8,000	\$ -
	PENSION PLAN SERVICING FEE	\$ 2,000	\$ 2,000	\$ -
	Total 64000 · PROFESSIONAL FEES	\$ 61,500	\$ 10,000	\$ (51,500)
	64500 · INSURANCE EXP	\$ 13,000	\$ 15,000	\$ 2,000
	65000 · PHOTOCOPIER EXP	\$ 8,400	\$ 8,400	\$ -
	65500 · EQUIP MAINT/RENTAL	\$ 2,500	\$ 2,500	\$ -

Presented to the Board of Directors April 15, 2024

	2023-24 Budget	2024-2025 Budget	Budget to Budget difference
65600 · INFORMATION TECHNOLOGY EXPEN			\$ -
HARDWARE/SUPPORT SVCS	\$ 20,000	\$ 20,000	\$ -
SOFTWARE/ON-LINE SUBSC	\$ 21,500	\$ 21,500	\$ -
Total 65600 · INFORMATION TECH EXP			\$ -
65700 · SOFTWARE EXP			\$ -
65800 · DUES & SUBSCRIPTIONS	\$ 9,000	\$ 15,000	\$ 6,000
66000 · TELEPHONE/INTERNET EXP	\$ 16,000	\$ 16,000	\$ -
66100 · REGIONAL MEETING EXP	\$ 7,000	\$ 10,000	\$ 3,000
66200 · EVENT EXP (HELD BY PAESSP)	\$ 200,000	\$ 103,000	\$ (97,000)
Summit			\$ -
Other			\$ -
66300 · CONVENTION/CONF EXP (OUTSIDE)	\$ 15,000	\$ 25,000	\$ 10,000
66400 · MEAL EXP	\$ 3,500	\$ 5,500	\$ 2,000
66500 · TRAVEL EXP	\$ 30,000	\$ 30,000	\$ -
66700 · PROF DEVELOP EXP	\$ 93,500	\$ 45,000	\$ (48,500)
68000 · PRINTING EXP	\$ 1,000	\$ 6,000	\$ 5,000
68400 · ADMINISTRATOR MAGAZINE EXP	\$ 32,000	\$ 34,000	\$ 2,000
68500 · POSTAGE EXP	\$ 3,000	\$ 3,000	\$ -
68700 · OFFICE SUPPLIES	\$ 25,000	\$ 15,000	\$ (10,000)
68800 · BANK FEE	\$ 500	\$ 500	\$ -
68900 · MISCELLANEOUS EXP	\$ 2,760	\$ 4,100	\$ 1,340
69000 · CREDIT CARD PROCESSING FEE	\$ 5,000	\$ 5,000	\$ -
69100 · PAYROLL TAX EXP	\$ 68,800	\$ 84,500	\$ 15,700
69400 · ALTERNATIVE FUNDING EXP	\$ 2,500	\$ 2,500	\$ -
Total Expense	\$ 1,712,000	\$ 2,000,000	\$ 288,000
			16.82%

Bank Balances as of March 31, 2024

	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	\$ 472,528.70		PELF LINKBANK					
LINKBANK Checking	\$ 146,418.97	\$ 451,883.92	\$ 260,624.86	\$ 187,232.06		Checking	14,451.50	\$ 10,457.99	\$ 10,463.20	\$ 10,468.41	
LINKBANK Money Mkt	\$ 166,205.07	\$ 166,308.70	\$ 218,232.92	\$ 161,060.93		PELF LINKBANK					
LINKBANK Payroll	\$ 18,238.94	\$ 10,670.76	\$ 49,432.18	\$ 30,600.42		Money Mkt	134,270.50	\$ 142,427.93	\$ 148,519.24	\$ 153,113.96	
LINKBANK CD	\$ 1,008,874.82	\$ 1,012,220.53	\$ 1,000,000.00	\$ 1,000,000.00							
Mid Penn Savings	\$ 211,800.33	\$ 214,139.89	\$ 216,582.40	\$ 219,025.76							
Mid Penn CD			\$ 503,234.73	\$ 509,695.64							
Petty Cash	\$ 1,074.88	\$ 1,710.88	\$ 1,710.88	\$ 1,710.88							
TOTAL	\$ 2,516,797.71	\$ 2,824,893.55	\$ 2,720,524.27	\$ 2,581,854.39	\$ -		\$ 148,722.00	\$ 152,885.92	\$ 158,982.44	\$ 163,582.37	\$ -
Budgeted expenses 23-24		\$ 1,712,000.00									
% of cash to budgeted expenses			151%								
			Starting-->Ending	\$ 65,056.68					Starting-->Ending	14,860.37	

PA PRINCIPALS ASSOCIATION
Balance Sheet
 As of March 31, 2024

	<u>Mar 31, 24</u>
ASSETS	
Current Assets	
Checking/Savings	
10100 · LINKBANK CHECKING-428	187,232.06
10200 · LINKBANK PAYROLL-436	30,600.42
10300 · LINKBANK SAVINGS	
LINKBANK ICS-478	472,528.70
LINKBANK MONEY MARKET-478	161,060.93
Total 10300 · LINKBANK SAVINGS	<u>633,589.63</u>
10400 · MID PENN BANK	
MID PENN CDARS-267	509,695.64
MID PENN ICS SAVINGS-775	219,025.76
Total 10400 · MID PENN BANK	<u>728,721.40</u>
10500 · LINKBANK CDARS	
LINKBANK CDARS-176	250,000.00
LINKBANK CDARS-896	500,000.00
LINKBANK CDARS-TBD	250,000.00
Total 10500 · LINKBANK CDARS	<u>1,000,000.00</u>
11000 · PETTY CASH	1,710.88
Total Checking/Savings	<u>2,581,854.39</u>
Accounts Receivable	
12000 · ACCOUNTS RECEIVABLE	24,234.18
Total Accounts Receivable	<u>24,234.18</u>
Other Current Assets	
14000 · ACCRUED INTEREST	6,791.33
Total Other Current Assets	<u>6,791.33</u>
Total Current Assets	<u>2,612,879.90</u>
TOTAL ASSETS	<u><u>2,612,879.90</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · ACCOUNTS PAYABLE	6,017.29
Total Accounts Payable	<u>6,017.29</u>
Credit Cards	
20100 · S&T CREDIT CARD	11,500.69
Total Credit Cards	<u>11,500.69</u>
Other Current Liabilities	
22000 · PAYROLL TAX LIABILITIES	
FUTA LIAB	669.31
LOCAL EIT W/H	2,475.87
LST W/H	197.00
PAUC-COMPANY LIAB	2,718.64
PAUC-EMPLOYEE W/H	143.80
Total 22000 · PAYROLL TAX LIABILITIES	<u>6,204.62</u>
25000 · NATIONAL DUES	
NAESP DUES	65,108.00
NASSP DUES	62,289.00
Total 25000 · NATIONAL DUES	<u>127,397.00</u>
28000 · DEFERRED REVENUE	

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Accrual Basis

PA PRINCIPALS ASSOCIATION
Balance Sheet
As of March 31, 2024

	<u>Mar 31, 24</u>
EVENT INCOME	12,950.00
Total 28000 · DEFERRED REVENUE	<u>12,950.00</u>
Total Other Current Liabilities	<u>146,551.62</u>
Total Current Liabilities	<u>164,069.60</u>
Total Liabilities	164,069.60
Equity	
30000 · OPENING BALANCE EQUITY	2,614,258.65
32000 · UNRESTRICTED NET ASSETS	-274,266.17
Net Income	<u>108,817.82</u>
Total Equity	<u>2,448,810.30</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,612,879.90</u></u>

PA PRINCIPALS ASSOCIATION
Profit & Loss
 July 2023 through March 2024

	Jul '23 - Mar 24
Income	
40000 · INTEREST INCOME	53,428.16
40100 · MEMBERSHIP INCOMCE	920,270.00
40400 · EVENT INCOME	
SUMMIT REGISTRATION	77,265.85
SUMMIT SPONSORS	25,750.00
Total 40400 · EVENT INCOME	103,015.85
40500 · GRANT INCOME	15,000.00
40600 · ALTERNATIVE FUNDING INCOME	100,104.17
40700 · REBATE INCOME	67,119.82
41300 · MENTORING SERVICES INCOME	1,544.18
41400 · INTERIM PRINCIPALS INCOME	127,106.88
41500 · PROF DEVELOP INCOME	
MICROCREDENTIALS	3,280.00
OTHER PROF DEVELOP	63,060.00
Total 41500 · PROF DEVELOP INCOME	66,340.00
48900 · MISCELLANEOUS INCOME	2,100.00
Total Income	1,456,029.06
Expense	
60000 · SALARY & WAGES	
EMPLOYEES	180,564.34
EXECUTIVE DIRECTORS	196,171.06
INTERIM PRINCIPAL	125,022.69
REGIONAL SPECIALIST	114,307.50
Total 60000 · SALARY & WAGES	616,065.59
60100 · FRINGE BENEFITS	
401K MATCHING	13,314.62
401K SAFE HARBOR 3%	9,985.96
FSA ER CONTRIBUTION EXP	2,166.32
FSA ER MATCH EXP	3,000.02
FSA EXPENSE	8,462.30
HEALTH INSURANCE EXP	37,450.86
LIFE/DISABILITY INSURANCE	1,607.91
60100 · FRINGE BENEFITS - Other	-692.31
Total 60100 · FRINGE BENEFITS	75,295.68
60300 · OCCUPANCY EXP	
RE TAXES	7,621.42
RENT EXPENSE (TO PELF)	19,000.00
UTILITIES	5,825.27
Total 60300 · OCCUPANCY EXP	32,446.69
60700 · LOBBYING EXPENSE	55,813.55
60800 · LEGISLATIVE SERVICES	7,812.50
60900 · ATTORNEYS FEES	25,201.25
61200 · BUILD. REPAIR/MAINT.	4,717.02
61400 · BORD EXPENSES	
BOARD MEETING EXP	45,033.62
CONVENTION/CONF EXP	5,106.00
MEAL EXP	10,247.50
MISCELLANEOUS EXP	4,113.08
TRAVEL EXP	34,037.03
Total 61400 · BORD EXPENSES	98,537.23
62500 · DONATION EXP	399.60
64000 · PROFESSIONAL FEES	
ACCOUNTING FEES	35,339.00
AUDITING FEE	7,875.00
PENSION PLAN SERVICING FEE	1,657.50
	44,871.50

PA PRINCIPALS ASSOCIATION
Profit & Loss
 July 2023 through March 2024

	Jul '23 - Mar 24
Total 64000 · PROFESSIONAL FEES	44,871.50
64500 · INSURANCE EXP	13,134.00
65000 · PHOTOCOPIER EXP	5,834.56
65500 · EQUIP MAINT/RENTAL	1,539.09
65600 · INFORMATION TECH EXP	
HARDWARE/SUPPORT SERVICES	13,359.62
SOFTWARE/ONLINE SUBSCRIPTIONS	11,909.93
	25,269.55
Total 65600 · INFORMATION TECH EXP	25,269.55
65800 · DUES & SUBSCRIPTIONS	11,549.06
66000 · TELEPHONE/INTERNET EXP	9,594.42
66100 · REGIONAL MTG EXP (BY PAESSP)	7,234.50
66200 · EVENT EXP (HELD BY PAESSP)	
SUMMIT EXP	139,361.63
	139,361.63
Total 66200 · EVENT EXP (HELD BY PAESSP)	139,361.63
66300 · CONVENTION/CONF EXP (OUTSIDE)	19,438.97
66400 · MEAL EXP	3,600.58
66500 · TRAVEL EXP	21,922.05
66700 · PROF DEVELOP EXP	28,109.48
68000 · PRINTING EXP	275.00
68400 · ADMINISTRATOR MAGAZINE EXP	
POSTAGE	5,910.74
PRINTING	16,199.00
	22,109.74
Total 68400 · ADMINISTRATOR MAGAZINE EXP	22,109.74
68500 · POSTAGE EXP	2,247.81
68700 · OFFICE SUPPLIES	17,542.92
68800 · BANK FEE	230.25
68900 · MISCELLANEOUS EXP	1,269.60
69000 · CREDIT CARD PROCESSING FEE	3,816.37
69100 · PAYROLL TAX EXP	
FICA MED-COMPANY	9,169.11
FICA SS-COMPANY	39,116.94
FUTA EXP	882.05
PAUC-COMPANY	3,721.10
69100 · PAYROLL TAX EXP - Other	-918.15
	51,971.05
Total 69100 · PAYROLL TAX EXP	51,971.05
Total Expense	1,347,211.24
Net Income	108,817.82

PA PRINCIPALS ASSOCIATION
Profit & Loss Budget vs. Actual
July 2023 through March 2024

	Jul '23 - Mar 24	Budget	\$ Over Budget	% of Budget
Income				
40000 · INTEREST INCOME	53,428.16	35,000.00	18,428.16	152.65%
40100 · MEMBERSHIP INCOMCE	920,270.00	1,145,000.00	-224,730.00	80.37%
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	25,750.00	25,000.00	750.00	103.0%
40400 · EVENT INCOME - Other	0.00	0.00	0.00	0.0%
Total 40400 · EVENT INCOME	103,015.85	175,000.00	-71,984.15	58.87%
40500 · GRANT INCOME	15,000.00	15,000.00	0.00	100.0%
40600 · ALTERNATIVE FUNDING INCOME	100,104.17	95,000.00	5,104.17	105.37%
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%
41300 · MENTORING SERVICES INCOME	1,544.18			
41400 · INTERIM PRINCIPALS INCOME	127,106.88			
41500 · PROF DEVELOP INCOME				
MICROCREDENTIALS	3,280.00			
OTHER PROF DEVELOP	63,060.00	144,000.00	-80,940.00	43.79%
Total 41500 · PROF DEVELOP INCOME	66,340.00	144,000.00	-77,660.00	46.07%
48900 · MISCELLANEOUS INCOME	2,100.00	1,000.00	1,100.00	210.0%
Total Income	1,456,029.06	1,712,000.00	-255,970.94	85.05%
Expense				
60000 · SALARY & WAGES				
EMPLOYEES	180,564.34	286,000.00	-105,435.66	63.13%
EXECUTIVE DIRECTORS	196,171.06	276,000.00	-79,828.94	71.08%
INTERIM PRINCIPAL	125,022.69			
REGIONAL SPECIALIST	114,307.50	138,000.00	-23,692.50	82.83%
60000 · SALARY & WAGES - Other	0.00	0.00	0.00	0.0%
Total 60000 · SALARY & WAGES	616,065.59	700,000.00	-83,934.41	88.01%
60100 · FRINGE BENEFITS				
401K MATCHING	13,314.62	21,500.00	-8,185.38	61.93%
401K SAFE HAVOR 3%	9,985.96	16,200.00	-6,214.04	61.64%
EMPLOYEE FLEX ACCT REIM.	0.00	9,450.00	-9,450.00	0.0%
FSA ER CONTRIBUTION EXP	2,166.32			
FSA ER MATCH EXP	3,000.02			
FSA EXPENSE	8,462.30			
HEALTH INSURANCE EXP	37,450.86	46,200.00	-8,749.14	81.06%
LIFE/DISABILITY INSURANCE	1,607.91	2,190.00	-582.09	73.42%
60100 · FRINGE BENEFITS - Other	-692.31			
Total 60100 · FRINGE BENEFITS	75,295.68	95,540.00	-20,244.32	78.81%
60300 · OCCUPANCY EXP				
RE TAXES	7,621.42	0.00	7,621.42	100.0%
RENT EXPENSE (TO PELF)	19,000.00	25,000.00	-6,000.00	76.0%
UTILITIES	5,825.27	25,000.00	-19,174.73	23.3%
60300 · OCCUPANCY EXP - Other	0.00	0.00	0.00	0.0%

PA PRINCIPALS ASSOCIATION
Profit & Loss Budget vs. Actual
July 2023 through March 2024

	Jul '23 - Mar 24	Budget	\$ Over Budget	% of Budget
Total 60300 · OCCUPANCY EXP	32,446.69	50,000.00	-17,553.31	64.89%
60700 · LOBBYING EXPENSE	55,813.55	50,000.00	5,813.55	111.63%
60800 · LEGISLATIVE SERVICES	7,812.50	20,000.00	-12,187.50	39.06%
60900 · ATTORNEYS FEES	25,201.25	35,000.00	-9,798.75	72.0%
61200 · BUILD. REPAIR/MAINT.	4,717.02	25,000.00	-20,282.98	18.87%
61400 · BORD EXPENSES				
BOARD MEETING EXP	45,033.62	30,000.00	15,033.62	150.11%
CONVENTION/CONF EXP	5,106.00	5,000.00	106.00	102.12%
MEAL EXP	10,247.50	7,500.00	2,747.50	136.63%
MISCELLANEOUS EXP	4,113.08	4,500.00	-386.92	91.4%
TRAVEL EXP	34,037.03	47,500.00	-13,462.97	71.66%
Total 61400 · BORD EXPENSES	98,537.23	94,500.00	4,037.23	104.27%
62500 · DONATION EXP	399.60	500.00	-100.40	79.92%
64000 · PROFESSIONAL FEES				
ACCOUNTING FEES	35,339.00	51,500.00	-16,161.00	68.62%
AUDITING FEE	7,875.00	8,000.00	-125.00	98.44%
PENSION PLAN SERVICING FEE	1,657.50	2,000.00	-342.50	82.88%
Total 64000 · PROFESSIONAL FEES	44,871.50	61,500.00	-16,628.50	72.96%
64500 · INSURANCE EXP	13,134.00	13,000.00	134.00	101.03%
65000 · PHOTOCPIER EXP	5,834.56	8,400.00	-2,565.44	69.46%
65500 · EQUIP MAINT/RENTAL	1,539.09	2,500.00	-960.91	61.56%
65600 · INFORMATION TECH EXP				
HARDWARE/SUPPORT SERVICES	13,359.62	20,000.00	-6,640.38	66.8%
SOFTWARE/ONLINE SUBSCRIPTIONS	11,909.93	21,500.00	-9,590.07	55.4%
Total 65600 · INFORMATION TECH EXP	25,269.55	41,500.00	-16,230.45	60.89%
65800 · DUES & SUBSCRIPTIONS	11,549.06	9,000.00	2,549.06	128.32%
66000 · TELEPHONE/INTERNET EXP	9,594.42	16,000.00	-6,405.58	59.97%
66100 · REGIONAL MTG EXP (BY PAESSP)	7,234.50	7,000.00	234.50	103.35%
66200 · EVENT EXP (HELD BY PAESSP)				
SUMMIT EXP	139,361.63	200,000.00	-60,638.37	69.68%
Total 66200 · EVENT EXP (HELD BY PAESSP)	139,361.63	200,000.00	-60,638.37	69.68%
66300 · CONVENTION/CONF EXP (OUTSIDE)	19,438.97	15,000.00	4,438.97	129.59%
66400 · MEAL EXP	3,600.58	3,500.00	100.58	102.87%
66500 · TRAVEL EXP	21,922.05	30,000.00	-8,077.95	73.07%
66700 · PROF DEVELOP EXP	28,109.48	93,500.00	-65,390.52	30.06%
68000 · PRINTING EXP	275.00	1,000.00	-725.00	27.5%
68400 · ADMINISTRATOR MAGAZINE EXP	22,109.74	32,000.00	-9,890.26	69.09%
68500 · POSTAGE EXP	2,247.81	3,000.00	-752.19	74.93%
68700 · OFFICE SUPPLIES	17,542.92	25,000.00	-7,457.08	70.17%
68800 · BANK FEE	230.25	500.00	-269.75	46.05%
68900 · MISCELLANEOUS EXP	1,269.60	2,760.00	-1,490.40	46.0%
69000 · CREDIT CARD PROCESSING FEE	3,816.37	5,000.00	-1,183.63	76.33%
69100 · PAYROLL TAX EXP	51,971.05	68,800.00	-16,828.95	75.54%
69400 · ALTERNATIVE FUNDING EXP	0.00	2,500.00	-2,500.00	0.0%
Total Expense	1,347,211.24	1,712,000.00	-364,788.76	78.69%
Net Income	108,817.82	0.00	108,817.82	100.0%

PA Educational Leadership Foundation
Balance Sheet
As of March 31, 2024

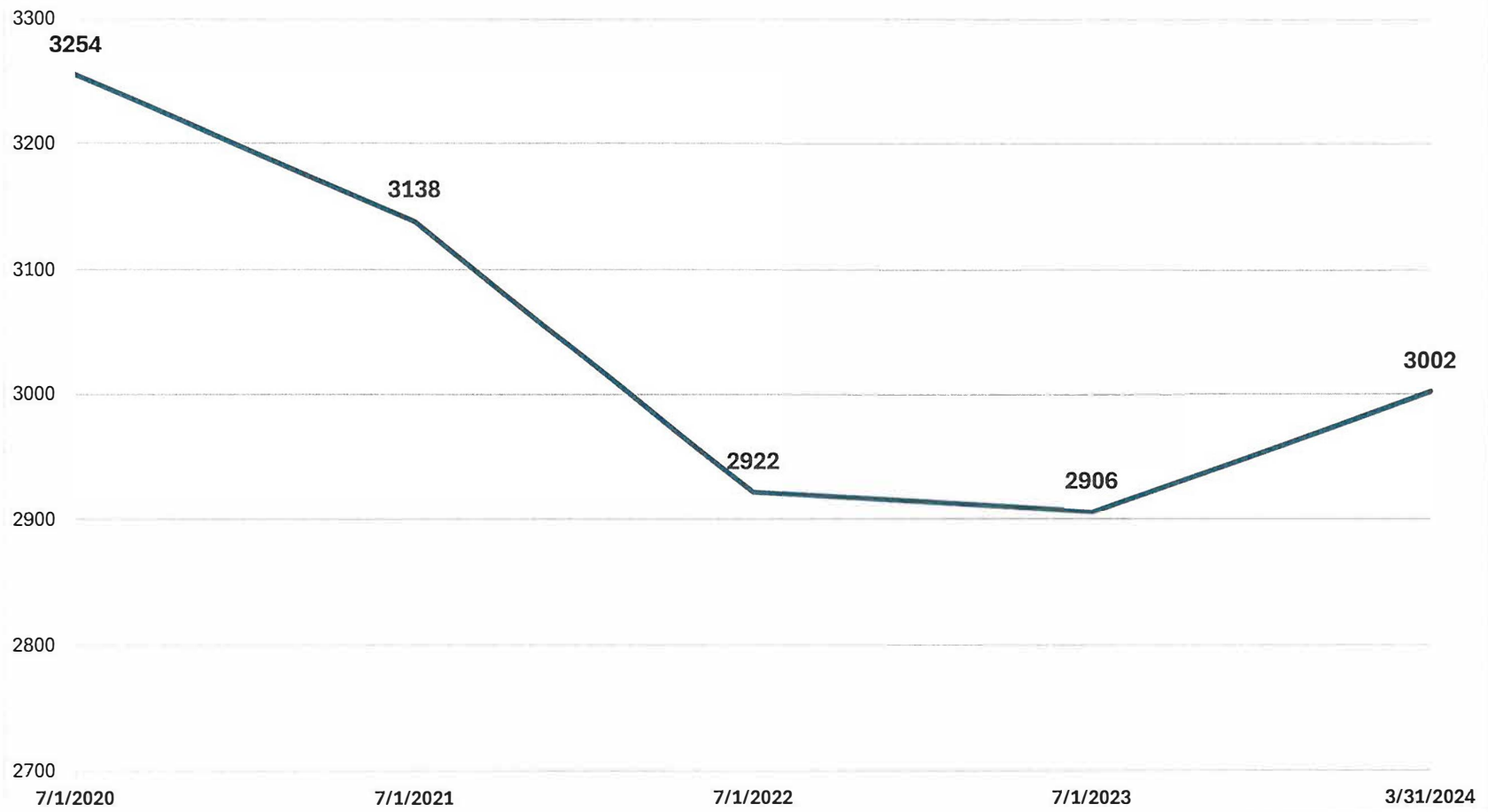
	<u>Mar 31, 24</u>
ASSETS	
Current Assets	
Checking/Savings	
10100 · LINKBANK CHECKING-7452	10,468.41
10200 · LINKBANK MONEY MARKET-7486	153,113.96
Total Checking/Savings	<u>163,582.37</u>
Total Current Assets	<u>163,582.37</u>
TOTAL ASSETS	<u>163,582.37</u>
LIABILITIES & EQUITY	
Equity	
30000 · OPENING BALANCE EQUITY	94,645.58
32000 · UNRESTRICTED NET ASSETS	55,146.44
Net Income	13,790.35
Total Equity	<u>163,582.37</u>
TOTAL LIABILITIES & EQUITY	<u>163,582.37</u>

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Accrual Basis

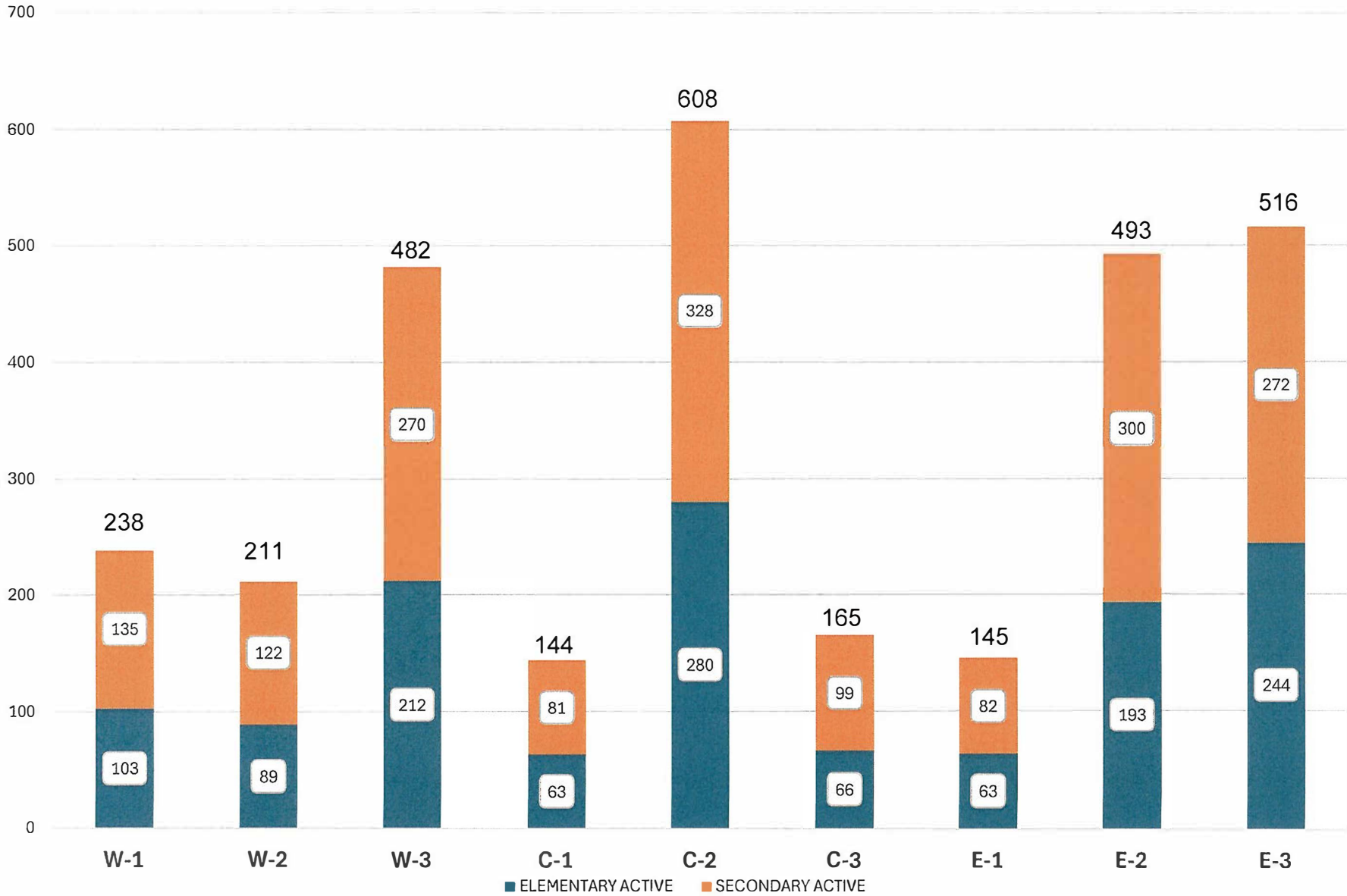
PA Educational Leadership Foundation
Profit & Loss
July 2023 through March 2024

	<u>Jul '23 - Mar 24</u>
Income	
40000 · INTEREST INCOME	290.35
41000 · RENT INCOME (FROM PAESSP)	<u>19,000.00</u>
Total Income	19,290.35
Expense	
61000 · SCHOLARSHIP EXPENSE	<u>5,500.00</u>
Total Expense	<u>5,500.00</u>
Net Income	<u><u>13,790.35</u></u>

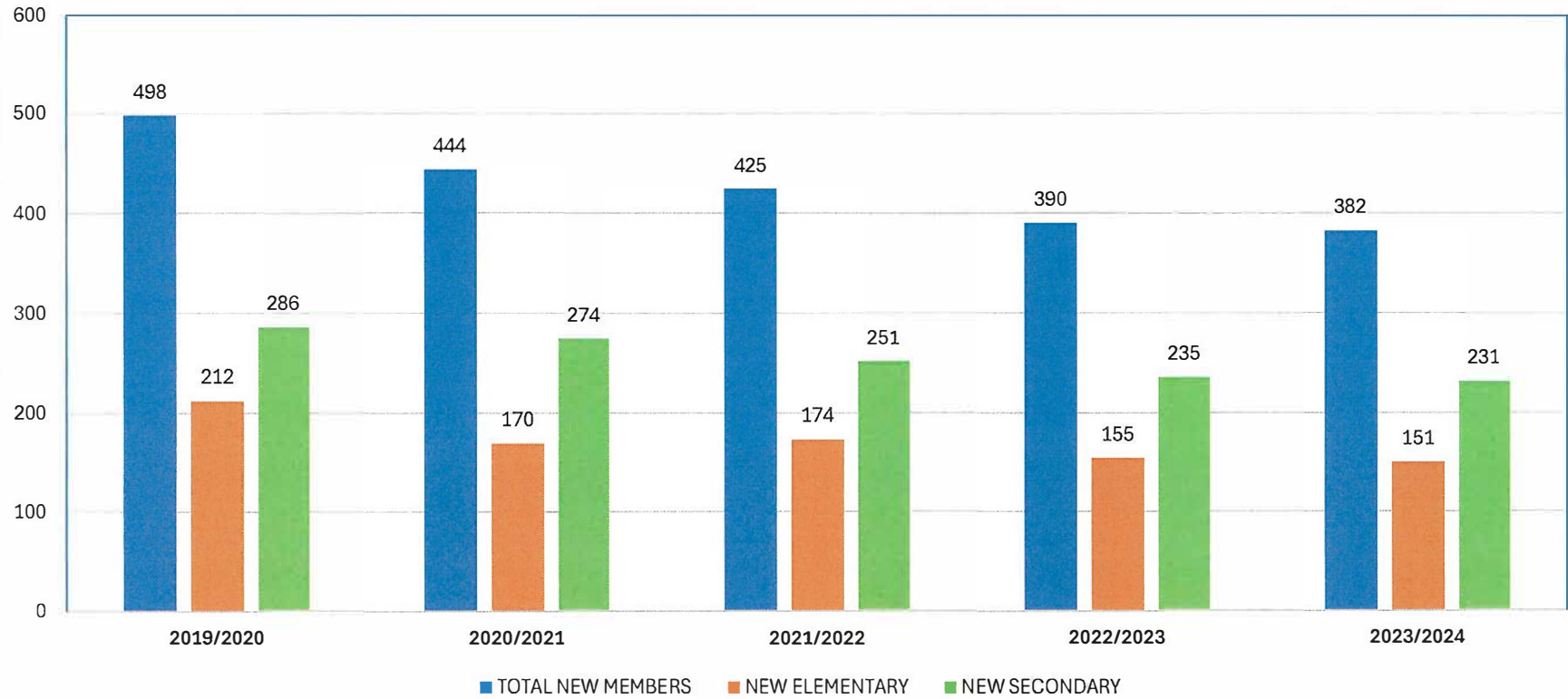
ACTIVE MEMBERS - EOY 23-24 - as of 3/31/24



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



NEW MEMBERS - as of 3/31/24



RENEWAL MEMBERS - AS of 3/31/24

