

**Executive Committee
Meeting Packet for
October 20, 2024**



PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach
Executive Director

Dr. Michael S. Snell
Asst. Executive Director

Dr. Lauren S. Holubec
Asst. Executive Director
Member Engagement

**PA Principals Association
Board of Directors Meeting**
Sheraton Erie Bayfront Hotel, 55 W. Bay Road, Erie, PA 16507
October 20 – 22, 2024

MEETINGS SCHEDULE

Sunday, October 20

12:00pm – 3:00pm

Executive Committee Meeting and Lunch (Griffin Room)

3:00pm – 6:00pm

Professional Development (Harlequin AB Room)

6:30pm

Dinner – Oliver's Rooftop

Monday, October 21

7:30am – 9:00am

Breakfast Buffet (Harlequin C Room)

9:00am – 10:00am

Keynote Speaker – Tyler Cook (Harlequin AB Room)

10:00am – 12:00am

General Session (Harlequin AB Room)

12:00pm – 1:00pm

Lunch (Harlequin C Room)

1:00pm – 5:00pm

Free Time Downtown Erie

6:00pm

Dinner in the Safe Harbor/Wolverine rooms (*Sponsored by Right at School*) &
Hospitality following dinner in the Bayfront Grill Patio

Tuesday, October 22

7:30am – 9:00am

Breakfast Buffet (Harlequin C Room)

9:00am – 9:15 am

Sponsor Presentation – Horace Mann – Matt Kliewer (Harlequin AB Room)

9:00am – 12:00pm

Board Meeting (Harlequin AB Room)

12:00pm

Adjourn - Lunch on your own

**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

Executive Committee Meeting Agenda Sheraton Erie Bayfront – Harlequin AB Room October 20, 2024 @ 12:00 PM

- | | |
|--|----------------------------------|
| 1. Approval of minutes - Executive Committee Meeting July 30, 2024 | James Orichosky |
| 2. Treasurers Report | Eric Eshbach / Nicholas Indeglio |
| 3. INVEST Program | Eric Eshbach |
| 4. Induction Update | Eric Eshbach |
| 5. Professional Development | Michael Snell |
| 6. Regional Service Specialist Update | Eric Eshbach / Michael Snell |
| 7. Membership Update | Lauren Holubec |
| 8. Summit24 Recap/Summit25 Prep | Eric Eshbach |
| 9. PASCD Discussion | Eric Eshbach |
| 10. Advocacy/Legislative Update | Eric Eshbach |
| 11. Alternative Funding | Michael Snell |
| 12. Legal Cases Update | Eric Eshbach |
| 13. January 2025 Joint Board Dinner | Eric Eshbach |

PENNSYLVANIA EDUCATIONAL LEADERSHIP FOUNDATION MEETING AGENDA Sheraton Erie Bayfront – Harlequin AB Room October 20, 2024 - Following Executive Committee Meeting

- | | |
|-------------------|-------------|
| 1. Account Update | Dr. Eshbach |
| 2. New Business | Dr. Eshbach |
| 3. Old Business | Dr. Eshbach |
| 4. Adjournment | Dr. Eshbach |

+ MINUTES

Pennsylvania Principals Association ■ Executive Committee

July 30, 2024, at 9:04 am | Meeting called to order by Dr. Maureen Letcher, President

In Attendance

- Maureen Letcher, President
- Jim Orichosky, President Elect
- Donna Rose, NAESP Representative
- Eric Eshbach, Executive Director
- Michael Snell, Assistant Executive Director
- Lauren Holubec, Assistant Executive Director

Approval of Minutes

Executive Committee unanimously passed the Executive Committee Meeting of April 18, 2024.

Year-End Report on Budget 23-24

Dr. Eshbach reviewed the end of year budget revenue and expenses and highlighted CD investments.

Summit 24 Update

Dr. Snell provided an update on the Summit 24 numbers and preparation.

Annual Report

Dr. Eshbach provided an overview of our Annual Report.

Induction Update

Dr. Snell shared that we are still waiting for a response for PDE.

Professional Development

Dr. Snell provided an overview of professional development activities this summer.

Regional Service Specialist Update

Dr. Eshbach provided an update on the staffing of RSSers.

Regional Organization Discussion

Dr. Eshbach reviewed the philosophy behind Regional Boards.

National Affiliation Discussion

Dr. Eshbach provided an update on personnel positions to be filled in the coming months.

Advocacy/Legislative Update

Dr. Eshbach provided an update on the legislation regarding Act 93.

Alternative Funding

Dr. Snell provided an update on renewals, non-renewals and potential leads for corporate sponsorships.

Legal Case Update

Dr. Eshbach provided an update on one remaining legal case.

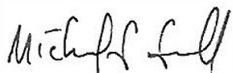
Board Calendar for 2024-2025

Dr. Eshbach shared the Board calendar for 2024-2025.

Adjournment

Motion and second to adjourn received unanimous approval. Meeting adjourned at 9:57 am.

Respectfully Submitted



Michael S. Snell, Ed.D.
Assistant Executive Director

MINUTES

Pennsylvania Principals Association ■ PELF

July 30, 2024 at 9:57 am. | Meeting called to order by Dr. Maureen Letcher, President

In Attendance

- Maureen Letcher, President
- Jim Orichosky, President Elect
- Donna Rose, NAESP Representative
- Eric Eshbach, Executive Director
- Michael Snell, Assistant Executive Director
- Lauren Holubec, Assistant Executive Director

Action Items

The Board unanimously approved 2 donations:

- Donation of \$5,245 to Berks Nature in honor of Dina Wert
- Donation of \$1,455 to purchase library books in honor of Dina Wert.

Account Update

Dr. Eshbach provided an update on the account.

New Business

There was no new business.

Old Business

There was no old business.

Adjournment

Meeting adjourned at 10:00 am.

Respectfully Submitted



Michael S. Snell, Ed.D.
Assistant Executive Director

7:04 AM

10/14/24

Accrual Basis

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

	Jul - Sep 24	Budget	\$ Over Budget	% of Budget
Income				
40000 · INTEREST INCOME	18,370.90	57,500.00	-39,129.10	31.9%
40100 · MEMBERSHIP INCOME	314,872.00	1,145,000.00	-830,128.00	27.5%
40300 · REGIONAL MTG INCOME (BY PAESSP)	0.00	3,500.00	-3,500.00	0.0%
40400 · EVENT INCOME				
SUMMIT REGISTRATION	120,416.25			
40400 · EVENT INCOME - Other	450.00	103,000.00	-102,550.00	0.4%
Total 40400 · EVENT INCOME	120,866.25	103,000.00	17,866.25	117.3%
40500 · GRANT INCOME	0.00	200,000.00	-200,000.00	0.0%
40600 · ALTERNATIVE FUNDING INCOME	32,500.00	110,000.00	-77,500.00	29.5%
40700 · REBATE INCOME	0.00	70,000.00	-70,000.00	0.0%
41200 · PUBLICATIONS INCOME	0.00	2,500.00	-2,500.00	0.0%
41300 · MENTORING SERVICES INCOME	0.00	13,500.00	-13,500.00	0.0%
41400 · INTERIM PRINCIPALS INCOME	8,580.00	150,000.00	-141,420.00	5.7%
41500 · PROF DEVELOP INCOME				
MICROCREDENTIALS	700.00			
OTHER PROF DEVELOP	32,460.00			
41500 · PROF DEVELOP INCOME - Other	20,704.00	144,000.00	-123,296.00	14.4%
Total 41500 · PROF DEVELOP INCOME	53,864.00	144,000.00	-90,136.00	37.4%
48900 · MISCELLANEOUS INCOME	0.00	1,000.00	-1,000.00	0.0%
Total Income	549,053.15	2,000,000.00	-1,450,946.85	27.5%
Gross Profit	549,053.15	2,000,000.00	-1,450,946.85	27.5%
Expense				
60000 · SALARY & WAGES				
EMPLOYEES	88,580.30			
EXECUTIVE DIRECTORS	66,194.10			
INTERIM PRINCIPAL	23,525.00			
REGIONAL SPECIALIST	48,616.56			
60000 · SALARY & WAGES - Other	0.00	1,060,000.00	-1,060,000.00	0.0%
Total 60000 · SALARY & WAGES	226,915.96	1,060,000.00	-833,084.04	21.4%
60100 · FRINGE BENEFITS				
401K MATCHING	4,414.14			
401K SAFE HARBOR 3%	3,443.64			
FSA ER CONTRIBUTION EXP	499.92			
FSA ER MATCH EXP	937.56			
FSA EXPENSE	3,692.44			
HEALTH INSURANCE EXP	14,669.39			

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

	Jul - Sep 24	Budget	\$ Over Budget	% of Budget
LIFE/DISABILITY INSURANCE	496.20			
60100 · FRINGE BENEFITS - Other	0.00	130,000.00	-130,000.00	0.0%
Total 60100 · FRINGE BENEFITS	28,153.29	130,000.00	-101,846.71	21.7%
60300 · OCCUPANCY EXP				
RE TAXES	5,795.52			
RENT EXPENSE (TO PELF)	6,000.00			
UTILITIES	1,198.51			
60300 · OCCUPANCY EXP - Other	0.00	42,500.00	-42,500.00	0.0%
Total 60300 · OCCUPANCY EXP	12,994.03	42,500.00	-29,505.97	30.6%
60700 · LOBBYING EXPENSE	18,540.00	50,000.00	-31,460.00	37.1%
60800 · LEGISLATIVE SERVICES	2,381.25	20,000.00	-17,618.75	11.9%
60900 · ATTORNEYS FEES	6,828.80	40,000.00	-33,171.20	17.1%
61200 · BUILD. REPAIR/MAINT.	4,273.26	10,000.00	-5,726.74	42.7%
61400 · BOARD EXPENSES				
BOARD MEETING EXP	0.00	50,000.00	-50,000.00	0.0%
CONVENTION/CONF EXP	3,038.43	7,500.00	-4,461.57	40.5%
MEAL EXP	0.00	10,000.00	-10,000.00	0.0%
MISCELLANEOUS EXP	1,442.08	4,500.00	-3,057.92	32.0%
TRAVEL EXP	7,732.29	47,500.00	-39,767.71	16.3%
61400 · BOARD EXPENSES - Other	-980.52			
Total 61400 · BOARD EXPENSES	11,232.28	119,500.00	-108,267.72	9.4%
62500 · DONATION EXP	0.00	500.00	-500.00	0.0%
64000 · PROFESSIONAL FEES				
ACCOUNTING FEES	3,991.00			
AUDITING FEE	0.00	8,000.00	-8,000.00	0.0%
PENSION PLAN SERVICING FEE	355.00	2,000.00	-1,645.00	17.8%
Total 64000 · PROFESSIONAL FEES	4,346.00	10,000.00	-5,654.00	43.5%
64500 · INSURANCE EXP	2,840.00	15,000.00	-12,160.00	18.9%
65000 · PHOTOCOPIER EXP	2,022.39	8,400.00	-6,377.61	24.1%
65500 · EQUIP MAINT/RENTAL	513.03	2,500.00	-1,986.97	20.5%
65600 · INFORMATION TECH EXP				
HARDWARE/SUPPORT SERVICES	4,736.05	20,000.00	-15,263.95	23.7%
SOFTWARE/ONLINE SUBSCRIPTIONS	4,761.56	21,500.00	-16,738.44	22.1%
65600 · INFORMATION TECH EXP - Other	555.00			
Total 65600 · INFORMATION TECH EXP	10,052.61	41,500.00	-31,447.39	24.2%
65800 · DUES & SUBSCRIPTIONS	378.62	15,000.00	-14,621.38	2.5%
66000 · TELEPHONE/INTERNET EXP	3,670.01	16,000.00	-12,329.99	22.9%
66100 · REGIONAL MTG EXP (BY PAESSP)	0.00	10,000.00	-10,000.00	0.0%

7:04 AM

10/14/24

Accrual Basis

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

	Jul - Sep 24	Budget	\$ Over Budget	% of Budget
66200 · EVENT EXP (HELD BY PAESSP)				
SUMMIT EXP	119,458.11			
66200 · EVENT EXP (HELD BY PAESSP) - Other	321.50	103,000.00	-102,678.50	0.3%
Total 66200 · EVENT EXP (HELD BY PAESSP)	119,779.61	103,000.00	16,779.61	116.3%
66300 · CONVENTION/CONF EXP (OUTSIDE)	15,202.63	25,000.00	-9,797.37	60.8%
66400 · MEAL EXP	1,417.78	5,500.00	-4,082.22	25.8%
66500 · TRAVEL EXP	5,378.38	30,000.00	-24,621.62	17.9%
66700 · PROF DEVELOP EXP	42,195.96	45,000.00	-2,804.04	93.8%
68000 · PRINTING EXP	25,888.72	6,000.00	19,888.72	431.5%
68400 · ADMINISTRATOR MAGAZINE EXP	7,990.00	34,000.00	-26,010.00	23.5%
68500 · POSTAGE EXP	0.00	3,000.00	-3,000.00	0.0%
68700 · OFFICE SUPPLIES	6,703.42	15,000.00	-8,296.58	44.7%
68800 · BANK FEE	39.00	500.00	-461.00	7.8%
68900 · MISCELLANEOUS EXP	5.39	4,100.00	-4,094.61	0.1%
69000 · CREDIT CARD PROCESSING FEE	2,755.18	5,000.00	-2,244.82	55.1%
69100 · PAYROLL TAX EXP				
FICA MED-COMPANY	3,326.59			
FICA SS-COMPANY	14,224.09			
FUTA EXP	157.68			
PAUC-COMPANY	682.22			
69100 · PAYROLL TAX EXP - Other	0.00	84,500.00	-84,500.00	0.0%
Total 69100 · PAYROLL TAX EXP	18,390.58	84,500.00	-66,109.42	21.8%
69400 · ALTERNATIVE FUNDING EXP	0.00	2,500.00	-2,500.00	0.0%
Total Expense	580,888.18	1,954,000.00	-1,373,111.82	29.7%
Net Income	-31,835.03	46,000.00	-77,835.03	-69.2%

PA PRINCIPALS ASSOCIATION

Profit & Loss

July through September 2024

	Jul - Sep 24
Income	
40000 · INTEREST INCOME	18,370.90
40100 · MEMBERSHIP INCOME	314,872.00
40400 · EVENT INCOME	
SUMMIT REGISTRATION	120,416.25
40400 · EVENT INCOME - Other	450.00
Total 40400 · EVENT INCOME	120,866.25
40600 · ALTERNATIVE FUNDING INCOME	32,500.00
41400 · INTERIM PRINCIPALS INCOME	8,580.00
41500 · PROF DEVELOP INCOME	
MICROCREDENTIALS	700.00
OTHER PROF DEVELOP	32,460.00
41500 · PROF DEVELOP INCOME - Other	20,704.00
Total 41500 · PROF DEVELOP INCOME	53,864.00
48900 · MISCELLANEOUS INCOME	0.00
Total Income	549,053.15
Gross Profit	549,053.15
Expense	
60000 · SALARY & WAGES	
EMPLOYEES	88,580.30
EXECUTIVE DIRECTORS	66,194.10
INTERIM PRINCIPAL	23,525.00
REGIONAL SPECIALIST	48,616.56
Total 60000 · SALARY & WAGES	226,915.96
60100 · FRINGE BENEFITS	
401K MATCHING	4,414.14
401K SAFE HARBOR 3%	3,443.64
FSA ER CONTRIBUTION EXP	499.92
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FSA EXPENSE	3,692.44
HEALTH INSURANCE EXP	14,669.39
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Total 60100 · FRINGE BENEFITS	28,153.29
60300 · OCCUPANCY EXP	
RE TAXES	5,795.52
RENT EXPENSE (TO PELF)	6,000.00
UTILITIES	1,198.51
Total 60300 · OCCUPANCY EXP	12,994.03
60700 · LOBBYING EXPENSE	18,540.00
60800 · LEGISLATIVE SERVICES	2,381.25
60900 · ATTORNEYS FEES	6,828.80
61200 · BUILD. REPAIR/MAINT.	4,273.26
61400 · BOARD EXPENSES	
CONVENTION/CONF EXP	3,038.43
MISCELLANEOUS EXP	1,442.08
TRAVEL EXP	7,732.29
61400 · BOARD EXPENSES - Other	-980.52
Total 61400 · BOARD EXPENSES	11,232.28
64000 · PROFESSIONAL FEES	
ACCOUNTING FEES	3,991.00
PENSION PLAN SERVICING FEE	355.00
Total 64000 · PROFESSIONAL FEES	4,346.00

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10/13/24

Accrual Basis

PA PRINCIPALS ASSOCIATION

Profit & Loss

July through September 2024

	<u>Jul - Sep 24</u>
64500 · INSURANCE EXP	2,840.00
65000 · PHOTOCOPIER EXP	2,022.39
65500 · EQUIP MAINT/RENTAL	513.03
65600 · INFORMATION TECH EXP	
HARDWARE/SUPPORT SERVICES	4,736.05
SOFTWARE/ONLINE SUBSCRIPTIONS	4,761.56
65600 · INFORMATION TECH EXP - Other	555.00
Total 65600 · INFORMATION TECH EXP	10,052.61
65800 · DUES & SUBSCRIPTIONS	378.62
66000 · TELEPHONE/INTERNET EXP	3,670.01
66200 · EVENT EXP (HELD BY PAESSP)	
SUMMIT EXP	119,458.11
66200 · EVENT EXP (HELD BY PAESSP) - Other	321.50
Total 66200 · EVENT EXP (HELD BY PAESSP)	119,779.61
66300 · CONVENTION/CONF EXP (OUTSIDE)	15,202.63
66400 · MEAL EXP	1,417.78
66500 · TRAVEL EXP	5,378.38
66700 · PROF DEVELOP EXP	42,195.96
68000 · PRINTING EXP	25,888.72
68400 · ADMINISTRATOR MAGAZINE EXP	7,990.00
68500 · POSTAGE EXP	0.00
68700 · OFFICE SUPPLIES	6,703.42
68800 · BANK FEE	39.00
68900 · MISCELLANEOUS EXP	5.39
69000 · CREDIT CARD PROCESSING FEE	2,755.18
69100 · PAYROLL TAX EXP	
FICA MED-COMPANY	3,326.59
FICA SS-COMPANY	14,224.09
FUTA EXP	157.68
PAUC-COMPANY	682.22
Total 69100 · PAYROLL TAX EXP	18,390.58
Total Expense	580,888.18
Net Income	-31,835.03

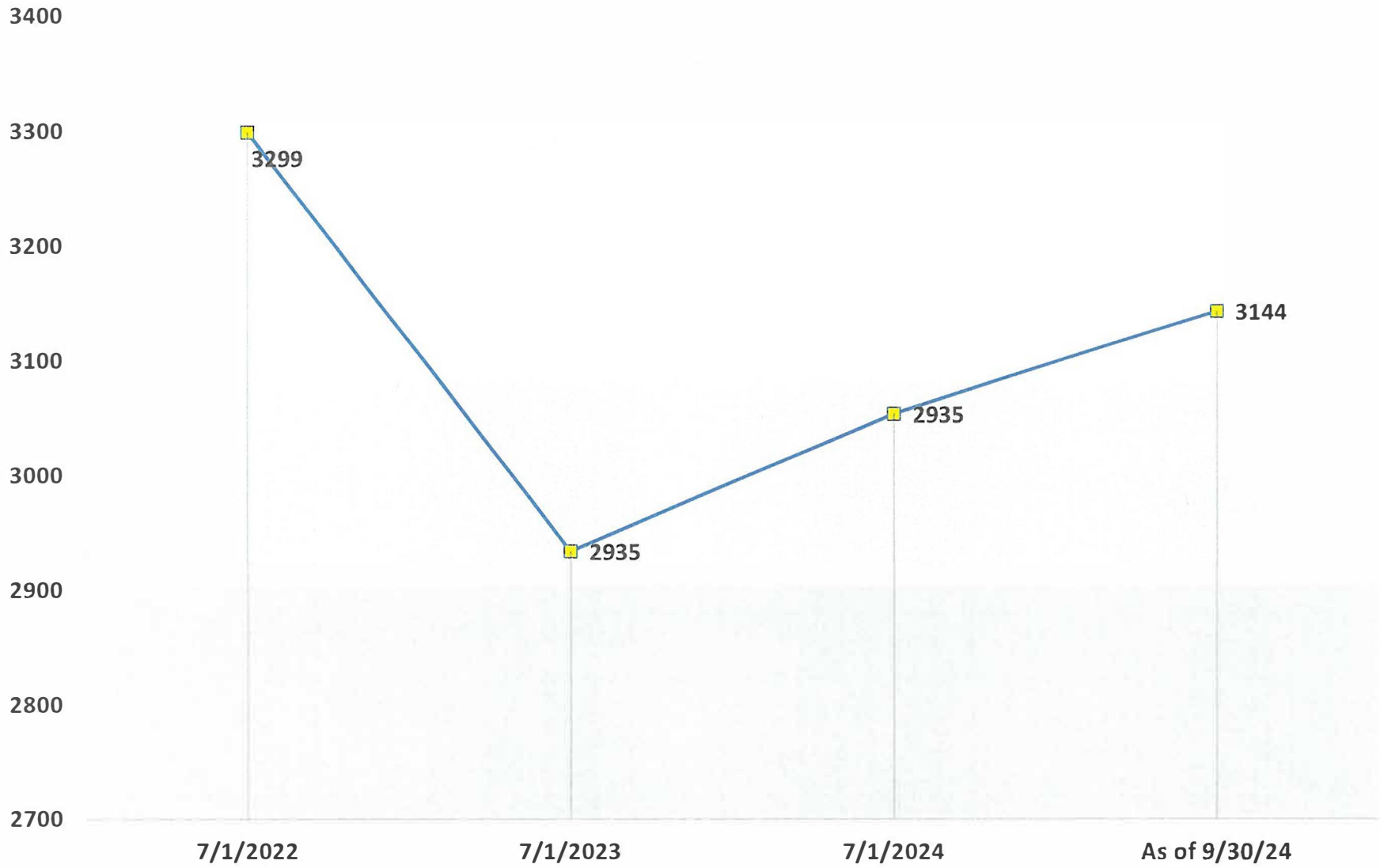
PA Educational Leadership Foundation
Balance Sheet
As of September 30, 2024

	<u>Sep 30, 24</u>
ASSETS	
Current Assets	
Checking/Savings	
10100 · LINKBANK CHECKING-7452	11,733.16
10200 · LINKBANK MONEY MARKET-7486	166,017.21
Total Checking/Savings	<u>177,750.37</u>
Total Current Assets	<u>177,750.37</u>
TOTAL ASSETS	<u>177,750.37</u>
LIABILITIES & EQUITY	
Equity	
30000 · OPENING BALANCE EQUITY	94,645.58
32000 · UNRESTRICTED NET ASSETS	81,742.76
Net Income	1,362.03
Total Equity	<u>177,750.37</u>
TOTAL LIABILITIES & EQUITY	<u>177,750.37</u>

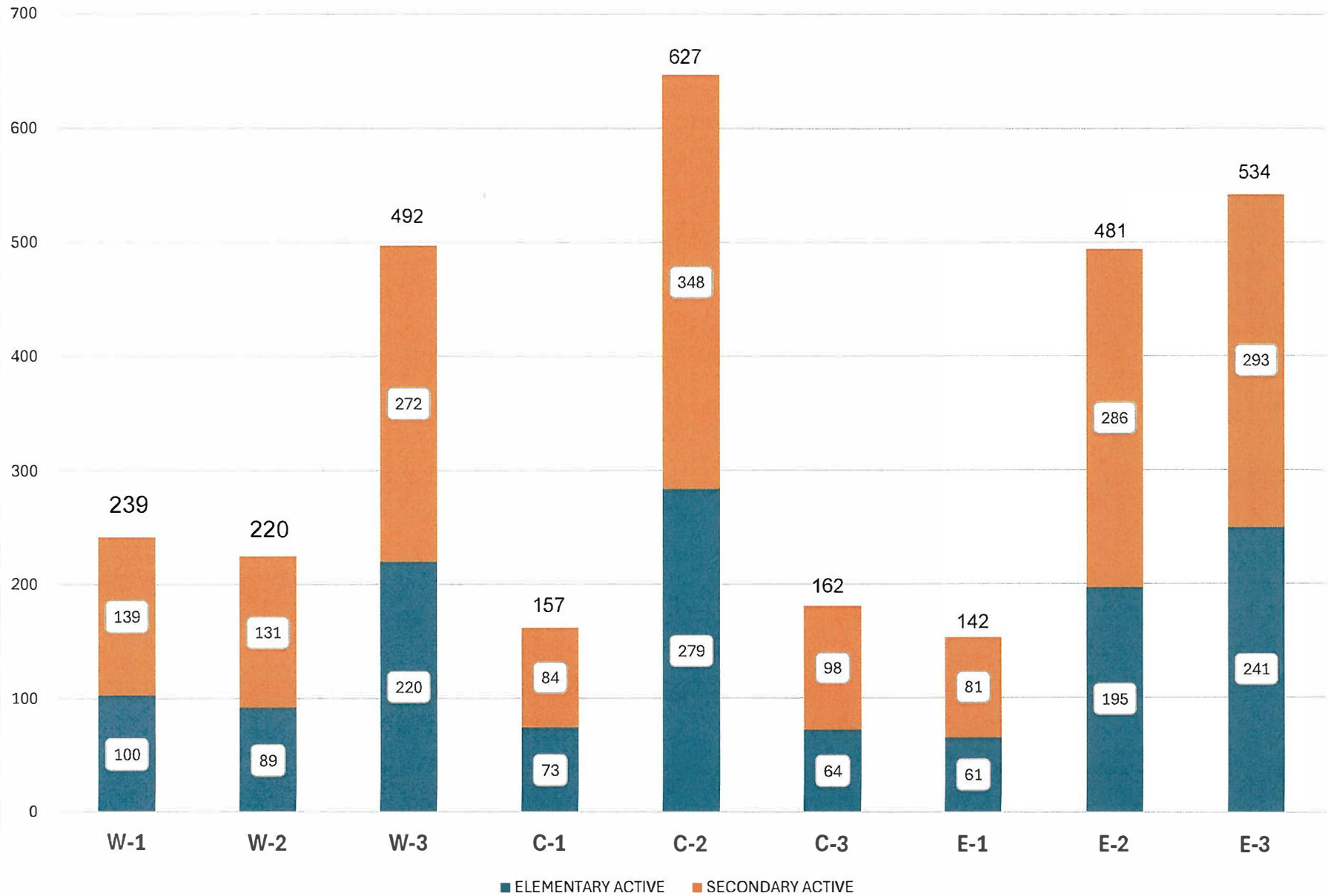
PA Educational Leadership Foundation
Profit & Loss
July through September 2024

	<u>Jul - Sep 24</u>
Income	
40000 · INTEREST INCOME	107.03
41000 · RENT INCOME (FROM PAESSP)	6,000.00
42000 · DONATION INCOME	500.00
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Total Income	6,607.03
Expense	
68900 · MISCELLANEOUS EXP	5,245.00
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Total Expense	5,245.00
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Net Income	<u><u>1,362.03</u></u>

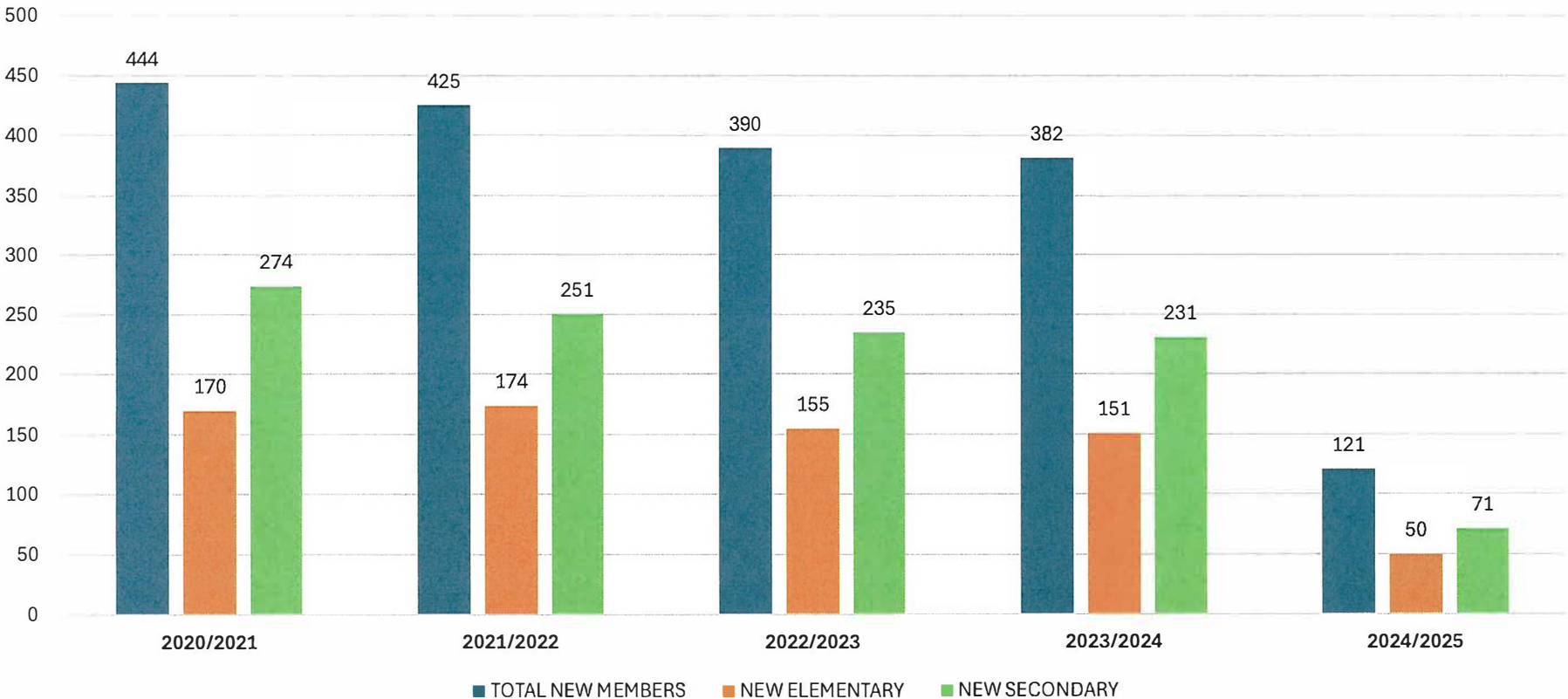
Active EOY Membership- As of 9/30/2024



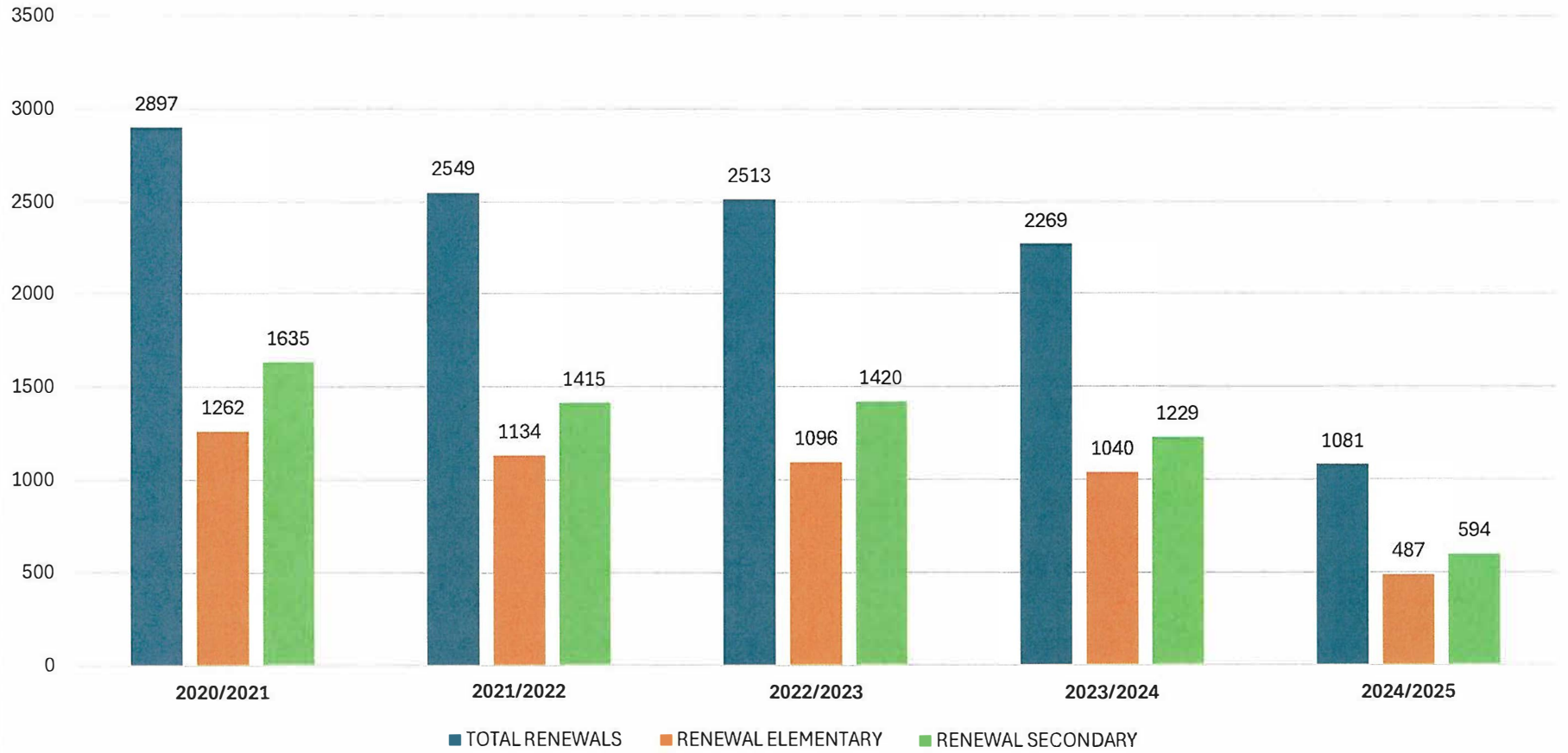
Active Members Types by Region - As of September 30, 2024

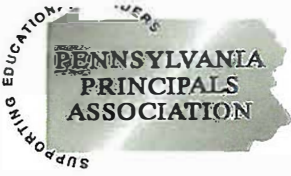


NEW MEMBERS - as of 9/30/24



RENEWAL MEMBERS - AS of 9/30/24





PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach
Executive Director

Dr. Michael S. Snell
Asst. Executive Director

Dr. Lauren S. Holubec
*Asst. Executive Director
Member Engagement*

RESOLUTION TO JOIN THE PENNSYLVANIA TREASURY DEPARTMENT'S INVEST PROGRAM ("Invest")

Resolution for Board Approval

RESOLVED, the Pennsylvania Principals Association may establish an account in PA INVEST (Daily or Community), an investment program administered by the Pennsylvania Treasury department.

RESOLVED, the Pennsylvania Principals Association is seeking to join INVEST and has reviewed all materials available about the program on Treasury's website including application, disclaimers, agreement, and INVEST Program Investment Policy Statement.

The undersigned certifies that the above consent has been duly filed with the minutes of this body.

Signer/Title

Date

Board Members:

James Orichosky, President
Maureen Letcher, Immediate Past President
Nicholas Indeglio, Treasurer
Jonathan Bauer, NASSP Coordinator
Donna Rose, NAESP Representative
Joseph Hanni
Robert Palazzo
Peter Mayes
Edward Roth
Karen Krisch
Rebecca Stanfield
Rick Esch
Mark Ziegler
Krsiten Musselman
Donald Wagner

Veronica Will
Brian Fuller
Melanie Rosenberger
Douglass Rowe
Colleen Hannagan
Jason Olexa
Pierre LaRocco
Monica Ouly-Uhl
Beth Haldeman



Corporate Sponsor Update

August 2024 – October 2024

- We have a new bronze-level sponsor, PC University (K-12 Tech Solutions). *You will be hearing more about them in the near future.*
- We continue to work with PlayVS to create PA Principals Association esports leagues in PA middle schools and high schools.
 - We have been working with their team to introduce esports to middle schools in Pennsylvania and sign-up teams for the fall high school leagues.
- The following corporate sponsors have renewed their partnership through 2025:
 - College Board – Bronze-Level Sponsor
 - Lincoln Investment Planning LLC – Diamond-Level Sponsor
- Several sponsors have presented (or will be presenting) Power Hours as part of our Fall/Winter PD Calendar:
 - Kades-Margolis Corp.
 - Lincoln Investment Planning LLC
 - Age of Learning
- Currently meeting/talking with several companies regarding potential sponsorships:
 - *TinkRWorks* – STEAM Education
 - *Innovamat* - Global Math Education Research Organization – *They have recently agreed to a silver-level sponsorship. We will be bringing them on board within the month.*
 - *Varsity Tutors* – Expert Personalized Learning
 - *Right at School* – After-School Programs

Respectfully submitted by Sheri Thompson, Director of Communications/Public Relations