

**Board of Directors  
Meeting Packet for  
January 24, 2025**



# PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach  
Executive Director

Dr. Michael S. Snell  
Asst. Executive Director

## PA Principals Association Executive Committee Zoom Meeting / Board of Directors Meeting PA Principals Association, 122 Valley Road, Enola PA 17025 January 24, 2025

### MEETINGS SCHEDULE

#### Wednesday, January 22

10:00am – 11:30am Executive Committee Zoom Meeting

#### Thursday, January 23

11:30am – 12:00pm Lunch  
12:00pm – 2:00pm New Board Member Orientation – PA Principals Association  
5:30pm – 6:30pm Reception – Hilton Harrisburg, Harrisburg  
6:30pm – 8:00pm Joint Board Dinner – Hilton Harrisburg, Harrisburg  
- PA Principals in charge of this portion

#### Friday, January 24

7:30am Breakfast  
8:30 am – 12:00pm Board Meeting  
9:30am – 9:45am **Sponsor Presentation– Age of Learning (Patti Gill)**  
10:30 am – 10:45am **Sponsor Presentation– Lincoln Investment Planning (Stefan Striffler)**  
12:00pm Adjourn

*\*schedule is subject to change*

**Board of Directors Meeting Agenda  
 PA Principals Association, Enola, PA  
January 24, 2025 @ 8:30 AM**

**James Orichosky, President Presiding**

*Members excused by President: Ed Roth, Rebecca Stanfield*

- |    |  |                                   |
|----|--|-----------------------------------|
| 1. | Call to Order  | James Orichosky                   |
| 2. | Roll Call  | Julie Sunday                      |
| 3. | Approval of Minutes, October 22, 2024                | James Orichosky                   |
| 4. | Correspondence                                       |                                   |
|    | a. None  |                                   |
| 5. | Executive Committee Reports                          |                                   |
|    | a. Treasurer's Report                                | Nicholas Indeglio                 |
|    | b. President's Report                                | James Orichosky                   |
|    | c. Report of the NAESP Representative                | Donna Rose                        |
|    | d. Report of the NASSP Coordinator                   | Jonathan Bauer                    |
|    | e. Past President's Report                           | Maureen Letcher                   |
| 6. | Regional Reports                                     |                                   |
|    | a. East I  | Vacant/Joseph Hanni               |
|    | b. East II   | Robert Palazzo/Peter Mayes        |
|    | c. East III  | Jonathan Ross/Edward Roth         |
|    | d. Central I   | Karen Krisch/Rebecca Stanfield    |
|    | e. Central II  | Rick Esche/Mark Ziegler           |
|    | f. Central III                                       | Kristin Musselman/Donald Wagner   |
|    | g. West I  | Veronica Will/Brian Fuller        |
|    | h. West II   | Melanie Rosenberger/Douglass Rowe |
|    | i. West III  | Colleen Hannagan/Jason Olexa      |
|    | j. Assistant Principal At Large                      | Monica Ouly-Uhl                   |
|    | k. Diversity At Large                                | Pierre LaRocco                    |
| 7. | Committee Reports                                    |                                   |
|    | a. Professional Development                          | Beth Haldeman                     |
|    | b. RSS Update  | Laurn Holubec                     |
|    | c. Summit25 Conference                               | Michael Snell/Rebekah Smith       |
|    | d. PIAA  | Edward Roth                       |
|    | e. <b>Sponsor Presentation – Age of Learning</b>     | <b>Patti Gill</b>                 |
| 8. | Executive Office Report                              |                                   |
|    | a. Board Election 2025                               | Eric Eshbach                      |
|    | b. Professional Development                          | Michael Snell                     |
|    | c. School Leadership Collaborative                   | Michael Snell                     |
|    | d. Alternative Funding                               | Lauren Holubec                    |
|    | e. Advocacy/Legislative                              | Lauren Holubec                    |
|    | f. New Positions                                     | Eric Eshbach                      |
|    | g. Audit Report                                      | Jeff Ammerman                     |
|    | h. <b>Sponsor Presentation – Lincoln Investments</b> | <b>Stefan Striffler</b>           |

- |     |                          |                 |
|-----|--------------------------|-----------------|
| i.  | Membership Update        | Lauren Holubec  |
|     |                          |                 |
| 9.  | President's Appointments | James Orichosky |
|     | a. None                  |                 |
| 10. | Old Business             | James Orichosky |
| 11. | New Business             | James Orichosky |
| 12. | Adjournment              | James Orichosky |

## **IMPORTANT UPCOMING DATES**

### Board of Directors Meetings

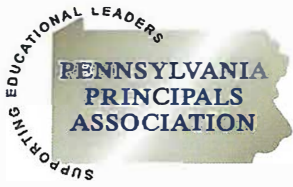
- Board Meeting – April 14, 2025 – Enola, PA  
 Board Meeting – August 3, 2025 – State College, PA  
 Board Retreat – October 19 - 21, 2025 – Hotel Gettysburg, Gettysburg, PA

### Executive Committee Meetings

- Executive Committee Meeting – April 10, 2025 – Virtual/Zoom Meeting  
 Executive Committee Meeting – July 31, 2025 – Virtual/Zoom Meeting

### Other Important Meetings

- NAESP/NASSP Joint Conference – July 11 – 13, 2025 – Seattle, WA  
 Summit Conference – August 3 – 5, 2025 – State College, PA  
 NE Regional Conference (NAESP) – November 2025 - TBD



# 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*

## Board of Directors Meeting Agenda Sheraton Erie Bayfront – Harlequin AB Room Tuesday, October 22, 2024 @ 9:00 AM

**Mr. James Orichosky, President**

***Members excused by President:***

1. Call to Order James Orichosky  
President Orichosky called the meeting to order at 8:59 AM
  
2. Roll Call Julie Sunday  
22 present / 2 absent
  
3. Approval of Minutes, August 4, 2024 James Orichosky  
A motion was made by Brian Fuller and seconded by Jonathan Bauer to approve the minutes from the August 4, 2024 board meeting. Motion carried unanimously.
  
4. Correspondence  
a. None
  
5. Executive Committee Reports  
a. Treasurer's Report Nicholas Indeglio  
Dr. Indeglio played a pre-recorded video with all the financials from the treasurer's report. He let everyone know that Dr. Eshbach put together and sent out a financial sheet that shows all account listings and where the money is going. It is the association's goal to have all the accounts at the end of the first quarter close to 25% of expenditures, although certain accounts may be higher or lower than that. He also went over the new program we are looking at called PA Invest, suggested by our business manager, Jeff Ammerman, which has higher interest rates and is very secure. We can make more money than our current CD's are making. Dr. Eshbach stated the amount of cash in all accounts and investments equates to 124% of our budgeted expenses.  
  
b. President's Report James Orichosky  
Mr. Orichosky thanked everyone for being there and for their support. He stated that the retreats are beneficial to all. Also asked the board to notify him of any upcoming regional meetings or the likes. He would like to be able to join when available and talk about the association and introduce himself to everyone. Mr. Orichosky also stated that we are in a large growth period, and we should see our membership skyrocket, partially due to the regional meetings taking place. Thanked everyone for their hard work with these meetings.

- c. Report of the NAESP Representative Donna Rose  
Ms. Rose went over the highlights from the last NAESP meeting. Stated that Melissa Patschke has been hired by NAESP as their new membership liaison. In terms of advocacy, the educational funding for the fiscal year 2025, the U.S. House wants to cut Title I by 25%. They also want to eliminate all funding for Titles II and III. This is the same battle as last year. The School Leader conference is coming up in Washington in March 2025. Also reminded everyone that NAESP has many professional learning communities that people can belong to, and Ms. Rose does mentoring training and the certification program for the organization. She let everyone know that the joint 2025 conference with NASSP will be held in Seattle.

- d. Report of the NASSP Coordinator Jonathan Bauer  
Mr. Bauer reminded everyone that October is national principal's month. He encouraged everyone to go to [www.principalsmonth.org](http://www.principalsmonth.org) which has 3 different categories to celebrate principals and send e-cards. There is also a social media kit on the website which has ways to advocate and also ways to host one of your local politicians or legislators. Mr. Bauer also went over NASSP advocating for title two and three for funding and NAESP and NASSP will come together in March at the Capital for the school leaders advocacy conference. NASSP wants to advocate for school safety at the federal level and wants to be a part of that conversation. The executive director sits on the federal school safety external advisory board, which gives our principals a voice. Ben Feeney is also on the national board, which went to Washington DC for the safety summit. There is also the principals recovery network which includes principals that have experienced a school shooting, who also went to DC.

## 6. Regional Reports

- |  |                                   |
|--|-----------------------------------|
| a. East I (vacant/see written report)                  | Vacant / Joseph Hanni             |
| b. East II (see written report/see written report)     | Robert Palazzo / Peter Mayes      |
| c. East III (vacant/see written report)                | Vacant / Edward Roth              |
| d. Central I (see written report/no report submitted)  | Karen Krisch / Rebecca Stanfield  |
| e. Central II (see written report/see written report)  | Rick Esche / Mark Ziegler         |
| f. Central III (see written report/see written report) | Kristin Musselman / Donald Wagner |
| g. West I ((see written report/see written report))    | Veronica Will / Brian Fuller      |
| h. West II (see written report/see written report)     | Melanie Rosenberger/Douglass Rowe |
| i. West III (see written report/see written report)    | Colleen Hannagan / Jason Olexa    |
| j. Assistant Principal At Large (no report submitted)  | Monica Ouly-Uhl                   |
| k. Diversity At Large (see written report)             | Pierre LaRocco                    |

## 7. Committee Reports

- a. Alternative Funding Michael Snell  
Dr. Holubec stated that we are about 30% of our expected revenue from our alternative revenue (i.e., sponsors). We do have some new sponsors, which is great news. The association is working with our sponsors to better understand what they want to get out of this relationship and how do we work through that. The outcome may be changes to our sponsor benefits. In the future, Dr. Holubec will provide a report of all the sponsors so the board is aware. She asked if anyone comes across other organizations that might benefit from being a sponsor to please let her know. Dr. Eshbach added that we lost Lifetouch while they restructure, but we hope to have them back.

- b. Professional Development Beth Haldeman  
Dr. Haldeman stated we are currently running the Beekeeper, which is our first joint adventure with PASCD. Laurie Stollar provided facilitators to join us. But it is our brand. We have 122 participants, with almost 100 being PA principals. We are looking at running the Beekeeper again in the spring, as we did have a deadline and there were more people that wanted to take the course. If any board members would like to join in the calls to help, please let Dr. Haldeman know. We are getting a lot of calls from people needing to get their hours done. Trying to help where we can. We also have 36 approved courses running, so if you are asked, please direct people to the website. Dr. Haldeman also stated that we have had, between the RSSers, Dr. Eshbach and Dr. Snell, 18 on site visits for PIL courses since June 2024, in addition to 3 courses at Summit24. Dr. Eshbach thanked the RSSers for helping to facilitate the courses. He also let the board know that between 2022-2023 we had 6 contracts for PD, and in 2024 we had 26 contracts. Large increase.
- c. Legislative Eric Eshbach  
Dr. Eshbach let the board know that Kate Krueger left PASBO to work as the executive director of the PA House education committee, working with the democratic caucus. He is going to work with PASBO on getting the information for future updates. He went through a presentation on Act 93, showing that the Act 93 of 1984 is a one-sided model that is not binding, it has no teeth, and it only references compensation and ignores other rights. It's not required, it's not negotiable and it provides no connotation as to how people are to be evaluated or how disputes are to be resolved. Dr. Eshbach showed how it is being re-written and what has been added. It is also stated that school employers should be required to adopt a written agreement, which currently is not required. He also discussed the new components of the agreement as it stands right now.
- d. NAESP Federal Relations Representative Melanie Rosenberger  
Ms. Rosenberger stated that the senate passed legislation for the kids online safety and privacy act. The bill would raise the age of privacy protections from age 13 to 16. It would prohibit targeting online advertisements to children 17 and younger. It would create a duty of care for online platforms to proactively prohibit kids from watching content regarding violence and eating disorders. The house has a different version and are going back to see if they can get it with this congressional term. They aren't sure if this will happen. In this term they also discussed campaign for tobacco free kids, scholastics and a lot of free resources for our schools. If you received a survey regarding tobacco free kids, please complete it as the data is very useful. The next meeting is 11/18/24. The survey information will be shared at next board meeting.
- e. Summit24 Recap/Summit25 Prep Eric Eshbach  
Dr. Eshbach shared the final numbers for Summit24. We had 412 registrants, 322 attendees and an income of \$100,305. Pre-sessions had 96 attendees. We had \$25,500 in sponsorship income, compared to about \$40,000 when we had the vendor hall. We did go over in Marriott expenses, but had a profit of \$14,973. We received good feedback on tools for school and we got some good recommendations to improve this in the future. Dr. Eshbach broke down how much money we spend on food, AV and rooms at the hotel. For Summit25, which will be in State College and at the State College High School, the superintendent has approved having all activities at the school (including the Saturday and Sunday pre-session) except the Diamond Social, which

will still be held at the Nittany Lion hotel. Everything is within walking distance to downtown so we will encourage the vendors to host dinners and happy hours once again. Summit25 will be back in the East region.

- f. Advocacy/Legislative Update  
See 6b above for updates.

Eric Eshbach

- g. PIAA

Ed Roth

The last meeting was held on 10/9/24. 2 changes that are very positive were brought up at this meeting. First, girls flag football will officially be a PIAA sport and there will be national guidelines for that. There will also be para-swimming and there will be official para-swimming standards. Schools that participate will have many different classifications that swimmers can fall into. There is movement to define collectives in the PIAA by-laws and it will continue to grow. Mr. Roth stated that although his school doesn't have any paid athletes, it is coming, and they want to differentiate between collectives and booster groups. There's also talk about proposed legislation that is aimed at separating public and non-public championships, but because of the dynamics within the legislation, Mr. Roth does not think it will happen anytime soon. The committee is still working on the competition formula, as some verbiage needs to be changed to make the process easier. There's also the potential for legislation for high schools to go back to accepting cash at sports events, and this could happen as early as winter.

## 8. Executive Office Report

- a. Professional Development

Michael Snell

Dr. Snell didn't have anything to add, as most everything was covered in the previous days training. He did state that electronic copies of the data protocols and the behavior matrix handouts are on the Exchange if needed.

- b. Legal Update

Eric Eshbach

Dr. Eshbach reminded the board that if there is a legal situation that requires more money than what the person's insurance policy covers and we believe it could impact principals across the state, he can go to the Executive Committee and ask them to consider supporting the case above what we usually cover. We did this with a member last year, an administrator from the southeast whose job was eliminated and was not placed into another position in which he was properly certified. We fought that case and it went to settlement and we split that with the administrator.

- c. Regional Service Specialists Report

Michael Snell

Dr. Snell asked Ms. Zajak to present the report. She thanked the state directors for their help with the regional boards. The RSSers continue to meet at least once a month and they want more focus on how they can help the state directors and how to network more to help our membership. They have done a lot of traveling and have been helping with the power hours (which have been doubling in size) and other professional development. She asked if anyone hears of a topic that might work for a power hour session to please pass it along. There is a lot of interest. And they do try to bring in the paradigm and the collaborative when they are on the power hour calls.

d. Membership Update

Eric Eshbach

Dr. Eshbach asked Dr. Holubec to give the update. Just for context, 70% of our members are principals or assistant principals. We have increased our membership by about 200 people since July 24, 2024. With the start of induction, we could be seeing membership go up and a lot more revenue coming into the association. She then went over the numbers on the report. She also let the board know that there are two spots on our social media for principals month posts and to contact her or Sheri if they wanted to add a post. Dr. Eshbach finished by letting the board know that we are still running the interim administrators program. We employ these administrators and contract with the schools. We add an extra 20% to their pay for the association fee to cover our costs. Currently, we are not advertising this service.

9. President's Appointments

James Orichosky

- a. East III Elementary Appointment – Dr. Jonathan Ross
- b. East I Elementary Appointment - Vacant
- c. Director At Large Appointment – Vacant

10. Old Business  
None

James Orichosky

11. New Business

James Orichosky

- a. Resolution for the Establishment of Pennsylvania Treasury Department  
INVEST Program account

Mr. Orichosky requested a motion to approve the new investment program account. A motion was made by Joe Hanni and seconded by Melanie Rosenberger to approve. The motion carried unanimously.

12. Adjournment

James Orichosky

Mr. Orichosky requested a motion to end the meeting. A motion was made at 10:28 AM by Pierre LaRocco and was seconded by Rick Esche to adjourn the meeting. The motion carried unanimously.



## PA PRINCIPALS ASSOCIATION

**Balance Sheet**

As of December 31, 2024

|  | <u>Dec 31, 24</u>          |
|--|----------------------------|
| <b>ASSETS</b>                                |                            |
| <b>Current Assets</b>                        |                            |
| <b>Checking/Savings</b>                      |                            |
| 10100 · LINKBANK OPERATING CHECKING          | 73,773.87                  |
| 10200 · LINKBANK PAYROLL                     | 19,192.37                  |
| 10300 · LINKBANK SAVINGS                     |                            |
| LINKBANK ICS                                 | <u>478,078.94</u>          |
| <b>Total 10300 · LINKBANK SAVINGS</b>        | 478,078.94                 |
| 10400 · MID PENN BANK                        |                            |
| MID PENN CDARS                               | 528,505.57                 |
| MID PENN ICS SAVINGS                         | <u>226,578.25</u>          |
| <b>Total 10400 · MID PENN BANK</b>           | 755,083.82                 |
| 10600 · PAINVEST                             | 1,200,020.00               |
| 11000 · PETTY CASH                           | <u>1,310.88</u>            |
| <b>Total Checking/Savings</b>                | 2,527,459.88               |
| <b>Accounts Receivable</b>                   |                            |
| 12000 · ACCOUNTS RECEIVABLE                  | <u>79,561.29</u>           |
| <b>Total Accounts Receivable</b>             | <u>79,561.29</u>           |
| <b>Total Current Assets</b>                  | <u>2,607,021.17</u>        |
| <b>TOTAL ASSETS</b>                          | <u><u>2,607,021.17</u></u> |
| <b>LIABILITIES &amp; EQUITY</b>              |                            |
| <b>Liabilities</b>                           |                            |
| <b>Current Liabilities</b>                   |                            |
| <b>Other Current Liabilities</b>             |                            |
| 22000 · PAYROLL TAX LIABILITIES              |                            |
| FUTA LIAB                                    | 161.04                     |
| LOCAL EIT W/H                                | 4,820.52                   |
| LST W/H                                      | 306.00                     |
| PAUC-COMPANY LIAB                            | 806.65                     |
| PAUC-EMPLOYEE W/H                            | <u>256.53</u>              |
| <b>Total 22000 · PAYROLL TAX LIABILITIES</b> | 6,350.74                   |
| 25000 · NATIONAL DUES                        |                            |
| NAESP DUES                                   | 116,991.17                 |
| NASSP DUES                                   | <u>155,241.00</u>          |
| <b>Total 25000 · NATIONAL DUES</b>           | 272,232.17                 |
| <b>Total Other Current Liabilities</b>       | <u>278,582.91</u>          |
| <b>Total Current Liabilities</b>             | <u>278,582.91</u>          |
| <b>Total Liabilities</b>                     | 278,582.91                 |
| <b>Equity</b>                                | <u>2,328,438.26</u>        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>        | <u><u>2,607,021.17</u></u> |

## PA PRINCIPALS ASSOCIATION

## Profit &amp; Loss

July through December 2024

01/13/25

Accrual Basis

|  | Jul - Dec 24        |
|--|---------------------|
| <b>Income</b>                            |                     |
| 40000 · INTEREST INCOME                  | 29,520.96           |
| 40100 · MEMBERSHIP INCOME                | 720,711.43          |
| 40400 · EVENT INCOME                     |                     |
| SUMMIT REGISTRATION                      | 120,416.25          |
| 40400 · EVENT INCOME - Other             | 450.00              |
| <b>Total 40400 · EVENT INCOME</b>        | <b>120,866.25</b>   |
| 40600 · ALTERNATIVE FUNDING INCOME       | 41,600.00           |
| 40700 · REBATE INCOME                    | 34,552.65           |
| 41200 · PUBLICATIONS INCOME              | 1,050.00            |
| 41400 · INTERIM PRINCIPALS INCOME        | 141,066.29          |
| 41500 · PROF DEVELOP INCOME              |                     |
| MICROCREDENTIALS                         | 1,659.50            |
| OTHER PROF DEVELOP                       | 63,084.00           |
| 41500 · PROF DEVELOP INCOME - Other      | 37,551.00           |
| <b>Total 41500 · PROF DEVELOP INCOME</b> | <b>102,294.50</b>   |
| 48900 · MISCELLANEOUS INCOME             | 23,175.00           |
| <b>Total Income</b>                      | <b>1,214,837.08</b> |
| <b>Gross Profit</b>                      | <b>1,214,837.08</b> |
| <b>Expense</b>                           |                     |
| 60000 · SALARY & WAGES                   |                     |
| EMPLOYEES                                | 217,939.82          |
| EXECUTIVE DIRECTORS                      | 143,420.55          |
| INTERIM PRINCIPAL                        | 127,880.24          |
| REGIONAL SPECIALIST                      | 100,691.88          |
| <b>Total 60000 · SALARY &amp; WAGES</b>  | <b>589,932.49</b>   |
| 60100 · FRINGE BENEFITS                  |                     |
| 401K MATCHING                            | 9,770.89            |
| 401K SAFE HARBOR 3%                      | 7,461.22            |
| FSA ER CONTRIBUTION EXP                  | 999.84              |
| FSA ER MATCH EXP                         | 1,875.12            |
| FSA EXPENSE                              | 7,192.58            |
| HEALTH INSURANCE EXP                     | 29,797.54           |
| LIFE/DISABILITY INSURANCE                | 807.00              |
| <b>Total 60100 · FRINGE BENEFITS</b>     | <b>57,904.19</b>    |
| 60300 · OCCUPANCY EXP                    |                     |
| RE TAXES                                 | 5,795.52            |
| RENT EXPENSE (TO PELF)                   | 12,000.00           |
| UTILITIES                                | 2,458.93            |
| <b>Total 60300 · OCCUPANCY EXP</b>       | <b>20,254.45</b>    |
| 60700 · LOBBYING EXPENSE                 | 37,080.00           |
| 60800 · LEGISLATIVE SERVICES             | 11,906.25           |
| 60900 · ATTORNEYS FEES                   | 17,902.30           |
| 61200 · BUILD. REPAIR/MAINT.             | 6,141.84            |
| 61400 · BOARD EXPENSES                   |                     |
| BOARD MEETING EXP                        | 25,380.94           |
| CONVENTION/CONF EXP                      | 3,038.43            |
| MEAL EXP                                 | 5,143.94            |
| MISCELLANEOUS EXP                        | 2,231.35            |
| TRAVEL EXP                               | 15,946.07           |
| <b>Total 61400 · BOARD EXPENSES</b>      | <b>51,740.73</b>    |

**PA PRINCIPALS ASSOCIATION**  
**Profit & Loss**  
 July through December 2024

|  | Jul - Dec 24 |
|--|--------------|
| 64000 · PROFESSIONAL FEES                  |              |
| ACCOUNTING FEES                            | 3,991.00     |
| AUDITING FEE                               | 5,280.00     |
| PENSION PLAN SERVICING FEE                 | 835.00       |
|  | 10,106.00    |
| Total 64000 · PROFESSIONAL FEES            | 10,106.00    |
| 64500 · INSURANCE EXP                      | 9,124.00     |
| 65000 · PHOTOCOPIER EXP                    | 3,370.65     |
| 65500 · EQUIP MAINT/RENTAL                 | 1,026.06     |
| 65600 · INFORMATION TECH EXP               |              |
| HARDWARE/SUPPORT SERVICES                  | 7,353.14     |
| SOFTWARE/ONLINE SUBSCRIPTIONS              | 6,425.62     |
| 65600 · INFORMATION TECH EXP - Other       | 555.00       |
|  | 14,333.76    |
| Total 65600 · INFORMATION TECH EXP         | 14,333.76    |
| 65800 · DUES & SUBSCRIPTIONS               | 6,327.34     |
| 66000 · TELEPHONE/INTERNET EXP             | 7,623.10     |
| 66100 · REGIONAL MTG EXP (BY PAESSP)       | 933.20       |
| 66200 · EVENT EXP (HELD BY PAESSP)         |              |
| SUMMIT EXP                                 | 130,121.95   |
| 66200 · EVENT EXP (HELD BY PAESSP) - Other | 321.50       |
|  | 130,443.45   |
| Total 66200 · EVENT EXP (HELD BY PAESSP)   | 130,443.45   |
| 66300 · CONVENTION/CONF EXP (OUTSIDE)      | 17,095.99    |
| 66400 · MEAL EXP                           | 2,218.59     |
| 66500 · TRAVEL EXP                         | 27,204.94    |
| 66700 · PROF DEVELOP EXP                   | 71,918.22    |
| 68000 · PRINTING EXP                       | 35,658.49    |
| 68400 · ADMINISTRATOR MAGAZINE EXP         |              |
| PRINTING                                   | 8,102.00     |
| PROOFREADING                               | 607.50       |
| 68400 · ADMINISTRATOR MAGAZINE EXP - Other | 7,990.00     |
|  | 16,699.50    |
| Total 68400 · ADMINISTRATOR MAGAZINE EXP   | 16,699.50    |
| 68500 · POSTAGE EXP                        | 3,448.29     |
| 68700 · OFFICE SUPPLIES                    | 9,079.30     |
| 68800 · BANK FEE                           | 39.00        |
| 68900 · MISCELLANEOUS EXP                  | 140.34       |
| 69000 · CREDIT CARD PROCESSING FEE         | 5,108.11     |
| 69100 · PAYROLL TAX EXP                    |              |
| FICA MED-COMPANY                           | 8,623.88     |
| FICA SS-COMPANY                            | 36,874.51    |
| FUTA EXP                                   | 318.72       |
| PAUC-COMPANY                               | 1,488.86     |
|  | 47,305.97    |
| Total 69100 · PAYROLL TAX EXP              | 47,305.97    |
| Total Expense                              | 1,212,066.55 |
| Net Income                                 | 2,770.53     |

3:20 PM

01/13/25

Accrual Basis

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

|  | Jul - Dec 24        | Budget              | \$ Over Budget       | % of Budget   |
|--|---------------------|---------------------|----------------------|---------------|
| <b>Income</b>                            |                     |                     |                      |               |
| 40000 · INTEREST INCOME                  | 29,520.96           | 57,500.00           | -27,979.04           | 51.3%         |
| 40100 · MEMBERSHIP INCOME                | 720,711.43          | 1,145,000.00        | -424,288.57          | 62.9%         |
| 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              |                     |                      |               |
|  | <u>120,866.25</u>   | <u>103,000.00</u>   | <u>-102,550.00</u>   | <u>0.4%</u>   |
| <b>Total 40400 · EVENT INCOME</b>        | <b>120,866.25</b>   | <b>103,000.00</b>   | <b>17,866.25</b>     | <b>117.3%</b> |
| 40500 · GRANT INCOME                     | 0.00                | 200,000.00          | -200,000.00          | 0.0%          |
| 40600 · ALTERNATIVE FUNDING INCOME       | 41,600.00           | 110,000.00          | -68,400.00           | 37.8%         |
| 40700 · REBATE INCOME                    | 34,552.65           | 70,000.00           | -35,447.35           | 49.4%         |
| 41200 · PUBLICATIONS INCOME              | 1,050.00            | 2,500.00            | -1,450.00            | 42.0%         |
| 41300 · MENTORING SERVICES INCOME        | 0.00                | 13,500.00           | -13,500.00           | 0.0%          |
| 41400 · INTERIM PRINCIPALS INCOME        | 141,066.29          | 150,000.00          | -8,933.71            | 94.0%         |
| 41500 · PROF DEVELOP INCOME              |                     |                     |                      |               |
| MICROCREDENTIALS                         | 1,659.50            |                     |                      |               |
| OTHER PROF DEVELOP                       | 63,084.00           |                     |                      |               |
| 41500 · PROF DEVELOP INCOME - Other      | 37,551.00           |                     |                      |               |
|  | <u>102,294.50</u>   | <u>144,000.00</u>   | <u>-41,705.50</u>    | <u>71.0%</u>  |
| <b>Total 41500 · PROF DEVELOP INCOME</b> | <b>102,294.50</b>   | <b>144,000.00</b>   | <b>-41,705.50</b>    | <b>71.0%</b>  |
| 48900 · MISCELLANEOUS INCOME             | 23,175.00           | 1,000.00            | 22,175.00            | 2,317.5%      |
| <b>Total Income</b>                      | <b>1,214,837.08</b> | <b>2,000,000.00</b> | <b>-785,162.92</b>   | <b>60.7%</b>  |
| <b>Gross Profit</b>                      | <b>1,214,837.08</b> | <b>2,000,000.00</b> | <b>-785,162.92</b>   | <b>60.7%</b>  |
| <b>Expense</b>                           |                     |                     |                      |               |
| 60000 · SALARY & WAGES                   |                     |                     |                      |               |
| EMPLOYEES                                | 217,939.82          |                     |                      |               |
| EXECUTIVE DIRECTORS                      | 143,420.55          |                     |                      |               |
| INTERIM PRINCIPAL                        | 127,880.24          |                     |                      |               |
| REGIONAL SPECIALIST                      | 100,691.88          |                     |                      |               |
| 60000 · SALARY & WAGES - Other           | 0.00                |                     |                      |               |
|  | <u>589,932.49</u>   | <u>1,060,000.00</u> | <u>-1,060,000.00</u> | <u>0.0%</u>   |
| <b>Total 60000 · SALARY &amp; WAGES</b>  | <b>589,932.49</b>   | <b>1,060,000.00</b> | <b>-470,067.51</b>   | <b>55.7%</b>  |
| 60100 · FRINGE BENEFITS                  |                     |                     |                      |               |
| 401K MATCHING                            | 9,770.89            |                     |                      |               |
| 401K SAFE HARBOR 3%                      | 7,461.22            |                     |                      |               |
| FSA ER CONTRIBUTION EXP                  | 999.84              |                     |                      |               |
| FSA ER MATCH EXP                         | 1,875.12            |                     |                      |               |
| FSA EXPENSE                              | 7,192.58            |                     |                      |               |
| HEALTH INSURANCE EXP                     | 29,797.54           |                     |                      |               |

3:20 PM

01/13/25

Accrual Basis

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

|   | Jul - Dec 24     | Budget            | \$ Over Budget    | % of Budget   |
|---|------------------|-------------------|-------------------|---------------|
| LIFE/DISABILITY INSURANCE                 | 807.00           |                   |                   |               |
| 60100 · FRINGE BENEFITS - Other           | 0.00             | 130,000.00        | -130,000.00       | 0.0%          |
| <b>Total 60100 · FRINGE BENEFITS</b>      | <b>57,904.19</b> | <b>130,000.00</b> | <b>-72,095.81</b> | <b>44.5%</b>  |
| 60300 · OCCUPANCY EXP                     |                  |                   |                   |               |
| RE TAXES                                  | 5,795.52         |                   |                   |               |
| RENT EXPENSE (TO PELF)                    | 12,000.00        |                   |                   |               |
| UTILITIES                                 | 2,458.93         |                   |                   |               |
| 60300 · OCCUPANCY EXP - Other             | 0.00             | 42,500.00         | -42,500.00        | 0.0%          |
| <b>Total 60300 · OCCUPANCY EXP</b>        | <b>20,254.45</b> | <b>42,500.00</b>  | <b>-22,245.55</b> | <b>47.7%</b>  |
| 60700 · LOBBYING EXPENSE                  | 37,080.00        | 50,000.00         | -12,920.00        | 74.2%         |
| 60800 · LEGISLATIVE SERVICES              | 11,906.25        | 20,000.00         | -8,093.75         | 59.5%         |
| 60900 · ATTORNEYS FEES                    | 17,902.30        | 40,000.00         | -22,097.70        | 44.8%         |
| 61200 · BUILD. REPAIR/MAINT.              | 6,141.84         | 10,000.00         | -3,858.16         | 61.4%         |
| 61400 · BOARD EXPENSES                    |                  |                   |                   |               |
| BOARD MEETING EXP                         | 25,380.94        | 50,000.00         | -24,619.06        | 50.8%         |
| CONVENTION/CONF EXP                       | 3,038.43         | 7,500.00          | -4,461.57         | 40.5%         |
| MEAL EXP                                  | 5,143.94         | 10,000.00         | -4,856.06         | 51.4%         |
| MISCELLANEOUS EXP                         | 2,231.35         | 4,500.00          | -2,268.65         | 49.6%         |
| TRAVEL EXP                                | 15,946.07        | 47,500.00         | -31,553.93        | 33.6%         |
| <b>Total 61400 · BOARD EXPENSES</b>       | <b>51,740.73</b> | <b>119,500.00</b> | <b>-67,759.27</b> | <b>43.3%</b>  |
| 62500 · DONATION EXP                      | 0.00             | 500.00            | -500.00           | 0.0%          |
| 64000 · PROFESSIONAL FEES                 |                  |                   |                   |               |
| ACCOUNTING FEES                           | 3,991.00         |                   |                   |               |
| AUDITING FEE                              | 5,280.00         | 8,000.00          | -2,720.00         | 66.0%         |
| PENSION PLAN SERVICING FEE                | 835.00           | 2,000.00          | -1,165.00         | 41.8%         |
| <b>Total 64000 · PROFESSIONAL FEES</b>    | <b>10,106.00</b> | <b>10,000.00</b>  | <b>106.00</b>     | <b>101.1%</b> |
| 64500 · INSURANCE EXP                     | 9,124.00         | 15,000.00         | -5,876.00         | 60.8%         |
| 65000 · PHOTOCOPIER EXP                   | 3,370.65         | 8,400.00          | -5,029.35         | 40.1%         |
| 65500 · EQUIP MAINT/RENTAL                | 1,026.06         | 2,500.00          | -1,473.94         | 41.0%         |
| 65600 · INFORMATION TECH EXP              |                  |                   |                   |               |
| HARDWARE/SUPPORT SERVICES                 | 7,353.14         | 20,000.00         | -12,646.86        | 36.8%         |
| SOFTWARE/ONLINE SUBSCRIPTIONS             | 6,425.62         | 21,500.00         | -15,074.38        | 29.9%         |
| 65600 · INFORMATION TECH EXP - Other      | 555.00           |                   |                   |               |
| <b>Total 65600 · INFORMATION TECH EXP</b> | <b>14,333.76</b> | <b>41,500.00</b>  | <b>-27,166.24</b> | <b>34.5%</b>  |
| 65800 · DUES & SUBSCRIPTIONS              | 6,327.34         | 15,000.00         | -8,672.66         | 42.2%         |
| 66000 · TELEPHONE/INTERNET EXP            | 7,623.10         | 16,000.00         | -8,376.90         | 47.6%         |
| 66100 · REGIONAL MTG EXP (BY PAESSP)      | 933.20           | 10,000.00         | -9,066.80         | 9.3%          |

3:20 PM  
 01/13/25  
 Accrual Basis

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

|   | Jul - Dec 24        | Budget              | \$ Over Budget     | % of Budget   |
|---|---------------------|---------------------|--------------------|---------------|
| 66200 · EVENT EXP (HELD BY PAESSP)              |                     |                     |                    |               |
| SUMMIT EXP                                      | 130,121.95          |                     |                    |               |
| 66200 · EVENT EXP (HELD BY PAESSP) - Other      | 321.50              | 103,000.00          | -102,678.50        | 0.3%          |
| <b>Total 66200 · EVENT EXP (HELD BY PAESSP)</b> | <b>130,443.45</b>   | <b>103,000.00</b>   | <b>27,443.45</b>   | <b>126.6%</b> |
| 66300 · CONVENTION/CONF EXP (OUTSIDE)           | 17,095.99           | 25,000.00           | -7,904.01          | 68.4%         |
| 66400 · MEAL EXP                                | 2,218.59            | 5,500.00            | -3,281.41          | 40.3%         |
| 66500 · TRAVEL EXP                              | 27,204.94           | 30,000.00           | -2,795.06          | 90.7%         |
| 66700 · PROF DEVELOP EXP                        | 71,918.22           | 45,000.00           | 26,918.22          | 159.8%        |
| 68000 · PRINTING EXP                            | 35,658.49           | 6,000.00            | 29,658.49          | 594.3%        |
| 68400 · ADMINISTRATOR MAGAZINE EXP              |                     |                     |                    |               |
| PRINTING  | 8,102.00            |                     |                    |               |
| PROOFREADING                                    | 607.50              |                     |                    |               |
| 68400 · ADMINISTRATOR MAGAZINE EXP - Other      | 7,990.00            | 34,000.00           | -26,010.00         | 23.5%         |
| <b>Total 68400 · ADMINISTRATOR MAGAZINE EXP</b> | <b>16,699.50</b>    | <b>34,000.00</b>    | <b>-17,300.50</b>  | <b>49.1%</b>  |
| 68500 · POSTAGE EXP                             | 3,448.29            | 3,000.00            | 448.29             | 114.9%        |
| 68700 · OFFICE SUPPLIES                         | 9,079.30            | 15,000.00           | -5,920.70          | 60.5%         |
| 68800 · BANK FEE                                | 39.00               | 500.00              | -461.00            | 7.8%          |
| 68900 · MISCELLANEOUS EXP                       | 140.34              | 4,100.00            | -3,959.66          | 3.4%          |
| 69000 · CREDIT CARD PROCESSING FEE              | 5,108.11            | 5,000.00            | 108.11             | 102.2%        |
| 69100 · PAYROLL TAX EXP                         |                     |                     |                    |               |
| FICA MED-COMPANY                                | 8,623.88            |                     |                    |               |
| FICA SS-COMPANY                                 | 36,874.51           |                     |                    |               |
| FUTA EXP  | 318.72              |                     |                    |               |
| PAUC-COMPANY                                    | 1,488.86            |                     |                    |               |
| 69100 · PAYROLL TAX EXP - Other                 | 0.00                | 84,500.00           | -84,500.00         | 0.0%          |
| <b>Total 69100 · PAYROLL TAX EXP</b>            | <b>47,305.97</b>    | <b>84,500.00</b>    | <b>-37,194.03</b>  | <b>56.0%</b>  |
| 69400 · ALTERNATIVE FUNDING EXP                 | 0.00                | 2,500.00            | -2,500.00          | 0.0%          |
| <b>Total Expense</b>                            | <b>1,212,066.55</b> | <b>1,954,000.00</b> | <b>-741,933.45</b> | <b>62.0%</b>  |
| <b>Net Income</b>                               | <b>2,770.53</b>     | <b>46,000.00</b>    | <b>-43,229.47</b>  | <b>6.0%</b>   |

3:21 PM

01/13/25

Accrual Basis

**PA PRINCIPALS ASSOCIATION**  
**Profit & Loss Prev Year Comparison**  
**July through December 2024**

|  | Jul - Dec 24        | Jul - Dec 23        |
|--|---------------------|---------------------|
| <b>Income</b>                            |                     |                     |
| 40000 · INTEREST INCOME                  | 29,520.96           | 34,225.02           |
| 40100 · MEMBERSHIP INCOME                | 720,711.43          | 706,622.00          |
| 40400 · EVENT INCOME                     |                     |                     |
| SUMMIT REGISTRATION                      | 120,416.25          | 77,265.85           |
| SUMMIT SPONSORS                          | 0.00                | 2,750.00            |
| 40400 · EVENT INCOME - Other             | 450.00              | 0.00                |
| <b>Total 40400 · EVENT INCOME</b>        | <b>120,866.25</b>   | <b>80,015.85</b>    |
| 40500 · GRANT INCOME                     | 0.00                | 15,000.00           |
| 40600 · ALTERNATIVE FUNDING INCOME       | 41,600.00           | 82,604.17           |
| 40700 · REBATE INCOME                    | 34,552.65           | 67,119.82           |
| 41200 · PUBLICATIONS INCOME              | 1,050.00            | 0.00                |
| 41400 · INTERIM PRINCIPALS INCOME        | 141,066.29          | 94,772.19           |
| 41500 · PROF DEVELOP INCOME              |                     |                     |
| MICROCREDENTIALS                         | 1,659.50            | 2,570.00            |
| OTHER PROF DEVELOP                       | 63,084.00           | 45,460.00           |
| 41500 · PROF DEVELOP INCOME - Other      | 37,551.00           | 0.00                |
| <b>Total 41500 · PROF DEVELOP INCOME</b> | <b>102,294.50</b>   | <b>48,030.00</b>    |
| 48900 · MISCELLANEOUS INCOME             | 23,175.00           | 2,100.00            |
| <b>Total Income</b>                      | <b>1,214,837.08</b> | <b>1,130,489.05</b> |
| <b>Gross Profit</b>                      | <b>1,214,837.08</b> | <b>1,130,489.05</b> |
| <b>Expense</b>                           |                     |                     |
| 60000 · SALARY & WAGES                   |                     |                     |
| EMPLOYEES                                | 217,939.82          | 123,988.36          |
| EXECUTIVE DIRECTORS                      | 143,420.55          | 132,523.06          |
| INTERIM PRINCIPAL                        | 127,880.24          | 86,961.92           |
| REGIONAL SPECIALIST                      | 100,691.88          | 69,645.00           |
| <b>Total 60000 · SALARY &amp; WAGES</b>  | <b>589,932.49</b>   | <b>413,118.34</b>   |
| 60100 · FRINGE BENEFITS                  |                     |                     |
| 401K MATCHING                            | 9,770.89            | 9,093.71            |
| 401K SAFE HARBOR 3%                      | 7,461.22            | 6,820.28            |
| FSA ER CONTRIBUTION EXP                  | 999.84              | 1,499.76            |
| FSA ER MATCH EXP                         | 1,875.12            | 2,000.04            |
| FSA EXPENSE                              | 7,192.58            | 6,000.54            |
| HEALTH INSURANCE EXP                     | 29,797.54           | 26,118.66           |
| LIFE/DISABILITY INSURANCE                | 807.00              | 1,116.72            |
| 60100 · FRINGE BENEFITS - Other          | 0.00                | -692.31             |
| <b>Total 60100 · FRINGE BENEFITS</b>     | <b>57,904.19</b>    | <b>51,957.40</b>    |
| 60300 · OCCUPANCY EXP                    |                     |                     |
| RE TAXES                                 | 5,795.52            | 5,586.08            |
| RENT EXPENSE (TO PELF)                   | 12,000.00           | 13,000.00           |
| UTILITIES                                | 2,458.93            | 3,375.95            |
| <b>Total 60300 · OCCUPANCY EXP</b>       | <b>20,254.45</b>    | <b>21,962.03</b>    |
| 60700 · LOBBYING EXPENSE                 | 37,080.00           | 37,273.55           |
| 60800 · LEGISLATIVE SERVICES             | 11,906.25           | 5,431.25            |
| 60900 · ATTORNEYS FEES                   | 17,902.30           | 12,155.00           |
| 61200 · BUILD. REPAIR/MAINT.             | 6,141.84            | 3,397.32            |
| 61400 · BOARD EXPENSES                   |                     |                     |
| BOARD MEETING EXP                        | 25,380.94           | 43,208.54           |
| CONVENTION/CONF EXP                      | 3,038.43            | 5,106.00            |
| MEAL EXP                                 | 5,143.94            | 3,232.02            |
| MISCELLANEOUS EXP                        | 2,231.35            | 711.56              |
| TRAVEL EXP                               | 15,946.07           | 23,130.01           |
| <b>Total 61400 · BOARD EXPENSES</b>      | <b>51,740.73</b>    | <b>75,388.13</b>    |
| 62500 · DONATION EXP                     | 0.00                | 212.00              |

3:21 PM

01/13/25

Accrual Basis

**PA PRINCIPALS ASSOCIATION**  
**Profit & Loss Prev Year Comparison**  
**July through December 2024**

|   | <u>Jul - Dec 24</u> | <u>Jul - Dec 23</u> |
|---|---------------------|---------------------|
| <b>64000 · PROFESSIONAL FEES</b>                |                     |                     |
| ACCOUNTING FEES                                 | 3,991.00            | 23,366.00           |
| AUDITING FEE                                    | 5,280.00            | 5,020.00            |
| PENSION PLAN SERVICING FEE                      | 835.00              | 1,095.00            |
| <b>Total 64000 · PROFESSIONAL FEES</b>          | <b>10,106.00</b>    | <b>29,481.00</b>    |
| <b>64500 · INSURANCE EXP</b>                    | 9,124.00            | 11,579.00           |
| <b>65000 · PHOTOCOPIER EXP</b>                  | 3,370.65            | 3,845.40            |
| <b>65500 · EQUIP MAINT/RENTAL</b>               | 1,026.06            | 1,026.06            |
| <b>65600 · INFORMATION TECH EXP</b>             |                     |                     |
| HARDWARE/SUPPORT SERVICES                       | 7,353.14            | 4,538.14            |
| SOFTWARE/ONLINE SUBSCRIPTIONS                   | 6,425.62            | 3,279.46            |
| 65600 · INFORMATION TECH EXP - Other            | 555.00              | 0.00                |
| <b>Total 65600 · INFORMATION TECH EXP</b>       | <b>14,333.76</b>    | <b>7,817.60</b>     |
| <b>65800 · DUES &amp; SUBSCRIPTIONS</b>         | 6,327.34            | 4,433.23            |
| <b>66000 · TELEPHONE/INTERNET EXP</b>           | 7,623.10            | 7,015.25            |
| <b>66100 · REGIONAL MTG EXP (BY PAESSP)</b>     | 933.20              | 0.00                |
| <b>66200 · EVENT EXP (HELD BY PAESSP)</b>       |                     |                     |
| SUMMIT EXP                                      | 130,121.95          | 137,342.63          |
| 66200 · EVENT EXP (HELD BY PAESSP) - Other      | 321.50              | 0.00                |
| <b>Total 66200 · EVENT EXP (HELD BY PAESSP)</b> | <b>130,443.45</b>   | <b>137,342.63</b>   |
| <b>66300 · CONVENTION/CONF EXP (OUTSIDE)</b>    | 17,095.99           | 17,838.97           |
| <b>66400 · MEAL EXP</b>                         | 2,218.59            | 2,868.90            |
| <b>66500 · TRAVEL EXP</b>                       | 27,204.94           | 16,768.78           |
| <b>66700 · PROF DEVELOP EXP</b>                 | 71,918.22           | 18,692.40           |
| <b>68000 · PRINTING EXP</b>                     | 35,658.49           | 275.00              |
| <b>68400 · ADMINISTRATOR MAGAZINE EXP</b>       |                     |                     |
| POSTAGE   | 0.00                | 2,950.38            |
| PRINTING  | 8,102.00            | 8,197.00            |
| PROOFREADING                                    | 607.50              | 0.00                |
| 68400 · ADMINISTRATOR MAGAZINE EXP - Other      | 7,990.00            | 0.00                |
| <b>Total 68400 · ADMINISTRATOR MAGAZINE EXP</b> | <b>16,699.50</b>    | <b>11,147.38</b>    |
| <b>68500 · POSTAGE EXP</b>                      | 3,448.29            | 2,034.14            |
| <b>68700 · OFFICE SUPPLIES</b>                  | 9,079.30            | 6,283.60            |
| <b>68800 · BANK FEE</b>                         | 39.00               | 84.79               |
| <b>68900 · MISCELLANEOUS EXP</b>                | 140.34              | 1,244.60            |
| <b>69000 · CREDIT CARD PROCESSING FEE</b>       | 5,108.11            | 2,347.49            |
| <b>69100 · PAYROLL TAX EXP</b>                  |                     |                     |
| FICA MED-COMPANY                                | 8,623.88            | 6,208.97            |
| FICA SS-COMPANY                                 | 36,874.51           | 26,459.85           |
| FUTA EXP  | 318.72              | 212.74              |
| PAUC-COMPANY                                    | 1,488.86            | 1,002.46            |
| 69100 · PAYROLL TAX EXP - Other                 | 0.00                | -918.15             |
| <b>Total 69100 · PAYROLL TAX EXP</b>            | <b>47,305.97</b>    | <b>32,965.87</b>    |
| <b>Total Expense</b>                            | <b>1,212,066.55</b> | <b>935,987.11</b>   |
| <b>Net Income</b>                               | <b>2,770.53</b>     | <b>194,501.94</b>   |

3:21 PM

01/13/25

Accrual Basis

**PA PRINCIPALS ASSOCIATION**  
**Profit & Loss Prev Year Comparison**  
**July through December 2024**

|  | <u>\$ Change</u>  | <u>% Change</u> |
|--|-------------------|-----------------|
| <b>Income</b>                            |                   |                 |
| 40000 · INTEREST INCOME                  | -4,704.06         | -13.7%          |
| 40100 · MEMBERSHIP INCOME                | 14,089.43         | 2.0%            |
| 40400 · EVENT INCOME                     |                   |                 |
| SUMMIT REGISTRATION                      | 43,150.40         | 55.9%           |
| SUMMIT SPONSORS                          | -2,750.00         | -100.0%         |
| 40400 · EVENT INCOME - Other             | 450.00            | 100.0%          |
| <b>Total 40400 · EVENT INCOME</b>        | <b>40,850.40</b>  | <b>51.1%</b>    |
| 40500 · GRANT INCOME                     | -15,000.00        | -100.0%         |
| 40600 · ALTERNATIVE FUNDING INCOME       | -41,004.17        | -49.6%          |
| 40700 · REBATE INCOME                    | -32,567.17        | -48.5%          |
| 41200 · PUBLICATIONS INCOME              | 1,050.00          | 100.0%          |
| 41400 · INTERIM PRINCIPALS INCOME        | 46,294.10         | 48.9%           |
| 41500 · PROF DEVELOP INCOME              |                   |                 |
| MICROCREDENTIALS                         | -910.50           | -35.4%          |
| OTHER PROF DEVELOP                       | 17,624.00         | 38.8%           |
| 41500 · PROF DEVELOP INCOME - Other      | 37,551.00         | 100.0%          |
| <b>Total 41500 · PROF DEVELOP INCOME</b> | <b>54,264.50</b>  | <b>113.0%</b>   |
| 48900 · MISCELLANEOUS INCOME             | 21,075.00         | 1,003.6%        |
| <b>Total Income</b>                      | <b>84,348.03</b>  | <b>7.5%</b>     |
| <b>Gross Profit</b>                      | <b>84,348.03</b>  | <b>7.5%</b>     |
| <b>Expense</b>                           |                   |                 |
| 60000 · SALARY & WAGES                   |                   |                 |
| EMPLOYEES                                | 93,951.46         | 75.8%           |
| EXECUTIVE DIRECTORS                      | 10,897.49         | 8.2%            |
| INTERIM PRINCIPAL                        | 40,918.32         | 47.1%           |
| REGIONAL SPECIALIST                      | 31,046.88         | 44.6%           |
| <b>Total 60000 · SALARY &amp; WAGES</b>  | <b>176,814.15</b> | <b>42.8%</b>    |
| 60100 · FRINGE BENEFITS                  |                   |                 |
| 401K MATCHING                            | 677.18            | 7.5%            |
| 401K SAFE HARBOR 3%                      | 640.94            | 9.4%            |
| FSA ER CONTRIBUTION EXP                  | -499.92           | -33.3%          |
| FSA ER MATCH EXP                         | -124.92           | -6.3%           |
| FSA EXPENSE                              | 1,192.04          | 19.9%           |
| HEALTH INSURANCE EXP                     | 3,678.88          | 14.1%           |
| LIFE/DISABILITY INSURANCE                | -309.72           | -27.7%          |
| 60100 · FRINGE BENEFITS - Other          | 692.31            | 100.0%          |
| <b>Total 60100 · FRINGE BENEFITS</b>     | <b>5,946.79</b>   | <b>11.5%</b>    |
| 60300 · OCCUPANCY EXP                    |                   |                 |
| RE TAXES                                 | 209.44            | 3.8%            |
| RENT EXPENSE (TO PELF)                   | -1,000.00         | -7.7%           |
| UTILITIES                                | -917.02           | -27.2%          |
| <b>Total 60300 · OCCUPANCY EXP</b>       | <b>-1,707.58</b>  | <b>-7.8%</b>    |
| 60700 · LOBBYING EXPENSE                 | -193.55           | -0.5%           |
| 60800 · LEGISLATIVE SERVICES             | 6,475.00          | 119.2%          |
| 60900 · ATTORNEYS FEES                   | 5,747.30          | 47.3%           |
| 61200 · BUILD. REPAIR/MAINT.             | 2,744.52          | 80.8%           |
| 61400 · BOARD EXPENSES                   |                   |                 |
| BOARD MEETING EXP                        | -17,827.60        | -41.3%          |
| CONVENTION/CONF EXP                      | -2,067.57         | -40.5%          |
| MEAL EXP                                 | 1,911.92          | 59.2%           |
| MISCELLANEOUS EXP                        | 1,519.79          | 213.6%          |
| TRAVEL EXP                               | -7,183.94         | -31.1%          |
| <b>Total 61400 · BOARD EXPENSES</b>      | <b>-23,647.40</b> | <b>-31.4%</b>   |
| 62500 · DONATION EXP                     | -212.00           | -100.0%         |

**PA PRINCIPALS ASSOCIATION**  
**Profit & Loss Prev Year Comparison**  
July through December 2024

|   | <u>\$ Change</u>   | <u>% Change</u> |
|---|--------------------|-----------------|
| 64000 · PROFESSIONAL FEES                       |                    |                 |
| ACCOUNTING FEES                                 | -19,375.00         | -82.9%          |
| AUDITING FEE                                    | 260.00             | 5.2%            |
| PENSION PLAN SERVICING FEE                      | -260.00            | -23.7%          |
| <b>Total 64000 · PROFESSIONAL FEES</b>          | <b>-19,375.00</b>  | <b>-65.7%</b>   |
| 64500 · INSURANCE EXP                           | -2,455.00          | -21.2%          |
| 65000 · PHOTOCOPIER EXP                         | -474.75            | -12.4%          |
| 65500 · EQUIP MAINT/RENTAL                      | 0.00               | 0.0%            |
| 65600 · INFORMATION TECH EXP                    |                    |                 |
| HARDWARE/SUPPORT SERVICES                       | 2,815.00           | 62.0%           |
| SOFTWARE/ONLINE SUBSCRIPTIONS                   | 3,146.16           | 95.9%           |
| 65600 · INFORMATION TECH EXP - Other            | 555.00             | 100.0%          |
| <b>Total 65600 · INFORMATION TECH EXP</b>       | <b>6,516.16</b>    | <b>83.4%</b>    |
| 65800 · DUES & SUBSCRIPTIONS                    | 1,894.11           | 42.7%           |
| 66000 · TELEPHONE/INTERNET EXP                  | 607.85             | 8.7%            |
| 66100 · REGIONAL MTG EXP (BY PAESSP)            | 933.20             | 100.0%          |
| 66200 · EVENT EXP (HELD BY PAESSP)              |                    |                 |
| SUMMIT EXP                                      | -7,220.68          | -5.3%           |
| 66200 · EVENT EXP (HELD BY PAESSP) - Other      | 321.50             | 100.0%          |
| <b>Total 66200 · EVENT EXP (HELD BY PAESSP)</b> | <b>-6,899.18</b>   | <b>-5.0%</b>    |
| 66300 · CONVENTION/CONF EXP (OUTSIDE)           | -742.98            | -4.2%           |
| 66400 · MEAL EXP                                | -650.31            | -22.7%          |
| 66500 · TRAVEL EXP                              | 10,436.16          | 62.2%           |
| 66700 · PROF DEVELOP EXP                        | 53,225.82          | 284.8%          |
| 68000 · PRINTING EXP                            | 35,383.49          | 12,866.7%       |
| 68400 · ADMINISTRATOR MAGAZINE EXP              |                    |                 |
| POSTAGE   | -2,950.38          | -100.0%         |
| PRINTING  | -95.00             | -1.2%           |
| PROOFREADING                                    | 607.50             | 100.0%          |
| 68400 · ADMINISTRATOR MAGAZINE EXP - Other      | 7,990.00           | 100.0%          |
| <b>Total 68400 · ADMINISTRATOR MAGAZINE EXP</b> | <b>5,552.12</b>    | <b>49.8%</b>    |
| 68500 · POSTAGE EXP                             | 1,414.15           | 69.5%           |
| 68700 · OFFICE SUPPLIES                         | 2,795.70           | 44.5%           |
| 68800 · BANK FEE                                | -45.79             | -54.0%          |
| 68900 · MISCELLANEOUS EXP                       | -1,104.26          | -88.7%          |
| 69000 · CREDIT CARD PROCESSING FEE              | 2,760.62           | 117.6%          |
| 69100 · PAYROLL TAX EXP                         |                    |                 |
| FICA MED-COMPANY                                | 2,414.91           | 38.9%           |
| FICA SS-COMPANY                                 | 10,414.66          | 39.4%           |
| FUTA EXP  | 105.98             | 49.8%           |
| PAUC-COMPANY                                    | 486.40             | 48.5%           |
| 69100 · PAYROLL TAX EXP - Other                 | 918.15             | 100.0%          |
| <b>Total 69100 · PAYROLL TAX EXP</b>            | <b>14,340.10</b>   | <b>43.5%</b>    |
| <b>Total Expense</b>                            | <b>276,079.44</b>  | <b>29.5%</b>    |
| <b>Net Income</b>                               | <b>-191,731.41</b> | <b>-98.6%</b>   |

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01/13/25

Accrual Basis

PA Educational Leadership Foundation

**Profit & Loss**

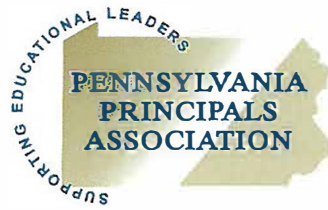
July through December 2024

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|                                   | <u>Jul - Dec 24</u> |
|-----------------------------------|---------------------|
| <b>Income</b>                     |                     |
| 40000 · INTEREST INCOME           | 197.21              |
| 41000 · RENT INCOME (FROM PAESSP) | 12,000.00           |
| 42000 · DONATION INCOME           | 500.00              |
|                                   | <hr/>               |
| <b>Total Income</b>               | 12,697.21           |
| <b>Expense</b>                    |                     |
| 61000 · SCHOLARSHIP EXPENSE       | 1,000.00            |
| 68900 · MISCELLANEOUS EXP         | 5,245.00            |
|                                   | <hr/>               |
| <b>Total Expense</b>              | 6,245.00            |
|                                   | <hr/>               |
| <b>Net Income</b>                 | <b>6,452.21</b>     |
|                                   | <hr/> <hr/>         |

PA Educational Leadership Foundation  
**Balance Sheet**  
As of December 31, 2024

|                                       | <u>Dec 31, 24</u>        |
|---------------------------------------|--------------------------|
| <b>ASSETS</b>                         |                          |
| Current Assets                        |                          |
| Checking/Savings                      |                          |
| 10100 · LINKBANK CHECKING-7452        | 16,739.86                |
| 10200 · LINKBANK MONEY MARKET-7486    | 166,100.69               |
| Total Checking/Savings                | <u>182,840.55</u>        |
| Total Current Assets                  | 182,840.55               |
| Fixed Assets                          |                          |
| 15000 · FIXED ASSETS                  |                          |
| 15100 · Buildings - Operating         | 160,600.00               |
| 15700 · Land - Operating              | 59,400.00                |
| Total 15000 · FIXED ASSETS            | 220,000.00               |
| 17200 · Accum Depr - Building         | -107,066.70              |
| Total Fixed Assets                    | <u>112,933.30</u>        |
| <b>TOTAL ASSETS</b>                   | <b><u>295,773.85</u></b> |
| <b>LIABILITIES &amp; EQUITY</b>       |                          |
| Equity                                |                          |
| 30000 · OPENING BALANCE EQUITY        | 207,578.88               |
| 32000 · UNRESTRICTED NET ASSETS       | 81,742.76                |
| Net Income                            | 6,452.21                 |
| Total Equity                          | <u>295,773.85</u>        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <b><u>295,773.85</u></b> |

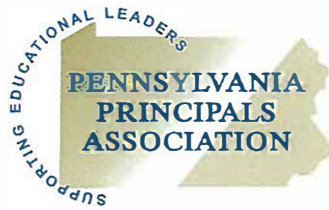


**To:** PA Principals Board of Directors  
**From:** James Orichosky President  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

- Attended the Northeast Regional Meeting in Plymouth, Massachusetts with other members of the board and home office.
- Finalized plans for the 2025 retreat with home office. (Gettysburg)
- Attended Executive Committee meeting
- Talked with Eric on several issues or things we need to finalize moving forward.
- Recorded new videos for our membership
- Sat in on some regional meetings

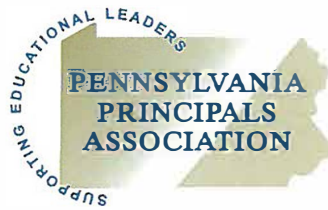




**To:** PA Principals Board of Directors  
**From:** *Joseph Hanni – East I Secondary Director*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 14, 2025

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

- Wrote the East I Region Update to be included in the Newsletter and shared with all members.
- On November 20, 2024, our East I Region Board met to discuss issues pertinent to the administrators in IU18 and IU19. A discussion was held on topics relevant to our members, and the greatest concern expressed was in regards to student attendance.
  - Strategies to improve student attendance
    - Recognize perfect attendance via Radio Show with a raffle for perfect attendance and gift cards to randomly drawn winner
    - Weekly meeting with Home/School Visitor
    - Incentive weekly contest by grade - highest attendance rate = extra recess.
    - Perfect attendance = parents/students invited to special lunch at school. EOY party for perfect attendance
    - Meet with magistrate and medical clinics to discuss ways to reduce the prevalence of doctor's notes.
    - Build relationships with the kids that are chronically absent.
    - Share with legislators that the Chronic Absenteeism laws are not effective. There also needs to be guidelines for attendance in relation to promotion to the next grade.
    - Concern that because the PA Core Standards are more challenging, students that are chronically absent simply fall further behind academically.



**To:** PA Principals Board of Directors  
**From:** *Robert Palazzo - East II Elementary State Director*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

Since our retreat we've continued to work on the best way to communicate with members of the East II region. At the retreat we decided that we are going to reach out to all districts within our region to find out who is serving as their Act 93 chair. This will allow us to communicate with those people directly about important information rather than relying on the full membership list. We are in the process of collecting those and hope to have a full list by Spring. We will then be pushing to ensure that these folks know about the new induction and that all Act 93 members can be a part of the association.

I've continued to work with the International Dyslexia Association by teaching a PILS course. We have approximately 20 leaders in the course and that will conclude in March.

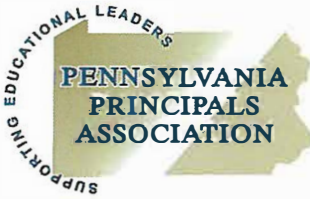
A new venture for me is serving as Assistant Bocce Ball coach for our Unified Sports Bocce Ball team. This has been a great experience and if your district does not have a Special Olympics Unified Sports team I encourage you to find one within your area.

Our regional board meeting was held right before our retreat. The topics of concern that were brought up were teaching shortages and safety/security requirements. Our next meeting will be in February.

I responded to Dr. Holubec's request for information about truancy. She indicated she would share a statement with the legislators about our concerns regarding putting truancy proceedings onto schools when it creates a hostile environment with families.

Dr. Holubec also connected with Cartwheel as a prospective partner for the Summit or an association sponsor in the future.

I am hosting a local dinner with Right at School to see if there are other schools in the area that would benefit from the services that they provide.



**To:** PA Principals Board of Directors

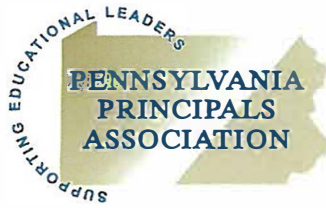
**From:** *Peter Mayes – East II Secondary*

**Re:** Board Meeting Report

**Mtg. Date:** January 24, 2025

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

- Met with Rob Palazzo & Carl McBreen since last meeting. Scheduled yearly Regional Board Meetings for 2024-2025.
- Met with Lehigh Valley High School Principals on Thursday, December 12, 2024 at Southern Lehigh High School, Coopersburg PA. Shared Act 45 information & facilitated feedback for PA Principals.
- Met with Lehigh Valley High School Principals on Thursday, January 9 at Bethlehem Vocational Technical School (BAVTS), Bethlehem, PA Shared state-wide updates & facilitated feedback for PA Principals.



**To:** PA Principals Board of Directors  
**From:** *Ed Roth – East III Secondary State Director*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

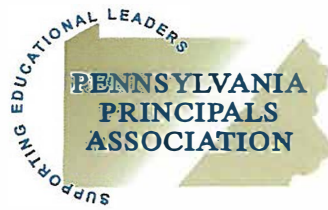
- A Regional Board Meeting was held on November 20, 2024. At this meeting we developed preliminary plans to hold two regional events.
- The first is a gathering of administrators to share ideas and assist those who are nearing the end of their ACT 93 agreements. This topic has generated a good deal of interest among the regional board and other members of our region. The second event will be a chance for assistant principals and others who aspire to grow into being building principals. Dates and details of these events are being worked on at this time.
- I am happy to report that after resharing the PA Principals Association notification to apply for the Nobel Prize Educators Summit in Stockholm, Sweden, PA will be represented by a member of the East III region. Dr. Robert Salladino, Principal of Springton Lake Middle School has been selected for this wonderful opportunity.



**To:** PA Principals Board of Directors  
**From:** *Karen Krisch – State Director, Central 1*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

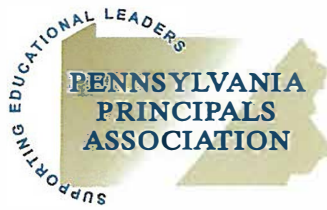
- 3 online meetings in October by IU areas (Oct 9, 16, 30); led by Tammie and Karen; Jim also attended all of the meetings. Agenda was to Get to know you and make them aware of other services and PL opportunities. Brainstormed topics for future monthly meetings. Agree to meet monthly online (no Dec meeting).
- Met Nov 13 online to discuss General updates/information and then Concerns Related to Mental Health
- Met Jan 8 online to discuss online testing; tips/tricks and concerns/questions.
- Started an Exchange discussion related to Online Testing at the group's request.



**To:** PA Principals Board of Directors  
**From:** *Dr. Rick Esche – Elementary Representative – Central II*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

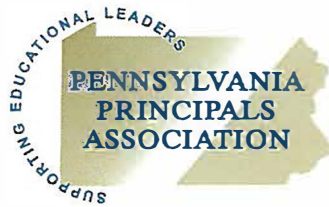
- Attended October Retreat in Erie
- Assisted in organizing PA Principal Act 45 event on January 14<sup>th</sup> at IU13 with Dr. Snell.
- Assisted Sue Martin in communicating with delinquent members regarding their memberships
- Voted on different items sent by PA Principals for input
- Voted on annual PA Principal awards
- Assisted in organizing regional article for January newsletter
- Assisted in setting agenda and communicated with members of our Central 2 regional board meeting.



**To:** PA Principals Board of Directors  
**From:** *Mark Ziegler – Secondary Representative – Central II*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

- Attended October Retreat in Erie
- Attended December 2024 “Power Hour” regarding Title 9 updates.
- Assisted Sue Martin in communicating with delinquent members regarding their memberships
- Assisted in organizing regional article for January 2025 newsletter
- Assisted in setting agenda and communicated with members of our Central 2 regional board meeting
- Collaborated with Sue Martin in the pursuit of identifying another regional representative
- Completed all items relevant to Act 45 requirements including reading and reflecting on “When You Wonder” text



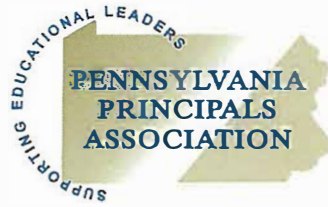
**To:** PA Principals Board of Directors  
**From:** *Kristin Musselman – Elementary Central III*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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
- Selection Committee Chairperson for the NOAP Award
  - Interviewed possible candidates
  - Nominated candidate

Please provide an update on your Regional Board:

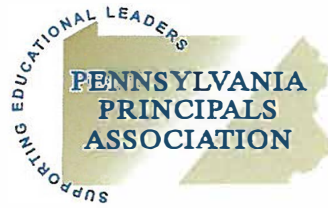
- Continued work with IU08 to support PA Principals through the Principal Networking events.
  - Prepare agenda items for events.
  - Host Principal Network events.



**To:** PA Principals Board of Directors  
**From:** *Veronica Will-West | Elementary State Director*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24<sup>th</sup>, 2025

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

- Meetings and Planning:
  - Conducted a regional board meeting
  - Planned for the next "Leadership Link-Ups"
    - Truancy themed, close to 50 registered administrators
    - Reached out to IU5 and IU6
  - Discussed and developed recruitment strategies
- Collaborative Efforts:
  - Wrote a piece on the current PA Truancy law for the association
  - Worked with the association-with Eric's assistance-to poll board members and create a letter of support for legislative reform focused on the current TB requirements for school volunteers



**To:** PA Principals Board of Directors

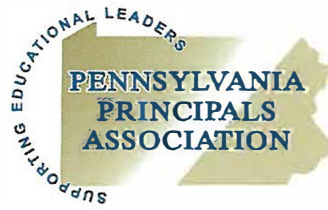
**From:** *Brian Fuller-West / Secondary*

**Re:** Board Meeting Report

**Mtg. Date:** January 24, 2025

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

- Membership recruitment and liaison duties
- Regional Board meeting work
- APOY Chairperson and selection process

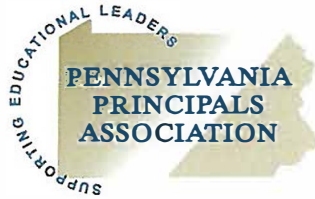


To: PA Principals Board of Directors  
From: Melanie Rosenberger- West 2 State Director  
Re: Board Meeting Report  
Mtg. Date: January 24, 2025

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

- Held West 2 Regional board meeting on Oct. 16<sup>th</sup>
- We added a new regional board member: Paula Berry (IU28)
- Emailed West 2 to try and get more involvement by asking them to send us their milestones or items they want to celebrate.
  - Shared with them about the Exchange
- Sent out emails to the Elementary group to celebrate National Principals month
- Attended Northeast Regional Conference in Plymouth, Massachusetts
- Attending NSLAC conference in March
- Shared PA Cyber's stance on Truancy (Act 138) with Lauren
- Sent Sherri West 2 newsletter to post on the Exchange
- Attended 2 of 3 FRC meetings
  - Discussions on the Election Results and Trump Administration Educational Policies
  - Provided information on the NSLAC conference in March
  - We're gearing up to defend the \$2.2 billion in the Title II professional development state grant program. To help with these efforts, we're asking members to please complete this short survey about successful PD examples they've had and how they use Title II funds. Please also share widely with your colleagues so we have plenty of stories to tell Congress in 2025. The Title II survey is here <https://forms.gle/qJBYowY3cvnFp3tE7>
  - Discussion on House and Senate members and the upcoming Reconciliation bill
  - Trump Administration Education Priorities
    - Abolishing the U.S. Department of Education (1. Be ready for Education rhetoric 2. More about funding- be mindful / overall cutting funding)
      - People are going back and forth on this and not really concerned
      - Title funds can still be around even w/o Dept. of Ed
      - Complicates things- having to go to different agencies to get things done
      - Talk to state agencies and their role in education
    - Great Principals and Teachers (involving parents in the hiring process- on radar)

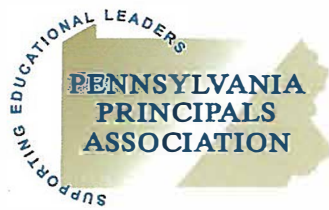
- Maryland Blueprint – parents are given a voice in what they would like to see as the principal as their child’s principal and they are also on the panel.
- Restoring and Empowering Parental Rights \*
- Universal school choice \*
- Back to Basics Instruction
- Restoring the Right to Pray in School
- Patriotic Civic Education \*
- College and Career Readiness \*
- Stricter student discipline



**To:** PA Principals Board of Directors  
**From:** *Douglass Rowe, West II State Director*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

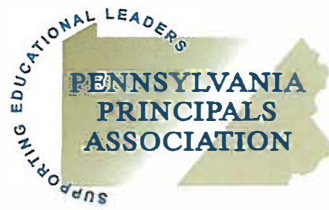
- I have met with and discussed future meetings with regional rep Mike Allision and West II Elementary rep Melanie Rosenberger.
- I have promoted the induction program and the second wave of the Beekeeper book study with the Midwestern Athletic Conference Principals Association and at Beaver County principal meetings.
- I registered for the second wave of *The Beekeeper* book study.



**To:** PA Principals Board of Directors  
**From:** *Colleen Hannagan – West III Elementary*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

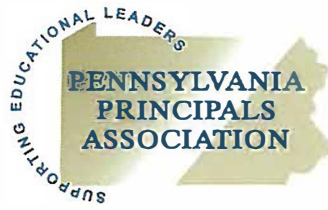
- Emailed West III members with updates on PIL and Act 93 revisions
- Regional planning meeting
  - How can we make the regional meetings the most efficient and useful for those in attendance?
  - How can we improve participation from West III members?
  - How can we leverage IU meetings for PPA?
- Attended Principal Network Meeting hosted by AIU3, shared information about PPA
- Emailed West III members in IU3 and invited them to attend all future Principal Network Meetings, shared dates, resources and links to sign up
- Hosted West III Regional meeting
  - Asked members to attend networking sessions and meetings at their IUs and pass along information from PPA, to bring back concerns and areas of need to these meetings
  - Presented announcements from PPA (PIL changes, etc)
- Attended cross-network meeting between AIU3 Curriculum Directors and Principals, shared PPA information



**To:** PA Principals Board of Directors  
**From:** *Pierre LaRocco – At-Large Diversity*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

- Meeting about potential new RSSer
- Worked with Dr. Holubec, about “Day in the Life” Idea.



**To:** PA Principals Board of Directors

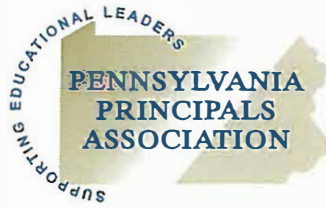
**From:** *Beth A. Haldeman – Professional Development Representative to the Board/ Incoming Director of Professional Development* 😊

**Re:** Board Meeting Report

**Mtg. Date:** January 24, 2025

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

- Worked with the PDE and PA Principals' team on our Induction program- set up, course sessions, trainings and LMS system
- Began solicitations for speakers for the Summit, reviewing 11 speakers' profiles and videos and selecting the top 2-3 to be considered.
- Communicated with top 3 candidates to determine their interest and availability.
- Prepared for first training with the first cohort of the new Induction program.
- Created, organized and taught the first cohort of the Beekeeper training, which will wrap up on 1/13. Checked in 120 participants' assignments (which included 5 chapter summaries, an action plan, and a summary plan).
- Uploaded 75 participants' PILS hours since November 1<sup>st</sup> (**totaling over 2250 hours!**)



**To:** PA Principals Board of Directors  
**From:** *Ed Roth – PIAA Board of Directors*  
**Re:** Board Meeting Report  
**Mtg. Date:** January 24, 2025

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

- I attended the PIAA Strategic Planning Meeting on November 25, 2024. This meeting was held virtually and included topics that were discussed publicly at our next Board of Directors Meeting.
- I attended the December 4, 2024 PIAA Board of Directors Meeting. Topics of note included the evolving conversations about the competition formula, including an increase to the number of transfers required for each sport. There is much work being done to try and clarify the feeder schools for each non-public school in the PIAA. For this purpose, feeder school is indicative of where high schools can recruit for athletic purposes. It does not attempt to limit the feeder schools from which students can enroll in a high school.



## Schedule at a Glance

### Saturday, August 2, 2025

*(State College Area High School)*

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

**9:00am - 3:00pm** - PIL Session –

**12:00pm** - Lunch

### Sunday, August 3, 2025

*(State College Area High School)*

**7:00am - 8:00am** - PIL Session Registration/Breakfast

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

### LUNCH ON YOUR OWN

*(Nittany Lion Inn)*

**1:30pm - 4:30pm** - Summit25 Registration

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

### Monday, August 4, 2025

*(State College Area High School)*

**7:00am - 3:15pm** - Registration

**7:00am - 8:15am** - Breakfast

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

**9:00am - 10:00am** – Keynote Speakers

**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 5, 2025

*(State College Area High School)*

**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 Summit25:** *embedded activities must be completed in order to receive the hours.  
Additional information will be provided closer to the Summit.*



## ***Corporate Sponsor Update***

***October 2024 – January 2025***

- We have two new Bronze-Level sponsors, Innovamat (a global math research organization) and EF Educational Tours (student travel/tour programs).
- We are thrilled to welcome back Lifetouch as a Diamond-Level sponsor for a three-year cash/in-kind services partnership.
- We continue to work with PlayVS to create PA Principals Association esports leagues in PA middle schools and high schools.
  - We had nine schools sign up last year for our PA Esports League and participated in the championship held at Harrisburg University on Dec. 18, 2024. They include:
    - Lower Macungie Middle School
    - Somerset Area Junior High School
    - Southern Lehigh Middle School
    - Meyersdale Area Middle School
    - Central Middle School
    - Sayre High School
    - Thomas Jefferson High School
    - Pocono Mountain West High School
    - Cocalico Senior High School
  - We continue working with their team to introduce esports to middle schools in Pennsylvania and sign-up teams for the spring high school and middle school leagues.
- Several sponsors have presented 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:
  - *Varsity Tutors* – Expert personalized learning

- *Cartwheel – Mental health partner to schools.*
  - *Leader in Me – Franklin Covey - Fosters a culture of school-wide leadership.*
  - *Solution Tree – Offers professional development, online courses and education books for teachers.*
- 
- **Lincoln Investment Planning LLC (Diamond-Level) and Age of Learning (Bronze-Level) are presenting to the board at the January 2025 meeting.**

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



# CORPORATE PARTNERS



## Company

## Endorsement

## Contact Information

*Age of Learning*▲

Education Technology  
(*ABCmouse Early Learning Academy*)

**Patti Gill**  
101 N. Brand Blvd., 8<sup>th</sup> Floor  
Glendale, CA 91203

(610) 745-2262 (M)  
[patti.gill@aofl.com](mailto:patti.gill@aofl.com)

*Cambridge Assessment International Education*▲

Curriculum, Assessment, Support & Resources

**Dr. Alan Bernstein**  
One Liberty Plaza  
165 Broadway, Floor 20  
New York, NY 10006

(646) 946-6791  
[alan.bernstein@cambridge.org](mailto:alan.bernstein@cambridge.org)

*College Board*▲

College & Career Readiness Programs/Services

**Rebecca Kravitz**  
250 Vesey Place  
New York, NY 10281

(917) 841-5025  
[rkravitz@collegeboard.org](mailto:rkravitz@collegeboard.org)

*EF Educational Tours*▲

Student Travel Programs

**Meghan Schafer**  
Two Education Circle  
Cambridge, MA 02141

(267) 354-3090  
[meghan.schafer@ef.com](mailto:meghan.schafer@ef.com)

*Horace Mann Companies*◆

Home & Auto Insurance

**Keith Jorgensen / Matt Klierer**  
617 W. Stolley Park Rd.  
Grand Island, NE 68801

(217) 993-9916 (*Keith*)  
[association.relations@horacemann.com](mailto:association.relations@horacemann.com)  
[matt.klierer@horacemann.com](mailto:matt.klierer@horacemann.com)

*Innovamat*▲

Global Math Education Programs

**Inês Mota / Manuel Mendez**  
3001 Bridgeway, Suite 312  
Sausalito, CA 94965

(857) 999-6405 (*Manuel*)  
[ines.mota@innovamat.com](mailto:ines.mota@innovamat.com)  
[manuel.mendez@innovamat.com](mailto:manuel.mendez@innovamat.com)

*Jostens*●

Programs & Products to Support Educators

**Bernard (Bernie) Shaughnessy**  
203 Woodbridge Court  
Canonsburg, PA 15317

(412) 496-2542  
[bernard.shaughnessy@jostens.com](mailto:bernard.shaughnessy@jostens.com)

*Kades-Margolis Corporation*◆

Financial - TSA  
(*Elementary*)

**Kimberly Keel**  
940 West Valley Road, Suite 1200  
Wayne, PA 19087

1-800-433-1828, Ext. 258  
[kkeel@4kmc.com](mailto:kkeel@4kmc.com)

*Lincoln Investment Planning, LLC*◆

Financial - TSA  
(*Secondary*)

**Jackie Banister / Alex Gaglianese**  
5 Walnut Grove Drive, Suite 240  
Horsham, PA 19044

(215) 885-7115, Ext. 2631 (*Jackie*)  
[jbanner@lincolninvestment.com](mailto:jbanner@lincolninvestment.com) or  
[agaglianese@lincolninvestment.com](mailto:agaglianese@lincolninvestment.com)

*PC University*▲

K-12 Tech Solutions

**Sandy Ramjit**  
99 W. Hawthorne Ave #521  
Valley Stream, NY 11580

(347) 870-2031  
[sandy@pcuniversity.com](mailto:sandy@pcuniversity.com)

*PlayVS*■

Standard e-Sports

**Chris Black**  
1447 2<sup>nd</sup> St., Suite 200  
Santa Monica, CA 90401

(908) 723-4185  
[chris.black@playvs.com](mailto:chris.black@playvs.com)

*The Jed Foundation*▲

Mental Health Resources

**Chrysten Foley**  
530 7<sup>th</sup> Avenue, Suite 801  
New York, NY 10018

(516) 440-5422 (*Direct*)  
[chrysten@jedfoundation.org](mailto:chrysten@jedfoundation.org)

◆ Diamond Level Sponsor

● Silver Level Sponsor

▲ Bronze Level Sponsor

■ Esports League

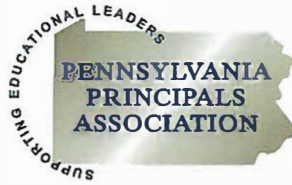


# Sponsorship Levels & Opportunities



| <b>OPPORTUNITIES</b>   |   | <b>\$20,000<br/>DIAMOND</b> | <b>\$15,000<br/>PLATINUM</b> | <b>\$10,000<br/>GOLD</b> | <b>\$5,000<br/>SILVER</b> | <b>\$2,500<br/>BRONZE</b> |
|--|---|-----------------------------|------------------------------|--------------------------|---------------------------|---------------------------|
| <b>COMMUNICATION:</b>  |   |                             |                              |                          |                           |                           |
| Endorsement Email  | Annual endorsement announcement                     |                             | ✓                            | ✓                        | ✓                         | ✓                         |
| Logo   | Logo and link on website homepage                   | ✓                           | ✓                            | ✓                        | ✓                         | ✓                         |
|  | Access to the PA Principals' logo                   | ✓                           | ✓                            | ✓                        | ✓                         | ✓                         |
| Email/Social Post  | Times/year  | 6                           | 5                            | 3                        | 2                         | 1                         |
| <b>PUBLICATIONS:</b>   |   |                             |                              |                          |                           |                           |
| Magazine<br>(PA Administrator)   | Full-page advertisement (3/year)                    | ✓                           | ✓                            |                          |                           |                           |
|  | Half-page advertisement (3/year)                    |                             |                              | ✓                        |                           |                           |
|  | Quarter-page advertisement (1/year)                 |                             |                              |                          | ✓                         |                           |
|  | Article twice a year                                | ✓                           | ✓                            |                          |                           |                           |
| E-Newsletter<br>(Weekly Digest)  | Article - times/year                                | 6                           | 5                            | 3                        | 2                         | 1                         |
|  | Logo/Link at bottom of page                         | ✓                           | ✓                            | ✓                        | ✓                         | ✓                         |
| <b>SUMMIT CONFERENCE:</b>  |   |                             |                              |                          |                           |                           |
| Diamond Sponsor Social   | Host event (receive table and recognition)          | ✓                           |                              |                          |                           |                           |
| Participant List   | Access to participant list (upon request)           | ✓                           | ✓                            | ✓                        | ✓                         | ✓                         |
| App  | Banner Advertisement                                | ✓                           | ✓                            | ✓                        | ✓                         |                           |
|  | Logo Advertisement                                  |                             |                              |                          |                           | ✓                         |
| Additional Opportunities   | Sponsor name/logo on screen at event                | ✓                           | ✓                            | ✓                        | ✓                         | ✓                         |
|  | Sponsor logo on registration page                   | ✓                           | ✓                            |                          |                           |                           |
| <b>BOARD RELATIONS/ACCESS:</b>   |   |                             |                              |                          |                           |                           |
|  | Annual presentation to board of directors           | ✓                           | ✓                            |                          |                           |                           |
|  | Annual mtg. with PA Principals to review activities | ✓                           | ✓                            |                          |                           |                           |
|  | Semi-annual mtg. to review activities               |                             |                              | ✓                        | ✓                         | ✓                         |
|  | Regional Representative contact info.               | ✓                           | ✓                            | ✓                        | ✓                         | ✓                         |
| <p>Note: NEW sponsors at any level will be invited to present to board (10 minutes).</p>   |   |                             |                              |                          |                           |                           |
| <b>ADDITIONAL OPPORTUNITIES:</b>   |   |                             |                              |                          |                           |                           |
| <ul style="list-style-type: none"> <li>Sponsor a Regional Meeting or Professional Development Event</li> <li>Participate in a Professional Development Event (i.e., Power Hour)</li> <li>Sponsor an Award</li> <li>Sponsor an Activity at Summit Conference (speaker, meal, session, award, social function)</li> <li>Sponsor Conference Giveaway/Gift</li> <li>Sponsor a Meal or Reception/Networking Event at a Board Retreat or Professional Development Event</li> </ul> |   |                             |                              |                          |                           |                           |

**For any questions, please contact: Sheri Thompson, Director of Communications, at [sherit@paprincipals.org](mailto:sherit@paprincipals.org) or call her at (717) 732-4999, option 7.**



**HB17 - An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in terms and courses of study, further providing for subjects of instruction and flag code.**

**Sponsor**

Rep. Dane Watro (R)

**Summary**

(PN 2) Amends the Public School Code, in terms and courses of study, further providing for subjects of instruction and flag code. Provides for every elementary public and private school to teach writing in print, joined italics and cursive handwriting. Allows the secretary of education to provide the teaching of subjects in a language other than English. Effective in 60 days.

**Intro Date**

01/08/2025

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**HB46 - An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in duties and powers of boards of school directors, further providing for kindergartens and providing for pre-kindergarten programs; and, in pupils and attendance, further providing for age limits and temporary residence and for definitions.**

**Sponsor**

Rep. Tarik Khan (D)

**Summary**

(PN 25) Amends the Public School Code, in duties and powers of boards of school directors, further providing for kindergartens to assert that the board of school directors in all school districts shall establish and maintain kindergartens, allowing districts to establish an age policy and directing them not to deny kindergarten to a child who is five years of age or older on the first day of the school year and adding a section to provide for pre-kindergarten programs; and, in pupils and attendance, further providing for age limits to be between the ages of five and 21 and for the definition of "compulsory school age" to mean between the ages of five and 17. Establishes that the number of kindergartens in any one district shall be fixed by the board of school directors and shall be open during the school year. Requires kindergartens to be available to all children residing in the school district who are of the fixed age. Provides that kindergarten teachers shall be certified per the rules and regulations prescribed by the State Board of Education. Asserts that the board of school directors in all school districts shall establish and maintain pre-kindergarten programs which shall be an integral part of the elementary school system and be kept open for not less than two and one-half hours each day for the full school term. Establishes that the number of pre-kindergarten programs in any one district shall be fixed by the board of school directors and shall be open during the school year. Requires the board of

school directors to appoint and assign teachers to the pre-kindergarten programs who shall be certified per the regulations promulgated by the State Board of Education. Effective in 90 days.

**Intro Date**

01/08/2025

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**HB51 - An Act requiring school districts to provide annual notice relating to certain pension and other postemployment benefit obligations; and providing for property disclosure statement and for duty of State Real Estate Commission.**

**Sponsor**

Rep. Barbara Gleim (R)

**Summary**

(PN 41) The Property Tax Pension Obligation Disclosure Act requires school districts to provide annual notice relating to certain pension and other post-employment benefit obligations; and provides for property disclosure statement and for duty of State Real Estate Commission. Requires school districts to calculate the amount of unfounded pensions and other post-employment benefit obligations per \$100,000 of assessed residential property within the school district and make the information publicly available on the internet as well as in a footnote on the school district's financial disclosures and in the notice of taxes. Specifies that a seller that intends to transfer an interest in real property shall disclose the results of the calculation as an item on the property disclosure form, which the commission will then revise the form of the property disclosure statement to include the results of the calculation as an item on the form and transmit it to the Legislative Reference Bureau for publication. Section 4 of this act shall be effective six months after publication of the notice under section 5. Section 6 shall be effective immediately. The remainder of this act shall be effective in 60 days.

**Intro Date**

01/08/2025

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**HB63 - An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in school safety and security, further providing for school safety and security training.**

**Sponsor**

Rep. Marla Brown (R)

**Summary**

(PN 52) Amends the Public School Code, in school safety and security, further providing for a cyber charter school to waive or provide an alternative training opportunity for any cyber charter school

employee who exclusively provides instruction remotely. Repeals alternative training for cyber charter school employees that do not work within the commonwealth. Effective in 60 days.

**Intro Date**

01/09/2025

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**HB82 - An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in school health services, establishing the School Bus Driver Epinephrine Auto-injector Training Grant Program; and imposing duties on the Department of Education.**

**Sponsor**

Rep. Kristin Marcell (R)

**Summary**

(PN 66) Amends Public School Code, in school health services, by establishing the School Bus Driver Epinephrine Auto-injector Training Grant Program within the Department of Education (PDE) in which a school entity may require a driver of a school bus or school vehicle who is employed by, or under a contract with, a school entity to transport students to complete training for the administration of an epinephrine auto-injector prior to transporting students. Imposes duties on PDE. Specifies definitions. Effective in 60 days.

**Intro Date**

01/09/2025

---

**HB130 - A Joint Resolution proposing an amendment to the Constitution of the Commonwealth of Pennsylvania, further providing for the maintenance and support of public education.**

**Sponsor**

Rep. Milou Mackenzie (R)

**Intro Date**

01/13/2025

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**HB158 - An Act providing for sport activities in public institutions of higher education and public school entities to be expressly**

**designated male, female or coed; and creating causes of action for harms suffered by designation.**

**Sponsor**

Rep. Barbara Gleim (R)

**Intro Date**

01/14/2025

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**HB190 - An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in school health services, providing for eating disorder awareness and education.**

**Sponsor**

Rep. Jason Ortity (R)

**Intro Date**

01/15/2025

---

**HCO204 - Education Money to Follow the Child**

**Sponsor**

Rep. Milou Mackenzie (R)

**Summary**

Aims to directly fund each child's education at the school they choose.

**Intro Date**

12/03/2024

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**HCO206 - Litterbug Education**

**Sponsor**

Rep. Milou Mackenzie (R)

**Summary**

Aims to incorporate litterbug education into existing science curriculum for students in kindergarten – 5th grade.

**Intro Date**

12/03/2024

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## **HCO296 - School Swimming Education**

**Sponsor**

Rep. G. Roni Green (D)

**Summary**

Requires the Department of Education to develop model curriculum for school districts to implement in water and swimming safety courses.

**Intro Date**

12/05/2024

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## **HCO300 - Driving Tractors to Agricultural Related Educational Events**

**Sponsor**

Rep. Tarik Khan (D)

**Summary**

Allows students to drive tractors to school for agriculture-related educational events.

**Intro Date**

12/05/2024

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## **HCO357 - Parental Rights in Education (Former HB 319)**

**Sponsor**

Rep. Stephanie Borowicz (R)

**Summary**

Prohibits classroom instruction on sexual orientation and gender identity in kindergarten through 5th grade. Requires public schools to adopt procedures for notifying parents if there is a change in services from the school regarding a child's mental, emotional or physical health or well-being

**Intro Date**

12/06/2024

---

**HCO465 - Creating a School Facilities Office within the PA Department of Education****Sponsor**

Rep. Elizabeth Fiedler (D)

**Summary**

Aims to create a School Facilities Office within PDE.

**Intro Date**

12/10/2024

---

**HCO496 - Safety and Violence Education (SAVE) Students Act****Sponsor**

Rep. Brian Munroe (D)

**Summary**

The SAVE Students Act would require schools to annually provide at least one hour, or a standard class period, of training regarding suicide prevention, violence prevention, and social inclusion to students in grades 6-12.

**Intro Date**

12/11/2024

---

**HCO523 - State Board of Education Academic Standards Review Schedule (Prior HB 213, 2023-24)****Sponsor**

Rep. Barbara Gleim (R)

**Summary**

Requires the State Board of Education (Board) to establish a schedule for the review of all academic standards under 22 Pa. Code Ch. 4 (relating to academic standards and assessments).

**Intro Date**

12/11/2024

---

**HCO558 - K-12 Education Reform**

**Sponsor**

Rep. Seth M. Grove (R)

**Summary**

Aims to reintroduce a legislation package to address K-12 education.

**Intro Date**

12/12/2024

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**HCO855 - Early Childhood Education Teacher Incentives**

**Sponsor**

Rep. Melissa L. Shusterman (D)

**Summary**

Aims to propose a package of bills to address early childhood education.

**Intro Date**

01/02/2025

---

**SCO141 - Career and Technical Education Equipment Grant  
Funding Fix**

**Sponsor**

Sen. Lynda Schlegel Culver (R)

**Summary**

Amends the School Code to provide more predictability regarding Career and Technical Education Equipment Grant Funding

**Intro Date**

12/02/2024

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## **SCO205 - Holocaust Education Bill**

### **Sponsor**

Sen. Doug Mastriano (R)

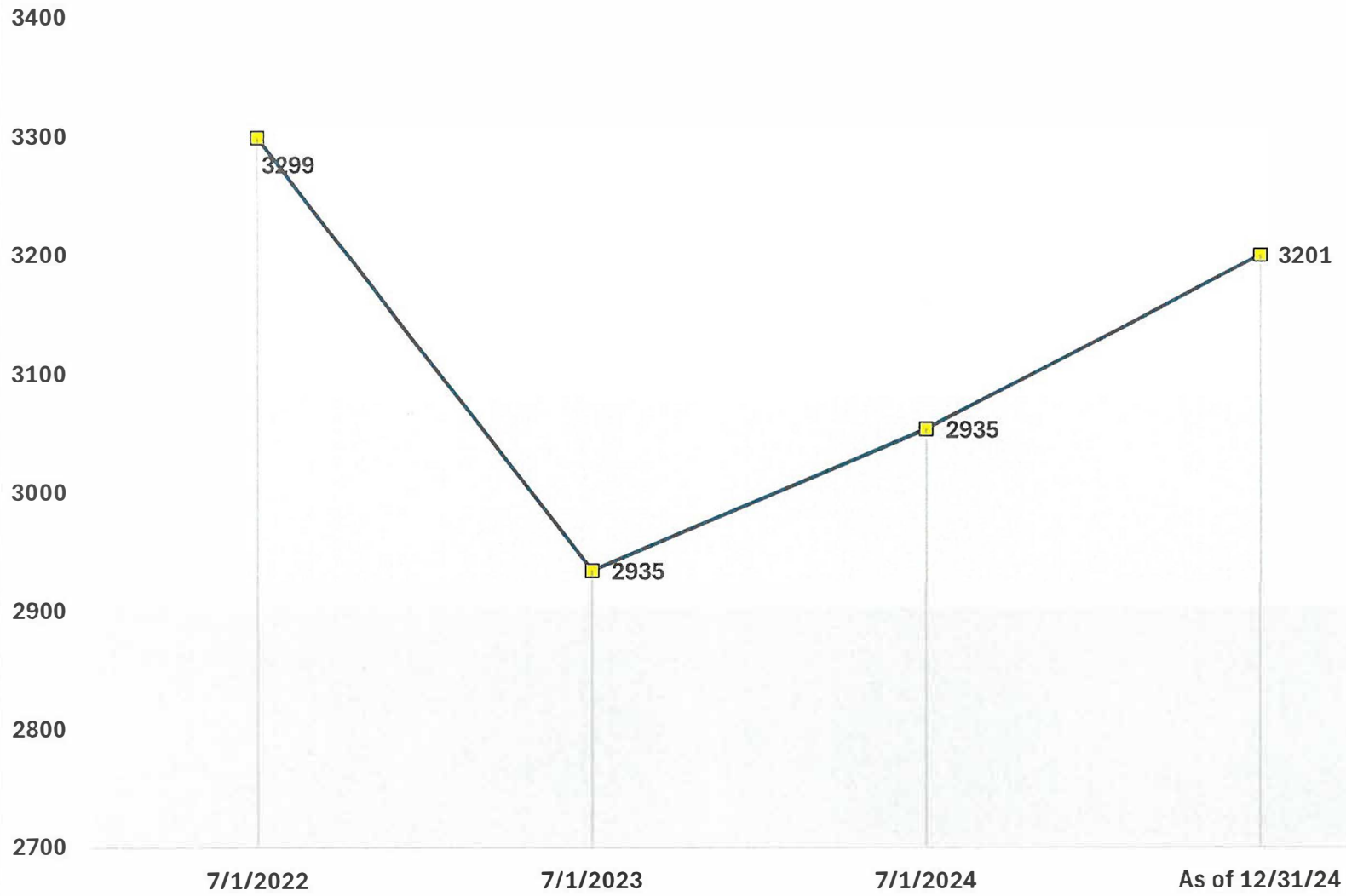
### **Summary**

Requires all schools within the commonwealth to offer age-appropriate education on the Holocaust as well as enhance curriculum transparency standards for the holocaust education that is being offered in each school.

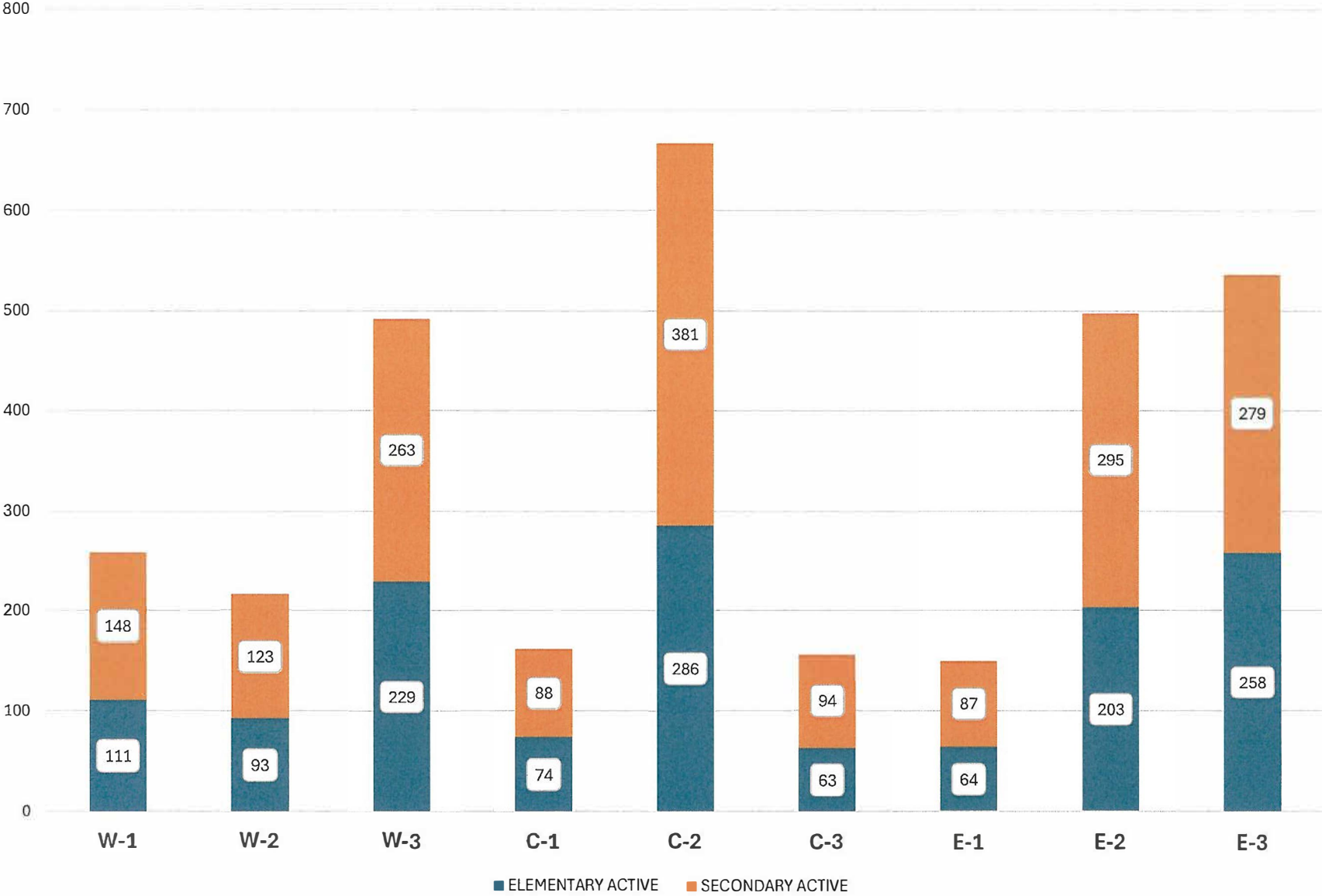
### **Intro Date**

12/04/2024

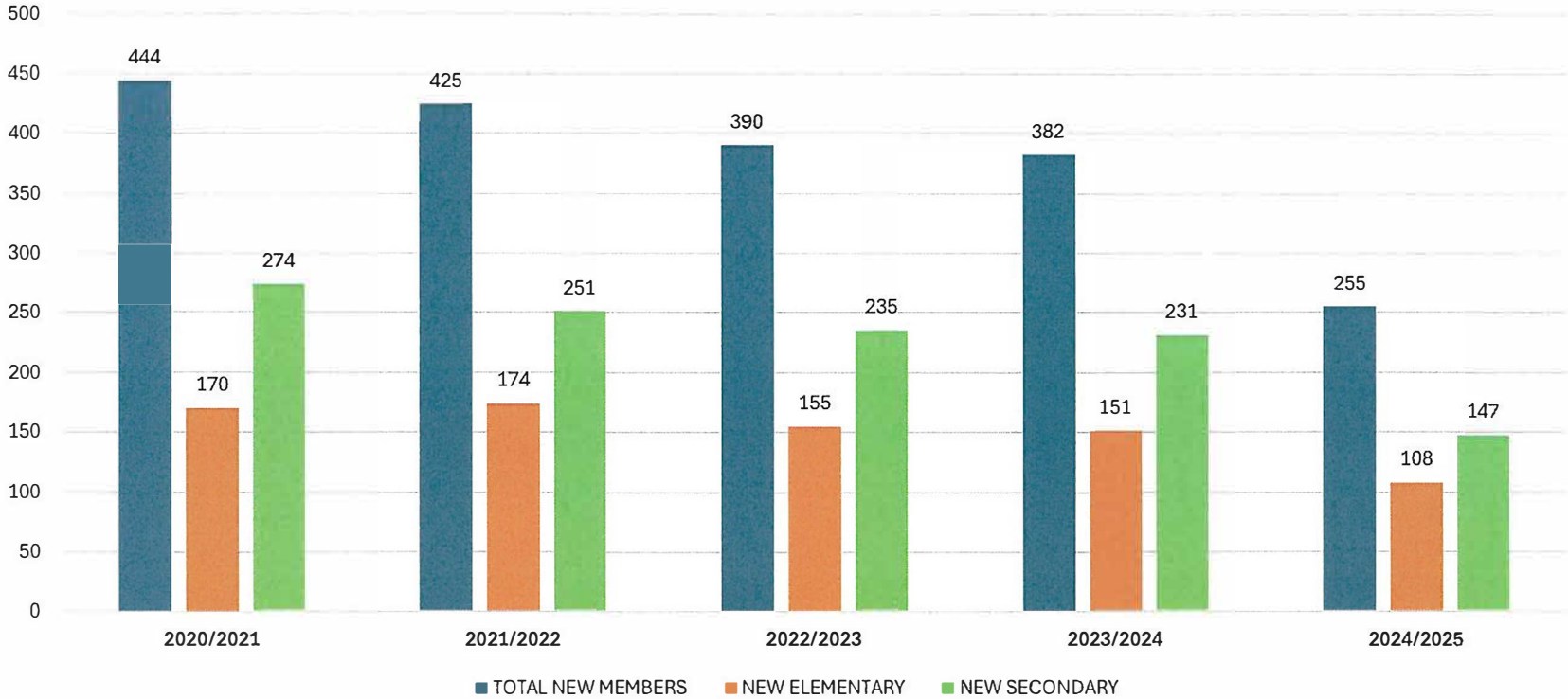
## Active EOY Membership- As of 12/31/2024



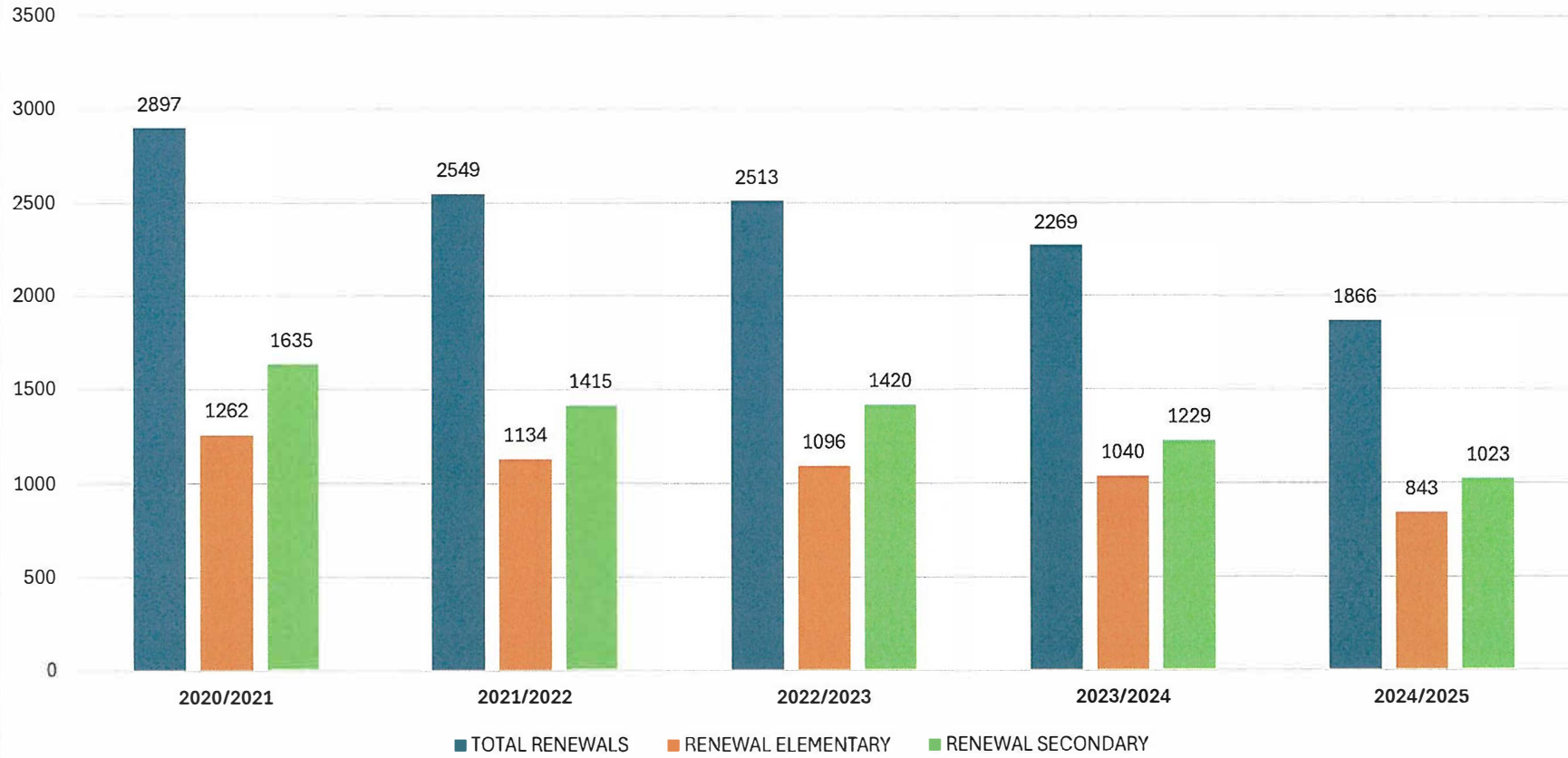
Active Members Types by Region - As of December 31, 2024



**NEW MEMBERS - as of 12/31/24**



### RENEWAL MEMBERS - AS of 12/31/24



| Code                 | 2012/2013 | 2013/2014 | 2014/2015 | 2015/2016 | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 | 2023/2024 | 2024/2025 |
|----------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Elementary<br>Active | 1308      | 1331      | 1385      | 1398      | 1368      | 1369      | 1403      | 1465      | 1414      | 1434      | 1257      | 1322      | 1413      |
| Secondary<br>Active  | 1708      | 1722      | 1801      | 1840      | 1878      | 1850      | 1878      | 1880      | 1897      | 1865      | 1678      | 1732      | 1788      |
| Totals               | 3016      | 3053      | 3186      | 3238      | 3246      | 3219      | 3281      | 3345      | 3311      | 3299      | 2935      | 3054      | 3201      |
|                      | 4.86%     | 1.23%     | 4.36%     | 1.61%     | 0.25%     | 0.83%     | 1.93%     | 4.53%     | -1.02%    | -0.36%    | -11.03%   | 4.05%     | 4.81%     |