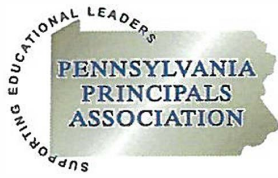


**Executive Committee
Meeting Packet for
January 22, 2025**



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*



PENNSYLVANIA PRINCIPALS ASSOCIATION

122 Valley Road - Enola, PA 17025

Dr. Eric C. Eshbach
Executive Director

Dr. Michael S. Snell
Asst. Executive Director

Executive Committee Meeting Agenda Virtual Meeting (Zoom) Wednesday, January 22, 2025 @ 10:00 AM

- | | |
|---|----------------------------------|
| 1. Approval of minutes - Executive Committee Meeting October 22, 2024 | James Orichosky |
| 2. Financial Report | Eric Eshbach / Nicholas Indeglio |
| 3. Professional Development/Induction | Michael Snell |
| 4. School Leadership Collaborative | Michael Snell |
| 5. Interim Principals Update | Eric Eshbach |
| 6. New Positions | Eric Eshbach |
| a. Director of Professional Development | |
| b. Induction Coordinator | |
| c. Human Resources Business Partner (Contracted Position) | |
| 7. Relationship with Nationals | Eric Eshbach |
| 8. Membership Update | Lauren Holubec |
| 9. Summit25 Update | Michael Snell |
| 10. Executive Contracts | Eric Eshbach |

PENNSYLVANIA EDUCATIONAL LEADERSHIP FOUNDATION MEETING AGENDA Virtual Meeting (Zoom) Wednesday, January 22, 2025 - Following Executive Committee Meeting

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

+ MINUTES

Pennsylvania Principals Association ■ Executive Committee

October 20, 2024, at 12:31am | Meeting called to order by Jim Orichosky, President

In Attendance

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

Approval of Minutes

Executive Committee unanimously passed the Executive Committee Meeting of July 30, 2024.

Treasurers Report

Dr. Indeglio and Dr. Eshbach provided an update on the budget.

INVEST Program

Dr. Eshbach shared an investment opportunity with the committee and the need for a Board resolution.

Induction Update

Dr. Eshbach provided an update on the Induction Program.

Professional Development

Dr. Snell shared an update on recent offerings.

Regional Service Specialist Update

Dr. Eshbach provided an update on RSS activities.

Membership Update

Dr. Holubec provided an update on membership numbers and the contributions of the RSSers.

Summit24 Recap/Summit25 Prep

Dr. Eshbach reviewed Summit 24 and provided an update on Summit 25.

PASCD Discussion

Dr. Eshbach provided an update on the conversations with PASCD.

Advocacy/Legislative Update

Dr. Eshbach provided an all-things advocacy and legislation and the current Act 93 legislation that was passed out of the PA House of Representatives.

Alternative Funding

Dr. Holubec provided an update on corporate partnerships.

Legal Case Update

Dr. Eshbach provided an update on the last remaining legal case.

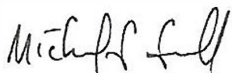
January 2025 Joint Board Dinner

Dr. Eshbach shared the details on the Joint Board Dinner.

Adjournment

Motion and second to adjourn received unanimous approval. Meeting adjourned at 1:38 pm.

Respectfully Submitted



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

MINUTES

Pennsylvania Principals Association ■ PELF

October 20, 2024, at 1:38 pm. | Meeting called to order by Jim Orichosky, President

In Attendance

- Jim Orichosky, President
- Maureen Letcher, President Elect
- Nicholas Indeglio, Treasurer
- Donna Rose, NAESP Representative
- Eric Eshbach, Executive Director
- Michael Snell, Assistant Executive Director

Account Update

Dr. Eshbach provided an update on the account.

New Business

There was no new business.

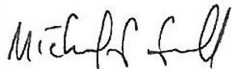
Old Business

There was no old business.

Adjournment

Meeting adjourned at 1:39 pm.

Respectfully Submitted



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

PA PRINCIPALS ASSOCIATION

Balance Sheet

01/13/25

As of December 31, 2024

Accrual Basis

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

PA PRINCIPALS ASSOCIATION

Profit & Loss

July through December 2024

	<u>Jul - Dec 24</u>
Income	
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
Total 40400 · EVENT INCOME	120,866.25
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
Total 41500 · PROF DEVELOP INCOME	102,294.50
48900 · MISCELLANEOUS INCOME	23,175.00
Total Income	1,214,837.08
Gross Profit	1,214,837.08
Expense	
60000 · SALARY & WAGES	
EMPLOYEES	217,939.82
EXECUTIVE DIRECTORS	143,420.55
INTERIM PRINCIPAL	127,880.24
REGIONAL SPECIALIST	100,691.88
Total 60000 · SALARY & WAGES	589,932.49
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
Total 60100 · FRINGE BENEFITS	57,904.19
60300 · OCCUPANCY EXP	
RE TAXES	5,795.52
RENT EXPENSE (TO PELF)	12,000.00
UTILITIES	2,458.93
Total 60300 · OCCUPANCY EXP	20,254.45
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
Total 61400 · BOARD EXPENSES	51,740.73

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	
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	
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)	
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	
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	
Total Expense	1,212,066.55
Net Income	2,770.53

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 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
Income				
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>
Total 40400 · EVENT INCOME	120,866.25	103,000.00	17,866.25	117.3%
40500 · GRANT INCOME	0.00	200,000.00	-200,000.00	0.0%
40600 · ALTERNATIVE FUNDING INCOME	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>-106,449.00</u>	<u>26.1%</u>
Total 41500 · PROF DEVELOP INCOME	102,294.50	144,000.00	-41,705.50	71.0%
48900 · MISCELLANEOUS INCOME	23,175.00	1,000.00	22,175.00	2,317.5%
Total Income	<u>1,214,837.08</u>	<u>2,000,000.00</u>	<u>-785,162.92</u>	<u>60.7%</u>
Gross Profit	1,214,837.08	2,000,000.00	-785,162.92	60.7%
Expense				
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>
Total 60000 · SALARY & WAGES	589,932.49	1,060,000.00	-470,067.51	55.7%
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			

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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%
Total 60100 · FRINGE BENEFITS	57,904.19	130,000.00	-72,095.81	44.5%
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%
Total 60300 · OCCUPANCY EXP	20,254.45	42,500.00	-22,245.55	47.7%
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%
Total 61400 · BOARD EXPENSES	51,740.73	119,500.00	-67,759.27	43.3%
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%
Total 64000 · PROFESSIONAL FEES	10,106.00	10,000.00	106.00	101.1%
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			
Total 65600 · INFORMATION TECH EXP	14,333.76	41,500.00	-27,166.24	34.5%
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%

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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%
Total 66200 · EVENT EXP (HELD BY PAESSP)	130,443.45	103,000.00	27,443.45	126.6%
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%
Total 68400 · ADMINISTRATOR MAGAZINE EXP	16,699.50	34,000.00	-17,300.50	49.1%
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%
Total 69100 · PAYROLL TAX EXP	47,305.97	84,500.00	-37,194.03	56.0%
69400 · ALTERNATIVE FUNDING EXP	0.00	2,500.00	-2,500.00	0.0%
Total Expense	1,212,066.55	1,954,000.00	-741,933.45	62.0%
Net Income	2,770.53	46,000.00	-43,229.47	6.0%

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01/13/25

Accrual Basis

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

	Jul - Dec 24	Jul - Dec 23
Income		
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
Total 40400 · EVENT INCOME	120,866.25	80,015.85
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
Total 41500 · PROF DEVELOP INCOME	102,294.50	48,030.00
48900 · MISCELLANEOUS INCOME	23,175.00	2,100.00
Total Income	1,214,837.08	1,130,489.05
Gross Profit	1,214,837.08	1,130,489.05
Expense		
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
Total 60000 · SALARY & WAGES	589,932.49	413,118.34
60100 · FRINGE BENEFITS		
401K MATCHING	9,770.89	9,093.71
401K SAFE HAVOR 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
Total 60100 · FRINGE BENEFITS	57,904.19	51,957.40
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
Total 60300 · OCCUPANCY EXP	20,254.45	21,962.03
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 · BUIL. 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
Total 61400 · BOARD EXPENSES	51,740.73	75,388.13
62500 · DONATION EXP	0.00	212.00

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01/13/25

Accrual Basis

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

	Jul - Dec 24	Jul - Dec 23
64000 · PROFESSIONAL FEES		
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
Total 64000 · PROFESSIONAL FEES	10,106.00	29,481.00
64500 · INSURANCE EXP	9,124.00	11,579.00
65000 · PHOTOCOPIER EXP	3,370.65	3,845.40
65500 · EQUIP MAINT/RENTAL	1,026.06	1,026.06
65600 · INFORMATION TECH EXP		
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
Total 65600 · INFORMATION TECH EXP	14,333.76	7,817.60
65800 · DUES & SUBSCRIPTIONS	6,327.34	4,433.23
66000 · TELEPHONE/INTERNET EXP	7,623.10	7,015.25
66100 · REGIONAL MTG EXP (BY PAESSP)	933.20	0.00
66200 · EVENT EXP (HELD BY PAESSP)		
SUMMIT EXP	130,121.95	137,342.63
66200 · EVENT EXP (HELD BY PAESSP) - Other	321.50	0.00
Total 66200 · EVENT EXP (HELD BY PAESSP)	130,443.45	137,342.63
66300 · CONVENTION/CONF EXP (OUTSIDE)	17,095.99	17,838.97
66400 · MEAL EXP	2,218.59	2,868.90
66500 · TRAVEL EXP	27,204.94	16,768.78
66700 · PROF DEVELOP EXP	71,918.22	18,692.40
68000 · PRINTING EXP	35,658.49	275.00
68400 · ADMINISTRATOR MAGAZINE EXP		
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
Total 68400 · ADMINISTRATOR MAGAZINE EXP	16,699.50	11,147.38
68500 · POSTAGE EXP	3,448.29	2,034.14
68700 · OFFICE SUPPLIES	9,079.30	6,283.60
68800 · BANK FEE	39.00	84.79
68900 · MISCELLANEOUS EXP	140.34	1,244.60
69000 · CREDIT CARD PROCESSING FEE	5,108.11	2,347.49
69100 · PAYROLL TAX EXP		
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
Total 69100 · PAYROLL TAX EXP	47,305.97	32,965.87
Total Expense	1,212,066.55	935,987.11
Net Income	2,770.53	194,501.94

3:21 PM

01/13/25

Accrual Basis

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

	\$ Change	% Change
Income		
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%
Total 40400 · EVENT INCOME	40,850.40	51.1%
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%
Total 41500 · PROF DEVELOP INCOME	54,264.50	113.0%
48900 · MISCELLANEOUS INCOME	21,075.00	1,003.6%
Total Income	84,348.03	7.5%
Gross Profit	84,348.03	7.5%
Expense		
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%
Total 60000 · SALARY & WAGES	176,814.15	42.8%
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%
Total 60100 · FRINGE BENEFITS	5,946.79	11.5%
60300 · OCCUPANCY EXP		
RE TAXES	209.44	3.8%
RENT EXPENSE (TO PELF)	-1,000.00	-7.7%
UTILITIES	-917.02	-27.2%
Total 60300 · OCCUPANCY EXP	-1,707.58	-7.8%
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%
Total 61400 · BOARD EXPENSES	-23,647.40	-31.4%
62500 · DONATION EXP	-212.00	-100.0%

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01/13/25

Accrual Basis

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

	\$ Change	% Change
64000 · PROFESSIONAL FEES		
ACCOUNTING FEES	-19,375.00	-82.9%
AUDITING FEE	260.00	5.2%
PENSION PLAN SERVICING FEE	-260.00	-23.7%
Total 64000 · PROFESSIONAL FEES	-19,375.00	-65.7%
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%
Total 65600 · INFORMATION TECH EXP	6,516.16	83.4%
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%
Total 66200 · EVENT EXP (HELD BY PAESSP)	-6,899.18	-5.0%
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%
Total 68400 · ADMINISTRATOR MAGAZINE EXP	5,552.12	49.8%
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%
Total 69100 · PAYROLL TAX EXP	14,340.10	43.5%
Total Expense	276,079.44	29.5%
Net Income	-191,731.41	-98.6%

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01/13/25
Accrual Basis

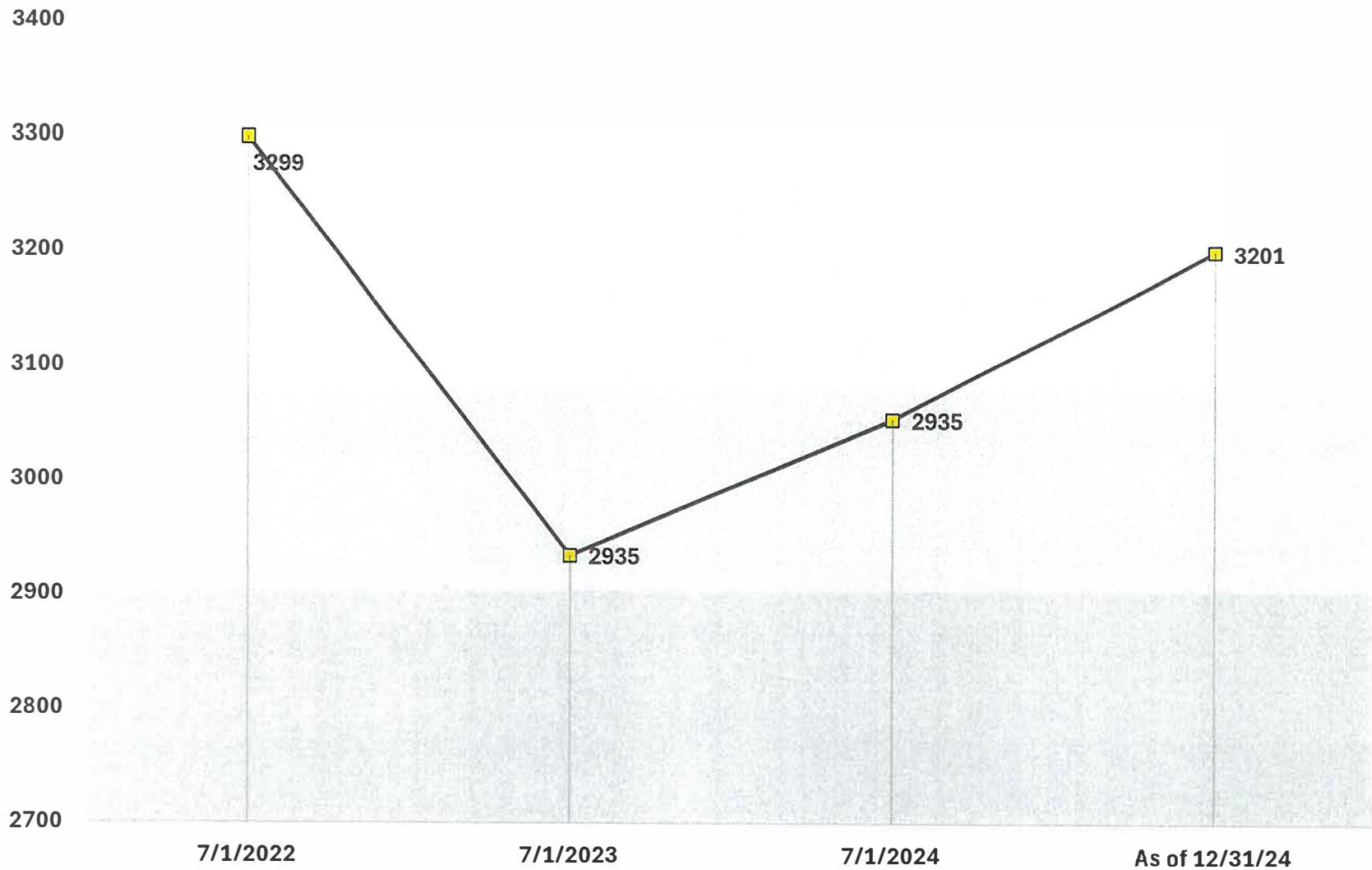
PA Educational Leadership Foundation
Profit & Loss
July through December 2024

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

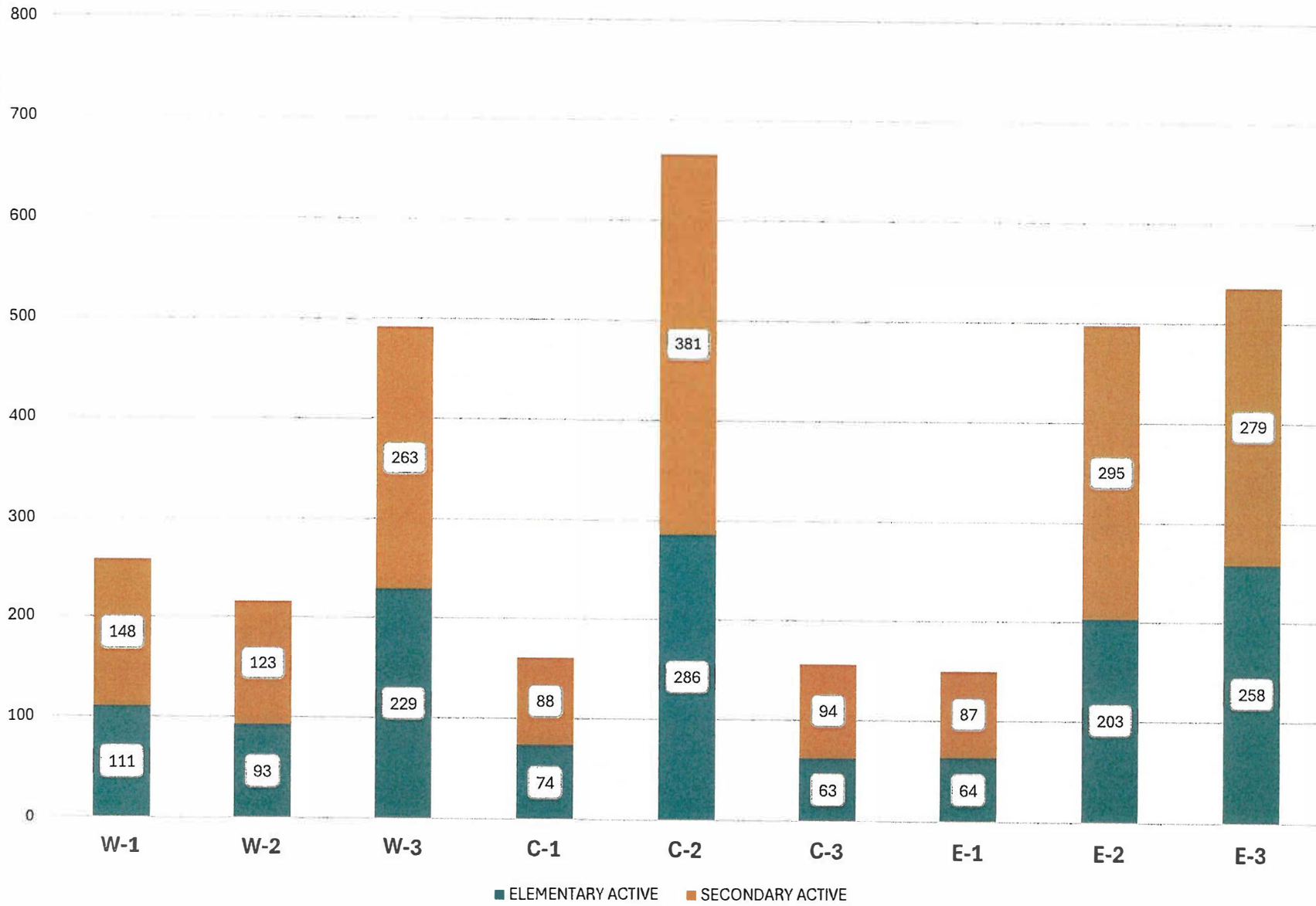
PA Educational Leadership Foundation
Balance Sheet
As of December 31, 2024

	<u>Dec 31, 24</u>
ASSETS	
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	<u>220,000.00</u>
17200 · Accum Depr - Building	-107,066.70
Total Fixed Assets	<u>112,933.30</u>
TOTAL ASSETS	<u><u>295,773.85</u></u>
LIABILITIES & EQUITY	
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>
TOTAL LIABILITIES & EQUITY	<u><u>295,773.85</u></u>

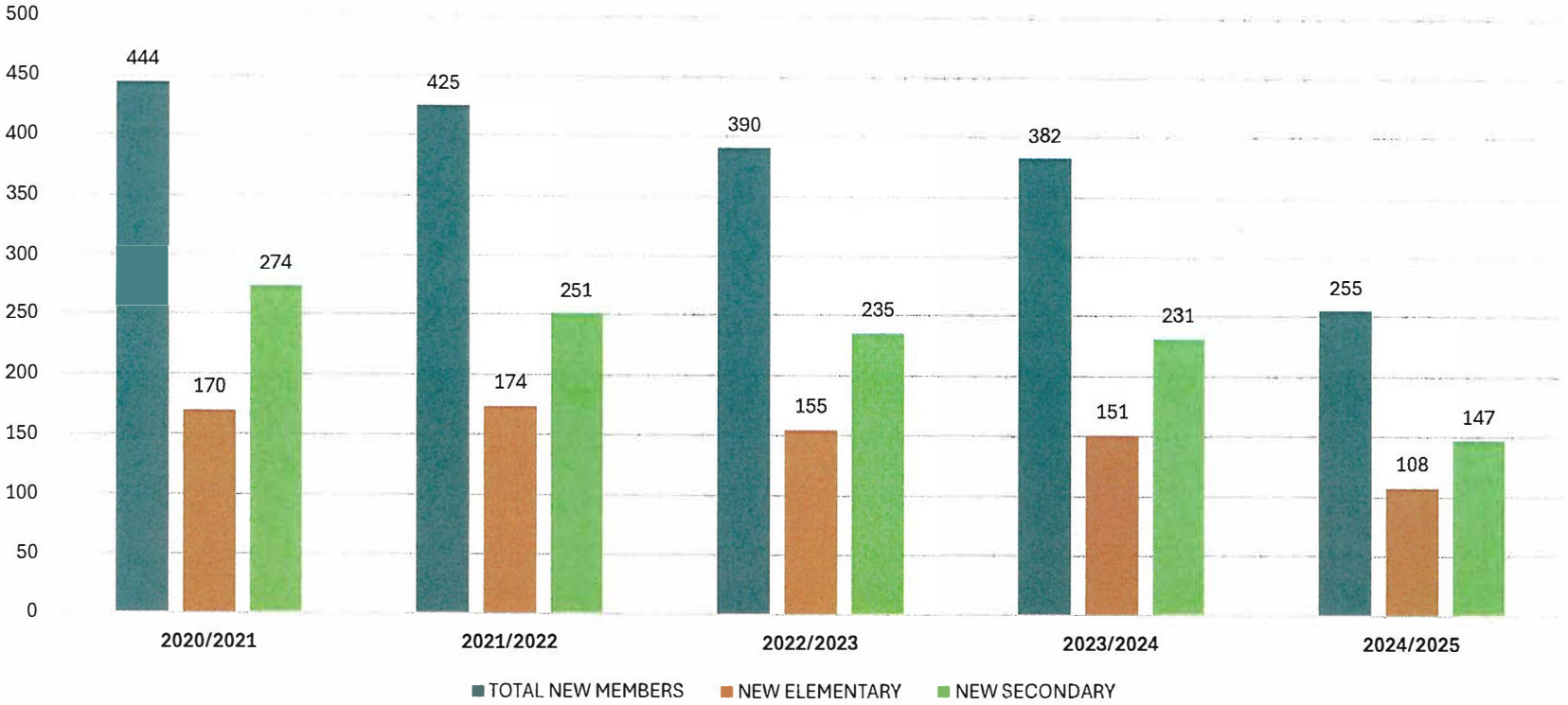
Active EOY Membership- As of 12/31/2024



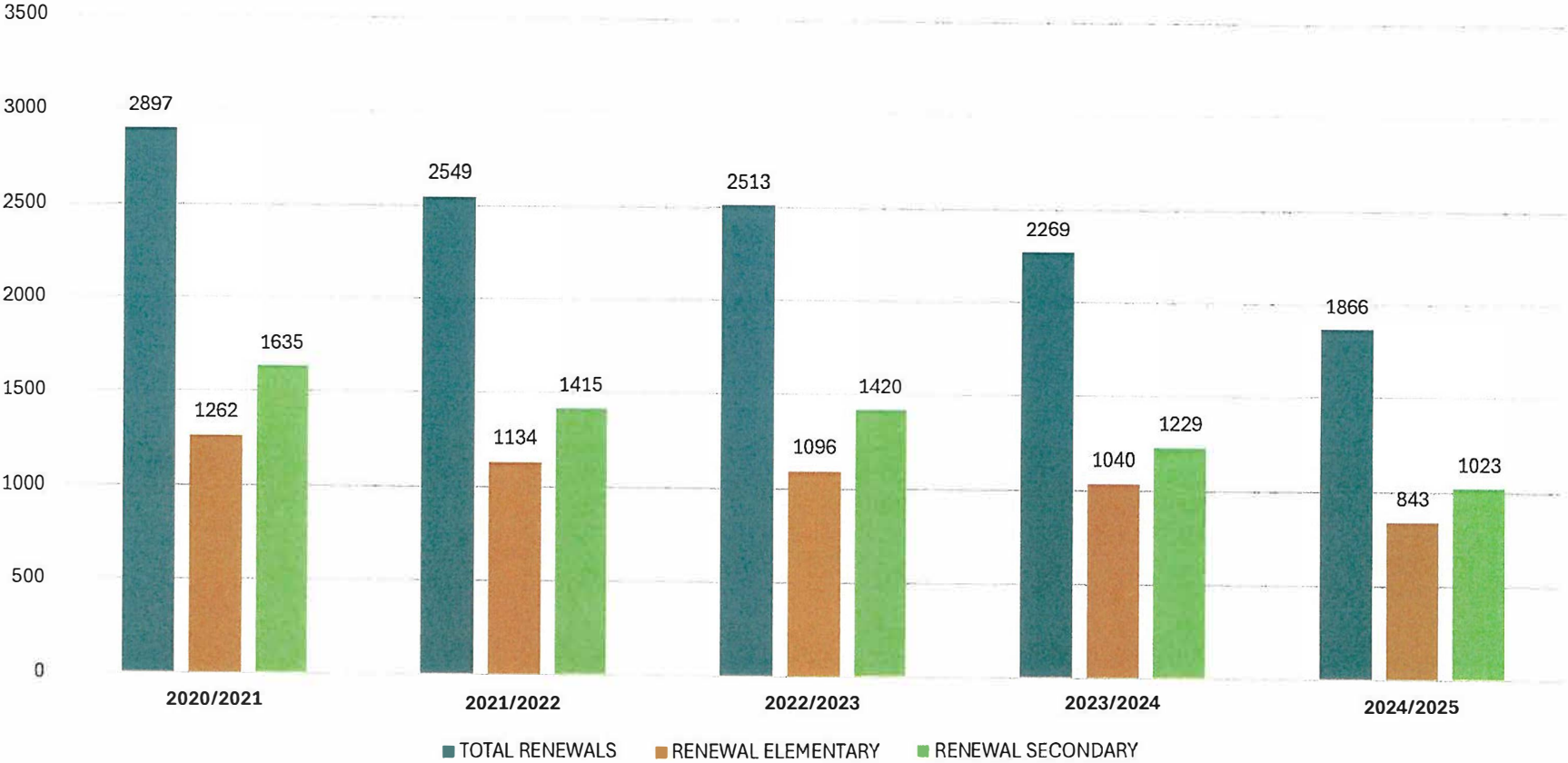
Active Members Types by Region - As of December 31, 2024



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													
Active	1308	1331	1385	1398	1368	1369	1403	1465	1414	1434	1257	1322	1413
Secondary													
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%



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.