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Mission:
AASPA will be the school human resources association of choice.

Vision:
AASPA will provide every member with services, resources, and information vital to successful school HR practices in the interest of students.
Executive Board

Dr. Sanita Savage  
President  
Coordinator of Leadership Development  
Richland County School District One  
Columbia, SC  
sfrazier@richlandone.org

Dr. Cathy Skinner  
Immediate Past President  
Superintendent  
Woodridge School District #68  
Woodridge, IL  
skinnerc@woodridge68.org

Dr. Addie Swinney  
President-Elect  
Executive Director of Human Resources  
Horry County Schools  
Conway, SC  
aswinney@horrycountyschools.net

Dr. Cathy Donovan  
Recording Secretary  
Executive Director of Elementary Personnel Services  
Olathe District Schools #223  
Olathe, KS  
donovanc@olatheschools.org

Larry Reznicek  
Region 1 Representative  
Director of Human Resources  
Campbell County School District No. 1  
Gillette, WY  
lreznicek@ccsd.k12.wy.us

Paul Hertel  
Region 2 Representative  
Associate Superintendent  
Community Consolidated School District 62  
Des Plaines, IL  
hertelp@d62.org

Robert Wedge  
Region 3 Representative  
Human Resources Specialist/Classified  
Carroll County Public Schools  
Westminster, MD  
rwwedge@carrollk12.org

Dr. Karen Gasket  
Region 4 Representative  
Assistant Superintendent for Human Resources  
Paradise Valley Unified School District #69  
Phoenix, AZ  
kgasket@pvschools.net

Dr. Richard Valenta  
Region 5 Representative  
Director of Personnel Services  
Birdville Independent School District  
Haltom City, TX  
richard.valenta@birdvilleschools.net

Gwendolyn Conner  
Region 6 Representative  
Director of Human Resources  
Lancaster County School District  
Lancaster, SC  
gwendolyn.conner@lcsmail.net

AASPA staff

Dr. Michael Redburn  
Executive Director  
michael@aaspa.org

Sandy Wachter  
Professional Development Coordinator  
sandy@aaspa.org

Joe Kearney  
Membership / Marketing Specialist  
joe@aaspa.org

Ingelise Posey  
Office Assistant  
ingelise@aaspa.org

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President’s Message

First of all, let me thank each of you for your confidence in and support of me as your national president. I am deeply honored and humbled by the opportunity to represent human resource professionals from across the United States, Canada, and other countries. The work we do is so vital to the children who are entrusted to our care. It has been a wonderful experience to work with and to serve each of you.

This year can best be defined as a year of “New Beginnings” for AASPA. We began the year with a new Executive Director, new staff, and a new determination. Our Executive Director, Dr. Michael Redburn, has settled well into his new role, as has our newest marketing/membership specialist, Joe Kearney. Together, the board and staff are forging ahead with a renewed determination to make AASPA “the choice of school HR professionals, with the capacity and will to serve the growing and ever complex needs of our membership and the HR community.”

During the year, we have accomplished much. We are proud that we have examined the policies and procedures of AASPA and have ensured alignment with our vision and mission. We have developed a strategic plan, which will guide our work and success over the next 3-5 years. We have increased member input on critical issues, such as the piloted program of national human resources certification. We have reviewed and enhanced our infrastructure and internal operations to ensure a viable and strong organization to serve your needs. We have put in place interim progress monitoring to ensure active involvement by Board and committee members in the work of the organization. We have represented the organization well on national and state fronts, including the Learning First Alliance in Washington, DC, and at state affiliate meetings. We are working hard to increase membership and enhance membership services.

As I conclude my tenure as your President, I must render special thanks to Dr. Doug Gephart, who served in the transitional time and contributed in many critical ways, and to Dr. Winston Odom, who led our strategic planning process-- and to them both for imparting wisdom and insight to AASPA and to me personally. Special commendations are offered to the staff of AASPA, for carrying out the services and activities of AASPA in a dedicated and unselfish manner. Sandy, Joe and Ingelise, under Mike’s leadership, are a strong team whose contributions we value. Much love and appreciation is given to the Executive Board, who has stood strong and tall during this year. There have been tough decisions to make, and they have done so on behalf of AASPA and its membership for the ultimate benefit of children. Great appreciation is also offered to all of the committee chairs and co-chairs for assisting in the work of AASPA and for saying yes to the invitation to serve. Thanks to the many sponsors, vendors, and presenters, whose contributions are innumerable and invaluable. Finally, I want to give a sincere thanks to each of you as members. Without you and your individual contributions and service to the organization and profession, nothing could be accomplished.

AASPA is poised to even greater accomplishments and to address the challenges ahead of us. We still face a tough economic time, which has impacted our members’ ability to participate in the association’s professional development offerings via webinars, boot camps, affiliate meetings, or national conferences. We face the complex challenges of providing high-quality, timely, pertinent, and engaging professional development nationally and internationally. However, having the determination and the will to meet the challenges is unquestioned. AASPA’s future likes in each of us having “the will to win, the desire to succeed, and the urge to reach our full potential,” (Confucius). These are the keys to AASPA’s future—a future that beckons each of us to unlock the door to our personal excellence and to ensure AASPA’s viability and resourcefulness as the human resources organization of choice!

Humbly Submitted,

Dr. Sanita L. Savage
AASPA President for 2011-2012
Executive Director Report

The 2011-2012 year for AASPA has been one of getting back to the basics. In completing my first full year as Executive Director, I have reflected on the tremendous learning that I have experienced. Although motivated by my interest and by necessity, I have been aided in this journey by a dedicated and energetic Executive Board, and a talented and supportive AASPA staff. All that has been accomplished this year is to the credit of these individuals.

Under the leadership of 2011-2012 President Sanita Savage, much effort has gone in to addressing a number of operational updates at AASPA. With the hard work of the Constitution and Bylaws Committee, the Board and staff have worked to update the Operational Handbook - its bylaws and procedures. While on the surface this may appear minor, clarity and consistency in operations ensures that procedures allow the Board and the staff to function more efficiently. Greater operational efficiency allows for a higher level of service to our members. These efforts have also included a close review of our finances and budgeting procedures. These efforts led to greater understanding and transparency.

The National Office has worked tirelessly throughout the year to deliver the high quality professional development opportunities expected by our members. Although the number of participants in our 2011 Annual Conference in Reno was lower than desired, those attending expressed great satisfaction in the keynote speakers, breakout sessions, available vendors, and social events. Two successful Boot Camps were held – January in San Diego and June in Baltimore. Our continued success in these efforts is leading us to plan a Technology Summit in the coming year.

Another National Office focus this year has been member recruitment. With the dramatic loss of school funding experienced across the nation, all administrators are finding it difficult to secure continued support from their districts to join and participate in their professional associations. Along with all of the national associations, AASPA has felt the pinch. Coming to us at our lowest point in membership numbers, our new Membership/Marketing Specialist, along with the close involvement of other staff members, has done a tremendous job of reaching out to both current members and those whose memberships have recently lapsed. Additionally, we have worked diligently to identify potential new members who are discovering AASPA for the first time. These efforts have brought us from a low of 1,465 to 1,626 as of September 30, 2012. At the current pace, we hope to be above 1,800 by the end of next year.

Networking is a major benefit to belonging to any organization. At AASPA over this past year, members have made those connections through the annual conference and other professional development activities, or keeping up-to-date with HR issues through AASPA presence on LinkedIn, Facebook, and Twitter. We have experienced the greatest growth in our LinkedIn group and have expanded use of this network to engage with our members.

The growth and vibrancy of our Association is based on our membership-driven-mission to “provide every member with service, resources, and information vital to successful school practices in the interest of students.” As your AASPA Executive Director, I am committed to maintaining and developing the experiences and services desired by our members across the United States and the globe. With your involvement, both as a participant and leader, AASPA will continue to strive toward our vision of being “the school human resources association of choice” for all school human resource administrators.

Sincerely,

Dr. Michael Redburn
AASPA Executive Director for 2011-2012
2011-2012 Committee Members

THANK YOU to all committee members for the contributions you have made to AASPA this year!

Constitution & Bylaws
Justin Schooley (WV), Chair
Dell Goodwin (AL), Co-Chair
Tom Bean (IL)
Liz Duran-Swinford (MS)
Paulajane Hancock (VA)
Angelia Nicholas (MD)
Paul Shroot (MO)
Richard Valenta (TX),
   Board Liaison

Recognition
Beth Dalton (IL), Chair
Christine Hedstrom (WI),
   Co-Chair
Ann Anderson (UT)
Tom Bean (IL)
Kay Byers (NE)
Connie Long (SC)
Paul Montgomery (TX)
Rob Wedge (MD),
   Board Liaison

Nominating
Kim Chambers (IL), Chair
Connie Long (SC), Co-Chair
Tim Neubert (IL), Co-Chair
Wayne Burke (KS)
John Hedstrom (WI)
Richard Higgenbotham (MI)
Paul Montgomery (TX)
Terry Serbin (MI)
Regina Wright (TX)
Renee Zoladz (IL)
Gwendolyn Conner (SC),
   Board Liaison

Membership
Chuck White (OR), Chair
Kerry Parker (NM), Co-Chair
Kristi Bushnell (AZ)
Melva Cardenas (TX)
Mary Laffey (MO)
Sharra Smith (NE)
Addie Swinney (SC),
   Board Liaison

Professional Development
Amy Holcombe (NC), Chair
Tina Johnson (NC), Co-Chair
Randy Davis (IL)
Lorene Essex (TN)
Stephanie Gordy (GA)
Cynthia Hamlet (MD)
Renee Hyde (NE)
Gary Kaufman (TN)
Hasna Muhammad (NY)
Nancy Patterson (NM)
Bettye Perkins (NY)
Cathy Ratcliffe (IL)
Sanita Savage (SC)
Tiffany Stater (MO)
Larry Reznicek (WY),
   Board Liaison

Scholarship
Pat Dillard (VA), Chair
Wayne Bark (MD)
Parker McKenna (MO)
Paul Hertel (IL),
   Board Liaison

Legislative & Governmental
David Hartz (AR), Chair
Don McGohan (AR),
   Co-Chair
Karen Gasket (AZ),
   Board Liaison

committee members
Social media
AASPA is using Twitter, LinkedIn, and Facebook as its three social media outlets. LinkedIn is, by far, AASPA’s most important social media page. There are currently 431 people connected with AASPA’s LinkedIn group. The AASPA LinkedIn group is great for posting questions and finding other AASPA members with whom to connect. It is also the best way to receive answers in any of AASPA’s group forums. AASPA has 123 followers on Twitter. AASPA has made 626 tweets. Follow us @_AASPA_. There are 74 likes on the AASPA Facebook page.

Member engagement
As a member driven organization, there is no better way to make AASPA stronger than to engage our members and encourage them to pursue activities and tasks that will help them leave a legacy at both their school district and AASPA. It can be as easy as submitting an article, facilitating a conference clinic, beginning the long journey of restructuring a committee or helping to plan the professional development schedule in years to come. It is important to know that everything you do is a step towards AASPA becoming a stronger and more connected organization.

Membership numbers

As of 09/30/12
Active - 1,059
Associate - 121
Complimentary - 21
Honorary - 38
Retired - 53
Business - 34
Institutional - 73
Institutional Associate - 205
Institutional Associate Extra - 22

Total Members - 1,626
2011 Annual Conference
AASPA’s 73rd Annual Conference
“Next Stop...RENO!”
John Ascuaga’s Nugget Hotel - Reno, NV
October 11-14, 2011

Workshops
Personnel Administrator Boot Camp
January 26-27, 2012
San Diego, CA

Personnel Administrator Boot Camp
June 21-22, 2012
Baltimore, MD

Webinars
Successful Teacher Evaluation Strategies for K-12 HR, Webinar 1
May 29, 2012

Successful Teacher Evaluation Strategies for K-12 HR, Webinar 2
June 27, 2012

Successful Teacher Evaluation Strategies for K-12 HR, Webinar 3
July 18, 2012
Learning First Alliance

AASPA has continued its efforts to raise its presence on a national level. An important aspect of this effort is AASPA’s membership in the Learning First Alliance (LFA). A consortium of the leading education associations in the nation, LFA is dedicated to improving student learning in America’s public schools. The executive director of each member association sits on the Executive Board, putting AASPA at the table with other national education leadership. Through our participation we are able to help meet the LFA purpose of taking responsibility for uniting key players in the education field and focusing attention on critical education issues. LFA is active in developing position papers intended to influence congressional leadership, maintaining direct contact with staff and leadership of the Department of Education, and generally participating in the national dialog on critical education issues. The most recent effort in promoting this dialog has been LFA’s Education Week blog titled Transforming Learning. This venue offers member associations the opportunity to explore how to transform public education to support student achievement and lifelong success in the global community, as well as showcase their work towards a new vision for public education. LFA also offers “role-alike” group conference calls for association staff members working in the areas of meeting planning and communications.

Web Site Redesign

Providing quality and affordable services to our members is the number one priority at AASPA. A critical tool in helping us achieve this goal is to have a user friendly, up-to-date, and inviting web site. Redesigning the AASPA web site has been a goal of the Association for a number of years, and during this past year, the Executive Board has begun the process to make this new web site a reality. At their June meeting, the Board approved a vendor to conduct a web design study. This study has been completed and will provide the blue print for a selected web design vendor to construct a state of the art web site that will make member navigation easy, provide for expanded e-learning and resources available, allow for future adaptations as technology advances, and provide new methods of communication and service delivery. We hope to complete the redesign process in the early months of this next fiscal year.
## Financials – year ending 9/30/11

### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Members</td>
<td>$243,381.36</td>
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<tr>
<td>Membership Refunds</td>
<td>($850.00)</td>
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<tr>
<td>Sale of Publications</td>
<td>$11,762.21</td>
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<tr>
<td>ICIS</td>
<td>$636.00</td>
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<tr>
<td>Advertising</td>
<td>$16,635.00</td>
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<tr>
<td>Career Net</td>
<td>$3,150.00</td>
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<tr>
<td>Freight Charges</td>
<td>$971.70</td>
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<tr>
<td>Conference Income</td>
<td>$174,043.00</td>
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<tr>
<td>Conference Refunds</td>
<td>($1,020.00)</td>
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<tr>
<td>Conference Sponsors &amp; Exhibitors</td>
<td>$71,280.00</td>
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<tr>
<td>Regional Meetings &amp; Sponsors</td>
<td>$26,100.00</td>
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<tr>
<td>Webinar</td>
<td>$6,475.00</td>
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<tr>
<td>Other Income (Expense)</td>
<td>$5,100.94</td>
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<tr>
<td>Interest Income</td>
<td>$1,600.00</td>
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<td>Other Income/Gifts</td>
<td>$337.77</td>
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<tr>
<td>Miscellaneous</td>
<td>$3,782.00</td>
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<td>Leon Bradley Scholarship Fund</td>
<td>($1,607.00)</td>
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<td>Federal Tax</td>
<td>($361.00)</td>
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<tr>
<td>State Income Tax</td>
<td>$8,852.71</td>
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**TOTAL REVENUE** $561,443.98

### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Annual Conference</td>
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<tr>
<td>Regional Training</td>
<td>$19,907.77</td>
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<td>Webinar</td>
<td>$356.93</td>
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<td>Leon Bradley Scholarship Expense</td>
<td>$4,445.99</td>
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<td>Accounting Services</td>
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<td>Bank Charges</td>
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<td>Budget Audit</td>
<td>$6,585.81</td>
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<td>Certification Program</td>
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<td>Committee Support</td>
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<td>Computer Services</td>
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<td>Contract Labor</td>
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<td>Credit Card Fees</td>
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<td>Depreciation</td>
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<td>Educational Research Service (ERS)</td>
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<td>Employee Benefits</td>
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<td>Equipment Lease</td>
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<tr>
<td>Executive Board Meetings</td>
<td>$24,514.99</td>
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<tr>
<td>Executive Director Salary</td>
<td>$26,697.33</td>
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<td>Executive Director Search</td>
<td>$4,501.29</td>
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<tr>
<td>ICIS Expense</td>
<td>$696.36</td>
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<td>Insurance</td>
<td>4,633.00</td>
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<td>Internet Expense</td>
<td>$1,278.00</td>
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<td>Learning First Alliance</td>
<td>$11,180.00</td>
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<td>Legal Services</td>
<td>$25.00</td>
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<td>Mail Machine Rental</td>
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<td>Marketing Program</td>
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<td>Membership Campaign</td>
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<td>Member Information Services</td>
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<td>Miscellaneous</td>
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<td>Newsletters</td>
<td>$7,338.43</td>
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<td>Office Expenses &amp; Supplies</td>
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<td>Office and Bulk Mail</td>
<td>$6,748.44</td>
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<tr>
<td>Office Rental</td>
<td>$21,450.00</td>
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<td>Other Expenses (Special Projects)</td>
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<td>Payroll Processing</td>
<td>$2,176.97</td>
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<td>Payroll Taxes</td>
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<tr>
<td>Professional Liaison Activities</td>
<td>$4,733.15</td>
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<tr>
<td>Publications</td>
<td>$9,658.55</td>
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<tr>
<td>Staff Professional Development</td>
<td>$76.76</td>
</tr>
<tr>
<td>Staff Salaries</td>
<td>$92,200.49</td>
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<tr>
<td>Telephone and Long Distance</td>
<td>$2,667.71</td>
</tr>
<tr>
<td>Travel Executive Director</td>
<td>$8,016.83</td>
</tr>
<tr>
<td>Travel Reimbursement</td>
<td>$250.00</td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES** $598,800.32

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**Budget Expenditures**

- The 2010-11 Annual Expenses exceeded the Annual Revenue by *$37,356/34* (reduced to $36,307 by auditor – see next page).
- This average is in the 2010-11 fiscal year budget and was covered by 2011-12 prepaid revenues.
- No actual deficit in cash flow existed, nor was any Association reserve (savings) funds expended to cover the average.
- This circumstance reflects a structural imbalance in the Association’s budget which is being addressed through ongoing budgeting and accounting strategies.
- The Association continues to meet its financial obligations on a monthly and annual basis without the use of reserve funds.

*Note: The slight difference between revenues and expenditure totals of the financial accounting records reflected on this page and the audited figures appearing on the next page is due to the adjustments the auditor makes in the records six to seven months after the close of the audited fiscal year.*
General Information
• Audit completed by Ifft Company for the fiscal year ending September 30, 2011.
• Audit opinion expressed in report dated June 6, 2012.
• Audit was conducted according to auditing standards generally accepted in the United States of America.
• Information listed in this audit summary comes from the actual audit report.
• Any member of AASPA who would like a copy of the full audit report should contact our national office or one of the Board members.

Summary Statement
Ifft Company indicated in the management letter that there were no unusual accounting policies or accounting methods used by AASPA. They were able to conduct the audit in an efficient manner. They appreciated the assistance and cooperation extended to the audit team while conducting the audit. As the result of the audit, AASPA has initiated the following actions:
1. In accordance with general internal control accounting practices the accounting procedures will ensure accrual of an amount associated with compensated absences starting with the 2012-13 budget year.
2. Placed Association funds with Edward Jones in a Certificate of Deposit with full FDIC insurance coverage.

Summary of Audit Information
• 2010-11 Annual Revenue - $563,412
• 2010-11 Annual Expenses - $599,719
• 2010-11 Annual Expenses exceeded Annual Revenue by $36,307
• Program service expenses represented 71% of total expenses.
• Net assets as of September 30, 2011 - $260,394