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

VISION:
AASPA will be the school human resources association of choice.
2015 - 2016 AASPA EXECUTIVE BOARD

President
Larry Reznicek
HR Manager
Campbell County SD #1
Gillette, WY
lreznicek@ccsd.k12.wy.us

President-Elect
Rick Arnett
Assistant Superintendent / HR
Lake Orion Schools
Lake Orion, MI
rick.arnett@lok12.org

Immediate Past President
Dr. Richard Valenta
Deputy Superintendent
Denton ISD
Denton, TX
rvalenta@dentonisd.org

Recording Secretary
Dr. Cathy Donovan
Executive Director of Elementary Personnel Services
Olathe Public Schools USD #223
Olathe, KS
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Region 1 Representative
Robyn Bean
Chief HR Officer
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rbean@nwresd.k12.or.us

Region 2 Representative
Dr. Beth Dalton
Assistant Superintendent of HR
Kildeer Countryside Consolidated Community School District 96
Buffalo Grove, Illinois
bdalton@kc96.org

Region 3 Representative
Dr. Justin Schooley
Associate Superintendent of HR
Berkeley County Schools
Martinsburg, WV 25401
jschoole@k12.wv.us

Region 4 Representative
Joe Strickland
Deputy Superintendent
Clovis Municipal Schools
Clovis, NM
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Region 5 Representative
Jason Liewehr
Director of Secondary Personnel
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Carrollton, TX
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Region 6 Representative
Dr. Connie Graham
Assistant Superintendent of HR
Kershaw County School District
Camden, SC
connie.graham@kcsdschools.net

Director of Meetings & Events
Sandy Wachter
sandy@aaspa.org

Member Services Coordinator
Leslie Holliday
leslie@aaspa.org

Executive Director
Kelly Coash-Johnson
kelly@aaspa.org

Administrative & Meetings Coordinator
Amy Roberts
amy@aaspa.org

Marketing Coordinator
Molly Hildreth
molly@aaspa.org
I continue to be honored and thrilled to be president of this organization. Our organization is growing, getting stronger, changing, and offering more opportunities to our members! I cannot reiterate this enough; AASPA is in a great place. As we continue to enhance our member services, I know you will hear of our upcoming certification program. Although still in the testing phase, the program is being piloted in Oregon, Iowa, and Texas, and the AASPA Executive Board is in full support of the new program. We feel this is being done right. Our partnership with Battelle for Kids is extraordinary. I encourage you to visit the AASPA website for more information.

My message to you today is to continue to learn, grow, and never stop inquiring. We need to continue to have a seat at the school table. With our country becoming more and more divided, the importance of our roles as HR professionals is needed. Regardless of what side of the aisle you sit politically we have an opportunity to help educate and change the culture of our schools. Social issues such as healthcare, fair pay, family leave, hiring practices, and a myriad of other issues land on our desks. One cannot pick up a newspaper, read an email, blog, or answer a tweet that does not involve issues we deal with every day. Make it a point to be involved and make a difference. AASPA can help you achieve this goal.

I would like to personally thank our past presidents, Paul and Richard, for their leadership in helping us weather the economic storm that stifled our organization for several years. Along with them, our Executive Board has done a fantastic job of bringing our organization forward with a new look, new website, webinars, social networking and embracing change in the HR environment. It is an honor to know and to have worked with these committed members. Along with these folks I would be remiss if I did not mention our Executive Director, Kelly Coash-Johnson, and her enthusiasm, can-do attitude. It is her spunk which has moved AASPA into a better stage of growth not seen in recent history. Along with Kelly, I need to recognize Sandy, Amy, Leslie, and Molly as our organization cannot grow without a committed team. Please get to know them and thank them for their commitment to AASPA.

I especially want to thank our outgoing Regional Representatives, Joe Strickland and Dr. Justin Schooley for their dedicated years of service to AASPA. Justin will continue to serve the Executive Board as president-elect. Along with them, Dr. Cathy Donovan has been our secretary for the past six years. Thank you, thank you! It is so wonderful to see such commitment. I am especially glad to welcome Rick Amett as our new president. I have learned so much from each of you and I have been truly blessed to have had the opportunity to know and work with you all!

In conclusion, continue to learn, help, listen and provide your compassion to make your districts successful. Do not forget to share your knowledge with your AASPA colleagues.

Sincerely,

Larry Resnicek
President, American Association of School Personnel Administrators, 2015-2016
HR Manager, Campbell County School District 1, Gillette, WY
Under the outstanding direction of Larry Reznicek and the AASPA Executive Board, we have achieved great things this past year, including achievements in membership, member services and professional development. In addition, we have strengthened our relationships with state affiliates and other national educational associations. What an amazing year it has been! I am excited to present the annual report as it reflects so much of the hard work that has been accomplished.

We have exceeded our membership numbers from last year through the efforts of our Membership Committee, Board and AASPA Staff. While many organizations are struggling to maintain numbers, we are gaining ground. The association continues to grow and attract new school leaders. I am so proud of the work that has been done this year to update and add to our member benefits. With the assistance of members, we were able to provide new job descriptions, interview questions and classified evaluation instruments. This continued service of excellence will be the foundation for our future growth and achievements.

Through the work of our Professional Development Committee and our talented Director of Meetings and Events, Sandy Wachter, we have increased our professional development opportunities both virtually and in person. This past December we launched our first Human Capital Leadership Summit in Monterey, California. This marked the beginning of a new level of professional growth and development for our leaders in K-12 HR. Additionally, we worked to increase our webinars and the ability to gain quality professional development 24/7 with our recorded options. There are more plans on the horizon to grow professional development, and I look forward to the outcomes.

None of this success would be possible without the support of our business partners and Elite Sponsors. They have committed generous amounts towards supporting AASPA and have helped us achieve our goal of being the association of choice for all K-12 HR.

It is a great honor to serve as the Executive Director of an organization whose work is so important to the education of our children. I invite you to get involved this year and learn about the new and ongoing efforts of your association. Consider joining a committee or presenting at one of our professional development events, in-person or virtually.

Sincerely,

Kelly Coash-Johnson
AASPA Executive Director
Membership

Membership Development

Thanks to the hard work of AASPA's Membership Committee, Executive Board and Staff, we have increased our membership this past year. AASPA is the only international organization that exists to serve human capital professionals in the field of education. AASPA continues to grow and offer a variety of benefits to serve our diverse group of members. Currently AASPA represents a network of over 2000 professional, who are working in a variety of K12 HR capacities in our schools. The challenge with membership has always been to retain those who have joined as new members. Over 42% of our non-renewals are first year members. As a result, the AASPA membership committee has worked hard this past year to reach out personally to each of our new members, offering assistance in accessing benefits, resources and overall networking. If an individual can see benefit and renew after his or her first year, we have a much better chance at keeping them as lifelong members.

AASPA has also worked hard to show year round benefit and resources for membership. We have added and enhanced our membership benefits this past year. In 2015-2016 we added new Job Descriptions, Evaluations and Interview Questions to our database of Samples and forms. Additionally through our partnership with the Trust for Insuring Educators (TIE) we now offer two additional “insurance” services, LegalShield and IDShield. As AASPA continues to grow we will continue to strive to meet the needs of each of you.

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<th>AASPA Benefit</th>
<th>Active $195</th>
<th>Associate $125</th>
<th>Institutional $425</th>
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AS OF 09/30/2016

Active - 1,127
Associate - 146
Complimentary - 13
Honorary - 30
Prof/Student - 12
Retired - 42
Business - 61
Institutional - 103
Institutional Associate - 353
Institutional Associate Extra - 47

TOTAL MEMBERS - 1,934
**Membership**

**Member Benefits**

**Best Practices** - AASPA’s Best Practices magazine explores the “best practices” of school districts on one current topic. It is published once a year and sent electronically to all members. Archived issues are available for members. Past topics include:

- Transforming Human Resources in the 21st Century
- Teacher Evaluation
- Student Achievement
- Legal Issues
- Diversity

**Perspective** - AASPA’s Perspective magazine features articles, news and association information of interest to AASPA members. It is published three times per year and sent electronically to all members. Archived issues are available for members.

**HR Focus** - We are dedicated to covering the latest news to keep you informed. Arriving via email every other week, AASPA’s HR Focus e-newsletter highlights current issues in HR and school administration nationwide. The HR Focus also highlights a current blog and recognizes an AASPA member.

**Networking** - Our members value the unique networking opportunities that only AASPA can provide. In addition to annual face-to-face networking opportunities, we are taking networking to a new level with social media.

**Members Only Online Services** - These include: sample documents collected from members. Current and updated samples include: job descriptions, interview questions and evaluations.

**Members Only Insurance Program** - AASPA members are eligible for favorable group pricing, specialized coverages, and association discounts on insurance protection from leading carriers. Plans are provided through the Trust for Insuring Educators (TIE), of which AASPA is a member.

**Optimal Insurance Discounts**

**Professional Liability**

- Professional liability insurance for W-2 employed educators; $1 million or $2 million coverage options
- Student professional liability insurance; $1 million in coverage-only $25 a year
- Private practice professional liability insurance coverage options up to $1 million per occurrence/$3 million aggregate

**Home & Auto**

- GEICO auto/motorcycle insurance
- Homeowners/renters/condominium insurance
- Umbrella liability insurance

**Life Insurance**

- Group term life insurance plans from New York Life Insurance Company
- Accidental death & dismemberment
- Disability income protection

**Health Plans**

- Dental insurance
- Long-term care insurance
- International travel
- Cancer insurance

**LegalShield** provides access to a dedicated and experienced attorney network for quality legal advice and services at a low monthly rate. LegalShield’s lawyers can help with all manner of personal legal issues, from review of important documents, to wills and trusts, to representation for traffic citations and civil claims.

**IDShield**, a companion plan, monitors your credit activity and helps restore your identity if defrauded. An industry-best $5 million service guarantee makes certain that if your identity is stolen, it will be restored to its pre-theft status.

**Member Rate for Publications/Books** - AASPA is committed to providing the tools and resources school personnel administrators need most. That’s why we are excited to expand our bookstore with new publications and publishers specifically for school personnel administrators, and provide a discount just for AASPA Members. Our featured books cover a range of topics such as hiring, compensation, dismissal, evaluations, legal issues, leadership, technology, best practices and more.

**Member Rate for Conferences/Meetings** - AASPA offers various opportunities to attend the Annual Conference and other in-person workshops and events at a discounted rate for members. Members may receive credit hours towards PHR, SPHR and GPHR recertification through the HR Certification Institute, as well as, SHRM Certification.

**Free Webinars** - As an AASPA member, you are welcome to attend any webinar for free or access recorded webinars under our “Members Only” section of our website 24/7.

**Office Holding/Voting Rights/Committee Involvement** - Officers and committee members are a driving force in the development of new programs, initiatives and services for members and school personnel administrators. As an Active Member you can help mold the future of school personnel administration and AASPA.
Professional Development

2015 Annual Conference
AASPA’s 77th Annual Conference
Baltimore, MD
Hilton Baltimore
October 13-16, 2015
(Final Attendance: 480)

Human Capital Leadership Summit
Monterey, CA
December 3-4, 2015
(Final Attendance: 91)

Boot Camps
Personnel Administrator Boot Camp
January 21-22, 2016
Austin, TX
(Final Attendance: 97)

Personnel Administrator Boot Camp
June 23-24, 2016
Indianapolis, IN
(Final Attendance: 117)

Professional Development Report

As Director of Meetings and Events, I am proud of all we have accomplished this year. The AASPA national office has worked very hard to continue to deliver the high quality professional development opportunities our members expect. Beginning with our 77th Annual Conference in Baltimore, we were thrilled to have 480 attendees, a sold out exhibit hall and many new opportunities for our members including ignite sessions, product demos and Random Offers of Conference Kindness (ROCK).

In addition, we offered two Boot Camps. In January we went to Austin, TX and the June Boot Camp was held in Indianapolis, IN. Both of these Boot Camps were very well attended. These events are geared towards the new school HR professional in the field less than five years. There was a wealth of information made available to those in attendance as well as acclimating them to the value of networking.

Our first annual Human Capital Leadership Summit (HCLS) was held December 3-4 in beautiful Monterey, CA. This event was the first of its kind for AASPA, focusing on school HR members who have been in their field for more than three to five years.

Another milestone in the past year is that I was able to obtain my CMP (Certified Meeting Professional) certification. I am very proud of this accomplishment and feel that it demonstrates my dedication to not only my profession but also to AASPA and its members. Professional Development has and will continue to be one of my main priorities; this includes not only maintaining the quality our members have become used to experiencing, but to develop new and fresh topics to keep AASPA on the forefront of the school HR field.

It has been a privilege to serve the members of AASPA, and I would like to extend my thanks to my co-workers and the board members who have helped make these events such a success. I would also like to thank all of our sponsors, business partners and presenters. Their contributions throughout the years have been vital to the success of our professional development programs at AASPA.

-Sandy Wachter, Director of Meetings and Events
The Human Capital Leadership Summit is designed for school leaders who are past their first three years of human capital management and who are looking for that next level of professional development in HR leadership. Sessions will be dedicated to helping participants grow professionally in their knowledge as well as personally in their leadership skills.

**WHO SHOULD ATTEND?**
- HR Directors
- Superintendents
- Assistant Superintendents
- Principals
- Business Official
- Any School Administrators involved in recruitment, retention and human capital management

**HOTEL INFORMATION:**
Sheraton New Orleans Hotel
AASPA group rate - $149 + tax

**KEYNOTE SPEAKER:** Todd Whitaker | Writer, Speaker, Consultant & Professor | Indiana State University

**WHAT GREAT LEADERS DO DIFFERENTLY**
What are the specific qualities and practices of great educational leaders that elevate them above the rest? This session reveals what the most effective superintendents, HR directors, principals and teachers do differently than their colleagues. Participants will focus on what the most successful leaders do . . . that others do not. Everyone will leave knowing what great leaders do differently, why these things make them more effective, and learn how to immediately implement each of these into your own practices, districts and schools.

**1.** Learn the Best Practices of Recruitment and Retention in today’s PK-12 environment

**2.** Develop strategies to better organize your HR Department

**3.** Learn how to connect HR to student learning and performance

**4.** Gain knowledge on the ever changing federal regulations effecting school HR
More Than 100 Books are Available in our Bookstore

Visit www.AASPA.org to order online or download our catalog.

Not an AASPA member? Contact us online, by phone or email to receive the member discount. Visit aaspa.org for more information on membership, professional development events, webinars and books.
Association Development

Social Media
AASPA is growing our social media presence. Members can connect with us on LinkedIn, Twitter, Facebook and Pinterest to keep up-to-date with AASPA. In May 2015, AASPA launched “Twitter Chats”. These interactive, hour long, sessions held twice a month, address various school HR topics. Use #K12Talent to get involved and follow the conversation. Members are continuing to utilize our LinkedIn page to post questions and get input from fellow members.
Numbers as of 9/30/16

- LinkedIn: 345
- Twitter: 1,141
- Facebook: 390

State Leaders
AASPA continues to grow our relationship with State Affiliates and State Leaders. In 2015-2016 AASPA began offering Liability Insurance, free of charge, to our affiliates. We continue to work through our State Affiliates to grow membership, recognitions, nominations and national involvement. With the addition of the Human Capital Leaders in Education Certification, we will work more with our State Affiliates interested in state offered programs for certification going forward in the future!

Professional Development
AASPA continues to grow its Professional Development Program as well as the work of the Professional Development committee. In December, AASPA conducted its first Human Capital Leadership Summit in Monterey, CA and has scheduled the 2nd annual event for December 8-9 in New Orleans, LA. We continue to submit all professional development for HRCI and SHRM Recertification hours.

Webinars
AASPA continues to grow its Webinar Program. Webinars are offered on a variety of topics and are being attended both live and through our archived webinar library. Members attend and view webinars for free while non-members pay a registration fee. Webinars are being offered for HRCI and SHRM recertification credit.

Leon Bradley Scholarship
Due to the increased funding of the Leon Bradley Scholarship a new account was established to better track donations and dispursements. You will see an account of the activity from the past year on the Financials page. It is our goal to continue to grow this fund and provide scholarships to encourage more minorities or persons of color to enter the field to teaching and school leadership.

Publications
In 2015-2016 AASPA added 10 new publications to our Book Store. These publications were featured monthly and sold at a discount for their first month. A new Book Store Catalog was developed and placed online. Additionally, AASPA will begin offering to State Affiliates the opportunity to have an onsite Bookstore of their own at State Conferences.

Members Only Website
AASPA has worked hard this past year to update resources found on the Members Only side of our website. New Job Descriptions, Interview Questions and Evaluation Instruments have been added. With the increase in our professional development, the catalog of recorded Webinars has expanded. We are pleased to offer 53 recorded webinars to date and look forward to expanding this part of our member benefits. Additionally all past AASPA Magazines, HR Focus Newsletter and Legislative Briefs are available.

53 Recorded Webinars
Committee Reports

Constitution and By-Laws
This year the Constitution and By-Laws committee did not take on any new projects. Discussion has been had regarding a fresh look at our documents next year along with assisting in any work on the Operational Handbook.

Legislative and Governmental
This past year, the Legislative and Governmental committee worked with multiple other organizations on a joint statement on the profession of teaching. Additionally, we have been active in reviewing publications with a focus on identification of issues relevant to human resources. Interesting topics are highlighted and forwarded to AASPA so that a “just-in-time” article can be sent out to membership. In the past year, there were two instances where articles were pushed out to membership. The committee focus for the upcoming year will be to increase our membership on the committee as well as continue to identify topics of interest for AASPA members. We will continue to investigate relationships with key organizations in an effort to effectively lobby the Capitol.

Membership
Since January, the Membership committee has been very active, as we have redirected our efforts from contacting those who have let their AASPA membership lapse, to focusing our energy on providing a service to members new to AASPA. To date, the committee has contacted approximately 121 new members who joined between October and December 2015. Our intent is to not only provide professional support, but to help new members personally experience the value of belonging to AASPA. Those committee members who have taken the time participate in this outreach have indicated it has been a valuable exercise. The AASPA membership data reflects an increase of members since January 2016. The committee is pleased to report this increase in membership and anticipates an even greater number in the future.

Minority Caucus
The purpose of the Minority Caucus committee is to serve as the collaborating body for joint action on minority issues of common interest by advocating for the election, appointment, hiring, promotion, and recognition of minorities to positions of influence; and to provide a forum for information exchange and networking for its members. This year we celebrated our first year of being on official committee with AASPA. We took an active role in the nominating efforts as well as representation on each of the other AASPA committees. We are looking forward to 2016-17 and becoming more involved and visible in the association.

Nominating
The Nominating committee had another great year. Our purpose is to prepare and present to the Executive Board and to the membership recommendations for candidates for elected positions as association officers and Executive Board members. We had an amazing group of candidates. As we look to the future, the Nominating committee will be looking into ways to increase voter turnout for our electronic ballots.

121 NEW MEMBERS CONTACTED
Committee Reports

Professional Development
The Professional Development committee held bi-monthly meetings during 2015-16 to identify and develop meaningful and appropriate professional development opportunities for AASPA members. The committee helped to determine quarterly themes and recommend topics, books, articles, resources and speakers for the association’s Perspective magazine, Best Practices magazine, HR Focus, webinars and the national conference. Committee members also served as Twitter chat leaders and were highlighted members in the HR Focus.

Recognitions
This year, the Recognitions committee conducted its nomination process digitally via Google Forms, Docs and Sheets. The process worked easily for members nominating individuals/groups. The committee members appreciated the electronic process because it allowed them to view all application materials in a clean, easy-to-find format.

In addition, the committee decided to update the criteria for the Arch S. Brown Affiliate Award for the upcoming years. New criteria to the rubric, which would award more points to Affiliates with greater percentages of their members also being paid AASPA members, will be added. The committee will create additional awards with the affiliate size being a differentiating factor (perhaps under 500 members and over 500 members). The committee felt that offering multiple awards would result in more affiliates submitting nominations and in more affiliate awards.

Scholarship
The Scholarship committee received more than triple the number of applications for the Leon Bradley Scholarship than last year.

In June of 2015 the committee reviewed the six applications that were properly completed and submitted. This year, committee members reviewed the application materials of 25 applicants. This is a 76 percent increase over last year.

This year the committee was able to award three scholarships:
2- $1500 Scholarships for graduate students pursuing school administrator credentials; and
1 - $2500 Scholarship to an undergraduate student in his final year of school and in a traditional teaching program.

For 2016-17, the Scholarship committee will be considering applicants from Region 4. We look forward to the affiliates in Region 4 to helping us promote the Leon Bradley Scholarship. Region 4 includes our colleagues in Arizona, California, Colorado, Hawaii, Nevada, New Mexico and Utah.
### Financials

**Year Ending 9/30/15**

#### Revenue

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#### Professional Development Revenue

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#### Other Income (Expense)

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<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest Income</td>
<td>$1,285.10</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$392.08</td>
</tr>
<tr>
<td>G/L On Investments</td>
<td>($1,677.18)</td>
</tr>
<tr>
<td><strong>Total Other Income (Expense)</strong></td>
<td><strong>$639.80</strong></td>
</tr>
</tbody>
</table>

**Total Income**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$754,295.53</strong></td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference Expenses</td>
<td>$160,837.88</td>
</tr>
<tr>
<td>Boot Camp &amp; Sponsors</td>
<td>$46,449.76</td>
</tr>
<tr>
<td>Webinar</td>
<td>$1,247.39</td>
</tr>
<tr>
<td><strong>Total Professional Development Expenses</strong></td>
<td><strong>$208,535.03</strong></td>
</tr>
<tr>
<td>Accounting Services</td>
<td>$12,394.09</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>$128.7</td>
</tr>
<tr>
<td>Computer Services</td>
<td>$8,544.28</td>
</tr>
<tr>
<td>Contingency Fund</td>
<td>$687.75</td>
</tr>
<tr>
<td>Contract Labor</td>
<td>$435.00</td>
</tr>
<tr>
<td>Credit Card Fees</td>
<td>$12,947.35</td>
</tr>
<tr>
<td>Depreciation</td>
<td>$7,702.20</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>$6,765.90</td>
</tr>
<tr>
<td>Equipment Lease</td>
<td>$4,108.21</td>
</tr>
<tr>
<td>Executive Board Meetings</td>
<td>$21,207.84</td>
</tr>
<tr>
<td>Executive Salary</td>
<td>$106,897.35</td>
</tr>
<tr>
<td>Insurance</td>
<td>$5,953.00</td>
</tr>
<tr>
<td>Legal Services</td>
<td>$85.00</td>
</tr>
<tr>
<td>Leon Bradley Scholarship</td>
<td>$4,945.00</td>
</tr>
<tr>
<td>Mail Machine Lease</td>
<td>$2,259.37</td>
</tr>
<tr>
<td>Marketing</td>
<td>$1,823.53</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$14.00</td>
</tr>
<tr>
<td>Newsletter/Magazine</td>
<td>$1,239.85</td>
</tr>
<tr>
<td>Office Expenses &amp; Supplies</td>
<td>$6,250.60</td>
</tr>
<tr>
<td>Office &amp; Bulk Mail</td>
<td>$4,017.43</td>
</tr>
<tr>
<td>Office Rental</td>
<td>$19,800.00</td>
</tr>
<tr>
<td>Payroll Processing</td>
<td>$3,570.00</td>
</tr>
<tr>
<td>Payroll Taxes</td>
<td>$18,820.79</td>
</tr>
<tr>
<td>Publications</td>
<td>$18,407.83</td>
</tr>
<tr>
<td>Publication Royalties</td>
<td>$1,321.48</td>
</tr>
<tr>
<td>Staff Professional Development</td>
<td>$6,041.82</td>
</tr>
<tr>
<td>Staff Salaries</td>
<td>$116,164.04</td>
</tr>
<tr>
<td>State Leaders</td>
<td>$363.10</td>
</tr>
<tr>
<td>Telephone &amp; Internet</td>
<td>$4,162.20</td>
</tr>
<tr>
<td>Travel Executive Director</td>
<td>$6,042.09</td>
</tr>
<tr>
<td>Website / Email</td>
<td>$1,733.05</td>
</tr>
<tr>
<td>Expenses Subtotal</td>
<td><strong>$411,209.63</strong></td>
</tr>
</tbody>
</table>

**Total Expenses**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$619,744.66</strong></td>
</tr>
</tbody>
</table>

**Net Income/Loss**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$134,550.87</strong></td>
</tr>
</tbody>
</table>
GENERAL INFORMATION

• Review completed by Ifft & Co. PA for the fiscal year ending September 30, 2015
• Review opinion expressed in report dated March 24, 2016
• Review was conducted according to accounting principals generally accepted in the United States
• The financial statements were prepared on the accrual basis of accounting
• Information listed in this review summary comes from the actual review report
• Any member of AASPA who would like a copy of the full review report should contact our national office or one of the Executive Board members

SUMMARY STATEMENT

The management letter provided by Ifft & Co. PA indicated they had received sufficient and appropriate evidence to conduct their review. There were no unusual accounting policies or accounting methods used by AASPA.

SUMMARY OF REVIEW INFORMATION

Annual Revenue $754,295.53
Annual Expenses $619,744.66
Annual Income exceeded Annual Expenses by $134,550.87

ADDITIONAL OBSERVATIONS

• There were no significant adjustments proposed by the review
• There were no instances of fraud noted by the reviews
• There were no significant deficiencies in internal control noted by the reviewers

Historical End of Year Financial Information

2010-2011 - ($29,049.17)
2011-2012 - ($42,869.21)
2012-2013 - ($32,951.59)
2013-2014 - $10,509.00
2014-2015 - $134,550.87
2015-2016 - *$36,086.62

* Unofficial numbers pending 2015-2016 audit review

Investments and Reserves

AASPA continues to have reserves and although significantly impacted by the declines in the past years, has put in place budgetary guidelines which should provide for annual contributions to and capital preservation of those reserve funds.
THANK YOU TO OUR
2015-16 ELITE SPONSORS &
COMMITTEE VOLUNTEERS!

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Robert Stewart (TX)
Sanita Savage Cousar (SC)
Marisol Morales (PA)
Rick Arnett, Board Liaison
Kelly Coash-Johnson, Staff Liaison

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Shelly Bazemore (RI)
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Kevin Walton (CT)
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Vickie Adkins (WV)
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Sara Skretta (NE)
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Alice Walton (SC)
Karen Gasket (AZ)
Cathy Kosteci (IL)
Gwendolyn Conner (SC)
Gwendolyn Perkins (TX)
Paul Gibson (LA)
Ricky Armelin (LA)
Regina Wright (TX)
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Sandy Wachter, Staff Liaison

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Mary Anderson (SC)
Steffanie Frost (OR)
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Marshall Sigall (NJ)
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Doug Jenkins (SC)
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Lindsay Pfister (PA)
Marsha Benjamin Moyer (OR)
Joy Ross (NM)
Leslie Lockhart (CA)
Sara Skretta (NE)
Robyn Bean, Board Liaison
Sandy Wachter, Staff Liaison

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Renee Zoladz (IL)
Amy Dillon (KS)
Regina Wright (TX)
Lori Thurn (IL)
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Kay Byers (NE)
Nicole Regan (NE)
Sara Skretta (NE)
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Skye Dukeett (GA)
Latanza Harrison (AL)
Tracy Najera (OH)
Arthur Holmes (SC)
Lisa McClain (SC)
Marianne Snyder (MD)
Maurice Bonner (FL)
Shane Conklin (TX)
Samara Scott (PA)
Marsha Benjamin Moyer (OR)
Connie Graham, Board Liaison
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Sheila Dorsey-Smith (MI)
Joy Ross (NM)
Maurice Bonner (FL)
Kevin Walton (CT)
Denise Sowell (SC)
Cathy Hutchins (FL)
Jacqueline Love (AL)
M. Elizabeth Christian (MS)
Mitsuko Clemmons-Nazeer (VA)
Regina Terrell (CT)
Cynthia Morris (AZ)
Janelle Green (IA)
Carol Seid (IA)
Angelia Nicholas (MD)
Darlene Faltz (VA)
Arthur Holmes (SC)
Michelle Thompson (SC)
Ellie Fields-Bunch (NC)
Regina Wright (TX)
Rhonda Moore (LA)
Stephanie Alexander (MO)
Beanka Williams (LA)
Paul Gibson (LA)
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Addie Swinney (AL)
Valerie McNell (SC)
Carrie Durley (NC)
Sanita Savage Cousar (SC)
Samara Scott (PA)
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Larry Reznicek, Board Liaison
Kelly Coash-Johnson, Staff Liaison