American Association of School Personnel Administrators

Annual Report
& Financial Statements

2016 - 2017

American Association of School Personnel Administrators

www.aaspa.org
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.
2016 - 2017 AASPA Executive Board

President
Rick Arnett
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President-Elect
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Immediate Past President
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2016 - 2017 AASPA Staff

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Director of Meetings & Events
Sandy Wachter
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Marketing & Membership Coordinator
Molly Schmidt
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Finance, Meetings & Administrative Coordinator
Amy Roberts
amy@aaspa.org
President’s Message

It has been an honor and a pleasure to serve as President of such a wonderful organization and to work alongside so many outstanding professionals. The field of education has gone through some difficult times over the past few years, and it is because of organizations like AASPA and its dedicated members that we have been able to weather the storm.

I have personally witnessed some amazing things happening in our school systems; Our students are learning and producing work that I would not have imagined was possible only a short few years ago. I am certain each of you have witnessed similar astonishing things in your districts as well.

In spite of all the great things happening in our schools, we are still faced with a real challenge in the future. The talent pool for teachers is shrinking, high school graduates are not entering into teacher prep programs in our colleges and universities, and this has created an alarming teacher shortage problem. I know recruiting efforts are occurring and alternative routes to certification are being developed in many states, but that doesn’t change the fact that we are not attracting the number of young adults into our beloved profession we will need in the future.

I believe it is our duty as HR professionals and the duty of AASPA to assist when and where we can to reverse this problem. I challenge each of you to do your part to help make education an attractive profession again.

I am excited to share with you that I believe AASPA is well on its way to doing its part in helping solve this dilemma. It is because of the strong leadership of our Executive Director, Kelly Coash-Johnson, and her staff, Sandy, Molly and Amy that AASPA continues to grow and continues to provide its members with world class professional development opportunities, networking opportunities and other support resources. I have had the pleasure of being an AASPA member for the past 10 years and have seen this organization grow and flourish to unprecedented heights in recent years.

In addition to the committed staff members at AASPA, I have had the pleasure of working with some amazing Board members during my time on the Board the last five years and would be remiss if I did not mention and thank them for their dedication and work in helping direct this fine organization. A personal thank you goes to out Past-Presidents: Dr. Larry Reznicek, Dr. Richard Valenta, Dr. Paul Hertel and Dr. Addie Swinney. You set a high standard for the seat of President and have challenged me to continue those efforts. I am especially excited to welcome Dr. Justin Schooley as our new President. I am certain he will help lead our organization to even greater heights during his presidency. I would also like to congratulate Jason Liewehr on being elected as our President-Elect. Jason has proven through his work on the Board that he will carry on the tradition of servant leadership.

In closing, once again I want to say what a pleasure it has been to serve the members of our organization and the field of education. I believe I have grown immensely as an HR professional, and I can attribute a great deal of that growth to my connection with AASPA and its members.

Sincerely,

Rick L. Arnett
President, American Association of School Personnel Administrators, 2016-2017
Assistant Superintendent of Human Resources, Lake Orion Community Schools, Lake Orion, MI
I always enjoy writing the letter for the annual report. It gives me a chance to shine a light on all of the great things accomplished throughout the year. Most of these would not have been possible without the hard work and dedication of the members, staff and Executive Board under the direction of our outstanding leader, Rick Arnett.

2016-2017 was an extremely successful year for our association. We began the year with our premier professional development event and the highest attendance at our 78th Annual Conference in Orlando. What an amazing gathering of our outstanding K-12 Talent leaders in education and a fantastic opportunity for networking and professional development. Additionally, AASPA has seen outstanding achievements in membership, member services and professional development. We continue to grow and expand our outreach to both individuals and state affiliates. I hope you had an opportunity this year to check out a new resource on our members’ section of AASPA.org, to attend an event or take in one of our many webinars.

Thanks in part to member support and our wonderful partnership with Battelle for Kids, in March of 2017 we finalized the Human Capital Leaders in Education Standards. Designed specifically for PK-12 education, these standards focus on four main sections: Strategic Staffing, Talent Management & Development, Culture & Total Rewards, and Performance Excellence. With these standards, we piloted the Human Capital Leaders in Education certification program. This has been an exciting direction for AASPA and Battelle for Kids. We are eager to continue the work and expand the program.

Of course, none of this success would be possible without the continued support of our business partners. They have committed generously to AASPA and continue to support our mission of providing every member with services, resources and information vital to successful school human resource practice in the interest of students.

I close my report by saying thank you to everyone involved with this organization. It is an honor to serve as the Executive Director of an organization whose work is so important to the education of our children. With the start of 2017-2018, now is a great time to get involved with YOUR national association. We have great plans to take AASPA to the next level and cannot do it alone.

Sincerely,

We continue to grow and expand our outreach to both individuals and state affiliates. I hope you had an opportunity this year to check out a new resource on our members’ section of AASPA.org, to attend an event or take in one of our many webinars.

Kelly Coash-Johnson
AASPA Executive Director
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 more than 2,000 professionals, who are working in a variety of K-12 HR capacities in our schools. The challenge with membership has always been to retain those who have joined as new members. In 2016, 42 percent of first year members hadn’t renewed. As a result, the AASPA membership committee has worked hard this year to reach out personally to each of our new members, offering assistance in accessing benefits, resources and overall networking. As a result, we have decreased that to 38 percent.

AASPA has also worked hard to show year round benefits and resources for membership. We have added and enhanced our membership benefits this past year. In 2016-2017 we added new employee surveys, letters of reprimand and grievance procedures to our database of samples and forms. As AASPA continues to grow we will continue to strive to meet the needs of each of you.
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:

- Strategic Leadership
- Transforming Human Resources in the 21st Century
- Teacher Evaluation
- 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 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, employee surveys 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. New members receive $40,000 group term life insurance for two years at no cost.

**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

**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, group term life insurance for two years at no cost.

**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 and HCLE recertification.

**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

2016 Annual Conference
AASPA's 78th Annual Conference
Orlando, FL
Hyatt Regency Grand Cypress
October 11-14, 2016
(Final Attendance: 548)

Human Capital Leadership Summit
New Orleans, LA
December 8-9, 2016
(Final Attendance: 114)

Boot Camps
Personnel Administrator Boot Camp
February 2-3, 2017
Anaheim, CA
(Final Attendance: 112)

Personnel Administrator Boot Camp
June 22-23, 2017
Salt Lake City, UT
(Final Attendance: 86)

Professional Development Report

This year at AASPA, I am again amazed at what our national office can accomplish. As the director of meetings and events, I work hard to continue to bring new and relevant opportunities for our members to receive high quality professional development. This began with our 78th Annual Conference last October in Orlando. I am proud to report that this event hosted the most attendees in the history of the association with a total of 548! Our four-day conference provided a variety of professional development options including 12 pre-conference sessions, 90 clinic and ignite sessions, three fabulous keynote speakers and a sold-out exhibit hall full of fantastic business partners.

In December, we held our second annual Human Capital Leadership Summit in New Orleans including keynote speaker, Todd Whitaker. I believe that school HR leaders are searching for relevant professional development for those that have more experience in the field and this was shown through increased attendance at this event.

In addition, we offered two Boot Camps this past year. In February, we went to sunny Anaheim, CA and the June Boot Camp was held in beautiful Salt Lake City, UT. Both events were very well attended with some amazing sessions presented by local attorneys and members of AASPA. These Boot Camps continue to be geared towards the new school HR administrators.

This past year, I received the PCMA Heartland Chapter Meeting Professional of the Year Award. This award covers a six-state region, and it is a highly prestigious honor to have been nominated and selected as the recipient. I am also completing my second year on the board as the Sponsorship Chair for the Heartland Chapter of the Professional Convention Management Association. In addition, this year I was selected to serve on the Customer Advisory Board for a city in the Northeast. All of these extra experiences allow me to continue to stay current in my knowledge of my job. Professional development for me is just as important as what I strive to provide to the members of AASPA. Like you, quality professional development provides me with the avenues to develop, maintain and produce relevant opportunities at our AASPA events.

I feel privileged to be completing my tenth year on staff at AASPA! The Executive Board, membership, business partners and fellow staff have all been a huge part of my success in this job. I appreciate the support and contributions shared by all. I am looking forward to the next 10 years!

-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 Officials
- Any School Administrators involved in recruitment, retention and human capital management

**HOTEL INFORMATION:**
Sheraton Albuquerque Uptown
2600 Louisiana Blvd. NE, Albuquerque, NM
AASPA group rate - $108 + tax

**KEYNOTE SPEAKER:** Tim Hodges, Ph.D. | Director of Research | Gallup’s Education Practice

**ADDRESSING THE TEACHER SHORTAGE: STRATEGIES FOR HUMAN CAPITAL LEADERS**

The national teacher shortage is real – fewer people are entering teacher preparation programs and fewer graduates of those programs are choosing to enter the classroom. Paradoxically, the national shortage of quality teachers is highly localized – some schools do a great job of attracting and retaining quality teachers. This session will review these findings and offer some strategies for how to address the teacher shortage by attracting, engaging, and retaining high quality teachers.

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.

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

Follow @_AASPA_ on Twitter to stay current on industry news, AASPA events and connect with K-12 HR leaders.

And don’t forget to join us on the second and fourth Tuesday every month for our #K12Talent Twitter chats. Discuss topics like interviewing, recognitions, hiring remorse, preparing for new school years with other human capital professionals.

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Association Development

Social Media
AASPA is growing our social media presence. Members can connect with us on LinkedIn, Twitter and Facebook to keep up-to-date with AASPA. We have continued our 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 9/30/17:

- Facebook: 472
- Twitter: 1,515
- LinkedIn: 375

State Leaders
AASPA continues to grow our relationship with State Affiliates and State Leaders. AASPA offers 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!

Human Capital Leaders in Education
In March of 2017 the Human Capital Leaders in Education (HCLE) Standards were approved and work began on the next steps of certification development. AASPA has partnered with Battelle for Kids to build a highly recognized and regarded national Human Capital Certification program geared toward individuals who practice and lead people related work in PK-12 education. This certification will demonstrate that individuals have a high level knowledge and mastery of essential practices in HR specifically in PK-12 education as well as a commitment and dedication to continued mastery of knowledge and skills. The pilot phase for the Professional Human Capital Leaders in Education (pHCLE) certification was completed this summer and work continues with providing professional development and certification throughout the country. Over 200 individuals have completed the certification and work is underway to expand the program. We are excited about the opportunity and what it offers our members. We encourage you to consider certification for your own professional development goals.

Professional Development
AASPA continues to grow its professional development program. With the addition of the Human Capital Leaders in Education (HCLE) Program, all events and webinars now focus on our four main HCLE Standards; Strategic Staffing, Talent Management & Development, Culture & Total Rewards, and Performance Management. Members continue to receive professional development at a discount and webinars are always free for members.

Publications
In 2016-2017, AASPA added new publications to our Book Store. These publications were featured monthly and sold at a discount for their first month. The store catalog was updated and placed online. Additionally, AASPA continues to offer State Affiliates the opportunity to have an onsite book store at their own state conferences.

Members Only Website
AASPA continues to update resources found on the members’ section of our website. In addition to continually updating our job descriptions, we have added employee surveys. These include exit interviews, new teacher surveys and new employee satisfaction surveys. With the addition of more webinars, members can now access over 83 recorded webinars on a variety of topics to meet their needs. Additionally all past AASPA Magazines, HR Focus Newsletter and Legislative Briefs are available.
Committee Reports

Constitution and By-Laws
This year the committee focused on membership categories and voting changes for members. Concerns came about due to a large number of members signing up for Associate memberships when they should actually have been in the Individual Active category. When job titles were examined, a great many members had selected the wrong category, at a lower membership fee. Additionally, members have raised questions about their voting and elective office rights, of which they have none as “Associates.” Proposals for 2017-2018 include eliminating the Individual “Associate” membership category, and creating a “Support Staff” category, for further clarification as well as extending voting rights to Institutional Associate members.

Legislative and Governmental
This past year the Legislative and Governmental committee reviewed and discussed the proposed changes to the Affordable Care Act as well as the potential impact that these changes might have on school districts. In addition, we had some conversation with regards to the impact of budgetary decisions on education. This coming year we will continue to monitor the issue of health care reforms, as well as any the impact of any policy changes proposed by the new administration. In addition, we will continue to explore ways to provide policy input in Washington D.C.

Membership
Since January, the Membership Committee has continued with a strategic focus on contacting new members to keep them engaged, highlight valuable AASPA benefits and solicit feedback for AASPA. To date, the committee has contacted approximately 431 new members that joined AASPA between July 2016 and February 2017. We are excited to announce that our membership non-renewal rate has decreased by 10%! We are also extremely proud to announce that our membership has grown above the 2,000 mark! AASPA membership as of 9/30/2017 was 2,059 members.

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. The Minority Caucus (MC) set out this past year with a focus towards this main objective which is to help bring more attention to the recognitions and the nominations process of AASPA. To that end, the MC has focused their efforts towards having a larger role and presence at the AASPA Annual Conference. On behalf of the MC committee, I am happy to report several activities that have been accomplished towards those objectives. The committee assisted in the development, hosting and the fund-raising efforts of the Leon Bradley Scholarship Committee. Also, the MC lead a round table discussion on strategies to attract and retain diverse educators. Additionally, the committee hosted our first-annual Minority Caucus Reception with a specific focus towards networking for all AASPA members. Finally, the MC has developed a mentor program for MC members. Our immediate goal for the 2018-2019 school year is to continue to expand our process for strengthening our mentor program. We would be remiss if we did not thank our sponsors for their generous support of these initiatives.

We understand that the objectives addressed by the Minority Caucus affect all members of AASPA and we look forward to continuing the work of serving as a collaborating body for joint action on minority issues of common interest.
Committee Reports

Nominating
The Nominating committee had another great year. The purpose of the Nominating Committee 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 slate of candidates interested in serving on the AASPA Board and in regional positions. As we look to the future, the Nominating Committee will look at ways to increase awareness of and participation in the elections process. In addition, ways to encourage, promote and maintain involvement in AASPA for new members and those candidates not slated or elected for AASPA offices.

Professional Development
During the last year, the Professional Development Committee has:
• Facilitated a committee meeting at the Annual Conference and hosted three additional meetings
• Determined themes & offered Best Practices theme and subtopic recommendations
• Solicited and contributed articles for Perspectives
• Offered Webinar topic recommendations and resources
• Made recommendations for resources to be included in the HR Focus
• Offered book suggestions
• Served as Twitter Chat leaders
• Made recommendations to the annual conference planning committee
• Pledged support to the certification initiative & had a tutorial on the national HC certification program in conjunction with Battelle for Kids

Recognitions
This year the Recognitions Committee is pleased to report that we received many more award nominations than we have had in previous years for our AASPA Awards. This increased interest in recognizing the outstanding achievements of our colleagues is applauded by the committee. There are so many deserving human resource professionals in our ranks that it was difficult for the committee to choose -- a wonderful problem for our association to have. The Recognition Committee will persist in fine tuning our award criteria throughout the next year. We encourage AASPA members to continue nominating and showcasing the talents of school personnel administrators in this amazing organization.

Scholarship
In June of 2016 the committee reviewed the 25 applications that were submitted. This year the committee members reviewed the application material of 13 applicants. The committee was able to award three scholarships:

1 - $1500 Scholarship to an graduate student pursuing school administrator credentials;

1 - $2500 Scholarship to an undergraduate student in his final year of school and in a traditional teaching program; and

1 - $1500 Scholarship to an paraprofessional career-changer in his final year of teacher preparation which includes student teaching.

For 2017-2018, the Scholarship Committee will be considering applicants from Region 2. We look forward to the affiliates in Region 2 to help us promote the Leon Bradley Scholarship. Region 2 includes our colleagues in Illinois, Indiana, Iowa, Ohio, Michigan, Minnesota, Wisconsin, Manitoba and Ontario Canada.

$5,500 GIVEN IN SCHOLARSHIPS
## Financials

### YEAR ENDING 9/30/16

<table>
<thead>
<tr>
<th>Revenue</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Members</td>
<td>$269,275.87</td>
</tr>
<tr>
<td>Sale of Publications</td>
<td>$15,105.07</td>
</tr>
<tr>
<td>Advertising</td>
<td>$34,815.00</td>
</tr>
<tr>
<td>Career Net</td>
<td>$6,700.00</td>
</tr>
<tr>
<td>Shipping &amp; Handling</td>
<td>$1,260.09</td>
</tr>
<tr>
<td>Certification</td>
<td>$5,400.00</td>
</tr>
<tr>
<td>Revenue Subtotal</td>
<td>$332,556.03</td>
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<table>
<thead>
<tr>
<th>Professional Development Revenue</th>
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<tbody>
<tr>
<td>Conference Income</td>
<td>$236,615.00</td>
</tr>
<tr>
<td>Conference Refunds</td>
<td>($2,665.00)</td>
</tr>
<tr>
<td>Summit &amp; Sponsors</td>
<td>$20,675.00</td>
</tr>
<tr>
<td>Conference Exhibits</td>
<td>$55,470.00</td>
</tr>
<tr>
<td>Boot Camps &amp; Sponsors</td>
<td>$66,194.00</td>
</tr>
<tr>
<td>Webinar</td>
<td>$15,900.00</td>
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<tr>
<td>Total Professional Development Revenue</td>
<td>$392,189.00</td>
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</table>

<table>
<thead>
<tr>
<th>Other Income (Expense)</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Interest Income</td>
<td>$1,519.07</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$763.31</td>
</tr>
<tr>
<td>G/L On Investments</td>
<td>$1,371.78</td>
</tr>
<tr>
<td>Total Other Income (Expense)</td>
<td>$3,627.16</td>
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</table>

| Total Income                        | $728,372.19 |

<table>
<thead>
<tr>
<th>Expenses</th>
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<tbody>
<tr>
<td>Conference Expenses</td>
<td>$224,873.23</td>
</tr>
<tr>
<td>Summit &amp; Sponsors</td>
<td>$14,471.68</td>
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<tr>
<td>Boot Camp &amp; Sponsors</td>
<td>$42,395.98</td>
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<tr>
<td>Webinar</td>
<td>$808.92</td>
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<tr>
<td>Total Professional Development Expenses</td>
<td>$282,549.81</td>
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</tbody>
</table>

| Accounting Services                 | $12,106.10 |
| Audit / Review Fees                 | $6,952.58  |
| Bank Charges                        | $97.95     |
| Computer Services                   | $2,490.29  |
| Contingency Fund                    | $203.10    |
| Committee Support                   | $1,286.14  |
| Credit Card Fees                    | $15,441.77 |
| Depreciation                        | $9,780.46  |
| Employee Benefits                   | $15,561.90 |
| Equipment Lease                     | $6,720.81  |
| Executive Board Meetings            | $19,659.34 |
| Executive Salary                    | $110,135.82|

| Total Expenses                      | $691,798.20 |

| Net Income/Loss                     | $36,573.99  |
General Information

• Review completed by Ifft & Co. PA for the fiscal year ending September 30, 2016
• Review opinion expressed in report dated July 24, 2017
• 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 $
Annual Expenses $
Annual Income exceeded Annual Expenses by $

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>($29,049.17)</td>
</tr>
<tr>
<td>2011-2012</td>
<td>($42,869.21)</td>
</tr>
<tr>
<td>2012-2013</td>
<td>($32,951.59)</td>
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<tr>
<td>2013-2014</td>
<td>$10,509.00</td>
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<tr>
<td>2014-2015</td>
<td>$134,550.87</td>
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<tr>
<td>2015-2016</td>
<td>$36,673.99</td>
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<tr>
<td>2016-2017</td>
<td>*$136,620.00</td>
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* Unofficial numbers pending 2016-2017 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 2016-2017 ELITE SPONSORS & COMMITTEE VOLUNTEERS!

Constitution & By-Laws
Tom Bean, Chair
Director of HR
Libertyville Elementary School
District #70
Libertyville, IL

Lindsay Pfister, Co-Chair (PA)
Dale Fisher (IL)
Andrea Anthony (TN)
Jason Liewehr, Board Liaison

Legislative & Governmental
Dave Rilley, Chair
Executive Director of HR
Macomb Intermediate School District
Clinton Township, MI

Victoria Thompson (CO)
Rick Morton (FL)
Tracy Casey (CT)
Jamie Cangialosi (NJ)
Robbie Seybert (NE)
Fernando Medina (TX)
Seza Aldrich (VA)
Ruth Green (SC)
Lisa Kudelka (ND)
Dell Goodwin (AL)
Beth Dalton, Board Liaison

Membership
Brian White, Chair
Executive Director of HR & Operations
Auburn-Washington Unified School District 437
Topeka, KS

Bob Kreifels, Co-Chair (KS)
Barbara Davis (FL)
Aura Norris (OH)
Cathy Donovan (KS)
Steven Deaderick (WA)
Tiffany Green (TX)
Kevin Hryciw (CA)
Regina Terrell, Board Liaison

Minority Caucus
Robert Stewart, Chair
Assistant Superintendent of HR
Denton ISD
Denton, TX

Sheila Dorsey-Smith, Co-Chair (MI)
Darlene Fultz (SC)
Kevin Walton (CT)
Marsha Benjamin Moyer (OR)
Larry Reznicek, Board Liaison

Nominating
Regina Wright, Chair
Director of Classified & Operations Personnel
Denton ISD
Denton, TX

Anthony Spurgetis (IA)
Denise Sowell (SC)
Tomiko Smalls (SC)
Tracy Johnson (TX)
Justin Schooley, Board Liaison

Professional Development
Sara Skretta, Chair
Director of Professional Experiences
University of Nebraska-Lincoln
Lincoln, NE

Jennifer Wooley, Co-Chair (KY)
Trevor Greene (WA)
Chuck Hilton (IN)
Jonathan Hart (NJ)
Susan Cole (AL)
Tamira Griffin (TX)
Tracy Casey (CT)
Robyn Bean, Board Liaison

Recognitions
Renee Zoladz, Chair
Associate Superintendent
Grayslake CHSD #127
Grayslake, IL

Eric Weber, Co-Chair (NE)
Jackie Brown (TX)
Kay Byers (NE)
Amy Dillon (KS)
Roberta Hill (TN)
Janine Mobley (OR)
Johjania Najera (TX)
Jason Rainey (TX)
Lori Thum (IL)
Stephanie Alexander (MO)
Jason Brunk (OK)
Victoria Thompson (CO)
Anthony Spurgetis (IA)
Connie Graham, Board Liaison

Scholarship
Maurice Bonner, Chair
Director of HR
Martin County School District
Stuart, FL

Crystal Satchell (VA)
Skye Duckett (GA)
Latanza Harrison (AL)
Carrie Durley (NC)
Kerry Parker, Board Liaison