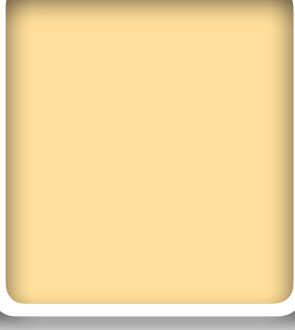
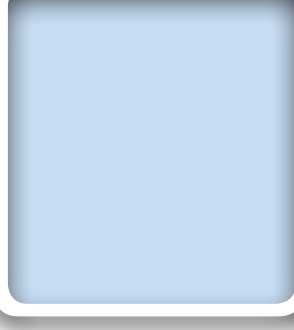



ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

Annual Report

2016–2017



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about



The Illinois Association of School Administrators is the premier advocacy organization for school administrators in the state. Since 1946, the IASA has offered Illinois school administrators the opportunity to join with colleagues throughout the state to improve the quality of public education in Illinois and to maintain the high standards of their profession.

To encourage networking, the state has been divided into 21 IASA Regions. Each region schedules regular meetings at the local level. Each region also selects or elects individuals to represent their region on the IASA Board of Directors and to serve as representatives on IASA's five representative committees.

IASA is a state-chartered association of the American Association of School Administrators (AASA). The two associations work cooperatively in a number of endeavors to serve the needs of members in the local, state and national arenas. IASA members are encouraged to join the AASA and to become active members in its programs and services, but dual membership is not a requirement.

The IASA is involved in many things from child advocacy to lobbying, and from publications to professional development programs. However our main goal is individual member care and service, including personal counseling and mentoring as well as access to confidential contract and credential reviews.

www.iasaedu.org



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PRESIDENT'S message

It has been an honor and also a humbling experience to represent school superintendents from all over our state this past year as the President of the Illinois Association of School Administrators (IASA).

Being a public school superintendent has never been more difficult than today with the unknown of school funding, non-payment of mandated categoricals, ever increasing unfunded mandates, the Every Student Succeeds Act (ESSA), and the growing Charter School movement.

Through all of this, all Illinois superintendents have weathered whatever the storm has brought and worked diligently and tirelessly to provide the best for each of their individual school districts. Your association has also done its best to deliver quality and inspirational professional development by listening to your concerns and tweaking the format for this past year's Annual Conference. We hope you enjoyed it.

In July of 2016, IASA began its inaugural Aspiring Superintendent Academy. To date, thirteen of these aspiring superintendents will begin the FY 18 school year as new superintendents, a great testimony to the program. It was also my distinct honor to be able to present to my friend and colleague, Dr. Jason Henry from Sesser-Valier Community Unit School District #196, the 2017 Illinois Superintendent of the Year Award. Another highlight to the year was to recognize and salute superintendents from each of the IASA regions at the Annual Superintendents of Distinction awards luncheon held at the end of April. The award winners are very deserving and highlight what good works superintendents do each and every day.

Also, I was honored to speak to the fourth class of the two-year IASA School for Advanced Leadership (ISAL) cohort that began in January, bringing to 100 the total number of Illinois superintendents who will have gone through this very challenging and engaging program. And finally, while I am sad to see the retirement of Dr. Nick Osborne as one of our Field Service Directors, I am sure glad that we had him for the time that we did.

It is paramount that we instill in those who educate our children that what they do is perhaps the most important job that any of us could ever have. We know, we walked the halls as teachers too. I remind my staff each year, if you count down the days to summer break in your rooms, you send the wrong message. Instead, put them down as days that you have left to educate them this year. Changing the mindset of teachers will change the mindset of children and create that environment where learning is not only possible, but demanded.

It has been my pleasure to serve you as your president this past year. My thanks to you for all that you do for the children of the great state of Illinois.

Yours for better schools,

Derek Hutchins
IASA President and Superintendent of Crab Orchard CUSD #3

ILLINOIS



EXECUTIVE DIRECTOR'S message

The 2016–17 school year (July 1, 2016–June 30, 2017) was a roller coaster ride unlike anything most of us have ever experienced. Consider:

- It was not until June 30, 2016—the day before the new fiscal year began—that the Illinois General Assembly finally passed a PK-12 budget. It was the only budget piece that was passed as Illinois drifted into Year 2 with no comprehensive state budget, the longest such streak of any state in modern history.
- The budget fully funded General State Aid for the first time in seven years—but then the state made only one of its four payments for mandated categoricals, leaving many school districts with big transportation and/or special education costs literally in worse financial shape than the year before when GSA was prorated.

While the state's financial spiral and political gridlock dominated the headlines this past year, superintendents and other school leaders from across the state kept plugging away with outstanding results. At IASA, we attempted to do the same thing and I want to commend President Derek Hutchins and the Board of Directors for their focus, hard work and leadership.

The Vision 20/20 initiative once again bore good fruit for educators with pieces of legislation being passed that helped cut through some licensure red tape, allowed for licensure reciprocity with other states and eased some of the guidelines to help increase the pool of substitute teachers, the shortage of which was becoming an emergency situation.

The biggest legislative accomplishment came at the end of the spring legislative session when the Evidence-Based School Funding Model was passed—the first major overhaul of Illinois' outdated school funding system in 20 years. Illinois' evidence-based model was designed by front-line educators on the Vision 20/20 committee. It not only ties funding to research-based objectives, but also goes a long way to correcting the inequity that had become part of the old system.

At the time of this writing, the governor has threatened to veto Senate Bill 1, the school funding reform measure, because of a political disagreement over funding for the Chicago Teachers Retirement Fund—so whether the new funding model gets implemented is still up in the air. Nevertheless, passage of the bill was a huge step forward in the battle for an equitable school funding system and the unrelenting persistence of our members was a big reason it passed.

The 52nd Annual Conference in September of 2016 was another success with a very strong lineup of speakers such as author Byron Garrett, technology rock star Jennie Magiera and Paralympian Josh Sundquist. The fast-paced Ignite session was so well received that we have decided to make it a staple of future conferences. We also launched our IASA App at the conference. Then in February of 2017 we and our Statewide School Management Alliance partners held our second biennial Leadership Summit.

It was another banner year for IASA's professional development program as we held our first-ever Aspiring Superintendent Academy in July of 2016 led by Dr. Michael Lubelfeld (Deerfield #109) and Dr. Nick Polyak (Leyden CHSD #212). Our New Superintendents Conference again was well attended, and the IASA School for Advanced Leadership (ISAL) began its fourth two-year cohort in January of 2017. It seems like only yesterday that we introduced that program but soon we will have nearly 100 ISAL fellows helping to lead our state's public schools.

We again honored a representative and deserving group of our outstanding educational leaders. Dr. Jason Henry was named the 2017 Illinois Superintendent of the Year, and we also recognized our "Superintendents of Distinction," one being chosen by their peers in each of IASA's 21 regions. While we honored deserving individuals for their accomplishments, those award winners were representative of the high quality leadership being demonstrated by hundreds of superintendents throughout the state.

Maintaining that standard of excellence in school leadership regardless of all of the financial and regulatory hurdles being placed in your path is, quite simply, impressive. So onward we go together, battling a dysfunctional state government and protecting our kids.

Yours for better schools,

Brent Clark, Ph.D.
Executive Director

MEMBERSHIP services

The IASA membership continues to hold steady with more than 1,000 active members and more than 1,700 total members, including over 650 retired members, school service members and full-time professors. The IASA welcomed 75 new superintendents for the 2016–17 school year. While one of these individuals transferred from another state, 74 rose through the ranks of the Illinois public school system. The Association strives to assist these new superintendents and ensure that they are able to transition as smoothly as possible.



Tim Bleyer



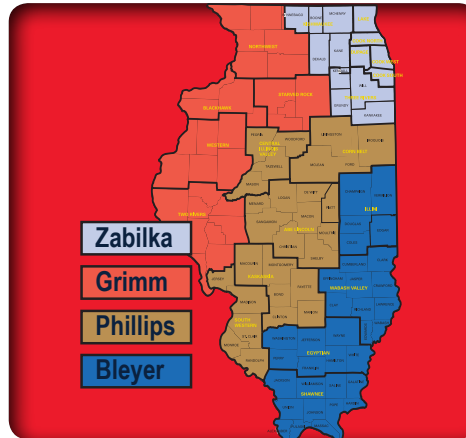
Ralph Grimm



William Phillips



Gary Zabilka



Nick Osborne

Field Services Directors

This year marked the fourth full year for our Field Services Directors and our two new Field Services Offices located in Schaumburg to serve superintendents in the Northeastern Super Region and in Marion to serve superintendents in the Southern Super Region. The Field Services Director for the Northcentral Super Region works out of IASA's main office in Springfield.

Field Services Directors Dr. Gary T. Zabilka (Northeastern), Dr. William H. Phillips (Northcentral), and Dr. Nick R. Osborne (Southern) provide a wide array of services ranging from mentoring new superintendents to providing group and one-on-one assistance to superintendents. Dr. Osborne is retiring June 30, 2017 and IASA is adding two new Field Services Directors in Tim Bleyer (Southern Super Region) and Ralph Grimm in the central and northwestern portions of the state. By adding a fourth Field Services Director, IASA will be able to shrink the geographic areas covered by each director and enhance services to members.

Personal Services

No report on the programs and services would be complete without mentioning the personal services provided to IASA members. These services, though well known by the members, are not reported in any specific detail in order to protect the confidentiality of those members who access these services. For example, the executive director and administrative team are just a phone call away to assist members who need guidance in matters ranging from issues of school administration and communications issues to matters concerning individual employment contracts.

Legal Support & Return of Dues

The Legal Support and Return of Dues programs assist members during times of intensive personal and professional stress. The IASA Legal Support

Program works in concert with and independently from the AASA legal assistance program. The legal support to qualifying members, in cases of employment contract/due process disputes with employers, is in the form of direct access to IASA Associate Director/Legal Counsel Sara Boucek and/or private counsel through a formula-driven financial reimbursement of private attorney fees.

Further, IASA continues to provide the Return of Dues Program to its members. This program is a self-funded insurance program that reimburses the estate of a deceased member, the regular and/or retired dues paid to the Association for the most recent 10 consecutive years. The Return of Dues Program lapses in the 11th year of retirement. Both programs (legal support and return of dues) operate within the financial parameters set many years ago, that of being funded from interest earned by the fund accounts.



Job Bank

The Illinois Education Job Banksm continues to expand in use by both employers and job seekers, and is the leading Internet educational job posting service in Illinois. More than 750 Illinois school districts and 275 other educational institutions are utilizing the Job Bank's services. In cooperation with the Job Banksm, the IASA Interim Education Service Corps provides retired members access to full-time, part-time and interim education employment opportunities at no cost.



Professional Development

IASA offers a wide array of Administrator Academies, workshops and seminars under the direction of Associate Director for Professional Development Dr. Richard Voltz. The professional development opportunities include such topics as teacher and principal evaluation, board-superintendent relations, school law, school finance, leadership, curriculum, technology, and communications.



Through mid-June of this fiscal year, 69 Administrator Academies had been held involving 1,857 participants and another 444 participants had attended one of four workshops that had been presented.



Aspiring Superintendent Academy

The inaugural Aspiring Superintendent Academy (ASA) was held in 2017 with 40 attendees, including principals, assistant superintendents and other school administrators. The week-long academy directed by Dr. Michael Lubelfeld (Deerfield SD #109) and Dr. Nick Polyak (Leyden CHSD #212) includes sessions dealing with such topics as School District Leadership, Communication Strategies, School District Operations, Community Engagement and Action Planning and Next Steps.

continued...

MEMBERSHIP services_{cont.}

New Superintendent Services

The New Superintendents' Conference was attended by 43 superintendents in July of 2016. The conference is designed to provide resources on many of the issues that new superintendents will face during their first year. In addition, "New Superintendent Updates" are e-mailed to new superintendents as well as any other superintendent who wishes to sign up. Simply call the IASA office to receive the update directly. The update is also posted on the IASA website for all members. These updates cover a variety of topics and include some helpful tips that are both relevant and timely.

IASA Mentoring Program

During 2016–17, IASA provided mentors to 75 new superintendents. We are pleased to provide first year superintendents with this service at no cost.

IASA School for Advanced Leadership

Ten years ago, an idea was pitched to create a learning opportunity for Illinois superintendents and was initially billed as the University of IASA. Seven years ago, that idea began to be transformed into a plan and was soon named the IASA School for Advanced Leadership (ISAL). On December 3, 2010, the initial ISAL class gathered at the IASA headquarters in Springfield to start the maiden voyage of what we believe has been a superior learning experience. The program culminated in August of 2012 with the graduation of 23 ISAL fellows, a talented and diverse group of school leaders that underwent a rigorous two-year immersion into adaptive leadership learning experiences accompanied by highly trained coaches.

At this point in time, three ISAL classes and a total of 73 ISAL fellows have successfully completed the two-year cohorts. The ISAL IV cohort was launched in January of 2017 with 25 members. The IASA School for Advanced Leadership continues to accomplish its mission by providing quality professional development for practicing superintendents in unique and challenging ways. The two-year ISAL cohort includes:

- A professional coach;
- Developing a personalized professional growth plan for student achievement; and
- Conducting a comprehensive needs assessment to determine district and leadership needs.

ISAL also studies the superintendent's role through five leadership lenses: facilitator of shared moral purpose, change agent, relationship/culture promoter, capacity builder, and coherence maker.



Interested superintendents needing more information can contact ISAL's Co-Facilitators, Dr. Nick Osborne and Dr. Gary Zabilka.

Communications

Members have direct access to Director of Communications/Public Relations Mike Chamness for consultation and assistance in developing talking points, media statements or messages to parents. In addition, IASA's online monthly magazine, *Leadership Matters*, is one of IASA's main communications vehicles. The magazine includes messages from IASA Executive Director Dr. Brent Clark as well as stories about innovative, successful programs from peers throughout the state and issues important to public education in Illinois.

Website Resources

The IASA Website (www.iasaedu.org) is a quick resource for members featuring News Briefs, online registration for conferences and professional development activities, members only access to documents, IASA Video Library, Podcasts, Twitter, etc.

Legislative Advocacy

IASA provides a full-time Director of Governmental Relations, Diane Hendren, to track legislation in the General Assembly and advocate on behalf of our members. Timely updates and political analysis are provided to members through Capitol Watch reports. Lobbying activities are coordinated with the other members of the Illinois Statewide School Management Alliance, including the Illinois

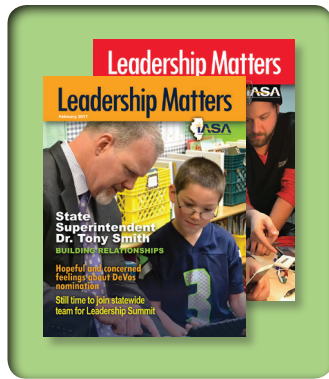
Association of School Boards, the Illinois Principals Association and the Illinois Association of School Business Officials. Members also receive a guide to members of the General Assembly and constitutional officers as well as meetings and seminars with elected and government officials.

In addition, the Alliance Legislative Report continues to be delivered via e-mail. It offers a straightforward report on bills affecting public education.

Networking Opportunities with Colleagues

The IASA Annual Conference is held in the fall and the Alliance Leadership Summit is held in February of odd-numbered years. In addition to national-level speakers and professional development opportunities, these events offer unique opportunities to network with colleagues from around the state. Monthly region meetings offer regular opportunities to communicate with peers about timely issues common to educational leaders.

continued...





IASA Mobile App

IASA launched a new mobile app at the 2016 Annual Conference. The app offers user-friendly access from anywhere to IASA information via many devices, including smart phones and other hand-held devices. The app is free to use and can be downloaded through Google Play, the App Store or by scanning the QR code here:



IASA Annual Conference

The IASA Annual Conference offers members the opportunity to hear from nationally known speakers as well as participate in breakout sessions and other professional development opportunities. The 2017 Annual Conference is scheduled for September 27–29 at the President Abraham Lincoln Hotel and The BOS Center.



Alliance Leadership Summit

The biennial Alliance Leadership Summit is held in February of odd-numbered years. It is designed for school administrators, school board members, school business officials and principals to gather to strategize, discuss issues and visit with legislators. The 2019 Alliance Leadership Summit is scheduled for February 26–27, 2019 in downtown Springfield.



Podcasts and Video Libraries

The IASA Video Library was revamped during this past year to make access to pertinent videos and podcasts available to members in a more user-friendly fashion. The Video Library can be accessed through the IASA website (www.iasaedu.org).



Illinois Association of School Administrators (IASA)
ONLINE CONNECTION
for Employers and Job Seekers
in Illinois Schools

Whether you are seeking qualified applicants to fill permanent, interim, part or full-time vacancies, the Illinois Education Job BankSM makes posting jobs and finding candidates as easy as **1-2-3!**

With over **1,000** Illinois school districts and other educational institutions subscribing to the Illinois Education Job BankSM, the proof is in the numbers. Since 1999, the Job Bank has provided the opportunity for more than **113,000** vacancies and **168,000** profiles to be posted online.

FOR EMPLOYERS...

You can post vacancies and find candidates with ease and security.

- Quick and easy account setup
- Maintain complete control of job posting information, posting date and duration
- When you post an opening on the IASA Job Bank, the opening is also included on the school district's website without the school district reposting the information simply by setting up the RSS Feed
- Maintain low costs with minimal yearly fee
- Add customized questions to online applications
- Search for candidate features such as languages, skills and more
- Set up and maintain multiple profiles and users
- Save favorite candidates from job applications

FOR JOB SEEKERS...

You can search, save resumes and apply online for **free**.

- Search from hundreds of openings throughout the state
- Create and maintain profiles and resumes in our secure online Job Search Portal
- Save and update your profile information including education, certification/license, employment, references, skills and more
- Set up convenient e-mail job alerts and notifications
- Save job listings, searches and applications
- Set up your employment preferences to help employers find your resume when they search the Resume Bank.

www.illinoiseducationjobbank.org

other PROGRAMS

The Alliance. In the Spring of 1993, the executive directors of the four statewide educational management associations—Illinois Association of School Administrators, Illinois Association of School Boards, Illinois Association of School Business Officials and Illinois Principals Association—solidified discussions concerning joint efforts, including but not limited to legislation, and formed the Illinois Statewide School Management Alliance.

The Alliance structure allows the four associations to pool their resources and personnel, thus presenting strong, unified positions on education issues before the Illinois State Board of Education, Illinois General Assembly, and Office of the Governor. Under the umbrella of the Illinois Statewide School Management Alliance, the executive directors of the participating associations coordinate several programs in areas including school finance, insurance, energy, and professional development. Continued improvements in the Alliance relations are achieved through the practice of focusing on matters of mutual interest with respect for each of the Alliance partners' need to maintain autonomy.



The Illinois Energy Consortium, a joint energy-purchasing consortium sponsored by IASA, IASB and Illinois ASBO, provides utilities to Illinois school districts at lower costs. It is the Midwest's largest energy purchasing pool. The IEC board consists of the executive director and three representatives from each of the sponsoring associations. For more information, visit www.illec.org.

The Illinois School District Liquid Asset Fund Plus ("The Fund") offers a variety of opportunities to school districts for the investment and management of funds, which includes school districts and community colleges in Illinois. Since its inception, ISDLAF+ is the only investment program sponsored by three separate benchmark associations: IASA, Illinois ASBO, and IASB. Each recognizes the fund as being powerfully and uniquely suited to the needs of Illinois school districts—providing the ideal mix of safety, liquidity, and yield. For more information, visit www.isdlafplus.com.

The P-Card (Procurement Card) Program continues to grow each year. A popular benefit of the program is the rebate that is given to each participating school district. Rebate amounts are based on the total volume each school spends. In addition, the P-Card streamlines the purchasing process, reduces the purchase order paperwork, increases budget and internal controls, provides better reporting, and reduces the cost of making



monthly payments to vendors. While it looks like a credit card, the P-Card does not have a revolving monthly credit. The balance is paid in full every month. For more information about this IASA, IASB, Illinois ASBO, and IPA sponsored program, visit www.illinois-pcard.com.

The “5Sight” Tool developed by Forecast5 Analytics is a dynamic business intelligence tool that allows school districts to drive decisions with competitive insight and peer analysis opportunities. The Forecast5 platform includes cloud-based business intelligence software, interactive visuals and a collaborative analytics engine. For more information, visit www.forecast5analytics.com.



The Illinois Schools Employee Benefits Consortium (ISEBC) and the Metropolitan Schools Employee Benefits Program (MSEBP)

include a proprietary fully insured, comprehensive group health insurance plan that offers member school districts the opportunity to provide employees health benefits at affordable prices. The customizable benefit packages include flexibility with coverage and deductibles, life insurance, short- and long-term disability, dental, vision and COBRA among other features. ISEBC serves all counties statewide with the exception of Cook and the collar counties. The MSEBP serves the Cook and collar counties.



BuyBoard is an online purchasing cooperative designed to streamline the purchasing process and help members make confident buying decisions. It is a free, value-added service that is available to IASA members. BuyBoard leverages the power of a nationwide network of purchasers to drive down prices of commodities, goods, and services. Because of this, IASA members are able to leverage better pricing from vendors. There are many well-known brand names on the product list. Members can place orders on the secure website or fax purchase orders for same-day processing.

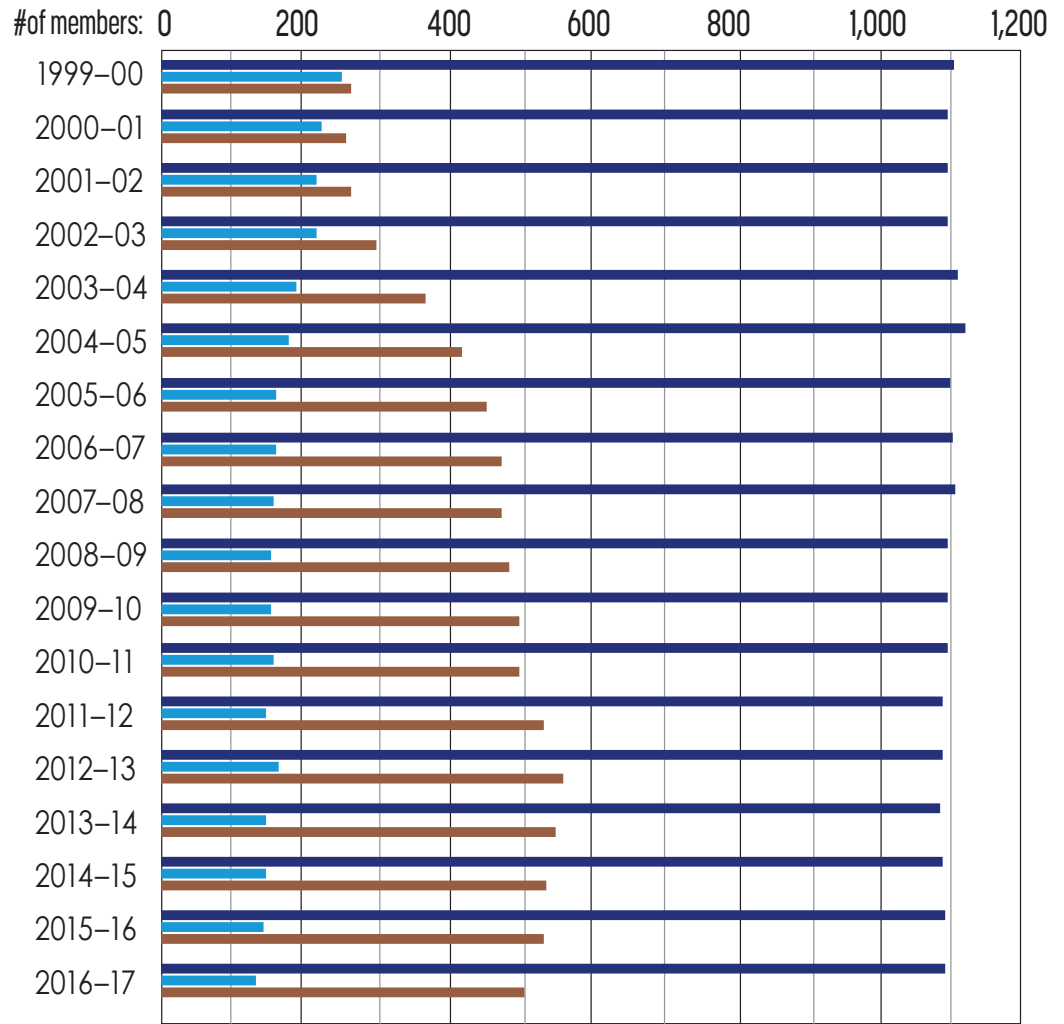
NaviGate Prepared is a company that is focused on school and campus safety. It has an array of products and services that include a Safety Plan Wizard that has been made available free of charge to all K-12 Illinois schools. Other products and services include the storing of school safety plans, call lists, building maps, and 360-degree photography of key building areas in a secure cloud environment that offers authorized users and first responders instant access to this important information around the clock.

MEMBERSHIP reports

IASA MEMBERSHIP REVIEW

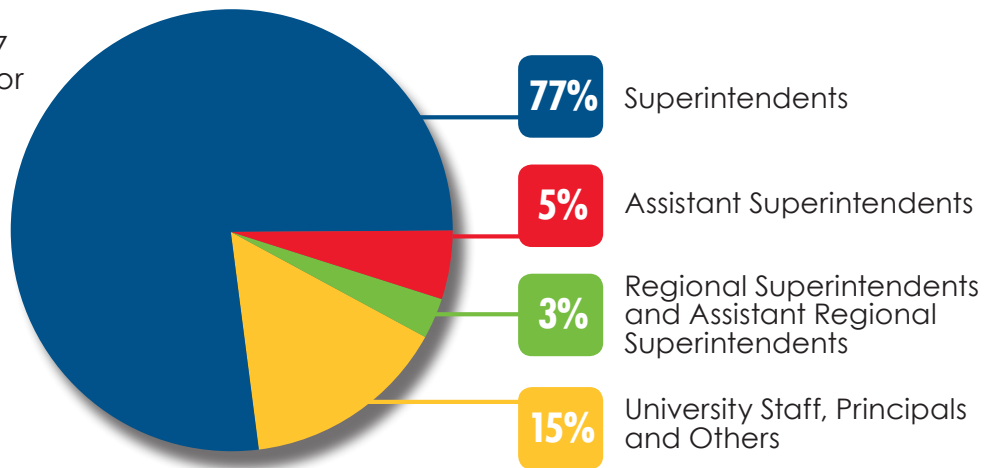
Membership growth since FY2000:

■ ACTIVE AND FULL-TIME PROFESSORS
■ SCHOOL SERVICE
■ RETIRED



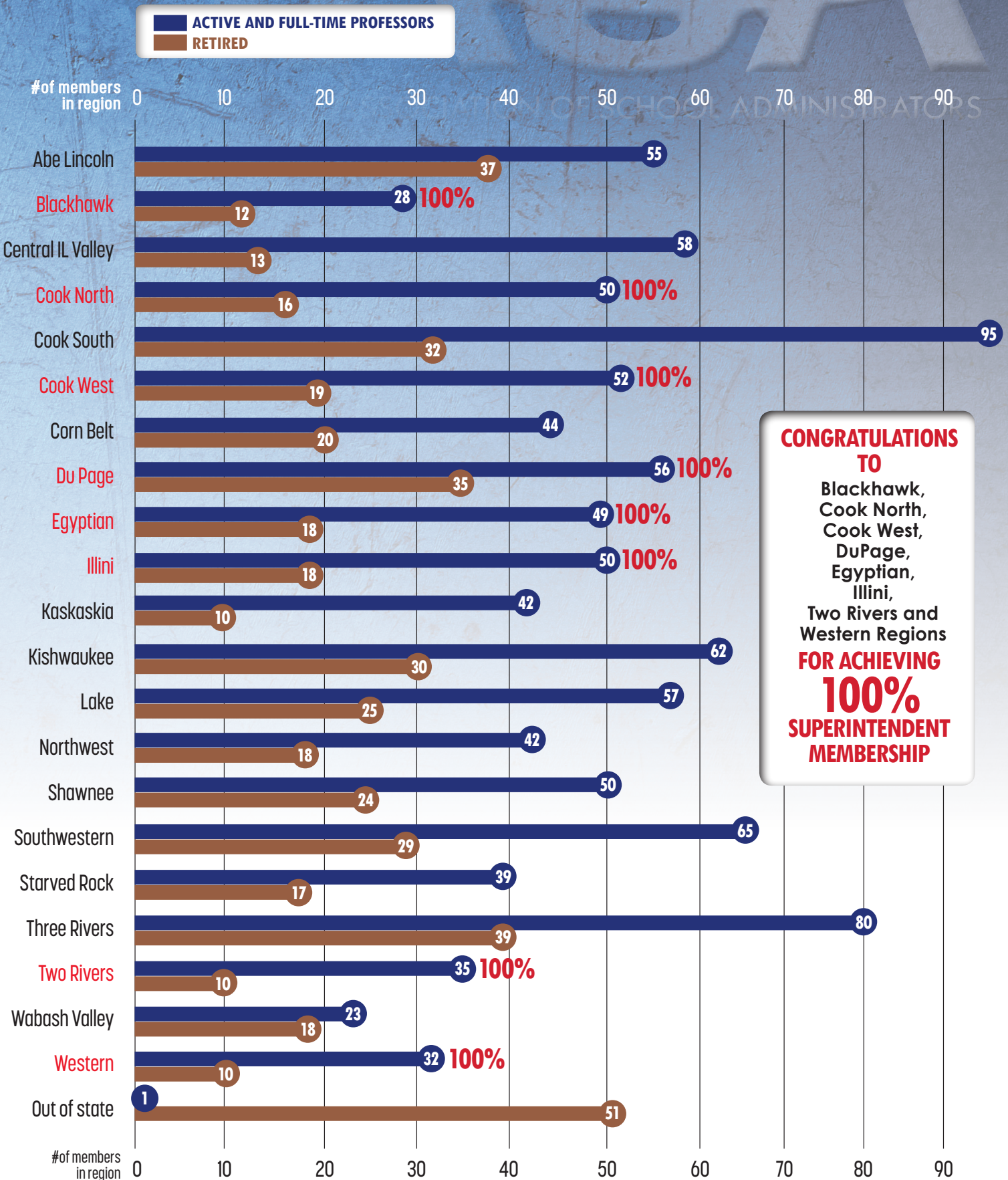
2016–2017 IASA ACTIVE AND FULL-TIME PROFESSOR MEMBERSHIP ANALYSIS

The following chart shows a breakdown of the 2016–2017 Active and Full-Time Professor membership categories. 819 superintendents are IASA members, or over 93% of the state's 861 operating school districts.



2016–2017 IASA REGIONAL MEMBERSHIP ANALYSIS

The following chart shows the 2016–2017 membership for Active and Retired Members by Regions.



2016–17 IASA BOARD OF DIRECTORS OFFICERS



President
Derek Hutchins
Superintendent
Crab Orchard #3



President-Elect
Dr. Thomas E. Bertrand
Superintendent
Rochester Comm Unit #3A



Past President
Dr. Jane L. Westerhold
Co. Int. Superintendent
North Shore SD #112



Secretary and Wabash Valley
Timothy Buss
Superintendent
Wabash #348



Treasurer and At-Large Member
Dr. Sheila Harrison-Williams
Superintendent
Hazel Crest #152-5

2016–17 IASA BOARD OF DIRECTORS MEMBERS



Abe Lincoln
Dr. Vic Zimmerman
Superintendent
Monticello Unit #25



Blackhawk
Ronald Jacobs
Superintendent
Riverdale CU #100



Central Illinois Valley
Dr. Roger L. Alvey
Superintendent
Illini Bluffs Unit #327



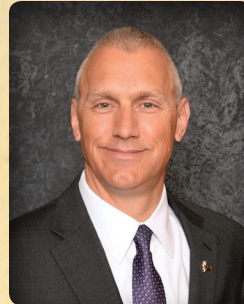
Cook North
Dr. Judith A. Hackett
Superintendent
NW Suburban Sp. Ed. Org.



Cook South
Dr. Kevin J. O'Mara
Superintendent
Argo Comm #217



Cook West
Dr. Timothy B. Kilrea
Superintendent
Lyons Twp #204



Corn Belt
Cliff McClure
Superintendent
Paxton-Buckley-Loda #10



DuPage
Victoria L. Tabbert
Superintendent
Queen Bee #16



Egyptian
Jeff Fetcho
Superintendent
Hamilton County #10



Illini
Barbara Thompson
Superintendent
Fisher #1

continued...

2016–17 IASA BOARD OF DIRECTORS

MEMBERS



Kaskaskia
Dr. Scott E. Doerr
Superintendent
Nokomis Comm #22



Kishwaukee
Dr. Dan Johnson
Superintendent
Johnsburg #12



Lake
Dr. Catherine M. Finger
Superintendent
Grayslake Comm #127



Northwest
Dr. Mark D. Hansen
Superintendent
Eastland #308



Shawnee
Stephen Murphy
Superintendent
Carbondale Comm #165



Southwestern
Michael S. Sutton
Superintendent
Highland Comm #5



Starved Rock
Mark R. Cross
Superintendent
Peru #124



Three Rivers
Dr. Scott Goselin
Superintendent
Bradley #61



Two Rivers
Paula Hawley
Superintendent
Pikeland #10



Western
Kim Schilson
Superintendent
Illini West HS #307

REGION PRESIDENTS

CHAIR	Derek Hutchins, Supt., Crab Orchard CUSD #3
ASSOCIATE CHAIR(S)	Dr. Thomas E. Bertrand, Supt., Rochester CUSD #3A
REGION	
Abe Lincoln	Brett A. Robinson, Supt., Cerro Gordo CUSD #100
Blackhawk	Doug O'Riley, Supt., Galva CUSD #224
Central IL Valley	Dr. Chad Wagner, Supt., Elmwood CUSD #322
Cook North	Dr. Scott B. Thompson, Supt., Palatine CCSD #15
Cook South	Dr. Jeff Stawick, Supt., CCSD #146
Cook West	Dr. Mark L. Kuzniewski, Supt., Brookfield LaGrange Park School District #95
Corn Belt	Dr. David Mouser, Supt., Tri-Valley CUSD #3
DuPage	Dr. John Corbett, Supt., Wood Dale SD #7
Egyptian	Timothy P. O'Leary, Supt., Pinckneyville SD #50
Illini	Lance Landeck, Supt., Oakland CUSD #5
Kaskaskia	Brad Detering, Supt., Salem CHSD #600
Kishwaukee	Dr. Lynn Gibson, Supt., Hononegah CHD #207
Lake	Dr. Terence Q. O'Brien, Supt., Grass Lake SD #36
Northwest	Timothy J. Schurman, Supt., Chadwick-Milledgeville CUSD #399
Shawnee	Dr. Keith Oates, Supt., Marion CUSD #2
Southwestern	Jonathan Tallman, Supt., Red Bud CUSD #132
Starved Rock	Kirk Haring, Supt., Princeton HSD #500
Three Rivers	Dr. Diane Cepela, Supt., Newark CCSD #66
Two Rivers	Kevin Blankenship, Supt., Scott-Morgan CUSD #2
Wabash Valley	Julie Kraemer, Supt., Hutsonville CUSD #1
Western	Kathy Dinger, Supt., Bushnell-Prairie City CUSD #170

governing BOARD AND COMMITTEES

IASA accomplishments are always tied to

the commitment of the IASA Governing Board members working as both individuals and leaders of the various IASA Committees. **The Governing Board** is the primary decision-making body of IASA, consisting of members of the 21 regions and up to two at-large representatives.

The three IASA Super Regions are Northcentral, Northeastern and Southern, each consisting of seven IASA Regions from which the IASA Governing Board rotationally elects the IASA President. A map indicating the boundaries of the 21 IASA Regions and three Super Regions is included on page 31 of this report.

Derek Hutchins of Crab Orchard District 3 (Southern Super Region) served as President for the 2016–17 year, with Dr. Thomas E. Bertrand of Rochester Community Unit District #3A (Northcentral Super Region) becoming President on July 1, 2017 for the 2017–18 year. Dr. Sheila Harrison-Williams of Hazel Crest District #152–5 (Northeastern Super Region) was voted President-Elect and will become President on July 1, 2018.

In the event that a Super Region has no candidate for the position of president-elect in any given year, the rotation would then pass to the next Super Region in the rotation. The Super Region that declined to put forth a candidate would be eligible for the election of a president-elect during its next turn in the rotation. For the purpose of running for and holding presidential offices of the IASA, a member's Super Region will be determined at the time of the election. Should a member move from the Super Region during the time of serving as the IASA President-Elect, President, or Immediate Past-President, it will have no impact on office eligibility.

The Governmental Relations and Advocacy Committee (GRAC) continues to function as the legislative workhorse of the Association. Before being brought before the Governing Board for adoption, the GRAC reviews and develops the resolutions and position statements. A current list of the IASA Resolutions and Position Statements are posted on the IASA website. On the federal legislative front, IASA coordinates with the AASA Legislative Corps.

The **IASA-ISBE Advisory Committee** meets regularly with the State Superintendent of Education and members of the ISBE staff to discuss and review matters of educational policy and programs.

The Professional Development Committee is a hands-on, working committee that designs and develops the IASA professional development programs and activities. Even though legislative activities continue to take a high profile position within the IASA, there continues to be a significant amount of activity and need in the area of professional development. In 2007, the Professional Development Committee made a recommendation to the Board of Directors to establish the "Dr. Walter H. Warfield and Dr.



Jacob S. Broncato AAC Scholarship" and allow each region to award one scholarship annually. The recipients of this scholarship can attend one IASA Administrators' Academy Credit course at no cost, which will help to ensure that they meet the requirements for certificate renewal.

In addition to offering courses throughout the school year, the IASA School of Professional Development also offers courses as early bird sessions at the IASA Annual Conference and a special half-day session at the Joint Annual Conference.



Established activities for new superintendents continue to be well-attended. Based on the numerous comments in letters, phone calls and e-mails, the weekly mailings to the new superintendents have also been well-received. IASA continues to work regularly with the IASB, Illinois ASBO and IPA to meet the professional development needs of its respective members. A guiding principle for the work done here is not to duplicate programs that would compete for the limited time and money administrators have to spend on professional development.

The Membership and Communications Committee was merged effective July 1, 2012, and added duties related to communications and public relations to the existing charge of the committee to focus on the recruitment and retention of members in all of the IASA membership categories. Special emphasis remains on active, school service and new superintendents.

Although not required, joint membership in AASA is also encouraged. Within the AASA governance structure, Illinois is being represented by five members on the AASA Governing Board.



COMMITTEES

Region	IASA-ISBE ADVISORY COMMITTEE	GOVERNMENTAL RELATIONS & ADVOCACY COMMITTEE
	<p>CHAIR: Derek Hutchins, Supt., Crab Orchard CUSD #3, President</p> <p>ASSOCIATE CHAIR: Dr. Thomas E. Bertrand, Supt., Rochester CUSD #3A, President-Elect</p>	<p>CHAIR: Dr. Kevin J. O'Mara, Supt., Argo CHSD #217 (Cook South)</p> <p>ASSOCIATE CHAIRS: Dr. Scott E. Doerr, Supt., Nokomis CUSD #22 (Kaskaskia) Dr. Sheila Harrison-Williams, Supt., Hazel Crest SD #152.5 (Cook South) Cliff McClure, Supt., Paxton-Buckley-Loda CUSD #10 (Corn Belt)</p>
Abe Lincoln	Damian D. Jones, Sr., Supt., Argenta-Oreana CUSD #1	Adam Ehrman, Supt., New Berlin CUSD #16
Blackhawk	Shane Kazubowski, Supt., Wethersfield CUSD #230	Dr. Jay Morrow, Supt., United Twp HSD #30
Central IL Valley	Dr. Chad D. Allison, Supt., IL Valley Central USD #321	Shannon Duling, Supt., Princeville CUSD #326
Cook North	Dr. Judith A. Hackett, Supt., NW Suburban Sp. Ed. Org.	Dr. Scott B. Thompson, Supt., Palatine CCSD #15
Cook South	Dr. Michael A. Hollingsworth, Supt., Midlothian SD #143	Dr. Darryl Taylor, Supt., Lincoln ESD #156
Cook West	Dr. Jennifer Kelsall, Supt., Ridgewood CHSD #234	Dr. Edward J. Condon, III, Supt., River Forest SD #90
Corn Belt	Dr. Dale K. Hastings, Supt., Milford Area Public Schools District #124	Gary R. Tipsord, Supt., LeRoy CUSD #2
DuPage	Dr. Michael C. Connolly, Supt., Keeneyville SD #20	Dr. Gwynne Kell, Supt., Winfield SD #34
Egyptian	Dr. Michael E. Smith, Supt., Mt. Vernon Twp HSD #201	Keith John Hagene, Supt., Pinckneyville CHSD #101
Illini	Rick Johnston, Supt., Mahomet-Seymour CUSD #3	Dr. Crystal Johnson, Supt., Rossville-Alvin CUSD #7
Kaskaskia	Deborah L. Philpot, Supt., St. Elmo CUSD #202	Jeff Strieker, Supt., Breese ESD #12
Kishwaukee	Dr. Debbie Ehlenburg, Supt., Alden Hebron SD #19	Dr. Travis McGuire, Supt., Hinckley Big Rock CUSD #429
Lake	Dr. John P. Ahlgrim, Supt., Warren Twp HSD #121	Dr. Brian Harris, Supt., Barrington CUSD #220
Northwest	Jeff Thake, Supt., Amboy CUSD #272	Thomas D. Mahoney, Supt., Oregon CUSD #220
Shawnee	Michael J. Shimshak, Supt., Carbondale ESD #95	Dr. Steve Webb, Supt., Goreville CUD #1
Southwestern	Dr. Darcy G. Benway, Supt., O'Fallon Twp HSD #203	Leigh A. Lewis, Supt., Triad CUSD #2
Starved Rock	Michael J. Pillion, Supt., Oglesby ESD #125	Matthew Seaton, Supt., Streator Twp HSD #40
Three Rivers	Dr. John Palan, Supt., Grant Park CUSD #6	Dr. Cheryl McCarthy, Supt., Joliet Twp HSD #204
Two Rivers	Brent O'Daniell, Supt., Virginia CUSD #64	Dr. Kerry L. Cox, Supt., Carrollton CUSD #1
Wabash Valley	Jeff Fritchtnitch, Supt., Altamont CUSD #10	William J. Fritcher, Supt., Teutopolis CUSD #50
Western	Dr. Mike Curry, Supt., V.I.T. CUSD #2	Ralph E. Grimm, Supt., Galesburg CUSD #205
	<p>LIAISON: Dr. William H. Phillips, ICPEA</p> <p>LIAISON: Thomas F. Leahy, IL Assoc. of School Boards</p>	

MEMBERSHIP & COMMUNICATIONS COMMITTEE

CHAIR: Paula Hawley, Supt., Pikeland CUSD #10 (Two Rivers)

ASSOCIATE CHAIRS:

Mark R. Cross, Supt., Peru ESD #124 (Starved Rock)

Victoria L. Tabbert, Supt., Queen Bee SD #16 (DuPage)

Curtis Nettles, Supt., Clinton CUSD #15

Joe L. Buresh, Supt., Annawan CUSD #226

Dan Mair, Supt./Prin., Germantown Hills SD #69

Dr. Raymond E. Lechner, Supt., Wilmette SD #39

Dr. Donna Leak, Supt., CCSD #168-Sauk Village

Dr. David Katzin, Supt., Franklin Park SD #84

Jon Kilgore, Supt., Pontiac Twp HSD #90

Dr. Gwynne Kell, Supt., Winfield SD #34

George Wilkerson, Supt., Zeigler-Royalton CUSD #188

Rodney Grimsley, Supt./Prin., Gifford CCSD #188

Joseph Novsek, Supt., Carlyle CUSD #1

Joe Burgess, Jr., Supt., Genoa-Kingston CUSD #424

Dr. Scott Warren, Supt., Lincolnshire-Prairie View SD #103

Tad Everett, Supt., Sterling CUSD #5

Edwin Shoemate, Supt., Cobden SUD #17

Peggy Burke, Supt., Whiteside SD #115

Dr. Matthew J. Wilkinson, Supt., Streator ESD #44

Amy B. Smith, Supt., Newark CHSD #18

Dr. Kate Sievers, Supt., Calhoun Comm #40

Mark E. Doan, Supt., Effingham CUSD #40

Brad Kenser, Supt., CUSD #3 Fulton County

PROFESSIONAL DEVELOPMENT COMMITTEE

CHAIR: Michael A. Sutton, Supt., Highland CUSD #5 (Southwestern)

ASSOCIATE CHAIRS:

Dr. Catherine M. Finger, Supt., Grayslake CHSD #127 (Lake)

Dr. Judith A. Hackett, Supt., NW Suburban Sp. Ed. Org. (Cook North)

Dr. Kristen Kendrick-Weikle, Supt., Warrensburg-Latham CUSD #11

Dr. Terri VandeWiele, Supt., Silvis SD #34

Dr. Kyle W. Freeman, Supt., Washington CHSD #308

Dr. Dane A. Delli, Supt., River Trails SD #26

Dr. Kimako Patterson, Supt., Prairie-Hills ESD #144

Kim Petrasek, Supt., Mannheim SD #83

Dr. Linda L. Dvorak, Supt., Iroquois West CUSD #10

Dr. Jon Bartelt, Supt., Bloomingdale SD #13

Erik Estill, Supt., Rome CCSD #2

Dr. Donald D. Owen, Supt., Urbana SD #116

Dr. Tami Kampwerth, Supt., Aviston SD #21

Dr. Kim Suedbeck, Asst. Supt., Hononegah CHD #207

Dr. Jean H. Sophie, Supt., Lake Bluff ESD #65

Dr. Michael P. Schiffman, Supt., Freeport SD #145

Christopher S. Grode, Supt., Murphysboro CUSD #186

Dr. Julie M. Brown, Supt., Pontiac-W Holliday SD #105

Michael Patterson, Supt., Malden CCSD #84

Cathie Pezanoski, Supt., Elwood CCSD #203

David C. Roberts, Supt., Winchester CUSD #1

Dee A. Scott, Supt., Casey-Westfield CUSD #4C

Jeff T. Whitsitt, Supt., United CUSD #304

continued...

COMMITTEES cont.

BUDGET COMMITTEE

CHAIR Dr. Sheila Harrison-Williams, Supt., Hazel Crest SD #152-5

MEMBERS Dr. Roger L. Alvey, Supt., Illini Bluffs CUSD #327
Dr. Thomas E. Bertrand, Supt., Rochester CUSD #3A
Timothy Buss, Supt., Wabash CUSD #348
Jeff Fetcho, Supt., Hamilton Co CUSD #10
Dr. Scott Goselin, Supt., Bradley SD #61
Derek Hutchins, Supt., Crab Orchard CUSD #3
Dr. Dan Johnson, Supt., Johnsborg CUSD #12
Kim Schilson, Supt., Illini West HS Dist #307
Barbara Thompson, Supt., Fisher CUSD #1
Dr. Jane L. Westerhold, Co. Int. Supt., North Shore SD #112
Dr. Victor Zimmerman, Supt., Monticello CUSD #25

BYLAWS COMMITTEE

CHAIR Dr. Mark D. Hansen, Supt., Eastland CUSD #308

MEMBERS Dr. Timothy B. Kilrea, Supt., Lyons Twp HSD #204
Stephen Murphy, Supt., Carbondale CHSD #165

IASA PERMANENT GOALS

To be the most respected and effective educational association in Illinois; and
To be the best school administrator's association in the country

IASA PLATFORM

- All students must be educated to their fullest potential.
- The public school system must provide all students with the opportunity to develop skills and the desire to be lifelong learners.
- The continuation of American democracy is predicated on an educated and participatory citizenry.
- A quality education is essential for enlightened citizenship, purposeful employment, and meaningful life experiences.
- Public school system graduates must be able to compete successfully in a global economy.
- Public education must ensure and actively promote an appreciation for cultural diversity.
- Schools must be safe environments.
- All citizens must share in the responsibility to support a progressive and technologically advanced public school system.
- The State has the primary responsibility for ensuring adequate & equitable financing of the public school system.
- The appropriation of public funds for education should be limited to the public school system.
- School administrators must always strive for an efficient system of quality educational programs and services.
- All educators must work cooperatively to coordinate the talents of all involved in the process of teaching and learning.
- Administrators must provide leadership and information to boards of education and other policy makers at the local/state and national levels.
- Administrators must involve the whole community in the education of its children.
- The school district superintendent is the educational leader of the school district and the community it serves.
- The school district superintendent must promote ethnic, racial and gender equity.
- The school district superintendent must assist parents in meeting their responsibilities as active participants in the educational process.
- The school district superintendent must be an advocate for the employment and maintenance of a quality teaching and support staff.
- A successful public school system begins with a strong working relationship between the board of education and the superintendent.

**RECOGNITION OF
SCHOOL SERVICE
MEMBER
SPONSORSHIPS
2016–2017**

IASA would like to
extend a special

*Thank
You*

to the sponsors of
this year's events.
We appreciate the
dedication and
continued support of
our School Service
Members that make
these and many other
events possible.

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IASA Calendar Mouse Pad:

Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP

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CONTINUOUS school service MEMBERS

School Service Membership in IASA sends a clear message that businesses are supportive of the work of IASA and its membership. We at IASA are appreciative of the commitment of the School Service Members and have provided additional recognition to them based on the number of years of continuous membership in four groups: Platinum—20 or more years; Gold—10 to 19 years; Silver—6 to 9 years; and Bronze—3 to 5 years.

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OpTerra Energy Services

Quality Network Solutions
Quest Food Management Services, Inc.
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CORPORATE partners

Corporate Partnerships further the mission of IASA through enhanced opportunities for businesses that supply schools with materials, equipment, programs and services to communicate and otherwise interact with the IASA and its members. The Corporate

Partner Events offer excellent opportunities for Corporate Partners to experience quality face-to-face time with school leaders. IASA would like to extend a special thanks to the following Corporate Partners for 2016–2017. We appreciate the dedication and continued support of all IASA School Service Members. If your firm is interested in participating in IASA's Corporate Partner Program, please contact Cherry Middleton, Executive Secretary/Office Manager, at 217-753-2213 or email at cmiddleton@iasaedu.org.



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Southern Illinois University



PLATINUM

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past
PRESIDENTS**

presidents

- 2016 Jane L. Westerhold, Supt.,
Des Plaines CCSD #62
- 2015 Scott D. Kuffel, Supt.,
Geneseo Comm Unit #228
- 2014 Steve Webb, Supt.,
Goreville Comm Unit #1
- 2013 Kathryn J. Robbins, Supt.,
Leyden Comm HS #212
- 2012 David W. Messersmith, Supt.,
Bushnell-Prairie City #170
- 2011 Gary Kelly, Supt., DuQuoin #300
- 2010 Rick Schmitt, Supt., Sandwich #430
- 2009 Robert E. Gillum, Supt.,
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- 2008 Thomas F. Leahy, Supt., Quincy #172
- 2007 Randolph L. Tinder, Supt.,
Forest Park #91
- 2006 Brent J. McArdle, Supt., Lexington #7
- 2005 Marleis Trover, Supt., Vienna #13-3
- 2004 Donald E. Weber, Supt.,
Naperville #203
- 2003 Harold E. Ford, Supt.,
Geneseo Comm Unit #228
- 2002 Daniel L. Meyer, Supt., St. Elmo #202
- 2001 Michael A. Wright, Supt., Morris #54
- 2000 Brock Butts, Supt.,
Tremont Comm Unit #702
- 1999 R. Craig Whitlock, Supt.,
United Twp HS #30
- 1998 Thomas J. Dahncke, Supt.,
Nashville #49
- 1997 Donald L. Gossett, Supt.,
Libertyville Comm #128
- 1996 Ronald J. Yates, Supt.,
Pontiac Twp #90
- 1995 H. Darrell Dick, Int. Supt.,
Antioch Comm #117
- 1994 William E. Hill, Supt., Charleston #1
- 1993 Elise S. Grimes, Supt.,
La Grange Highlands #106
- 1992 Jerry L. Parker, Supt., Pekin #105
- 1991 Richard M. Carrabine, Supt.,
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- 1990 Howard T. Jackson, Supt.,
Robinson #2
- 1989 Ronald W. Simcox, Supt.,
Hinsdale #181
- 1988 Walter H. Warfield, Supt., Mattoon #2
- 1987 Donald E. Barnes, Supt.,
Western Springs #101
- 1986 Harold R. Baum, Supt.,
Valmeyer Comm #3
- 1985 Paul W. Jung, Supt., Des Plaines CC #62
- 1984 Thomas K. Oates, Supt.,
Panhandle Unit #2
- 1983 Karl R. Plath, Supt.,
Highland Park/ Deerfield #113
- 1982 David McClintock, Supt.,
Nashville High School #99
- 1980 Robert H. McKinney, Supt.,
Mannheim Elem #83
- 1979 F. Leon Rodgers, Supt., Delavan
- 1978 Charles Caruso, Supt., Deerfield
- 1977 Loel Verble, Supt., Anna
- 1976 David F. Byrne, Supt.,
Leyden High School, Franklin Park
- 1975 C. Robert Leininger, Supt., River Bend
- 1974 John G. Alford, Supt., Elmhurst
- 1973 Earl D. Patton, Supt., Springfield
- 1972 Olin W. Stratton, Supt., Highland
- 1971 Maurice P. Clark, Supt.,
Western Springs
- 1970 Van Miller, Prof. of Ed. Admin.,
University of IL-Champaign
- 1969 E.H. Schultz, Supt., Homewood
- 1968 W.E. McAllister, Supt., Centralia
- 1967 Virgil H. Judge, Supt., Mattoon
- 1966 David J. Heffernan, Asst. Supt.,
Chicago
- 1965 Fred C. McDavid, Supt., Peoria
- 1964 Everett F. Kerr, Supt., Blue Island
- 1963 J. Harold Voshall, Supt., Pittsfield
- 1962 Harold H. Metcalf, Supt., Bloom Twp HS
and Community College-
Chicago Heights
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- 1960 Ralph E. Clabaugh, Supt.,
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- 1959 Lester J. Grant, Supt., Decatur
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- 1956 Oscar M. Chute, Supt., Evanston
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Niles Twp HS, Skokie
- 1954 Franklin C. Thomas, Supt., Barrington
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- 1950 E.L. Alexander, Supt., Edwardsville
- 1949 Millard D. Bell, Supt., Wilmette
- 1948 Earl H. Hanson, Supt., Rock Island
- 1947 Darrell R. Blodgett, Supt., Jacksonville
- 1946 M.E. Steele, Supt., Mendota

ILLINOIS

IASA STAFF

The talents and expertise of the staff are well distributed to address all of the IASA members' needs. The working personalities of the staff are conducive to effective and efficient work in all areas.



Dr. Brent Clark
Executive Director



Sara G. Boucek, J.D.
Associate Director/
Legal Counsel



Dr. Richard J. Voltz
Associate Director/
Professional
Development



Diane L. Hendren
Chief of Staff/
Director
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Michael Chamness
Director of
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Dr. Nick Osborne
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Dr. Gary T. Zabilka
Field Services Director



Dr. William H. Phillips
Field Services Director



Shannon Miller Bellini
Governmental
Relations Specialist/
Policy Analyst



Cherry L. Middleton
Executive Secretary/
Office Manager



Jodi Gillespie
Office Assistant



Misti Murphy
Office Assistant/
Membership



Deana Crenshaw
Office Assistant/
Professional Development



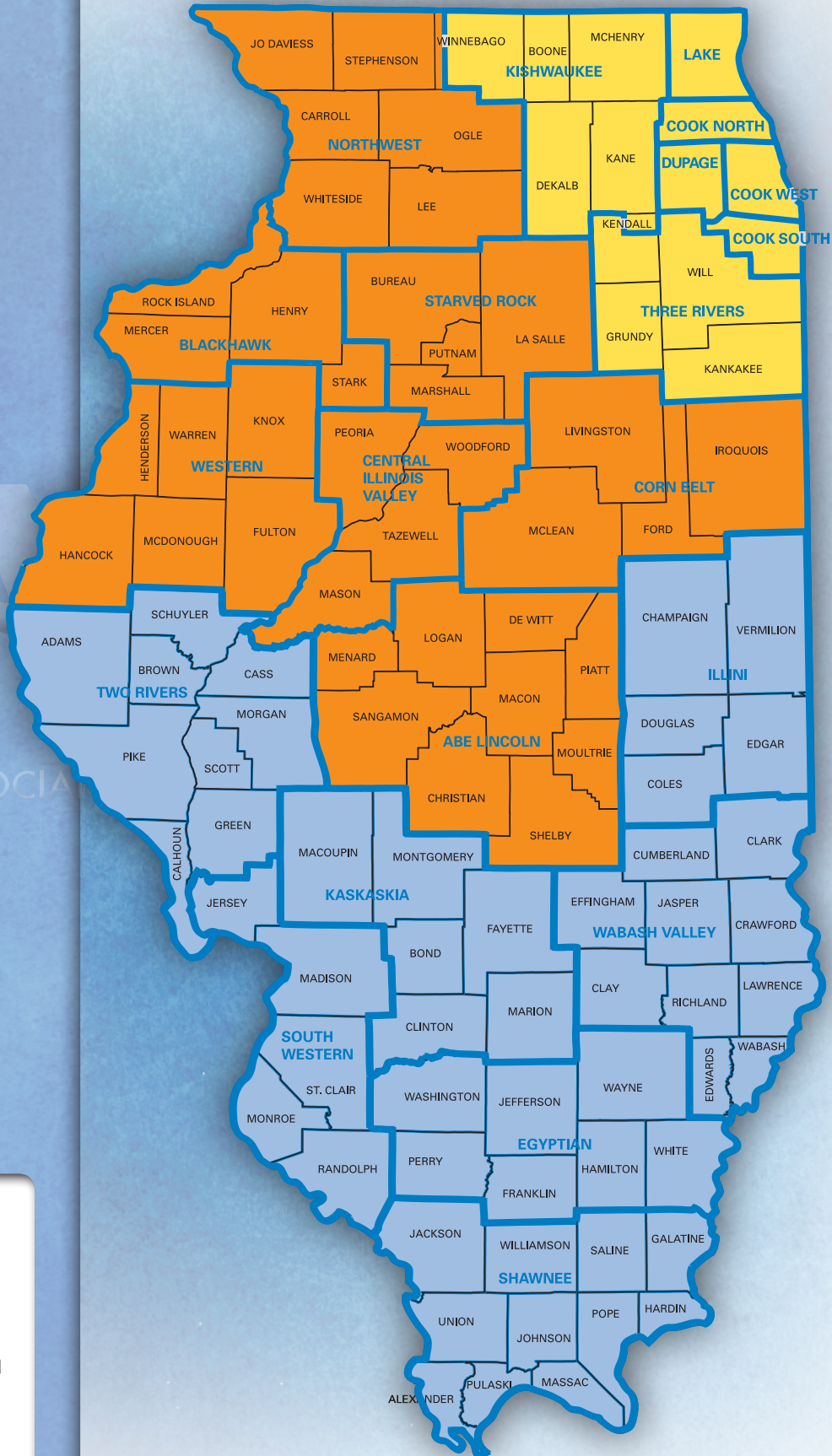
Ashleigh Knudson
Office Assistant/
Governmental Relations



Marjorie Gladish
Office Assistant/
Graphic Designer

IASA REGIONAL BOUNDARIES MAP

This map indicates the boundaries of the 21 IASA Regions and the three Super Regions.



IASA has three Super Regions, each consisting of seven IASA Regions from which the IASA Board of Directors rotationally elects the IASA President.

Super Regions

- Northcentral
- Northeastern
- Southern

minutes

2016 REPORT OF THE SECRETARY

The Secretary's Report consists of the Minutes of the IASA Annual Business Meeting held on Friday, September 30, 2016.

- I. Call to Order and Declare a Quorum is Present—President Derek Hutchins

President Derek Hutchins called the meeting to order at 9:55 a.m. A quorum was present.

- II. Acknowledgment of Dr. Jason D. Henry as Parliamentarian

President Hutchins appointed Dr. Jason D. Henry, Superintendent of Sesser-Valier Comm #196, to serve as Parliamentarian of the Annual Business Meeting.

- III. Approval of the October 2, 2015 Annual Meeting Minutes

There being no changes, a motion was made by Ms. Victoria L. Tabbert, seconded by Dr. Kevin J. O'Mara, to approve the October 2, 2015 Annual Business Meeting Minutes as presented. The motion carried by a voice vote.

- IV. 2016 Annual Report

- A. General Finances of the Association—Dr. Sheila Harrison-Williams, Treasurer

Dr. Sheila Harrison-Williams reported on the financial health of the association noting that IASA again finished the year ending June 30, 2016 in sound financial condition. She added the auditors noted the annual audit revealed no material findings or irregularities.

Dr. Harrison-Williams thanked the members of the Budget Committee for their service and acknowledged the honor it is to serve as Treasurer again this past year.

- B. Executive Director's Report—State of the Association Report—Dr. Brent Clark, Executive Director

Dr. Brent Clark, Executive Director, thanked the Board of Directors and IASA staff for their service this past year. He highlighted some of the events the past year which included but were not limited to:

- Inaugural IASA Aspiring Superintendent Academy (ASA)—attended by 40 eager administrators in July 2016; ASA 2.0 will be held in mid-July 2017.
- IASA School for Advanced Leadership (ISAL) III—40 superintendents graduated in May 2016 - ISAL is a network of school administrators helping each other grow, with 73 ISAL Fellows. Applications are available for ISAL IV that starts in January 2017.
- Engagement in June with the General Assembly—great response by superintendents to get a Pre-K12 education budget passed;

- Vision 20/20 Update—Evidence-Based Funding for Student Success video—use as an instructional tool on how the Evidence-Based Funding Model works. Dr. Clark emphasized that there are no “red numbers” per capita for any district in the state compared to what those districts are receiving this school year and that when they are released the numbers will alleviate a lot of fears.
- Operation Green Button—the plan to identify individual IASA members to reach out to a specific legislator for key education votes when activated.
- Looking ahead at legislation—school funding reform, FY 18 education budget, pension reform, school consolidation and cost shift.
- Balanced life—family, career, friends and health; spend time on balance in your life to become a better leader.
- Community Pillars—Work matters, reputation, and impressions

Dr. Clark noted the challenges we have faced have been difficult, but we have a great network to battle those challenges. He reiterated that together, we must stay unified, vigilant and provide a strong voice for the more than 2 million schoolchildren in Illinois. Dr. Clark's report ended with a viewing of the Don't Quit poem video.

A motion was made by Dr. Thomas E. Bertrand to accept the Independent Auditor's Financial Summary as presented in the FY 2016 IASA Annual Report along with the acceptance of all reports. The motion was seconded by Dr. Mark D. Hansen and unanimously approved by a voice vote.

V. Unfinished Business

There was no unfinished business.

VI. New Business

There was no new business.

VII. Adjournment

A motion was made by Dr. Sheila Harrison-Williams to adjourn the meeting. The motion was seconded by Mr. Mark R. Cross, and the meeting was declared adjourned at 10:25 a.m.

Respectfully submitted,

Tim Buss

Secretary and Wabash Valley Director

STATEMENT OF REVENUES AND EXPENSES

Year Ended June 30, 2016—IASA's Financial Portrait

Revenues

Memberships	\$ 1,182,093.00
Association Programs	973,682.00
Sponsored Programs	423,354.00
Other	<u>514,538.00</u>
Total Revenues	<u><u>\$3,093,667.00</u></u>

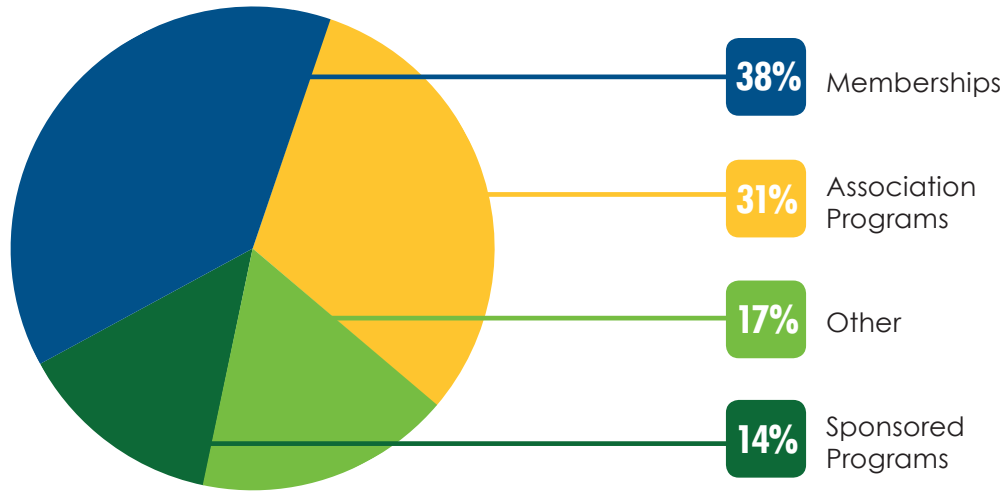
Expenses

Staff	\$ 1,049,531.00
Office	1,248,495.00
Publications	28,051.00
Conferences	278,479.00
Committees	220,120.00
Operations	<u>220,690.00</u>
Total Expenses	<u><u>\$3,045,366.00</u></u>

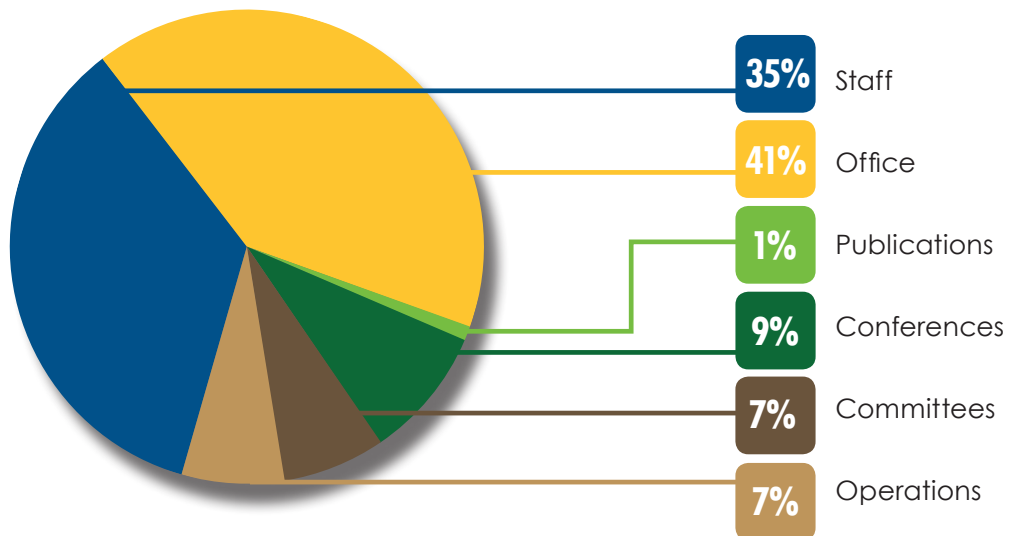
**Increase (Decrease) in Unrestricted Net Assets
Before Other Changes in Net Assets**

	\$ 48,301.00
Other Changes in Net Assets	
Fixed asset additions	—
Depreciation expense	(84,512.00)
Payments on loan	146,751.00
Return of dues and legal support reimbursement	(4,020.00)
Increase (Decrease) in Unrestricted Net Assets	106,520.00
Unrestricted Net Assets—Beginning of Year	<u>8,590,390.00</u>
Unrestricted Net Assets—End of Year	<u><u>\$8,696,910.00</u></u>

REVENUES



EXPENSES



The IASA supports scholarship programs for administrators through the School Administrators Foundation for Education, a charitable corporation. The seven SAFE Trustees, who are members of the IASA Governing Board, each serve a three-year term. The SAFE Trustees are responsible for conducting the annual fund-raising activities and awarding scholarships.



James V. And Dorothy B. Moon Scholarship

The Moon Scholarship, established in memory of Dr. James V. Moon, is committed to improving education and the qualifications of school administrators and provides scholarship-based grants to assist individuals in the pursuit of graduate study leading to improved competency in the superintendency. To date, more than \$229,085 in scholarships have been provided. The following recipients of the scholarship are identified by the year of the award:

1992-1993

Carol A. Corcoran
Thomas W. David
John J. Struck

1993-1994

Connie S. Tockstein
Jane L. Westerhold

1994-1995

Sandra L. Martin
Frances A. Thoele

1995-1996

Leslie L. Hohenstein
Kelley M. Kalinich

1996-1997

Marilyn Kay Ponzer
David R. Nemeč

1997-1998

Steven L. Hamilton
Eric A. King

1998-1999

Beth S. Concannon
Rita A. Stevenson

1999-2000

Jeffrey A. Drayer
Rhonda Jean Towner

2000-2001

Christine M. Benson
Mary Ellen Grimes
Victor E. Zimmerman

2001-2002

John Hasten
Christopher D. Mehochko
Larry Lilly

2002-2003

Paula J. Harlan
Jay C. Morrow

2003-2004

None

2004-2005

Jane A. Eichman
Keven D. Forney
Julie L. Kraemer
Jason E. Leahy

2005-2006

Lynn Carter
K. Bradley Cox
Andrew S. Wise

2006-2007

Lonny B. Lemon
John Palan
Debra Rust
Quintin Shepherd
Michael S. Sutton

2007-2008

Dan Cox
Frances Hemker
Rick Johnston
Courtney Orzel
Matthew Seaton
Curtis R. Simonson
Victoria L. Tabbert
Carrie VanAlstine

2008-2009

Brad Detering
Lan Eberle
Julie Healy
Joan Hoschek
Randy Niles
Jason Stark

2009-2010

Adam Bussard
Paul Hertel
Aaron Hopper
Patrick Martin
Brent Raby

2010-2011

Dana Nichols
Joshua Olsen
Joe Sornberger
John Ulferts

2011-2012

James E. Garwood
Nicholas M. Henkle
Patty Hilliard-Wood
Carl Johnson
Kristen Kendrick
Margaret Lasiewicki
Timothy M. Page

2012-2013

Robert J. Bardwell
Jhoon "Jake" Chung
John Pearson
Carl D. Vallianotos, II
Adam R. Zurko

2013-2014

Christopher J. Adkins
Erick R. Baer
Christina Dougherty
Rebecca Fitzpatrick
Martha Ryan-Toye
Karen Steindorf
Andrew Thomann
Rodney Winslow

2014-2015

Brent Anderson
Brian DeBernardi
Todd Dugan
Julie Harrelson
Christy Hild
Christopher Janssen
Benjamin Lee
Kelly Mandrell
Russell Tomblin

2015-2016

Adam Dean
Kristin J. Elliott
E. Scott England
Sheila Greenwood
Debbie Poffinbarger
Nicole Terrell-Smith
Emily Weidner
Kevin Werner

2016-2017

Marion Frieбус-Flaman
Jaime Koziol
Julie H. Lam
Joseph Landers
Nathan S. Schilling
Kyle Thompson

awards AND LEADERSHIP

Past IASA Executive Directors

The IASA Past Executive Directors are listed below for the year of their retirement from IASA:

Gerald W. Smith	July 1, 1966
Roy A. Baker	August 30, 1969
John G. Wargo	June 30, 1992
Walter H. Warfield, Emeritus	June 30, 2006

IASA Superintendents of Distinction

In 2015, IASA announced a new program to recognize the outstanding performance of school superintendents in each of its 21 regions. The "Superintendents of Distinction" honorees are selected by their peers in their region based on the criteria set forth by the AASA for its National Superintendent of the Year program. Those general criteria include Leadership for Learning, Communication, Professionalism and Community Involvement. "In addition to honoring the Illinois Superintendent of the Year, our association's highest honor, we wanted to publicly recognize the extraordinary efforts that so many of our superintendents are making all over the state," said IASA Executive Director Dr. Brent Clark. "These are school leaders who make a difference day in and day out for their school districts, their communities and, most importantly, for their students."

The 2017 honorees are identified by the IASA region they represent:



Abe Lincoln—Jilinda (Jill) Larson
 Blackhawk—Kyle R. Ganson
 Central Illinois Valley—John Asplund
 Cook North—David R. Schuler
 Cook South—Darryl Taylor
 Cook West—Michael L. Kuzniewski
 Corn Belt—Cliff McClure
 Du Page—Gwynne Kell
 Egyptian—Jason D. Henry
 Illini—Donald D. Owen
 Kaskaskia—Rich Well
 Kishwaukee—Dan Oest
 Lake—Julie A. Schmidt
 Northwest—Thomas D. Mahoney
 Shawnee—Leslie Varble
 Southwestern—Gina Segobiano
 Starved Rock—Jim E. Carlson
 Three Rivers—Scott Goselin
 Two Rivers—Kerry L. Cox
 Wabash Valley—Timothy Buss
 Western—K. Scot Reynolds

continued...

Illinois Superintendents of the Year

This award, presented annually by the American Association of School Administrators (AASA) and VALIC, recognizes outstanding leadership among the ranks of superintendents. The recipients are listed beginning with the first year of IASA's sponsorship of this award. The 2017 Illinois Superintendent of the Year was Jason Henry of Sesser-Valier Community Unit District #196.

James L. Elliott, Maine Twp HS #207	1991
Jean B. McGrew, Northfield Twp HS #225	1992
Thomas G. Scullen, Indian Prairie CUSD #204	1993
Barbara S. Devlin, Villa Park Elem #45	1994
Joel W. Morris, West Chicago CUSD #94	1995
Robert C. Stevens, Glenbard Twp HS #87	1996
Dorothy M. Weber, Arlington Heights #25	1997
Marvin E. Edwards, Elgin #U-46	1998
John G. Conyers, Palatine CC #15	1999
Gerald D. Chapman, Palatine Twp HS #211	2000
James Burgett, Highland Comm #5	2001
Robert S. Nielsen, Bloomington #87	2002
David B. Van Winkle, Valley View #365U	2003
James T. Rosborg, Belleville #118	2004
Frances B. Karanovich, Macomb Comm #185	2005
Thomas F. Leahy, Quincy #172	2006
Kevin L. Settle, Mount Vernon #80	2007
Blondean Y. Davis, Matteson Elem #162	2008
Mark Friedman, Libertyville #70	2009
Edward F. Rafferty, Schaumburg CC #54	2010
Peter Flynn, Freeport #145	2012
Jane L. Westerhold, Des Plaines CC #62	2013
Kelly Stewart, Benton #103	2014
Thomas E. Bertrand, Rochester Comm Unit #3A	2015
Judith A. Hackett, NW Suburban Sp. Ed. Org.	2016
Jason Henry, Sesser-Valier Community Unit District #196	2017

The IASA Exemplary Service to Education Award

The IASA Exemplary Service to Education Award, now in its 13th year, is presented during the IASA Annual Conference. This award is presented to individuals in recognition of exemplary leadership contributions to Illinois public schools, the field of school administration and students. Past recipients of the award are listed below.

Another highlight of Day One at the IASA Conference was the naming of Jim Burgett as the 2016 winner of the IASA Exemplary Service to Education Award. A former teacher and principal who served more than 25 years as a superintendent, Burgett now is an author and public speaker as part of the EdLeaders Network. Burgett was honored as a “defender of public education in Illinois” by IASA Executive Director Brent Clark, who presented Burgett with the award during the opening ceremonies.

Douglas P. Blair	2004
Ronald E. Everett	2005
James T. Rosborg	2005
Edward L. Allen	2006
David F. Grace	2006
Representative Roger L. Eddy	2007
Senator James T. Meeks	2007
Don White	2007
Senator James F. Clayborne, Jr.	2008
Calvin Jackson	2008
Donald L. Kusmaul	2009
Christopher Koch	2010
Charles P. Rose	2011
ISAL Design Team (Gloria J. Davis, Mark Friedman, Lisa Hood, Thomas A. Kersten, Scott D. Kuffel, Nick R. Osborne, Joseph Pacha, James T. Rosborg, Diane K. Rutledge, Paul Swanstrom, Don White, Richard Voltz and Brent Clark)	2012
Lt. Governor Sheila Simon	2012
Jim Broadway	2013
Walter H. Warfield	2014
Plaintiffs in the Pension Litigation Lawsuit (Kenneth Lee, John Sawyer, III, Lance Landeck, Kyle Thompson and Michael Schiffman)	2015
Jim Burgett	2016

As adopted November 25, 1967 and amended through October 2, 2015.

ARTICLE I—PURPOSE

The purpose of the Association shall be to conduct conferences, provide in-service education programs and promote education.

ARTICLE II—OFFICES

The Corporation shall maintain in the State of Illinois a registered office and a registered agent at such office and may have other offices within or without the State.

ARTICLE III—MEMBERS

SECTION 1. CLASSES OF MEMBERS. The Association shall have six classes of members. The designation of such classes and the qualifications of the members of such classes shall be as follows:

- A. Active Member. Active Member status is available to an individual who is employed in Illinois as:
 - i. A school administrator in a school system or an educational cooperative of school systems and contributing to the Teachers' Retirement System; or
 - ii. An administrative staff member of the Illinois State Board of Education or the Illinois Association of School Boards, provided such person has previously worked as a school administrator; or
 - iii. A superintendent or assistant superintendent of a regional office of education.Persons qualified as school administrators who are not currently employed in that capacity may be deemed eligible for Active Member status by the Board of Directors.
Active Members hold all the rights, privileges and responsibilities of the Association, including the right to vote and the right to hold office.
- B. Full-Time Professor Member. Full-time Professor Member status is available only to full-time professors of education or educational administration at an accredited institution of higher education in Illinois and carries the rights to receive regular mailings of the Association and participate in the IASA Return of Dues Program.
- C. Associate Member. Associate Member status is available to an individual who is actively pursuing a career in school administration and is not eligible for Active Member status. Associate Member status carries only the right to receive the Association newsletter.
- D. Retired Member. Retired Member status is available to a person who has retired from the profession of school administration and who was an Active Member at the time of such retirement and carries the right to receive the annual Association directory and the Association newsletter.
- E. School Service Member. School Service Membership shall be available to: manufacturers and distributors of school materials, supplies and equipment; architects; legal firms; publishers of school textbooks and related materials; and to other such businesses that provide services to Illinois schools. School Service Members shall be entitled to regular mailings of the Association newsletter, to inclusion in the annual Association directory as a School Service Member, to a copy of the annual Association directory, and to other services that provide such members with access to Illinois school administrators who are Association members.

- F. Student Member. Student Member status is available to a person who has not achieved certification as a superintendent, has a master's degree, and is currently enrolled as a graduate student in a recognized program in school administration. Verification of such status must be made by a full-time professor of education or educational administration in Illinois at the college in which the student is enrolled, who is a member of the Association. No one may hold Student Member status for more than three years. Student Member status carries only the right to receive the Association newsletter.

SECTION 2. VOTING RIGHTS. Each Active Member shall be entitled to one vote on each matter submitted to a vote of the members.

SECTION 3. DUES. The minimum annual dues for the Active membership classification shall be .007 of the gross annual salary. Each March, the multiplier for the following year shall be calculated based on the total Active Membership and increased by .00025 for every 25 Active Members fewer than 1,052.

The annual dues for the following membership categories are established by the Board of Directors and contained in the IASA Policy Handbook: Full-Time Professor Member, Associate Member, Retired Member, School Service Member and Student Member.

SECTION 4. MEMBERSHIP YEAR. The membership year shall be July 1 through June 30.

SECTION 5. TERMINATION OF MEMBERSHIP. Membership shall continue until terminated by any one or more of the following circumstances:

- A. Non-payment of dues;
- B. Formal written resignation by the member; or
- C. Action by the Board of Directors.

ARTICLE IV—MEETINGS OF MEMBERS

SECTION 1. ANNUAL MEETING. There shall be one annual meeting of the Association each year. The Board of Directors shall determine the time and place for the meeting.

SECTION 2. SPECIAL MEETINGS. Special meetings of the members shall be held as the Board of Directors deems necessary.

SECTION 3. NOTICE. Members shall be provided a written notice no less than 30 days in advance of a proposed meeting.

SECTION 4. ORDER. All meetings of the Association shall be conducted in accordance with Robert's Rules of Order.

SECTION 5. QUORUM. The members representing 20 percent of the Active Membership shall constitute a quorum at a meeting.

ARTICLE V—VOTING

At all meetings of the members of the Association, of the Board of Directors and of any committee of the Association, votes shall be cast in person. Proxy voting shall be allowed when a duly authorized alternate, authorized by the elected member of the Board of Directors or of any committee of the Association attends as an alternate with prior notice to the IASA office by mail, e-mail or facsimile transmission. There shall be no voting by mail unless specifically provided for in these bylaws.

continued...

ARTICLE VI—BOARD OF DIRECTORS

SECTION 1. GENERAL POWERS. The affairs of the Association shall be managed by its Board of Directors through the development and implementation of policy and procedures.

SECTION 2. MEMBERSHIP, TENURE AND QUALIFICATIONS. Members of the Board of Directors shall include the five officers, the elected representatives from the Association's Regions, up to two at-large representatives who represent underrepresented categories of IASA membership and shall include, as ex-officio (non-voting), an IASA Active Member serving in any of the following as an AASA Officer: AASA Executive Committee Member; AASA President; AASA Past President; AASA President-Elect; or AASA Governing Board Member. If no AASA Governing Board Member is a member of the IASA Governing Board or AASA Executive Committee, the Executive Director shall call a meeting of the members of the Illinois AASA Governing Board who are also IASA members, to elect from their own, a person to serve as ex-officio (non-voting) to the IASA Governing Board for a term of three years, beginning July 1, nearest the election through June 30, or until such time that another member of the IASA Governing Board becomes a member of the AASA Governing Board or AASA Executive Committee. Any person serving in an ex-officio (non-voting) capacity from AASA to IASA must be an IASA Active Member.

The Regional and At-Large, if applicable, directors shall be elected for a three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled and notice of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1.

Regional and At-Large, if applicable, directors shall assume their responsibilities on July 1 following their election and upon their signed acknowledgment of the IASA Code of Ethics policy.

To be eligible to serve as an officer or a director, a person must be an Active Member of the Association.

SECTION 3. EXECUTIVE DIRECTOR. The Board of Directors shall appoint the Executive Director and shall fix the compensation and the term of office.

SECTION 4. ORDER. All meetings of the Board of Directors shall be conducted in accordance with Robert's Rules of Order.

SECTION 5. QUORUM. A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.

SECTION 6. CONSULTANTS. The Board of Directors may, at its discretion, appoint persons to meet with and to serve the Board of Directors as consultants. Appointments shall be for one-year terms.

SECTION 7. REMOVAL. Any official elected to or appointed by the Board of Directors, including appointments to ad hoc committees, may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

ARTICLE VII—OFFICERS

SECTION 1. OFFICERS. The officers of the Association shall be the President, President-Elect, Secretary, Treasurer and Immediate Past President. All officers shall be Active Members, except for the Immediate Past President, and shall have full membership rights, including the right to vote on the Board of Directors. The President, President-Elect, and Immediate Past President shall

not serve as a director elected to represent one of the Association's Regions. The Secretary and Treasurer shall be a director elected to represent one of the Association's Regions. If the At-Large Director is elected to an officer position, the At-Large Member shall continue to represent the State as a whole.

SECTION 2. GENERAL POWERS. The IASA Board of Directors does not govern using an Executive Committee. There may be times when, in the best interests of the Association, emergency decisions need to be made. The five duly elected officers, in consultation with the Executive Director, may meet to make decisions requiring expenditures of funds outside of the approved budget or to employ outside counsel or an independent contractor. All meetings of the officers shall include the Executive Director unless the purpose of the meeting involves actions of the Executive Director. All meetings of the officers shall be promptly reported to the full Board of Directors at its next regularly scheduled meeting. A violation of this policy shall be considered a breach of the IASA Code of Ethics and the officer's duties as a Board of Director.

SECTION 3. ELECTION AND TERM OF OFFICE. The President-Elect shall be elected annually by the Board of Directors at the last meeting of the operating year and shall hold office for one year. The President-Elect shall become President on July 1 following the term as President-Elect or when the office of the President is vacated.

The Secretary and Treasurer shall be elected to serve terms coterminous with their term as a Regional or At-Large Director. Neither the Office of Secretary nor Office of the Treasurer shall have any term limit. Election of Secretary and Treasurer shall be by the Board of Directors at the last scheduled meeting of the operating year.

Officers shall assume their responsibilities on July 1 following their elections. In the event a vacancy occurs in the office of Secretary or Treasurer, the Board of Directors is notified by the sitting officer of an eminent opening in his or her position, an election will be held by the Board of Directors at its earliest convenience to fill the unexpired term of office. The selection will be made from the members of the Board of Directors and elected by the Board of Directors.

SECTION 4. REMOVAL. Any official elected or appointed by the Board of Directors may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

SECTION 5. PRESIDENT. The President shall preside at all meetings of the members and of the Board of Directors. The President, with approval of the Board of Directors, shall appoint the Chair and Associate Chair(s) of each representative committee and the Chair and members of the operational committees of the Association.

SECTION 6. PRESIDENT-ELECT. The President-Elect shall assist the President in the discharge of her or his duties as the President may direct and shall perform such other duties as from time to time may be assigned to her or him by the President.

If the office of the President is vacated, the President-Elect shall become the President for the remainder of the term and shall then serve the term of President to which he or she was elected.

SECTION 7. SECRETARY. The Secretary shall sign all corporate papers and perform such other duties as required by the Association. He or she shall furnish all officers for each succeeding year a copy of the complete proceedings of the annual meetings.

continued...

SECTION 8. TREASURER. The Treasurer shall be responsible for the safekeeping of all monies belonging to the Association. He or she shall be required to sign all checks for payment of bills, except those checks drawn on revolving funds authorized by the Board of Directors to be used in the office of the Association. The Treasurer shall provide bond in the amount set by the Board of Directors for the Treasurer and such persons in the office of the Association as necessary. The bond shall be on file in the office of the Association. Cost of the bond shall be borne by the Association.

SECTION 9. IMMEDIATE PAST PRESIDENT. The Immediate Past President shall fulfill duties as assigned by the President. In the event a vacancy occurs in the office of Immediate Past President, the position will be left unfilled for the remainder of the unexpired term.

ARTICLE VIII—EXECUTIVE DIRECTOR

SECTION 1. EXECUTIVE DIRECTOR. The Executive Director shall be the Chief Executive Officer of the Association. He or she shall attend all meetings of the Board of Directors except those at which her or his own competency or compensation is being discussed. As the Chief Executive Officer, the Executive Director shall exert leadership in promoting the official policies of the Association; shall make recommendations concerning the employment of all employees of the Association; shall prepare an agenda for all meetings of the Board of Directors along with recommendations concerning each item on the agenda; shall be responsible for investing surplus funds of the organization; shall serve as an ex-officio member without vote on all committees of the Association; and shall perform other duties at the direction of the Board of Directors.

ARTICLE IX—INDEMNIFICATION OF OFFICERS, DIRECTORS AND STAFF

Every director, officer or employee of the Association shall be indemnified by the Association against all expenses and liabilities, including counsel fees, reasonably incurred or imposed upon such director, officer or employee in connection with any proceeding to which such director, officer or employee may be made a party or in which such director, officer or employee may become involved by reason of being or having been a director, officer or employee of the Association, or any settlement thereof, whether or not such director, officer or employee is a director, officer or employee at the time such expenses are incurred, except in such cases wherein the director, officer or employee is adjudged guilty of willful misfeasance or malfeasance in the performance of the duties of the office or employment. In the event of a settlement, the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement as being for the best interests of the Association. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which such director, officer or employee may be entitled.

ARTICLE X—COMMITTEES

SECTION 1. REPRESENTATIVE COMMITTEES AND DELEGATIONS. The Association shall have four representative committees: IASA-ISBE Advisory Committee, Professional Development Committee, Membership and Communications Committee, and Governmental Relations and Advocacy Committee. The Association shall have two delegations: Governmental Strategies and Membership Strategies.

The Representative Committee shall include a representative elected from each of the Association's Regions for a three-year term, with one-third of the members being elected annually. The representative shall be elected for the three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled

and notice of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1. The representative must be an Active Member. Any Region may remove an elected representative by using the same method used to so elect that person.

The Chair and Associate Chair of each committee shall be members of the Board of Directors, appointed by the President and approved by the Board of Directors, except that the Chair of the IASA-ISBE Advisory Committee shall be the President and the Associate Chair shall be the President-Elect.

If a vacancy exists in the membership of a representative committee for more than three months, the President, with approval of the Board of Directors, shall appoint a person from the appropriate Region to complete the vacant term.

The Governmental Strategies Delegation shall include the representatives of the Board of Directors and Officers, IASA-ISBE Advisory Committee and Governmental Relations and Advocacy Committee.

The Membership Strategies Delegation shall include the representatives of the Board of Directors and Officers, Professional Development Committee, Membership and Communications Committee and Region Presidents.

The Chair of the Delegations shall be the President with the President-Elect and Immediate Past President serving as Co-Associate Chairs.

SECTION 2. OPERATIONAL COMMITTEES. The Association shall have four operational committees: Budget Committee, Bylaws Committee, Ethics and Welfare Committee, and Contract and Evaluation Committee.

The Budget Committee shall consist of five members. The Treasurer shall serve as Chair of the committee. The President shall appoint, with approval of the Board of Directors, the other four members to a term of one year.

The Bylaws Committee shall consist of three members appointed by the President, with approval of the Board of Directors, to terms of one year. The President, with approval of the Board of Directors, shall designate the Chair.

The Ethics and Welfare Committee shall consist of the President, President-Elect and Immediate Past President. The Immediate Past President shall serve as Chair.

The Contract and Evaluation Committee shall consist of the officers of the Board of Directors. The President shall serve as the Chair.

SECTION 3. SPECIAL COMMITTEES. Special Committees shall be appointed by the President, with the approval of the Board of Directors, for specific purposes.

SECTION 4. REGION PRESIDENTS. Each Region shall have the right to elect a President from the Active Members of the Region to preside over the business meetings of the Region. The term of Region President shall be set by the Region in advance of the election for the office. The Region Presidents will constitute a special committee of the Association.

The Association President shall serve as Chair of the Regional Presidents with the Association President-Elect serving as Co-Chair. Expenses of meetings called by the Chair shall be reimbursed per guidelines in the IASA Policy Handbook and charged in the budget as Board of Director expenses.

In absence of a Region President, the Director from the Region shall serve as both Director and President.

The term for Director/President shall be that term for which the person is elected to serve on the IASA Board of Directors.

Persons serving as a Director/President shall be listed in appropriate locations in Association publications.

continued...

ARTICLE XI—BOOKS AND RECORDS

The Association shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members and Board of Directors and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote.

ARTICLE XII—FINANCIAL RECORDS

SECTION 1. FISCAL YEAR. The fiscal year of the Association shall be July 1 through June 30.

SECTION 2. ANNUAL BUDGET. The Budget Committee shall prepare a tentative budget with estimated receipts and expenditures for the following fiscal year. The tentative budget shall be available for review by members of the Association by March 15.

The Board of Directors shall hold a hearing on the tentative budget after April 1 and prior to adoption. The Board of Directors shall adopt a budget prior to June 30 for the following fiscal year.

SECTION 3. FINANCIAL REPORTS. Financial reports shall be submitted to the Board of Directors by the Executive Director and Treasurer on a quarterly basis during the year and shall be filed with minutes of the Board of Directors. An annual financial report shall be made at the time of the annual meeting.

SECTION 4. AUDIT. An annual audit of accounts of the Association shall be made by a certified public accountant selected by the Board of Directors.

ARTICLE XIII—REGIONAL STRUCTURE

SECTION 1. REGIONS. The Board of Directors shall provide for the organization and governance of Regions of the Association. The Board of Directors may modify the boundaries of any Region. The existence of any Region may be terminated following a written notice to the Region's Active Members 90 days in advance of the termination.

SECTION 2. OFFICERS. The Director of a Region shall serve as the Region President, unless the Active Members of the Region determine that another Active Member shall be elected to serve as the Region President.

SECTION 3. COMMITTEES. Each Region may have a committee concerned with each of the following issues: legislation, membership, professional development, resolutions and position statements, and advising the Illinois State Board of Education. The person elected to serve on a representative committee for the Region shall also serve as Chair of the same committee within the Region. The method of selection of regional committee members, other than the Chair, is to be determined by each Region.

ARTICLE XIV—REPRESENTATIVES TO ORGANIZATIONS

SECTION 1. NORTH CENTRAL ASSOCIATION OF COLLEGES AND SCHOOLS. The President, with approval of the Board of Directors, shall appoint an Active Member to the Illinois Committee of the North Central Association of Colleges and Schools in accordance with the rules and regulations of that committee.

SECTION 2. STATE TEACHER CERTIFICATION BOARD. The President, with approval of the Board of Directors, shall recommend an Active Member for appointment to the State Teacher Certification Board upon the request of the State Superintendent of Education.

SECTION 3. JOINT COMMITTEES, COMMISSIONS AND COUNCILS. The President may designate an Active Member for appointment as an Association representative to joint committees, commissions and councils upon the appropriate request. All appointments will be reported to the Board of Directors.

ARTICLE XV—SEAL

The corporate seal shall have inscribed thereon the name of the corporation and the words "Corporate Seal, Illinois."

ARTICLE XVI—LIMITATIONS AND DISTRIBUTION ON DISSOLUTION

SECTION 1. ORGANIZATION. The Association is not organized for profit. No part of its net earnings shall inure to the benefit of any private individual. No substantial part of its activities shall be the carrying on of propaganda or otherwise attempting to influence legislation. It shall not substantially participate in or intervene in any political campaign on behalf of any candidate for public office. The Association shall not accumulate out of income amounts which are unreasonable in amount or duration in order to carry out the purposes set forth in these bylaws.

Notwithstanding any other provision of these bylaws, the Association shall not conduct or carry on any activities not permitted to be conducted or carried on by any organization exempt under Section 501(c)(6) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as they now exist or as they may hereafter be amended.

SECTION 2. DISSOLUTION. In case of dissolution of the Association and liquidation of its affairs, any money or other assets remaining after the payment of all obligations shall be transferred or conveyed to one or more educational or charitable organizations having objectives or purposes substantially similar to those of the corporation. The selection of such organization shall be determined by the Board of Directors and in every case the decision of the Board of Directors shall be final and conclusive upon all persons in any way interested.

ARTICLE XVII—AMENDMENTS

SECTION 1. APPROVAL. Any provision of these bylaws may be amended at an annual or special meeting of the Association provided such proposal:

- A. Has been reviewed by the Bylaws Committee;
- B. Has been reviewed by the Board of Directors;
- C. Has been submitted to the membership in writing no less than 30 days in advance of the meeting; and
- D. Receives at least a two-thirds vote of the membership present at the meeting.

SECTION 2. PROPOSALS FROM MEMBERS. Amendments may be proposed by members. Such proposed amendments must be presented to the membership for consideration provided the proposed amendment is endorsed by signature of two-thirds of a quorum of the membership and submitted to the office of the Association at least 120 days prior to an annual meeting. The Bylaws Committee and the Board of Directors are required to review the proposed amendment within 60 days and cause it to be submitted in writing to the membership at least 30 days in advance of the annual meeting. A two-thirds vote of the membership present at the meeting is required for passage.

*It is our **responsibility** as educators to reflect upon the current state of education in **Illinois** and take action to create an education system that meets the needs of all **students**.*



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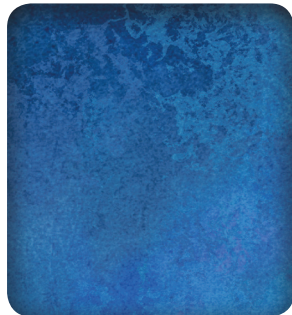
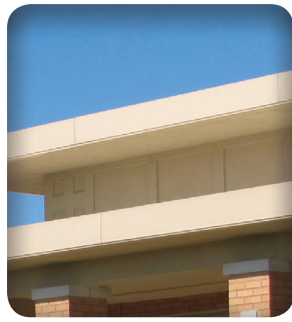
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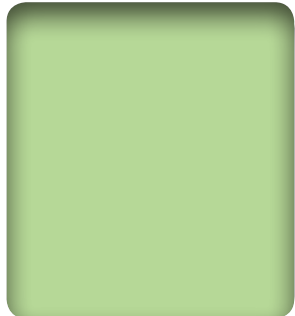
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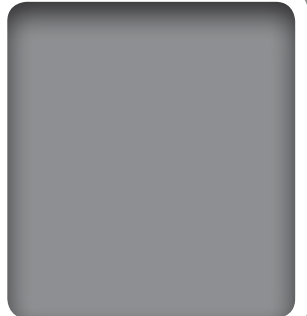


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