

**Colorado Association of School  
Executives and Affiliate**

**Combined Financial Statements**

**Years Ended August 31, 2025 and 2024**

## CONTENTS

	<u>Page</u>
<b>INTRODUCTORY SECTION</b>	
Title Page	
Table of Contents	
 <b>FINANCIAL SECTION</b>	
<b>INDEPENDENT AUDITOR'S REPORT</b>	1-2
<b>COMBINED FINANCIAL STATEMENTS</b>	
Combined statements of financial position	3-4
Combined statements of activities	5
Combined statements of cash flows	6
Notes to combined financial statements	7-15
<b>OTHER SUPPLEMENTARY INFORMATION</b>	
Combining Statement of Financial Position	16
Combining Statement of Activities	17
Combining Statement of Cash Flows	18



**JOHNSON AND ASSOCIATES, CPAs, PC**  
CERTIFIED PUBLIC ACCOUNTANTS

**INDEPENDENT AUDITOR'S REPORT**

To the Board of Directors  
Colorado Association of School Executives and Affiliate  
Englewood, Colorado

**Opinion**

We have audited the accompanying combined financial statements of Colorado Association of School Executives (CASE) and its affiliate, (Colorado non-profit corporations), which comprise the combined statement of financial position as of August 31, 2025, and the related combined statements of activities and cash flows for the year then ended, and the related notes to the combined financial statements.

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the combined financial position of CASE and its affiliate as of August 31, 2025, and the results of its combined operations and its combined cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Basis for Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CASE and its affiliate and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Responsibilities of Management for the Combined Financial Statements**

Management is responsible for the preparation and fair presentation of the combined financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the combined financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CASE and its affiliate's ability to continue as a going concern within one year after the date that the combined financial statements are available to be issued.

**Auditor's Responsibilities for the Audit of the Combined Financial Statements**

Our objectives are to obtain reasonable assurance about whether the combined financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that,

individually or in the aggregate, they would influence the judgment made by a reasonable user based on the combined financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the combined financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the combined financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of CASE and its affiliate's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the combined financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about CASE and its affiliate's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

#### **Report on Summarized Comparative Information**

We have previously audited the August 31, 2024 combined financial statements of CASE and its affiliate, and we have expressed an unmodified audit opinion on those audited combined financial statements in our report dated February 14, 2025. In our opinion, the summarized comparative information presented herein as of and for the year ended August 31, 2024 is consistent, in all material respects, with the audited combined financial statements from which it has been derived.

*Johnson and Associates, CPAs, PC*

Sterling, Colorado  
January 23, 2026

**Colorado Association of School Executives and Affiliate  
 Combined Statements of Financial Position  
 August 31, 2025 and 2024**

	2025	2024
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash, cash equivalents, and restricted cash	\$ 769,113	\$ 1,233,980
Investments	2,156,690	1,053,699
Accounts receivable, less allowance for credit losses of \$5,000 (2025) and \$3,211 (2024)	733,237	653,779
Other current assets	50,929	65,644
<b>TOTAL CURRENT ASSETS</b>	<u>3,709,969</u>	<u>3,007,102</u>
<b>PROPERTY AND EQUIPMENT</b>		
Office furniture, fixtures and equipment, net of accumulated depreciation of \$19,803 (2025) and \$10,801 (2024)	25,210	34,212
Operating lease right-of-use asset	270,681	293,715
<b>NET PROPERTY AND EQUIPMENT</b>	<u>295,891</u>	<u>327,927</u>
 <b>TOTAL ASSETS</b>	 <u>\$ 4,005,860</u>	 <u>\$ 3,335,029</u>

See accompanying notes to combined financial statements.

**Colorado Association of School Executives and Affiliate  
 Combined Statements of Financial Position  
 August 31, 2025 and 2024**

	2025	2024
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable - trade	\$ 331,128	\$ 332,186
Accounts payable - other	234,290	196,798
Deferred revenue - dues, website, conferences, and grant	1,435,408	960,140
Operating lease liability, current portion	24,992	23,034
<b>TOTAL CURRENT LIABILITIES</b>	<u>2,025,818</u>	<u>1,512,158</u>
<b>OPERATING LEASE LIABILITY, net of current portion</b>	<u>245,689</u>	<u>270,681</u>
<b>NET ASSETS</b>		
With donor restrictions	26,600	26,600
Without donor restrictions	1,707,753	1,525,590
<b>TOTAL NET ASSETS</b>	<u>1,734,353</u>	<u>1,552,190</u>
 <b>TOTAL LIABILITIES AND NET ASSETS</b>	 <u>\$ 4,005,860</u>	 <u>\$ 3,335,029</u>

See accompanying notes to combined financial statements.

**Colorado Association of School Executives and Affiliate  
Combined Statements of Activities  
For the Years Ended August 31, 2025 and 2024**

	2025	2024
<b>Net Assets Without Donor Restrictions</b>		
<b>Revenues, Gains and Other Support -</b>		
Membership dues	\$ 1,681,905	\$ 1,594,785
Professional learning	1,862,205	1,846,766
Website income	47,390	52,075
Grants	73,000	63,000
Investment income (loss)	(1,404)	3,427
Interest income	52,006	48,684
Other income	56,067	45,903
Net assets released from restrictions:		
Satisfaction of restriction	2,633	4,156
<b>Total Revenues, Gains and Other Support</b>	<u>3,773,802</u>	<u>3,658,796</u>
<b>Expenses -</b>		
Program services		
Membership	268,489	213,541
Professional learning	1,055,156	969,402
Legislative	127,646	181,869
Governance	18,606	16,754
Grants	2,500	-
<b>Total Program Services</b>	<u>1,472,397</u>	<u>1,381,566</u>
Support services		
Payroll and payroll related	1,780,644	1,675,227
Professional fees	110,454	104,295
Office related	45,106	76,228
Bank and credit card fees	98,921	86,698
Staff travel	19,252	27,798
Other general and administrative	7,863	7,054
Building and equipment rent	48,000	48,000
Depreciation	9,002	9,002
<b>Total Support Services</b>	<u>2,119,242</u>	<u>2,034,302</u>
<b>Total Expenses</b>	<u>3,591,639</u>	<u>3,415,868</u>
<b>Change in Net Assets Without Donor Restrictions</b>	<u>182,163</u>	<u>242,928</u>
<b>Net Assets With Donor Restrictions</b>		
Investment income	2,633	4,156
Net assets released from restrictions:		
Satisfaction of restriction	(2,633)	(4,156)
<b>Change in Net Assets With Donor Restrictions</b>	<u>-</u>	<u>-</u>
<b>Change in Net Assets</b>	182,163	242,928
<b>Net Assets, Beginning of Year</b>	<u>1,552,190</u>	<u>1,309,262</u>
<b>Net Assets, End of Year</b>	<u>\$ 1,734,353</u>	<u>\$ 1,552,190</u>

See accompanying notes to combined financial statements.

**Colorado Association of School Executives and Affiliate  
Combined Statement of Cash Flows  
For the Years Ended August 31, 2025 and 2024**

	2025	2024
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$ 182,163	\$ 242,928
Adjustments to reconcile change in net assets to cash provided by (used in) operating activities:		
Change in allowance for credit losses	1,789	-
Depreciation	9,002	9,002
Unrealized losses on investment account	(5)	(6,674)
Change in assets and liabilities:		
Accounts receivables	(81,247)	(159,565)
Other current assets	14,715	86,691
Accounts payable - trade	(1,058)	(73,115)
Accounts payable - other	37,492	16,827
Deferred memberships	475,268	100,240
<b>Net cash provided by (used in) operating activities</b>	<u>638,119</u>	<u>216,334</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Transfer into investment account	(1,050,000)	-
Reinvested earnings on investment account	(52,986)	(49,519)
Proceeds from maturities of investments	1,250,000	1,400,000
Purchase of investments	(1,250,000)	(1,400,000)
Acquisition of property and equipment	-	-
<b>Net cash provided by (used in) investing activities</b>	<u>(1,102,986)</u>	<u>(49,519)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES, none</b>		
<b>Net increase (decrease) in cash, cash equivalents, and restricted cash</b>	(464,867)	166,815
<b>Cash, cash equivalents, and restricted cash:</b>		
Beginning	<u>1,233,980</u>	<u>1,067,165</u>
Ending	<u>\$ 769,113</u>	<u>\$ 1,233,980</u>
<b>SUPPLEMENTAL SCHEDULE OF CASH FLOW INFORMATION</b>		
Operating right-of-use asset, net	<u>\$ -</u>	<u>\$ 293,715</u>

See accompanying notes to combined financial statements.

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

**NOTE 1: NATURE OF ORGANIZATION**

**Nature of Operations**

The Colorado Association of School Executives (CASE) is a combination of the Colorado Association of School Executives (the Association) and the Center for Excellence in Educational Leadership (the Center). CASE was incorporated in Colorado on October 27, 1969, to promote the continuous improvement of education and to elevate the professional and ethical standards of school executives.

The Association's purpose is to provide support to CASE members and to Center departments. The Center conducts conferences and conventions and provides departmental program services to members.

**Departments**

CASE consists of seven departments comprised of members in different areas of public education.

The Colorado Association of Educational Specialists (CAES) members include staff developers, special education professionals, communication professionals, federal program professionals and district-level administrators serving Colorado public schools.

The Colorado Association of Elementary School Principals (CAESP) is designed to serve Colorado public schools' elementary school principals, assistant principals, district-level leaders and students in principal licensure programs.

The Colorado Association of Leaders in Educational Technology (CALET) members include Chief Technology Officers and other technology leaders in the Colorado public school system.

The Colorado Association of School Personnel Administrators (CASPA) serves school system human resources professionals.

The Colorado Association of Superintendents and Senior Administrators (CASSA) serves superintendents, assistant superintendents and other senior administrators employed in the Colorado school system.

The Colorado Association of Secondary School Principals (CASSP) members include Colorado school system middle and high school principals, assistant principals, athletic directors, deans of students and middle and high school district administrators.

The Department of Business Officials (DBO) serves Colorado school system financial officers and business officials.

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

**NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting and Use of Estimates**

The combined financial statements of the Association and the Center have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America and, accordingly, reflect all significant receivables, payables and other liabilities.

Activity between the Association and the Center has been eliminated in the preparation of the CASE combined financial statements. Inter-entity activity included cash transfers and support expense sharing occurring during the years ended August 31, 2025 and 2024. CASE's policy is to periodically satisfy all inter - entity activity.

The preparation of combined financial statements, in conformity with generally accepted accounting principles, requires management to make estimates and assumptions affecting the amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the combined financial statements and the amounts of revenues, expenses, gains, losses and other changes in net assets during the fiscal years represented in the combined statement of activities. Actual results could differ from those estimates.

The significant accounting policies followed are described below to enhance the usefulness of the financial statements to the reader.

**Classes of Net Assets**

The combined financial statement presentation follows the recommendations of the Financial Accounting Standards Board's Accounting Standards Codification, *Financial Statements of Not-For-Profit Organizations*. Those standards require CASE to report information regarding its financial position and activities by class of net assets:

- *Net Assets Without Donor Restrictions* are those resources currently available for CASE's operating purposes under the direction of its board.
- *Net Assets With Donor Restrictions* include amounts that are stipulated by donors for specific operating purposes or future periods or that are stipulated by donors to be maintained in perpetuity. CASE has \$26,600 of such net assets as of both August 31, 2025, and August 31, 2024. The earnings on these restricted net assets can be spent in accordance with the donors' stipulations.

**Fair Value of Financial Instruments**

The Association's financial instruments consist principally of cash and cash equivalents and investments in money market and mutual funds. The fair value of a financial instrument is the amount that would be received in an asset sale or paid to a transfer a liability in an orderly transaction between unaffiliated market participants. Assets measured at fair value are categorized based on whether the inputs are observable in the market and the degree to which the inputs are observable. The categorization of financial instruments within the valuation hierarchy is based on the lowest level of input that is significant

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

to fair value measurement. The hierarchy is prioritized into three levels (with level 3 being the lowest) defined as follows:

- Level 1: Quoted prices in active markets for identical assets or liabilities that the entity has the ability to access.
- Level 2: Observable inputs other than prices included in level 1, such as quoted prices for similar assets in active markets; quoted prices for identical or similar assets and liabilities in markets that are not active; other inputs that are observable or that can be corroborated with observable inputs.
- Level 3: Unobservable inputs that are supported by little or no market activity and that are significant in the fair value of the assets and liabilities. This includes certain pricing models, discounted cash flow methodologies, and similar techniques that use significant observable inputs.

The fair value of the Association's cash and cash equivalents and investments in money market and mutual funds was based on "Level 1" inputs. The Association does not have any "Level 2" or "Level 3" financial instruments.

**Cash, Cash Equivalents, and Restricted Cash**

CASE considers all cash and highly liquid financial instruments that are to be used for current operations, and which have an original maturity of less than three months, to be cash and cash equivalents. All other cash and highly liquid financial instruments invested for the long-term purposes of CASE are classified as investments.

CASE maintains three cash and cash equivalent accounts with a commercial bank. The Association holds one account, and the Center holds two accounts. At times, the bank balances may be in excess of Federal Deposit Insurance Corporation insurance limits. CASE has not experienced any losses in such accounts. Excess amounts over the insured amounts are only permitted on a temporary basis when cash flows are projected to be needed to meet immediate invoicing needs. Otherwise, the excess amounts are invested in short-term certificates of deposit.

CASE collects dues for several Colorado school executive groups for the convenience of those groups. The amounts collected are deposited into CASE's general checking account and are disbursed on an as-needed basis to the school executive groups. Cash held for these groups totaled \$107,369 at August 31, 2025 and \$105,853 at August 31, 2024.

**Investments**

Investments consist of money market funds and mutual funds. Money market funds are considered an investment, as they are held with a brokerage firm, and the Association considers them to be an investment. Investments are measured at fair value in the combined statement of financial position. Realized and unrealized gains and losses are included in the combined statement of activities and classified as unrestricted, unless restricted by donor or applicable law.

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

**Accounts Receivable/Deferred Revenue - Memberships**

Accounts receivable represent amounts due resulting from program services provided and are recorded at the amount management expects to collect from outstanding balances. Accounts receivable are considered past due based on contractual terms. CASE recognizes an allowance for credit losses on accounts receivable in an amount equal to probable losses. The allowance is based on an analysis of current receivables aging and estimated future write-offs.

August 31, 2025 accounts receivable consist principally of amounts billed, but not collected, for memberships and dues for the 2026 fiscal year. August 31, 2024 accounts receivable consist principally of amounts billed, but not collected, for memberships and dues for the 2025 fiscal year. CASE records a deferred revenue for amounts collected and/or billed prior to the end of the fiscal year that represent subsequent year resources.

**Support and Revenue**

The Association's revenue consists primarily of membership dues (the membership dues year runs from September 1 through the following August 31). The Center receives revenues from conferences and department workshops.

The Association receives dues throughout the year and recognizes dues revenue on the first day of the new membership dues year. Dues received are recognized as deferred revenue in the year of receipt if they are for the subsequent year's dues.

Membership dues entitle the member to various member benefits that include discounted products and services. This includes legal assistance benefits for "Full-Active" CASE members as follows:

- First year of membership – up to \$750
- Second through fourth year of continuous membership – up to \$1,500 per year
- Five or more year of continuous membership – up to \$2,500 per year

The Association does not record a reserve for estimated legal assistance benefits payable. Legal fees paid in connection with this member benefit were \$41,035 and \$42,065 for the years ended August 31, 2025 and 2024, respectively.

**Property and Equipment**

CASE capitalizes all purchases greater than \$5,000 relating to property and equipment items with useful lives exceeding one year. Purchased assets are recorded at cost and donated assets are recorded at their fair market values at the date of the donation and depreciated over the estimated useful lives of the assets. Depreciation is recorded using the straight-line method over the estimated useful lives of the respective assets (five years).

**Income Tax Status and Accounting for Uncertainty in Income Taxes**

The Association reports results on its activity as a tax-exempt organization as permitted by Internal Revenue Code (IRC) 501(c)(6). The Center reports results on its activity as a tax-exempt organization as permitted by IRC 501(c)(3). Income earned by these organizations for activities not directly related to their tax-exempt purposes is subject to taxation as unrelated business income. No unrelated business events occurred during fiscal 2025 or 2024 that would have created an income tax liability for either entity.

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

CASE believes that it has conducted its operations in accordance with, and has properly maintained, its tax-exempt status, and it has taken no material uncertain tax positions that qualify for recognition or disclosure in the combined financial statements.

**Functional Allocation of Expenses**

The costs of providing programs and other activities have been summarized on a functional basis in the combined statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Certain prior-year amounts have been reclassified to conform to the current-year presentation. These reclassifications had no effect on previously reported net income or total assets.

**NOTE 3: LIQUIDITY AND FUNDS AVAILABLE**

Financial assets consist of the following amounts as of August 31,

	2025	2024
Financial assets:		
Cash, cash equivalents and restricted cash	\$ 769,113	\$ 1,233,980
Investments	2,156,690	1,053,699
Accounts receivable	733,237	653,779
Financial assets, at year-end	<u>3,659,040</u>	<u>2,941,458</u>
Less amounts not available to be used within one year:		
Funds held for other groups	(107,369)	(105,853)
Unexpended SIPA grant proceeds	(377,600)	0
Net assets with donor restrictions	<u>(26,600)</u>	<u>(26,600)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 3,147,471</u>	<u>\$ 2,809,005</u>

Management monitors operating liquidity needs and invests excess funds in CDs with appropriate maturities.

**NOTE 4: INVESTMENTS**

The Association has the following investments as of August 31,

	2025	2024
Cash and cash equivalents	\$ 5,994	\$ 24,488
Mutual funds and bonds	2,150,696	1,019,211
	<u>\$ 2,156,690</u>	<u>\$ 1,053,699</u>

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

Investment income consists of the following for the years ended August 31,

	2025	2024
Interest and dividends	\$ 53,217	\$ 49,519
Net realized and unrealized gains	5	6,674
	<u>\$ 53,222</u>	<u>\$ 56,193</u>

The Association classifies its mutual funds as available for sale and they are carried in the financial statements at fair value. Realized and unrealized gains and losses, determined using the first-in, first-out method, are included in the financial statements as investment income.

**NOTE 5: OPERATING LEASE OBLIGATION**

The Association executed a lease agreement with Mapleton Public Schools, effective September 1, 2023, for approximately 1,500 square feet of office space. Rent is \$4,000 per month, payable quarterly. The Association is accounting for this lease arrangement in accordance with Accounting Standards Codification Topic 842 (ASC 842). The lease expires August 31, 2028, but may be renewed for up to five one-year periods. It is reasonably certain the renewal options will be exercised.

The amount recognized as a right-of-use asset related to this operating lease is included in property and equipment in the accompanying combined statement of financial position. The related lease liability is included in current and non-current liabilities in the accompanying combined statement of financial position. \$48,000 of rent expense was recognized under this lease during each of the years ended August 31, 2025 and 2024.

Future annual rent payments under this operating lease (eight-year remaining lease term) will be as follows:

Due in	
FYE August 31, 2026	48,000
FYE August 31, 2027	48,000
FYE August 31, 2028	48,000
FYE August 31, 2029	48,000
All years thereafter	192,000
	\$384,000
Less effects of discounting	(113,319)
Lease liability recognized	\$270,681

Because the Association does not have access to the rate implicit in the lease, it utilizes its incremental borrowing rate (8.50%) as the discount rate. The incremental borrowing rate is the rate of interest the Association would have to pay to borrow on a collateralized basis over a similar term an amount equal to the lease payments in a similar economic environment. In determining that rate, the Association considered prevailing economic conditions at the lease commencement date.

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

**NOTE 6: RETIREMENT AND OTHER THAN PENSION EMPLOYEE BENEFITS**

**Defined Benefit Pension Plan**

CASE, employer identification number 157, contributes to the State Division Trust Fund (SDTF), a cost-sharing multiple-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). When applicable, SDTF provides retirement and disability benefits, administers annual increases and pays death benefits for members or beneficiaries. All CASE employees qualify for SDTF membership. Title 24, Article 51, of the Colorado Revised Statutes, as amended, assigns the authority to establish benefit provisions and rates to the Colorado State Legislature. PERA prepares an annual financial report which includes financial statement information and supplementary information required by SDTF. The package is available to the public by either writing to Colorado PERA, 1301 Pennsylvania Street, Denver, Colorado 80203 or by calling 303.832.9950 or 1.800.759.7372.

**Funding Policy**

Contribution requirements of CASE and its employees are established under Title 24, Article 51, Part 4, of the Colorado Revised Statutes, as amended. CASE employees are required to make contributions to PERA at the following rates: 10.5% from July of 2021 through June of 2022; and 11.0% after June of 2022. CASE's contribution rate for calendar years 2023, 2024 and 2025 was 21.57%, 21.61%, and 21.63%, respectively, of covered salary. A portion of CASE's contribution (1.02% of covered salary) is allocated to the Health Care Trust Fund. CASE contributions to SDTF for the years ending August 31, 2024 and 2023 were \$270,967 and \$232,172, respectively, which were equal to its required contributions.

**Funding Status**

SDTF's financial statements are reported on a calendar year basis. SDTF had a funded status of 67.44% as of December 31, 2024, and a funded status of 64.37% as of December 31, 2023. The Association's percentage of the SDTF plan (based on Association contributions relative to all contributions received by SDTF for the 2024 fiscal year and the 2023 fiscal year) was .0289% as of December 31, 2024, and .0288% as of December 31, 2023.

**Health Care Trust Fund**

CASE, employer identification number 157, contributes to the Health Care Trust Fund (HCTF), a cost-sharing multiple-employer defined benefit other postemployment benefit (OPEB) plan administered by the Public Employees' Retirement Association of Colorado (PERA). When applicable, HCTF provides a health care premium subsidy to eligible participating PERA benefit recipients and retirees who choose to enroll in one of the PERA health care plans. All CASE employees qualify for HCTF membership. Title 24, Article 51, of the Colorado Revised Statutes, as amended, assigns the authority to establish benefit provisions and rates to the Colorado State Legislature. PERA prepares an annual financial report which includes financial statement information and supplementary information required by HCTF. The package is available to the public by either writing to Colorado PERA, 1301 Pennsylvania Street, Denver, Colorado 80203 or by visiting their website at [www.copera.org/investments/pera-financial-reports](http://www.copera.org/investments/pera-financial-reports).

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

**Funding Policy**

Contribution requirements of CASE and its employees are established under Title 24, Article 51, Part 12, of the Colorado Revised Statutes, as amended. CASE is required to contribute to the Health Care Trust Fund at a rate of 1.02% of covered salary. CASE's contribution to the HCTF for the years ending August 31, 2025, and 2024 was \$13,423 and \$11,524, respectively.

**Funding Status**

HCTF's financial statements are reported on a calendar year basis. HCTF had a funded status of 59.83% as of December 31, 2024, and a funded status of 46.16% as of December 31, 2023. The Association's percentage of the HCTF plan (based on Association contributions relative to all contributions received by HCTF for the 2024 fiscal year and the 2023 fiscal year) was .01090% as of December 31, 2024, and .01022% as of December 31, 2023.

**NOTE 7: SIPA GRANT AGREEMENT**

During fiscal year 2025, CASE entered into a grant agreement with the Colorado Statewide Internet Portal Authority (SIPA) to support the development and implementation of the Statewide Vendor Accessibility, DPA, and Compliance Portal Project. This initiative advances accessibility, data privacy, and cybersecurity compliance across all Colorado school districts and public education institutions.

Under the terms of the agreement, CASE was awarded \$377,600 in grant funding, with the full amount received prior to August 31, 2025. The grant term extends for a period of up to two years, terminating in 2027. The grant funds are designated exclusively for purposes outlined in the project scope and budget approved by SIPA, including technology customization, vendor onboarding, statewide training, and project coordination activities in partnership with Learn21 and the Student Data Privacy Consortium (SDPC).

This initiative represents a significant expansion of CASE's membership support capacity, as the project directly assists Colorado school districts and educational agencies in fulfilling state and federal accessibility and privacy mandates. The implementation of this statewide compliance infrastructure is expected to reduce operational burden, enhance vendor transparency, and provide streamlined digital governance for CASE members.

No expenditures associated with this grant were incurred through August 31, 2025. The unexpended funds are reported on the August 31, 2025 statement of financial position as a component of deferred revenue and will be reclassified to grant revenue as eligible project expenditures are incurred in subsequent reporting periods.

**COLORADO ASSOCIATION OF SCHOOL EXECUTIVES AND AFFILIATE  
NOTES TO COMBINED FINANCIAL STATEMENTS  
SEE INDEPENDENT AUDITOR'S REPORT  
AUGUST 31, 2025**

**NOTE 8: EVALUATION OF SUBSEQUENT EVENTS**

Events subsequent to August 31, 2025 have been evaluated through January 23, 2026, the date these financial statements were available to be issued, to determine whether they should be disclosed to keep the financial statements from being misleading. Management found no subsequent events to be disclosed.

Colorado Association of School Executives and Affiliate  
Combining Statement of Financial Position  
August 31, 2025  
With Comparative Totals for August 31, 2024  
See Independent Auditor's Report

	Association	Center	Eliminations	Total	
				2025	2024
<b>ASSETS</b>					
<b>CURRENT ASSETS</b>					
Cash, cash equivalents and restricted cash	\$ 515,832	\$ 253,281	\$ -	\$ 769,113	\$ 1,233,980
Investments	2,156,690	-	-	2,156,690	1,053,699
Accounts receivable, less allowance for credit losses	733,237	-	-	733,237	653,779
Inter-entity receivable	-	1,601,459	(1,601,459)	-	-
Other current assets	4,773	46,156	-	50,929	65,644
<b>TOTAL CURRENT ASSETS</b>	<b>3,410,532</b>	<b>1,900,896</b>	<b>(1,601,459)</b>	<b>3,709,969</b>	<b>3,007,102</b>
<b>PROPERTY AND EQUIPMENT</b>					
Office furniture, fixtures and equipment, net	21,850	3,360	-	25,210	34,212
Operating lease right-of-use asset	135,340	135,341	-	270,681	293,715
<b>NET PROPERTY AND EQUIPMENT</b>	<b>157,190</b>	<b>138,701</b>	<b>-</b>	<b>295,891</b>	<b>327,927</b>
<b>TOTAL ASSETS</b>	<b>\$ 3,567,722</b>	<b>\$ 2,039,597</b>	<b>\$ (1,601,459)</b>	<b>\$ 4,005,860</b>	<b>\$ 3,335,029</b>
<b>LIABILITIES AND NET ASSETS</b>					
<b>CURRENT LIABILITIES</b>					
Accounts payable - trade	\$ 20,141	\$ 310,987	\$ -	\$ 331,128	\$ 332,186
Accounts payable - other	234,290	-	-	234,290	196,798
Deferred revenue - dues, website, conferences, and grant	1,202,855	232,553	-	1,435,408	960,140
Operating lease liability, current portion	12,496	12,496	-	24,992	23,034
Inter-entity payable	1,601,459	-	(1,601,459)	-	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,071,241</b>	<b>556,036</b>	<b>(1,601,459)</b>	<b>2,025,818</b>	<b>1,512,158</b>
<b>OPERATING LEASE LIABILITY, net of current portion</b>	<b>122,844</b>	<b>122,845</b>	<b>-</b>	<b>245,689</b>	<b>270,681</b>
<b>NET ASSETS</b>					
With donor restrictions	26,600	-	-	26,600	26,600
Without donor restrictions	347,037	1,360,716	-	1,707,753	1,525,590
<b>TOTAL NET ASSETS</b>	<b>373,637</b>	<b>1,360,716</b>	<b>-</b>	<b>1,734,353</b>	<b>1,552,190</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 3,567,722</b>	<b>\$ 2,039,597</b>	<b>\$ (1,601,459)</b>	<b>\$ 4,005,860</b>	<b>\$ 3,335,029</b>

Colorado Association of School Executives and Affiliate  
Combining Statement of Activities  
For the Year Ended August 31, 2025  
With Comparative Totals for the Year Ended August 31, 2024  
See Independent Auditor's Report

	Association	Center	Eliminations	Total	
				2025	2024
<b>Net Assets Without Donor Restrictions</b>					
<b>Revenues, Gains and Other Support -</b>					
Membership dues	\$ 1,681,905	\$ -	\$ -	\$ 1,681,905	\$ 1,594,785
Professional learning	-	2,112,960	(250,755)	1,862,205	1,846,766
Website income	47,390	-	-	47,390	52,075
Grants	-	73,000	-	73,000	63,000
Investment income	(1,404)	-	-	(1,404)	3,427
Interest income	30,492	21,514	-	52,006	48,684
Other income	53,567	2,500	-	56,067	45,903
Net assets released from restrictions:					
Satisfaction of restriction	2,633	-	-	2,633	4,156
<b>Total Revenues, Gains and Other Support</b>	<b>1,814,583</b>	<b>2,209,974</b>	<b>(250,755)</b>	<b>3,773,802</b>	<b>3,658,796</b>
<b>Expenses -</b>					
Program services					
Membership	519,244	-	(250,755)	268,489	213,541
Professional learning	-	1,055,156	-	1,055,156	969,402
Legislative	127,646	-	-	127,646	181,869
Governance	18,606	-	-	18,606	16,754
Grants	2,500	-	-	2,500	-
<b>Total Program Services</b>	<b>667,996</b>	<b>1,055,156</b>	<b>(250,755)</b>	<b>1,472,397</b>	<b>1,381,566</b>
Support services					
Payroll and payroll related	932,381	848,263	-	1,780,644	1,675,227
Professional fees	36,610	73,844	-	110,454	104,295
Office related	35,692	9,414	-	45,106	76,228
Bank and credit card fees	29,176	69,745	-	98,921	86,698
Staff travel	19,252	-	-	19,252	27,798
Other general and administrative	7,165	698	-	7,863	7,054
Building and equipment rent	24,000	24,000	-	48,000	48,000
Depreciation	3,941	5,061	-	9,002	9,002
<b>Total Support Services</b>	<b>1,088,217</b>	<b>1,031,025</b>	<b>-</b>	<b>2,119,242</b>	<b>2,034,302</b>
<b>Total Expenses</b>	<b>1,756,213</b>	<b>2,086,181</b>	<b>(250,755)</b>	<b>3,591,639</b>	<b>3,415,868</b>
<b>Change in Net Assets Without Donor Restrictions</b>	<b>58,370</b>	<b>123,793</b>	<b>-</b>	<b>182,163</b>	<b>242,928</b>
<b>Net Assets With Donor Restrictions</b>					
Investment income	2,633	-	-	2,633	4,156
Net assets released from restrictions:					
Satisfaction of restriction	(2,633)	-	-	(2,633)	(4,156)
<b>Change in Net Assets With Donor Restrictions</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Change in Net Assets</b>	<b>58,370</b>	<b>123,793</b>	<b>-</b>	<b>182,163</b>	<b>242,928</b>
<b>Net Assets, Beginning of Year</b>	<b>315,267</b>	<b>1,236,923</b>	<b>-</b>	<b>1,552,190</b>	<b>1,309,262</b>
<b>Net Assets, End of Year</b>	<b>\$ 373,637</b>	<b>\$ 1,360,716</b>	<b>\$ -</b>	<b>\$ 1,734,353</b>	<b>\$ 1,552,190</b>

Colorado Association of School Executives and Affiliate  
Combining Statement of Cash Flows  
For the Year Ended August 31, 2025  
With Comparative Totals for the Year Ended August 31, 2024  
See Independent Auditor's Report

	Association	Center	Total	
			2025	2024
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Change in net assets	\$ 58,370	\$ 123,793	\$ 182,163	\$ 242,928
Adjustments to reconcile change in net assets to cash provided by (used in) operating activities:				
Change in allowance for credit losses	1,789	-	1,789	-
Depreciation	3,941	5,061	9,002	9,002
Unrealized (gains) losses on investment account	(5)	-	(5)	(6,674)
Change in assets and liabilities:				
Accounts receivables	(81,247)	-	(81,247)	(159,565)
Inter-entity receivables/payables	287,156	(287,156)	-	-
Other current assets	(92)	14,807	14,715	86,691
Accounts payable - trade	14,682	(15,740)	(1,058)	(73,115)
Accounts payable - other	37,492	-	37,492	16,827
Deferred memberships and unearned grant proceeds	488,735	(13,467)	475,268	100,240
<b>Net cash provided by (used in) operating activities</b>	<b>810,821</b>	<b>(172,702)</b>	<b>638,119</b>	<b>216,334</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
Transfer into investment account	(1,050,000)	-	(1,050,000)	-
Reinvested earnings on investment accounts	(52,986)	-	(52,986)	(49,519)
Proceeds from maturities of investments	1,250,000	-	1,250,000	1,400,000
Purchase of investments	(1,250,000)	-	(1,250,000)	(1,400,000)
Acquisitions of property and equipment	-	-	-	-
<b>Net cash provided by (used in) investing activities</b>	<b>(1,102,986)</b>	<b>-</b>	<b>(1,102,986)</b>	<b>(49,519)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES, none</b>				
<b>Net increase (decrease) in cash, cash equivalents, and restricted cash</b>	<b>(292,165)</b>	<b>(172,702)</b>	<b>(464,867)</b>	<b>166,815</b>
<b>Cash, cash equivalents, and restricted cash:</b>				
<b>Beginning</b>	<b>807,997</b>	<b>425,983</b>	<b>1,233,980</b>	<b>1,067,165</b>
<b>Ending</b>	<b>\$ 515,832</b>	<b>\$ 253,281</b>	<b>\$ 769,113</b>	<b>\$ 1,233,980</b>
<b>SUPPLEMENTAL SCHEDULE OF CASH FLOW INFORMATION</b>				
Operating lease right-of-use asset, net	\$ -	\$ -	\$ -	\$ 293,715