

REVIEW

DECEMBER
2019

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an education and advocacy resource

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THE ANNUAL
STATEWIDE
SCHOOL DISTRICT
SALARY SURVEY



*Kimberly
Dickstein Hughes*

EDUCATION: MASTERED

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I AM NJEA

The H.C. Johnson Elementary School Buddy Bench in Jackson Township is in full swing! Last year, fourth-grade students made a video about how to use the buddy bench. After the whole school watched the video, Erin Schnorbus (r), the school counselor, and Amy Cook, a special education teacher, answered student questions. This buddy bench was built by high school students in Jackson.



At the NJEA Jim George Collective Bargaining Summit on Oct. 26, Tonya Scott-Cole of the Roselle Education Association raises a question about bargaining health benefits.



Members of the Plainfield Education Associations stood up for their union at the NJEA Convention. From left: Daniela Urqizo, Dorothy Bent, Krysia Sanchez, Dagoberto Guzman, and Johanna Amaro.

The Irvington Education Association (IEA) FAST team held Get Woke and Vote! Speakers included Assemblyman Ralph Caputo and a staffer for Rep. Donald Payne Jr.'s office, Samantha Washington, and the Irvington Public Schools Asst. Superintendent Dr. April Vauss. Students asked questions and even registered to vote. From left: IEA FAST coordinator Faye Weatherington, IEA member Avis Price, Caputo, IEA President Michael Byock, IEA Treasurer Lauren Greenfield, IEA 1st Vice President Terrance Henry, IEA member Alfred Cacnio, and IEA Secretary Joe Romano.



Check the events calendar for upcoming events and conferences you can attend.

+ PHOTO GALLERY ONLINE
[flickr.com/NJEA/sets](https://www.flickr.com/photos/NJEA/)

 **FEATURES**



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20 | TEACHER OF THE YEAR

Giving back and making others feel special is why Haddonfield Memorial High School educator Kimberly Dickstein Hughes became a teacher. In her role as New Jersey Teacher of the Year, she wants to lift the voice of everyone who works and learns in the state's public schools.

BY KATHRYN COULIBALY



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26 | SCHOOL THEATER PROGRAMS

How can you make your school's theater program successful and sustainable? The director of music at Woodruff Middle School in Upper Deerfield has a long record of success and shares his tips choosing shows, funding them, and garnering support all while using music and musical theater to support learning in all areas of the curriculum.

BY SPENCER LAU



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32 | NJEA EXECUTIVE DIRECTOR

Steve Swetsky, a full-time NJEA staff member for nearly 20 years, is the association's sixth executive director. Formerly a graphic arts technology teacher in Washington Township, Gloucester County, Swetsky applies the same philosophy to association work that he applied in teaching: identify what's important to members, provide support, and empower them to take the lead.

BY PATRICK RUMAKER



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36 | NJEA CONVENTION PHOTO GALLERY

The annual NJEA Convention is the largest educational gathering of its kind in the world. Hundreds of professional learning programs, aisle after aisle of educational exhibitors, meetings of professional affiliated organizations and student talent all came together for two days in Atlantic City. Check out a selection of photos from the photo gallery found online at njea.org/2019Convention.

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The number 215

The number of school districts in the School Employees' Health Benefits Plan (SEHBP). The SEHBP offers medical, prescription drug, and dental coverage to qualified school district employees, retirees and eligible dependents.

NJEA Research and Economic Services

GOOD NEWS!



New Jersey public schools are number one in the nation in the percentage of children learning a foreign language in school.

American Councils for International Education. The National K-12 Foreign Language Enrollment Survey Report. 2017.

% 54 | SALARY SURVEY
Teacher and ESP salaries by district

On the Cover



Haddonfield Memorial High School English teacher Kimberly Dickstein Hughes is the 2019-20 New Jersey State Teacher of the Year. The dynamic educator makes a difference for her students, her colleagues, her community, and even extends worldwide.

PHOTO BY
KELLY HENNIGAN
PHOTOGRAPHY

REVIEW



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Annual membership dues are: Active professional: \$950 (full time); \$475 (part time) \$475 (on leave). Active supportive \$475 (full time) \$237.50 (part time) \$237.50 (on leave). Retired: \$86; \$1,065 (retired life). Retired ESP: \$60; \$675 (retired ESP life); Preservice \$32. General professional (outside N.J. public education employment): \$250. Subscribing \$250. Only those in education positions in N.J. public schools and colleges are eligible for active membership. Payment of annual dues entitles a member to receive the *Review* for one year, from January through December. Dues include \$5 for the *NJEA Review*.



RECOGNIZING AND CELEBRATING EXCELLENCE

On the cover of the *Review* this month is an excellent educator and global citizen: 2019-20 New Jersey State Teacher of the Year Kimberly Dickstein Hughes. And on the back page of the magazine is an excellent educator and Pulitzer Prize-winning poet, Gregory Pardlo. And on all the pages in between, you will find examples of other excellent educators.

As Dickstein Hughes herself says, she is just one of many, many, many excellent educators across the state who deserve recognition, celebration and support.

Every month, in the pages of this magazine, on our website, and through our social media accounts, NJEA recognizes and celebrates the excellent things that are happening daily in New Jersey's public schools. But it is not enough. Too many educators feel that their contributions are not valued, seen or respected. It's not just the responsibility of administrators—I think we all feel that the praise and recognition that means the most to us comes from our colleagues: the people who know us best and are working as hard as we are to ensure that all children have what they need to succeed.

There is something we can do about it: we can recognize and celebrate each other. There's something about paying a sincere

compliment that ends up benefiting both parties. The recipient feels seen and valued; the compliment-giver gets to enjoy the recipient's response. One by one, compliment by compliment, recognizing and celebrating each other can change a school community. Whether your superintendent is an ally or an obstacle, or whether your board is helpful or challenging, we are the ones with the power to support each other through difficult times and build even stronger bonds.

Unity is not just a collective bargaining value; it is vital to ensuring that our school communities are happy, healthy and nurturing environments for our students and school employees.

As the calendar year winds down, I want to wish you health and happiness and thank you for all that you do for our students and our communities. You make New Jersey public schools the best in the nation, and your work is valued and appreciated by all of your colleagues in education and advocacy.

Marie Blistan



Members from all levels of association leadership and NJEA staff leadership joined NJEA's officers in opening the 2019 NJEA Convention.

OFFICERS ONLINE

MARIE BLISTAN

Facebook

@Marie.Blistan: NJEA Convention with Dr. Cornel West and Governor Murphy! Dr. West gave us a powerful session with a resounding call to action regarding our work to eradicate racism! Governor Murphy attended our joint announcement with Commissioner Repollet concerning our next steps with the AMISTAD curriculum!

NJEA President Marie Blistan posted photos from the second day of the NJEA Convention, when Dr. Cornel West delivered an inspiring keynote address and NJEA announced the Amistad Journey as part of an enhancement of the Amistad Curriculum.

SEAN M. SPILLER

Facebook

@SpillerForNJEA: Excited and humbled to be part of the board created by Governor Phil Murphy to create a Public Bank for NJ!

On, Nov. 12, Gov. Phil Murphy, surrounded by community and financial justice advocates—including NJEA Vice President Sean M. Spiller—signed Executive Order No. 91 creating a Public Bank Implementation Board. The board is tasked with developing an implementation plan for a public bank within one year. Spiller is among 14 individuals on the board. Spiller posted photos from the signing.

STEVE BEATTY

Facebook

@SteveBeattyNJEA: Identifying and mentoring our succeeding generations of educators is paramount to our mission to maintain our top-ranked public schools. Equally important is the need to recruit and support students of color into our great profession. Tonight, we held a session to do just that as we welcomed 18 members of color educators as potential mentors in a program that we support through the College of New Jersey's Center for Future Educators 'Radiate' initiative.

On Nov. 14, NJEA Secretary-Treasurer Steve Beatty posted photos from a training held at NJEA headquarters for members who will serve as mentors to future educators of color. He added that "We must continue to be intentional about our process of inclusion towards a workforce that looks like the students that we teach and a more just society as a whole."

KNOW. LEAD. ACT.

INTERESTED IN PRESENTING AT THE 2020 NJEA CONVENTION?

The Professional Development and Instructional Issues (PDII) division of NJEA is now accepting presenter proposals for the 2020 NJEA Convention to be held **Nov. 5-6, 2020**. All proposals to present at the NJEA Convention and at Digital Boulevard **must be submitted electronically**. **The deadline for submission is Feb. 28, 2020.**

Please review your proposal carefully before submission. Once you click on the submit button, you will not be able to make any changes.

Here are a few things to keep in mind:

- Your request for audiovisual equipment must accompany your proposal submission. NJEA may not be able to provide equipment requested at a later date.
- NJEA DOES NOT provide computers.
- NJEA does not reproduce any program materials and will not reimburse you for reproductions costs.
- If you are a member, please have your PIN and password ready.

Presenting on Digital Boulevard

The Professional Development and Instructional Issues division of NJEA is also accepting proposals for Digital Boulevard at the 2020 NJEA Convention. This is your opportunity to demonstrate how you use state-of-the-art technology to enhance classroom instruction.

NJEA members can apply to present in the Teacher to Teacher Learning Area. This is an informal demonstration area for educators to network with other educators. Programs are two 50-minute sessions.

To submit a proposal, visit njea.org/conventionproposal

Please contact Janet L. Royal at jroyal@njea.org or (609) 310-4322 with questions.

CAWP OFFERS "READY TO RUN"

Are you interested in running for office? Do you want to learn more about running campaigns?

Every year, Rutgers' Center for American Women and Politics (CAWP) offers campaign training to help women run and win elective office at its Ready to Run program. Ready to Run is scheduled for March 20-21, 2020. NJEA offers scholarships for women who are interested in the program. This includes a dinner meeting in New Brunswick and hotel accommodations (double occupancy) for those who are interested in staying overnight. The conference will take place at the Douglass Student Center in New Brunswick.

Preconference programs for women of color will be held on Friday, March 20. The evening welcome and plenary session will address digital strategies for candidates, campaigns and advocates followed by a networking reception.

Saturday's program offers two tracks: "I'm Ready to Run, Now What?" and "I'm Not Ready to Run Yet, But..." A luncheon plenary will focus on conquering the camera with an interactive media training. More information is available at njea.org/readytorun.

The preconference programs begin on Friday at 11 a.m., and the main program begins Friday at 4:15 p.m. If your schedule does not permit you to arrive on time, you are still eligible to apply for a scholarship and attend the program.

For more information, contact Carolyn Thompson in NJEA Government Relations at cthompson@njea.org or (609) 310-4358. If you wish to attend and are interested in a scholarship, please complete an application available on the website njea.org/readytorun.

SELFIE OF THE MONTH

The Mercer County Education Association hosted "Google Drive for Beginners," on Oct. 23. They were on "double duty" by wearing Red for Ed on a Wednesday while enhancing their professional practice. From left: (front) Olive Giles, Joanna Lewis, Teresa Bradshaw; (next row) Beth Thompson, and (back row): Grace Rarich, Gyselle North, Claudia Luongo.

Participating in a local, county or state meeting or other association activity? Staffing a PRIDE event? Send your selfies to njeareview@njea.org. Be sure to identify where the picture was taken and the members who appear in the photo.



NJEA SEEKS NEXT CLASS OF THE BOLIVAR GRAHAM APPRENTICE PROGRAM

Applications now available

Are you looking for a new challenge?

Would you like to develop skills to prepare for an association leadership role?

Have you thought about what it would be like to join the NJEA staff?

Consider applying to be part of the 2020-22 NJEA Bolivar L. Graham Practicing Apprentice Program.

NJEA created the apprentice program to provide members of color and women with the opportunities, knowledge and skills needed for association governance roles and potential NJEA staff employment. Graduates of the program include current full-time NJEA staff members, part-time NJEA consultants, and many statewide, county and local leaders.

All applicants will be required to attend an open house in the spring, tentatively scheduled for March 31, 2020. The program will run from July 2020 through June 2022. The Apprentice Program is a two-year program. It is broken down into two distinct program years.

- Year One—Active Learning—consists of 10 core training programs (excluding an orientation), one Delegate Assembly meeting, and several specified NJEA conferences as well as optional activities that include additional meetings and events. The apprentices and their mentors interact regularly (at least twice a month suggested), including opportunities for each apprentice to shadow their mentor in their work. NJEA assigns each apprentice a mentor from its staff.
- Year Two—Ambassadorship—consists of apprentices independently honing skills learned with support from the program, representing the Apprentice Program at assigned NJEA conferences and events, providing structured input to enhance the program for the next class, recruiting new members, and having your success highlighted by the program.

Each apprentice will be assigned to one of the four zones of the state: Northeast, Northwest, Central and South.

Visit njea.org/apprentice for details and an application. You will need to log in using your pin and password.

You may also contact the NJEA Human Resources Office at 609-599-4561 or HR@njea.org.

SUBSCRIBE TO NJEA: MEMBER VOICES PODCAST

NJEA Vice President Sean M. Spiller and New Jersey educator Jeff Bradbury share NJEA members' stories from around the Garden State. Each 30-minute episode will showcase the wonderful work NJEA members do in their schools.

Subscribe and listen to NJEA: Member Voices. You'll find it in Apple iTunes, Google Podcasts, and Stitcher Radio. You can also listen at njea.org/podcast.

If you have a story you would like share, please send an email to podcast@njea.org.

NJEA ELECTIONS: VOTING REGISTRATION FOR NON-CLASSROOM TEACHERS

All NJEA members who are not classroom teachers or active supportive (ESP) members must identify themselves in order to vote in the appropriate unit in NJEA's spring elections. A "non-classroom teacher" is any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work that places that person on a local salary schedule for teachers.

NJEA members who were considered classroom teachers in last year's elections, and who now consider themselves non-classroom teachers must complete and return a registration form in order to be included in the non-classroom teacher unit of representation for the spring 2018 and future elections.

New members who joined in the non-classroom teacher unit do not need to complete this form.

Go to njea.org to download the form; it must be received at the address provided on the form by Jan. 16.

NJEA OFFERS MONTHLY PENSION WEBINARS

Thinking about retirement in the next five years? NJEA now offers an online pension webinar for you to learn more about your retirement benefits. Participants follow along with their own individual retirement estimates as the presenter discusses various retirement options. Retiree health benefits are reviewed, along with the important steps to retirement. There is time at the end of the webinar for questions.

To sign up for a pension webinar, go to NJEA Events Calendar at njea.org/events and select the pension webinar that works best with your schedule.

COOL STUFF



BEDTIME MATH SEEKS PARTNERS SCHOOLS/DISTRICTS TO LAUNCH FUN FACTOR

Fun Factor pairs hands-on math lessons with professional development for elementary school teachers

Bedtime Math, a national nonprofit that helps kids love numbers so that they embrace and excel at math in real life, is expanding into New Jersey classrooms with Fun Factor, a series of hands-on standards-based math lessons that align with any elementary math curriculum. It will be supported by professional development workshops, co-developed by Bedtime Math and Columbia Teachers College, to help K-5 teachers implement the program effectively.

Fun Factor will offer a suite of hands-on activities modelled after Bedtime Math's popular Crazy 8s Club games, including Glow-in-the-Dark Geometry and Firefighter Training. Each lesson is aligned to K-5 standards to allow teachers to select the content that best serves the range of their students' needs. In parallel, Bedtime Math will lead in-person professional development sessions to show teachers how Fun Factor taps common-sense, research-proven practices.

Bedtime Math is currently recruiting partner schools and districts in New Jersey to launch these novel math lessons together with the supporting professional development sessions at low cost. To learn more information about Fun Factor, or to speak with Bedtime Math Founder Laura Overdeck, contact Sandy LoPiccolo at 908-444-4532 or sandy@bedtimemath.org.

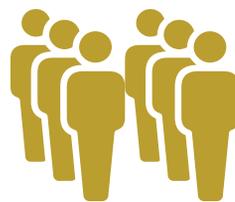
Bedtime Math, presented the Math Institute at the 2019 NJEA Convention, offers playful online math problems for parents to do with their kids every day, as well as lively hands-on games. For more information about Bedtime Math, visit bedtimemath.org.



STUDENT VIDEO CONTEST ADDRESSES GLOBAL CHALLENGES

The World of 7 Billion student video contest brings technology and creativity into middle and high school classes. The contest challenges students to create a short video connecting human population growth to one of three global challenges: Sustaining Water Systems, Ensuring Economic Opportunities, and Improving Climate Resiliency.

More than 80 cash prizes of up to \$1,000 will be awarded, and participating educators will receive free curriculum resources. The deadline for submissions is Feb. 27, 2020—use the lesson plan found at bit.ly/2JN5tbi to get started. Full contest guidelines, resources for research, past winners, and more visit bit.ly/2Nf7bEn. (Note that “bit.ly” links are case-sensitive.)



TEACH ABOUT THE CENSUS

March will mark the beginning of the 2020 census, but educators have a responsibility to do their part in making sure that everyone participates and is counted. Funding for communities is, in part, based on population—a headcount that come directly from the census. Decisions are made using census data for special education, school lunches, and after-school programs, as well as child health programs, housing, and food assistance.

The best way educators can increase involvement in their school community is by bringing the census into their classrooms. The Census Bureau has a website full of resources and activities to help any educator make this a part of their lesson plans at www.census.gov/schools.

The other important way that educators can get involved is by signing up to become a census worker. The Census Bureau is hiring thousands of workers to make sure that everyone is included in the data collection and with current background checks, educators are a natural fit to assist their community. Visit recruitment.2020census.gov to learn more.

HOLOCAUST COMMISSION TO COORDINATE 2020 SUMMER SEMINAR IN EUROPE

Partial scholarships available for NJEA members

The New Jersey Commission on Holocaust/Genocide Education coordinates an annual summer seminar in Europe for New Jersey educators to visit the sites of the Holocaust. The 2020 program will run from July 14 to 29, visiting Germany, the Czech Republic, Poland, and Holland. Maud Dahme, a member of the commission who survived the Holocaust as a hidden child, leads the tour.

Through an NJEA grant, partial scholarships are provided to NJEA members; however, all others are invited to participate. At this time, the estimated out-of-pocket cost of the trip will be \$4,000 for NJEA members and \$7,700 for all others who are interested in participating.

NJEA members who participate are expected use what they learn on the tour to teach about the Holocaust and other genocides in their schools, their communities, and their local and county associations. Note that the trip will involve substantial walking and not all sites are handicapped accessible.

Visit njea.org to download the material needed to indicate your interest in the tour. For questions, write to holocaust@doe.state.nj.us.

The impact of social media on public sector employees in New Jersey

BY COSMAS P. DIAMANTIS

Social media platforms such as Facebook, Twitter, Instagram, LinkedIn, Snapchat and others, have had a profound impact on the way we communicate. Public-sector employees, however, should be mindful of social media's unintended consequences. As a school employee, you may be affected by—and disciplined for—your use of social media.

While the First Amendment protects speech, such protections are not absolute for public employees. The U.S. Supreme Court has set forth a test that requires courts to balance the interests of the employee acting as a citizen and commenting upon matters of public concern, and the interests of the public employer in promoting the efficiency of the public services it provides. Courts may consider the nature of your speech and whether it impairs discipline or workplace harmony, whether it has a negative impact on close working relationships requiring personal loyalty and confidence, whether it impedes the performance of your duties, or whether it interferes with your employer's regular operations.

Under *New Jersey Public Law 2013, Chapter 155*, your employer is prohibited from requesting access to your personal social media accounts. But they are not prohibited from viewing what you post publicly or what others, such as your co-workers, your students, or parents bring to their attention. Such posts can lead to disciplinary action.

The law also prohibits retaliation against you if you refuse to provide your employer with access to your personal accounts or if you exercise your other rights and protections under the law. An employer found guilty of violating the law is subject to a civil penalty of up to \$1,000 for the first violation and up to \$2,500 for each subsequent violation.

The law has four exceptions:

- Your employer is still obligated to comply with state and federal laws.
- Your employer can enforce their policies on the use of employer-issued electronic communication devices or any accounts or services provided by the employer or that you use for business purposes.
- Your employer can conduct investigations regarding your compliance with applicable laws, regulations or prohibitions against employee misconduct that arises from your employers' receipt of information pertaining to your activity on a personal account. They can conduct investigations of your actions based upon the receipt of information regarding the unauthorized transfer of proprietary, confidential or financial information to your personal account.
- Your employer can view, access and use information from a prospective or current employee's personal account that is available in the public domain.

DISCIPLINE OF PUBLIC EMPLOYEES

While teachers are specifically held to a high standard of conduct, all school employees should be mindful of the possibility for discipline stemming from inappropriate social media activity. You can be disciplined

for violating your employer's policies, rules and regulations, standard operating procedures, code of conduct, general orders, applicable statutes and regulations, or engaging in conduct unbecoming a public employee.

Given that few members would follow the safest advice—refrain from using social media altogether—these recommendations can help reduce your exposure to potential discipline resulting from your use of social media.

- Keep all social media settings private. This strengthens your protection under state law and prevents your employer from being able to routinely inspect your social media accounts.
- Scrutinize friends/connections. Carefully review and manage your social media inner circle. For instance, supervisors that are part of your social media inner circle are given direct access to any social media communications you make, which may nullify your protections under the law.

“ *While the First Amendment seeks to protect speech, such protections are not absolute for public employees.* ”

Co-workers, parents, students, and others who can view your posts can bring them to your employer for their review and discipline, which may be permitted under the law. If social media communication is necessary for your employment, you should consider creating a separate social media account where the communications are strictly limited to work-related topics.

- Review your school district's social media policy. Being aware of and understanding the parameters of your employers' social media policy can guide you when using social media and provide a better understanding of what supervisors may be looking for when reviewing whether communications are in violation of the policy.
- Become educated. Take advantage of workshops on social media.
- Review the content of all your social media communications carefully. Scrutinize each social media communication in the most negative light and assume all social media communications will be read by your employer. A common expression such as “I could have killed them” may result in disciplinary action and/or a fitness-for-duty examination. All communications should be limited to matters of “public concern” and not to your job.
- Exercise self-control. Social media provides the opportunity to engage, communicate, vent, and otherwise distract them from your duties and responsibilities. Be mindful that you are in control of what social media platforms you use, and how and when to use them. 🚫

Cosmas P. Diamantis is a senior associate at NJEA network firm Zeller & Wieliczko, LLP.

NJEA Report

NJEA to support Amistad Journey program Blistan, Murphy and Repollet make joint announcement at NJEA Convention



Gov. Phil Murphy, Commissioner of Education Lamont Repollet, and NJEA leadership joined the Amistad Stakeholder group to announce the Amistad Journey.

Gov. Phil Murphy joined NJEA President Marie Blistan, New Jersey Commissioner of Education Dr. Lamont Repollet, members of the Amistad Stakeholder Group and other educational leaders and advocates at the NJEA Convention in Atlantic City to highlight the work to integrate New Jersey's Amistad Curriculum more deeply into New Jersey's public schools and to announce an exciting new opportunity for New Jersey educators.

The announcement followed a rousing keynote address by scholar and civil rights advocate Dr. Cornel West. After praising West for his challenging remarks, Blistan said, "we all know that the work of racial justice is hard, but it's far too important to let that stop us. We need to take challenges like what Dr. West presented us with today and turn that into real action for real justice for our students, our state and ourselves."

Blistan pointed to the work of the Amistad Stakeholder Group.

"Though the law establishing the Amistad Commission has been in place for 17 years, and much work has been done by educators to bring the Amistad Curriculum into our schools, we believe there is more that can be done," Blistan said. "This group of advocates is committed to

elevating the importance of that curriculum. We are working to ensure that it is taught—and emphasized—in every public school in New Jersey."

Amistad Stakeholder Group chair Brenda Brathwaite, an Atlantic City teacher, shared the groups statement of purpose: "...to ensure that students receive an intentional, authentic, and inclusive learning experience, which will develop students' academic strengths and cultural sensibilities about the inclusive nature of history, and acknowledge the contributions of Africans and African Americans to U.S. History through New Jersey's Amistad Curriculum."

"With that as our core principle, we have begun to develop a set of recommendations that we will be sharing with the Amistad Commission," Brathwaite said.

THE AMISTAD JOURNEY

Ed Richardson, NJEA's outgoing executive director, announced the creation of the Amistad Journey, a program designed to allow educators to travel to some of the historic sites of the trans-Atlantic slave trade. Richardson credited NJEA Executive Committee member Jacqui Greadington with suggesting the journey, which

is modeled on a similar program run by the New Jersey Holocaust Commission that helps educators visit historic Holocaust sites.

"The Amistad Journey will include opportunities for educators to visit sites in Africa," Richardson said. "But the history of slavery in America did not begin and end in Africa. In fact, after ending the practice of forcibly bringing people to America, the enslavement of African Americans continued here for 150 years. And so the Amistad Journey will also include experiences for educators in the United States."

Repollet shared some of his own experiences traveling to those sites with students and how powerful and valuable that experience was.

"The department is committed to better ensuring that every school and district has the resources needed to honor the promise of the Amistad Commission to embed African American history in their curricula," Repollet said.

Murphy, who came to the NJEA Convention to participate in the Amistad announcement, praised all the groups that had worked to elevate the Amistad Curriculum and create the Amistad Journey.

"The contributions of our African American community to our state, and to our identity as New Jerseyans, are immeasurable," Murphy said. "I applaud the Amistad Stakeholder Group and their efforts to create the Amistad Journey to ensure that our students learn about the history of African Americans and their fight for social justice."

In addition to NJEA and the New Jersey Department of Education, other groups participating on the Amistad Stakeholder Group include:

- N.J. Association of School Administrators
- N.J. Association of School Business Officials
- N.J. Principals and Supervisors Association
- N.J. Parents and Teachers Association
- N.J. School Boards Association
- N.J. Amistad Commission

Information will be forthcoming for educators interested in participating in the Amistad Journey 

NJEA Pride project supports Angel Garden for grieving families

Few professions combine the personal and the professional the way education does. To truly be an effective educator and to reach and teach children, regardless of job title, NJEA members share of themselves every day. It's that relationship, built on trust and mutual respect, that leads to vibrant classrooms, safe school buses, happy lunch rooms, and consideration in the hallways.

For Voorhees Township Education Association (VTEA) member Karyn Montgomery, sharing her pain has also enabled her to facilitate joy and peace for others.

In February 2011, Montgomery and her husband lost their triplet sons. To help them through this difficult, heartbreaking time, they were given the name of a neo-natal nurse at Virtua Hospital in Voorhees named Ann Coyle who facilitated a grief group for parents who had lost babies. The group met twice a month to talk about their children and what they were experiencing as they navigated the grief process.

Coyle was working to establish an Angel Garden at Virtua. This was a space where grieving

parents could see their children's names inscribed upon a wall and have a peaceful, beautiful space to think of them.

In October 2012, the garden became a reality and Coyle organized a dedication ceremony with poems, heartfelt speeches from some of the doctors and the release of butterflies.

"I can't begin to tell you what it means to us to see our boys' names on that wall," Montgomery said. "To be able to visit and leave flowers or balloons after I've had a rough day is very meaningful. There is an angel statue holding a baby, and trees, benches, and rocking chairs throughout the space. It's a wonderful, serene space for anyone to go and regroup or enjoy some peace and quiet."

The ceremony is an annual event. This past summer, through an NJEA Pride in Public Education grant, VTEA helped to provide the butterflies that are released by the parents and families. But first, Montgomery and VTEA President Anthony Klock decided to use the butterflies as an educational tool for Montgomery's second-grade students and fourth-graders in Leigh Zelenski's class.

"We built a full-scale butterfly life cycle unit that includes science, math, language arts, and—perhaps more importantly—charity and helping others," Montgomery said. "The children have been keeping a daily observation journal with the help of their fourth-grade friends in Mrs. Zelenski's class. They are developing a final project using an app called Time Line, which allows them to describe each stage of the life cycle."

At the Angel Garden ceremony, which was held on a Sunday in October, Montgomery, Zelenski, and Klock attended and helped release the butterflies. Small children crowded around the containers of butterflies and gently shooed them out into the world as the educators answered their questions and shared their delight.

For Montgomery, whose family now includes a two-year-old daughter, the butterfly project is a wonderful way to give back to Coyle and the other grieving parents while including her students in a very meaningful part of her life. 🦋



VTEA member Karyn Montgomery at the Angel Garden at Virtua Hospital where her triplets are remembered.



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Jack “Mr. NJEA” Bertolino was a legend to staff, leaders and members



Jack Bertolino early in his career at NJEA.

Jack Bertolino, a man so central to the power and history of NJEA that he was known as “Mr. NJEA” and had a major NJEA conference named for him, died on Oct. 21 at the age of 89.

Initially hired as a field representative by NJEA in November 1957, the 27-year-old Bertolino placed a premium on making direct connections with members. The January 1958 edition of the *NJEA Review* noted that he put 2,000 miles on his car in his first two months on the job as he visited local associations preparing them to go to their school boards for “salary presentations.” It’s accompanied by a photo of a young Bertolino behind the wheel wearing a bowtie.

Bertolino’s began his career in education as a fourth- and fifth-grade teacher in Pompton Lakes. In his four years and two months as a classroom teacher he served as salary chairperson, vice president and president of the Pompton Lakes Education Association. He also served as secretary of the Passaic County Education Association.

Even then, he was already advocating to improve the lot of educators statewide. As a local leader, he had built such a good relationship with the Pompton Lakes Board of Education and the PTA that he got both groups to pass resolutions supporting a statewide minimum salary bill.

In July 1967, Bertolino was promoted to director of field service—the division now known as UniServ.

Bertolino ranked Sept. 13, 1968, as one of the most memorable days of his career. On that date, the New Jersey Legislature overrode Gov. Richard Hughes veto of the collective bargaining law.

“Things have never been the same since—with the grievance procedure and the rights of boards and associations to negotiate a contract,” Bertolino said in 1997 as he accepted the NJEA Ruthann Sheer Distinguished Service to Education Award. “Under the law we have not only a right, but a responsibility to represent our members.”

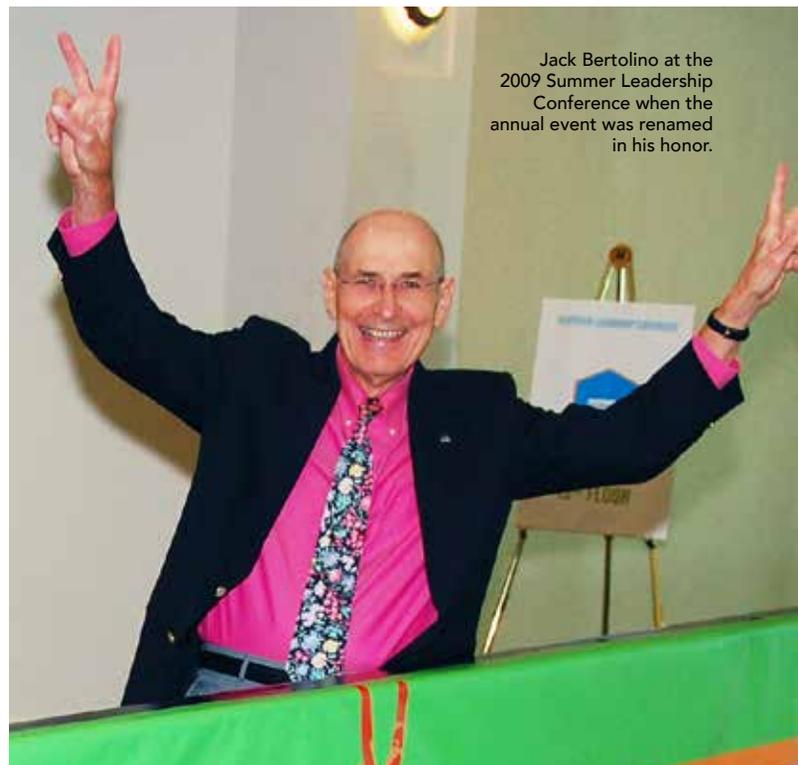
Bertolino was nominated for the Ruthann Sheer Award by the union that

represents NJEA employees, the United Staff Association, an indication of the level of respect and admiration his colleagues had for him. After his retirement in December 1993, Bertolino remained close to NJEA members and staff. He could be counted on to share the history of pivotal moments in NJEA’s history at conferences, meetings, and special programs, maintaining friendships with former colleagues and treating any new NJEA members he met as old friends.

Bertolino was instrumental in creating the NJEA Summer Leadership Conference, which was first held in 1963. In 2009, it was renamed the NJEA Jack Bertolino Summer Leadership Conference. He attended every subsequent Summer Leadership Conference up to and including the one held this past August.

Bertolino never wavered in his commitment to public education, to students, or to those work in the New Jersey’s public schools.

“In the ’50s, ’60s and beyond, NJEA members fought hard to win bargaining rights to improve education,” Bertolino said in 1997. “They were fed up. They were tired of confronting school boards with hat in hand. With determination, sacrifice and grit—our leaders, our rank-and-file members, and our staff helped change all that. I’m proud to have been associated with those courageous individuals and that revolutionary movement. Sometimes at their personal jeopardy, our members scratched, clawed, and struggled for every benefit, for every educational improvement in this state. I believe that NJEA stands today as the premier employee advocate organization in the country. Its spirit, its commitment, its compassion, its sense of mission rank second to none. But more than that, NJEA cares what happens in the classroom. No organization has promoted public education more than NJEA, not only by your words, but by your deeds.” 🏠



Jack Bertolino at the 2009 Summer Leadership Conference when the annual event was renamed in his honor.

NJEA members propel endorsed candidates to victory



Camden Education Association and other NJEA members and their families went door-to-door in the city of Camden in support of CEA-endorsed board of education candidates.

NJEA's endorsements in state and local elections helped propel pro-education candidates to widespread success on Nov 5. Of NJEA PAC's 59 endorsed legislative candidates, 51 won their elections.

"Our members are proud to support legislators who share our values and are willing to advocate alongside us for our great public schools," said NJEA President Marie Blistan. "We do our part every day to make New Jersey's public schools the best in the nation and we need champions of public education in the Legislature to make sure they remain the best.

With real Chapter 78 relief and job justice for educational support professionals within reach, NJEA members across New Jersey canvassed, phone banked and volunteered with the campaigns of endorsed candidates.

"The Legislature makes dozens of decisions each year that have a profound effect on public schools, school employees, our students, and communities," said NJEA Vice President Sean M. Spiller. "From making sure our schools are safe, healthy and welcoming for every student, to school funding and keeping promises to educators, what happens in Trenton matters in every community. We are proud to help shape that debate by working to elect public education advocates."

Most importantly, NJEA members voted. By helping elect pro-public education candidates, NJEA members are working to ensure a bright

future for students, educators and great public schools.

"Democracy only works when people participate in the process, said NJEA Secretary-Treasurer Steve Beatty. "From voting, to talking to colleagues, to knocking on voters' doors, NJEA members set a great example to students about how to be engaged citizens of this nation. We support candidates we believe in and advocate for causes we know matter to our future. We don't just teach about democracy; we also demonstrate it."

LOCAL AND COUNTY RESULTS

NJEA members also worked in several local races and ballot questions in counties and municipalities across the state. County and local associations made endorsements at the local level in 17 counties around the state.

"Politics begins at home," Blistan said. "That's why NJEA members in locals around the state choose to endorse and work for candidates for local office. It is important to have supporters of public education in every office, and we are willing to work hard to make that happen."

Notable races include Elton Custis winning a seat on the Camden Board of Education, a clean sweep for the endorsed slate of Democratic candidates in Hamilton Township in Mercer County, a successful write-in campaign for school board in Wayne, and winning three out of five seats on the Jersey City Board of Education.

MEMBERS RUN FOR OFFICE

NJEA members sought election to offices at all levels of government. Across the state, 277 members were on the ballot on Tuesday, running for freeholder, mayor, other municipal offices and board of education.

"We are proud of the NJEA members who have stepped up to run for local office," Spiller said. "We need educators' voices at every level of government to make sure our public schools remain a priority and have the resources they need to remain the best in the nation."

In addition to local elected office, NJEA members advocated for their students and their communities in local referenda.

"It is important for voters to know what is at stake when they vote on a local referendum," said Beatty. "Our members work hard to educate their colleagues and their communities about the long-term benefits of making smart investments in education."

In all, there were 25 ballot questions in 19 districts across the state. A total of 14 passed in 11 districts. A notable win was in Flemington-Raritan where both referenda passed. This win means that the district will be able to upgrade schools by improving their security, infrastructure and air quality. 🏠

NJEA's first woman president inducted into NJ's Hall of Fame



Elizabeth Almira Allen

Elizabeth Almira Allen (1854-1919), the first female president of NJEA, was inducted into the New Jersey Hall of Fame on Oct. 27. She was recognized in the public service category.

Allen rose to prominence in our union because of her advocacy for the well-being of educators. Allen championed the first pension system for school employees because she saw so many of her colleagues retiring to a life of poverty after long careers in education. She successfully advocated for the first educator tenure law and the first pension program for teachers in the United States.

Remembered as an outspoken and persistent advocate for women and public education, Allen's campaigning over the course of three months in 1896 motivated more than half of New Jersey's teachers to enroll in the newly created teacher retirement plan when it was signed into law.

Allen, a 48-year veteran of the Hoboken School District, served as NJEA president, then known as the New Jersey State Teachers' Association, from 1913 through 1914. She continues to be a role model for effective advocacy and leadership in our profession. To learn more about Elizabeth A. Allen, visit njea.org/allen.

NJEA is one of the organization's founding sponsors of the New Jersey Hall of Fame.

"Our state has such a rich history and New Jersey residents have accomplished so much on behalf of our nation and world," said NJEA Executive Director Steve Swetsky. "Having one of NJEA's great advocates and its first female president included in this class of inductees is an honor."

"We are thrilled to see Elizabeth Allen, a fierce, lifelong advocate of public education, recognized for her part in shaping our history," said NJEA President Marie Blistan. "Thanks to her foresight and unrelenting insistence on providing educators with job protections and a pension plan that prevented poverty after retirement, New Jersey has been able to build the best public education system in this country. It is an honor to follow in her footsteps."

Allen joins former educator Clara Barton as a Hall of Fame member. Though best known for her courage on the battlefield during the Civil War and as founder of the Red Cross, Barton also created New Jersey's first free public school during her nine years as a teacher in Bordentown. 📌

Members lead the conversation at NJEA LGBTQ+ conference



Attendees select which sessions to attend at the NJEA LGBTQ+ Open Space Conference.

The NJEA Sexual Orientation and Gender Identity Committee (SOGI) hosted an "open space" on Oct. 19 at NJEA headquarters in Trenton. Rather than hold an event where topics are determined by conference planners with PowerPoints, small-group activities, and facilitated discussions with predetermined insights, those who attended the gathering completed an index card at the registration table answering the question, "What are you interested in?"

As attendees took time to get acquainted in the first half-hour of the day, SOGI Committee members sorted and grouped the cards—using them to assign topics and discussion initiators to time periods and meeting rooms in the building.

"Since there are so many issues impacting our LGBTQ+ students and members—from implementing the new inclusive curriculum next year to supporting transgender students and staff—the SOGI Committee decided on an open-space conference, where members could bring their needs, share ideas and engage in collegial discussions to increase their levels of expertise," SOGI Committee Chair Tom Tamburello explained. "It was an exciting day to meet and network with NJEA members who are dedicated to making our school's welcoming places for members of the LGBTQ+ community."

Topics included:

- Social-Emotional Health and LGBTQ+/Bullying and Suicide
- Legal Issues and the N.J. Law Against Discrimination
- Transgender
- LGBTQ+ 101: Sexual Orientation, Gender Identity, Gender Expression
- GSA (Gender Sexuality Alliances/Gay Straight Alliances)
- Community Organizing and Support Around LGBTQ+
- LGBTQ+ Staff Concerns/"Out" Staff
- LGBTQ+ Curriculum Inclusion

In each of the sessions, members shared ideas, successes, failures, advice, and many harrowing and some humorous stories. Participants also discovered how much they had yet to learn.

"I left feeling that I know less than I thought I did, so I will be attending many more conferences to learn more," said Eileen Pricken of the Wanaque Borough Education Association.

SOGI Committee member Terron Singletary concluded the LGBTQ+ discussion focusing on what all students, regardless of identity need.

"If we can get our students to love themselves a little bit more, we've made the world a better place," Singletary said. 📌

Hamilton Township EA uses NJEA FAST program to support parental involvement

Parental involvement is one of the strongest factors in student achievement, and Hamilton Township is working with parents of first-grade students who participate in their Reading Recovery program to help ensure children get the support they need at home and at school.

Reading Recovery coordinators Kelly Petrucci and Tara Sutton worked with Hamilton Township Education Association's (HTEA) Pride/FAST Coordinator Jayne Carmen to write a grant that would enable them to welcome parents to the school for an introductory breakfast to explain the reading program and provide them with an opportunity to ask questions and interact with staff. FAST is NJEA's Family and Schools Together Work for Children program.

Held before the school day begins, most parents are able to squeeze the short meeting in before heading off to their own responsibilities.

For Petrucci and Sutton, this parental commitment is the key to the program, and they are hoping to continue to have open communication with each of the parents.

"Everyone is so busy, but we know that reading



Tara Sutton (r) with a parent and child in Hamilton EA's reading program.



The program reinforces the parent-school connection.

is fundamental to leading productive, successful lives," Petrucci said. "That's why it was so important to us that we welcome parents with this breakfast to illustrate to them that we see them as our vital partners in this process."

The Reading Recovery Program has enthusiastic administrative support, particularly from Shaner School Principal Dan Cartwright.

"When children are taught to believe they are readers and writers, and with some guidance, they will reach their goal," Cartwright said.

In addition to meeting with the parents, the children in the program are provided with books at the beginning of the summer to keep and read. Summer slide is one thing educators worry about over the summer, and some children do not have access to books on their reading level. Teachers have found that for many students, library books are too hard for the average first-grader to identify as appropriate to their level and read on their own.

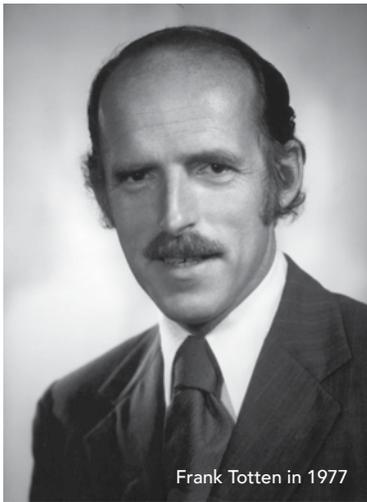
The HTEA has used its grant money to help combat this barrier by purchasing high interest books on the individual child's level.

"If we can instill a life-long love of reading, the battle is won!" Petrucci said.

HTEA members often go above and beyond the bell to ensure their students have access to the support and resources they need to succeed.

"Our members do whatever it takes to help our students succeed," said HTEA President Amy Gold. "The teachers spend their own money to pay for the national Reading Recovery conference to help support the program. While the district helps with travel expenses, the teachers pay for the conference itself. The support from NJEA's Pride and FAST programs, which helps us to share these programs with our families, is very important to us." 📖

Former NJEA president, Frank Totten, passes



Frank Totten in 1977

Frank Totten, president of NJEA from 1977 to 1981 passed away on July 9, 2019. He was 87 years old.

Totten's teaching experience spanned grades five to 12. He began teaching in Hillsborough but spent most of his career at New Brunswick Senior High School. An English teacher, Totten created the New Media and Humanities courses at the school.

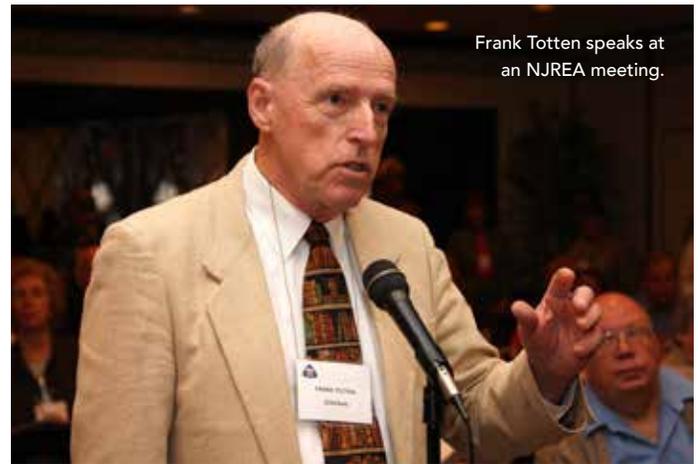
Totten grew up in a farm in the Neshanic section of Hillsborough, where he attended a two-room elementary school. He graduated from Somerville

High School in 1950 and earned a bachelor's degree from Hiram College in Ohio.

In his youth he hitch-hiked across the United States and mined gold in Alaska.

As negotiations chair New Brunswick Education Association, Totten negotiated the local's first comprehensive collective bargaining agreement. In addition to chairing negotiations, Totten held over the course of his NBEA leadership the position of vice president and president. Holding several leadership positions in the Middlesex County Education Association, he created the MCEA Four-Day Salary School.

Prior to becoming NJEA president, Totten served the association as vice president for three years.



Frank Totten speaks at an NJREA meeting.

During Totten's presidency, NJEA's educational support professional members gained full voting rights on equal footing with teacher members. Just prior to his presidency, New Jersey had instituted a state income tax to help fund public education. Totten made keeping that funding for education stable.

Totten held a lifetime membership in NJEA and continued to be involved with the association after his presidency. He attended nearly every NJEA Convention up until 2016.

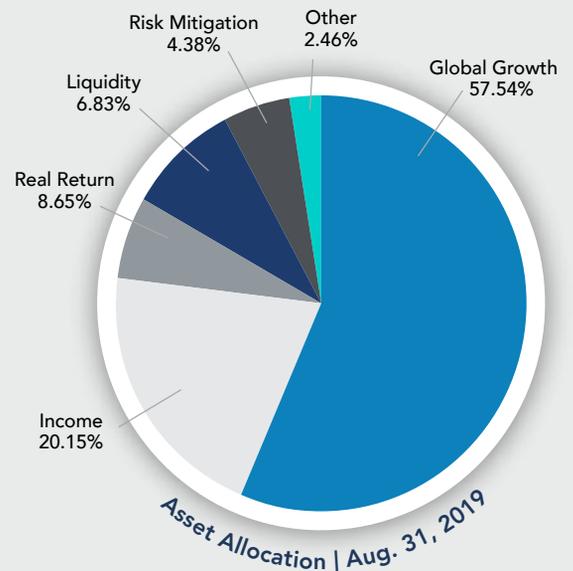
Totten was committed to doing the very best for NJEA members. "I will go to my grave saying, 'I tried.' I would rather fail than not try anything," Totten told the *NJEA Review* in September 1977. 🇺🇸

PENSION UPDATE

TOTAL PENSION FUND: \$76.94 BILLION

The totals below reflect market values as of Aug. 31, 2019, and for comparison, May 31, 2019. The figures, which are rounded, may not reflect the current market values of some alternative investments through the period noted, because of lags in reporting under industry standards.

| | Aug. 31, 2019 | | May 31, 2019 | |
|--------------------------------------|----------------------------|------------------|----------------------------|------------------|
| | Market Value (\$ billions) | Asset Allocation | Market Value (\$ billions) | Asset Allocation |
| Global Growth | \$44.27 | 57.54% | \$43.55 | 57.30% |
| Income | \$15.50 | 20.15% | \$15.87 | 20.87% |
| Real Return | \$6.65 | 8.65% | \$6.69 | 8.80% |
| Liquidity | \$5.26 | 6.83% | \$4.78 | 6.29% |
| Risk Mitigation/Capital Preservation | \$337 | 4.38% | \$3.28 | 4.32% |
| Other | \$1.89 | 2.46% | \$1.84 | 2.42% |
| Total | \$76.94 | 100% | \$76.01 | 100% |



All reports and financial statements are posted on the Division of Investments' website at www.nj.gov/treasury/doinvest/index.shtml.

Hudson County Community College Professional Association wins Collective Bargaining Award



HCCCPC won the 2019 NJEA Jim George Collective Bargaining Award. From left: NJEA Secretary-Treasurer Steve Beatty, NJEA UniServ Consultant Mingyon McCall, HCCCPC Secretary Antonio Acevedo, HCCCPC Negotiations Team member Alison Wakefield, HCCCPC President Michael Ferlise, NJEA President Marie Blistan, and NJEA Vice President Sean M. Spiller.

Building a strong political and cultural presence on their campus led to an award-winning contract for the Hudson County Community College Professional Association (HCCCPC) at the 2019 NJEA Jim George Collective Bargaining Summit. The association received the Jim George Collective Bargaining Award at an evening celebration on Oct. 25.

HCCCPC Michael Ferlise penned an article for the November 2019 edition of the *NJEA Review* titled “Before Negotiations” in which he outlined the “intense organizational work and preparation done by highly committed and disciplined members to revitalize their union as an organization before entering into contract negotiations.” In that article he also credited “the sincere public commitment by our new college president, Dr. Christopher Reber, to address economic equity, shared governance, and issues for improving morale.”

“Through the bargaining process that serves as the foundation of unionism, they engaged their members like never before,” NJEA President Marie Blistan said. “They needed to reach every member and engage them in the work of advancing the rights of their fellow members.”

HCCCPC created new committees, such as a social action committee, a new faculty onboarding committee, an events committee, and a grievance committee. The local held a labor conference on school grounds so that the members would be

up-to-date on the current state of labor in the U.S. and in New Jersey. HCCCPC held weekly meetings—even on days off—to research, plan and organize around their approach to bargaining and their presence as a political and cultural entity.

In terms of the contract, HCCCPC negotiated a dramatic increase in base pay in the first year of a five-year contact, receiving retroactive pay for the first two years and solid salary increases in the remaining three years. They increased tuition reimbursement and increases in compensation for online teaching and new course creation. Every tenured instructor was promoted to assistant professor.

“They improved the lives of their members, and they improved the future of the school,” Blistan said. “This happened because the members of the association were engaged. They saw record attendance at their HCCCPC meetings. They signed up new members. They made sure the entire membership had a voice. Through this contract, the students will continue to win.” 🏆

19 locals nominated

An impressive number of local associations were nominated for the 2019 NJEA Jim George Collective Bargaining Award. The award is presented annually to an association that has accomplished one or more of the following:

- Bargained one or more new contractual provisions not already found in another affiliate’s contract.
- Conducted an extraordinary community organizing effort that resulted in a contract settlement.
- Used the bargaining experience to propel new members into association involvement and leadership positions
- Achieved a particularly good settlement, in comparison to the state average, in salary increases, health benefits, professional development, and/or member protection.

The nominated locals associations were:

- Atlantic Highlands Education Association
- Black Horse Pike Education Association
- Brooklawn Education Association
- Clementon Education Association
- Collingswood Building Service Employees Association
- Deptford Education Association
- Emerson Education Association
- Ewing Township Education Association
- Haddon Heights Education Association
- Hudson County Community College Professional Association
- Lindenwold Education Association
- Mount Ephraim Education Association
- Mullica Township Education Association
- Education Association of Nutley
- Oakland Education Association
- Education Association of Passaic
- Point Pleasant Beach Education Association
- Somerdale Education Association
- Somerset Hills Education Association



“

When I found my passion as an educator, that's when things really came together for me.

MEET

Kimberly
Dickstein Hughes

THE 2019-20 NJ STATE TEACHER OF THE YEAR TAKES LEARNING BEYOND THE BOOKS

By Kathryn Coulibaly

As she was growing up, almost everyone told Kimberly Dickstein Hughes that she should be a lawyer. With her boundless energy, determination, and desire to make the world a better place, it was a logical conclusion.

“I was an English and political science major at Rutgers University in New Brunswick, and I was taking some classes that would lead toward a career in law and government, but I came to realize that being a lawyer wasn’t my calling,” Dickstein Hughes remembered. “I went to see Dean Justine Hernandez Levine and I started crying in her office because I was afraid to make the wrong choice. She encouraged me to follow my passion, which was my English classes, and to explore some education prerequisite classes, which interested me. And that’s where I found my people.”

For Dickstein Hughes, turning to an educator at a moment of crisis in her life was nothing new. She had always relied on her teachers to get her through challenging times in the past.

At 17, her best friend Alicia DiNatale passed

away after a 13-month battle with cancer. Dickstein Hughes, only 16 years old herself, processed her grief by throwing herself into school. She was still hurting, but because her coping mechanism was a behavior that most people celebrate, those around her assumed she was doing fine.

Dickstein Hughes’ family and her teachers got her through that time, as did her work with the foundation that DiNatale’s family created to honor her memory and support other teenagers fighting cancer.

“The Alicia Rose Victorious Foundation works to improve the quality of life for hospitalized teens, so we sponsor programs like proms, movie nights, teen lounges at hospitals and art therapy,” Dickstein Hughes said. “All Alicia wanted to do was go to school and be with her friends and her teachers. We want to give teens a sense of normalcy in an abnormal time.”

It is not totally accurate to say that everyone in Dickstein Hughes’ life wanted her to be a lawyer. Her parents, Kathy and Howard, always

saw that spark in her and believed education was in her future. In fact, they raised two daughters who went on to become teachers. Dickstein Hughes’ sister, Katelynn Brotz, is a teacher in Moorestown. She credits her sister with inspiring her to enter the education profession.

Both women were heavily influenced by another important figure in their lives: Grandma Rosie, affectionally known as Grammy.

“My grandmother made everyone feel like the most important person in her life and that’s what I hope to do for my students, my colleagues and this community,” Dickstein Hughes said. “I think about my grandmother all of the time, and I carry with me the mantras that she instilled in all her grandchildren.”

Kathryn Coulibaly is the associate editor of the NJEA Review and provides content and support to njea.org. She can be reached at kcoulibaly@njea.org.

“Mrs. Dickstein Hughes doesn’t just care about the curriculum; she wants to help make you a better global citizen.”



One week before being named teacher of the year, Kimberly Dickstein married Phil Hughes in the courtyard of Haddonfield Memorial High School. The wedding ceremony was open to anyone in the school and in greater Haddonfield who wished to attend, underlining the value the new teacher of the year places on community.

In fact, Dickstein Hughes has quoted Grammy in many of her speeches and interviews since becoming Teacher of the Year, and she continues to live by them.

“Giving back and making others feel special is why I became a teacher,” she said. “And that is definitely due to her influence. Grammy made others feel special every day.”

A CAREER IN HADDONFIELD

In 2008, Dickstein Hughes first walked through the doors of Haddonfield Memorial High School as a student teacher. She worked with English teacher Julie Smart, and was humbled by the faith Smart placed in her.

“When I found my passion as an educator, that’s when things really came together for me,” Dickstein Hughes said. “I came to life as an educator. Through student teaching, I learned that you have to trust yourself. And Julie trusted

me before I trusted myself. She really had a confidence in me when I didn’t have it in myself. And now I’ve had the opportunity to teach her children.”

Dickstein Hughes completed a master’s degree in English secondary education from Rutgers in 2009 and was quickly hired by Haddonfield.

Since joining the staff, Dickstein Hughes has taken on a number of other projects. In addition to her teaching responsibilities, she serves as an advisor to extracurricular clubs Stand with Camden and Model United Nations. In 2018, her students competed in the English-Speaking Union’s National Shakespeare Competition.

She first appeared in the *NJEA Review* magazine in January 2019 for a project she and her students took on to help a former child soldier from South Sudan raise more than \$50,000 to help him study development at Emory University.

Dickstein Hughes engages her students in all of her projects—personal and professional. In

addition to her work to assist Garang Buk Buk, the former child soldier, she has encouraged her students to participate in the Alicia Rose Victorious Foundation.

CELEBRATING MILESTONES WITH STUDENTS AND COMMUNITY

Dickstein Hughes is so deeply connected with the Haddonfield community that she and her husband, Phil, a former Peace Corps Volunteer in Kenya, chose to hold their wedding in the courtyard at Haddonfield Memorial High School. In this way, all of her students could be included.

“In every other culture of the world, the whole village celebrates a wedding together,” she said. “I wanted my village there, and I’m incredibly humbled that my village showed up.”

The Haddonfield community is certainly proud of Dickstein Hughes. They held a firetruck parade for her after she was named New Jersey State Teacher of the Year. She fit as many of her students

as she could on the two fire trucks. In Haddonfield, it's usually the football team that gets to enjoy such a reception, but since Dickstein Hughes also brought home a state championship—as well as being named Camden County Teacher of the Year—the mayor and council felt it was right to celebrate her in the same manner.

Dickstein Hughes was touched by the reception, and the way her community continues to celebrate with her.

“When I got off the firetruck, there was my middle school drama teacher, Mr. Cotter, standing there with my parents, alongside Mario DiNatale, Alicia’s father,” Dickstein Hughes recalled.

For Dickstein Hughes, this year will be a challenging, but joyful one. She is looking forward to connecting with educators across the state and learning from them.

RECOGNIZING TEACHERS AND ALL SCHOOL EMPLOYEES

“One of my goals this year is to boost teacher and school employee recognition programs. People need to know that they have the support and encouragement of not just their school community, but their entire community.”

That sense of support and encouragement is one that Dickstein Hughes tries to instill in each of her students. She teaches classes on global literature, Greek drama, and Shakespeare. But what she really hopes to teach them is something that can't be found in any book.

“I want my students to know that there is always someone who believes in them,” Dickstein Hughes said. “That’s what my teachers have been for me. We all would be better off and walk a little taller if we believed in ourselves and had at least one other person who supported us.”

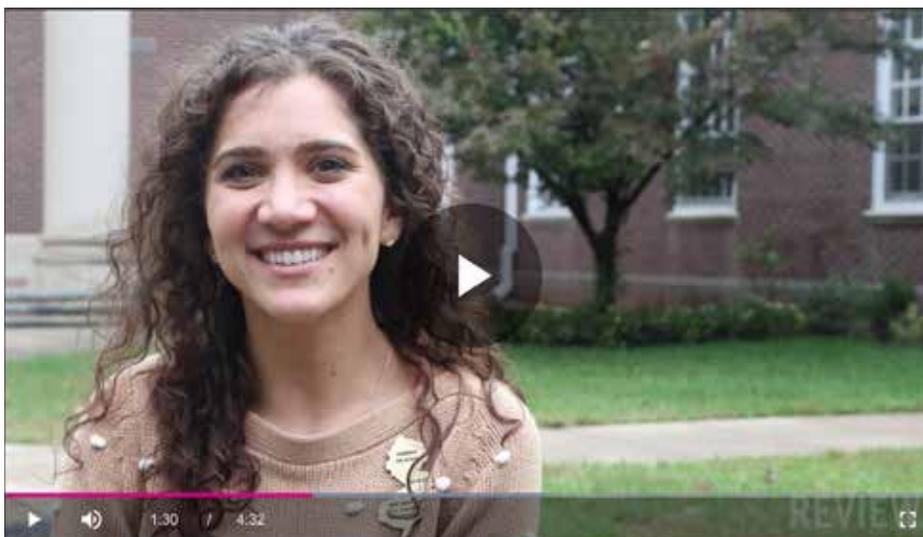
Her colleague Julie Smart sees how Dickstein Hughes builds up those around her, both students and staff.

“Kimberly makes a concerted effort to have her students take a vested interest in their educations,” Smart said. “She pushes them to find something that inspires them, and they never forget that. Her students are her biggest champions.”

For Uri McMillan, a senior at Haddonfield Memorial High School, the impact Dickstein Hughes has had on him won't be forgotten, and he plans to keep in touch with her after he leaves Haddonfield.

Top photo: Haddonfield Memorial High School students congratulate Kimberly Dickstein Hughes. Middle left: NJEA President Marie Blistan, Dickstein Hughes, NJEA Vice President Sean M. Spiller. Middle right: Dickstein Hughes “what’s next” wall. For some it’s college. For others, a job. Bottom left: Keeping up with paperwork. Bottom right: The borough of Haddonfield treated Dickstein Hughes like a championship sports team with a firetruck ride for her and her students.





Kimberly Dickstein Hughes shares her story in an NJEA Review video. Watch it online at njea.org/2020TOY

Granny's Mantras

- Listen to learn, learn to listen.
- The more you know, the more you grow.
- If at first you don't succeed, try, try again.
- Knowledge is power.
- Smile and the world smiles with you.

Alicia Rose Victorious Foundation

The Alicia Rose Victorious Foundation is a national, nonprofit organization that provides age-appropriate programs and activities for children receiving treatment for cancer and other life-threatening illnesses in 38 states. Since 2002, it has dedicated more than \$2.6 million in funding for Victorious 4 Teens programs.

For more information about the foundation, go to victoriousfoundation.org and watch Classroom Closeup's story on one school's efforts to fundraise for the foundation: classroomcloseup.org/segments/teen-cancer-awareness.

Look familiar?

Kimberly Dickstein Hughes and Emory University student Garang Buk Buk were on the cover of the January 2019 issue of the *NJEA Review*. Read that story at njea.org/if-you-can-help-you-must.



“Mrs. Dickstein Hughes really cares about others,” McMillan said. “She’s trying to make the world a better place; she’s using her access to help others. She doesn’t just care about the curriculum; she wants to help make you a better global citizen.”

As Dickstein Hughes said, “I see myself as a conduit for learning. I hope over the course of this year that all of my experiences help benefit the teaching and learning here in Haddonfield, but also across the state.”

A LIFELONG LEARNER

As the New Jersey State Teacher of the Year, Dickstein Hughes will have a six-month sabbatical to tour the state, meet with other educators and attend conferences, and work with the New Jersey Department of Education. ETS, one of the sponsors of the program, will cover her salary and benefits during the sabbatical. ETS also provides her with a new laptop computer.

NJEA, which also sponsors the program, provides Dickstein Hughes with a rental car, equipped with EZ Pass, to help her travel to speaking engagements and meetings across the state. NJEA also provides complimentary access to all major NJEA workshops and training opportunities, a \$500 clothing allowance, media training and communications support, and funding for a trip to Washington, D.C. to meet with other state teachers of the year and the president and vice president of the United States.

“This is a wonderful honor, but it is not about me,” Dickstein Hughes said. “This is about the 200,000 other educators in this state who are going to teach me so much over this time. I’m going to do my very best to learn as much as possible.

“For me, being a teacher means you’re a lifelong learner, and I think every teacher would echo that. To achieve that means that you have to learn alongside your students. You need to take risks that may not always be successful. But the beauty of education is that you always have more chances to explore and do more and eventually get to a point where you’re satisfied. I’m trying to teach the way I’d want to learn.” 📚



Meet New Jersey's County Teachers of the Year at njea.org/2020-CTOYS.

County Teachers of the Year

Atlantic

Leslie Kronemeyer
Mainland Regional
High School District

Bergen

Leah Jerome
Pasack Valley Regional
High School District

Burlington

Michelle-Anne Spring
Willingboro

Camden

Kimberly Dickstein
Hughes
Haddonfield

Cape May

Thomas Belasco,
Lower Cape May
Regional School District

Cumberland

Amanda McCloskey
Bridgeton

Essex

Yanelis Cabaleiro,
Belleville

Gloucester

Brittany Mason
Washington Township

Hudson

Martha Garcia,
Jersey City

Hunterdon

Therese Squicciarini
Flemington-Raritan
School District

Mercer

Helen Corveleyn,
Hopewell Valley
School District

Middlesex

Jennifer Olawski
New Brunswick

Monmouth

Elizabeth English
Freehold Regional
High School District

Morris

Sarah Guza
Lincoln Park

Ocean

Kelly Cerbone,
Brick Township

Passaic

Patrick Slater
Wayne

Salem

Tracy Demarest
Woodstown-Pilesgrove
School District

Somerset

Suzanne Updegrave
Branchburg

Sussex

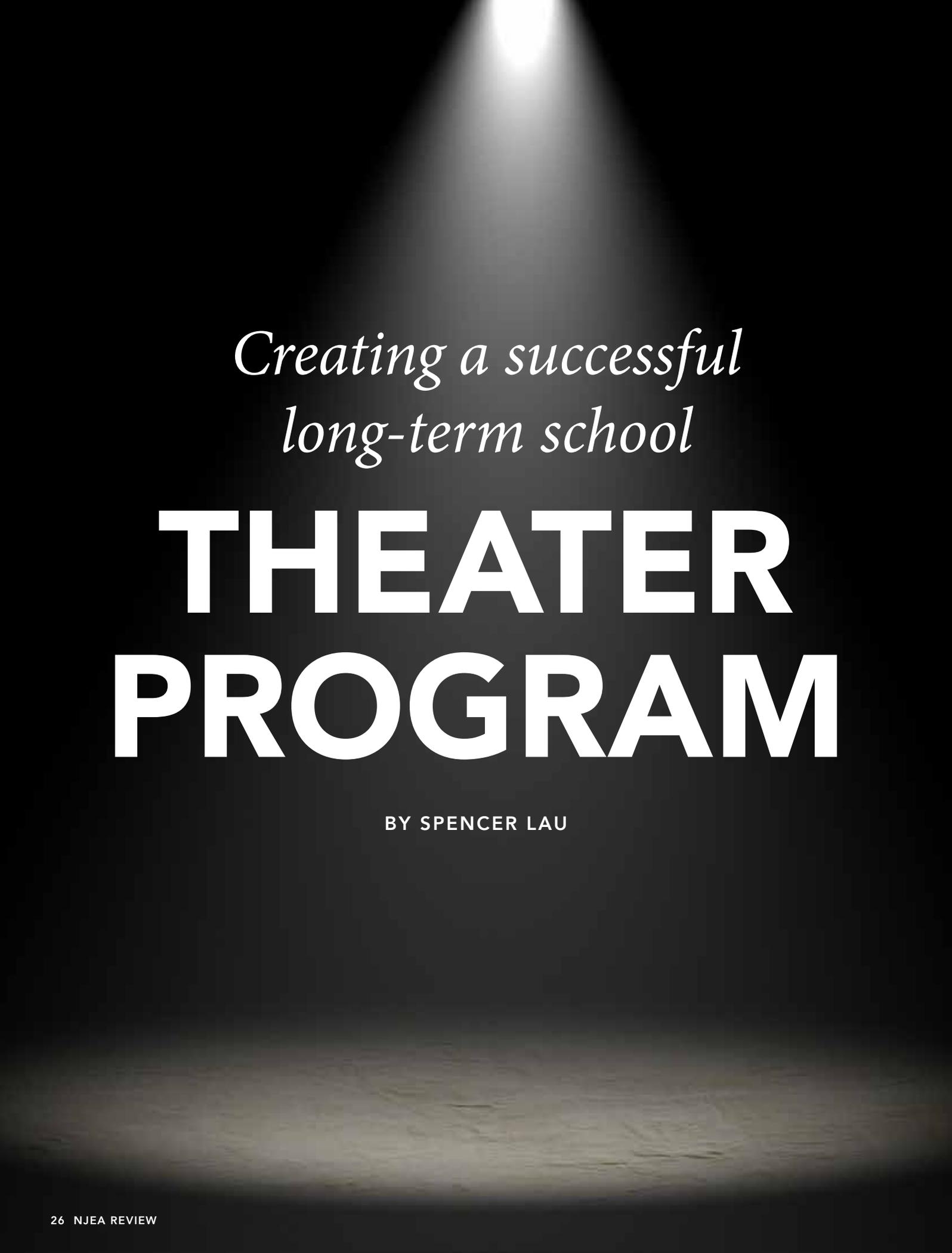
Jennifer Caputo
Sparta Township

Union

Brian Lowe
Clark

Warren

Debra Koch
Belvidere

A spotlight shines down from the top center of the page, illuminating a dark, textured stage floor. The light creates a bright, circular glow that fades into the surrounding darkness.

*Creating a successful
long-term school*

THEATER PROGRAM

BY SPENCER LAU



“How do I make my theater program a long-term successful one?”

In my travels doing workshops, presentations, and other professional activities related to theater in schools, this is a question I get from seasoned veterans, brand new teachers and teacher’s aides, and parent volunteers—anyone being handed a program to run.

There is no one right answer. You have to find your own path and what works for your school, your students, your administration and your community. But I have found these four considerations to be the pillars of success in a school theater program:

1. Choosing a show and the direction of your program.
2. Developing cross-curricular activities.
3. Garnering administrative, internal and external interest, and community support.
4. Securing and building funds.

I HOPE I GET IT—CHOOSING A SHOW

How you choose a show will set the tone each year. There are a lot of great companies to work with: Music Theatre International (MTI), The Musical Company (R&H Theatricals, Tams-Witmark and Samuel French), Theatrical Rights Worldwide (TRW), and Broadway Licensing are the big licensing companies. Three independent companies that are wonderful to work with are

Theatre Folk, Beat by Beat Press and Bad Wolf Press (core curriculum based). Lots of other musical and play-based companies are out there also. If you are using your budget to pay for licensing, you need to work with a company with a New Jersey Business Registration Certificate and a W-9.

To avoid problems, have answers to the questions below.

How will my administration react to this show?

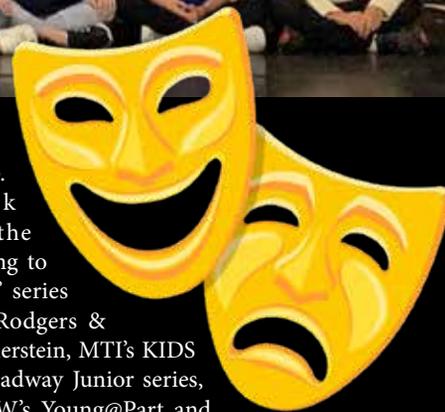
If you bring your administration in from the beginning, you run fewer risks of issues later. There are shows for every level. You may need to do a brief presentation for administrators so that they understand your show and your vision. For example, “Legally Blonde Jr.” differs greatly from the popular Broadway show with a similar name. But if, before you explain that, your superintendent goes on YouTube and sees clips from “Legally Blonde,” you are going to get called down to their office.

Do I have the kids to do this show successfully?

We all want to believe we can take students of any age and turn our show into a Broadway-quality production, but let’s be honest with ourselves: don’t force your program. If you’re just starting out, choose an easier show and work your

way up. Check out the “Getting to Know” series from Rodgers & Hammerstein, MTI’s KIDS or Broadway Junior series, or TRW’s Young@Part and Younger@Part shows.

Choose shows based on the actors you have. If you have only two boys, don’t pick a show that is built for a dozen. If you want to plan for such a show in the future, start in lower grade levels with activities that will gain student interest in acting. But do not do shows like “A Chorus Line” unless you have the right personnel. If you choose to stage “Hairspray,” make sure you have a sufficient number students of color to fill your cast.



Spring 2019
Frozen Jr Performance



Spencer Lau serves as the director of music for Woodruff Middle School. His program has piloted “Elf Jr.” for MTI, the new adaptation of “Aladdin Jr.” for Disney Theatrical Group, first performances of “Lion King Jr.” and “Frozen Jr.” and “Imaginary Young@Part” for Theatrical Rights Worldwide. Members of his program have worked with iTheatrics, performed at Carnegie Hall, Radio City Music Hall, Broadway events, Off Broadway shows, multiple TV shows, and national print and commercial ads. Lau is a proud 2013 Freddie Gershon Fellowship Award winner, workshop presenter for EdTA, guest columnist and arts advocate for multiple outlets. He can be reached at laus@udts.org.



Licensing company representatives want to help schools extend the reach of the arts, so explain your circumstances in detail.

What will bring in an audience?

Look around your community and make sure you aren't the fourth production of "Heathers" in your region. Some licensing websites tell you which of their titles are playing in your area. Knowing what your community enjoys helps establish your audience.

Once you have done that, then step out and expand your audience's viewing tastes. There are some great shows with mature content, but if you are just starting a program or are in an area where "Ragtime" or "Fun Home" would be controversial, start with something simpler and develop trust and a following, then work your way up. If you are too ambitious early on, it could hurt your program in the long term. Properly prepare your students, their families and your community for the show too so they are not blindsided by your content. This may mean talkbacks, disclaimers, and prep show announcements.

Do I have a budget that can afford this show?

Most importantly, pay for the show licensing and royalties. You also don't want to be the school that is sued or fined by a licensing company. That would devastate your program and your personal reputation and embarrass you and your school district. Production rights and licensing for schools are provided at a discount. Licensing company representatives want to help schools extend the reach of the arts, so explain your circumstances in detail.

I spoke to Jason Cocovinis from MTI and our discussion focused on reading and respecting the show as it is. Not all contracts are the same so read each of them and understand that changing or doing a show without licensing is plagiarism. Each of the licensing companies spend countless hours working with the authors, lawyers, companies like iTheatrics and others to make sure the shows that are made for schools respect and honor the intent of the composers and authors.

I also spoke to Jim Hoare of TRW. He wanted me to impress upon teachers to "contact us and let us know what your situation is. While sometimes the answer is 'no' on certain things, there are many things that we could make work for your production."

Carefully consider how much you can afford for sets construction and costumes. Establish what you can and can't do in fundraising, create a parents' club, and keep administration in the loop.

PUTTING IT TOGETHER—CROSS-CURRICULAR ACTIVITIES

Stephen Sondheim's famously brilliant song has the lyrics "Bit by bit, putting it together...piece by piece, only way to make a work of art. Every moment makes a contribution, every little detail plays a part. Having just the vision's

no solution, everything depends on execution, putting it together, that's what counts."

Sondheim is a tremendous advocate for not only music education but education in general. He is regularly quoted for making connections between music and musical theater with all subject areas. In fact, The Kennedy Center/Stephen Sondheim Inspirational Teachers Award, which is underwritten by Freddie and Myrna Gershon, awards teachers in any subject \$10,000. (Visit education.kennedy-center.org/education/sondheim.)

Music connects to all subjects, and some licensing companies provide cross-curricular activities. Try to use them in your class or see if you can collaborate with colleagues to integrate some of those lessons into their classrooms. Here are just a few ideas on what you can do with some of the subjects.

Math

- Reading, singing, playing music is all based on math patterns, recognizing the symbols.
- Physical activities can involve geometry (degrees, angles, etc.)
- Blocking and set design could involve plotting, integers.
- Costume design can help with measurement in multiple forms.
- Scale modeling a stage and set design (cm=feet).

Science

- Lessons on vocal or instrumental production.
- Biology lessons on the physiology of the voice.
- Lighting and sound design are great lessons on color spectrum and decibels and frequency.
- Stage safety, set design, as well as weights (hanging curtains, fly systems).

English/language arts

- Reading fluency, vocabulary.
- Writing forms (poetry, persuasive writing, and creative writing).
- Literary analysis, form analysis, writing prompts.
- Reader's and Writer's Workshop.

Social studies

- A historical time period and its effect on the writing and characters.
- Contrasting time period and social norms with the present time.
- Musicals reflecting social progress and issues of its time.
- Analysis of sociology and psychology.

Specials subjects

- World languages: accents, historical perspectives.
- Physical education: dance, stage combat.
- Art: set, costume, makeup design, show cover design.
- Technology: social media projection background/scenery, cover graphic arts.

Involve colleagues by asking them for input on your lessons. Offering your fellow educators another way to relate to their students in a real-world, relatable context can contribute to your teacher evaluation domain scores. You'll also draw in school staff who might not normally be involved in your program.

NOW IS THE TIME TO SEIZE THE DAY— GARNERING SUPPORT

You have the kids, you have the staff, now it's a matter of getting funding and developing support. I'm fortunate to teach in a school district that provides us every opportunity to expose our students to all forms of the arts. But it wasn't always like that. It took a few years of building, bumps, and trial and error. Here are just some ways to develop your budget and gain broad support.

Be a team player

Put together a team that you trust—assistant director, musical director, set designer and every other role. They should have an equal say but understand that, as director, you have the final say. This team will help when you have to make casting and other major decisions, because they can analyze each situation with you. The most successful production teams have people who have different skill sets that all contribute to the whole in different ways. Make sure to keep your production team informed and discuss your thoughts openly and honestly with them.

Involve your program in your school community celebrations, such as Martin Luther King's birthday, Read Across NJ, or Arbor Day, by performing appropriate Broadway songs or songs from your current show.

Treat your theater program like a sport. Hold your students to the same standards, be actively involved and mentor them, but make your schedule flexible. How often do you hear a student can't make it to rehearsal because of

conflicts? While I don't encourage you to compromise your program, give a student the opportunity to show that they are committed and want to be a part of your program.

Get your colleagues, school support staff, supervisors, and administrators involved. While not all staff members would be willing to be directly involved in your show (or guest appear in one) you can always ask them to draw the raffles or do the announcements before the show. Invite them to your show and take the time to acknowledge them to your audiences.

Start a parent booster group that can help organize activities and take things off your hands. If it's possible try to get it nonprofit status through your school district, PTO, or other school-related entity; that will open some fundraising doors for you. It is a key for your sanity and ability to run your group by having some reliable parents helping you with logistics for running fundraisers, chaperoning the backstage area, and corresponding with the community. You should be involved and consulted, but not doing everything. You should also have the final say because whatever your parents do, you will ultimately be responsible for it. Having parents who buy into the program and are invested will help you and develop your program quickly.

Be a presence in the community

Perform at anything your schedule allows. For Veterans Day, Memorial Day, Community Day, Opening Day for sports, whatever it is, get out there. It's about the exposure and good will you build with your community just as much as what you do within your school.

Make community projects your mission for your program. If you do a holiday show, collect canned food for a discounted ticket or hold a coat drive for a winter show. Maybe there is a charity within the school that you could contribute to.

If you have a district newsletter or a local newspaper, make sure you publicize the wonderful things you are doing or what your program is offering the community.

Go beyond your community to perform in your region. Whether you compete in Music in the Parks, The New Jersey Theater Celebration, Teen Arts, NJ Thespians or Junior Thespians, make sure people know what you are involved with and any accolades for which your program or students are being recognized.

External/community group interest

The more active you are, the more the community will get to know you and support you. This is necessary if you plan on tackling a show that could have some controversy or perceived controversy in it. Make sure you take the time to talk to your administration, and then don't be

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Treat your theater program like a sport. Hold your students to the same standards, be actively involved and mentor them, but make your schedule flexible.

Wynn Murray playing Sebastian 2015 Junior Theatre Festival Performance



afraid to talk to community leaders. The town council, religious or business leaders all make up groups that could affect your school district and your show.

Develop contacts with your local sports clubs and social and religious organizations. When you are creating a schedule for your shows, it would be good for you to know their schedules as well as your own. While conflicts are inevitable, it's also good to know when major events are happening. If you are doing your dress rehearsal on the same day as a soccer team's opening game or on the same day that the local Catholic parish is celebrating the sacrament of confirmation, you may lose a significant portion of your cast.

I WANNA BE A PRODUCER—FUNDING

Increasing expenses and reduced funding have caused many school districts to reduce or eliminate support for extracurricular activities, including school musicals. Sit down with your supervisor or administrator and explore making your theater program part of the school day as a class—but first check with your local association president for any contractual issues.

Parents and supporters can organize and execute fundraisers without your need to be hands-on. Some of my best fundraisers have come from the parents' club, such as sponsoring a dance, hosting princess teas, and holding movie

Kevin Plummer and London Jones playing "Eric" and "Ariel" from *The Little Mermaid Jr.*



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**The more active you are,
the more the community
will get to know you and
support you.**

Brandi Hatcher playing "Ursula" from
The Little Mermaid Jr.

nights.

Seek out corporate and community sponsorships. Selling ads in your Playbills/programs are generally low-cost fundraisers. Write a letter that you can send out asking for sponsorship or donations but make sure you plug your program's accolades and your program's mission. Personalize the letters—even if it's a brief note written on a form letter—so that people know you are looking to make connections. Offer things to potential sponsors, whether it's social media acknowledgements or finding ways of recognizing them at your show.

Seek out educational grants. Farmers Insurance, for example, has a Thank America's Teachers program. There are also many grants for Title I schools or after-school programs. Keep in mind that for other grants you may need a nonprofit status, so be sure to find out what you or your school qualify for. Some district or county education associations may have funds through NJEA Pride in Public Education or other grants mandated in their charters. Depending on your show's theme, you may also be able to find funding through anti-bullying or community outreach programs.

Save money for costlier shows later by staging more economical shows now. Choose popular shows and a ticket price that you know people will be able to afford and minimize your need for costumes and set pieces. If you first do a couple of popular less expensive titles like "High School Musical," "We Will Rock You," or "Rock of Ages," you can save funds so that later on you could stage "My Fair Lady," "Phantom of the Opera," "Les Misérables," or other shows at that production level.

Even on Broadway itself, with the costs of mounting a show reaching in the millions of dollars, you see a lot of "stripped down" productions. Two wonderful examples happened in the same theater. At New York's Circle in the Square, a revival of "Once on This Island" and the current revival of "Oklahoma" feature new takes on the shows but at nowhere near their former production costs.

We all do this because we are passionate about theater and because our students can find their voices in theater. Have a great school year, see some great theater and continue to change the lives of your students. 🍷



You Can't Stop the Beat!

Programs and organizations

- iTheatrics (offers three-day summer teaching programs): itheatrics.com
- Broadway Teaching Group: broadwayteachinggroup.com
- Educational Theatre Association (EdTA): schooltheatre.org
- Speech and Theatre Association of NJ: stanj.org
- NJ Thespians/Junior Thespians: schooltheatre.org
- Theatrefolk: Theatrefolk.com

Supplemental texts

- The iTheatrics Method: The Quintessential Guide to Creating Quality Musical Theater Programs, by Timothy Allen McDonald, Cynthia A. Ripley and Marty Johnson.
- Acting the Song: Performance Skills for Musical Theatre, by Tracey Moore and Allison Bergman
- Backstage Guide to Stage Management: Traditional and New Methods for Running a Show from First Rehearsal to Last Performance, by Thomas A. Kelly
- Article: "Do's and Don'ts of Licensing," mtishows.com/dos-and-donts-of-licensing



EMPOWERING MEMBERS

MEET STEVE SWETSKY: NJEA'S NEW EXECUTIVE DIRECTOR

BY PATRICK RUMAKER

When Steve Swetsky was the new president of the Washington Township Education Association (WTEA) in 1985, he had little experience as an association leader, but he wanted to do it all—especially negotiations. He put aside the conventional wisdom that the local association president shouldn't also serve as the negotiations chair.

But Swetsky wasn't really doing it alone. He was part of a group of members that formed a new leadership team in WTEA. Their NJEA UniServ Field Representative Gene Sharp offered the new leaders his guidance and support.

"Gene worked with us on our proposal," Swetsky recalls. "We didn't know anything, but Gene let us work our way through the process. We had a proposal that was a phone book. We went through everything. We were going to fix the world."

As the team headed with Sharp into their first night of bargaining, Swetsky thought about the fact that being a local association president was his first leadership position in a union. He had never attended an NJEA Summer Leadership Conference. And most significantly, he had never sat at a bargaining table. But now he was headed in to be the spokesperson for what was soon to be the largest local association in Gloucester County.

"As we walked into the administration building I said to Gene, 'I have no idea what I'm doing,'" Swetsky remembers. "Two things could have happened that night. Gene could have said, 'Don't worry, Steve, I got this,' and he could have taken over speaking at negotiations. But instead he said, 'Steve, don't worry about this. You've got this.

You're not going to settle this contract tonight. You don't even have to go through the whole proposal yet. Pick one thing in there you feel comfortable talking about and go in and talk about it."

Swetsky talked about telephones.

In Washington Township at that time, the only available phones were in the building main offices, as was the case in most school districts around the state. In WTEA's lengthy proposal, Swetsky pointed to the modest request that phones be installed in the faculty rooms.

"We're not gonna talk about telephones, that's an illegal topic of bargaining!" the board attorney exclaimed.

Not yet entirely familiar with the concept of what was legally in or outside the scope of bargaining, Swetsky soldiered on saying, "All right, we don't have to talk about that, but how about if we do this: How about we come out to your offices tomorrow, and we disconnect all the phones in your law firm except the one in your office? And every time one of your employees needs to deal with your clients, they have to come knock on your door and ask you if they can use your phone."

Swetsky explained that that's what it was like for teachers when they had to make or return phone calls to parents. After a few more dramatic responses from the board attorney and some wrangling, the board agreed to install phones in the faculty rooms even though it was not something that could be written into the contract.

"Afterwards, Gene said, 'That wasn't hard, was it?'" Swetsky remembers. "'No,' I said. 'That was

actually fun!'"

It was a small victory on that first night at the bargaining table, but it boosted the confidence of a new and inexperienced local leader.

"I tell that story a lot," Swetsky says. "If Gene had taken over that night, I'm not sure I'd be sitting in this seat today. Gene would have taken over the bargaining. He would have been the chief spokesperson. But Gene knew that it had to be the members and their local leaders who were going to run their locals."

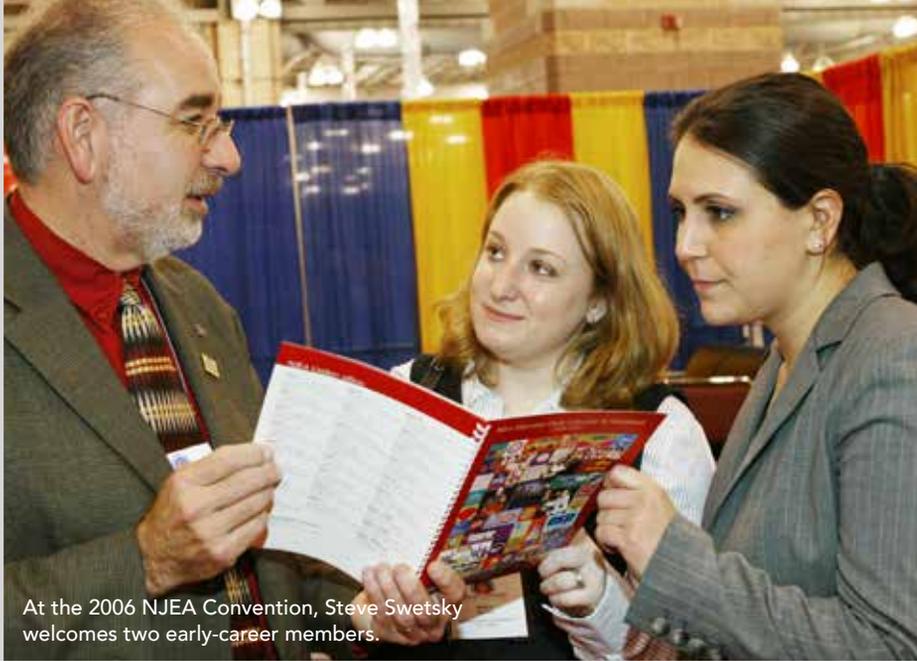
That insight has been a recurring theme in Swetsky's 40-year professional life. During the first 20 years he worked as a teacher, as a local association leader, and as an NJEA part-time UniServ consultant. The next 20 years he worked as a member of the NJEA staff serving as a UniServ field representative, an assistant director of the southern region of UniServ, and as the NJEA assistant executive director. It's an insight he will carry into his role as NJEA executive director, succeeding Ed Richardson, who retired on Dec 1.

BECOMING A LEADER

As a technology education teacher specializing in graphic arts at Washington Township High School, Swetsky was already predisposed to a style of leadership that seeks to empower others to take on leadership themselves.

"My goal in teaching was to teach a skill and then let the students go do it," Swetsky says. "I brought the same philosophy to the role of president."

After graduating from Trenton State College (now The College of New Jersey), Swetsky



At the 2006 NJEA Convention, Steve Swetsky welcomes two early-career members.

“

I have had the good fortune and opportunity to work with Marie, Sean, and Steve, who as a team of progressive partners in NJEA leadership look at NJEA as it could be rather than as it always has been.

began teaching graphic arts printing and other technology education classes at Washington Township High School in 1980. Printing was familiar to him. His father ran a one-person advertising agency called Creative Enterprises in Whippany, where his family lived.

“My father was disappointed that I didn’t go into business with him,” Swetsky says. “It took him a long time to come around. But he visited the classroom, and I showed him the shop and what my students were working on. He knew that I liked what I was doing and that in my career choice, I was making a difference.”

Swetsky wanted to be teacher as early as seventh grade.

“They had a graphic arts program in my junior high school, and I then went on to take graphic arts in high school,” Swetsky recalls. “I just thought my graphic arts teachers had the coolest jobs in the world.”

But the starting salary for a teacher in Washington Township—or in most school districts in 1980—was not the coolest in the world. On the same day that Swetsky signed his first contract as a teacher, which came with an \$11,000 salary, he drove to the Deptford Mall to get a job at Cutler Camera. He needed the extra income to pay his rent.

“We ratified a contract shortly after I was hired,” Swetsky says. “The salary guide had 23 or 24 steps, and they added three more steps in that round of bargaining. I got up and asked a question about it at the ratification meeting and was told to sit down and was told ‘you haven’t been here long enough.’”

Swetsky is quick to add that he also had early positive experiences with his local union.

When the principal approached Swetsky about taking on a special needs graphics class—an additional teaching period in lieu of a duty

period in the cafeteria—he was glad to be teaching rather than monitoring student lunches. But the association and the district had not yet negotiated a stipend for teaching an extra period.

On his behalf, and to defend the collective bargaining agreement, the WTEA vice president took the contract infraction to administration. Swetsky continued teaching the special needs graphics class but was relieved of a woodworking class.

By the time Gov. Thomas Kean Sr. signed landmark legislation in 1985 increasing the minimum salary for teachers to \$18,500, Swetsky had more experience as a WTEA member. Like many districts in the state—the first several steps of the salary guide were below the new minimum salary. For first-year teachers this was a welcome surprise raise coming after only a few weeks on the job.

While the increase in salary minimums has had a long-term positive effect on teacher salaries in New Jersey, those at the time who had worked years to get close to \$18,500 were less than enthusiastic that new teachers were earning what more experienced teachers had taken so long to achieve. Steps on the salary guide were compressed to bring the lower paying steps up to the \$18,500 minimum.

“

We should build our union based on what members identify as important rather than what we think is important.

“I went from Step 7 to Step 2, and I was not happy,” Swetsky says. “They told me, ‘You went from fifteen-thousand to eighteen-five, you should be happy. I wasn’t.’”

This time, rather than sit and wait, Swetsky decided to get involved. Standing in line at a bank on payday, another WTEA member, Rufus Jordan, who was behind him in line said, “If you run for president, I’ll run for vice president.”

Swetsky and Jordan found other members throughout the local association to create a new leadership slate to run for office in WTEA. They lost that election, but only by a few votes. The following year the slate ran again. This time they were successful.

BECOMING AN ORGANIZATION THAT LOOKS LIKE ITS MEMBERS

As Swetsky becomes NJEA’s executive director, he will continue to apply a philosophy of leadership that empowers local associations and NJEA members to take the lead with support from an NJEA staff that is empowered to work creatively with members. Key to that is a shift from NJEA staff and leaders being perceived primarily as service providers, to an emphasis on staff’s role as partners with local and county associations in organizing members to empower them to take the lead.

NJEA President Marie Blistan, Vice President Sean M. Spiller and Secretary-Treasurer Steve Beatty acknowledge that the structures of NJEA can help, but also be a hinderance, in bringing members’ voices forward.

“I have had the good fortune and opportunity to work with Marie, Sean, and Steve, who as a team of progressive partners in NJEA leadership look at NJEA as it could be rather than as it always has been,” Swetsky says.

At the same time, Swetsky recognizes the



At the 2019 NJEA Convention, Education Commissioner Lamont Repollet, NJEA President Marie Blistan, and NJEA Executive Director Steve Swetsky congratulate winners of the STEAM Tank challenge.

“All of us tend to gravitate toward people who look like us, think like us and talk like us,” Swetsky says. “People get ‘tapped on the shoulder’ or noticed because of that tendency, while others may be passed over. Members of color will speak highly of NJEA in the abstract, but when you ask about their personal experiences either in their locals or in looking at the *NJEA Review* or in so much else that NJEA does, they’re looking and not seeing themselves. We’re getting better, but we’ve got a long way to go.”

“IT’S YOUR UNION”

As NJEA’s newest executive director takes on the highest NJEA staff position, he reflects upon his own early experiences as an early-career member—that the first UniServ field representative that he worked with was there to support him and to instill confidence but not take over the work for him.

Steve Swetsky believes that there are many NJEA members from every constituency who, if only they are asked, empowered and trusted would become more involved in leading the organization.

“To build a stronger, more powerful union, we must ask our members and potential members what they value and what they care about,” Swetsky says. “We should build our union based on what members identify as important rather than what we think is important. This opens the doors to increased involvement and increased union power.”

In the end, Swetsky’s message for NJEA members is a simple one.

“It’s your union.” 🗣️

privileges in his own life that have boosted his voice and moved him along his path to leadership.

“A recurring theme is that NJEA does not look like its membership,” Swetsky says. “Members of color would talk about the difficulty of organizing themselves and their members in an organization that does not look like them. Early career members would talk about the way they were treated in their locals and within NJEA by more senior colleagues. ESP [educational support professional] members would talk about how they never feel welcome in the ‘teachers union.’ NJEA staff would talk about how they were limited in opportunities for involvement, training and advancement—particularly among associate staff. More senior NJEA staff would talk about the fact that the organization was changing and didn’t appear to value the history of collective bargaining.”

Swetsky says that NJEA has always been good at crisis organizing—when a local association goes on strike or comes close to one, when ESP members are threatened with privatization, when a member is unfairly singled out by the board or administration—but that the association needs to take more time to listen and act upon the interests and values of its various constituencies.

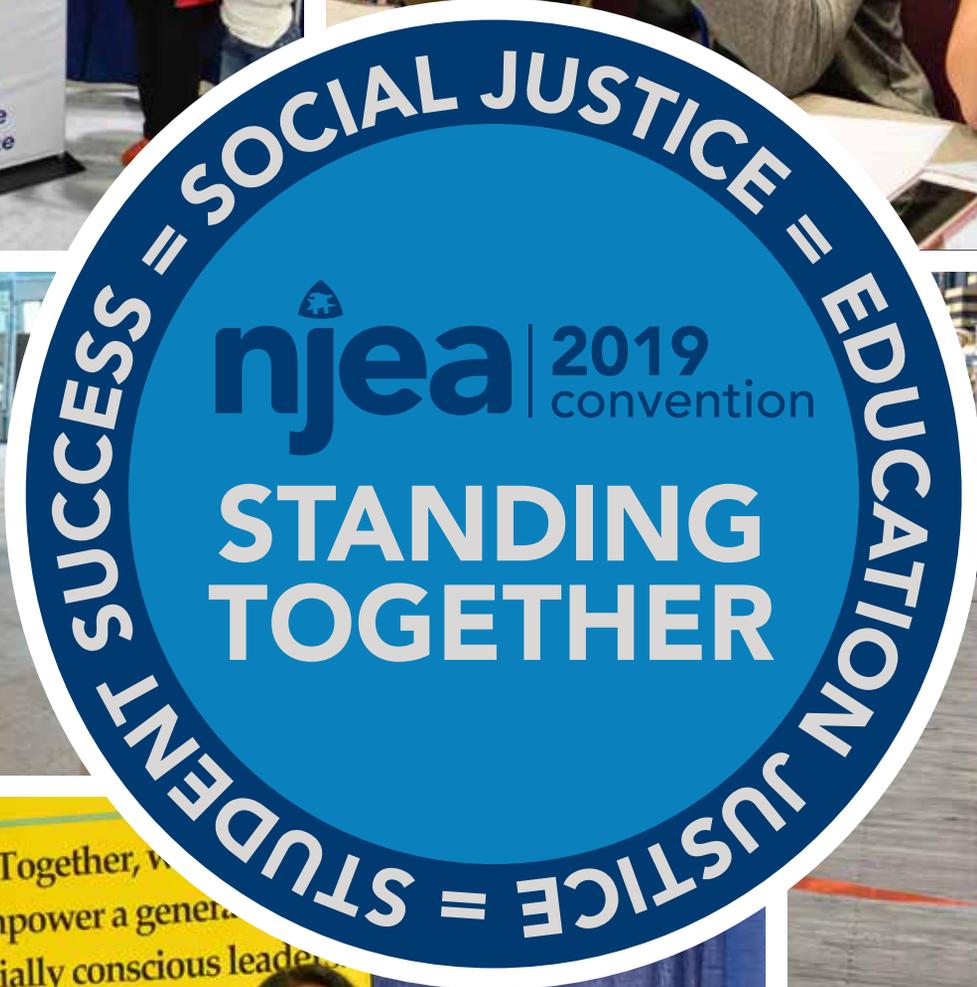
“Members and staff have increasingly recognized the need to engage across NJEA and in the local and county associations differently, using the art and science of organizing to implement

listening and more inclusive strategies in their work,” he says. “Member and staff groups have formed and been supported by the organization to engage in conversation on the realities of being a member of color, an ESP member, an early-career member, or an NJEA staff member who wants to engage in new ways with members to build power.”

But these new initiatives, Swetsky cautions, often run up against very powerful long-term structures that often limit, or even block, new ideas. These long-standing structures and practices can also lead to members feeling disempowered to take on roles, large and small, at every level of the association.



From left: NJEA Vice President Sean M. Spiller, NJEA Secretary-Treasurer Steve Beatty, retiring NJEA Executive Director Ed Richardson, NJEA Executive Director Steve Swetsky, and NJEA President Marie Blistan.











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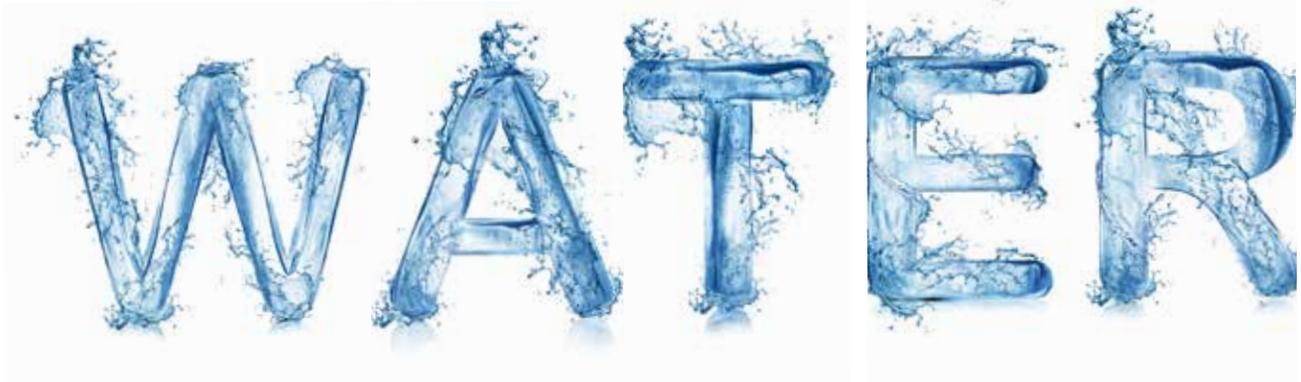
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WHAT'S IN YOUR



PART ONE: IDENTIFYING THE HAZARDS

BY DOROTHY WIGMORE

Tap water is just fine, usually.

However, it can be polluted by industrial, household, commercial, military, agricultural and pharmaceutical sources. Systems themselves can contain lead (e.g., in old pipes, pre-1986 plumbing solder, chrome-plated faucets). Unfortunately, lead in drinking water is a common problem. A 2016 report, “Lead Found in School Drinking Water Across New Jersey,” listed 137 schools in New Jersey with numbers above the action level. Other contaminants have been found in systems across the state.

The Environmental Working Group (EWG)’s latest drinking water reports fuel the concerns. Aside from lead issues, they found toxic chemicals known as poly- and perfluoroalkyl substances (PFAS) are more common in New Jersey than most other states. EWG also found more than 100 other contaminants in the state’s drinking water. Ten of those contaminants are over the health-based limits, are known carcinogens, and can affect pregnancies.

Water companies do not have to test for more than 500 contaminants known to be in New Jersey’s water.

Dorothy Wigmore is a long-time health and safety specialist, trained in occupational hygiene, ergonomics, work organization/stress and education. A Canadian, she has also worked in the U.S. and Mozambique, and been involved in efforts to prevent and deal with job-related hazards for many years.

WHAT ABOUT THE LEAD?

There is no safe level of lead—for children, or adults. The federal Environmental Protection Agency’s 15 parts per billion (ppb) action level indicates only water pipe corrosion and the need to add chemicals to prevent pipes releasing lead. Its unenforceable “maximum contaminant level” (MCL) goal for lead is 0 ppb.

Lead is a neurotoxin, even at low levels. It can affect men’s and women’s ability to have healthy children and damages other systems. With their developing brains, children are particularly susceptible to lead. It permanently changes their behavior, growth, learning and intelligence. It also causes reduced birth weight.

School drinking water is especially an issue because the buildings aren’t used every day. That provides time for lead to leach into sitting water. Older schools’ plumbing often have lead service and interior pipes and/or plumbing fittings and fixtures that contain lead or lead-based solder.

In 2016, New Jersey advocacy groups pointed out that 11 cities and two counties had a higher proportion of young children with dangerous lead levels than Flint, Michigan. A report showed high lead levels in 30 Newark public schools.

Within a year, districts were directed to properly collect and analyze samples in all water outlets within the year. After that, they must test for lead in drinking water every six years. They also must give the New Jersey Department of Education (NJDOE) an annual “statement of assurance” that they did the tests, sent out notifications, and staff and students had alternative sources when needed.

“

School drinking water is especially an issue because the buildings aren’t used every day.

Schools and daycare centers do not have to fix the problem. They just have to stop the water from being used, provide alternate sources and send out notifications. It’s worth noting, some schools in the city of Camden have been on bottled water for 17 years.

Most districts did test their drinking water. Some did not follow all the reporting rules and the tests were not uniform across districts. Some responses to the presence of lead were inadequate. The school district with the highest concentration of lead in a 2019 analysis, titled “Compliance with Mandated Testing for Lead in Drinking Water in School Districts in New Jersey,” told parents to talk to their health care providers if they were worried.

In November 2018, voters approved the state borrowing \$100 million to fix lead hazards in public schools. This past October, Gov. Phil Murphy proposed a \$500 million bond to help replace lead service lines by 2029 and remove lead-based paint in homes across New Jersey.

The NJDOE also will develop new regulations to accelerate its current lead-testing protocol. School



water tests now must be done every three years, there will be more enforcement to hold schools accountable and a central database of test results is supposed to improve reporting. Fixes still are not mandatory.

WHAT ABOUT THESE PFAS CHEMICALS?

PFAS chemicals are another concern. The thousands of PFAS are very mobile carbon-fluorine combinations. Those bonds—incredibly difficult to break down—are behind their name of “forever chemicals.” Found in grease or oil and water-resistant products (e.g., nonstick pots and pans, raingear, fire-fighting foam, take-out food container linings), we encounter dozens of them daily in drinking water, food, air, carpets, furniture, personal care products and clothing.

Academic articles link the chemicals to at least 800 health effects. They include cancers, hormone disruption, kidney and liver damage, developmental and reproductive harm, increased weight and cholesterol levels and immune system changes in children. They may also have additive or synergistic (multiplier) effects.

In 2014, a New Jersey Department of Environmental Protection (NJDEP) study using data from 2009 and 2010 found that two-thirds of samples from 31 municipal water systems contained the toxic chemicals. With better reporting, in 2019 the EWG report named more than 500 sites, adding New Jersey’s highest levels were at former and current military bases, thanks to fire-fighting foam.

New Jersey is among the first states to regulate any PFAS compounds. In September 2018, it adopted a maximum contaminant level (MCL) of 13 parts per trillion for PFNA in drinking water, the strictest such standard in the nation, although some advocates are concerned this isn’t protective enough. In March, NJDEP set interim specific groundwater quality standards for PFOA and PFOS at 10 parts per trillion. PFNA, PFOA and PFOS are specific PFAS chemicals.

The NJDEP also is holding polluters accountable. A first of its kind in the nation, their directive orders five chemical companies to conduct state-wide assessment of PFAS damages and to establish a fund to remediate them.

What’s an NJEA local association to do?

1. Use your health and safety committee to check on what’s happened in your school, and to demand action to deal with hazards that are found.
2. Work with the district to find out about possible contaminants in school drinking water, e.g., ask for the water utility’s required annual Consumer Confidence Report.
3. Make all results available to parents and the public, including sample sources and methods
4. Work with Healthy Schools Now and other allies (e.g., NJ Work Environment Council can provide training about PFAS).
5. Check out Part II, about the “fixes,” next month.

Resources

New Jersey Future

“Where are the lead service lines in New Jersey?” 2019: bit.ly/njffleadlines

“Lead Found in School Drinking Water Across New Jersey,” 2016: bit.ly/njfschoollead

“Lead in School Drinking Water in New Jersey: A Preliminary Analysis of Reported Test Results,” 2017: bit.ly/njfschoollead2

Environment America

“Get the lead out: Ensuring Safe Drinking Water for Our Children at School,” March 2019: bit.ly/ealeadout

Environmental Working Group

EWG’s Tap Water Database 2019 Update: ewg.org/tapwater



A CLOSER LOOK ...at New Jersey's State and County Teachers of the Year



NJEA celebrates excellence in education across the state and across job categories. This month, as we mark the 50th anniversary of New Jersey's State Teacher of the Year program, listen to the stories of some of the educators who have been honored as state and county teachers of the year. To watch more stories like theirs, go to classroomcloseup.org, and type "teacher of the year" in the search field at the top of the webpage.

Here, we highlight three stories about teachers of the year.

DRAMA CLUB

When Warren County Teacher of the Year Darlene Noel (2016-2017) first came to Green Street Elementary School she helped found a drama club that's been putting on dazzling shows ever since. Students get involved in every part of the production both in front of and behind the stage.

2018 TEACHER OF THE YEAR

Sign Language Teacher Amy Andersen from Ocean City High School is the 2018 Teacher of the Year. More than 100 students take her ASL classes and many of them have gone on to careers in the field. Her students learn more than sign language, they are introduced to deaf culture and the importance of advocating for the deaf community.

ROCK-N-ROLL SHOP CLASS

Mercer County Teacher of the Year Michael Friedman (2013-2014) teaches his eighth-grade students at Albert E. Grice Middle School in Hamilton Township how to make their own guitars. Friedman and his students built a "Restore the Shore" themed guitar. They asked celebrities to autograph it so it could be auctioned to raise funds for those affected by Superstorm Sandy.

Thousands of "Classroom Close-up NJ" segments are viewable and downloadable at classroomcloseup.org. A searchable database makes finding an entire show or individual segments on any topic easy. These shows can help innovate your instruction, guide you to unknown resources, or simply make your day.

WATCH CCU ON NJTV



classroomcloseup.org

NJEA's "Classroom Close-up NJ" has won 16 Emmy® awards. It inspires and educates the public about the great things happening in New Jersey public schools. The show airs on Sundays on NJTV at 7:30 a.m., 12:30 p.m. and 7:30 p.m.

Visit classroomcloseup.org to watch individual segments or the entire show. On Twitter, follow @CCUNJ and "like" the show at [facebook.com/crcunj](https://www.facebook.com/crcunj). On Youtube, visit [youtube.com/c/classroomcloseup](https://www.youtube.com/c/classroomcloseup). On Instagram, search Classroom Close Up.

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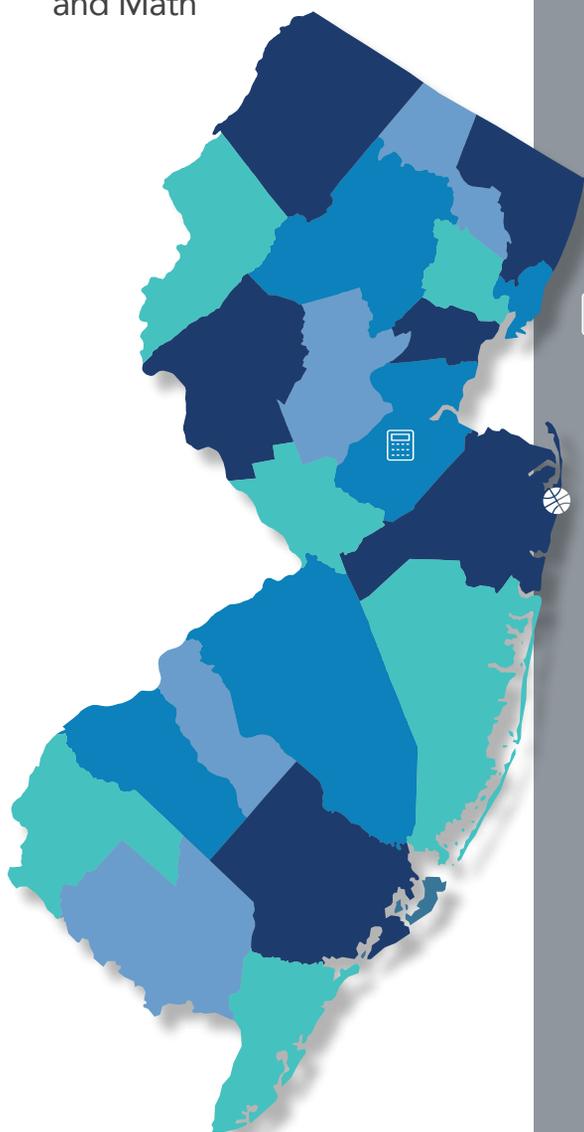
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SUSSEX TO CAPE MAY:

Workshops and
conferences

highlights

Physical Education
and Math



ATTEND THE 101ST ANNUAL NJAHPERD CONVENTION

Join your colleagues in the New Jersey Association for Health, Physical Education, Recreation and Dance (NJAHPERD) on Feb. 23-26, for the ultimate professional development experience at Ocean Place Resort & Spa in Long Branch.

Convention features include in-depth pre-convention workshops on Sunday, three full days of programming, general sessions, a networking lunch, an exhibit hall, raffles and socials, including a bonfire on the beach and karaoke.

Breakout sessions will focus on lifetime physical activities, fitness education, technology, dance, health, inclusion, assessment, social-emotional learning and many other topics to provide you with 21st-century resources. National, Eastern District and NJAHPERD teachers of the year from elementary, middle and high school levels will share their expertise and will motivate you to return to your students with new ideas to promote lifetime wellness.

The exhibitors promise to offer the most current products and services available. You can also purchase equipment at discounted prices and participate in sessions that highlight exhibitors' equipment and services. Thousands of dollars' worth of equipment for your school's program will be raffled off at those sessions.

Free parking and your morning coffee/tea compliments of NJAHPERD

Submit your request for educational leave as soon as possible and register online once you receive approval.

Register at njahperd.org.

All attendees MUST preregister online by Friday, Feb. 21.

Attendees must be current NJAHPERD members through Feb. 28, 2020.



MATH WORKSHOPS OFFERED AT RUTGERS

The Association of Mathematics Teachers of New Jersey (AMTNJ), with the cooperation of the Rutgers Department of Mathematics and the Center for Discrete Mathematics and Theoretical Computer Science (DIMACS), is offering math workshops for elementary, middle and high school teachers. The workshops are held on Rutgers' Busch Campus and run from 9 a.m. to 3:30 p.m.

Following are workshops offered in January. Workshops in February through May can be reviewed at the indicated websites.

High School Workshops

- Jan. 7: A Day with the SAT, Grades 9-12
 - Jan. 8: A Visual-Spatial Approach to Achieving Success in Algebra, Grades 6-9
 - Jan. 17: How to Use NAEP in the Classroom, Grades 4-12
 - Jan. 30: Equitable Mathematics Instruction and Teaching Mathematics for Social Justice, Grades K-12
 - Jan. 31: Changing the Pathways for Math, Grades 6-12
- Registration and information: tinyurl.com/AMTNJ-DIMACS-HS-2019-2020A

Middle School Workshops

- Jan. 8: A Visual-Spatial Approach to Achieving Success in Algebra, Grades 6-9
 - Jan. 16: Differentiating Instruction in Math: "It's not as hard as you think!", Grades 6-8
 - Jan. 17: How to Use NAEP in the Classroom, Grades 4-12
 - Jan. 30: Equitable Mathematics Instruction and Teaching Mathematics for Social Justice, Grades K-12
 - Jan. 31: Changing the Pathways for Math, Grades 6-12
- Registration and information: tinyurl.com/AMTNJ-DIMACS-MS-2019-2020A

Elementary School Workshops

- Jan. 10: Multiplication and Division Concepts and Development of Calculation Fluency, Grades 3-5
- Jan. 17: How to Use NAEP in the Classroom, Grades 4-12
- Jan. 27: Intervention Strategies for Struggling Learners in Mathematics, Grades 3-5
- Jan. 30: Equitable Mathematics Instruction and Teaching Mathematics for Social Justice, Grades K-12

Registration and information: tinyurl.com/AMTNJ-DIMACS-Elem-2019-2020A

For more information or questions, contact AMTNJ at amtnj@juno.com.

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SUPPORTING STUDENT SCHOLARS

Do you know any high school seniors with high academic accomplishments, active participation in school activities and community-service mindsets? NJREA wants to help them continue their education!

Through its annual scholarships, NJREA continues its tradition to assist well-rounded, high-achieving students embark on successful college careers. This year, NJREA added a fourth scholarship to honor the memory of Walter P. Krichling Jr., who passed away in September. Krichling was NJREA's first vice president at the time of his death and long-time advocate for public education.

All four-year and two-year scholarships are offered to graduating high school seniors, and each is renewable based on the recipient's continued enrollment as a full-time student and cumulative grade point average (GPA) at the end of each academic year. Each four-year scholarship has a total value of \$6,000, or \$1,500 per year, and each two-year scholarship has a value of \$2,000, or \$1,000 per year.

Students may apply for only one scholarship, regardless of type. To be eligible, a student must fulfill the following requirements:

Elizabeth A. Allen and Isabelle M. Hickman four-year scholarships

- Will graduate from a New Jersey public high school, including vocational-technical and charter schools.
- Have been accepted to a four-year college or university.
- Is in the upper 5% of their graduating class.

Fred Aug Memorial two-year scholarship

- Will graduate from a public high school in New Jersey, including vocational-technical and charter schools.
- Have been accepted by a community college.
- Have a cumulative GPA of 2.75 or higher.

Walter P. Krichling Jr. Trade, Vocational, or Career & Technical Education Program two-year scholarship

- Will graduate from a New Jersey public high school this year, including vocational-technical and public charter schools.
- Has been accepted to a trade school/vocational program to earn certification in a vocational field of work.
- Has a cumulative GPA of 2.3 or higher.

To be considered for any of the NJREA scholarships, the applicant must submit four copies of the following:

- The 2020 scholarship application form
- Their high school transcript.
- A brief, but revealing, statement of goals, interests and community service.
- A list of extra-curricular activities, athletics, honors, community services and employment.
- Two letters of recommendation, one of which is from a teacher at their high school.

To be considered, all applicants must use the 2020 NJREA scholarship form. Applications from previous years will not be accepted.

Both the four-year and two-year applications are available from county REA presidents, on the NJREA webpage or by contacting Cathy Raffaele at 609-599-4594, ext. 2300.

All information must be postmarked on or before March 1, 2020. Late applications will not be accepted.

Around the counties

For questions, call your county REA. For trip details, check the county newsletter.

THE REA OF CAPE MAY'S

next meeting/luncheon will be held on Wednesday, Dec. 18 at the Alf's Restaurant in Wildwood. The cost is \$25. To attend, call Sharon Popper at **609-602-0046**.

Join **CUMBERLAND REA** for their holiday meeting/luncheon on Wednesday, Dec. 11 at the Greenview Inn at Eastlyn Golf Course in Vineland. The cost is \$30. To attend, call Irene Savicky at **856-863-8424**.

GLOUCESTER COUNTY REA'S

holiday meeting/luncheon will be held on Thursday, Dec. 12 at Nicolosi Catering in Woodbury. The cost is \$25. To attend, call Candy Zachowski at **856-228-6854**.

HUNTERDON COUNTY REA

welcomes you to its holiday meeting/brunch on Tuesday, Dec. 10 at Platform One in Flemington. To attend, call Ray Braun at **215-264-4624**.

MONMOUTH COUNTY REA

welcomes you to its holiday celebration/luncheon on Tuesday, Dec. 10 at the Colts Neck Inn in Colts Neck. The cost is \$30. To attend, call Sue Shrott at **732-995-7754**.

Join MORRIS COUNTY REA for

its holiday meeting/luncheon on Wednesday, Dec. 11 at the Hanover Manor in East Hanover. Mad Jazz from Madison will be the entertainment. The cost is \$35. To attend, call John Beekman at **973-514-1080**.

OCEAN COUNTY REA'S

next meeting/luncheon will be held on Thursday, Dec. 12 at the Days Hotel by Wyndham in Toms River. The cost is \$28. To attend, call Janice Sovinee at **732-477-1711**.

The SALEM COUNTY REA

will hold its holiday luncheon on Thursday, Dec. 16 at the Woodstown Diner. The Woodstown High School Chamber Choir will be the entertainment. The cost is \$17. To attend, call Rosemma Ward at **856-467-4795**.

WHY DEBT MATTERS

BY KIMBERLY CACCIATO, THE COLLEGE OF NEW JERSEY,
NJEA PRESERVICE POLITICAL ACTION CO-CHAIR

Student loan debt worries don't stop when you finally reach graduation. In fact, that's when the trouble really begins. You graduate and hope to get a job. You're thinking about buying professional clothes, a better car, and maybe going on vacation, until you realize that your loan payments are eating up most of your paycheck. To make matters worse, many recent graduates end up adding to that debt through credit cards, car loans, mortgages and personal loans. Not including mortgages, the average American had \$38,000 in debt in 2018, according to Northwestern Mutual's Planning and Progress Study.

With all the programs available for teacher debt relief, you might think that student debt wouldn't be as much of a worry for teachers. But that isn't the case. The Stafford Teacher Loan Forgiveness program, the TEACH Grant, the Perkins Loan

program and the Public Service Loan Forgiveness Program all come with stipulations and plenty of strings attached. Many preservice teachers don't know about their existence or, on the other end, have accepted a debt relief program without reading the fine print and find themselves in added debt later on.

In the long term, debt has numerous personal consequences. The longer college graduates are paying off their debts, the less they are saving for retirement. In fact, according to the financial services firm, LIMRA, over 30 percent of people aged 55 to 64 still have education debt.

Student loan debt is detrimental to public education. Increases in student loan debt coupled with decreasing relief from the government prohibit many aspiring teachers from ever reaching the classroom. A lack of accessibility to

higher education for prospective teachers leads a teacher deficit. Fewer teachers lowers educational quality.

If you are looking for resources to help you navigate your debt, check out one of NJEA's Degrees Not Debt webinars at njea.org/dndwebinars.

In addition, New Jersey Communities United is advocating for more debt relief for educators. You can learn more at unitednj.nationbuilder.com/studentdebt. 🙏

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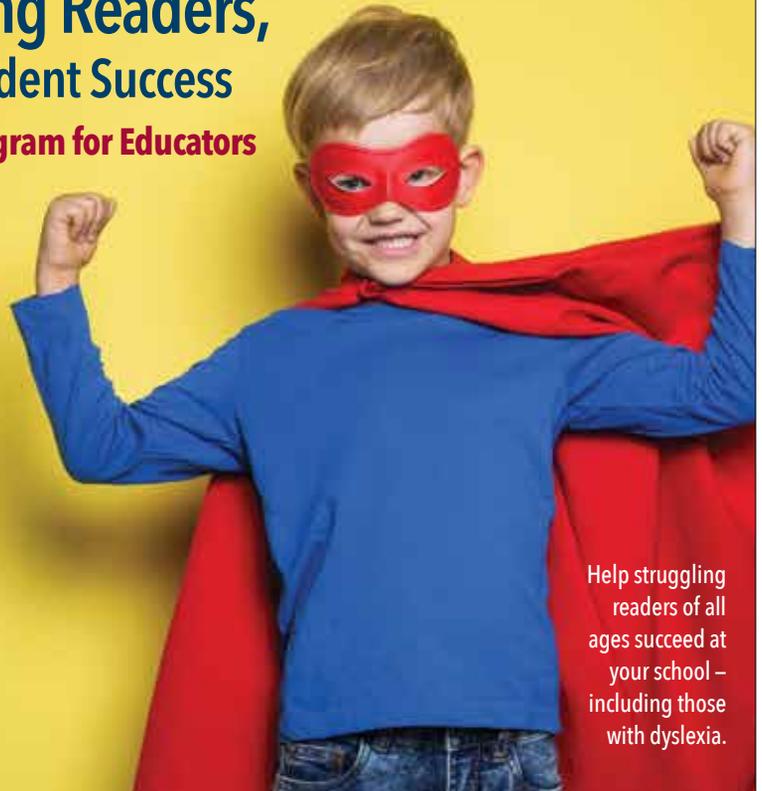
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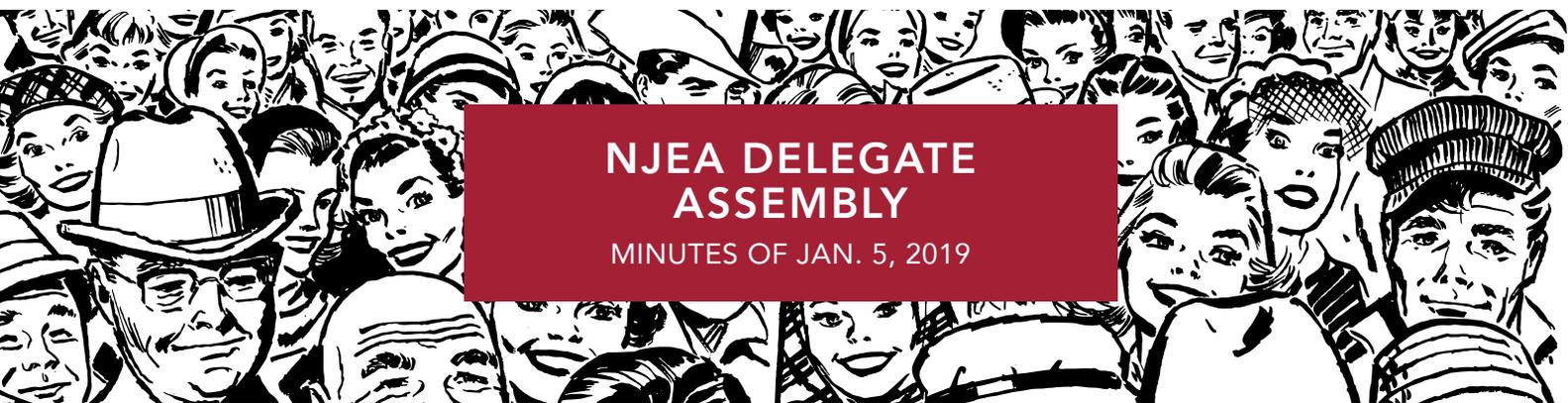


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NJEA DELEGATE ASSEMBLY

MINUTES OF JAN. 5, 2019

The NJEA Delegate Assembly met on Jan. 5, 2019, at the Hyatt Regency, New Brunswick, N.J., at 9:30 a.m. President Marie Blistan presided.

Petal Robertson (Essex) delivered the inspirational message and led the body in the flag salute.

Roll call was taken. There were 118 out of 126 delegates present. Alternates were seated as follows: Hicks for Ogintz (Mercer); Ebler for Herrick (Middlesex); Hussein for Adams and Finnen for Shorno (Morris); Mannion for Morgan (Ocean).

Absent were representatives Lawler and Mazurek (Union) and Kruczek (Warren).

Blistan asked if there was objection to adopting the agenda with flexibility. There was no objection.

PRESIDENT'S REPORT

Blistan addressed the following topics in her report:

- Appellate Court ruling on statewide assessment program, and the immediate need to revise the testing and/or state law.
- Veto by Gov. Phil Murphy of a bill that would have unilaterally diminished the health insurance of higher education members.
- Murphy's recent election as vice chair of the Democratic Governors Association, with expectation he will be chair next year.
- Support provided by NJEA, it affiliates and members for striking educators in Los Angeles.
- Final results of NJEA's endorsed candidates, and national data, in November elections, with highlights from many other states, and the impact of member engagement.
- NEA grants awarded to the Camden Education Association, the Montclair Education Association, and the Paterson Education Association.
- The upcoming Women's March on Jan. 19.
- Presentation on lobbying and political action by NJREA leaders at a national conference.

Blistan called on Tina Dare to give an update on the NJEA PAC fundraising campaign she is co-chairing with Patti Kebrdle.

Blistan called on UniServ-South Director Patrick Manahan to give a report on NJEA's Chapter 78/ESP Job Justice campaign. As part of the report, he led the body in making calls to their legislators.

VICE PRESIDENT'S REPORT

Spiller reported on NJEA's efforts to organize members to speak at the charter school hearings being conducted by the State Department of Education and urged the delegates to engage members on this issue. He noted that he had convened a work group of members and staff, who produced a report summarizing issues related to charter schools and NJEA's policy positions on those issues. (The document was provided to the delegates in advance of the meeting.)

He also updated the group on minimum wage legislation that is moving through both houses, and NJEA's involvement with a coalition advocating for a broad increase in the state's minimum wage to \$15 per hour.

Spiller concluded his report noting that the State Teacher of Year was being honored at an N.J. Devils game.

NONDELEGATE SPEAKERS

The following non-delegate members were provided an opportunity to address the body:

John Coniglio (Morris) thanked delegate Kathy Paternek, who served as his local association's negotiations chair in Dover, where a contract settlement was reached after 17 months without an agreement. He also spoke about the Member Benefits program and its value to members.

SECRETARY-TREASURER'S REPORT

Steve Beatty presented his report, which was provided to the delegates prior to the meeting.

He introduced the annual audit report, which was then presented by Steve Mazur, Mike Crnkovich and John Dean, of Novak Francella. Following the report, they answered questions from delegates, through the chair.

EXECUTIVE DIRECTOR'S REPORT

Ed Richardson acknowledged the retirement of Government Relations Director Ginger Gold Schnitzer, who was attending her final DA meeting. He provided an overview of NJEA's Member Benefits Program, an update on the legal incorporation of the new NJEA Teacher Leadership Academy and reminded delegates that all local affiliate presidents are entitled to employer data on bargaining unit employees under the new Workplace Democracy Enhancement Act.

COMMITTEE REPORTS

Fred Frangiosa presented the report of the Affiliations Committee and moved recommendations for two new affiliates—the METS Charter Education Association and the Edison Township Transportation Association. The motion was duly seconded. Kevin Reed (Hudson) moved to divide the question; the motion was duly seconded and approved. The chair called for a vote on the approval of affiliation of the METS Charter Education Association. Following a voice vote, division was called, and the chair consented to a standing vote. The motion carried. The chair called for a vote on the approval of affiliation of the Edison Township Transportation Association. The motion carried.

Beatty presented the report of the Budget Committee with a recommendation. Kathy Howley (Camden) moved the recommendation and it was duly seconded. The motion carried.

NEW BUSINESS

Chris Cannella (Essex) moved New Business Item 1: That using appropriate existing staff and/or committee resources NJEA will pursue a coalition with Garden State Equality, GLSEN, Bayard Rustin Center for Social Justice, Make it Better 4 Youth, Monmouth County Consortium for LGBTQ Youth and any other appropriate groups that share the same mission to develop an action plan to implement the pending LGBTQ/Persons' with Disabilities curriculum inclusion law into our schools when signed. The motion was duly seconded. The motion carried.

Melissa Tomlinson (Atlantic) moved New Business Item 2: that NJEA send an email to local leaders with information about how locals or worksites can join the California Educators Rising Adopt a Striking School effort. This email will be sent prior to the Jan. 10 anticipated announcement of the strike action by United Teachers Los Angeles (UTLA). The motion was duly seconded. The motion carried.

Carrie Odgers Lax (Passaic) moved New Business Item 3: that the following amendment to the NJEA bylaws be referred to the Constitution Review Committee for review and recommendation and to publish same in full in the official publication of the association. The recommendation of the Constitution Review Committee shall be delivered at the May 18, 2019 Delegate Assembly meeting. "Add to the NJEA bylaws Article

1(i) Temporary Dues Suspension. Notwithstanding any other provision of these bylaws to the contrary, the dues for active professional, active support, and retired members shall be maintained at the 2018-19 dues level for the 2019-20 and 2020-21 fiscal years and the dues amount for the 2021-22 fiscal year shall be determined by applying the normal percent increase calculated in 2020-21 to the base dues amount in effect for the 2018-19 fiscal year, utilizing the formula specified in Bylaw 1(a), (b), and (e). The motion was duly seconded and debated. Christine Sampson-Clark moved to close debate; the motion was duly seconded and approved. The main motion failed.

Steve Boudalis moved New Business Item 4: that an email be sent to Pride chairs and local leaders that informs them of their ability to submit for approval Pride funds for 2019 Black Lives Matter at School National Week of Action. The motion was duly seconded. Following debate, Eric Stinson moved that the New Business Item be amended to stipulate that the cost cannot exceed \$100,000. The amendment was duly seconded. The motion carried. The main motion, as amended, carried.

FOR THE GOOD OF THE ORDER

The chair noted that the superintendent of the Jersey City School District was terminated by the Jersey City Board of Education.

An unidentified delegate announced that State Teacher of the Year Amy Andersen has become involved with Teachers Against Child Detention, fighting the separation of children from their parents by federal immigration officials.

Janice Williams (Mercer) spoke against the naming of the Trenton Education Association on the aging report during the Secretary-Treasurer's report.

Gillian Raye (Sussex) provided additional information regarding the Member Benefits Program, including the ability to host endorsed vendor at association events.

Cannella (Essex) thanked delegates for approving New Business Item 1, and asked for the names of members who would be interested in working on the project.

Rheault (Atlantic) reported hearing from Assemblyman Vince Mazzeo, who told her is looking into posting the Chapter 78 relief bill in the committee he chairs.

Peter Helff (Higher Education) offered the idea of conducting an event in Trenton on Labor Day to call for Chapter 78 relief.

Pat Frain (Somerset) thanked everyone who supported the Somerville Education Association in reaching a contract settlement.

At 1:06 p.m., Ryan Griffin (Gloucester), moved to adjourn. The motion was duly seconded. The motion carried.

Submitted by:

Edward Richardson
Executive Director



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Get the most for your money! NJEA Member Benefits seeks to enrich the lives of all members and their families by offering programs designed to save you money and increase your buying power. Whether you are looking for insurance, big-ticket items, or special deals on hundreds of everyday purchases, you'll find valuable consumer offers at memberbenefits.njea.org.

THINKING OF GOING SOLAR?

Now, may be the best time.

If you have ever thought of putting solar panels on your roof or on the ground in your backyard, you may want to consult with solar professionals about doing it sooner rather than later. This is because current incentives for residential and commercial customers to transition to solar are slated to change by the end of this year.

Solar energy is good for the environment and a great way to help offset the costs of making your home energy efficient. To promote solar energy in New Jersey, the state's Clean Energy Program gives Solar Renewable Energy Credits (SRECs) to customers who sell their solar energy back to the electric companies. The SREC program will be phased out over time and the best incentives could be gone by the end of this year. Under a 2018 law, once the state achieves 5.1% of homes with solar, the incentive savings will gradually decrease.

Through NJEA's partnership with Buyer's Edge, you can speak to reputable solar professionals at SunLife. SunLife offers solar installation through a no-money-out-of-pocket program and six months of free solar – up to \$750. However, due to changes in federal regulation, as of Jan. 1, 2020, SunLife will be authorized to offer free solar installation and three months of \$0 payments up to \$500. SunLife can even help with the financing of a new roof.

As an added bonus, a \$500 donation will be made to the NJEA HIPP Foundation for every completed solar installation by NJEA/NJREA members. Call 800-558-1920 to speak to a GenRenew solar professional for more information.

HELP GROW THE NJEA MEMBER DISCOUNT PROGRAM

NJEA has over 300 business partners who offer all NJEA members a discount or enhanced service that is superior to what is offered to the general public. We always welcome more! You can help us grow the NJEA Member Discount Program and put more savings in your pocket by inviting local businesses that you frequent to join our program. Members and their family members who own their own businesses are also welcome to join the program. We would love to help educators support other educator-owned businesses.

Benefits to our business partners:

- Access to 200,000 NJEA Members and their families!
- Free marketing through our Member Benefits Directory!
- Increased traffic to help grow their business!
- A loyal base of customers who are educators, retired educators and valued members of our community!

To sign-up or for more information, visit njea.org/mdpapplication or call 609-599-4561, ext. 2222.

OPEN ENROLLMENT FOR NJEA Income Protection Program

For the first time ever, the NJEA Income Protection Program is conducting a statewide open enrollment. This means that there will be no health questions required to initiate or increase your disability insurance benefits—but only until Jan. 7, 2020.

For more information or to enroll, visit enroll.njea.org.

Questions? Call your EIS account executive at 800-727-3414 and choose Option 3.

Act now to avoid disappointment!

***Member Discount Program and Access:**

Products and services listed in the NJEA Member Discount Program and Access are provided as a service to NJEA members and do not constitute an endorsement by NJEA or a representation regarding the products' quality or characteristics. NJEA makes no warranties expressed or implied, including the warranties of merchantability or fitness for a particular purpose regarding any products or services listed in the NJEA Member Discount Program and Access.

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Products and services that are sponsored by NJEA Member Benefits are believed to have broad-based appeal and provide superior quality and value. To the best of NJEA's understanding, these products and services are worthy of sponsorship. However, NJEA cannot be responsible for the quality or performance of these products and services which ultimately is the responsibility of the vendor.

2019-20 TEACHER SALARY SURVEY

Salary guides are reported only after the guides are agreed to by the local school board and the association and ratified by both parties. Contracts that had delayed settlements may not have been received in time for this publication. Current information can be requested by contacting your regional UniServ office or the NJEA Research and Economic Services Division.

Your local association's collective bargaining agreement—including your salary guide—can be found on njea.org. Log in and click on "my association" to view yours.

Minimum and maximum salaries, the number of steps for various levels of education, and average district increases are listed. The existence of longevity is indicated by a + on the maximum levels.

SUMMARY OF TEACHER SETTLEMENT INFORMATION

| | Average \$ Increase | |
|--|---------------------|-------|
| 2019-20 average teacher settlements - newly bargained plus previously bargained/346 settlements | \$2,075 | 2.97% |
| Newly bargained 2019-20 teacher settlements - 50 districts | \$2,171 | 3.20% |
| Contracts to date covering 2020-21 - 238 districts | \$2,277 | 3.21% |

2018-19 average teacher's salary-full time = \$73,951
2018-19 average years of experience = 12.27 years

Average settlement rate (Includes increment)

KEY

DISTRICT GROUPING

- Number...Enrollment
- 1 Elementary districts
 - 2 K-12, below 3,000
 - 3 K-12, 3,000-5,999
 - 4 K-12, 6,000 & over
 - 5 Secondary districts

DEGREE

- B Bachelors
- B+ Bachelors +30/32
- B+... Bachelors +60/64
- M Masters
- M+ Masters + 30/32

ATLANTIC

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|--------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|----------|
| 1 Brigantine City | B | 52,059 | 88,798 | + 15 | B+ | 53,230 | 90,796 | + 15 | M | 54,454 | 92,883 | + 15 | M+ | 55,620 | 94,872 | + 15 | 2,371 |
| 1 Estell Manor City | B | 59,043 | 84,892 | 13 | B+ | 60,543 | 86,392 | 13 | M | 62,043 | 87,892 | 13 | M+ | 63,043 | 88,892 | 13 | |
| 1 Folsom Boro | B | 50,500 | 80,132 | 18 | | | | | M | 53,250 | 82,882 | 18 | M+ | 55,250 | 84,882 | 18 | |
| 5 Greater Egg Harbor Reg | B | 50,000 | 83,075 | + 13 | B+ | 52,500 | 85,575 | + 13 | M | 53,750 | 86,825 | + 13 | M+ | 56,250 | 89,325 | + 13 | |
| 1 Hamilton Twp | B | 52,980 | 80,385 | + 16 | B+ | 55,285 | 83,882 | + 16 | M | 56,450 | 85,650 | + 16 | M+ | 58,861 | 89,308 | + 16 | 2,129 |

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BERGEN

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|-----------------------------|--------|--------|---------|-------|--------|--------|---------|-------|--------|--------|---------|-------|--------|--------|---------|-------|----------|
| 1 Allendale Boro | B | 55,757 | 88,025 | + 17 | B+ | 55,279 | 80,520 | + 13 | M | 57,370 | 82,611 | + 18 | | | | | |
| 2 Bergen Co Special Service | B | 56,235 | 90,901 | + 15 | | | | | M | 64,985 | 100,312 | + 15 | M+ | 69,235 | 105,043 | + 15 | 3,168 |
| 5 Bergen County Voc-Tech | B | 52,312 | 97,889 | + 19 | B+ | 55,363 | 105,557 | + 19 | M | 57,397 | 111,019 | + 19 | M+ | 64,100 | 98,144 | + 14 | 2,890 |
| 2 Bogota Boro | B | 50,100 | 84,144 | + 14 | | | | | M | 58,100 | 92,144 | + 14 | M+ | 64,100 | 98,144 | + 14 | 2,296 |
| 1 Carlstadt Boro | B | 53,214 | 93,728 | + 16 | | | | | M | 60,091 | 103,962 | + 16 | M+ | 68,345 | 114,681 | + 16 | 2,471 |
| 1 Closter Boro | B | 46,126 | 78,980 | + 14 | B+ | 50,393 | 91,272 | + 17 | M | 54,681 | 95,560 | + 17 | M+ | 60,398 | 101,277 | + 17 | |
| 1 Demarest Boro | B | 50,500 | 78,770 | + 16 | B+ | 54,450 | 83,261 | + 16 | M | 57,503 | 86,381 | + 16 | M+ | 61,540 | 92,090 | + 16 | 2,103 |
| 1 Elmwood Park | B | 50,323 | 89,028 | + 18 | B+ | 52,573 | 92,528 | + 18 | M | 54,073 | 93,528 | + 18 | M+ | 57,073 | 98,428 | + 18 | |
| 2 Emerson Boro | B | 50,250 | 87,500 | + 19 | | | | | M | 54,250 | 98,000 | + 19 | M+ | 58,250 | 101,500 | + 19 | |
| 3 Fort Lee Boro | B | 56,030 | 100,475 | 17 | | | | | M | 59,530 | 105,529 | 17 | M+ | 62,530 | 110,565 | 17 | |
| 2 Glen Rock Boro | B | 51,124 | 89,638 | 17 | | | | | M | 55,634 | 99,007 | 19 | M+ | 60,636 | 106,452 | 19 | |
| 3 Hackensack City | B | 56,450 | 90,510 | 14 | | | | | M | 64,295 | 103,275 | 14 | M+ | 74,015 | 116,040 | 14 | 1,145 |
| 1 Harrington Park Boro | B | 53,548 | 87,578 | + 18 | B+ | 57,548 | 91,578 | + 18 | M | 59,548 | 97,797 | + 19 | M+ | 63,548 | 101,797 | + 19 | |
| 2 Hasbrouck Heights Boro | B | 51,590 | 88,725 | + 15 | | | | | M | 57,710 | 94,845 | + 15 | M+ | 65,190 | 102,325 | + 15 | |
| 1 Haworth Boro | B | 51,294 | 88,994 | + 17 | B+ | 53,725 | 95,107 | + 17 | M | 54,940 | 98,616 | + 17 | M+ | 58,890 | 106,189 | + 17 | |
| 1 Hillsdale Boro | B | 50,463 | 86,961 | + 17 | B+ | 54,358 | 95,338 | + 17 | M | 56,306 | 98,677 | + 17 | M+ | 60,201 | 105,354 | + 17 | 2,582 |
| 2 Leonia Boro | B | 54,175 | 93,075 | + 21 | | | | | M | 56,975 | 98,442 | + 21 | M+ | 59,775 | 103,216 | + 21 | |
| 3 Lodi Borough | B | 48,137 | 89,558 | + 16 | B+ | 49,393 | 91,499 | + 16 | M | 51,069 | 93,668 | + 16 | M+ | 53,377 | 97,310 | + 16 | |
| 1 Maywood Boro | B | 50,000 | 67,255 | + 16 | | | | | M | 51,700 | 79,600 | + 16 | M+ | 53,750 | 101,900 | + 16 | |
| 2 Midland Park Boro | B | 49,000 | 92,200 | + 22 | | | | | M | 51,000 | 102,600 | + 22 | M+ | 56,000 | 113,100 | + 22 | |
| 1 Montvale Boro | B | 54,652 | 87,532 | 19 | | | | | M | 60,715 | 93,595 | 19 | M+ | 65,565 | 98,445 | 19 | |
| 2 New Milford Boro | B | 55,145 | 88,930 | + 17 | | | | | M | 57,500 | 94,430 | + 17 | M+ | 62,215 | 104,430 | + 17 | |
| 2 North Arlington Boro | B | 50,400 | 83,900 | 16 | B+ | 52,050 | 85,550 | 16 | M | 55,050 | 88,550 | 16 | M+ | 58,450 | 91,950 | 16 | |
| 5 Northern Highlands Reg | B | 58,320 | 80,135 | 12 | | | | | M | 62,870 | 102,970 | 16 | M+ | 67,425 | 108,590 | 16 | |
| 1 Old Tappan Boro | B | 50,134 | 74,956 | + 14 | | | | | M | 55,112 | 89,713 | + 15 | M+ | 62,015 | 97,343 | + 16 | 2,374 |
| 2 Park Ridge Boro | B | 56,923 | 88,779 | 18 | B+ | 58,598 | 92,864 | 18 | M | 60,273 | 99,192 | 18 | M+ | 63,623 | 104,901 | 18 | 2,378 |
| 5 Pascack Valley Regional | B | 54,000 | 91,500 | + 16 | | | | | M | 58,500 | 108,000 | + 16 | M+ | 65,000 | 115,000 | + 16 | 2,636 |
| 3 Ramsey Boro | B | 52,913 | 86,193 | 16 | | | | | M | 55,943 | 97,100 | 16 | M+ | 59,229 | 103,685 | 16 | |
| 2 Ridgefield Boro | B | 51,492 | 88,592 | 20 | | | | | M | 55,692 | 96,492 | 20 | M+ | 59,892 | 99,347 | 20 | |
| 2 Ridgefield Park Twp | B | 58,946 | 91,221 | + 18 | | | | | M | 64,921 | 98,666 | + 18 | M+ | 70,846 | 103,241 | + 18 | |
| 3 Ridgewood Village | B | 59,688 | 91,542 | + 15 | B+ | 63,238 | 99,612 | + 16 | M | 66,788 | 102,932 | + 16 | M+ | 70,388 | 109,262 | + 16 | |
| 5 River Dell Regional | B | 49,296 | 89,357 | + 15 | | | | | M | 54,478 | 98,226 | + 16 | M+ | 59,561 | 107,101 | + 17 | |
| 1 River Edge Boro | B | 52,591 | 78,648 | + 16 | B+ | 54,591 | 80,648 | + 16 | M | 56,391 | 82,448 | + 16 | M+ | 58,416 | 84,473 | + 16 | |
| 1 River Vale Twp | B | 54,750 | 92,170 | + 14 | B+ | 59,195 | 96,795 | + 14 | M | 63,240 | 100,840 | + 14 | M+ | 69,580 | 107,180 | + 14 | 2,704 |
| 1 South Bergen Jointure Com | B | 51,695 | 71,470 | + 16 | | | | | M | 56,895 | 77,115 | + 16 | M+ | 62,695 | 82,470 | + 16 | |
| 1 South Hackensack Twp | B | 51,346 | 85,236 | + 15 | | | | | M | 53,846 | 87,736 | + 15 | | | | | |
| 3 Tenafly Boro | B | 54,574 | 86,754 | 14 | | | | | M | 58,274 | 94,854 | 14 | M+ | 61,074 | 102,854 | 14 | |
| 2 Waldwick Boro | B | 53,030 | 84,545 | + 16 | B+ | 56,530 | 90,545 | + 16 | M | 58,280 | 93,245 | + 16 | M+ | 62,230 | 99,159 | + 16 | |
| 2 Westwood Regional | B | 52,330 | 88,060 | 14 | B+ | 53,980 | 89,710 | 14 | M | 58,980 | 94,710 | 14 | M+ | 64,030 | 99,760 | 14 | |
| 2 Wood Ridge Boro | B | 50,230 | 84,100 | + 16 | | | | | M | 54,730 | 90,850 | + 16 | M+ | 58,730 | 102,700 | + 16 | 2,160 |
| 1 Woodcliff Lake Boro | B | 50,521 | 84,401 | 19 | B+ | 53,166 | 89,605 | 19 | M | 55,806 | 95,045 | 19 | M+ | 61,096 | 102,520 | 19 | 2,024 |
| 1 Wyckoff Twp | B | 52,738 | 89,738 | 17 | | | | | M | 57,738 | 94,738 | 17 | M+ | 62,738 | 99,738 | 17 | 2,187 |

BURLINGTON

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|---------|-------|--------|--------|---------|-------|----------|
| 1 Bass River Twp | B | 53,692 | 82,092 | + 17 | B+ | 56,192 | 84,592 | + 17 | M | 56,942 | 85,342 | + 17 | M+ | 58,442 | 86,842 | + 17 | 2,278 |
| 1 Beverly City | B | 49,600 | 86,421 | + 19 | B+ | 50,600 | 87,167 | + 19 | M | 51,100 | 87,667 | + 19 | M+ | 51,720 | 88,287 | + 19 | 2,083 |
| 2 Cinnaminson Twp | B | 57,040 | 88,761 | 19 | B+ | 59,933 | 91,654 | 19 | M | 60,745 | 92,466 | 19 | M+ | 63,181 | 94,902 | 19 | 2,489 |
| 1 Delanco Twp | B | 50,167 | 86,158 | + 15 | | | | | M | 52,417 | 88,408 | + 15 | M+ | 54,667 | 90,658 | + 15 | 2,118 |
| 1 Eastampton Twp | B | 52,939 | 79,439 | + 14 | B+ | 54,139 | 80,639 | + 14 | M | 55,339 | 81,839 | + 14 | M+ | 56,539 | 83,039 | + 14 | 2,034 |
| 1 Edgewater Park Twp | B | 52,280 | 86,220 | + 14 | | | | | M | 54,280 | 88,220 | + 14 | | | | | 2,779 |
| 2 Florence Twp | B | 53,388 | 79,648 | + 16 | B+ | 55,388 | 81,648 | + 16 | M | 57,188 | 83,448 | + 16 | M+ | 59,213 | 85,473 | + 16 | |
| 1 Hainesport Twp | B | 50,433 | 88,239 | + 17 | | | | | M | 53,888 | 91,864 | + 17 | | | | | 2,125 |
| 5 Lenape Regional | B | 57,910 | 97,369 | + 18 | B+ | 60,310 | 99,769 | + 18 | M | 62,710 | 102,169 | + 18 | M+ | 65,110 | 104,569 | + 18 | 2,773 |
| 1 Lumberton Twp | B | 52,561 | 87,391 | + 17 | B+ | 55,111 | 89,941 | + 17 | M | 55,961 | 90,791 | + 17 | M+ | 58,511 | 93,341 | + 17 | 2,432 |
| 2 Maple Shade Twp | B | 55,723 | 92,700 | + 17 | B+ | 57,763 | 94,740 | + 17 | M | 59,803 | 96,780 | + 17 | M+ | 61,843 | 98,820 | + 17 | 2,504 |
| 1 Medford Twp | B | 54,566 | 92,532 | + 16 | B+ | 58,387 | 95,353 | + 16 | M | 60,652 | 98,618 | + 16 | M+ | 64,048 | 102,014 | + 16 | 2,558 |
| 1 Mount Holly Twp | B | 53,329 | 85,241 | + 12 | B+ | 55,679 | 87,591 | + 12 | M | 56,854 | 88,766 | + 12 | | | | | 2,248 |
| 1 Mount Laurel Twp | B | 52,112 | 80,580 | + 13 | B+ | 54,305 | 82,773 | + 13 | M | 56,192 | 84,660 | + 13 | M+ | 58,059 | 86,527 | + 13 | |
| 2 Palmyra Boro | B | 52,745 | 74,692 | 16 | B+ | 55,620 | 77,567 | 16 | M | 56,620 | 78,567 | 16 | M+ | 59,070 | 81,017 | 16 | 1,810 |
| 5 Rancocas Valley Regional | B | 53,909 | 91,786 | + 19 | | | | | M | 57,681 | 94,958 | + 19 | M+ | 58,759 | 96,036 | + 19 | |
| 1 Southampton Twp | B | 54,075 | 80,000 | 16 | B+ | 55,325 | 81,250 | 16 | M | 55,950 | 81,875 | 16 | M+ | 57,200 | 83,125 | 16 | 2,314 |
| 1 Westampton | B | 55,201 | 93,233 | + 18 | B+ | 57,440 | 95,333 | + 18 | M | 58,559 | 96,383 | + 18 | M+ | 60,797 | 98,483 | + 18 | 2,318 |
| 3 Willingboro Twp | B | 52,073 | 82,600 | + 18 | B+ | 54,531 | 83,197 | + 18 | M | 57,891 | 87,558 | + 18 | M+ | 59,382 | 90,167 | + 18 | 2,024 |
| 1 Woodland Twp | B | 45,824 | 82,244 | 16 | | | | | M | 48,824 | 85,244 | 16 | M+ | 49,824 | 86,244 | 16 | 1,799 |

CAMDEN

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|-----------------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|----------|
| 1 Brooklawn Boro | B | 52,334 | 83,184 | 18 | B+ | 54,734 | 85,584 | 18 | M | 55,334 | 86,184 | 18 | M+ | 57,334 | 88,184 | 18 | 2,450 |
| 1 Clementon Boro | B | 52,238 | 80,630 | 17 | B+ | 54,318 | 82,710 | 17 | M | 55,688 | 84,080 | 17 | M+ | 58,038 | 86,430 | 17 | 1,959 |
| 2 Collingswood Boro | B | 50,900 | 84,000 + | 16 | B+ | 52,350 | 85,450 + | 16 | M | 53,150 | 86,250 + | 16 | M+ | 54,150 | 87,250 + | 16 | 2,162 |
| 5 Eastern Camden County Reg | B | 48,714 | 92,370 | 16 | B+ | 51,266 | 94,922 | 16 | M | 53,005 | 96,661 | 16 | M+ | 55,790 | 99,446 | 16 | 2,473 |
| 2 Haddon Heights Boro | B | 51,722 | 85,949 | 16 | | | | | M | 55,492 | 89,719 | 16 | M+ | 56,492 | 90,719 | 16 | 2,001 |
| 2 Haddon Twp | B | 50,824 | 82,479 + | 16 | B+ | 54,024 | 85,679 + | 16 | M | 55,424 | 87,079 + | 16 | M+ | 58,424 | 90,079 + | 16 | 2,183 |
| 2 Haddonfield Boro | B | 53,296 | 87,091 + | 15 | B+ | 54,912 | 88,707 + | 15 | M | 56,528 | 90,323 + | 15 | M+ | 58,144 | 91,939 + | 15 | 2,185 |
| 2 Oaklyn Boro | B | 50,336 | 79,816 + | 15 | B+ | 51,925 | 81,405 + | 15 | M | 54,002 | 83,482 + | 15 | M+ | 55,225 | 84,705 + | 15 | 2,459 |
| 1 Somerdale Boro | B | 52,652 | 82,064 + | 16 | B+ | 53,935 | 83,347 + | 16 | M | 55,220 | 84,632 + | 16 | M+ | 56,505 | 85,917 + | 16 | 1,952 |
| 1 Stratford Boro | B | 52,806 | 83,364 + | 14 | B+ | 55,006 | 85,564 + | 14 | M | 56,406 | 86,964 + | 14 | M+ | 58,306 | 88,864 + | 14 | |
| 1 Voorhees Twp | B | 51,317 | 94,801 | 15 | B+ | 53,952 | 97,436 | 15 | M | 55,112 | 98,596 | 15 | M+ | 57,430 | 100,914 | 15 | 2,752 |
| 1 Woodlynne Boro | B | 51,393 | 84,563 + | 17 | B+ | 52,993 | 86,163 + | 17 | M | 53,793 | 86,963 + | 17 | M+ | 54,593 | 87,763 + | 17 | |

CAPE MAY

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|---------------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|-----------|-------|----------|
| 1 Avalon Boro | B | 52,496 | 84,456 + | 13 | B+ | 55,427 | 87,387 + | 13 | M | 56,316 | 88,276 + | 13 | M+ | 57,896 | 89,856 + | 13 | |
| 5 Lower Cape May Regional | B | 55,910 | 97,833 | 30 | B+ | 57,910 | 99,833 | 30 | M | 58,910 | 100,833 | 30 | M+ | 60,910 | 102,833 | 30 | 2,246 |
| 2 Middle Twp | B | 55,751 | 85,149 | 20 | B+ | 56,867 | 86,265 | 20 | M | 57,425 | 86,823 | 20 | M+ | 58,541 | 87,939 | 20 | 1,960 |
| 1 North Wildwood City | B | 53,500 | 66,685 + | 13 | B+ | 55,150 | 68,450 + | 13 | M | 56,240 | 70,535 + | 13 | M+ | 58,425 | 71,535 + | 13 | |
| 2 Ocean City | B | 50,135 | 83,575 + | 13 | B+ | 55,700 | 91,897 + | 14 | M | 58,508 | 94,705 + | 14 | M+ | 64,073 | 103,078 + | 15 | |
| 1 Stone Harbor Boro | B | 52,496 | 84,456 + | 13 | B+ | 55,427 | 87,387 + | 13 | M | 56,316 | 88,276 + | 13 | M+ | 57,896 | 89,856 + | 13 | |
| 1 Upper Twp | B | 55,237 | 91,566 | 22 | B+ | 57,546 | 93,875 | 22 | M | 58,708 | 95,037 | 22 | M+ | 61,033 | 97,362 | 22 | 1,912 |
| 1 West Cape May Boro | B | 53,755 | 70,908 | 14 | B+ | 54,447 | 71,600 | 14 | M | 55,265 | 72,418 | 14 | | | | 14 | 1,129 |
| 1 Wildwood Crest Boro | B | 54,879 | 84,517 | 16 | B+ | 56,079 | 85,717 | 16 | M | 57,279 | 86,917 | 16 | M+ | 58,479 | 88,117 | 16 | 1,995 |
| 1 Woodbine Boro | B | 54,003 | 82,854 | 20 | B+ | 55,303 | 84,154 | 20 | M | 56,103 | 84,954 | 20 | M+ | 57,339 | 86,154 | 20 | 1,415 |

CUMBERLAND

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|-------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|----------|
| 1 Deerfield Twp | B | 52,787 | 73,312 | 14 | | | | | M | 56,587 | 77,112 | 14 | | | | | 1,898 |
| 1 Downe Twp | B | 59,624 | 76,133 + | 18 | B+ | 60,574 | 77,083 + | 18 | M | 61,024 | 77,533 + | 18 | M+ | 62,224 | 78,733 + | 18 | 1,770 |
| 1 Hopewell Twp | B | 59,000 | 80,163 | 13 | | | | | M | 61,395 | 82,558 | 13 | | | | | 1,905 |

ESSEX

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|--------------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|-----------|-------|----------|
| 2 Caldwell-West Caldwell | B | 51,000 | 65,946 | 14 | | | | | M | 55,500 | 74,000 | 14 | M+ | 60,000 | 77,566 | 14 | 2,155 |
| 2 Cedar Grove Twp | B | 51,224 | 78,964 | 14 | B+ | 53,224 | 80,964 | 14 | M | 55,224 | 82,082 | 14 | M+ | 57,224 | 92,352 | 17 | 1,907 |
| 3 Livingston Twp | B | 52,673 | 90,200 + | 15 | B+ | 56,972 | 94,753 + | 15 | M | 59,803 | 97,752 + | 15 | M+ | 65,522 | 112,108 + | 16 | 2,533 |

GLOUCESTER

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|----------|
| 2 Glassboro | B | 50,040 | 84,173 + | 18 | B+ | 52,840 | 86,973 + | 18 | M | 55,640 | 89,773 + | 18 | M+ | 58,440 | 92,573 + | 18 | 2,031 |
| 5 Kingsway Regional | B | 51,500 | 84,000 | 15 | B+ | 52,803 | 85,303 | 15 | M | 54,105 | 86,605 | 15 | M+ | 55,407 | 87,907 | 15 | 1,851 |
| 1 Mantua Twp | B | 51,804 | 78,053 + | 14 | | | | | M | 53,304 | 79,553 + | 14 | M+ | 54,804 | 81,053 + | 14 | 2,653 |
| 2 Paulsboro Boro | B | 47,061 | 81,394 | 15 | B+ | 48,261 | 82,594 | 15 | M | 49,461 | 83,794 | 15 | M+ | 50,661 | 84,994 | 15 | 2,629 |
| 1 South Harrison Twp | B | 50,653 | 74,093 + | 15 | B+ | 53,133 | 76,573 + | 15 | M | 53,754 | 77,194 + | 15 | | | | 15 | 2,040 |
| 5 Delsea Regional | B | 52,551 | 86,534 + | 13 | B+ | 53,471 | 87,454 + | 13 | M | 54,301 | 88,284 + | 13 | M+ | 55,551 | 89,534 + | 13 | 2,154 |
| 1 Westville Boro | B | 55,170 | 81,315 + | 16 | B+ | 56,170 | 82,315 + | 16 | M | 57,170 | 83,315 + | 16 | M+ | 58,170 | 84,315 + | 16 | 1,968 |

HUDSON

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------|--------|--------|-----------|-------|--------|--------|-----------|-------|--------|--------|-----------|-------|--------|--------|-----------|-------|----------|
| 2 Harrison Town | B | 54,759 | 92,314 + | 17 | B+ | 57,484 | 95,039 + | 17 | M | 60,384 | 97,939 + | 17 | M+ | 66,134 | 103,689 + | 17 | 2,502 |
| 2 Secaucus Town | B | 59,409 | 110,400 + | 21 | B+ | 61,779 | 112,770 + | 21 | M | 63,104 | 114,095 + | 21 | | | | 21 | 2,169 |
| 2 Weehawken Twp | B | 53,875 | 73,486 + | 15 | B+ | 56,085 | 75,696 + | 15 | M | 57,305 | 76,916 + | 15 | M+ | 60,085 | 79,696 + | 15 | 2,255 |
| 4 West New York Town | B | 59,363 | 95,789 + | 19 | B+ | 61,963 | 98,389 + | 19 | M | 64,363 | 100,789 + | 19 | M+ | 67,363 | 103,789 + | 19 | 2,175 |

HUNTERDON

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|----------|
| 1 Bethlehem Twp | B | 51,700 | 71,000 | 12 | | | | | M | 54,900 | 74,200 | 12 | M+ | 58,100 | 77,400 | 12 | 1,953 |
| 1 Califon Boro | B | 51,907 | 73,999 | 16 | B+ | 54,405 | 75,304 | 16 | M | 55,032 | 75,931 | 16 | | | | | |
| 1 Clinton Town | B | 54,912 | 87,437 | 15 | B+ | 56,652 | 89,177 | 15 | M | 58,392 | 90,917 | 15 | M+ | 59,862 | 92,387 | 15 | 2,266 |
| 5 Delaware Valley Regional | B | 51,670 | 83,075 | 15 | B+ | 54,290 | 85,695 | 15 | M | 55,635 | 87,040 | 15 | M+ | 58,405 | 89,810 | 15 | 1,944 |
| 1 East Amwell Twp | B | 54,535 | 79,265 + | 16 | B+ | 57,785 | 82,515 + | 16 | M | 59,410 | 84,140 + | 16 | M+ | 62,660 | 87,390 + | 16 | 2,088 |
| 3 South Hunterdon Reg SD | B | 55,275 | 84,565 | 23 | B+ | 57,525 | 86,815 | 23 | M | 59,775 | 89,065 | 23 | M+ | 62,775 | 92,065 | 23 | |
| 1 Flemington-Raritan Reg | B | 55,025 | 83,010 | 15 | | | | | M | 58,300 | 86,285 | 15 | M+ | 59,350 | 87,335 | 15 | |
| 1 Hampton Boro | B | 48,000 | 48,000 | 1 | | | | | M | 51,500 | 51,500 | 1 | | | | | |
| 1 High Bridge Boro | B | 57,650 | 80,080 + | 15 | B+ | 60,250 | 82,680 + | 15 | M | 61,550 | 83,980 + | 15 | M+ | 64,150 | 86,580 + | 15 | |
| 1 Holland Twp | B | 51,895 | 81,745 + | 19 | B+ | 54,495 | 84,345 + | 19 | M | 56,770 | 86,620 + | 19 | M+ | 59,045 | 88,895 + | 19 | |
| 5 Hunterdon Co Polytech | B | 54,120 | 80,525 | 21 | B+ | 57,780 | 85,970 | 21 | M | 61,440 | 91,415 | 1 | M+ | 63,270 | 94,140 | 21 | |
| 1 Kingwood Twp | B | 54,614 | 75,824 + | 19 | B+ | 57,214 | 78,424 + | 19 | M | 57,814 | 79,024 + | 19 | M+ | 59,814 | 81,024 + | 19 | 1,749 |
| 1 Lebanon Twp | B | 57,325 | 73,550 | 15 | B+ | 58,975 | 75,200 | 15 | M | 59,800 | 76,025 | 15 | M+ | 61,450 | 77,675 | 15 | 2,050 |
| 1 Milford Boro | B | 45,209 | 75,569 + | 19 | B+ | 47,309 | 77,669 + | 19 | M | 48,359 | 78,719 + | 19 | | | | | 1,635 |
| 1 Readington Twp | B | 55,370 | 88,950 | 21 | | | | | M | 60,970 | 94,550 | 21 | M+ | 63,370 | 96,950 | 21 | |
| 1 Tewksbury Twp | B | 54,693 | 83,868 + | 15 | B+ | 56,893 | 86,068 + | 15 | M | 59,093 | 88,268 + | 15 | M+ | 61,293 | 90,468 + | 15 | |

MERCER

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|----------|
| 3 Lawrence Twp | B | 55,656 | 88,386 + | 18 | B+ | 57,156 | 89,886 + | 18 | M | 58,356 | 91,086 + | 18 | M+ | 60,856 | 93,586 + | 18 | 2,044 |
| 5 Mercer Co Voc-Tech | B | 59,817 | 88,992 + | 16 | | | | | | | | | | | | | 2,068 |
| 3 Princeton Regional | B | 56,500 | 94,550 | 18 | | | | | M | 61,130 | 102,298 | 18 | M+ | 64,975 | 108,733 | 18 | 1,958 |
| 2 Robbinsville Twp | B | 56,405 | 81,995 + | 17 | B+ | 58,505 | 84,095 + | 17 | M | 60,605 | 86,195 + | 17 | M+ | 62,705 | 88,295 + | 17 | 2,685 |

MIDDLESEX

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|-------------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|----------|
| 3 Carteret Boro | B | 55,330 | 96,330 + | 14 | | | | | M | 57,330 | 98,330 + | 14 | | | | | 3,884 |
| 1 Cranbury Twp | B | 55,450 | 84,450 + | 19 | | | | | M | 55,950 | 89,650 + | 19 | M+ | 56,350 | 93,550 + | 19 | 2,023 |
| 2 Dunellen Boro | B | 48,000 | 73,900 + | 16 | B+ | 49,100 | 74,990 + | 16 | M | 50,200 | 76,100 + | 16 | M+ | 52,500 | 78,400 + | 16 | 1,802 |
| 2 Highland Park Boro | B | 56,105 | 86,658 + | 14 | | | | | M | 58,895 | 89,448 + | 14 | M+ | 61,685 | 92,238 + | 14 | 2,146 |
| 2 Metuchen Boro | B | 50,718 | 88,614 | 14 | B+ | 51,986 | 90,829 | 14 | M | 53,254 | 93,045 | 14 | M+ | 54,522 | 95,260 | 14 | |
| 4 Piscataway Twp | B | 52,200 | 87,477 | 13 | | | | | M | 55,250 | 90,527 | 13 | | | | | 2,356 |
| 3 Sayreville Boro | B | 50,000 | 88,308 + | 13 | B+ | 51,500 | 89,808 + | 13 | M | 52,500 | 90,808 + | 13 | M+ | 53,500 | 91,808 + | 13 | 2,547 |
| 3 South Plainfield Boro | B | 53,735 | 94,460 + | 18 | | | | | M | 56,385 | 97,110 + | 18 | M+ | 58,585 | 99,310 + | 18 | 2,285 |
| 4 Woodbridge Twp | B | 54,500 | 100,731 | 17 | B+ | 56,800 | 103,031 | 17 | M | 58,500 | 104,731 | 17 | M+ | 60,400 | 106,631 | 17 | 2,480 |

MONMOUTH

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|---------------------------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|----------|-------|--------|--------|-----------|-------|----------|
| 2 Asbury Park City | B | 56,875 | 90,000 | 15 | | | | | M | 59,775 | 92,900 | 15 | M+ | 62,675 | 95,800 | 15 | 2,447 |
| 1 Atlantic Highlands Boro | B | 58,130 | 85,270 + | 20 | B+ | 60,210 | 87,350 + | 20 | | | | | M+ | 62,290 | 89,430 + | 20 | 2,398 |
| 1 Deal Boro | B | 51,335 | 81,150 + | 16 | | | | | M | 54,585 | 84,400 + | 16 | | | | | 2,429 |
| 1 Freehold Boro | B | 51,002 | 83,662 | 13 | | | | | M | 53,352 | 86,012 | 13 | M+ | 55,702 | 88,362 | 13 | 2,820 |
| 5 Freehold Regional | B | 67,050 | 76,415 + | 10 | B+ | 70,050 | 79,415 + | 10 | M | 72,050 | 81,415 + | 10 | M+ | 75,050 | 84,415 + | 10 | 2,251 |
| 3 Hazlet Twp | B | 53,700 | 95,265 | 19 | | | | | M | 56,250 | 97,815 | 19 | M+ | 58,825 | 100,390 | 19 | 2,210 |
| 5 Henry Hudson Regional | B | 53,616 | 79,956 | 18 | B+ | 56,216 | 82,556 | 18 | M | 57,416 | 83,756 | 18 | M+ | 59,616 | 85,956 | 18 | 2,438 |
| 1 Howell Twp | B | 53,900 | 101,172+ | 21 | B+ | 54,900 | 102,172+ | 21 | M | 55,400 | 102,672+ | 21 | M+ | 56,400 | 103,672 + | 21 | 2,503 |
| 3 Long Branch City | B | 53,645 | 88,211 | 17 | B+ | 56,645 | 91,211 | 17 | M | 57,645 | 92,211 | 17 | M+ | 59,145 | 93,711 | 17 | |
| 1 Marlboro Twp | B | 59,995 | 86,670 + | 14 | B+ | 61,395 | 88,070 + | 14 | M | 62,795 | 89,470 + | 14 | M+ | 65,595 | 92,270 + | 14 | |
| 3 Matawan-Aberdeen Reg | B | 49,965 | 84,050 + | 11 | B+ | 54,790 | 88,950 + | 11 | M | 56,990 | 91,099 + | 11 | M+ | 59,265 | 93,450 + | 11 | 2,189 |
| 1 Monmouth Beach Boro | B | 54,430 | 88,400 + | 18 | B+ | 55,880 | 89,850 + | 18 | M | 56,730 | 90,700 + | 18 | M+ | 57,680 | 91,650 + | 18 | |
| 1 Neptune City | B | 50,070 | 85,240 | 19 | B+ | 50,770 | 85,940 | 19 | M | 51,670 | 86,840 | 19 | M+ | 52,870 | 88,040 | 19 | 3,364 |
| 3 Neptune Twp | B | 54,199 | 95,789 | 19 | B+ | 54,699 | 96,289 | 19 | M | 55,699 | 97,289 | 19 | M+ | 56,199 | 97,789 | 19 | |
| 3 Ocean Twp | B | 56,325 | 88,850 | 17 | B+ | 58,275 | 90,800 | 17 | M | 60,225 | 92,750 | 17 | M+ | 62,175 | 94,700 | 17 | 2,455 |
| 1 Oceanport Boro | B | 51,591 | 81,160 + | 18 | B+ | 52,791 | 82,360 + | 18 | M | 53,991 | 83,560 + | 18 | M+ | 55,191 | 84,760 + | 18 | |
| 1 Shrewsbury Boro | B | 52,170 | 82,745 | 15 | B+ | 54,870 | 85,445 | 15 | M | 57,570 | 88,145 | 15 | M+ | 58,470 | 89,045 | 15 | 2,046 |
| 1 Spring Lake Boro | B | 58,290 | 86,345 | 16 | | | | | M | 60,290 | 88,345 | 16 | | | | | 2,230 |
| 1 Union Beach | B | 47,674 | 85,589 + | 19 | B+ | 48,842 | 86,757 + | 19 | M | 54,254 | 92,169 + | 19 | M+ | 56,482 | 94,397 + | 19 | 1,951 |
| 2 Upper Freehold Regional | B | 59,166 | 108,589 | 23 | B+ | 60,516 | 109,939 | 23 | M | 61,866 | 111,289 | 23 | M+ | 63,216 | 112,639 | 23 | 2,079 |

MORRIS

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|--------------------------|--------|--------|---------|-------|--------|--------|--------|-------|--------|--------|---------|-------|--------|--------|---------|-------|----------|
| 2 Boonton Town | B | 55,962 | 86,072 | + 16 | | | | | M | 60,762 | 90,872 | + 16 | M+ | 66,162 | 96,272 | + 16 | 2,222 |
| 1 Denville Twp | B | 52,322 | 90,572 | 17 | B+ | 54,122 | 92,388 | 17 | M | 57,422 | 95,841 | 17 | M+ | 59,507 | 97,955 | 17 | 1,940 |
| 1 East Hanover Twp | B | 56,035 | 94,610 | + 20 | B+ | 58,585 | 97,160 | + 20 | M | 59,860 | 98,435 | + 20 | M+ | 62,920 | 101,495 | + 20 | 2,108 |
| 1 Florham Park Boro | B | 6,335 | 89,060 | 20 | B+ | 56,205 | 93,660 | 20 | M | 59,005 | 96,460 | 20 | M+ | 61,605 | 99,060 | 20 | 2,188 |
| 1 Hanover Twp | B | 56,106 | 88,581 | 18 | B+ | 60,106 | 92,581 | 18 | M | 61,406 | 93,881 | 18 | M+ | 64,906 | 97,381 | 18 | |
| 1 Harding Township | B | 50,160 | 79,460 | 18 | B+ | 53,560 | 82,860 | 18 | M | 56,960 | 86,260 | 18 | M+ | 60,360 | 89,660 | 18 | 1,807 |
| 3 Jefferson Twp | B | 53,615 | 81,695 | 16 | | | | | M | 55,765 | 89,484 | 16 | M+ | 57,915 | 97,801 | 16 | 1,979 |
| 1 Lincoln Park Boro | B | 54,710 | 86,695 | + 15 | B+ | 57,710 | 89,695 | + 15 | M | 60,710 | 92,695 | + 15 | M+ | 63,710 | 95,695 | + 15 | 1,996 |
| 1 Mendham Twp | B | 51,845 | 78,970 | 19 | B+ | 55,245 | 86,570 | 19 | M | 56,945 | 91,470 | 19 | M+ | 60,345 | 94,270 | 19 | 2,202 |
| 1 Mine Hill Twp | B | 54,750 | 89,975 | + 19 | B+ | 56,125 | 91,350 | + 19 | M | 58,875 | 94,100 | + 19 | M+ | 60,938 | 96,163 | + 19 | 1,716 |
| 3 Montville Twp | B | 53,505 | 84,010 | + 17 | B+ | 56,860 | 89,905 | + 17 | M | 60,206 | 94,685 | + 17 | M+ | 63,570 | 102,885 | + 17 | 2,274 |
| 1 Morris Plains Boro | B | 53,805 | 93,476 | 24 | | | | | M | 56,829 | 102,115 | 24 | M+ | 59,852 | 107,594 | 24 | 1,605 |
| 3 Morris School District | B | 53,544 | 100,062 | 24 | | | | | M | 57,144 | 103,662 | 24 | M+ | 60,044 | 104,072 | 24 | 2,272 |
| 1 Mount Arlington Boro | B | 54,195 | 88,520 | + 18 | B+ | 57,595 | 91,920 | + 18 | M | 59,225 | 93,550 | + 18 | M+ | 62,625 | 96,950 | + 18 | 2,251 |
| 3 Mount Olive Twp | B | 53,618 | 81,013 | + 16 | B+ | 57,918 | 85,313 | + 16 | M | 62,218 | 89,613 | + 16 | M+ | 66,518 | 93,913 | + 16 | 2,191 |
| 2 Mountain Lakes Boro | B | 58,240 | 80,630 | 15 | B+ | 60,740 | 83,952 | 15 | M | 65,740 | 88,130 | 15 | M+ | 68,240 | 93,049 | 15 | 2,472 |
| 1 Long Hill Twp | B | 51,340 | 88,195 | + 16 | | | | | M | 54,140 | 90,995 | + 16 | M+ | 56,940 | 93,795 | + 16 | 2,198 |
| 3 Randolph Twp | B | 54,140 | 83,817 | 15 | B+ | 60,040 | 90,617 | 15 | M | 65,940 | 97,677 | 15 | | | | | 2,353 |
| 1 Rockaway Twp | B | 57,130 | 93,710 | 19 | B+ | 58,380 | 94,960 | 19 | M | 61,195 | 97,775 | 19 | M+ | 62,445 | 99,025 | 19 | 2,205 |
| 3 Roxbury Twp | B | 54,017 | 88,737 | + 16 | B+ | 58,068 | 95,737 | + 16 | M | 58,917 | 96,723 | + 16 | M+ | 61,999 | 100,273 | + 16 | |
| 1 Washington Twp | B | 56,185 | 98,210 | + 21 | | | | | M | 60,010 | 102,035 | + 21 | M+ | 62,560 | 104,585 | + 21 | 2,137 |
| 1 Wharton Boro | B | 54,251 | 82,810 | 17 | B+ | 56,751 | 85,310 | 17 | M | 58,001 | 86,560 | 17 | M+ | 60,501 | 89,060 | 17 | 2,251 |

OCEAN

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|-------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|---------|-------|----------|
| 3 Barnegat Twp | B | 52,534 | 95,539 | + 25 | | | | | M | 55,034 | 98,452 | + 25 | M+ | 56,634 | 100,439 | + 25 | 1,966 |
| 1 Bay Head Boro | B | 57,820 | 84,195 | 16 | B+ | 59,388 | 85,763 | 16 | M | 59,742 | 86,099 | 16 | M+ | 60,732 | 87,107 | 16 | 2,223 |
| 1 Berkeley Twp | B | 49,950 | 85,285 | + 20 | B+ | 52,050 | 87,385 | + 20 | M | 53,550 | 88,885 | + 20 | M+ | 54,350 | 89,685 | + 20 | |
| 1 Island Heights Boro | B | 45,365 | 61,187 | + 13 | B+ | 46,076 | 61,898 | + 13 | M | 46,482 | 62,304 | + 13 | M+ | 46,786 | 62,608 | + 13 | 2,211 |
| 4 Jackson Twp | B | 52,917 | 86,202 | + 16 | B+ | 54,217 | 87,502 | + 16 | M | 55,517 | 88,802 | + 16 | M+ | 57,317 | 90,602 | + 16 | 2,121 |
| 1 Lakehurst Boro | B | 54,709 | 78,559 | 22 | | | | | M | 56,319 | 80,169 | 22 | M+ | 56,819 | 80,669 | 22 | 1,826 |
| 3 Lakewood Twp | B | 49,761 | 87,346 | 28 | B+ | 51,761 | 89,346 | 28 | M | 52,761 | 90,346 | 28 | M+ | 54,761 | 92,346 | 28 | 2,051 |
| 1 Lavallette Boro | B | 55,248 | 85,823 | + 18 | B+ | 56,248 | 86,823 | + 18 | M | 57,648 | 88,223 | + 18 | M+ | 58,348 | 88,923 | + 18 | |
| 1 Little Egg Harbor Twp | B | 59,739 | 79,649 | 17 | B+ | 61,314 | 81,224 | 17 | M | 61,714 | 81,624 | 17 | M+ | 63,439 | 83,349 | 17 | 2,591 |
| 3 Manchester Twp | B | 54,741 | 90,601 | 18 | B+ | 55,607 | 91,569 | 18 | M | 55,984 | 92,919 | 18 | M+ | 56,948 | 93,419 | 18 | 2,461 |
| 5 Pinelands Regional | B | 49,500 | 75,000 | + 18 | | | | | M | 50,700 | 76,200 | + 18 | M+ | 52,000 | 77,500 | + 18 | |
| 2 Plumsted Twp | B | 55,881 | 84,352 | 19 | B+ | 57,036 | 85,507 | 19 | M | 57,757 | 86,228 | 19 | M+ | 58,479 | 86,950 | 19 | 2,353 |
| 3 Point Pleasant Boro | B | 51,606 | 86,181 | 23 | B+ | 52,106 | 86,681 | 23 | M | 53,106 | 87,681 | 23 | M+ | 53,656 | 88,231 | 23 | 2,002 |
| 1 Stafford Twp | B | 54,797 | 93,483 | + 22 | B+ | 55,697 | 94,383 | + 22 | M | 56,247 | 94,933 | + 22 | M+ | 57,147 | 95,833 | + 22 | 2,060 |
| 4 Toms River Regional | B | 54,240 | 92,495 | 22 | B+ | 55,740 | 93,995 | 22 | M | 57,140 | 95,395 | 22 | M+ | 58,140 | 96,395 | 22 | 1,916 |

PASSAIC

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|---------------------------|--------|--------|---------|-------|--------|--------|---------|-------|--------|--------|---------|-------|--------|--------|---------|-------|----------|
| 4 Clifton City | B | 54,495 | 85,050 | 14 | | | | | M | 59,495 | 90,050 | 14 | | | | | 590 |
| 1 Haledon Boro | B | 52,820 | 83,985 | + 17 | | | | | M | 56,020 | 87,185 | + 17 | M+ | 59,220 | 90,385 | + 17 | |
| 2 Hawthorne Boro | B | 54,445 | 85,320 | + 14 | | | | | M | 57,545 | 88,420 | + 14 | M+ | 62,195 | 93,070 | + 14 | |
| 1 North Haledon Boro | B | 51,719 | 82,819 | 15 | | | | | M | 55,469 | 86,569 | 15 | M+ | 59,219 | 90,319 | 15 | 1,902 |
| 2 Passaic Co ESC | B | 55,085 | 70,755 | 12 | | | | | M | 58,235 | 73,905 | 12 | M+ | 63,085 | 78,755 | 12 | |
| 5 Passaic Valley Regional | B | 53,080 | 100,150 | + 19 | B+ | 56,602 | 107,877 | + 19 | M | 60,780 | 118,535 | + 19 | M+ | 62,780 | 122,161 | + 19 | |
| 1 Ringwood Boro | B | 55,000 | 95,100 | + 17 | | | | | M | 60,000 | 100,100 | + 17 | M+ | 65,000 | 105,100 | + 17 | 3,306 |
| 1 Totowa Boro | B | 52,839 | 86,951 | + 14 | B+ | 55,464 | 89,687 | + 14 | M | 57,214 | 91,510 | + 14 | M+ | 62,389 | 96,928 | + 14 | |
| 1 Wanaque Boro | B | 56,630 | 86,425 | + 14 | | | | | M | 63,130 | 92,925 | + 14 | M+ | 69,130 | 98,925 | + 14 | 2,106 |
| 4 Wayne Twp | B | 53,065 | 94,780 | 21 | | | | | M | 57,765 | 104,780 | 21 | M+ | 63,865 | 118,980 | 21 | |

SALEM

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|--------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|----------|
| Mannington Twp | B | 57,188 | 71,903 | + 14 | | | | | M | 59,188 | 73,903 | + 14 | | | | | 2,318 |
| Oldmans Twp | B | 55,833 | 83,661 | + 16 | | | | | M | 60,985 | 85,761 | + 16 | | | | | 2,010 |
| Salem City | B | 52,657 | 84,221 | 18 | B+ | 53,657 | 85,221 | 18 | M | 54,657 | 86,221 | 18 | M+ | 55,707 | 87,271 | 18 | 2,159 |
| Woodstown-Pilesgrove Reg | B | 52,271 | 82,216 | + 14 | B+ | 53,987 | 83,932 | + 14 | M | 55,652 | 85,597 | + 14 | M+ | 57,343 | 87,288 | + 14 | 2,102 |

SOMERSET

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|----------|
| 1 Green Brook Twp | B | 54,715 | 84,615 | + 17 | | | | | M | 57,245 | 87,145 | + 17 | M+ | 58,625 | 88,525 | + 17 | 2,040 |
| 2 Manville Boro | B | 53,180 | 81,870 | 15 | B+ | 54,480 | 83,170 | 15 | M | 55,780 | 84,470 | 15 | M+ | 58,380 | 87,070 | 15 | 1,960 |
| 2 Somerset Co Ed Serv Comm | B | 52,330 | 79,560 | 17 | | | | | M | 57,830 | 85,060 | 17 | M+ | 63,330 | 90,560 | 17 | 1,839 |
| 1 South Bound Brook | B | 55,260 | 85,595 | + 16 | | | | | M | 57,915 | 88,250 | + 16 | M+ | 60,700 | 91,035 | + 16 | 1,944 |
| 1 Warren Twp | B | 58,240 | 82,920 | 17 | | | | | M | 64,064 | 91,320 | 17 | M+ | 69,888 | 99,720 | 17 | |

SUSSEX

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|----------------------------|--------|--------|---------|-------|--------|--------|--------|-------|--------|--------|---------|-------|--------|--------|---------|-------|----------|
| 1 Andover Reg | B | 56,385 | 84,121 | + 17 | B+ | 59,185 | 86,921 | + 17 | M | 61,435 | 89,171 | + 17 | M+ | 63,335 | 91,071 | + 17 | 1,748 |
| 1 Byram Twp | B | 54,670 | 89,720 | 19 | B+ | 56,670 | 91,720 | 19 | M | 57,770 | 92,820 | 19 | M+ | 59,970 | 95,020 | 19 | 1,027 |
| 1 Frankford Twp | B | 55,833 | 85,633 | + 16 | | | | | M | 59,813 | 91,848 | + 16 | M+ | 63,798 | 98,068 | + 16 | 2,046 |
| 1 Franklin Boro | B | 55,241 | 84,251 | + 18 | B+ | 57,391 | 86,401 | + 18 | M | 59,541 | 88,551 | + 18 | M+ | 61,751 | 90,771 | + 18 | 2,149 |
| 1 Hamburg Boro | B | 58,547 | 81,027 | + 17 | | | | | M | 61,867 | 84,347 | + 17 | | | | | 2,128 |
| 1 Hampton Twp | B | 50,726 | 96,574 | 28 | B+ | 52,402 | 98,802 | 28 | M | 53,344 | 99,718 | 28 | M+ | 55,335 | 101,650 | 28 | 1,857 |
| 1 Hardyston Twp | B | 53,369 | 84,209 | + 20 | B+ | 54,939 | 85,779 | + 20 | M | 56,509 | 87,349 | + 20 | M+ | 58,864 | 89,704 | + 20 | 1,574 |
| 1 Lafayette Twp | B | 54,955 | 84,170 | + 18 | B+ | 57,955 | 87,170 | + 18 | | | | | B++ | 60,955 | 90,170 | + 18 | 1,771 |
| 5 Lenape Valley Regional | B | 55,010 | 92,450 | + 18 | | | | | M | 57,760 | 99,750 | + 18 | M+ | 62,510 | 101,450 | + 18 | 2,101 |
| 1 Montague Twp | B | 56,001 | 79,291 | + 16 | | | | | M | 58,201 | 81,491 | + 16 | M+ | 60,401 | 83,691 | + 16 | 1,750 |
| 2 Newton Town | B | 56,555 | 88,550 | + 17 | | | | | M | 63,135 | 95,130 | + 17 | | | | | |
| 1 Stanhope Boro | B | 55,925 | 79,525 | + 13 | B+ | 57,925 | 81,525 | + 13 | M | 59,425 | 83,025 | + 13 | M+ | 60,425 | 84,025 | + 13 | 310 |
| 1 Stillwater Twp | B | 55,375 | 76,435 | 16 | B+ | 65,665 | 79,585 | 16 | M | 59,575 | 80,635 | 16 | M+ | 60,625 | 81,685 | 16 | 1,903 |
| 1 Sussex-Wantage Regional | B | 53,607 | 81,777 | + 15 | B+ | 55,857 | 84,027 | + 15 | M | 57,357 | 85,527 | + 15 | M+ | 63,357 | 91,527 | + 15 | 1,925 |
| 1 Sussex Co Ed Serv Comm | B | 51,700 | 70,250 | 15 | | | | | M | 55,450 | 74,250 | 15 | | | | | |
| 5 Sussex Co Voc-Tech | B | 53,322 | 103,132 | + 24 | | | | | M | 62,622 | 106,932 | + 24 | M+ | 62,822 | 107,132 | + 24 | 2,250 |
| 3 Vernon Twp | B | 53,446 | 87,310 | + 15 | B+ | 55,746 | 89,610 | + 15 | M | 59,276 | 96,100 | + 15 | M+ | 61,666 | 98,490 | + 15 | 1,958 |
| 5 Wallkill Valley Regional | B | 56,564 | 88,789 | + 13 | | | | | M | 62,664 | 94,889 | + 13 | M+ | 65,714 | 97,939 | + 13 | |

UNION

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|-------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|---------|-------|--------|--------|---------|-------|----------|
| 1 Garwood Boro | B | 51,012 | 83,352 | + 18 | | | | | M | 55,312 | 87,652 | + 18 | M+ | 59,612 | 91,952 | + 18 | 1,833 |
| 2 Kenilworth Boro | B | 63,872 | 77,895 | 18 | | | | | M | 71,977 | 87,657 | 18 | M+ | 78,938 | 96,668 | 18 | |
| 4 Linden City | B | 51,880 | 90,069 | + 17 | | | | | M | 57,029 | 98,569 | + 17 | M+ | 61,670 | 102,773 | + 17 | |
| 2 New Providence Boro | B | 56,079 | 88,629 | + 16 | B+ | 59,495 | 94,623 | + 16 | | | | | | | | | 2,356 |
| 4 Plainfield City | B | 52,210 | 92,450 | + 16 | B+ | 53,210 | 93,450 | + 16 | M | 53,710 | 93,950 | + 16 | B++ | 54,760 | 95,000 | + 16 | 2,150 |
| 2 Roselle Park Boro | B | 57,443 | 76,366 | 19 | | | | | M | 61,694 | 86,070 | 19 | M+ | 66,404 | 88,715 | 19 | 2,109 |
| 3 Summit City | B | 56,733 | 97,651 | + 22 | | | | | M | 61,489 | 106,542 | + 22 | M+ | 62,720 | 112,154 | + 22 | 2,191 |
| 2 Union Co Ed Serv Comm | B | 56,850 | 92,360 | 16 | | | | | M | 59,647 | 95,205 | 16 | M+ | 62,270 | 98,075 | 16 | 1,786 |
| 4 Westfield Town | B | 67,000 | 78,304 | + 14 | | | | | M | 69,839 | 81,353 | + 14 | M+ | 72,458 | 84,506 | + 14 | |
| 1 Winfield Twp | B | 54,188 | 69,475 | + 16 | | | | | M | 57,728 | 73,646 | + 16 | | | | | 2,070 |

WARREN

| DISTRICT GROUPING | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | DEGREE | MIN | MAX | STEPS | AVG INCR |
|--------------------------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|-------|--------|--------|---------|-------|----------|
| 1 Alpha Boro | B | 49,285 | 82,850 | 20 | B+ | 52,885 | 86,450 | 20 | M | 54,685 | 88,250 | 20 | M+ | 58,285 | 91,850 | 20 | 1,857 |
| 1 Blairstown Twp | B | 52,145 | 88,000 | + 18 | B+ | 53,185 | 89,040 | + 18 | M | 54,745 | 90,600 | + 18 | M+ | 55,785 | 91,640 | + 18 | 1,834 |
| 1 Franklin Twp | B | 50,645 | 63,845 | 13 | B+ | 54,145 | 67,345 | 13 | M | 55,895 | 69,095 | 13 | M+ | 59,395 | 72,595 | 13 | 1,522 |
| 1 Great Meadows Regional | B | 55,310 | 77,525 | + 15 | B+ | 57,810 | 80,025 | + 15 | M | 59,060 | 81,275 | + 15 | M+ | 61,560 | 83,775 | + 15 | 1,805 |
| 1 Harmony Twp | B | 50,630 | 79,020 | 19 | B+ | 53,130 | 81,520 | 19 | M | 55,230 | 83,620 | 19 | M+ | 57,630 | 86,020 | 19 | |
| 1 Hope Twp | B | 53,825 | 80,363 | + 17 | B+ | 55,625 | 82,163 | + 17 | M | 57,425 | 83,963 | + 17 | | | | | 1,856 |
| 1 Knowlton Twp | B | 52,230 | 77,945 | + 18 | | | | | M | 54,905 | 80,620 | + 18 | M+ | 57,335 | 83,050 | + 18 | 2,026 |
| 1 Lopatcong Twp | B | 51,422 | 90,516 | 37 | B+ | 55,945 | 95,039 | 37 | M | 58,206 | 97,300 | 37 | M+ | 62,729 | 101,823 | 37 | 1,945 |
| 1 Mansfield Twp | B | 56,051 | 56,051 | + 1 | B+ | 57,563 | 57,563 | + 1 | M | 58,639 | 58,639 | + 1 | M+ | 60,530 | 60,530 | + 1 | 1,721 |
| 1 Oxford Twp | B | 49,255 | 70,930 | + 16 | B+ | 50,830 | 72,505 | + 16 | M | 51,730 | 73,405 | + 16 | M+ | 53,530 | 75,205 | + 16 | 1,393 |
| 1 Pohatcong Twp | B | 52,784 | 78,679 | 17 | B+ | 53,684 | 79,579 | 17 | M | 54,584 | 80,479 | 17 | M+ | 56,384 | 82,279 | 17 | 1,870 |

2019-20 EDUCATIONAL SUPPORT PROFESSIONAL SALARY SURVEY

Salary guides are reported only after the guides are agreed to by the local school board and the association and ratified by both parties. Contracts that had delayed settlements may not have been received in time for this publication. Current information can be requested by contacting your regional UniServ office or the NJEA Research and Economic Services Division.

Your local association’s collective bargaining agreement—including your salary guide—can be found on njea.org. Log in and click on “my association” to view yours.

Due to space limitations, only the highest guide for each of the categories listed below has been reported here. Minimum and maximum salaries and number of steps on the guide are indicated. Please note that annual guides do not necessarily represent a full-time work schedule.

SUMMARY OF EDUCATIONAL SUPPORT PROFESSIONAL SETTLEMENT INFORMATION

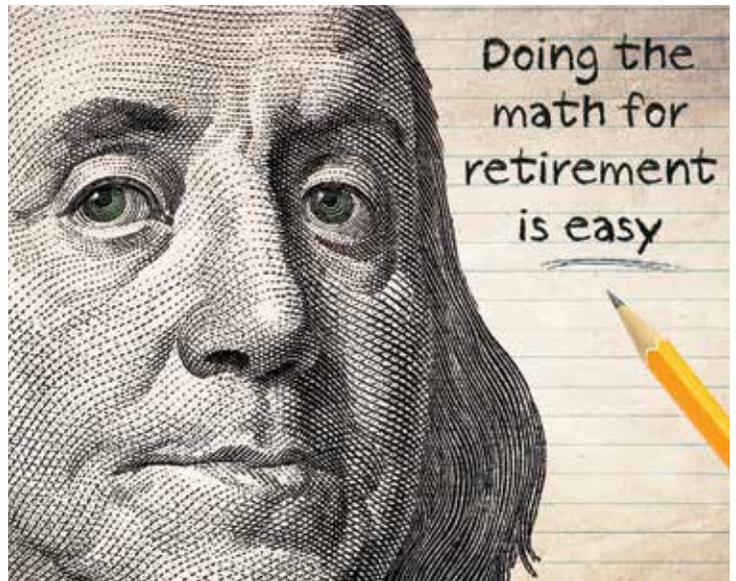
| | Average \$ Increase | Average settlement rate (Includes increment) |
|---|---------------------|--|
| 2019-20 average educational support professional settlements - newly bargained plus previously bargained/449 settlements | \$1,259 | 3.06% |
| Newly bargained 2019-20 educational support professionals contracts - 54 settlements | \$1,314 | 3.31% |
| Contracts to date covering 2020-21 - 235 settlements | \$1,304 | 3.15% |
| 2018-19 ESP average salary (full time) = \$38,278 | | |
| 2018-19 average years of experience = 13 years | | |

| KEY | DISTRICT GROUPING | POSITION KEY | RATE |
|-----|--|--|--|
| | Number....Enrollment 1 Elementary districts 2 K-12, below 3,000 3 K-12, 3,000-5,999 4 K-12, 6,000 & over 5 Secondary districts | SEC..... Secretary PARA Paraprofessional CUST..... Custodian MAINT... Maintenance | 10m 10 month 10.5m 10.5 month 11m 11 month 11.5m 11.5 month 12m 12 month D daily Hrly hourly |

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ATLANTIC

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 2 Atl Co Sp Sv | Bus Aide | Hrly | 12.51 | 21.91+ | 16 |
| 2 Atl Co Sp Sv | Bus Driver | Hrly | 13.59 | 22.96+ | 16 |
| 1 Brigantine | Clerk | 10m | 24,209 | 35,858+ | 12 |
| 1 Brigantine | Custodian | 12m | 25,689 | 40,052+ | 12 |
| 1 Brigantine | Custodian - Black Seal | 12m | 27,689 | 42,052+ | 12 |
| 1 Brigantine | Para.-Instructional | Hrly | 24.07 | 31.78+ | 3 |
| 1 Brigantine | Secretary | 12m | 40,000 | 53,237+ | 12 |
| 1 Brigantine | Security Officer | 10m | 25,779 | 37,608+ | 12 |
| 2 Buena Reg | Custodian | Hrly | 12.87 | 17.24 | 17 |
| 2 Buena Reg | Custodian - Head | Hrly | 18.04 | 20.58 | 12 |
| 2 Buena Reg | Grounds | Hrly | 14.57 | 17.50 | 11 |
| 2 Buena Reg | Mechanic | Hrly | 16.50 | 19.59 | 13 |
| 2 Buena Reg | Paraprofessional | Hrly | 14.31 | 18.61 | 19 |
| 2 Buena Reg | Para. - 30 Credits | Hrly | 16.01 | 19.33 | 14 |
| 2 Buena Reg | Para. - 60 Credits | Hrly | 16.46 | 19.51 | 13 |
| 2 Buena Reg | Secretary | Hrly | 14.78 | 19.55 | 22 |
| 2 Buena Reg | Secretary | Hrly | 14.78 | 19.55 | 22 |
| 2 Buena Reg | Security Officer | Hrly | 15.34 | 19.64 | 12 |
| 5 Grtr Egg Har Rg | Computer Operator | 12m | 45,136 | 59,646 | 21 |
| 5 Grtr Egg Har Rg | Custodian | 12m | 32,905 | 56,610 | 24 |
| 5 Grtr Egg Har Rg | Grounds | 12m | 32,905 | 56,610 | 24 |
| 5 Grtr Egg Har Rg | Maintenance | 12m | 47,238 | 59,123 | 16 |
| 5 Grtr Egg Har Rg | Painter | 12m | 74,927 | 74,927 | 1 |
| 5 Grtr Egg Har Rg | Paraprofessional | 10m | 20,879 | 30,374 | 14 |
| 5 Grtr Egg Har Rg | Paraprofessional | Hrly | 15.13 | 22.01 | 14 |
| 5 Grtr Egg Har Rg | Secretary - High School | 12m | 45,136 | 59,646 | 21 |
| 5 Grtr Egg Har Rg | Secretary - Principal | 12m | 46,471 | 59,815 | 20 |
| 1 Hamilton | Administrative Assistant | 12m | 33,969 | 49,824+ | 11 |
| 1 Hamilton | Computer Operator | 10m | 56,500 | 59,500+ | 7 |
| 1 Hamilton | Courier | 10m | 33,660 | 38,866+ | 10 |
| 1 Hamilton | Courier | 12m | 39,600 | 45,725+ | 10 |
| 1 Hamilton | Custodian | 10m | 33,660 | 38,866+ | 10 |
| 1 Hamilton | Custodian | 12m | 39,600 | 45,725+ | 10 |
| 1 Hamilton | Custodian - Black Seal | 10m | 34,410 | 39,616+ | 10 |
| 1 Hamilton | Custodian - Black Seal | 12m | 40,350 | 46,475+ | 10 |
| 1 Hamilton | Food Service | Hrly | 15.26 | 17.46 | 7 |
| 1 Hamilton | Food Service - Head Cook | Hrly | 20.06 | 22.26 | 7 |
| 1 Hamilton | Maintenance | 12m | 49,250 | 56,100+ | 9 |
| 1 Hamilton | Maint. - Electrician License | 12m | 54,250 | 61,100+ | 9 |
| 1 Hamilton | Network Specialist | 12m | 65,730 | 72,999+ | 7 |
| 1 Hamilton | Paraprofessional | 10m | 22,975 | 30,075 | 9 |
| 1 Hamilton | RN | 10m | 53,803 | 53,803 | 1 |
| 1 Hamilton | Secretary | 12m | 32,169 | 48,024+ | 11 |
| 1 Hamilton | Technology | 10m | 48,000 | 51,000+ | 7 |
| 1 Hamilton | Transportation | 10m | 43,000 | 47,500 | 10 |

BERGEN

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|-------|--------|---------|-------|
| 1 Allendale | Custodian | 12m | 42,865 | 54,976+ | 13 |
| 1 Allendale | Custodian - Black Seal | 12m | 42,865 | 54,976+ | 13 |
| 1 Allendale | Secretary | 12m | 45,526 | 55,683+ | 8 |
| 2 Bergen Co Sp Sr | Custodian | 12m | 39,065 | 61,235+ | 17 |
| 2 Bergen Co Sp Sr | Custodian - 2nd Shift | 12m | 39,982 | 62,152+ | 17 |
| 2 Bergen Co Sp Sr | Custodian - Black Seal | 12m | 40,165 | 62,335+ | 17 |
| 2 Bergen Co Sp Sr | Custodian - CDL | 12m | 40,165 | 62,335+ | 17 |
| 2 Bergen Co Sp Sr | Custodian - Head | 12m | 55,562 | 62,312+ | 10 |
| 2 Bergen Co Sp Sr | Custodian - Night Shift | 12m | 40,281 | 62,451+ | 17 |
| 2 Bergen Co Sp Sr | Interpreter | 10m | 43,132 | 48,439 | 6 |
| 2 Bergen Co Sp Sr | Interpreter | 11.5m | 47,378 | 52,945 | 6 |
| 2 Bergen Co Sp Sr | Maintenance | 12m | 48,255 | 69,180+ | 16 |
| 2 Bergen Co Sp Sr | Maint. - Black Seal | 12m | 49,355 | 70,280+ | 16 |
| 2 Bergen Co Sp Sr | Maint. - Carpenter License | 12m | 49,370 | 70,295+ | 16 |
| 2 Bergen Co Sp Sr | Maint. - CDL License | 12m | 49,355 | 70,280+ | 16 |
| 2 Bergen Co Sp Sr | Maint. - Electrician License | 12m | 49,370 | 70,295+ | 16 |
| 2 Bergen Co Sp Sr | Maintenance - HVAC | 12m | 49,370 | 70,295+ | 16 |
| 2 Bergen Co Sp Sr | Maintenance - Night Shift | 12m | 49,471 | 70,396+ | 16 |
| 2 Bergen Co Sp Sr | Maint. - Plumbing License | 12m | 49,370 | 70,295+ | 16 |
| 2 Bergen Co Sp Sr | Maintenance 2nd Shift | 12m | 49,172 | 70,097+ | 16 |
| 2 Bergen Co Sp Sr | Network Specialist | 12m | 54,132 | 64,896 | 10 |
| 2 Bergen Co Sp Sr | Paraprofessional | 10m | 28,027 | 42,005 | 14 |
| 2 Bergen Co Sp Sr | Paraprof. - 120 Credits | 10m | 28,777 | 42,755 | 14 |
| 2 Bergen Co Sp Sr | Paraprof. - 60 Credits | 10m | 28,377 | 42,355 | 14 |
| 2 Bergen Co Sp Sr | Paraprofessional - MA | 10m | 28,777 | 42,755 | 14 |
| 2 Bergen Co Sp Sr | RN | 10m | 45,990 | 57,669 | 11 |
| 2 Bergen Co Sp Sr | RN | 12m | 54,907 | 68,723 | 11 |
| 2 Bergen Co Sp Sr | Secretary | 12m | 49,286 | 60,612 | 9 |
| 2 Bergen Co Sp Sr | Technology | 10m | 50,879 | 65,046 | 12 |
| 1 Carlstadt | Custodian | 12m | 56,755 | 67,193 | 5 |
| 1 Carlstadt | Custodian - 2nd Shift | 12m | 57,655 | 68,093 | 5 |
| 1 Carlstadt | Custodian - Night Shift | 12m | 58,555 | 68,933 | 5 |
| 1 Carlstadt | Paraprofessional | 10m | 26,488 | 34,624 | 8 |
| 1 Carlstadt | Paraprofessional - Certified | 10m | 26,988 | 35,124 | 8 |
| 2 Elmwood Park | Administrative Assistant | 10m | 34,022 | 50,251+ | 13 |
| 2 Elmwood Park | Administrative Assistant | 12m | 40,862 | 55,620+ | 13 |
| 2 Elmwood Park | Bookkeeper | 12m | 42,728 | 56,286+ | 13 |
| 2 Elmwood Park | Clerk | 10m | 28,742 | 44,008+ | 13 |
| 2 Elmwood Park | Clerk | 12m | 35,374 | 50,008+ | 13 |
| 2 Elmwood Park | Custodian | 12m | 43,745 | 56,622+ | 11 |
| 2 Elmwood Park | Custodian - Night Shift | 12m | 43,745 | 56,622+ | 11 |
| 2 Elmwood Park | Maintenance | 12m | 49,094 | 62,403+ | 11 |
| 2 Elmwood Park | Secretary | 10m | 27,344 | 43,760+ | 13 |
| 2 Elmwood Park | Secretary | 12m | 36,553 | 50,976+ | 13 |
| 2 Elmwood Park | Secretary | 10m | 21,600 | 30,900+ | 8 |
| 2 Emerson | Secretary | 12m | 24,500 | 35,600+ | 8 |
| 2 Emerson | Secretary - HS Principal | 12m | 25,500 | 38,500+ | 8 |
| 3 Fair Lawn | Bus Driver | 12m | 62,343 | 69,951+ | 9 |
| 3 Fair Lawn | Clerk | 12m | 42,959 | 51,076+ | 11 |
| 3 Fair Lawn | Custodian | 12m | 60,755 | 67,955+ | 9 |
| 3 Fair Lawn | Custodian - HS | 12m | 68,817 | 77,137+ | 9 |
| 3 Fair Lawn | Custodian - Head MS | 12m | 64,914 | 72,746+ | 9 |
| 3 Fair Lawn | Grounds | 12m | 62,343 | 69,951+ | 9 |
| 3 Fair Lawn | Grounds - Head | 12m | 66,278 | 74,342+ | 9 |
| 3 Fair Lawn | Maintenance | 12m | 62,343 | 69,951+ | 9 |
| 3 Fair Lawn | Maint. - Electrician License | 12m | 68,817 | 77,137+ | 9 |
| 3 Fair Lawn | Maintenance - HVAC | 12m | 69,988 | 78,734+ | 9 |
| 3 Fair Lawn | Maint. - Plumbing License | 12m | 68,817 | 77,137+ | 9 |
| 3 Fair Lawn | Matron | 12m | 48,305 | 53,585+ | 9 |
| 3 Fair Lawn | Mechanic | 12m | 64,267 | 71,947+ | 9 |
| 3 Fair Lawn | Media Assistant | Hrly | 19.16 | 19.71+ | 4 |
| 3 Fair Lawn | Payroll | 12m | 60,144 | 71,508+ | 11 |
| 3 Fair Lawn | Purchasing Agent | 12m | 55,285 | 70,487+ | 11 |
| 3 Fair Lawn | Purchasing Agent | 12m | 64,267 | 71,947+ | 9 |
| 3 Fair Lawn | Secretary | 10m | 44,892 | 53,376+ | 11 |
| 3 Fair Lawn | Secretary | 12m | 51,550 | 61,290+ | 11 |
| 3 Fair Lawn | Secretary - Child Study Team | 12m | 52,195 | 62,058+ | 11 |
| 3 Fair Lawn | Secretary - Elem.Principal | 10m | 46,826 | 55,673+ | 11 |



January 31 – February 2, 2020

HILTON EAST BRUNSWICK • 3 TOWER CENTER BLVD • EAST BRUNSWICK, NJ

Come honor the 2020 NJEA ESP of the Year and county nominees!

1. **NEW in 2020:** Trenton & you: Perfect Together? (Part 1)*
2. **NEW in 2020:** Game of Thrones: The political players & how politics works – (Part 2)* *(follow-up of Trenton & you: Perfect Together?)*
3. **What would you do?***
Limited to 15 participants
4. Organize Your Local
5. Preparing for your Evaluation*
6. Understanding Your Union & Its Importance to You*
7. You & Your Pension
8. **NEW in 2020:** Preparing for Negotiations – Collective Bargaining
9. Para Power*
10. ESP Power*
11. Your Money: Your Life*
12. So You're a "Blue," & what it Says About You
13. School Law & the Anti-Bullying Law*
14. Health & Safety for ESPs*
15. PERC Law for ESP
16. What have you Done for Me Lately
17. Salary Guide Development for ESP
18. Lessons for Today's Unions*
19. **NEW in 2020:** You Can't Spell Leadership without ESP
20. **NEW in 2020:** You & IAIU: What Every Public School Employee Should Know About Institutional Abuse Investigations in the Workplace*
21. **NEW in 2020:** Using Art to Discover Your True Potential*
* (Session 1 Only) * (Session 2 Only)

REGISTRATION BEGINS AT 4 PM ON FRIDAY

Most seminars are offered for both Session 1 and Session 2
Session 1 seminars are held on Saturday from 9 a.m. – 3:30 p.m.
Session 2 seminars are held beginning Saturday 4 p.m., through Sunday
Due to safety concerns and lack of childcare provisions, no children are permitted

To participate in the professional development seminars listed above, **Preregistration is required by Jan. 3.** For more information and registration form, visit njea.org/esp.

BERGEN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|-------|--------|---------|-------|
| 3 Fair Lawn | Secretary - HS Principal | 12m | 59,285 | 70,487+ | 11 |
| 3 Fair Lawn | Technology | 12m | 67,878 | 80,702+ | 11 |
| 1 Fairview | Clerk | 12m | 34,800 | 47,750+ | 15 |
| 2 Glen Rock | Computer Technician | 10m | 30,000 | 60,000 | RG |
| 2 Glen Rock | Custodian | 12m | 43,134 | 62,728+ | 12 |
| 2 Glen Rock | Custodian - 2nd Shift | 12m | 44,126 | 63,720+ | 12 |
| 2 Glen Rock | Custodian - Black Seal | 12m | 44,161 | 63,755+ | 12 |
| 2 Glen Rock | Custodian - Head | 12m | 46,971 | 65,805+ | 12 |
| 2 Glen Rock | Custodian - Night Shift | 12m | 44,602 | 64,196+ | 12 |
| 2 Glen Rock | Custodian - Pesticide Lic. | 12m | 43,404 | 62,998+ | 12 |
| 2 Glen Rock | Health Assistant | 10m | 28,578 | 29,101+ | 2 |
| 2 Glen Rock | Maintenance | 11.5m | 48,612 | 67,548+ | 12 |
| 2 Glen Rock | Maint. - Black Seal | 12m | 49,639 | 68,575+ | 12 |
| 2 Glen Rock | Maintenance - Night Shift | 12m | 50,080 | 69,016+ | 12 |
| 2 Glen Rock | Maintenance - Pesticide Lic. | 12m | 48,882 | 67,818+ | 12 |
| 2 Glen Rock | Maintenance 2nd Shift | 12m | 49,604 | 68,540+ | 12 |
| 2 Glen Rock | Paraprofessional | 10m | 26,254 | 26,777+ | 2 |
| 2 Glen Rock | Secretary - Child Study Team | 12m | 38,538 | 54,760+ | 11 |
| 2 Glen Rock | Secretary - Elem. Principal | 12m | 42,966 | 59,465+ | 11 |
| 2 Glen Rock | Secretary - HS Principal | 12m | 42,966 | 59,465+ | 11 |
| 2 Glen Rock | Secretary - MS Principal | 12m | 42,966 | 59,465+ | 11 |
| 3 Hackensack | Carpenters | 12m | 54,247 | 76,652 | 16 |
| 3 Hackensack | Custodian | 12m | 47,151 | 65,311 | 16 |
| 3 Hackensack | Custodian - Electrician Lic. | 12m | 61,085 | 87,807 | 16 |
| 3 Hackensack | Custodian - Head Elem. | 12m | 55,471 | 77,988 | 16 |
| 3 Hackensack | Custodian - Head HS | 12m | 61,085 | 87,807 | 16 |
| 3 Hackensack | Custodian - Head MS | 12m | 61,085 | 87,807 | 16 |
| 3 Hackensack | Custodian - Plumbing Spc. | 12m | 61,085 | 87,807 | 16 |
| 3 Hackensack | Driver | 12m | 49,715 | 70,116 | 16 |
| 3 Hackensack | Grounds | 12m | 53,030 | 75,315 | 16 |
| 3 Hackensack | Maintenance | 12m | 54,247 | 76,652 | 16 |
| 3 Hackensack | Paraprofessional | 10m | 37,732 | 40,677 | 5 |
| 3 Hackensack | Paraprofessional - BA | 10m | 42,132 | 45,077 | 5 |
| 3 Hackensack | Paraprofessional - Certified | 10m | 39,932 | 42,877 | 5 |
| 3 Hackensack | Secretary | 12m | 47,480 | 69,330 | 11 |
| 1 Harrington Park | Paraprofessional | Hrly | 16.56 | 16.56 | 1 |
| 1 Harrington Park | Paraprofessional - BA | Hrly | 20.40 | 20.40 | 1 |
| 1 Harrington Park | Secretary | 12m | 26,625 | 50,152 | RG |
| 2 Hasbrouck Hgts | Custodian | 12m | 42,097 | 49,597+ | 8 |
| 2 Hasbrouck Hgts | Maintenance | 12m | 43,097 | 50,597+ | 8 |
| 2 Hasbrouck Hgts | Maintenance - Head | 12m | 45,597 | 53,097+ | 8 |
| 2 Hasbrouck Hgts | Paraprofessional | 10m | 22,187 | 22,187 | 1 |
| 2 Hasbrouck Hgts | Paraprofessional - Instr. | 10m | 23,402 | 23,402 | 1 |
| 2 Hasbrouck Hgts | Secretary | 12m | 45,978 | 54,853+ | 6 |
| 2 Hasbrouck Hgts | Systems Administrator | 12m | 50,053 | 58,928+ | 6 |
| 1 Hillsdale | Secretary | 12m | 41,903 | 55,203+ | 13 |
| 2 Leonia | Cafeteria/Lunch Aide | Hrly | 22.06 | 23.88+ | 3 |
| 2 Leonia | Paraprofessional - Instr. | Hrly | 24.31 | 26.14+ | 3 |
| 2 Leonia | Secretary | 12m | 38,905 | 61,955+ | 22 |
| 3 Lodi | Custodian | 12m | 42,364 | 57,705+ | 7 |
| 3 Lodi | Maintenance | 12m | 45,700 | 61,275+ | 7 |
| 1 Maywood | Custodian | 12m | 37,590 | 44,500+ | RG |
| 1 Maywood | Custodian - Black Seal | 12m | 38,440 | 45,350+ | RG |
| 1 Maywood | Paraprofessional | Hrly | 19.78 | 27.00 | 13 |
| 1 Maywood | Paraprofessional - Spec.Ed | Hrly | 24.57 | 27.29+ | RG |
| 1 Maywood | Secretary | 10m | 21,000 | 44,700+ | RG |
| 1 Maywood | Secretary | 12m | 25,000 | 55,861+ | RG |
| 2 Midland Park | Custodian | 12m | 32,000 | 43,900+ | 15 |
| 1 Montvale | Administrative Assistant | 12m | 46,390 | 59,217 | 14 |
| 1 Montvale | Custodian | 12m | 38,305 | 53,840 | 14 |
| 1 Montvale | Custodian - Black Seal | 12m | 40,905 | 56,440 | 14 |
| 1 Montvale | Custodian - Head | 12m | 38,938 | 56,473 | 14 |
| 1 Montvale | Custodian - Night Shift | 12m | 39,905 | 55,240 | 14 |
| 1 Montvale | Secretary | 10m | 34,565 | 45,685 | 14 |
| 1 Montvale | Secretary | 12m | 38,270 | 50,525 | 14 |

BERGEN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 5 N Highlands Reg | Administrative Assistant | 12m | 47,749 | 70,955 | 12 |
| 5 N Highlands Reg | Custodian | 12m | 44,145 | 84,692 | 17 |
| 5 N Highlands Reg | Custodian - Black Seal | 12m | 44,970 | 85,517 | 17 |
| 5 N Highlands Reg | Custodian - Carpenter Lic. | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Custodian - CDL | 12m | 44,571 | 85,118 | 17 |
| 5 N Highlands Reg | Custodian - Electrician Lic. | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Custodian - For. Nt. Shift | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Custodian - Head | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Custodian - HVAC | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Custodian - Plumbing Spc. | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Grounds | 12m | 46,941 | 87,488 | 17 |
| 5 N Highlands Reg | Secretary | 12m | 42,849 | 65,449 | 12 |
| 2 New Milford | Custodian | 12m | 36,000 | 37,000 | 2 |
| 2 New Milford | Custodian - Black Seal | 12m | 36,500 | 37,500 | 2 |
| 2 New Milford | Custodian - ES Nt. For. | 12m | 37,330 | 38,330 | 2 |
| 2 New Milford | Custodian - Head | 12m | 37,000 | 38,000 | 2 |
| 2 New Milford | Custodian - Head Elem. | 12m | 39,330 | 40,330 | 2 |
| 2 New Milford | Custodian - Head HS | 12m | 40,080 | 41,080 | 2 |
| 2 New Milford | Custodian - Head MS | 12m | 39,830 | 40,830 | 2 |
| 2 New Milford | Custodian - HS Nt. For. | 12m | 38,630 | 39,630 | 2 |
| 2 New Milford | Custodian - HVAC | 12m | 42,330 | 43,330 | 2 |
| 2 New Milford | Custodian - MS Nt For. | 12m | 38,630 | 39,630 | 2 |
| 2 New Milford | Custodian - Night Shift | 12m | 37,730 | 38,730 | 2 |
| 2 New Milford | Custodian - Nt. Supervisor | 12m | 37,000 | 38,000 | 2 |
| 2 New Milford | Driver | 12m | 33,000 | 34,000 | 2 |
| 2 New Milford | Grounds | 12m | 37,000 | 38,000 | 2 |
| 2 New Milford | Maintenance | 12m | 40,000 | 41,000 | 2 |
| 2 New Milford | Maintenance - Black Seal | 12m | 40,500 | 41,500 | 2 |
| 2 New Milford | Maint. - Electrician License | 12m | 46,330 | 47,330 | 2 |
| 2 New Milford | Maint. - Plumbing License | 12m | 46,330 | 47,330 | 2 |
| 2 New Milford | Secretary | 10m | 28,000 | 30,000+ | 2 |
| 2 New Milford | Secretary | 12m | 33,000 | 35,000+ | 2 |
| 2 New Milford | Secretary - Child Study Team | 12m | 36,495 | 38,495+ | 2 |
| 2 New Milford | Secretary - HS Principal | 12m | 37,095 | 39,095+ | 2 |
| 2 New Milford | Secretary - MS Principal | 12m | 36,495 | 38,495+ | 2 |
| 2 North Arlington | Custodian | 12m | 40,000 | 61,800+ | 9 |
| 2 North Arlington | Custodian - High School | 12m | 43,815 | 65,615+ | 9 |
| 2 North Arlington | Maintenance | 12m | 40,000 | 61,800+ | 9 |
| 2 North Arlington | Maintenance - High School | 12m | 43,815 | 65,615+ | 9 |
| 2 North Arlington | RN | 10m | 35,000 | 55,040 | RG |
| 2 North Arlington | Secretary | 10m | 33,000 | 47,753+ | RG |
| 2 North Arlington | Secretary | 12m | 33,000 | 71,994+ | RG |
| 2 North Arlington | Transportation | Hrly | 17.11 | 17.11+ | 1 |
| 1 Old Tappan | Library Assistant | Hrly | 19.10 | 19.10 | 1 |
| 1 Old Tappan | Maintenance | 12m | 63,188 | 63,188 | 1 |
| 1 Old Tappan | Secretary | Hrly | 19.10 | 19.10 | 1 |
| 1 Old Tappan | Secretary - Child Study Team | 12m | 44,515 | 44,515 | 1 |
| 1 Old Tappan | Secretary - Elementary | 12m | 49,593 | 49,593 | 1 |
| 1 Old Tappan | Secretary - Middle School | 12m | 44,526 | 44,526 | 1 |
| 1 Oradell | Paraprofessional | 10m | 24,582 | 24,582 | 1 |
| 3 Paramus | Clerk | 10m | 36,500 | 51,980 | 9 |
| 3 Paramus | Secretary | 12m | 43,200 | 61,200 | 9 |
| 3 Paramus | Secretary - Elem. Principal | 10m | 39,500 | 56,660 | 9 |
| 3 Paramus | Secretary - HS Principal | 12m | 46,000 | 65,000 | 9 |
| 3 Paramus | Secretary - Middle School | 12m | 43,500 | 62,450 | 9 |
| 2 Park Ridge | Secretary | 10m | 28,426 | 31,968 | 6 |
| 2 Park Ridge | Secretary | 12m | 47,908 | 54,483 | 6 |
| 2 Ridgefield | Clerical - Assistant | Hrly | 15.58 | 15.58 | 1 |
| 2 Ridgefield | Custodian | 12m | 34,247 | 48,899+ | 12 |
| 2 Ridgefield | Custodian - Black Seal | 12m | 35,600 | 50,717+ | 12 |
| 2 Ridgefield | Custodian - Head | 12m | 39,456 | 54,826+ | 12 |
| 2 Ridgefield | Custodian - Night Shift | 12m | 35,583 | 50,700+ | 12 |
| 2 Ridgefield | Paraprofessional - Instr. | 10m | 20,978 | 35,608+ | 17 |
| 2 Ridgefield | Paraprofessional - Instr. | 12m | 24,104 | 40,929+ | 17 |
| 2 Ridgefield | Secretary | 10m | 34,160 | 53,760+ | 19 |
| 2 Ridgefield | Secretary | 12m | 40,100 | 67,702+ | 20 |

BERGEN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 2 Ridgefield Park | Custodian | 12m | 39,000 | 39,000+ | RG |
| 2 Ridgefield Park | Custodian - 2nd Shift | 12m | 41,025 | 41,025+ | RG |
| 2 Ridgefield Park | Custodian - For. Nt. Shift | 12m | 42,672 | 42,672+ | RG |
| 2 Ridgefield Park | Maintenance | 12m | 44,000 | 44,000+ | RG |
| 2 Ridgefield Park | Paraprofessional | 10m | 24,205 | 24,205 | RG |
| 2 Ridgefield Park | Secretary | 12m | 43,933 | 53,033+ | 8 |
| 2 Ridgefield Park | Secretary - AA | 12m | 46,433 | 55,533+ | 8 |
| 2 Ridgefield Park | Secretary - Child Study Team | 12m | 46,933 | 56,033+ | 8 |
| 2 Ridgefield Park | Secretary - Principal | 12m | 50,433 | 60,533+ | 8 |
| 3 Ridgewood | Administrative Assistant | 10m | 38,938 | 51,327 | 12 |
| 3 Ridgewood | Administrative Assistant | 11m | 42,673 | 56,327 | 12 |
| 3 Ridgewood | Administrative Assistant | 12m | 46,404 | 61,299 | 12 |
| 3 Ridgewood | Clerk | 10m | 35,438 | 47,850 | 12 |
| 3 Ridgewood | Clerk | 11m | 38,823 | 52,477 | 12 |
| 3 Ridgewood | Clerk | 12m | 42,204 | 57,099 | 12 |
| 3 Ridgewood | Secretary | 10m | 37,188 | 49,600 | 12 |
| 3 Ridgewood | Secretary | 11m | 40,748 | 54,402 | 12 |
| 3 Ridgewood | Secretary | 12m | 44,304 | 59,199 | 12 |
| 3 Ridgewood | Secretary - Executive | 10m | 40,688 | 53,100 | 12 |
| 3 Ridgewood | Secretary - Executive | 11m | 44,598 | 58,252 | 12 |
| 3 Ridgewood | Secretary - Executive | 12m | 48,504 | 63,399 | 12 |
| 5 River Dell Reg | Custodian | 12m | 30,000 | 30,000 | 1 |
| 5 River Dell Reg | Custodian - Asbestos Lic. | 12m | 30,500 | 30,500 | 1 |
| 5 River Dell Reg | Custodian - Black Seal | 12m | 31,150 | 31,150 | 1 |
| 5 River Dell Reg | Custodian - Electrician Lic. | 12m | 31,000 | 31,000 | 1 |
| 5 River Dell Reg | Custodian - HVAC | 12m | 30,750 | 30,750 | 1 |
| 5 River Dell Reg | Custodian - Nt. Supervisor | 12m | 33,500 | 33,500 | 1 |
| 5 River Dell Reg | Custodian - Pesticide Lic. | 12m | 30,500 | 30,500 | 1 |
| 5 River Dell Reg | Custodian - Plumbing Sp. | 12m | 31,000 | 31,000 | 1 |
| 1 River Edge | Custodian | 12m | 45,612 | 54,522 | 12 |
| 1 River Edge | Custodian - Night Shift | 12m | 50,502 | 59,412 | 12 |
| 1 River Edge | Secretary | 12m | 48,416 | 59,666+ | 10 |
| 1 River Vale | Secretary | 12m | 40,994 | 63,039+ | 10 |
| 1 River Vale | Secretary - AA | 12m | 42,494 | 64,539+ | 10 |
| 1 River Vale | Secretary - BA | 12m | 42,994 | 65,039+ | 10 |
| 2 Saddle Brook | Paraprofessional | Hrly | 18.62 | 21.92 | 7 |
| 3 Tenafly | Cafeteria/Lunch Aide | Hrly | 22.03 | 22.03+ | 1 |
| 3 Tenafly | Custodian | 12m | 44,205 | 59,205+ | 6 |
| 3 Tenafly | Custodian - 2nd Shift | 12m | 45,405 | 60,405+ | 6 |
| 3 Tenafly | Custodian - Head Elem. | 12m | 45,905 | 60,905+ | 6 |
| 3 Tenafly | Custodian - Head HS | 12m | 45,905 | 60,905+ | 6 |
| 3 Tenafly | Custodian - Head MS | 12m | 45,905 | 60,905+ | 6 |
| 3 Tenafly | Grounds | 12m | 44,205 | 59,205+ | 6 |
| 3 Tenafly | Grounds - Head | 12m | 45,405 | 60,405+ | 6 |
| 3 Tenafly | Maintenance | 12m | 49,505 | 64,505+ | 6 |
| 3 Tenafly | Mechanic | 12m | 62,605 | 77,605+ | 6 |
| 3 Tenafly | Paraprofessional | Hrly | 22.99 | 22.99+ | 1 |
| 3 Tenafly | Secretary | 12m | 52,875 | 66,625+ | 6 |
| 2 Waldwick | Bookkeeper | 12m | 53,241 | 58,809+ | 5 |
| 2 Waldwick | Bookkeeper - Head | 12m | 62,636 | 69,187+ | 5 |
| 2 Waldwick | Clerk | 10m | 46,977 | 51,890+ | 5 |
| 2 Waldwick | Clerk | 12m | 53,241 | 58,809+ | 5 |
| 2 Waldwick | Custodian | 12m | 49,740 | 56,715+ | 7 |
| 2 Waldwick | Custodian - Black Seal | 12m | 50,160 | 57,135+ | 7 |
| 2 Waldwick | Custodian - Head Elem. | 12m | 51,540 | 58,515+ | 7 |
| 2 Waldwick | Custodian - Head HS | 12m | 52,340 | 59,315+ | 7 |
| 2 Waldwick | Custodian - Night Shift | 12m | 50,560 | 57,535+ | 7 |
| 2 Waldwick | Grounds | 12m | 49,740 | 56,715+ | 7 |
| 2 Waldwick | Maintenance | 12m | 59,688 | 68,058+ | 7 |
| 2 Waldwick | Maintenance - Black Seal | 12m | 60,108 | 68,478+ | 7 |
| 2 Waldwick | Maintenance - Head Elem. | 12m | 61,488 | 69,858+ | 7 |
| 2 Waldwick | Maintenance - Head HS | 12m | 62,288 | 70,658+ | 7 |
| 2 Waldwick | Maintenance - Night Shift | 12m | 60,508 | 68,878+ | 7 |
| 2 Waldwick | Paraprofessional | Hrly | 27.13 | 27.13+ | 1 |
| 2 Waldwick | Secretary - Child Study Team | 12m | 50,109 | 55,350+ | 5 |
| 2 Waldwick | Secretary - Principal | 12m | 50,109 | 55,350+ | 5 |

BERGEN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|-------|--------|---------|-------|
| 2 Westwood Reg | Secretary | 10.5m | 36,898 | 50,040 | 9 |
| 2 Westwood Reg | Secretary | 10m | 34,889 | 47,254 | 9 |
| 2 Westwood Reg | Secretary | 12m | 41,889 | 56,810 | 9 |
| 2 Westwood Reg | Secretary - HS Principal | 12m | 46,078 | 62,491 | 9 |
| 2 Wood-Ridge | Custodian | 12m | 49,720 | 57,220+ | 6 |
| 2 Wood-Ridge | Library Assistant | Hrly | 20.75 | 20.75 | 1 |
| 2 Wood-Ridge | Maintenance | 12m | 53,500 | 61,000+ | 6 |
| 2 Wood-Ridge | Paraprofessional | 10m | 22,355 | 27,055 | 11 |
| 2 Wood-Ridge | Secretary | 12m | 46,000 | 63,000+ | 13 |
| 2 Wood-Ridge | Secretary | Hrly | 19.68 | 19.68 | 1 |
| 1 Wyckoff | Administrative Assistant | 12m | 54,241 | 64,197 | 11 |
| 1 Wyckoff | Custodian | 12m | 57,292 | 57,292 | 1 |
| 1 Wyckoff | Custodian - Asbestos Lic. | 12m | 58,527 | 58,527 | 1 |
| 1 Wyckoff | Custodian - Black Seal | 12m | 57,876 | 57,876 | 1 |
| 1 Wyckoff | Custodian - Electrician Lic. | 12m | 58,527 | 58,527 | 1 |
| 1 Wyckoff | Custodian - Plumbing Sp. | 12m | 58,527 | 58,527 | 1 |
| 1 Wyckoff | Maintenance | 12m | 66,289 | 66,289 | 1 |
| 1 Wyckoff | Maintenance - Asbestos Lic. | 12m | 67,524 | 67,524 | 1 |
| 1 Wyckoff | Maintenance - Black Seal | 12m | 66,873 | 66,873 | 1 |
| 1 Wyckoff | Maint. - Electrician Lic. | 12m | 67,524 | 67,524 | 1 |
| 1 Wyckoff | Maint. - Plumbing Lic. | 12m | 67,524 | 67,524 | 1 |
| 1 Wyckoff | Paraprof. - Instructional | 10m | 25,417 | 31,911 | 10 |
| 1 Wyckoff | Secretary | 10m | 45,441 | 53,997 | 11 |
| 1 Wyckoff | Secretary | 12m | 45,991 | 54,547 | 11 |

BURLINGTON

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 1 Bass River | Custodian | 12m | 34,824 | 35,624+ | 5 |
| 1 Bass River | Paraprofessional | 10m | 15,141 | 21,710+ | 12 |
| 1 Beverly | Paraprofessional | Hrly | 13.28 | 17.94 | 11 |
| 5 Burl Co Ins Tec | Secretary | 12m | 42,646 | 72,744+ | 18 |
| 2 Burl Co Sp Sv | Custodian | 12m | 39,885 | 61,084 | 18 |
| 2 Burl Co Sp Sv | Custodian - Black Seal | 12m | 41,119 | 62,318 | 18 |
| 2 Burl Co Sp Sv | Custodian - Electrician Lic. | 12m | 41,447 | 62,646 | 18 |
| 2 Burl Co Sp Sv | Custodian - HVAC | 12m | 41,119 | 62,318 | 18 |
| 2 Burl Co Sp Sv | Custodian - Plumbing Sp. | 12m | 41,447 | 62,646 | 18 |
| 2 Cinnaminson | Bookkeeper | 12m | 51,024 | 53,401 | 7 |
| 2 Cinnaminson | Cafeteria/Lunch Aide | 10m | 9,077 | 12,119 | 13 |
| 2 Cinnaminson | Clerk | 12m | 41,582 | 43,959 | 7 |
| 2 Cinnaminson | Custodian | 12m | 37,475 | 45,193 | 8 |
| 2 Cinnaminson | Custodian - Black Seal | 12m | 38,125 | 45,843 | 8 |
| 2 Cinnaminson | Custodian - ES | 12m | 38,725 | 46,443 | 8 |
| 2 Cinnaminson | Custodian - High School | 12m | 39,475 | 47,193 | 8 |
| 2 Cinnaminson | Custodian - Middle School | 12m | 39,225 | 46,943 | 8 |
| 2 Cinnaminson | Grounds | 12m | 42,410 | 55,724 | 8 |
| 2 Cinnaminson | Library Assistant | 10m | 39,337 | 41,714 | 7 |
| 2 Cinnaminson | Maintenance | 12m | 42,410 | 55,724 | 8 |
| 2 Cinnaminson | Maintenance - Black Seal | 12m | 43,060 | 56,374 | 8 |
| 2 Cinnaminson | Maintenance - ES | 12m | 43,660 | 56,974 | 8 |
| 2 Cinnaminson | Maintenance - High School | 12m | 44,410 | 57,724 | 8 |
| 2 Cinnaminson | Maintenance - MS | 12m | 44,160 | 57,474 | 8 |
| 2 Cinnaminson | Media Assistant | 10m | 39,337 | 41,714 | 7 |
| 1 Delanco | Custodian | 12m | 40,912 | 44,238 | 6 |
| 1 Delanco | Custodian | Hrly | 15.45 | 15.45 | 1 |
| 1 Delanco | Custodian - Black Seal | 12m | 41,712 | 45,038 | 6 |
| 1 Delanco | Secretary | 12m | 34,013 | 38,011 | 6 |
| 1 Eastampton | Custodian | 12m | 39,109 | 53,810+ | 14 |
| 1 Eastampton | Secretary | 12m | 30,562 | 41,073+ | 11 |
| 1 Edgewater Park | Secretary | 12m | 40,075 | 50,067+ | 16 |
| 2 Cinnaminson | Paraprofessional | 10m | 17,852 | 23,896 | 3 |
| 2 Cinnaminson | Paraprofessional - Inst. | 10m | 24,738 | 33,303 | 13 |
| 2 Cinnaminson | Paraprof. - Special Ed | 10m | 25,561 | 35,697 | 13 |
| 2 Cinnaminson | Secretary | 12m | 44,845 | 47,222 | 7 |

BURLINGTON (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|-------------------------------|------|--------|---------|-------|
| 2 Florence | Accounts Rec./Accounts Pay | 12m | 49,360 | 69,433 | 13 |
| 2 Florence | Bus Aide | 10m | 12,348 | 13,891 | 6 |
| 2 Florence | Bus Driver | 10m | 14,638 | 18,488 | 10 |
| 2 Florence | Cafeteria/Lunch Aide | 10m | 6,951 | 8,013 | 8 |
| 2 Florence | Custodian | 12m | 36,466 | 51,128 | 10 |
| 2 Florence | Custodian - Black Seal | 12m | 37,046 | 51,708 | 10 |
| 2 Florence | Custodian - Head | 12m | 38,207 | 52,869 | 10 |
| 2 Florence | Maintenance | 12m | 57,725 | 68,912 | 8 |
| 2 Florence | Maintenance - Black Seal | 12m | 58,305 | 69,492 | 8 |
| 2 Florence | Paraprofessional - Inst. | 10m | 19,742 | 23,485 | 7 |
| 2 Florence | Payroll | 12m | 47,605 | 68,822 | 13 |
| 2 Florence | Secretary | 12m | 37,429 | 48,879 | 10 |
| 2 Florence | Sign Language Interpreter | 10m | 62,510 | 82,002 | 10 |
| 2 Florence | Technology | 10m | 48,253 | 53,086 | 8 |
| 1 Hainesport | Clerk | 10m | 20,366 | 24,166 | 11 |
| 1 Hainesport | Custodian | 12m | 27,135 | 35,635 | 10 |
| 1 Hainesport | Maintenance | 12m | 35,635 | 47,135 | 10 |
| 1 Hainesport | Paraprofessional | Hrly | 13.09 | 17.44 | 8 |
| 1 Hainesport | Secretary | 12m | 36,668 | 45,419 | 11 |
| 5 Lenape Reg | Administrative Assistant | 12m | 39,730 | 58,789+ | 16 |
| 5 Lenape Reg | Custodian | 12m | 39,785 | 58,565+ | 11 |
| 5 Lenape Reg | Custodian - Black Seal | 12m | 40,085 | 58,865+ | 11 |
| 5 Lenape Reg | Custodian - Head | 12m | 42,885 | 61,665+ | 11 |
| 5 Lenape Reg | Custodian - HVAC | 12m | 40,485 | 59,265+ | 11 |
| 5 Lenape Reg | Custodian Head - Black Seal | 12m | 43,185 | 61,965+ | 11 |
| 5 Lenape Reg | Custodian Head - CDL | 12m | 43,185 | 61,965+ | 11 |
| 5 Lenape Reg | Custodian Head - CDL | 12m | 40,085 | 58,865+ | 11 |
| 5 Lenape Reg | Custodian Head - HVAC | 12m | 43,585 | 62,365+ | 11 |
| 5 Lenape Reg | Driver | 12m | 42,885 | 61,665+ | 11 |
| 5 Lenape Reg | Health Assistant | 10m | 40,828 | 49,200+ | 10 |
| 5 Lenape Reg | Interpreter | 10m | 40,828 | 49,200+ | 10 |
| 5 Lenape Reg | Maintenance | 12m | 44,435 | 63,215+ | 11 |
| 5 Lenape Reg | Maintenance - Black Seal | 12m | 44,735 | 63,515+ | 11 |
| 5 Lenape Reg | Maintenance - CDL License | 12m | 44,735 | 63,515+ | 11 |
| 5 Lenape Reg | Maintenance - HVAC | 12m | 45,135 | 63,915+ | 11 |
| 5 Lenape Reg | Mechanic | 12m | 41,335 | 60,115+ | 11 |
| 5 Lenape Reg | Paraprofessional | 10m | 29,228 | 37,500+ | 10 |
| 5 Lenape Reg | Secretary | 12m | 32,330 | 53,089+ | 15 |
| 1 Lumberton | Custodian | 12m | 31,724 | 43,624+ | 17 |
| 1 Lumberton | Custodian - Black Seal | 12m | 32,474 | 44,274+ | 17 |
| 1 Lumberton | Grounds | 12m | 36,124 | 46,583+ | 11 |
| 1 Lumberton | Grounds - Black Seal | 12m | 36,874 | 47,333+ | 11 |
| 1 Lumberton | Maintenance | 12m | 39,176 | 58,408+ | 17 |
| 1 Lumberton | Maintenance - Black Seal | 12m | 39,926 | 59,158+ | 17 |
| 1 Lumberton | Paraprofessional | Hrly | 15.90 | 18.23 | 7 |
| 2 Maple Shade | Clerk | Hrly | 11.50 | 17.25+ | 4 |
| 2 Maple Shade | Secretary | 12m | 37,277 | 55,282+ | 15 |
| 1 Medford Twp | Accounts Rec./Accounts Pay | 12m | 42,809 | 59,537+ | 16 |
| 1 Medford Twp | Bookkeeper | 12m | 42,809 | 59,537+ | 16 |
| 1 Medford Twp | Clerk | Hrly | 14.76 | 20.11+ | 16 |
| 1 Medford Twp | Custodian | 12m | 35,557 | 54,120 | 16 |
| 1 Medford Twp | Custodian - Black Seal | 12m | 36,457 | 55,020+ | 16 |
| 1 Medford Twp | Custodian - Head | 12m | 36,557 | 55,120+ | 16 |
| 1 Medford Twp | Custodian Head - Black Seal | 12m | 39,457 | 58,020+ | 16 |
| 1 Medford Twp | Maintenance - Head | 12m | 69,248 | 69,248+ | 1 |
| 1 Medford Twp | Mechanic | 12m | 59,325 | 59,325+ | 1 |
| 1 Medford Twp | Secretary | 12m | 41,909 | 58,637+ | 16 |
| 1 Medford Twp | Secretary - Principal | 12m | 42,809 | 59,537+ | 16 |
| 1 Medford Twp | Transportation | 12m | 15,255 | 25,181+ | 16 |
| 1 Medford Twp | Transportation | Hrly | 20.95 | 34.59+ | 16 |
| 1 Mount Holly | Attendance Officer | Hrly | 25.44 | 26.94+ | 4 |
| 1 Mount Holly | Cafeteria/Lunch Aide | 10m | 4,905 | 11,088+ | 9 |
| 1 Mount Holly | Clerk | 10m | 17,391 | 20,019 | 8 |
| 1 Mount Holly | Custodian | 12m | 38,631 | 55,869+ | 13 |
| 1 Mount Holly | Paraprofessional | 10m | 15,216 | 26,516 | 9 |
| 1 Mount Holly | Paraprofessional - Cert. Sub. | 10m | 15,616 | 26,916 | 9 |
| 1 Mount Holly | Paraprof. - Teacher Cert. | 10m | 16,416 | 27,716 | 9 |
| 1 Mount Holly | Secretary | 12m | 38,631 | 55,869+ | 13 |

BURLINGTON (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 1 Mount Laurel | Computer Technician | Hrly | 24.05 | 24.05 | 1 |
| 1 Mount Laurel | Custodian | 12m | 35,707 | 46,904+ | 14 |
| 1 Mount Laurel | Custodian - Black Seal | 12m | 36,682 | 47,879 | 14 |
| 1 Mount Laurel | Interpreter | 10m | 41,160 | 41,160 | 1 |
| 1 Mount Laurel | Library Assistant | Hrly | 11.92 | 15.24 | 11 |
| 1 Mount Laurel | Paraprofessional | Hrly | 11.92 | 15.24 | 11 |
| 1 Mount Laurel | Paraprof. - Special Ed | Hrly | 13.74 | 19.34 | 12 |
| 1 Mount Laurel | Secretary | 10m | 26,406 | 35,346+ | 10 |
| 1 Mount Laurel | Secretary | 12m | 31,624 | 42,330+ | 10 |
| 5 No Burl Co Reg | Administrative Assistant | 12m | 43,274 | 50,859 | 21 |
| 5 No Burl Co Reg | Bus Driver | 10m | 13,394 | 22,291+ | 19 |
| 5 No Burl Co Reg | Custodian | 12m | 35,228 | 46,257 | 19 |
| 5 No Burl Co Reg | Custodian - Black Seal | 12m | 36,053 | 47,082 | 18 |
| 5 No Burl Co Reg | Custodian - Night Shift | 12m | 36,228 | 47,257 | 18 |
| 5 No Burl Co Reg | Maintenance | 12m | 44,782 | 52,491+ | 13 |
| 5 No Burl Co Reg | Maintenance - Black Seal | 12m | 45,607 | 53,317 | 13 |
| 5 No Burl Co Reg | Maintenance - Night Shift | 12m | 45,782 | 53,491 | 13 |
| 5 No Burl Co Reg | Secretary | 10m | 36,682 | 43,515 | 21 |
| 5 No Burl Co Reg | Secretary | 12m | 41,165 | 48,749 | 21 |
| 2 Palmyra | Secretary | 12m | 29,576 | 44,633 | 15 |
| 3 Pemberton Twp | Bus Aide | 10m | 12,831 | 13,881 | 5 |
| 3 Pemberton Twp | Bus Driver | 10m | 16,045 | 22,450 | 11 |
| 3 Pemberton Twp | Mechanic | 12m | 52,633 | 67,834 | 10 |
| 5 Rancocas Vly Rg | Custodian | 12m | 31,554 | 49,991 | 19 |
| 5 Rancocas Vly Rg | Custodian - Black Seal | 12m | 32,054 | 50,491 | 19 |
| 5 Rancocas Vly Rg | Maintenance | 12m | 41,554 | 59,991 | 19 |
| 5 Rancocas Vly Rg | Maintenance - Black Seal | 12m | 42,054 | 60,491 | 19 |
| 5 Rancocas Vly Rg | Secretary | 12m | 33,077 | 58,063 | 18 |
| 5 Rancocas Vly Rg | Secretary - AA | 12m | 33,827 | 58,813 | 18 |
| 5 Rancocas Vly Rg | Secretary - BA | 12m | 34,577 | 59,563 | 18 |
| 1 Westampton | Custodian | 12m | 37,444 | 53,678+ | 20 |
| 1 Westampton | Paraprofessional | 10m | 23,277 | 27,859+ | 12 |
| 3 Willingboro | Accounts Rec./Accounts Pay | 12m | 40,047 | 57,837 | 12 |
| 3 Willingboro | Administrative Assistant | 12m | 35,200 | 58,653 | 12 |
| 3 Willingboro | Carpenters | 12m | 29,147 | 48,844 | 18 |
| 3 Willingboro | Clerk | 10m | 22,257 | 38,247 | 18 |
| 3 Willingboro | Clerk | 12m | 26,508 | 44,566 | 18 |
| 3 Willingboro | Custodian | 12m | 23,276 | 37,207 | 18 |
| 3 Willingboro | Custodian - Black Seal | 12m | 23,914 | 37,345 | 18 |
| 3 Willingboro | Custodian - Electrician Lic. | 12m | 29,147 | 48,844 | 18 |
| 3 Willingboro | Custodian - Plumbing Sp. | 12m | 29,147 | 48,844 | 18 |
| 3 Willingboro | Maintenance | 12m | 25,874 | 44,941 | 18 |
| 3 Willingboro | Maintenance - Black Seal | 12m | 26,512 | 45,579 | 18 |
| 3 Willingboro | Maint. - Electrician Lic. | 12m | 29,147 | 48,844 | 18 |
| 3 Willingboro | Maint. - Plumbing License | 12m | 29,147 | 48,844 | 18 |
| 3 Willingboro | Mechanic | 12m | 29,147 | 48,844 | 18 |
| 3 Willingboro | Paraprofessional | 10m | 16,534 | 21,928 | 18 |
| 3 Willingboro | Payroll | 12m | 40,047 | 57,837 | 12 |
| 3 Willingboro | Secretary | 12m | 30,111 | 49,824 | 18 |
| 3 Willingboro | Security Officer | 10m | 18,387 | 29,174 | 18 |
| 1 Woodland | Administrative Assistant | 12m | 25,703 | 44,303 | 25 |
| 1 Woodland | Bus Driver | Hrly | 14.50 | 32.30 | 25 |
| 1 Woodland | Custodian | 12m | 31,438 | 56,713 | 25 |
| 1 Woodland | Food Service | 10m | 14,995 | 33,410 | 25 |
| 1 Woodland | Food Service | Hrly | 12.54 | 27.93 | 25 |
| 1 Woodland | Paraprofessional | 10m | 14,862 | 32,000 | 25 |
| 1 Woodland | Paraprofessional | Hrly | 12.43 | 26.76 | 25 |
| 1 Woodland | Paraprofessional - Cert. Sub | 10m | 15,362 | 32,500 | 25 |
| 1 Woodland | Paraprofessional - Cert. Sub | Hrly | 12.84 | 27.17 | 25 |

CAMDEN

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|--------------------------------|-------|--------|---------|-------|
| 1 Brooklawn | Paraprofessional | 10m | 26,860 | 33,310 | 5 |
| 2 Collingswood | Paraprofessional | 10m | 17,790 | 31,650 | 12 |
| 2 Collingswood | Secretary | 10m | 26,000 | 41,050 | 12 |
| 2 Collingswood | Secretary | 12m | 30,000 | 48,250 | 12 |
| 5 E Camden Co Reg | Custodian | 12m | 29,360 | 54,041 | 16 |
| 5 E Camden Co Reg | Custodian - Black Seal | 12m | 30,892 | 55,573 | 16 |
| 5 E Camden Co Reg | Custodian - Head | 12m | 33,238 | 57,919 | 16 |
| 5 E Camden Co Reg | Maintenance | 12m | 34,360 | 58,608 | 16 |
| 5 E Camden Co Reg | Maint. - Asbestos License | 12m | 37,260 | 61,510 | 16 |
| 5 E Camden Co Reg | Maintenance - Black Seal | 12m | 35,892 | 60,140 | 16 |
| 5 E Camden Co Reg | Maint. - Electrician Lic. | 12m | 37,260 | 61,510 | 16 |
| 5 E Camden Co Reg | Maintenance - Head | 12m | 38,238 | 62,486 | 16 |
| 5 E Camden Co Reg | Maintenance - HVAC | 12m | 37,260 | 61,510 | 16 |
| 5 E Camden Co Reg | Maint.e - Plumbing License | 12m | 37,260 | 61,510 | 16 |
| 5 E Camden Co Reg | Paraprofessional - Instr. | 10m | 19,078 | 29,481 | 16 |
| 5 E Camden Co Reg | Paraprofessional - Instr. | Hrly | 13.75 | 21.25 | 16 |
| 5 E Camden Co Reg | Paraprof. - Special Ed | 10m | 21,506 | 31,913 | 16 |
| 5 E Camden Co Reg | Paraprof. - Special Ed | Hrly | 15.50 | 23.00 | 16 |
| 5 E Camden Co Reg | Secretary | 12m | 39,921 | 53,166 | 16 |
| 2 Haddon Heights | Accounts Rec./Accounts Pay | 12m | 36,593 | 61,028+ | 17 |
| 2 Haddon Heights | Bus Driver | Hrly | 20.40 | 25.93+ | 9 |
| 2 Haddon Heights | Computer Technician | 10m | 27,674 | 35,282+ | 11 |
| 2 Haddon Heights | Custodian | 12m | 28,734 | 48,258+ | 20 |
| 2 Haddon Heights | Custodian - Black Seal | 11.5m | 29,534 | 49,058+ | 20 |
| 2 Haddon Heights | Grounds | 12m | 28,734 | 48,258+ | 20 |
| 2 Haddon Heights | Maintenance | 12m | 32,956 | 53,252+ | 20 |
| 2 Haddon Heights | Maintenance - Black Seal | 12m | 33,756 | 54,052+ | 20 |
| 2 Haddon Heights | Paraprofessional | 10m | 16,926 | 26,373+ | 16 |
| 2 Haddon Heights | Payroll | 12m | 36,593 | 61,028+ | 17 |
| 2 Haddon Heights | Secretary | 10m | 27,313 | 41,704+ | 17 |
| 2 Haddon Heights | Secretary | 12m | 32,698 | 53,686+ | 18 |
| 2 Haddon Twp | Custodian | 12m | 34,708 | 53,716 | 18 |
| 2 Haddon Twp | Custodian - Black Seal | 12m | 35,658 | 54,666 | 18 |
| 2 Haddon Twp | Custodian - Electrician Lic. | 12m | 35,358 | 54,366 | 18 |
| 2 Haddon Twp | Custodian - HVAC | 12m | 35,358 | 54,366 | 18 |
| 2 Haddon Twp | Custodian - Pesticide Lic. | 12m | 35,358 | 54,366 | 18 |
| 2 Haddon Twp | Custodian - Plumbing Sp. | 12m | 35,358 | 54,366 | 18 |
| 2 Haddon Twp | Grounds | 12m | 31,755 | 45,798 | 12 |
| 2 Haddon Twp | Maintenance | 12m | 38,413 | 64,456 | 12 |
| 2 Haddon Twp | Maintenance - Black Seal | 12m | 39,363 | 65,406 | 12 |
| 2 Haddon Twp | Maint. - Electrician Lic. | 12m | 39,063 | 65,106 | 12 |
| 2 Haddon Twp | Maintenance - HVAC | 12m | 39,063 | 65,106 | 12 |
| 2 Haddon Twp | Maint. - Pesticide License | 12m | 39,063 | 65,106 | 12 |
| 2 Haddon Twp | Maint. - Plumbing Lic. | 12m | 39,063 | 65,106 | 12 |
| 2 Haddon Twp | Mechanic | 12m | 38,413 | 64,456 | 12 |
| 2 Haddon Twp | Paraprofessional | Hrly | 15.90 | 17.25 | 3 |
| 2 Haddon Twp | Paraprof. - Special Ed | 10m | 33,653 | 38,403 | 9 |
| 2 Haddon Twp | Secretary | 10.5m | 32,113 | 48,042 | 12 |
| 2 Haddon Twp | Secretary | 12m | 36,700 | 54,186 | 12 |
| 2 Haddon Twp | Technology | 10m | 33,653 | 38,403 | 9 |
| 2 Haddonfield | Bus Driver | Hrly | 26.83 | 26.83+ | 1 |
| 2 Haddonfield | Clerical - Assistant | 12m | 36,824 | 40,375+ | 7 |
| 2 Haddonfield | Custodian | 12m | 36,319 | 47,604+ | 12 |
| 2 Haddonfield | Custodian - Head | 12m | 45,973 | 53,041+ | 12 |
| 2 Haddonfield | Grounds | 12m | 42,193 | 54,993+ | 12 |
| 2 Haddonfield | Grounds - Head | 12m | 45,973 | 53,041+ | 12 |
| 2 Haddonfield | Library Assistant | 10m | 13,918 | 26,386+ | 15 |
| 2 Haddonfield | Maintenance | 12m | 59,664 | 68,664+ | 12 |
| 2 Haddonfield | Maintenance - Asbestos Lic. | 12m | 60,364 | 69,364+ | 12 |
| 2 Haddonfield | Maintenance - Black Seal | 12m | 60,364 | 69,364+ | 12 |
| 2 Haddonfield | Maintenance - Electrician Lic. | 12m | 60,364 | 69,364+ | 12 |
| 2 Haddonfield | Maintenance - HVAC | 12m | 60,364 | 69,364+ | 12 |
| 2 Haddonfield | Maintenance - Pesticide Lic. | 12m | 60,364 | 69,364+ | 12 |
| 2 Haddonfield | Paraprofessional | 10m | 13,418 | 25,886+ | 15 |
| 2 Haddonfield | Paraprof. - Special Ed | 10m | 13,918 | 26,386+ | 15 |
| 2 Haddonfield | Secretary | 12m | 51,950 | 60,698 | +9 |
| 2 Haddonfield | Secretary - Child Study Team | 11.5m | 52,800 | 61,548+ | 9 |
| 2 Haddonfield | Secretary - Elem. Principal | 11.5m | 52,800 | 61,548+ | 9 |

CAMDEN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 2 Haddonfield | Secretary - HS Principal | 12m | 53,000 | 61,748+ | 9 |
| 2 Haddonfield | Secretary - MSPrincipal | 12m | 53,000 | 61,748+ | 9 |
| 2 Haddonfield | Technology | 12m | 59,664 | 68,664+ | 12 |
| 1 Mount Ephraim | Paraprofessional | 10m | 14,815 | 20,747 | 16 |
| 1 Mount Ephraim | Paraprofessional - Certified | 10m | 15,703 | 20,247 | 14 |
| 2 Oaklyn | Secretary | 10m | 28,257 | 41,757+ | 12 |
| 2 Oaklyn | Secretary | 12m | 33,909 | 50,109+ | 12 |
| 1 Somerdale | Paraprofessional | 10m | 14,249 | 18,226 | 10 |
| 1 Somerdale | Paraprofessional - Certified | 10m | 15,249 | 19,226 | 10 |
| 1 Somerdale | Paraprof. - Cert. Special Ed | 10m | 18,104 | 22,081 | 10 |
| 1 Somerdale | Paraprof. - Special Ed | 10m | 17,104 | 21,081 | 10 |
| 1 Stratford | Maintenance | 12m | 39,862 | 42,346 | 7 |
| 1 Stratford | Maintenance - Black Seal | 12m | 40,712 | 43,196 | 7 |
| 1 Stratford | Paraprofessional | Hrly | 16.69 | 16.69 | 4 |
| 1 Stratford | Secretary | 12m | 47,876 | 51,571 | 8 |
| 1 Voorhees | Maintenance | 12m | 43,933 | 61,807 | 10 |
| 1 Voorhees | Maintenance - Black Seal | 12m | 44,183 | 62,057 | 10 |
| 1 Voorhees | Mechanic | 12m | 49,033 | 66,968 | 10 |
| 1 Voorhees | Paraprofessional | 10m | 16,989 | 25,707 | 9 |
| 1 Voorhees | Paraprof. - 60 Credits | 10m | 31,913 | 44,263 | 8 |
| 1 Voorhees | Paraprof. - 90 Credits | 10m | 33,864 | 46,215 | 8 |
| 1 Voorhees | Paraprofessional - BA | 10m | 45,866 | 47,916 | 6 |
| 1 Voorhees | Paraprof. - Instructional | 10m | 36,521 | 38,571 | 7 |
| 1 Voorhees | Secretary | 12m | 32,248 | 56,567 | 13 |
| 1 Voorhees | Secretary - AA | 12m | 32,998 | 57,317 | 13 |
| 1 Voorhees | Secretary - BA | 12m | 33,748 | 58,067 | 13 |
| 1 Woodlynne | Paraprofessional | 10m | 21,912 | 22,896 | 5 |

CAPE MAY

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 5 Lwr Cape May Rg | Custodian - Black Seal | 12m | 29,975 | 44,225 | 16 |
| 5 Lwr Cape May Rg | Custodian - Head | 12m | 32,650 | 45,400 | 16 |
| 5 Lwr Cape May Rg | Custodian - Pesticide Lic. | 12m | 29,975 | 44,225 | 16 |
| 5 Lwr Cape May Rg | Custodian Head - Black Seal | 12m | 33,750 | 46,500 | 16 |
| 5 Lwr Cape May Rg | Custodian Hd. - Pest. Lic. | 12m | 33,750 | 46,500 | 16 |
| 5 Lwr Cape May Rg | Food Service | 10m | 20,640 | 24,240 | 16 |
| 5 Lwr Cape May Rg | Food Service | Hrly | 18.76 | 22.04 | 16 |
| 5 Lwr Cape May Rg | Food Service - Cook | 10m | 23,930 | 28,655 | 16 |
| 5 Lwr Cape May Rg | Food Service - Cook | Hrly | 18.41 | 22.04 | 16 |
| 5 Lwr Cape May Rg | Maintenance | 12m | 40,900 | 51,580 | 16 |
| 5 Lwr Cape May Rg | Maintenance - Black Seal | 12m | 42,000 | 52,950 | 16 |
| 5 Lwr Cape May Rg | Maintenance - Pesticide Lic. | 12m | 42,000 | 52,950 | 16 |
| 5 Lwr Cape May Rg | Paraprofessional | 10m | 19,039 | 27,184 | 16 |
| 5 Lwr Cape May Rg | Paraprofessional - Certified | 10m | 19,424 | 27,569 | 16 |
| 2 Middle Twp | Accounts Rec./Accounts Pay | 12m | 36,999 | 36,999+ | 1 |
| 2 Middle Twp | Bus Aide | Hrly | 17.72 | 17.72+ | 1 |
| 2 Middle Twp | Bus Driver | Hrly | 24.95 | 24.95+ | 1 |
| 2 Middle Twp | Clerk | 12m | 26,604 | 31,803+ | 7 |
| 2 Middle Twp | Custodian | 12m | 29,801 | 37,540+ | 8 |
| 2 Middle Twp | Custodian - Head | 12m | 31,894 | 39,811+ | 8 |
| 2 Middle Twp | Grounds | 12m | 29,801 | 37,540+ | 8 |
| 2 Middle Twp | Library Assistant | 10m | 22,098 | 26,511+ | 7 |
| 2 Middle Twp | Maintenance | 12m | 33,723 | 42,387+ | 8 |
| 2 Middle Twp | Maintenance - HVAC | 12m | 58,788 | 58,788+ | 1 |
| 2 Middle Twp | Mechanic | 12m | 58,904 | 58,904+ | 1 |
| 2 Middle Twp | Mechanic - Lead | 12m | 61,410 | 61,410+ | 1 |
| 2 Middle Twp | Paraprofessional | 10m | 15,087 | 17,987+ | 7 |
| 2 Middle Twp | Payroll | 12m | 46,704 | 46,704+ | 1 |
| 2 Middle Twp | Secretary - Child Study Team | 12m | 42,898 | 42,898+ | 1 |
| 2 Middle Twp | Security Officer | Hrly | 13.21 | 13.21+ | 1 |
| 1 North Wildwood | Custodian | 12m | 31,800 | 35,500+ | 7 |
| 1 North Wildwood | Custodian - Black Seal | 12m | 32,400 | 36,100+ | 7 |
| 1 North Wildwood | Paraprofessional | 10m | 10,556 | 30,576 | 40 |
| 1 North Wildwood | Paraprofessional | Hrly | 7.75 | 21.50 | 40 |

CAPE MAY (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|---------------------------|-------|--------|---------|-------|
| 1 North Wildwood | Paraprofessional - BA | 10m | 18,200 | 30,576 | 28 |
| 1 North Wildwood | Paraprofessional - BA | Hrly | 13.00 | 21.50 | 28 |
| 1 North Wildwood | Secretary | 12m | 30,900 | 32,900+ | 5 |
| 2 Ocean City | Cafeteria/Lunch Aide | Hrly | 14.36 | 17.88 | 14 |
| 2 Ocean City | Custodian | 12m | 39,499 | 45,950 | 14 |
| 2 Ocean City | Custodian - Black Seal | 12m | 39,999 | 46,450 | 14 |
| 2 Ocean City | Grounds | 12m | 47,234 | 53,340 | 14 |
| 2 Ocean City | Grounds - Black Seal | 11.5m | 47,734 | 53,840 | 14 |
| 2 Ocean City | LPN | 10m | 34,265 | 37,631 | 14 |
| 2 Ocean City | Maintenance | 12m | 41,469 | 47,920 | 14 |
| 2 Ocean City | Maintenance - Black Seal | 12m | 41,969 | 48,420 | 14 |
| 2 Ocean City | Paraprofessional | Hrly | 15.73 | 19.61 | 14 |
| 2 Ocean City | Secretary | 10m | 35,050 | 39,673 | 14 |
| 2 Ocean City | Secretary | 12m | 42,062 | 47,609 | 14 |
| 2 Ocean City | Secretary - Principal | 12m | 44,062 | 49,609 | 14 |
| 2 Ocean City | Security Officer | 12m | 39,499 | 45,950 | 14 |
| 1 Upper Twp | Paraprofessional | Hrly | 13.56 | 16.90 | 14 |
| 1 Upper Twp | Secretary | 10m | 29,811 | 40,167 | 14 |
| 1 Upper Twp | Secretary | 12m | 35,773 | 48,200 | 14 |
| 1 Wildwood Crest | Custodian | 12m | 33,913 | 42,213 | 11 |
| 1 Wildwood Crest | Custodian - Night Shift | 12m | 31,663 | 39,963 | 11 |
| 1 Wildwood Crest | Paraprofessional - Instr. | 10m | 26,507 | 33,981 | 11 |
| 1 Wildwood Crest | Paraprof. - Special Ed | 10m | 28,757 | 36,231 | 11 |
| 1 Wildwood Crest | Secretary | 12m | 34,584 | 39,584 | 11 |

CUMBERLAND

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|-------------------------|------|--------|--------|-------|
| 1 Deerfield | Paraprofessional | 10m | 24,328 | 28,727 | 6 |
| 1 Deerfield | Paraprof. - 100 Credits | 10m | 25,328 | 29,727 | 6 |
| 1 Deerfield | Paraprof. - 30 Credits | 10m | 24,578 | 28,977 | 6 |
| 1 Deerfield | Paraprof. - 60 Credits | 10m | 24,828 | 29,227 | 6 |
| 1 Deerfield | Paraprof. - 90 Credits | 10m | 25,078 | 29,477 | 6 |
| 1 Downe | Bus Aide | Hrly | 17.19 | 19.69 | 6 |
| 1 Downe | Custodian | Hrly | 21.60 | 23.87 | 6 |
| 1 Downe | Driver | Hrly | 18.22 | 20.72 | 6 |
| 1 Downe | Food Service | Hrly | 18.54 | 21.04 | 6 |
| 1 Downe | Paraprofessional | 12m | 17,337 | 17,682 | 13 |
| 1 Downe | Paraprof. - 15 Credits | 10m | 17,682 | 25,860 | 13 |
| 1 Downe | Paraprof. - 30 Credits | 10m | 18,028 | 26,206 | 13 |
| 1 Downe | Paraprof. - 45 Credits | 10m | 18,373 | 26,551 | 13 |
| 1 Downe | Paraprof. - 60 Credits | 10m | 18,719 | 26,897 | 13 |
| 1 Downe | RN | Hrly | 26.71 | 29.21 | 6 |
| 1 Downe | Secretary - Principal | 12m | 45,626 | 45,626 | 1 |
| 1 Hopewell | Custodian | 12m | 55,585 | 63,080 | RG |
| 1 Hopewell | Custodian - Night Shift | Hrly | 15.38 | 22.55 | 8 |
| 1 Hopewell | Secretary | 12m | 51,549 | 56,624 | RG |

ESSEX

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|--------------------------|------|--------|---------|-------|
| 3 Bloomfield | Secretary | 10m | 27,957 | 42,838+ | 14 |
| 3 Bloomfield | Secretary | 12m | 30,290 | 50,491+ | 14 |
| 2 Cedar Grove | Administrative Assistant | 10m | 41,023 | 48,861+ | 11 |
| 2 Cedar Grove | Administrative Assistant | 12m | 49,230 | 60,515+ | 10 |
| 2 Cedar Grove | Bookkeeper | 10m | 40,158 | 48,275+ | 11 |
| 2 Cedar Grove | Bookkeeper | 12m | 48,190 | 57,930+ | 11 |
| 2 Cedar Grove | Paraprofessional | 10m | 20,021 | 20,021 | 1 |
| 2 Cedar Grove | Secretary | 10m | 40,158 | 48,275+ | 11 |
| 2 Cedar Grove | Secretary | 12m | 48,190 | 57,930+ | 11 |
| 2 Cedar Grove | Secretary - Principal | 10m | 41,023 | 48,861+ | 11 |
| 2 Cedar Grove | Secretary - Principal | 12m | 49,230 | 60,515+ | 10 |

ESSEX (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|----------------------------|------|--------|---------|-------|
| 4 East Orange | Maintenance | 12m | 54,000 | 67,278+ | 17 |
| 4 East Orange | Maintenance - Head | 12m | 57,500 | 70,778 | 17 |
| 4 East Orange | Maintenance - Night Shift | 12m | 55,700 | 68,978 | 17 |
| 3 Livingston | Bus Aide | 10m | 12,203 | 13,946+ | 3 |
| 3 Livingston | Bus Driver | 10m | 20,531 | 29,636+ | 11 |
| 3 Livingston | Cafeteria/Lunch Aide | 10m | 14,908 | 15,609+ | 3 |
| 3 Livingston | Clerk | 10m | 39,964 | 53,600+ | 11 |
| 3 Livingston | Custodian | 12m | 40,023 | 57,778+ | 11 |
| 3 Livingston | Maintenance | 12m | 46,302 | 64,161+ | 11 |
| 3 Livingston | Paraprofessional | 10m | 35,723 | 37,404+ | 3 |
| 3 Livingston | Paraprofessional - Instr. | 10m | 29,680 | 35,000+ | 6 |
| 3 Livingston | RN | 10m | 48,761 | 77,360+ | 8 |
| 3 Livingston | Secretary | 10m | 39,964 | 53,600+ | 11 |
| 3 Livingston | Secretary | 12m | 47,956 | 64,320+ | 11 |
| 3 Livingston | Security Officer | 10m | 44,640 | 57,312+ | 11 |
| 3 Nutley | Custodian | 12m | 33,703 | 63,351+ | 19 |
| 3 Nutley | Custodian - Black Seal | 12m | 34,203 | 63,851+ | 19 |
| 3 Nutley | Custodian - Head Elem. | 12m | 36,714 | 68,203+ | 19 |
| 3 Nutley | Custodian - Head HS | 12m | 40,511 | 71,223+ | 19 |
| 3 Nutley | Custodian - Head MS | 12m | 38,884 | 68,742+ | 19 |
| 3 Nutley | Custodian - Night Shift | 12m | 35,703 | 65,351+ | 19 |
| 3 Nutley | Custodian - Nt. Supervisor | 12m | 34,453 | 64,101+ | 19 |
| 3 Nutley | Grounds | 12m | 33,703 | 63,351+ | 19 |
| 3 Nutley | Grounds - Head | 12m | 40,511 | 71,223+ | 19 |
| 3 Nutley | Maintenance | 12m | 38,992 | 71,651+ | 19 |
| 3 Nutley | Maintenance - Black Seal | 12m | 39,492 | 72,151+ | 19 |
| 3 Nutley | Maintenance - Night Shift | 12m | 40,992 | 73,651+ | 19 |
| 3 Nutley | Maint. - Nt. Supervisor | 12m | 39,742 | 72,401+ | 19 |

GLOUCESTER

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|-----------------------------|-------|--------|---------|-------|
| 5 Delsea Reg | Driver | Hrly | 16.19 | 22.44+ | 11 |
| 5 Delsea Reg | Paraprofessional | Hrly | 14.78 | 15.59 | 2 |
| 5 Delsea Reg | Paraprof. - 60 Credits | Hrly | 15.87 | 16.68 | 2 |
| 5 Delsea Reg | Paraprofessional - BA | Hrly | 18.87 | 19.68 | 2 |
| 3 Deptford | Paraprofessional | Daily | 123.25 | 123.25 | 1 |
| 3 Deptford | Secretary | 10m | 31,000 | 31,000 | 1 |
| 3 Deptford | Secretary | 12m | 37,200 | 37,200 | 1 |
| 1 Franklin | Attendance Officer | 10m | 8,531 | 13,105 | 10 |
| 1 Franklin | Bus Aide | Hrly | 11.87 | 16.73 | 10 |
| 1 Franklin | Bus Driver | Hrly | 17.57 | 24.06 | 10 |
| 1 Franklin | Clerical - Assistant | 12m | 14,806 | 23,517 | 10 |
| 1 Franklin | Custodian | 12m | 33,599 | 43,694 | 10 |
| 1 Franklin | Custodian - Black Seal | 12m | 34,952 | 45,168 | 10 |
| 1 Franklin | Custodian Head - Black Seal | 12m | 36,452 | 46,668 | 10 |
| 1 Franklin | Grounds | 12m | 33,599 | 43,694 | 10 |
| 1 Franklin | Library Assistant | 10m | 19,371 | 24,501 | 10 |
| 1 Franklin | Maintenance | 12m | 38,420 | 48,194 | 10 |
| 1 Franklin | Maintenance - Head | 12m | 39,920 | 49,694 | 10 |
| 1 Franklin | Mechanic | 12m | 38,420 | 48,194 | 10 |
| 1 Franklin | Mechanic Assistant | 12m | 33,599 | 43,694 | 10 |
| 1 Franklin | Secretary | 12m | 32,366 | 39,624 | 10 |
| 2 Glassboro | Bus Aide | Hrly | 17.73 | 21.42 | 4 |
| 2 Glassboro | Bus Driver | Hrly | 21.54 | 27.01+ | 5 |
| 2 Glassboro | Clerk | 10m | 25,532 | 42,495+ | 12 |
| 2 Glassboro | Clerk | 12m | 30,638 | 50,994+ | 12 |
| 2 Glassboro | Mechanic | Hrly | 43.66 | 43.66+ | 1 |
| 2 Glassboro | Secretary | 10m | 27,749 | 46,251+ | 12 |
| 2 Glassboro | Secretary | 12m | 33,299 | 55,501+ | 12 |
| 5 Kingsway Reg | Bus Aide | Hrly | 13.07 | 20.44 | 12 |
| 5 Kingsway Reg | Bus Driver | Hrly | 18.14 | 18.14 | 1 |
| 5 Kingsway Reg | Custodian | 12m | 31,800 | 43,560 | 11 |
| 5 Kingsway Reg | Custodian - Black Seal | 12m | 32,400 | 44,160 | 11 |
| 5 Kingsway Reg | Food Service | Hrly | 13.05 | 17.44 | 5 |
| 5 Kingsway Reg | Food Service - Cook | Hrly | 15.45 | 19.84 | 5 |

GLOUCESTER (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|-------|--------|--------|-------|
| 5 Kingsway Reg | Maintenance | 12m | 44,500 | 51,380 | 8 |
| 5 Kingsway Reg | Maintenance - Black Seal | 12m | 45,100 | 51,980 | 8 |
| 5 Kingsway Reg | Paraprofessional | 10m | 21,300 | 24,760 | 6 |
| 5 Kingsway Reg | Secretary | 12m | 34,623 | 48,499 | 12 |
| 1 Mantua | Paraprofessional | Hrly | 14.16 | 21.02 | 17 |
| 1 Mantua | Paraprofessional - Instr. | 10m | 24,141 | 24,975 | 6 |
| 1 Mantua | Paraprof. - Inst. PT | 10m | 23,392 | 23,892 | 6 |
| 1 Mantua | Secretary | 10.5m | 33,247 | 42,258 | 14 |
| 1 Mantua | Secretary | 10m | 31,664 | 40,246 | 14 |
| 1 Mantua | Secretary | 12m | 37,997 | 48,295 | 14 |
| 2 Paulsboro | Bus Aide | Hrly | 12.23 | 12.29 | 2 |
| 2 Paulsboro | Bus Driver | Hrly | 24.75 | 24.92 | 3 |
| 2 Paulsboro | Computer Technician | 10m | 52,032 | 52,032 | 1 |
| 2 Paulsboro | Custodian | 12m | 29,407 | 36,490 | 9 |
| 2 Paulsboro | Custodian - Black Seal | 12m | 30,101 | 36,087 | 9 |
| 2 Paulsboro | Custodian - Pesticide Lic. | 12m | 30,101 | 36,087 | 9 |
| 2 Paulsboro | Food Service | Hrly | 15.84 | 17.79 | 9 |
| 2 Paulsboro | Grounds | 12m | 29,407 | 37,070 | 9 |
| 2 Paulsboro | Maintenance | 12m | 33,525 | 39,013 | 6 |
| 2 Paulsboro | Maintenance - Black Seal | 12m | 35,101 | 41,028 | 6 |
| 2 Paulsboro | Maintenance - Pesticide Lic. | 12m | 35,101 | 41,028 | 6 |
| 2 Paulsboro | Paraprofessional | 10m | 13,138 | 18,956 | 12 |
| 2 Paulsboro | Paraprof. - 60 Credits | 10m | 24,564 | 24,685 | 3 |
| 2 Paulsboro | Secretary | 10m | 33,639 | 40,577 | 10 |
| 2 Paulsboro | Secretary | 12m | 40,367 | 48,693 | 10 |

HUDSON

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 2 Hoboken | Custodian | 12m | 26,789 | 66,875 | 24 |
| 2 Hoboken | Custodian - For. Nt. Shift | 12m | 33,705 | 73,809 | 24 |
| 2 Hoboken | Custodian - Head | 12m | 32,605 | 72,709 | 24 |
| 2 Hoboken | Custodian - Night Shift | 12m | 28,889 | 67,975 | 24 |
| 2 Hoboken | Maintenance | 12m | 31,980 | 72,245 | 24 |
| 2 Hoboken | Maintenance - Night Shift | 12m | 33,080 | 73,345 | 24 |
| 2 Hoboken | Paraprofessional | 10m | 17,638 | 23,410 | 15 |
| 2 Hoboken | Paraprof. - Special Ed | 10m | 19,838 | 25,610 | 16 |
| 2 Hoboken | Security Officer | 10m | 25,095 | 36,415 | 12 |
| 2 Hoboken | Security Officer | Hrly | 12.57 | 12.57 | 1 |
| 2 Hoboken | Security Officer - Nt. Shift | 10m | 26,195 | 37,515 | 12 |
| 2 Secaucus | Custodian | 12m | 46,922 | 59,004+ | 12 |
| 2 Secaucus | Custodian - Head Elem. | 12m | 49,422 | 61,504 | 12 |
| 2 Secaucus | Custodian - Head HS | 12m | 49,822 | 61,904 | 12 |
| 2 Secaucus | Custodian - Nt. Supervisor | 12m | 48,722 | 60,804 | 12 |
| 2 Secaucus | Maintenance Foreman | 12m | 67,806 | 82,615 | 12 |
| 2 Secaucus | Paraprof. - Instructional | 10m | 33,960 | 36,200 | 3 |
| 2 Secaucus | Secretary | 12m | 44,727 | 68,700 | 15 |
| 2 Weehawken | Clerk | 10m | 35,182 | 57,350 | 17 |
| 2 Weehawken | Clerk | 12m | 38,160 | 69,003 | 16 |
| 2 Weehawken | Custodian | 12m | 28,496 | 47,700 | 14 |
| 2 Weehawken | Custodian - 2nd Shift | 12m | 29,996 | 49,200 | 14 |
| 2 Weehawken | Custodian - Head HS | 12m | 36,196 | 55,400 | 14 |
| 2 Weehawken | Custodian - HS Nt. For. | 12m | 37,696 | 56,900 | 14 |
| 2 Weehawken | Custodian - Night Shift | 12m | 29,996 | 49,200 | 14 |
| 2 Weehawken | Maintenance | 12m | 43,300 | 44,100 | 5 |
| 2 Weehawken | Maintenance - Night Shift | 12m | 44,800 | 45,600 | 5 |
| 2 Weehawken | Maintenance 2nd Shift | 12m | 44,800 | 45,600 | 5 |
| 2 Weehawken | Paraprofessional | 10m | 22,314 | 43,062 | 18 |
| 2 Weehawken | Paraprofessional - Certified | 10m | 32,314 | 53,062 | 18 |
| 2 Weehawken | Paraprofessional - Instr. | 10m | 26,134 | 47,062 | 18 |
| 2 Weehawken | Paraprof. - Special Ed | 10m | 29,314 | 50,062 | 18 |

HUNTERDON

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|----------------------|------------------------------|-------|--------|---------|-------|
| 1 Clinton Town | Paraprof. - Instructional | 10m | 26,386 | 35,634 | 6 |
| 5 Delaware Vly Rg | Custodian | 12m | 38,945 | 50,770 | 13 |
| 5 Delaware Vly Rg | Custodian | Hrly | 18.72 | 24.41 | 13 |
| 5 Delaware Vly Rg | Custodian - Black Seal | 12m | 39,945 | 51,770 | 13 |
| 5 Delaware Vly Rg | Custodian - Carpenter Lic. | 12m | 40,945 | 52,770 | 13 |
| 5 Delaware Vly Rg | Custodian - Electrician Lic. | 12m | 40,945 | 52,770 | 13 |
| 5 Delaware Vly Rg | Custodian - HVAC | 12m | 40,945 | 52,770 | 13 |
| 5 Delaware Vly Rg | Custodian - Pesticide Lic. | 12m | 39,945 | 51,770 | 13 |
| 5 Delaware Vly Rg | Custodian - Plumbing Sp. | 12m | 40,945 | 52,770 | 13 |
| 5 Delaware Vly Rg | Paraprofessional | Hrly | 14.80 | 16.97 | 5 |
| 5 Delaware Vly Rg | Paraprof. - Instructional | Hrly | 19.82 | 21.41 | 5 |
| 5 Delaware Vly Rg | RN - Non-Certified | 10m | 47,162 | 47,162 | 1 |
| 5 Delaware Vly Rg | Secretary | 10m | 33,614 | 42,405 | 12 |
| 5 Delaware Vly Rg | Secretary | 12m | 40,335 | 50,885 | 12 |
| 1 East Amwell | Clerical - Assistant | Hrly | 18.59 | 20.79 | 8 |
| 1 East Amwell | Custodian | 12m | 46,799 | 54,674 | 8 |
| 1 East Amwell | Custodian - Black Seal | 12m | 48,097 | 55,972 | 8 |
| 1 East Amwell | Paraprofessional | Hrly | 18.59 | 20.79 | 8 |
| 1 East Amwell | Paraprof. - Instructional | Hrly | 35.88 | 38.33 | 8 |
| 1 Flemington-Rtan Rg | Administrative Assistant | 12m | 59,705 | 66,305 | 6 |
| 1 Flemington-Rtan Rg | Cafeteria/Lunch Aide | Hrly | 16.69 | 17.74 | 4 |
| 1 Flemington-Rtan Rg | Library Assistant | 10m | 30,575 | 34,424 | 6 |
| 1 Flemington-Rtan Rg | Secretary | 10m | 45,231 | 50,231 | 6 |
| 1 Flemington-Rtan Rg | Secretary | 12m | 54,277 | 60,277 | 6 |
| 1 Franklin | Secretary | 12m | 57,278 | 57,278 | 1 |
| 1 Franklin | Secretary - Child Study Team | 12m | 43,076 | 43,076 | 1 |
| 1 Holland | Clerk | Hrly | 23.87 | 25.97+ | 4 |
| 1 Holland | Custodian | 12m | 38,995 | 53,975+ | 15 |
| 1 Holland | Mechanic | 12m | 40,495 | 55,475+ | 15 |
| 1 Holland | Paraprofessional | Hrly | 23.87 | 25.97+ | 4 |
| 1 Holland | Secretary | 12m | 32,045 | 42,955+ | 15 |
| 1 Lebanon Twp | Custodian | 12m | 35,385 | 35,385 | 1 |
| 1 Lebanon Twp | Custodian - Black Seal | 12m | 36,114 | 36,114 | 1 |
| 1 Lebanon Twp | Custodian - Head | 12m | 38,666 | 38,666 | 1 |
| 1 Lebanon Twp | Custodian Head - Black Seal | 12m | 39,395 | 39,395 | 1 |
| 1 Lebanon Twp | Paraprofessional | 10m | 25,415 | 35,219 | 14 |
| 1 Lebanon Twp | Paraprofessional | Hrly | 14.50 | 18.60 | 18 |
| 1 Lebanon Twp | Paraprof. - 60 Credits | 10m | 25,765 | 35,569 | 14 |
| 1 Lebanon Twp | Paraprofessional - BA | 10m | 26,015 | 35,819 | 14 |
| 5 N Hunterdon Reg | Administrative Assistant | 12m | 35,840 | 48,430 | 16 |
| 5 N Hunterdon Reg | Custodian | 12m | 34,447 | 49,477 | 14 |
| 5 N Hunterdon Reg | Custodian - 2nd Shift | 12m | 36,877 | 51,877 | 14 |
| 5 N Hunterdon Reg | Custodian - ES | 12m | 37,977 | 52,977 | 14 |
| 5 N Hunterdon Reg | Custodian - High School | 12m | 37,977 | 52,977 | 14 |
| 5 N Hunterdon Reg | Custodian - Middle School | 12m | 37,977 | 52,977 | 14 |
| 5 N Hunterdon Reg | Custodian - Night Shift | 12m | 36,027 | 51,027 | 14 |
| 5 N Hunterdon Reg | Mechanic | 12m | 44,277 | 59,277 | 14 |
| 5 N Hunterdon Reg | Paraprofessional | 10m | 20,615 | 26,195 | 15 |
| 5 N Hunterdon Reg | Paraprof. - Special Ed | 10m | 25,769 | 33,629 | 15 |
| 5 N Hunterdon Reg | Secretary | 12m | 34,840 | 47,430 | 16 |
| 5 N Hunterdon Reg | Secretary - Executive | 12m | 37,590 | 50,180 | 16 |
| 1 Readington | Clerical - Assistant | Hrly | 14.34 | 19.19 | 18 |
| 1 Readington | Custodian | 12m | 36,620 | 46,280 | 11 |
| 1 Readington | Custodian - Black Seal | 11.5m | 37,141 | 46,801 | 11 |
| 1 Readington | Custodian - Head Elem. | 12m | 40,373 | 50,033 | 11 |
| 1 Readington | Custodian - Head MS | 12m | 42,458 | 52,118 | 11 |
| 1 Readington | Paraprofessional | Hrly | 17.29 | 23.74 | 25 |
| 1 Readington | Paraprofessional - Instr. | Hrly | 19.29 | 25.74 | 25 |
| 1 Readington | Secretary | 12m | 37,525 | 55,035 | 19 |
| 5 S Hunterdon Reg HS | Custodian | 12m | 39,110 | 57,825 | 20 |
| 5 S Hunterdon Reg HS | Paraprofessional | 10m | 16,910 | 27,000 | 19 |
| 5 S Hunterdon Reg HS | Secretary | 12m | 39,648 | 59,158 | 18 |
| 1 Tewksbury | Custodian | 11.5m | 34,337 | 45,375+ | 11 |
| 1 Tewksbury | Custodian - Black Seal | 12m | 35,437 | 46,475+ | 11 |
| 1 Tewksbury | Paraprofessional | Hrly | 15.36 | 18.24 | 8 |
| 1 Tewksbury | Paraprof. - Instructional | Hrly | 15.64 | 19.80 | 13 |

MERCER

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|--------------------|---------------------------|------|--------|---------|-------|
| 4 Hamilton | Secretary | 10m | 36,645 | 51,200 | 12 |
| 4 Hamilton | Secretary | 12m | 36,985 | 51,540 | 12 |
| 3 Lawrence | Custodian | 12m | 48,144 | 63,149+ | 7 |
| 3 Lawrence | Custodian - Head Elem. | 12m | 50,144 | 64,032+ | 7 |
| 3 Lawrence | Custodian - Head HS | 12m | 52,144 | 65,372+ | 7 |
| 3 Lawrence | Custodian - Head MS | 12m | 52,144 | 65,372+ | 7 |
| 3 Lawrence | Driver | 12m | 48,144 | 63,149+ | 7 |
| 3 Lawrence | Library Assistant | Hrly | 30.73 | 30.73 | 1 |
| 3 Lawrence | Maintenance | 12m | 54,144 | 67,712+ | 7 |
| 3 Lawrence | Paraprofessional - Instr. | Hrly | 26.95 | 26.95 | 1 |
| 3 Lawrence | Secretary | 12m | 41,987 | 60,187+ | 11 |
| 3 Lawrence | Secretary - Principal | 12m | 46,140 | 66,140+ | 11 |
| 3 Lawrence | Security Officer | Hrly | 26.95 | 26.95 | 1 |
| 2 Robbinsville Twp | Bus Aide | Hrly | 18.09 | 18.09+ | 1 |
| 2 Robbinsville Twp | Bus Driver | Hrly | 33.37 | 33.37+ | 1 |
| 2 Robbinsville Twp | Cafeteria/Lunch Aide | Hrly | 18.09 | 18.09+ | 1 |
| 2 Robbinsville Twp | Clerk | 10m | 31,027 | 31,027+ | 1 |
| 2 Robbinsville Twp | Custodian | 12m | 47,272 | 47,272+ | 1 |
| 2 Robbinsville Twp | Maintenance | 12m | 62,342 | 62,342+ | 1 |
| 2 Robbinsville Twp | Maintenance - HVAC | 12m | 73,169 | 73,169+ | 1 |
| 2 Robbinsville Twp | Network Specialist | 12m | 76,142 | 76,142+ | 1 |
| 2 Robbinsville Twp | Paraprofessional - Instr. | 10m | 27,540 | 27,540+ | 1 |
| 2 Robbinsville Twp | Secretary | 10m | 33,610 | 41,110 | 7 |
| 2 Robbinsville Twp | Secretary | 12m | 40,330 | 49,330 | 7 |

MIDDLESEX

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|----------------------------|------|--------|---------|-------|
| 3 Carteret | Custodian | 12m | 36,913 | 63,913+ | 10 |
| 3 Carteret | Custodian - Black Seal | 12m | 37,163 | 64,163+ | 10 |
| 3 Carteret | Custodian - Head | 12m | 42,413 | 69,413+ | 10 |
| 3 Carteret | Custodian - Pesticide Lic. | 12m | 38,413 | 65,413+ | 10 |
| 3 Carteret | Grounds | 12m | 38,913 | 65,913+ | 10 |
| 3 Carteret | Maintenance | 12m | 41,913 | 68,913+ | 10 |
| 3 Carteret | Paraprofessional | 10m | 27,142 | 38,142+ | 7 |
| 3 Carteret | Paraprof. - 60 Credits | 10m | 27,542 | 38,542+ | 7 |
| 3 Carteret | Paraprofessional - BA | 10m | 28,142 | 39,142+ | 7 |
| 3 Carteret | Paraprof. - Certified | 10m | 27,542 | 38,542+ | 7 |
| 3 Carteret | Secretary | 11m | 34,730 | 54,730+ | 10 |
| 3 Carteret | Secretary | 12m | 38,898 | 61,298+ | 10 |
| 3 Carteret | Secretary - AA | 11m | 35,230 | 55,230+ | 10 |
| 3 Carteret | Secretary - AA | 12m | 39,398 | 61,798+ | 10 |
| 3 Carteret | Secretary - BA | 11m | 35,730 | 55,730+ | 10 |
| 3 Carteret | Secretary - BA | 12m | 39,898 | 62,298+ | 10 |
| 3 Carteret | Technology | 12m | 38,913 | 63,913+ | 10 |
| 3 Carteret | Technology - AA | 12m | 39,413 | 64,413+ | 10 |
| 3 Carteret | Technology - BA | 12m | 39,913 | 64,913+ | 10 |
| 2 Dunellen | Paraprofessional | 10m | 19,750 | 24,250 | 10 |
| 2 Dunellen | Secretary | 10m | 38,000 | 41,500 | 8 |
| 2 Dunellen | Secretary | 12m | 45,600 | 49,800 | 8 |
| 4 Edison | Bus Aide | Hrly | 15.82 | 17.75 | 6 |
| 4 Edison | Bus Driver | Hrly | 18.43 | 23.53 | 6 |
| 4 Edison | Custodian | 12m | 39,861 | 62,826+ | 11 |
| 4 Edison | Custodian - Pesticide Lic. | 12m | 45,040 | 68,390+ | 11 |
| 4 Edison | Grounds | 12m | 41,156 | 64,121+ | 11 |
| 4 Edison | Grounds - Head | 12m | 44,131 | 67,094+ | 11 |
| 4 Edison | Maintenance | 12m | 41,156 | 64,121+ | 11 |
| 2 Highland Park | Administrative Assistant | 12m | 47,224 | 58,910+ | 12 |
| 2 Highland Park | Bookkeeper | 12m | 48,524 | 60,013+ | 12 |
| 2 Highland Park | Custodian | 12m | 68,959 | 68,959+ | 1 |
| 2 Highland Park | Custodian - Black Seal | 12m | 69,709 | 69,709+ | 1 |
| 2 Highland Park | Maintenance | 12m | 95,481 | 95,481+ | 1 |
| 2 Highland Park | Maintenance - Black Seal | 12m | 96,231 | 96,231+ | 1 |
| 2 Highland Park | Paraprofessional | Hrly | 14.80 | 22.68+ | 15 |
| 2 Highland Park | Secretary | 12m | 41,424 | 55,524+ | 12 |
| 2 Metuchen | Paraprofessional | Hrly | 17.75 | 22.50 | 11 |
| 2 Metuchen | Secretary | 12m | 43,805 | 43,805 | RG |

MIDDLESEX (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|----------|-------|
| 4 Piscataway | Accounts Rec./Accounts Pay | 10m | 38,964 | 49,223+ | 12 |
| 4 Piscataway | Accounts Rec./Accounts Pay | 12m | 46,775 | 59,091+ | 12 |
| 4 Piscataway | Administrative Assistant | 12m | 51,675 | 65,367+ | 12 |
| 4 Piscataway | Bus Aide | Hrly | 14.82 | 14.82+ | 1 |
| 4 Piscataway | Bus Driver | Hrly | 19.57 | 19.57 | 1 |
| 4 Piscataway | Clerk | 10m | 32,216 | 40,650+ | 12 |
| 4 Piscataway | Clerk | 12m | 38,675 | 48,800+ | 12 |
| 4 Piscataway | Custodian | 12m | 39,000 | 49,025 | 12 |
| 4 Piscataway | Library Assistant | 10m | 32,216 | 40,650+ | 12 |
| 4 Piscataway | Library Assistant | 12m | 38,675 | 48,800+ | 12 |
| 4 Piscataway | Maintenance | 12m | 43,200 | 54,246 | 12 |
| 4 Piscataway | Paraprofessional | Hrly | 27.30 | 28.83 | 3 |
| 4 Piscataway | Paraprofessional - Certified | Hrly | 29.80 | 31.04 | 3 |
| 4 Piscataway | Payroll | 12m | 51,675 | 65,367+ | 12 |
| 4 Piscataway | RN | 10m | 51,219 | 51,819+ | 7 |
| 4 Piscataway | Secretary | 10m | 35,548 | 44,937+ | 12 |
| 4 Piscataway | Secretary | 12m | 42,675 | 53,946+ | 12 |
| 4 Piscataway | Secretary - Child Study Team | 10m | 38,964 | 49,223+ | 12 |
| 4 Piscataway | Secretary - Child Study Team | 12m | 46,775 | 59,091+ | 12 |
| 4 Piscataway | Technology | 10m | 33,500 | 36,700+ | 5 |
| 4 Piscataway | Technology | 12m | 38,350 | 42,200+ | 5 |
| 3 Sayreville | Bus Aide | Hrly | 15.00 | 17.17+ | 8 |
| 3 Sayreville | Bus Driver | Hrly | 25.78 | 31.95+ | 7 |
| 3 Sayreville | Clerical - Assistant | 10m | 23,300 | 40,250+ | 16 |
| 3 Sayreville | Clerical - Assistant | 12m | 32,218 | 50,517+ | 13 |
| 3 Sayreville | Computer Operator | 10m | 42,084 | 46,954+ | 5 |
| 3 Sayreville | Food Service | Hrly | 15.12 | 15.12+ | 1 |
| 3 Sayreville | Food Service - Cook | 10m | 32,123 | 35,923+ | 7 |
| 3 Sayreville | Mechanic | 12m | 47,890 | 74,949+ | 8 |
| 3 Sayreville | Paraprofessional | Hrly | 12.76 | 12.76+ | 1 |
| 3 Sayreville | Paraprofessional - Certified | Hrly | 14.73 | 14.73+ | 1 |
| 3 Sayreville | Paraprofessional - Instr. | 10m | 30,265 | 30,265+ | 1 |
| 3 Sayreville | Payroll | 12m | 62,999 | 62,999+ | 1 |
| 3 Sayreville | RN | 10m | 42,861 | 52,861 | 12 |
| 3 Sayreville | Secretary | 12m | 35,593 | 57,398+ | 13 |
| 3 Sayreville | Secretary - Principal | 12m | 40,097 | 60,372+ | 13 |
| 3 So Plainfield | Bus Driver | Hrly | 22.61 | 27.41 | 4 |
| 3 So Plainfield | Computer Technician | 10m | 62,298 | 62,298+ | 1 |
| 3 So Plainfield | LPN | 10m | 40,000 | 60,000 | 15 |
| 3 So Plainfield | Network Specialist | 12m | 68,601 | 68,601+ | 1 |
| 3 So Plainfield | Paraprofessional | 10m | 24,589 | 29,992+ | 10 |
| 3 So Plainfield | Paraprofessional | Hrly | 18.11 | 22.09+ | 10 |
| 3 So Plainfield | Paraprofessional - Part-Time | 10m | 21,076 | 25,707+ | 10 |
| 3 So Plainfield | RN | 10m | 45,000 | 65,000 | 15 |
| 3 So Plainfield | Secretary | 10m | 36,500 | 55,500+ | 11 |
| 3 So Plainfield | Secretary | 12m | 39,500 | 58,500+ | 11 |
| 4 South Brunswick | Administrative Assistant | 10m | 39,839 | 54,175 | 11 |
| 4 South Brunswick | Administrative Assistant | 12m | 47,807 | 65,010 | 11 |
| 4 South Brunswick | Bookkeeper | 10m | 41,168 | 55,502 | 11 |
| 4 South Brunswick | Bookkeeper | 12m | 49,401 | 66,603 | 11 |
| 4 South Brunswick | Bus Driver | Hrly | 19.36 | 24.77+ | 11 |
| 4 South Brunswick | Clerk | 10m | 36,863 | 51,198 | 11 |
| 4 South Brunswick | Clerk | 12m | 44,236 | 61,438 | 11 |
| 4 South Brunswick | Paraprofessional | Hrly | 12.35 | 20.86+ | 19 |
| 4 South Brunswick | Secretary | 10m | 38,095 | 52,429 | 11 |
| 4 South Brunswick | Secretary | 12m | 45,714 | 62,917 | 11 |
| 4 Woodbridge | Administrative Assistant | 12m | 65,961 | 74,653+ | 3 |
| 4 Woodbridge | Attendance Officer | 10m | 54,126 | 77,322+ | 4 |
| 4 Woodbridge | Behavioral Therapist | Hrly | 22.17 | 31.66+ | 4 |
| 4 Woodbridge | Bookkeeper | 12m | 44,133 | 63,047+ | 12 |
| 4 Woodbridge | Bus Aide | Hrly | 16.18 | 21.77+ | 12 |
| 4 Woodbridge | Bus Driver | Hrly | 22.24 | 35.77+ | 12 |
| 4 Woodbridge | Health Assistant | Hrly | 30.41 | 30.41+ | 1 |
| 4 Woodbridge | Mechanic | 12m | 50,804 | 72,579+ | 4 |
| 4 Woodbridge | Paraprofessional | Hrly | 18.31 | 26.16+ | 4 |
| 4 Woodbridge | Secretary | 10m | 36,282 | 51,830+ | 12 |
| 4 Woodbridge | Secretary | 12m | 43,541 | 62,202+ | 12 |
| 4 Woodbridge | Secretary - Principal | 12m | 45,550 | 65,072+ | 12 |
| 4 Woodbridge | Systems Administrator | 12m | 81,413 | 100,784+ | 5 |
| 4 Woodbridge | Technology - Network | 12m | 51,730 | 63,200+ | 59 |

MONMOUTH

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 2 Asbury Park | Custodian | 12m | 43,005 | 62,440 | 11 |
| 2 Asbury Park | Custodian - Black Seal | 12m | 43,505 | 64,425 | 11 |
| 2 Asbury Park | Maintenance | 12m | 43,005 | 62,440 | 11 |
| 2 Asbury Park | Maintenance - Black Seal | 12m | 43,505 | 64,425 | 11 |
| 2 Asbury Park | Paraprofessional - Instr. | 10m | 33,077 | 40,132 | 11 |
| 2 Asbury Park | Secretary | 12m | 49,154 | 66,669 | 11 |
| 2 Asbury Park | Security Officer | 10m | 39,552 | 48,242 | 11 |
| 2 Asbury Park | Technology | 12m | 59,686 | 77,686 | 10 |
| 1 Freehold Boro | Custodian | 12m | 28,095 | 46,645+ | 15 |
| 1 Freehold Boro | Custodian - Black Seal | 12m | 28,545 | 47,095+ | 15 |
| 1 Freehold Boro | Custodian - Electrician Lic. | 12m | 33,095 | 51,645+ | 15 |
| 1 Freehold Boro | Custodian - Head | 12m | 29,595 | 48,145+ | 15 |
| 1 Freehold Boro | Custodian - Night Shift | 12m | 28,895 | 47,445+ | 15 |
| 1 Freehold Boro | Maintenance | 12m | 41,575 | 46,645+ | 11 |
| 1 Freehold Boro | Maintenance - Black Seal | 12m | 42,025 | 47,095+ | 11 |
| 1 Freehold Boro | Maint. - Electrician Lic. | 12m | 28,545 | 47,095+ | 11 |
| 1 Freehold Boro | Maintenance - Head | 12m | 46,575 | 51,645+ | 11 |
| 1 Freehold Boro | Maintenance - Night Shift | 12m | 42,375 | 47,445+ | 11 |
| 1 Freehold Boro | Paraprofessional | 10m | 21,235 | 31,415+ | 14 |
| 1 Freehold Boro | Secretary | 12m | 48,510 | 52,010+ | 15 |
| 5 Freehold Reg | Administrative Assistant | 12m | 48,855 | 54,300+ | 10 |
| 5 Freehold Reg | Bus Aide | Hrly | 15.67 | 16.12+ | 2 |
| 5 Freehold Reg | Clerk | 12m | 45,505 | 50,950+ | 10 |
| 5 Freehold Reg | Computer Operator | 12m | 32,750 | 43,765+ | 10 |
| 5 Freehold Reg | Computer Technician | 12m | 52,500 | 57,200+ | 10 |
| 5 Freehold Reg | Custodian | 12m | 36,500 | 49,480 | 12 |
| 5 Freehold Reg | Custodian - Black Seal | 12m | 37,350 | 50,690 | 12 |
| 5 Freehold Reg | Grounds | 12m | 36,750 | 50,090 | 12 |
| 5 Freehold Reg | Grounds - Black Seal | 12m | 37,600 | 50,940 | 12 |
| 5 Freehold Reg | Maintenance | 12m | 39,200 | 52,540 | 12 |
| 5 Freehold Reg | Maintenance - Black Seal | 12m | 40,050 | 53,390 | 12 |
| 5 Freehold Reg | Paraprofessional - Instr. | 10m | 30,711 | 40,679+ | 3 |
| 5 Freehold Reg | Secretary | 10m | 37,921 | 42,458+ | 10 |
| 5 Freehold Reg | Secretary | 12m | 47,180 | 52,625+ | 10 |
| 3 Hazlet | Secretary | 12m | 37,405 | 55,114 | 16 |
| 3 Holmdel | Bus Aide | Hrly | 13.24 | 29.06 | 14 |
| 3 Holmdel | Bus Driver | Hrly | 21.66 | 36.67 | 12 |
| 3 Holmdel | Clerical - Assistant | 10m | 20,000 | 42,885 | 20 |
| 3 Holmdel | Custodian | 12m | 26,900 | 55,300 | 16 |
| 3 Holmdel | Custodian | Hrly | 14.12 | 14.12 | 1 |
| 3 Holmdel | Custodian - Black Seal | 12m | 26,900 | 55,300 | 16 |
| 3 Holmdel | Custodian - Black Seal | 12m | 27,199 | 55,500 | 16 |
| 3 Holmdel | Custodian - For. Nt. Shift | 12m | 35,900 | 70,190 | 20 |
| 3 Holmdel | Custodian - Head | 12m | 34,500 | 68,790 | 20 |
| 3 Holmdel | Custodian - Pesticide Lic. | 12m | 26,900 | 55,300 | 16 |
| 3 Holmdel | Custodian - Pesticide Lic. | 12m | 27,199 | 55,500 | 16 |
| 3 Holmdel | Food Service | Hrly | 11.64 | 21.64 | 13 |
| 3 Holmdel | Grounds | 12m | 29,950 | 64,000 | 20 |
| 3 Holmdel | Maintenance | 12m | 41,500 | 69,999 | 16 |
| 3 Holmdel | Maintenance - Black Seal | 12m | 41,700 | 70,199 | 16 |
| 3 Holmdel | Maintenance - Night Shift | 12m | 42,750 | 71,249 | 16 |
| 3 Holmdel | Maintenance - Pesticide Lic. | 12m | 41,700 | 70,199 | 16 |
| 3 Holmdel | Mechanic | 12m | 38,000 | 68,350 | 17 |
| 3 Holmdel | Media Assistant | 10m | 20,000 | 42,885 | 20 |
| 3 Holmdel | Paraprof. - Special Ed | 10m | 26,250 | 36,465 | 10 |
| 3 Holmdel | Secretary | 12m | 35,250 | 65,100 | 20 |
| 2 Keansburg | Paraprofessional | 10m | 23,246 | 25,886+ | 7 |
| 2 Keansburg | Paraprof. - 60 Credits | 10m | 23,546 | 26,186+ | 7 |
| 2 Keansburg | Paraprofessional - BA | 10m | 23,846 | 26,486+ | 7 |
| 2 Keansburg | Secretary | 12m | 32,306 | 44,181+ | 17 |
| 2 Keyport | Custodian | 12m | 31,311 | 50,692+ | 22 |
| 2 Keyport | Custodian - Black Seal | 12m | 31,986 | 51,367+ | 22 |
| 2 Keyport | Custodian - Pesticide Lic. | 12m | 31,811 | 51,192+ | 22 |
| 2 Keyport | Grounds | 12m | 33,311 | 52,692+ | 22 |
| 2 Keyport | Maintenance | 12m | 33,311 | 52,692+ | 22 |
| 2 Keyport | Clerk | 12m | 39,608 | 48,293 | 10 |
| 3 Long Branch | Custodian | 10m | 35,900 | 45,050 | 16 |
| 3 Long Branch | Custodian | 12m | 35,526 | 53,411 | 16 |

MONMOUTH (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|-------|--------|---------|-------|
| 3 Long Branch | Grounds | 10m | 35,900 | 45,050 | 16 |
| 3 Long Branch | Grounds | 12m | 35,526 | 53,411 | 16 |
| 3 Long Branch | Maintenance | 12m | 48,652 | 57,720 | 8 |
| 3 Long Branch | Mechanic | 10m | 35,900 | 45,050 | 16 |
| 3 Long Branch | Mechanic | 12m | 35,526 | 53,411 | 16 |
| 3 Long Branch | Secretary | 10m | 41,108 | 49,793 | 10 |
| 3 Long Branch | Secretary | 12m | 49,898 | 58,583 | 10 |
| 3 Long Branch | Secretary - Principal | 12m | 35,900 | 45,050 | 10 |
| 1 Marlboro | Bookkeeper | 12m | 50,541 | 61,514+ | RG |
| 1 Marlboro | Bus Aide | Hrly | 16.61 | 16.61 | 1 |
| 1 Marlboro | Bus Driver | Hrly | 24.96 | 28.99 | 5 |
| 1 Marlboro | Clerk | 12m | 48,911 | 56,917+ | RG |
| 1 Marlboro | Computer Operator | 12m | 53,666 | 60,824 | 5 |
| 1 Marlboro | Computer Technician | 12m | 65,129 | 65,129 | 1 |
| 1 Marlboro | Courier | 10m | 52,359 | 52,359 | 1 |
| 1 Marlboro | Paraprofessional - Instr. | Hrly | 18.42 | 21.14+ | 3 |
| 1 Marlboro | RN | 10m | 55,276 | 55,276 | 1 |
| 1 Marlboro | Secretary | 12m | 40,000 | 68,391+ | RG |
| 1 Marlboro | Technology - Network | 12m | 81,395 | 81,395 | 1 |
| 3 Matwn-Aber Reg | Administrative Assistant | 11.5m | 38,180 | 51,625 | 15 |
| 3 Matwn-Aber Reg | Clerk | 12m | 21,285 | 41,035 | 18 |
| 3 Matwn-Aber Reg | Custodian | 12m | 38,180 | 59,280 | 15 |
| 3 Matwn-Aber Reg | Custodian | Hrly | 18.29 | 28.39 | 15 |
| 3 Matwn-Aber Reg | Driver | 10m | 33,908 | 42,164 | 9 |
| 3 Matwn-Aber Reg | Driver | Hrly | 25.63 | 31.87 | 9 |
| 3 Matwn-Aber Reg | Maintenance | 12m | 45,780 | 71,110 | 15 |
| 3 Matwn-Aber Reg | Maintenance | Hrly | 21.93 | 34.06 | 15 |
| 3 Matwn-Aber Reg | Secretary | 10.5m | 23,365 | 43,045 | 18 |
| 3 Matwn-Aber Reg | Secretary | 12m | 28,555 | 50,735 | 18 |
| 5 Monmouth Co Voc | Secretary | 12m | 26,600 | 39,538+ | 10 |
| 5 Monmouth Reg | Custodian | 12m | 35,021 | 56,516 | 24 |
| 5 Monmouth Reg | Custodian - Black Seal | 12m | 35,896 | 57,490 | 24 |
| 5 Monmouth Reg | Custodian - Nt. Supervisor | 12m | 37,521 | 59,016 | 24 |
| 5 Monmouth Reg | Maintenance | 12m | 39,413 | 60,608 | 24 |
| 5 Monmouth Reg | Maintenance - Black Seal | 12m | 40,288 | 61,483 | 24 |
| 5 Monmouth Reg | Maint. - Nt. Supervisor | 12m | 41,913 | 63,108 | 24 |
| 3 Neptune Twp | Custodian | 12m | 51,207 | 55,407 | 15 |
| 3 Neptune Twp | Custodian - Black Seal | 12m | 52,009 | 56,209 | 15 |
| 3 Neptune Twp | Custodian - Head Elem. | 12m | 53,416 | 57,616 | 15 |
| 3 Neptune Twp | Custodian - Head HS | 12m | 54,019 | 58,219 | 15 |
| 3 Neptune Twp | Custodian - Head MS | 12m | 54,019 | 58,219 | 15 |
| 3 Neptune Twp | Custodian - HS Night For. | 12m | 53,416 | 57,616 | 15 |
| 3 Neptune Twp | Custodian - MS Nt. For. | 12m | 53,416 | 57,616 | 15 |
| 3 Neptune Twp | Interpreter | 10m | 48,306 | 49,586 | 5 |
| 3 Neptune Twp | Paraprofessional | 10m | 24,215 | 25,015 | 5 |
| 3 Neptune Twp | Secretary | 12m | 43,175 | 47,870 | 15 |
| 3 Neptune Twp | Security Officer | 10m | 36,513 | 37,713 | 5 |
| 3 Neptune Twp | Technology | 10m | 47,131 | 55,131 | 5 |
| 3 Ocean Twp | Accounts Payable Clerk | 12m | 48,004 | 60,374 | 23 |
| 3 Ocean Twp | Accounts Rec./Accounts Pay | 12m | 48,004 | 60,374 | 23 |
| 3 Ocean Twp | Custodian | 12m | 35,255 | 44,295 | 12 |
| 3 Ocean Twp | Custodian - Black Seal | 12m | 36,555 | 45,595 | 12 |
| 3 Ocean Twp | Custodian - Electrician Lic. | 12m | 41,455 | 50,495 | 12 |
| 3 Ocean Twp | Custodian - For. Nt. Shift | 12m | 37,155 | 46,195 | 12 |
| 3 Ocean Twp | Custodian - Head Elem. | 12m | 38,455 | 47,495 | 12 |
| 3 Ocean Twp | Custodian - Head HS | 12m | 38,455 | 47,495 | 12 |
| 3 Ocean Twp | Custodian - Head MS | 12m | 38,455 | 47,495 | 12 |
| 3 Ocean Twp | Custodian - HVAC | 12m | 41,455 | 50,495 | 12 |
| 3 Ocean Twp | Custodian - Pesticide Lic. | 12m | 35,955 | 44,995 | 12 |
| 3 Ocean Twp | Custodian - Plumbing Sp. | 12m | 41,455 | 50,495 | 12 |
| 3 Ocean Twp | Grounds | 12m | 39,455 | 48,495 | 12 |
| 3 Ocean Twp | Paraprofessional - Instr. | 10m | 24,180 | 32,740 | 14 |
| 3 Ocean Twp | Secretary | 10m | 27,528 | 36,618 | 16 |
| 3 Ocean Twp | Secretary | 12m | 35,129 | 54,779 | 22 |
| 1 Oceanport | Paraprofessional | Hrly | 19.82 | 25.56+ | 3 |
| 1 Oceanport | Secretary | 12m | 44,663 | 51,030+ | 3 |
| 1 Shrewsbury | Custodian | 12m | 31,140 | 31,140+ | RG |
| 1 Shrewsbury | Maintenance | 12m | 34,125 | 34,125+ | RG |
| 1 Union Beach | Bus Aide | Hrly | 12.88 | 14.76 | 8 |

MONMOUTH (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|--------------------------------|-------|--------|--------|-------|
| 1 Union Beach | Cafeteria/Lunch Aide | Hrly | 12.88 | 14.76 | 8 |
| 1 Union Beach | Custodian | 12m | 37,715 | 49,355 | 17 |
| 1 Union Beach | Custodian - Black Seal | 12m | 38,505 | 50,145 | 17 |
| 1 Union Beach | Paraprofessional | 10m | 13,277 | 19,217 | 15 |
| 1 Union Beach | Paraprofessional - Instr. | 10m | 15,560 | 18,630 | 9 |
| 1 Union Beach | Secretary | 11.5m | 26,630 | 40,910 | 17 |
| 2 Upr Freehold Rg | Custodian | 12m | 31,525 | 38,751 | 8 |
| 2 Upr Freehold Rg | Paraprofessional | 10m | 26,684 | 48,110 | 20 |
| 2 Upr Freehold Rg | Secretary | 10m | 30,368 | 63,827 | 20 |
| 2 Upr Freehold Rg | Secretary | 12m | 34,673 | 76,651 | 20 |
| 2 Upr Freehold Rg | Security Officer | 10m | 26,144 | 52,213 | 18 |
| 2 Upr Freehold Rg | Security Officer - Night Shift | 10m | 36,867 | 56,751 | 12 |
| 2 Upr Freehold Rg | Technology | 10m | 37,152 | 71,281 | 18 |
| 2 Upr Freehold Rg | Technology | 12m | 67,761 | 75,081 | 3 |
| 1 W Long Branch | Accounts Payable Clerk | 12m | 32,204 | 53,948 | 10 |
| 1 W Long Branch | Clerical - Assistant | 12m | 26,489 | 38,439 | 10 |
| 1 W Long Branch | Secretary | 12m | 30,168 | 50,650 | 10 |
| 1 W Long Branch | Secretary - Child Study Team | 12m | 28,622 | 43,873 | 10 |

MORRIS

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|-----------------------------|------|--------|---------|-------|
| 2 Boonton Town | Administrative Assistant | 12m | 46,247 | 56,856+ | 11 |
| 2 Boonton Town | Bus Aide | 10m | 33,172 | 34,138+ | 4 |
| 2 Boonton Town | Bus Aide | Hrly | 25.75 | 26.50+ | 4 |
| 2 Boonton Town | Bus Driver | Hrly | 37.89 | 40.40+ | 5 |
| 2 Boonton Town | Custodian | 12m | 37,122 | 48,077+ | 7 |
| 2 Boonton Town | Maintenance | 12m | 45,642 | 56,597+ | 7 |
| 2 Boonton Town | Secretary | 12m | 41,757 | 52,366+ | 11 |
| 2 Butler | Custodian | 12m | 37,022 | 53,867+ | 12 |
| 2 Butler | Custodian - Asbestos Lic. | 12m | 37,855 | 54,700+ | 12 |
| 2 Butler | Custodian - Black Seal | 12m | 38,287 | 55,132+ | 12 |
| 2 Butler | Maintenance | 12m | 46,487 | 63,292+ | 10 |
| 2 Butler | Maintenance - Asbestos Lic. | 12m | 47,320 | 64,125+ | 10 |
| 2 Butler | Maintenance - Black Seal | 12m | 47,752 | 64,557+ | 10 |
| 2 Butler | Maintenance - Head | 12m | 48,511 | 65,316+ | 10 |
| 3 Chathams, D Of | Paraprofessional | 10m | 30,311 | 33,606+ | 4 |
| 1 Denville | Bus Aide | Hrly | 15.86 | 18.29 | 10 |
| 1 Denville | Bus Driver | 10m | 9,565 | 11,512 | 10 |
| 1 Denville | Cafeteria/Lunch Aide | Hrly | 15.86 | 18.29 | 10 |
| 1 Denville | Computer Technician | 12m | 74,342 | 83,962 | 10 |
| 1 Denville | Custodian | 12m | 41,448 | 53,858 | 12 |
| 1 Denville | Custodian - Head | 12m | 43,998 | 56,408 | 12 |
| 1 Denville | Head Mechanic | 12m | 74,057 | 83,677 | 10 |
| 1 Denville | Library Assistant | 10m | 23,281 | 27,471 | 10 |
| 1 Denville | Maintenance | 12m | 45,528 | 57,938 | 12 |
| 1 Denville | Mechanic | 12m | 70,487 | 80,107 | 10 |
| 1 Denville | Paraprofessional - BA | 10m | 23,481 | 27,671 | 10 |
| 1 Denville | Paraprofessional - Instr. | 10m | 23,281 | 27,471 | 10 |
| 1 Denville | Secretary | 12m | 51,694 | 59,254 | 14 |
| 1 Denville | Technology - Network | 12m | 78,572 | 88,192 | 10 |
| 1 East Hanover | Clerk | 12m | 37,781 | 47,281+ | 11 |
| 1 East Hanover | Custodian | 12m | 42,950 | 57,235+ | 12 |
| 1 East Hanover | Maintenance | 12m | 44,450 | 58,735+ | 12 |
| 1 East Hanover | Secretary | 10m | 41,617 | 49,534+ | 11 |
| 1 East Hanover | Secretary | 12m | 49,941 | 59,441+ | 11 |
| 1 Florham Park | Bus Aide | 10m | 19,373 | 29,603+ | 12 |
| 1 Florham Park | Bus Aide | Hrly | 16.20 | 24.75+ | 12 |
| 1 Florham Park | Custodian | 12m | 44,825 | 58,930+ | 12 |
| 1 Florham Park | Custodian - Night Shift | 12m | 44,925 | 59,030+ | 12 |
| 1 Florham Park | Maintenance | 12m | 53,425 | 67,530+ | 12 |
| 1 Florham Park | Paraprofessional | 10m | 19,373 | 29,603+ | 12 |
| 1 Florham Park | Paraprofessional | Hrly | 16.20 | 24.75+ | 12 |
| 1 Florham Park | Secretary | 12m | 49,120 | 68,732+ | 12 |
| 1 Hanover Twp | Cafeteria/Lunch Aide | 10m | 16,549 | 23,604+ | 14 |
| 1 Hanover Twp | Custodian | 12m | 37,490 | 51,325+ | 14 |
| 1 Hanover Twp | Driver | 10m | 25,379 | 33,824+ | 14 |
| 1 Hanover Twp | Grounds | 12m | 52,989 | 69,289+ | 14 |

MORRIS (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 1 Hanover Twp | Maintenance | 12m | 51,764 | 60,864+ | 10 |
| 1 Hanover Twp | Maintenance - Head | 12m | 58,274 | 68,464+ | 10 |
| 1 Hanover Twp | Mechanic | 12m | 54,559 | 71,704+ | 14 |
| 1 Hanover Twp | Paraprof. - Special Ed | 10m | 20,599 | 29,927+ | 14 |
| 1 Hanover Twp | Secretary | 12m | 44,650 | 57,865+ | 10 |
| 1 Harding | Secretary | 12m | 50,591 | 63,541 | 18 |
| 3 Jefferson | Accounts Payable Clerk | 12m | 47,561 | 66,211 | 13 |
| 3 Jefferson | Bookkeeper | 12m | 44,486 | 63,406 | 13 |
| 3 Jefferson | Bus Aide | Hrly | 21.77 | 22.93 | 5 |
| 3 Jefferson | Bus Driver | Hrly | 23.31 | 28.22 | 9 |
| 3 Jefferson | Clerical - Assistant | 10m | 38,336 | 56,986 | 13 |
| 3 Jefferson | Courier | Hrly | 16.96 | 16.96 | 1 |
| 3 Jefferson | Custodian | Hrly | 23.33 | 30.36 | 12 |
| 3 Jefferson | Library Assistant | 10m | 38,336 | 56,986 | 13 |
| 3 Jefferson | Maintenance | Hrly | 25.63 | 32.66 | 12 |
| 3 Jefferson | Mechanic | Hrly | 34.01 | 36.01 | 5 |
| 3 Jefferson | Paraprof. - Special Ed | Hrly | 22.10 | 23.24 | 5 |
| 3 Jefferson | Payroll | 12m | 47,561 | 66,211 | 13 |
| 3 Jefferson | Secretary | 12m | 44,486 | 63,406 | 13 |
| 3 Jefferson | Secretary - Child Study Team | 12m | 41,411 | 60,061 | 13 |
| 3 Jefferson | Secretary - Elementary | 12m | 41,411 | 60,061 | 13 |
| 3 Jefferson | Secretary - Elem. Principal | 12m | 47,561 | 66,211 | 13 |
| 3 Jefferson | Secretary - High School | 12m | 41,411 | 60,061 | 13 |
| 3 Jefferson | Secretary - HS Principal | 12m | 47,561 | 66,211 | 13 |
| 3 Jefferson | Secretary - Middle School | 12m | 41,411 | 60,061 | 13 |
| 3 Jefferson | Secretary - MS Principal | 12m | 47,561 | 66,211 | 13 |
| 3 Jefferson | Security Officer | Hrly | 22.05 | 23.25 | 5 |
| 3 Jefferson | Technology | 12m | 64,640 | 69,140 | 4 |
| 1 Lincoln Park | Clerical - Assistant | 10m | 6,949 | 7,349 | 5 |
| 1 Lincoln Park | Custodian | 12m | 46,518 | 55,518 | 7 |
| 1 Lincoln Park | Custodian - Black Seal | 12m | 46,718 | 55,718 | 7 |
| 1 Lincoln Park | Custodian - Head | 12m | 47,868 | 56,868 | 7 |
| 1 Lincoln Park | Paraprofessional | 10m | 27,953 | 29,483 | 6 |
| 1 Lincoln Park | Paraprofessional - Certified | 10m | 26,506 | 30,015 | 6 |
| 1 Long Hill | Clerk | 10m | 39,350 | 47,930+ | 12 |
| 1 Long Hill | Paraprofessional | 10m | 36,421 | 38,171+ | 6 |
| 1 Long Hill | Paraprofessional - Certified | 10m | 37,921 | 39,671+ | 6 |
| 1 Long Hill | Secretary | 12m | 52,750 | 61,330+ | 12 |
| 3 Montville | Custodian | 12m | 37,932 | 48,824+ | 10 |
| 3 Montville | Custodian - Head | 12m | 44,632 | 55,524+ | 10 |
| 3 Montville | Custodian - High School | 12m | 41,232 | 52,124+ | 10 |
| 3 Montville | Custodian - Middle School | 12m | 40,632 | 51,524+ | 10 |
| 3 Montville | Maintenance | 12m | 41,130 | 48,824+ | 7 |
| 3 Montville | Maintenance - Asbestos Lic. | 12m | 41,730 | 49,424+ | 7 |
| 3 Montville | Maintenance - Black Seal | 12m | 41,630 | 49,324+ | 7 |
| 3 Montville | Maint. - Electrician Lic. | 12m | 41,730 | 49,424+ | 7 |
| 3 Montville | Maintenance - Head | 12m | 47,830 | 55,524+ | 7 |
| 3 Montville | Maintenance - High School | 12m | 44,430 | 51,124+ | 7 |
| 3 Montville | Maintenance - HVAC | 12m | 41,730 | 49,424+ | 7 |
| 3 Montville | Maintenance - MS | 12m | 43,830 | 52,524+ | 7 |
| 3 Montville | Maint. - Plumbing Lic. | 12m | 41,730 | 49,424+ | 7 |
| 3 Montville | Paraprofessional | Hrly | 18.43 | 18.43+ | 1 |
| 3 Montville | Paraprofessional - Certified | Hrly | 20.90 | 20.90+ | 1 |
| 3 Montville | Paraprof. - Cert. Special Ed | Hrly | 23.35 | 23.35+ | 1 |
| 3 Montville | Paraprof. - Special Ed | Hrly | 20.90 | 20.90+ | 1 |
| 3 Montville | Secretary | 12m | 39,926 | 55,836+ | 13 |
| 5 Morris Co Voc | Custodian | 12m | 39,620 | 54,000 | 13 |
| 5 Morris Co Voc | Custodian - Black Seal | 12m | 40,420 | 54,800 | 13 |
| 5 Morris Co Voc | Maintenance | 12m | 43,185 | 61,605 | 13 |
| 5 Morris Co Voc | Maintenance - Black Seal | 12m | 43,985 | 62,405 | 13 |
| 5 Morris Co Voc | Secretary | 12m | 41,413 | 56,503 | 12 |
| 1 Morris Plains | Clerical - Assistant | 12m | 26,419 | 38,044 | RG |
| 1 Morris Plains | Custodian | 12m | 26,419 | 49,668 | RG |
| 1 Morris Plains | Maintenance | 12m | 36,458 | 59,707 | RG |
| 1 Morris Plains | Secretary - Child Study Team | 12m | 30,119 | 51,254 | RG |
| 1 Morris Plains | Secretary - Principal | 12m | 31,175 | 52,311 | RG |
| 3 Morris Sch Dist | Bus Aide | Hrly | 12.00 | 20.00 | RG |
| 3 Morris Sch Dist | Computer Operator | 10m | 38,000 | 67,000+ | RG |

MORRIS (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 3 Morris Sch Dist | Courier | 10m | 20,000 | 36,000+ | RG |
| 3 Morris Sch Dist | Custodian | 12m | 35,000 | 42,000+ | RG |
| 3 Morris Sch Dist | Grounds | 12m | 32,000 | 52,000+ | RG |
| 3 Morris Sch Dist | Maintenance | 12m | 32,000 | 52,000+ | RG |
| 3 Morris Sch Dist | Mechanic | 12m | 32,000 | 52,000+ | RG |
| 3 Morris Sch Dist | Paraprofessional | 10m | 22,800 | 40,104+ | 24 |
| 3 Morris Sch Dist | Paraprofessional - Instr. | 10m | 24,055 | 41,359+ | 24 |
| 3 Morris Sch Dist | Secretary | 10m | 27,680 | 44,470+ | 22 |
| 3 Morris Sch Dist | Secretary | 12m | 47,275 | 75,955+ | 22 |
| 3 Morris Sch Dist | Security Officer | 10m | 20,000 | 35,000+ | RG |
| 3 Morris Sch Dist | Transportation | Hrly | 28.00 | 35.00+ | RG |
| 1 Mount Arlington | Custodian | 12m | 42,399 | 48,990+ | 16 |
| 1 Mount Arlington | Custodian - Black Seal | 12m | 43,385 | 49,976+ | 16 |
| 1 Mount Arlington | Custodian - Night Shift | 12m | 43,135 | 49,726+ | 16 |
| 3 Mount Olive | Bus Aide | Hrly | 13.76 | 17.03+ | 11 |
| 3 Mount Olive | Custodian | 12m | 35,488 | 51,438+ | 16 |
| 3 Mount Olive | Custodian - Black Seal | 12m | 36,546 | 52,496+ | 16 |
| 3 Mount Olive | Custodian - Electrician Lic. | 12m | 36,516 | 52,466+ | 16 |
| 3 Mount Olive | Custodian - Head | 12m | 36,950 | 52,900+ | 16 |
| 3 Mount Olive | Custodian - HVAC | 12m | 36,516 | 52,466+ | 16 |
| 3 Mount Olive | Custodian - Plumbing Sp. | 12m | 36,516 | 52,466+ | 16 |
| 3 Mount Olive | Maintenance | 12m | 53,228 | 67,628+ | 10 |
| 3 Mount Olive | Maintenance - Black Seal | 12m | 54,286 | 68,686+ | 10 |
| 3 Mount Olive | Maint. - Electrician Lic. | 12m | 54,256 | 68,656+ | 10 |
| 3 Mount Olive | Maintenance - HVAC | 12m | 54,256 | 68,656+ | 10 |
| 3 Mount Olive | Maint. - Plumbing Lic. | 12m | 54,256 | 68,656+ | 10 |
| 3 Mount Olive | Mechanic | 12m | 46,767 | 57,869+ | 11 |
| 3 Mount Olive | Paraprofessional | Hrly | 13.48 | 19.72+ | 12 |
| 3 Mount Olive | RN | 10m | 52,618 | 80,013+ | 16 |
| 3 Mount Olive | Secretary | 10m | 36,960 | 44,757+ | 10 |
| 3 Mount Olive | Secretary | 12m | 41,978 | 50,053+ | 10 |
| 2 Mountain Lakes | Administrative Assistant | 12m | 51,375 | 65,150+ | 13 |
| 2 Mountain Lakes | Custodian | 12m | 46,455 | 53,955+ | 10 |
| 2 Mountain Lakes | Custodian - Black Seal | 12m | 47,155 | 54,655+ | 10 |
| 2 Mountain Lakes | Custodian - For. Nt. Shift | 12m | 51,725 | 59,225+ | 10 |
| 2 Mountain Lakes | Custodian - Head | 12m | 52,660 | 60,160+ | 10 |
| 2 Mountain Lakes | Interpreter | 10m | 54,824 | 59,329+ | 10 |
| 2 Mountain Lakes | Maintenance | 12m | 56,170 | 63,670+ | 10 |
| 2 Mountain Lakes | Maintenance - Black Seal | 12m | 56,870 | 64,300+ | 10 |
| 2 Mountain Lakes | Paraprofessional | Hrly | 15.99 | 20.79+ | 8 |
| 2 Mountain Lakes | Secretary | 10m | 41,265 | 52,330+ | 13 |
| 2 Mountain Lakes | Technology | 12m | 66,057 | 72,457+ | 5 |
| 3 Randolph | Administrative Assistant | 12m | 51,529 | 62,766 | 7 |
| 3 Randolph | Computer Technician | 12m | 63,133 | 74,820 | 8 |
| 3 Randolph | Custodian | 12m | 46,567 | 52,637 | 7 |
| 3 Randolph | Custodian - Black Seal | 12m | 47,154 | 53,224 | 7 |
| 3 Randolph | Custodian - Elem. School | 12m | 47,309 | 53,379 | 7 |
| 3 Randolph | Custodian - High School | 12m | 48,910 | 54,980 | 7 |
| 3 Randolph | Custodian - Middle School | 12m | 47,307 | 53,377 | 7 |
| 3 Randolph | Custodian - Middle School | 12m | 48,048 | 54,118 | 7 |
| 3 Randolph | Custodian - Pesticide Lic. | 12m | 47,307 | 53,377 | 7 |
| 3 Randolph | Grounds | 12m | 55,569 | 65,565 | 7 |
| 3 Randolph | Grounds | 12m | 66,710 | 78,710 | 7 |
| 3 Randolph | Maintenance | 10m | 56,176 | 66,172 | 7 |
| 3 Randolph | Maintenance | 12m | 67,438 | 79,438 | 7 |
| 3 Randolph | Paraprofessional - Instr. | 10m | 23,299 | 27,928 | 9 |
| 3 Randolph | Security Officer | 10m | 26,000 | 35,000 | 10 |
| 1 Rockaway Twp | Custodian | 12m | 38,755 | 56,845 | 17 |
| 1 Rockaway Twp | Custodian - 2nd Shift | 12m | 39,555 | 57,645 | 17 |
| 1 Rockaway Twp | Custodian - Asbestos Lic. | 12m | 39,755 | 57,845 | 17 |
| 1 Rockaway Twp | Custodian - Black Seal | 12m | 40,005 | 58,095 | 17 |
| 1 Rockaway Twp | Custodian - Head Elem. | 12m | 41,255 | 59,345 | 17 |
| 1 Rockaway Twp | Custodian - Head MS | 12m | 41,955 | 60,045 | 17 |
| 1 Rockaway Twp | Custodian - HVAC | 12m | 41,255 | 59,345 | 17 |
| 1 Rockaway Twp | Maintenance | 12m | 43,438 | 63,433 | 17 |
| 1 Rockaway Twp | Maintenance - Asbestos Lic. | 12m | 44,438 | 64,433 | 17 |
| 1 Rockaway Twp | Maintenance - Black Seal | 12m | 44,688 | 64,683 | 17 |
| 1 Rockaway Twp | Maintenance - ES | 12m | 44,438 | 64,433 | 17 |
| 1 Rockaway Twp | Maintenance - Head Elem. | 12m | 45,938 | 65,933 | 17 |

MORRIS (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 1 Rockaway Twp | Maintenance - Head MS | 12m | 46,638 | 66,633 | 17 |
| 1 Rockaway Twp | Maintenance - HVAC | 12m | 45,938 | 65,933 | 17 |
| 1 Rockaway Twp | Maintenance - Night Shift | 12m | 44,238 | 64,233 | 17 |
| 1 Rockaway Twp | Paraprofessional | 10m | 19,625 | 24,525 | 14 |
| 1 Rockaway Twp | Paraprofessional | Hrly | 18.41 | 19.68 | 4 |
| 3 Roxbury | Accounts Rec./Accounts Pay | 12m | 49,685 | 55,895 | 6 |
| 3 Roxbury | Bookkeeper | 12m | 46,835 | 53,295 | 7 |
| 3 Roxbury | Paraprofessional | Hrly | 16.22 | 22.28 | 11 |
| 3 Roxbury | Secretary | 12m | 43,985 | 50,195 | 6 |
| 3 Roxbury | Secretary | 12m | 45,410 | 51,870 | 7 |
| 3 Roxbury | Secretary - Child Study Team | 12m | 45,410 | 51,870 | 7 |
| 3 Roxbury | Secretary - Elementary | 12m | 45,410 | 51,870 | 7 |
| 3 Roxbury | Secretary - High School | 12m | 45,410 | 51,870 | 7 |
| 3 Roxbury | Secretary - Principal | 12m | 46,835 | 53,295 | 7 |
| 1 Washington | Custodian | 12m | 38,324 | 57,219+ | 19 |
| 1 Washington | Custodian - Asbestos Lic. | 12m | 39,124 | 59,019+ | 19 |
| 1 Washington | Custodian - Black Seal | 12m | 39,124 | 59,019+ | 19 |
| 1 Washington | Custodian - Carpenter Lic. | 12m | 39,124 | 59,019+ | 19 |
| 1 Washington | Custodian - Electrician Lic. | 12m | 39,124 | 59,019+ | 19 |
| 1 Washington | Custodian - HVAC | 12m | 39,124 | 59,019+ | 19 |
| 1 Washington | Custodian - Plumbing Sp. | 12m | 39,124 | 59,019+ | 19 |
| 1 Washington | Secretary | 12m | 43,039 | 56,719+ | 18 |

OCEAN

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|-----------------------------|------|--------|---------|-------|
| 3 Barnegat | Attendance Officer | 10m | 15,221 | 15,221 | 1 |
| 3 Barnegat | Bus Aide | Hrly | 12.71 | 25.16 | 27 |
| 3 Barnegat | Cafeteria/Lunch Aide | Hrly | 12.39 | 18.48 | 16 |
| 3 Barnegat | Courier | Hrly | 9.71 | 13.60 | 16 |
| 3 Barnegat | Custodian | 12m | 27,020 | 38,355 | 22 |
| 3 Barnegat | Custodian | Hrly | 11.90 | 15.81 | 18 |
| 3 Barnegat | Custodian - Black Seal | 12m | 27,420 | 38,755 | 22 |
| 3 Barnegat | Custodian - For. Nt. Shift | 12m | 28,420 | 39,755 | 22 |
| 3 Barnegat | Custodian - Head | 12m | 30,020 | 41,355 | 22 |
| 3 Barnegat | Driver | Hrly | 16.45 | 30.50 | 27 |
| 3 Barnegat | Grounds | 12m | 27,743 | 40,373 | 22 |
| 3 Barnegat | Library Assistant | 10m | 17,072 | 32,037 | 0 |
| 3 Barnegat | LPN | 10m | 28,525 | 38,107 | 16 |
| 3 Barnegat | Maintenance | 12m | 28,913 | 34,358 | 13 |
| 3 Barnegat | Maintenance - Asbestos Lic. | 12m | 56,822 | 56,822 | 1 |
| 3 Barnegat | Maintenance - Black Seal | 12m | 56,822 | 56,822 | 1 |
| 3 Barnegat | Maint. - Carpenter Lic. | 12m | 56,822 | 56,822 | 1 |
| 3 Barnegat | Maint. - Electrician Lic. | 12m | 56,822 | 56,822 | 1 |
| 3 Barnegat | Maintenance - HVAC | 12m | 56,822 | 56,822 | 1 |
| 3 Barnegat | Maint. - Plumbing Lic. | 12m | 56,822 | 56,822 | 1 |
| 3 Barnegat | Paraprofessional | 10m | 17,072 | 32,037 | 30 |
| 3 Barnegat | RN | 10m | 36,713 | 51,138 | 16 |
| 3 Barnegat | Secretary | 12m | 28,954 | 57,014 | 21 |
| 3 Barnegat | Secretary - Principal | 12m | 29,954 | 58,014 | 21 |
| 3 Barnegat | Security Officer | 10m | 23,114 | 36,086 | 16 |
| 3 Barnegat | Technology | 10m | 33,196 | 45,771 | 20 |
| 3 Barnegat | Technology | 12m | 39,835 | 54,925 | 20 |
| 4 Jackson | Interpreter | 10m | 46,119 | 51,019+ | 13 |
| 4 Jackson | LPN | 10m | 15,076 | 15,076 | 1 |
| 4 Jackson | Paraprofessional | 10m | 31,556 | 33,211+ | 9 |
| 4 Jackson | Secretary | 12m | 34,513 | 60,908+ | 19 |
| 3 Lacey | Attendance Officer | 10m | 46,714 | 46,714 | 1 |
| 3 Lacey | Custodian | 12m | 38,325 | 48,775 | 25 |
| 3 Lacey | Driver | Hrly | 17.96 | 21.98 | 13 |
| 3 Lacey | Food Service | 10m | 18,500 | 18,500 | 1 |
| 3 Lacey | Food Service - Cook | 10m | 17,334 | 20,050 | 7 |
| 3 Lacey | Grounds | 12m | 38,325 | 47,804 | 11 |
| 3 Lacey | Health Assistant | 10m | 19,077 | 20,896 | 7 |
| 3 Lacey | Interpreter | 10m | 35,828 | 35,828 | 1 |
| 3 Lacey | Mechanic | 12m | 48,231 | 48,231 | 1 |
| 3 Lacey | Paraprofessional | 10m | 16,697 | 30,864 | 21 |
| 3 Lacey | Secretary | 12m | 28,000 | 35,913 | 12 |

OCEAN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 3 Lacey | Secretary - Principal | 12m | 35,000 | 41,124 | 8 |
| 1 Lakehurst | Media Assistant | 10m | 26,286 | 30,911+ | 13 |
| 1 Lakehurst | Paraprofessional | 10m | 25,359 | 29,984+ | 13 |
| 3 Lakewood | Administrative Assistant | 12m | 26,939 | 49,271 | 23 |
| 3 Lakewood | Paraprofessional | 10m | 17,564 | 33,649 | 24 |
| 3 Lakewood | Paraprof. - 30 Credits | 10m | 18,974 | 35,059 | 24 |
| 3 Lakewood | Paraprof. - 60 Credits | 10m | 19,064 | 35,149 | 24 |
| 3 Lakewood | Paraprof. - 90 Credits | 10m | 19,764 | 35,849 | 24 |
| 3 Lakewood | Secretary | 10m | 21,725 | 39,735 | 23 |
| 3 Lakewood | Secretary | 12m | 26,070 | 47,682 | 23 |
| 3 Manchester | Bus Aide | 10m | 23,072 | 29,360 | 12 |
| 3 Manchester | Bus Aide | Hrly | 14.42 | 18.35 | 12 |
| 3 Manchester | Custodian | 12m | 31,472 | 50,247 | 16 |
| 3 Manchester | Custodian - Electrician Lic. | 12m | 37,472 | 56,247 | 16 |
| 3 Manchester | Custodian - HVAC | 12m | 35,472 | 54,247 | 16 |
| 3 Manchester | Custodian - Plumbing Sp. | 12m | 35,472 | 54,247 | 16 |
| 3 Manchester | Driver | 12m | 26,528 | 45,658 | 19 |
| 3 Manchester | Grounds | 12m | 36,340 | 50,790 | 15 |
| 3 Manchester | Maint. - Electrician Lic. | 12m | 50,310 | 69,285 | 12 |
| 3 Manchester | Maintenance - HVAC | 12m | 48,310 | 67,285 | 12 |
| 3 Manchester | Maint. - Plumbing License | 12m | 48,310 | 67,285 | 12 |
| 3 Manchester | Mechanic | 12m | 44,310 | 63,285 | 12 |
| 3 Manchester | Mechanic | 12m | 47,065 | 60,410 | 9 |
| 3 Manchester | Paraprofessional | 10m | 23,389 | 38,764 | 19 |
| 3 Manchester | Secretary | 10m | 31,876 | 37,341 | 7 |
| 3 Manchester | Secretary | 12m | 30,297 | 47,692 | 16 |
| 3 Manchester | Secretary - Principal | 12m | 42,521 | 57,021 | 10 |
| 3 P Pleasant Boro | Bus Driver | 10m | 20,630 | 30,145 | 15 |
| 3 P Pleasant Boro | Mechanic | 12m | 82,070 | 82,070 | 1 |
| 3 P Pleasant Boro | Paraprofessional - Instr. | Hrly | 12.11 | 24.76 | 26 |
| 3 P Pleasant Boro | Secretary | 10m | 30,923 | 41,608 | 14 |
| 3 P Pleasant Boro | Secretary | 12m | 37,108 | 48,450 | 14 |
| 5 Pinelands Reg | Administrative Assistant | 12m | 34,700 | 51,700 | 18 |
| 5 Pinelands Reg | Attendance Officer | 10m | 36,750 | 53,750 | 18 |
| 5 Pinelands Reg | Custodian | 12m | 24,000 | 33,900+ | 18 |
| 5 Pinelands Reg | Custodian - 2nd Shift | 12m | 25,416 | 35,316+ | 18 |
| 5 Pinelands Reg | Custodian - Black Seal | 12m | 25,103 | 35,003+ | 18 |
| 5 Pinelands Reg | Custodian - Head | 12m | 26,753 | 36,653+ | 18 |
| 5 Pinelands Reg | Custodian - Pesticide Lic. | 12m | 26,000 | 35,900+ | 18 |
| 5 Pinelands Reg | Maintenance | 12m | 33,600 | 47,200+ | 18 |
| 5 Pinelands Reg | Maintenance - Black Seal | 12m | 34,703 | 48,303 | 18 |
| 5 Pinelands Reg | Maintenance - Head | 12m | 36,653 | 49,953+ | 18 |
| 5 Pinelands Reg | Maintenance - Pesticide Lic. | 12m | 35,600 | 49,200+ | 18 |
| 5 Pinelands Reg | Maintenance 2nd Shift | 12m | 34,824 | 48,424+ | 18 |
| 5 Pinelands Reg | Paraprofessional - Instr. | 10m | 21,500 | 35,100+ | 18 |
| 5 Pinelands Reg | Paraprof. - Special Ed | 10m | 23,500 | 37,100+ | 18 |
| 5 Pinelands Reg | Receiving Clerk | 12m | 40,700 | 52,600 | 18 |
| 5 Pinelands Reg | Secretary | 10m | 24,800 | 38,300 | 18 |
| 5 Pinelands Reg | Secretary | 12m | 29,000 | 47,000 | 18 |
| 2 Plumsted | Paraprofessional | 10m | 15,435 | 23,310+ | 16 |
| 2 Plumsted | Secretary | 12m | 29,617 | 46,787+ | 16 |
| 5 Southern Reg | Bus Aide | 10m | 18,526 | 21,581 | 10 |
| 5 Southern Reg | Bus Driver | 10m | 19,046 | 29,851 | 13 |
| 5 Southern Reg | Mechanic | 12m | 46,138 | 48,938 | 6 |
| 1 Stafford | Bus Aide | Hrly | 13.65 | 21.97+ | 11 |
| 1 Stafford | Bus Driver | 10m | 20,219 | 34,649+ | 23 |
| 1 Stafford | Cafeteria/Lunch Aide | Hrly | 16.04 | 22.64+ | 10 |
| 1 Stafford | Custodian | 12m | 33,583 | 58,648+ | 22 |
| 1 Stafford | Mechanic | 12m | 34,512 | 60,482+ | 22 |
| 1 Stafford | Paraprofessional | 10m | 22,393 | 30,693+ | 17 |
| 1 Stafford | Paraprofessional | Hrly | 18.07 | 24.46+ | 13 |
| 1 Stafford | Secretary | 12m | 35,950 | 59,621+ | 1 |
| 4 Toms River | Administrative Assistant | 12m | 34,323 | 52,634+ | 11 |
| 4 Toms River | Attendance Officer | 10m | 35,300 | 43,800+ | 7 |
| 4 Toms River | Interpreter | 10m | 37,500 | 44,300+ | 7 |
| 4 Toms River | Paraprofessional | 10m | 14,274 | 14,274+ | 1 |
| 4 Toms River | Paraprofessional - Instr. | 12m | 19,970 | 30,900+ | 12 |
| 4 Toms River | Secretary | 10m | 24,818 | 40,218+ | 13 |
| 4 Toms River | Secretary | 12m | 28,768 | 48,262+ | 13 |

PASSAIC

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|-------|--------|---------|-------|
| 4 Clifton | Bus Aide | 10m | 15,520 | 16,133+ | 3 |
| 4 Clifton | Bus Aide | Hrly | 20.64 | 22.16+ | 3 |
| 4 Clifton | Cafeteria/Lunch Aide | 10m | 16,133 | 16,133+ | 1 |
| 4 Clifton | Cafeteria/Lunch Aide | Hrly | 22.16 | 22.16+ | 1 |
| 4 Clifton | Food Service | 10m | 28,218 | 28,218+ | 1 |
| 4 Clifton | Food Service | Hrly | 25.28 | 25.28+ | 1 |
| 4 Clifton | Food Service - Head Cook | 10m | 39,376 | 39,376+ | 1 |
| 4 Clifton | Food Service - Head Cook | Hrly | 26.46 | 26.46+ | 1 |
| 4 Clifton | Paraprofessional | 10m | 23,224 | 24,405 | 5 |
| 5 Passaic Co Voc | Administrative Assistant | 12m | 57,866 | 74,151+ | 9 |
| 5 Passaic Co Voc | Bookkeeper | 10m | 54,666 | 70,951+ | 9 |
| 5 Passaic Co Voc | Bookkeeper | 12m | 57,866 | 74,151+ | 9 |
| 5 Passaic Co Voc | Clerk | 12m | 44,266 | 60,551+ | 9 |
| 5 Passaic Co Voc | Secretary | 12m | 48,266 | 64,551+ | 9 |
| 1 Ringwood | Bus Driver | Hrly | 20.40 | 28.50+ | 10 |
| 1 Ringwood | Paraprofessional | Hrly | 15.00 | 19.50+ | 10 |
| 1 Ringwood | Secretary | 12m | 45,500 | 70,264+ | 15 |
| 1 Wanaque | Cafeteria/Lunch Aide | Hrly | 18.24 | 18.24 | 1 |
| 1 Wanaque | Library Assistant | Hrly | 18.24 | 18.24 | 1 |
| 1 Wanaque | Paraprofessional | 10m | 32,387 | 32,387 | 1 |
| 1 Wanaque | Paraprof. - Special Ed | 10m | 32,387 | 32,387 | 1 |
| 1 Wanaque | Secretary | 12m | 41,080 | 49,380 | 8 |
| 4 Wayne | Accounts Payable Clerk | 12m | 36,755 | 53,420+ | 11 |
| 4 Wayne | Custodian | 12m | 44,940 | 54,235 | 7 |
| 4 Wayne | Custodian - Black Seal | 12m | 45,540 | 54,835 | 7 |
| 4 Wayne | Custodian - Electrician Lic. | 12m | 47,340 | 56,635 | 7 |
| 4 Wayne | Custodian - Head Elem. | 12m | 46,240 | 55,535 | 7 |
| 4 Wayne | Custodian - Head HS | 12m | 48,540 | 57,835 | 7 |
| 4 Wayne | Custodian - Head MS | 12m | 47,390 | 56,685 | 7 |
| 4 Wayne | Custodian - HVAC | 12m | 47,340 | 56,635 | 7 |
| 4 Wayne | Custodian - Plumbing Sp. | 12m | 47,340 | 56,635 | 7 |
| 4 Wayne | Grounds | 12m | 44,940 | 54,235 | 7 |
| 4 Wayne | Health Assistant | 10m | 28,678 | 28,678 | 1 |
| 4 Wayne | LPN | Hrly | 28.44 | 33.04 | RG |
| 4 Wayne | Maintenance | 12m | 48,540 | 57,835 | 7 |
| 4 Wayne | Maintenance - Black Seal | 12m | 49,140 | 58,435 | 7 |
| 4 Wayne | Maint. - Electrician Lic. | 12m | 50,940 | 60,235 | 7 |
| 4 Wayne | Maintenance - Head Elem. | 12m | 49,840 | 59,135 | 7 |
| 4 Wayne | Maintenance - Head HS | 12m | 52,140 | 61,435 | 7 |
| 4 Wayne | Maint. - Head MS | 12m | 50,065 | 59,360 | 7 |
| 4 Wayne | Maintenance - HVAC | 12m | 50,940 | 60,235 | 7 |
| 4 Wayne | Maint. - Plumbing Lic. | 12m | 50,940 | 60,235 | 7 |
| 4 Wayne | Paraprofessional | Hrly | 16.81 | 19.83+ | 8 |
| 4 Wayne | Payroll | 12m | 39,055 | 55,720+ | 11 |
| 3 West Milford | Custodian | 12m | 45,176 | 61,836 | 10 |
| 3 West Milford | Maintenance | 11.5m | 52,589 | 70,653 | 6 |
| 3 West Milford | Mechanic | 12m | 65,015 | 87,914 | 6 |
| 3 West Milford | Paraprofessional | 10m | 12,724 | 15,359 | 6 |
| 3 West Milford | Paraprof. - Special Ed | 10m | 23,422 | 35,047 | 14 |
| 3 West Milford | Secretary | 12m | 50,435 | 55,499 | 6 |

SALEM

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------|------|--------|---------|-------|
| 1 Mannington | Clerk | 12m | 27,505 | 30,005 | 6 |
| 1 Mannington | Custodian | 12m | 37,315 | 41,272 | 6 |
| 1 Mannington | Paraprofessional | 10m | 24,281 | 28,401 | 7 |
| 2 Salem | Clerical - Assistant | 10m | 17,000 | 17,000 | 1 |
| 2 Salem | Clerk | 10m | 20,000 | 20,000 | 1 |
| 2 Salem | Library Assistant | 10m | 10,500 | 10,500 | 1 |
| 2 Salem | Paraprofessional | 10m | 17,893 | 26,100+ | 15 |
| 2 Salem | Paraprof. - 30 Credits | 10m | 18,393 | 26,600+ | 15 |
| 2 Salem | Paraprof. - 60 Credits | 10m | 19,903 | 27,300+ | 15 |
| 2 Salem | Paraprofessional - BA | 10m | 21,093 | 29,300+ | 15 |
| 5 Salem Co Voc | Custodian | 12m | 22,987 | 32,377 | 15 |

SALEM (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------|------|--------|---------|-------|
| 2 Woodstn-Pilesgr | Custodian | 12m | 28,212 | 46,565+ | 13 |
| 2 Woodstn-Pilesgr | Electrician | 12m | 45,565 | 70,065+ | 13 |
| 2 Woodstn-Pilesgr | Grounds | 12m | 29,712 | 48,065+ | 13 |
| 2 Woodstn-Pilesgr | Maintenance | 12m | 41,065 | 65,565+ | 13 |
| 2 Woodstn-Pilesgr | Paraprofessional | 10m | 19,493 | 37,449 | 14 |
| 2 Woodstn-Pilesgr | Secretary | 10m | 29,160 | 45,087 | 14 |
| 2 Woodstn-Pilesgr | Secretary | 12m | 34,798 | 50,808 | 14 |
| 2 Woodstn-Pilesgr | Technology | 10m | 29,907 | 45,844 | 14 |
| 2 Woodstn-Pilesgr | Technology | 12m | 35,665 | 51,686 | 14 |

SOMERSET

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 1 Green Brook | Bus Aide | Hrly | 19.66 | 21.75 | 6 |
| 1 Green Brook | Custodian | 12m | 43,285 | 55,290+ | 11 |
| 1 Green Brook | Custodian - Black Seal | 12m | 43,935 | 55,940+ | 11 |
| 1 Green Brook | Custodian - CDL | 12m | 43,495 | 55,500+ | 11 |
| 1 Green Brook | Paraprofessional - Instr. | Hrly | 21.26 | 23.66+ | 6 |
| 1 Green Brook | Secretary | 12m | 52,760 | 67,351+ | 10 |
| 2 Manville | Custodian | 10m | 44,270 | 57,050+ | 9 |
| 2 Manville | Custodian | 12m | 45,470 | 56,650+ | 9 |
| 2 Manville | Maintenance | 12m | 47,870 | 59,050+ | 9 |
| 2 Manville | Paraprofessional | 10m | 27,008 | 28,008 | 2 |
| 2 Manville | Secretary | 12m | 48,835 | 56,710+ | 8 |
| 2 Somer Co Ed S C | Custodian | 12m | 37,500 | 47,300 | 10 |
| 2 Somer Co Ed S C | Custodian | Hrly | 18.03 | 22.74 | 10 |
| 2 Somer Co Ed S C | Paraprofessional | Hrly | 14.50 | 22.50 | 16 |
| 2 Somer Co Ed S C | Paraprof. - 60 Credits | Hrly | 18 | 18 | 1 |
| 2 Somer Co Ed S C | RN | Hrly | 27.57 | 37.47 | 15 |
| 2 Somer Co Ed S C | Secretary | 12m | 54,093 | 54,093 | 1 |
| 1 South Bound Brk | Clerk | 10m | 33,139 | 56,732 | RG |
| 1 South Bound Brk | Secretary - Child Study Team | 10m | 36,145 | 60,125 | RG |
| 1 South Bound Brk | Secretary - Principal | 12m | 42,058 | 72,061 | RG |
| 1 Warren | Library Assistant | 10m | 20,945 | 30,200 | 17 |
| 1 Warren | Paraprofessional - Instr. | 10m | 23,510 | 32,765 | 17 |
| 1 Warren | Secretary | 10m | 43,999 | 50,999 | 9 |
| 1 Warren | Secretary | 12m | 51,259 | 59,414 | 9 |

SUSSEX

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|---------------------------|------|--------|---------|-------|
| 1 Andover Reg | Custodian | 12m | 35,540 | 54,162+ | 17 |
| 1 Andover Reg | Paraprofessional | 10m | 22,114 | 26,330 | 6 |
| 1 Andover Reg | Secretary | 12m | 41,906 | 57,906+ | 17 |
| 1 Frankford | Paraprofessional | 10m | 24,682 | 30,994+ | 11 |
| 1 Frankford | Paraprof. I - 20 credits | 10m | 24,862 | 31,174+ | 11 |
| 1 Frankford | Paraprof. I - 40 credits | 10m | 25,042 | 31,354+ | 11 |
| 1 Frankford | Paraprof. - 60 Credits | 10m | 25,222 | 31,534+ | 11 |
| 1 Frankford | Secretary | 12m | 41,421 | 47,272+ | 10 |
| 1 Frankford | Secretary - AA | 12m | 41,751 | 47,602+ | 10 |
| 1 Franklin | Paraprofessional | Hrly | 14.11 | 14.11 | 1 |
| 1 Hampton | Paraprofessional | 10m | 19,000 | 24,000 | 14 |
| 1 Hampton | Paraprof. - 108 credits | 10m | 19,325 | 27,740 | 14 |
| 1 Hampton | Paraprof. - 36 Credits | 10m | 19,250 | 24,975 | 14 |
| 1 Hampton | Paraprof. - 72 credits | 10m | 19,300 | 25,575 | 14 |
| 1 Hardyston | Clerical - Assistant | 10m | 22,071 | 22,071 | 1 |
| 1 Hardyston | Custodian | 12m | 38,883 | 52,823 | 14 |
| 1 Hardyston | Library Assistant | 10m | 22,071 | 22,071 | 1 |
| 1 Hardyston | Paraprofessional | Hrly | 13.67 | 13.67 | 1 |
| 1 Hardyston | Secretary | 12m | 30,791 | 48,051 | 14 |
| 1 Lafayette | Paraprofessional | Hrly | 11.69 | 14.21 | 9 |
| 1 Lafayette | Paraprof. I - 60 Credits | Hrly | 12.19 | 14.71 | 9 |
| 1 Lafayette | Paraprofessional - Instr. | Hrly | 13.19 | 15.71 | 9 |
| 5 Lenape Vly Reg | Custodian | 12m | 37,500 | 46,800 | 15 |
| 5 Lenape Vly Reg | Custodian - Head | 12m | 44,100 | 53,400 | 15 |

SUSSEX (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 5 Lenape Vly Reg | Maintenance | 12m | 40,100 | 49,400 | 15 |
| 5 Lenape Vly Reg | Secretary | 12m | 41,000 | 53,000 | 15 |
| 1 Montague | Cafeteria/Lunch Aide | Hrly | 13.00 | 14.00+ | 3 |
| 1 Montague | Custodian | Hrly | 16.52 | 27.94+ | 23 |
| 1 Montague | Paraprofessional | 10m | 22,089 | 37,378+ | 23 |
| 1 Montague | Paraprofessional | Hrly | 17.15 | 29.02+ | 23 |
| 1 Montague | Secretary | Hrly | 16.52 | 27.94+ | 23 |
| 2 Newton | Custodian | 12m | 30,722 | 54,539+ | 20 |
| 2 Newton | Custodian - Head | 12m | 42,974 | 62,306+ | 15 |
| 2 Newton | Paraprofessional | 10m | 22,094 | 29,426+ | 14 |
| 2 Newton | Paraprofessional - Certified | 10m | 24,279 | 31,611+ | 14 |
| 5 Sussex Co Voc | Custodian | 12m | 33,505 | 50,775+ | 19 |
| 5 Sussex Co Voc | Custodian - Black Seal | 12m | 34,405 | 51,675+ | 19 |
| 5 Sussex Co Voc | Maintenance | 12m | 34,790 | 50,410+ | 17 |
| 5 Sussex Co Voc | Maintenance - Black Seal | 12m | 35,690 | 51,310+ | 17 |
| 5 Sussex Co Voc | Secretary | 12m | 40,630 | 54,630+ | 15 |
| 1 Sussex-Wntge Rg | Administrative Assistant | 12m | 37,944 | 40,449+ | 6 |
| 1 Sussex-Wntge Rg | Bookkeeper | 12m | 43,644 | 46,149+ | 6 |
| 1 Sussex-Wntge Rg | Bus Driver | Hrly | 28.87 | 28.87+ | 1 |
| 1 Sussex-Wntge Rg | Cafeteria/Lunch Aide | Hrly | 13.80 | 18.26+ | 4 |
| 1 Sussex-Wntge Rg | Custodian | 12m | 39,012 | 43,012+ | 10 |
| 1 Sussex-Wntge Rg | Custodian - Black Seal | 12m | 39,462 | 43,462+ | 10 |
| 1 Sussex-Wntge Rg | LPN | Hrly | 34.46 | 35.64+ | 3 |
| 1 Sussex-Wntge Rg | Maintenance | 12m | 52,706 | 64,096+ | 13 |
| 1 Sussex-Wntge Rg | Maintenance - Black Seal | 12m | 53,156 | 64,546+ | 13 |
| 1 Sussex-Wntge Rg | Paraprofessional | Hrly | 17.48 | 18.87+ | 7 |
| 1 Sussex-Wntge Rg | RN | Hrly | 38.76 | 39.93+ | 3 |
| 1 Sussex-Wntge Rg | Secretary | 12m | 32,084 | 34,589+ | 6 |
| 3 Vernon | Administrative Assistant | 12m | 42,432 | 55,454 | 16 |
| 3 Vernon | Custodian | 12m | 39,212 | 56,409 | 13 |
| 3 Vernon | Custodian | Hrly | 22.09 | 22.27 | 4 |
| 3 Vernon | Maintenance | 12m | 41,041 | 54,041 | 13 |
| 3 Vernon | Paraprofessional | 10m | 21,066 | 27,592+ | 12 |
| 3 Vernon | Paraprofessional | Hrly | 16.49 | 17.01+ | 4 |
| 3 Vernon | Security Officer | 10m | 35,964 | 38,304+ | 6 |
| 3 Vernon | Security Officer | Hrly | 25.13 | 26.99+ | 4 |

UNION

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 2 Kenilworth | Custodian | 12m | 30,200 | 40,200 | 10 |
| 2 Kenilworth | Maintenance | 12m | 45,916 | 58,854 | 15 |
| 2 Kenilworth | Secretary | 10m | 29,902 | 43,877 | 16 |
| 2 Kenilworth | Secretary | 12m | 35,580 | 52,511 | 16 |
| 4 Linden | Attendance Officer | 10m | 47,151 | 64,741+ | 13 |
| 4 Linden | Paraprofessional | 10m | 16,813 | 25,068+ | 12 |
| 4 Linden | Paraprofessional | Hrly | 23.87 | 23.87+ | 1 |
| 4 Linden | Secretary | 12m | 45,835 | 57,488+ | 13 |
| 4 Linden | Technology | 12m | 50,691 | 70,765+ | 13 |
| 2 New Providence | Administrative Assistant | 12m | 43,768 | 63,793+ | 19 |
| 2 New Providence | Custodian | 12m | 41,911 | 71,974+ | 18 |
| 2 New Providence | Custodian - CDL | 12m | 43,041 | 73,104+ | 18 |
| 2 New Providence | Custodian - Electrician Lic. | 12m | 45,001 | 75,064+ | 18 |
| 2 New Providence | Custodian - For. Nt. Shift | 12m | 43,421 | 73,484+ | 18 |
| 2 New Providence | Custodian - Head Elem. | 12m | 45,671 | 75,734+ | 18 |
| 2 New Providence | Custodian - Head HS | 12m | 46,612 | 76,675+ | 18 |
| 2 New Providence | Custodian - Head MS | 12m | 46,612 | 76,675+ | 18 |
| 2 New Providence | Custodian - HVAC | 12m | 45,001 | 75,064+ | 18 |
| 2 New Providence | Custodian - Night Shift | 12m | 42,476 | 72,539+ | 18 |
| 2 New Providence | Custodian - Plumbing Sp. | 12m | 45,001 | 75,064+ | 18 |
| 2 New Providence | Maintenance | 12m | 42,636 | 72,367+ | 18 |
| 2 New Providence | Maintenance - CDL License | 12m | 43,766 | 73,497+ | 18 |
| 2 New Providence | Maint. - Electrician Lic. | 12m | 45,726 | 75,457+ | 18 |
| 2 New Providence | Maintenance - Head Elem. | 12m | 46,396 | 76,127+ | 18 |
| 2 New Providence | Maintenance - Head HS | 12m | 47,337 | 77,068+ | 18 |
| 2 New Providence | Maintenance - Head MS | 12m | 47,337 | 77,068+ | 18 |
| 2 New Providence | Maintenance - HVAC | 12m | 45,726 | 75,457+ | 18 |
| 2 New Providence | Maintenance - Night Shift | 12m | 43,201 | 72,932+ | 18 |

UNION (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|---------------------------|-------|--------|---------|-------|
| 2 New Providence | Maint. - Nt. Supervisor | 12m | 43,421 | 72,877+ | 18 |
| 2 New Providence | Maint. - Plumbing Lic. | 12m | 45,726 | 75,457+ | 18 |
| 2 New Providence | Secretary | 10.5m | 33,055 | 50,088+ | 19 |
| 2 New Providence | Secretary | 12m | 40,638 | 61,907+ | 19 |
| 2 New Providence | Technology | 12m | 44,173 | 67,425+ | 19 |
| 4 Plainfield | Administrative Assistant | 12m | 54,684 | 69,496+ | 10 |
| 4 Plainfield | Carpenters | 12m | 61,902 | 73,619+ | 9 |
| 4 Plainfield | Clerical - Assistant | 10m | 39,924 | 54,060+ | 10 |
| 4 Plainfield | Custodian | 12m | 42,112 | 55,979+ | 9 |
| 4 Plainfield | Custodian - Black Seal | 12m | 48,100 | 61,967+ | 9 |
| 4 Plainfield | Custodian - Head Elem. | 12m | 52,553 | 66,720+ | 9 |
| 4 Plainfield | Custodian - Head HS | 12m | 64,408 | 78,275+ | 9 |
| 4 Plainfield | Custodian - Head MS | 12m | 56,876 | 71,043+ | 9 |
| 4 Plainfield | Grounds | 12m | 48,100 | 61,967+ | 9 |
| 4 Plainfield | Maintenance | 12m | 58,591 | 70,308+ | 9 |
| 4 Plainfield | Maintenance - Black Seal | 12m | 59,791 | 71,508+ | 9 |
| 4 Plainfield | Maint. - Electrician Lic. | 12m | 67,448 | 78,865+ | 9 |
| 4 Plainfield | Maint. - Plumbing Lic. | 12m | 67,448 | 78,865+ | 9 |
| 4 Plainfield | Paraprofessional | 10m | 29,555 | 31,955+ | 5 |
| 4 Plainfield | Paraprofessional - Instr. | 10m | 34,295 | 37,095 | 5 |
| 4 Plainfield | Secretary | 10m | 41,274 | 55,410+ | 10 |
| 4 Plainfield | Secretary | 12m | 48,379 | 62,891+ | 10 |
| 4 Plainfield | Secretary - Elementary | 12m | 50,434 | 65,246+ | 10 |
| 4 Plainfield | Secretary - High School | 12m | 52,859 | 67,671+ | 10 |
| 4 Plainfield | Secretary - Middle School | 12m | 50,434 | 65,246+ | 10 |
| 4 Plainfield | Security Officer | 10m | 38,375 | 55,162+ | 8 |
| 2 Roselle Park | Clerical - Assistant | Hrly | 16.19 | 19.98 | 6 |
| 2 Roselle Park | Paraprofessional | Hrly | 16.19 | 19.98 | 6 |
| 2 Roselle Park | Paraprof. - Special Ed | Hrly | 17.19 | 20.98 | 6 |
| 2 Roselle Park | Secretary | 10m | 49,582 | 55,503 | 13 |
| 2 Roselle Park | Secretary | 12m | 54,471 | 61,345 | 13 |
| 3 Summit | Clerk | 10m | 35,118 | 42,018 | 6 |
| 3 Summit | Custodian | 10m | 35,653 | 46,033 | 10 |
| 3 Summit | Custodian | 12m | 38,652 | 49,946 | 10 |
| 3 Summit | Grounds | 12m | 36,541 | 47,301 | 10 |
| 3 Summit | Library Assistant | 10m | 35,118 | 42,018 | 6 |
| 3 Summit | Maintenance | 12m | 45,217 | 56,647 | 10 |
| 3 Summit | Payroll | 12m | 42,757 | 50,540 | 6 |
| 3 Summit | Secretary | 10m | 38,195 | 44,317 | 6 |
| 3 Summit | Secretary | 12m | 39,592 | 46,279 | 6 |
| 3 Summit | Secretary - Elementary | 11.5m | 40,947 | 48,131 | 6 |
| 3 Summit | Secretary - High School | 12m | 41,863 | 49,331 | 6 |
| 3 Summit | Secretary - Middle School | 12m | 41,863 | 49,331 | 6 |
| 2 Union Co Ed S C | Paraprofessional | 10m | 18,000 | 27,804 | 13 |
| 2 Union Co Ed S C | Security Officer | 10m | 26,520 | 31,182 | 7 |

WARREN

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|------------------------------|------|--------|---------|-------|
| 1 Franklin | Paraprofessional | Hrly | 14.84 | 16.87 | 8 |
| 1 Franklin | Paraprofessional - Certified | Hrly | 15.34 | 17.37 | 8 |
| 1 Franklin | Paraprof. - Highly Qual. | Hrly | 15.17 | 17.20 | 8 |
| 1 Franklin | Paraprof. - Instructional | Hrly | 15.50 | 17.53 | 8 |
| 1 Franklin | Technology | 10m | 49,401 | 54,652 | 4 |
| 1 Harmony | Paraprofessional | Hrly | 14.15 | 17.20 | 12 |
| 1 Hope | Custodian | 12m | 42,329 | 52,329 | 10 |
| 1 Lopatcong | Cafeteria/Lunch Aide | Hrly | 26.99 | 26.99 | 1 |
| 1 Lopatcong | Custodian | Hrly | 31.65 | 31.65 | 1 |
| 1 Lopatcong | Paraprofessional - Instr. | Hrly | 28.24 | 34.67 | 3 |
| 3 Phillipsburg | Custodian | 12m | 41,329 | 52,529+ | 15 |
| 3 Phillipsburg | Custodian - 2nd Shift | 12m | 41,919 | 53,119+ | 15 |
| 3 Phillipsburg | Custodian - Black Seal | 12m | 42,250 | 52,529+ | 15 |
| 3 Phillipsburg | Custodian - Carpenter Lic. | 12m | 42,191 | 53,391+ | 15 |
| 3 Phillipsburg | Custodian - CDL | 12m | 41,829 | 53,029+ | 15 |
| 3 Phillipsburg | Custodian - Electrician Lic. | 12m | 42,191 | 53,391+ | 15 |
| 3 Phillipsburg | Custodian - HVAC | 12m | 42,191 | 53,391+ | 15 |

WARREN (CON'T)

| DISTRICT GROUPING | POSITION | RATE | MIN | MAX | STEPS |
|-------------------|-------------------------|------|--------|---------|-------|
| 3 Phillipsburg | Custodian - Night Shift | 12m | 42,101 | 53,301+ | 15 |
| 3 Phillipsburg | Maintenance | 12m | 43,095 | 54,295+ | 15 |
| 3 Phillipsburg | Maintenance - Head | 12m | 45,646 | 56,846+ | 15 |
| 3 Phillipsburg | Paraprofessional | 10m | 24,630 | 31,005+ | 16 |
| 3 Phillipsburg | Paraprofessional | 10m | 13,296 | 16,730+ | 16 |
| 3 Phillipsburg | Secretary | 10m | 32,614 | 38,714+ | 10 |
| 3 Phillipsburg | Secretary | 12m | 38,375 | 46,515+ | 11 |
| 1 Washington Twp | Paraprofessional | Hrly | 13.00 | 18.10 | 15 |

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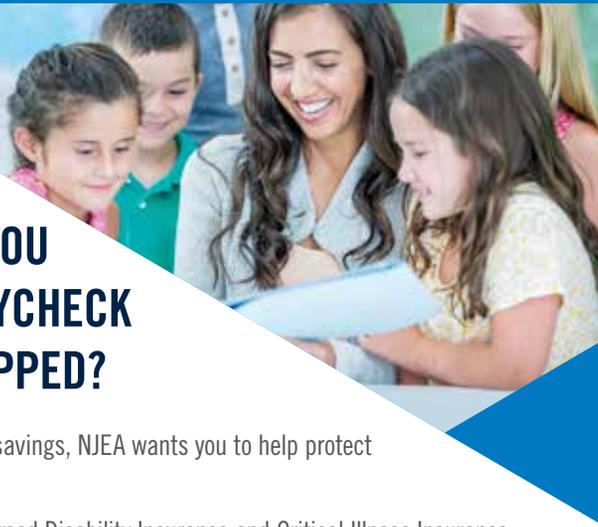
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DECEMBER & beyond

for more information go to NJEA.org

12/9

Monday

Executive
Committee
meeting

1/3

Friday

Executive
Committee
and County
Presidents'
Council meetings

1/4

Saturday

Delegate
Assembly

1/10-11

Fri. & Sat.

Equity Alliance
Conference

1/24-25

Fri. & Sat.

Winter
Leadership-South

1/31-2/2

Fri. to Sun.

ESP
Conference

2/12

Wednesday

Executive
Committee
meeting

2/21-22

Fri. & Sat.

Winter
Leadership-
North

3/6-7

Fri. & Sat.

Winter
Leadership-
North

3/27

Friday

Executive
Committee and
County Presidents'
Council meetings

deadlines

12/6 Winter Leadership
Conference-South
Event date: Jan. 24-25

1/3 Educational Support
Professionals Conference
Event date: Jan. 31-Feb. 2

1/10 Winter Leadership
Conference-North
Event date: Feb. 21-22

1/24 Winter Leadership
Conference-Central
Event date: March 6-7



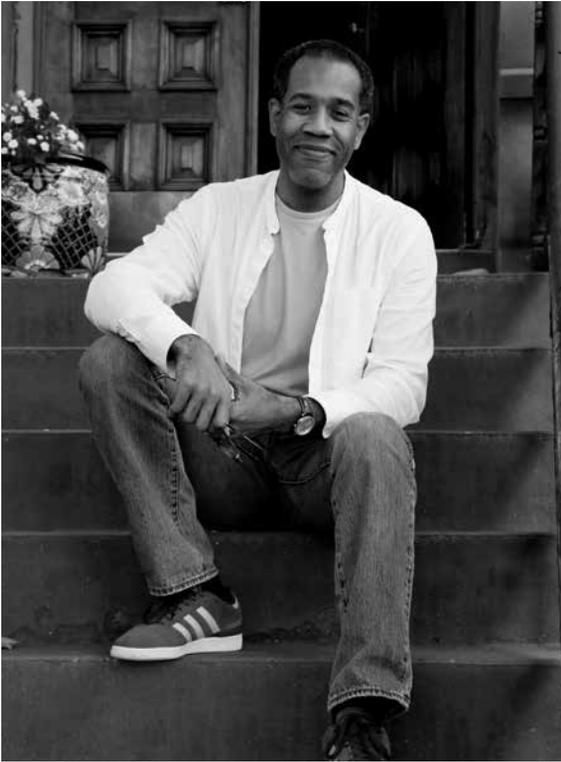
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POETS



Growing up in Willingboro, Gregory Pardlo did not dream of becoming a Pulitzer Prize-winning poet. He saw the people in his working class suburban community wearing suits and carrying attaché cases, and he figured that when he grew up, he'd do whatever they did all day.

But his path ended up being something very different, even though probably no one could have predicted it at his fourth-grade career day.

After graduating from Willingboro High School, Pardlo entered Rutgers University-Camden and earned a bachelor's degree. He went on to New York University for a master's in fine arts as a *New York Times* poetry fellow, and earned another MFA in nonfiction from Columbia University. He is now a doctoral candidate in English at the City University of New York and he has come home, in a sense, as a tenured professor at Rutgers-Camden.

With all this talent, dedication and drive, why is it extraordinary that Pardlo grew up to be a poet? In part, it's because he successfully

navigated a system of public education that—while excellent—does not emphasize the study of “the life of the mind,” as Pardlo puts it.

Too often, public education seems to prioritize conformity to a certain definition of success that appears to exclude careers that focus on “the life of the mind.”

Perhaps it is the American cultural drive toward careers such as doctor, lawyer and engineer, careers that log hours, statistics and measurable achievements.

Careers with less tangible—but vastly important outcomes—are less valued in part because they are less measurable. Until the bureaucrats get their hands on them.

This push toward testing as a way of measuring success in public education has been growing steadily over time.

It has been led by people who have a deep mistrust for “the life of the mind.” Children are not linear. They will grow and change and learn. They will face challenges and sometimes

trauma. They will be extremely susceptible to slight atmospheric changes in their lives, in their family's lives, and in their schools.

Yet the test pushers believe that there is one way of defining success: everyone must be measured and found to be at the appropriate, standards-conforming level.

But what if that's not what success looks like at all?

For NJEA members, clearly it does not. We have been at the forefront of the fight to ensure that bureaucrats do not rob children of a love of learning, because no child ever said, “Today was the best day ever! We took tests all day.”

We are still the best spokespeople for sanity in the face of testing insanity. New Jersey's public schools were named by *Education Week* as the best public schools in the nation. Their rubric took into account test scores as well as graduation rates, school funding and much more.

So, as the best in the nation, we are in the best

position to say bureaucrats are measuring the wrong things. You are valuing the wrong things. You are hampering our ability to educate the next generation of poets, and our world desperately needs them as well as a host of other passions, professions, and callings.

“

Too often, public education seems to prioritize conformity to a certain definition of success that appears to exclude careers that focus on “the life of the mind.”

We cultivate the best in our students, and help to ensure that they are not only well-educated but also well-adjusted, by seeing them clearly: seeing their possibilities and potential and giving them the kindness, guidance and support they need to see where an interesting path takes them.

At the NJEA Convention, Pardlo was named the 2019 Award for Excellence winner, presented to graduates of New Jersey public high schools who have demonstrated exceptional leadership in their fields of expertise. That means that educators across the state chose him to be an example of the best that we can be, the best that our schools can produce, and the kind of human being that anyone would be proud to know. He didn't have to take a test to earn this distinction. He did it by forging his own path and making a way for others who will come after him.

Pardlo is a sign of our success. By any measure, by any estimation, we must be proud of a system of public education that helped cultivate him and his talent, and we must preserve the ability of educators to encourage the poets among us. 🌱



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