

# REVIEW

JANUARY  
2024

njea.org



*an education and advocacy resource*

THE 2024 NJEA ESP OF  
THE YEAR

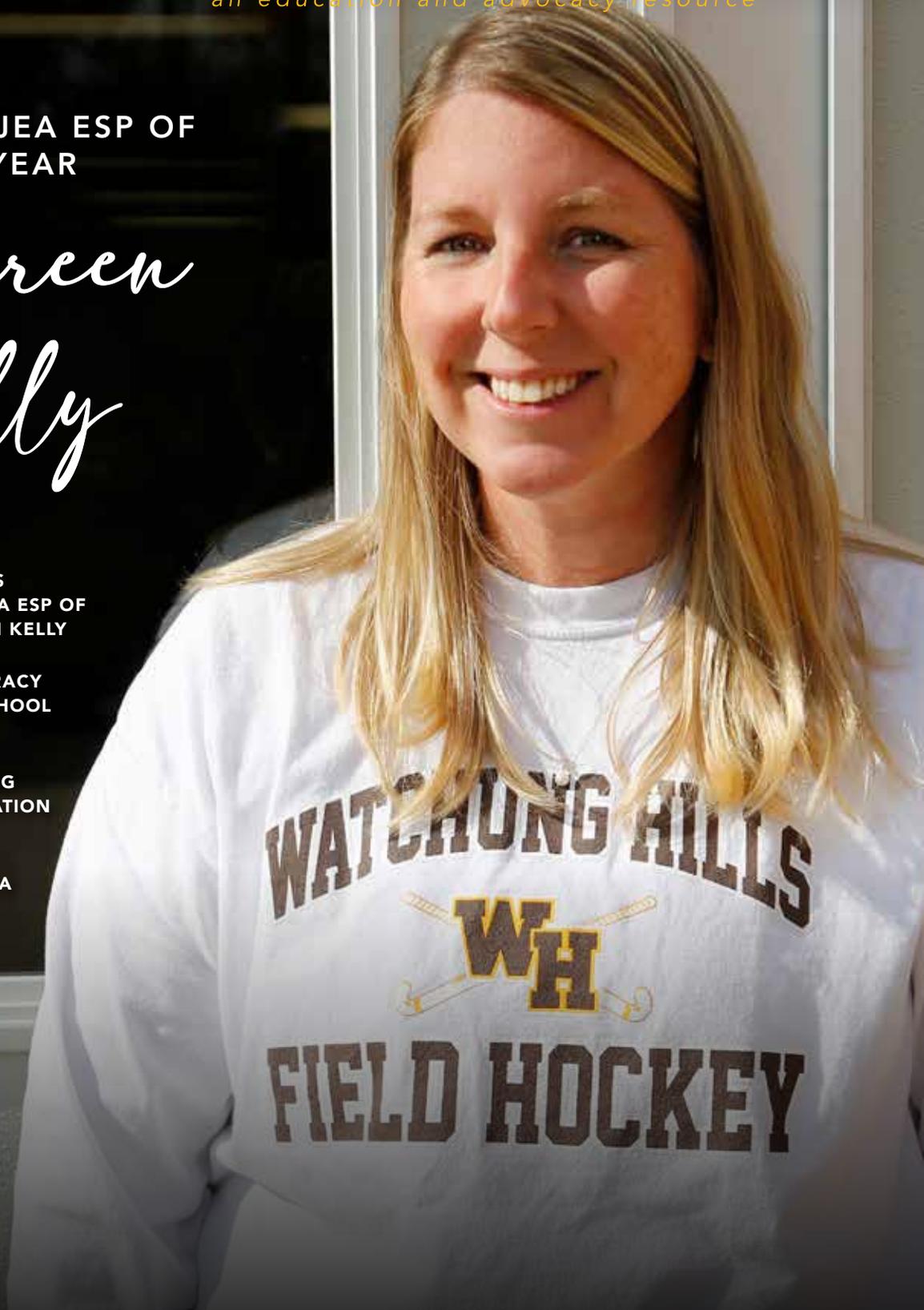
*Maureen  
Kelly*

**18** IN HER OWN WORDS  
MEET THE 2024 NJEA ESP OF  
THE YEAR MAUREEN KELLY

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BEGINS IN YOUR SCHOOL  
LIBRARY

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PREVENTION EDUCATION

**32** WHO'S WHO AT NJEA



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These seven NJEA members, current and retired band directors, warmed up prior to marching in the Macy's Thanksgiving Day Parade. They were among hundreds who marched in the Band Directors Marching Band that day. From left: Christine Paterno, West Milford; Amy Wilcox, Northern Valley – Old Tappan; Teddy Sotiropoulos, retired from Northern Highlands; Lyn Lowndes, Butler; Brian Farias, formerly at Nutley; Laurie Kunzle, retired from Lakeland; and John Palatucci, retired from Verona.



Asbury Park EA members excited to be at the NJEA Convention. From left: Paraprofessional Ana Santiago-Gonzalez, teacher Jaime Clark and Secretary Traci Gatta.



The Community Based Instruction and Transition classes at Irvington High School bag, organize and take inventory throughout the weeks leading up to a November grocery giveaway. For the last six years, Irvington Education Association Pride Co-Chairs Linda Johnson Battle and Lauren Greenfield have applied for and received a grant from NJEA Pride in Public Education to work with ShopRite Newark to collect as many groceries as possible for the giveaway. From left: Job coach Justin Bonds and student Wyatt Smith.

# FEATURES



## 18 | MEET MAUREEN KELLY, THE 2024 NJEA ESP OF THE YEAR

For Maureen Kelly, a paraprofessional at Watchung Hills Regional High School and the 2024 Somerset County ESP of the Year and 2024 NJEA ESP of the Year, her students mean everything to her. She is interested in all aspects of their growth—as students, athletes, leaders and people. In her own words, Maureen describes her journey as an educator, and what being named the 2024 NJEA ESP of the Year means to her.



## 24 | INFORMATION LITERACY BEGINS IN YOUR SCHOOL LIBRARY

As the New Jersey Department of Education rolls out the information literacy standards that Gov. Phil Murphy signed into law last January, teachers should be forgiven if they find themselves a bit overwhelmed. Wouldn't it be great to have a partner to work with? Someone who is a natural helper? Someone who curates, reviews and understands the latest academic resources? Enter your school librarian!

BY LISA MANGANELLO



## 28 | HUMAN TRAFFICKING PREVENTION EDUCATION

According to survivor Gina Cavallo, human trafficking comes in many forms, happens everywhere and no one is immune. New Jersey is especially vulnerable to human trafficking due to its population density, its proximity to two major cities, and its extensive network of interstate highways and transportation systems. The New Jersey Coalition Against Human Trafficking offers educators resources to empower students to remain safe.

SUBMITTED BY THE NEW JERSEY COALITION AGAINST HUMAN TRAFFICKING



## 32 | WHO'S WHO AT NJEA?

NJEA is a member-driven organization. As a union, we serve one another through the governing bodies, the committees and the staff that make up our association. Learn who's who in NJEA among each of these groups and connect with them to communicate your priorities.

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**THE NUMBER  
50%**

**The number of full-time educators with 11 or more years of teaching experience. One in five teachers have 20 or more years of experience.**

Sources: New Jersey Department of Education, 2022-23

## GOOD NEWS

### Cliffside Park school named 2024 ESEA Distinguished School

School Number 5 of the Cliffside Park School District in Bergen County was named a 2024 National Elementary and Secondary Education Act (ESEA) Distinguished School. The school is being recognized for excellence in serving its multilingual learner population of students. The 2024 ESEA Distinguished Schools Program is sponsored by the National Association of ESEA State Program Administrators.

**Source:** New Jersey Department of Education. (Dec. 1, 2023: [nj.gov/education/news](https://nj.gov/education/news))



Maureen Kelly is the NJEA 2024 Educational Support Professional of the Year. A paraprofessional at Watchung Hills Regional High School, Kelly is interested in all aspects of students' growth—as learners, athletes, leaders and people.

**PHOTO BY**  
Kathryn Coulibaly

# REVIEW



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## Organizational Directory

### NJEA headquarters, Trenton

To reach any of the offices at headquarters, call NJEA's main number, 609-599-4561.

**Executive Office:** includes NJEA's statewide officers and the offices of the Executive Director; Human Resources; Human and Civil Rights, Equity and Governance; Legal Services; Organizational Development; and the Labor Management Collaborative.

**Business Division:** includes the offices of Accounting and Finance; Information Systems, Facilities, Mailroom and Production; Membership; and Comptroller.

**Communications Division:** responsible for all aspects of the association's communications efforts, both internal and external. The division produces the *NJEA Review* and [njea.org](http://njea.org); manages the Hipp Foundation and assists local and county affiliates with internal and external communications.

**Government Relations Division:** includes the Office of Policy and Politics, which addresses legislation, administrative code, policy and advocacy at a statewide and federal level, and the Office of Member and Political Organizing, which works with members at the county and local level to organize around local, state, and federal issues that affect public education.

**Professional Development and Instructional Issues:** assists members and local and county affiliates with instructional issues and professional learning. The division also monitors state level and school level implementation of administrative code as promulgated by the New Jersey Department of Education.

**Research and Economic Services:** Provides information to support state and local association programs and activities, including collective bargaining and policy analysis. Offers guidance on retirement issues and administers NJEA Member Benefits.

### UniServ regional offices

Provides extensive field services to members and local and county affiliates throughout the state, including negotiations assistance, contract administration and grievance adjudication, member organizing and local member consultation and representation. UniServ field representatives train local leaders and assist in the coordination of NJEA and NEA resources. UniServ regional offices are organized under four zones.

#### UniServ South

Reg. 1-3  
Director's office  
856-234-0522

Region 1 (Atlantic and  
Cape May counties):  
609-652-9200

Region 2 (Cumberland,  
Gloucester and Salem  
counties):  
856-628-8650

Region 3 (Burlington and  
Camden counties):  
856-234-2485

#### UniServ Central

Reg. 7-9, 11, 13 and 29  
Director's office  
732-287-6899

Region 7 (Ocean County):  
732-349-0280

Region 8 (Mercer County):  
609-896-3422

Region 9 (Monmouth County):  
732-403-8000

Region 11 (Middlesex County):  
732-287-4700

Region 29 (Higher Education):  
609-689-9580

#### UniServ Northeast

Reg. 15, 19-21, and 25  
Director's office  
973-321-3221

Region 15 (Union County):  
908-709-9440

Region 19 (Hudson County-  
North and Newark):  
201-861-1266

Region 20 (Hudson  
County-South):  
201-653-6634

Region 21 (Essex County,  
except Newark):  
973-762-6866

Region 25 (Bergen County):  
201-292-8093

#### UniServ Northwest

Reg. 13, 17, and 27  
Director's office  
973-347-0911

Region 13 (Hunterdon,  
Somerset and Warren  
counties):  
908-782-2168

Region 17 (Morris and  
Sussex counties):  
973-515-0101

Region 27  
(Passaic County):  
973-694-0154

## MEMBERSHIP

Active professional: \$1,038 (full time); \$207.60 (full time \*low-earner); \$519 (part time); \$519 (on leave); \$207.60 (part time \*low-earner). Active supportive: \$505 (full time); \$101 (full time \*low-earner); \$252.50 (part time); \$101 (part time \*low-earner); \$252.50 (on leave). Retired professional: \$93; \$1,170 (retired life). Retired ESP: \$48; \$585 (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*. \*Low-earner threshold 2023-24 is \$22,500.





# PRESIDENT'S *Message*

## Celebrating Educational Support Professionals

No one who works in public education receives the full respect and recognition they deserve, and that is especially true for educational support professionals (ESPs). ESPs provide essential services, going above and beyond their job descriptions every day. They are dedicated to New Jersey's public school students and ensuring that they can learn and grow in a safe, healthy and nurturing environment.

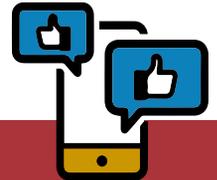
ESPs are essential to our union, as well. Without question, NJEA would not be the strongest public school employee union in the nation without their tireless efforts to advocate for their colleagues, their students and their communities.

This month, we celebrate ESPs by highlighting the work of 2024 NJEA Educational Support Professional of the Year Maureen Kelly, a paraprofessional at Watchung Hills Regional High School. Maureen packs more into a day than anyone could believe possible. In addition to working with her students, Maureen is the varsity field hockey coach, Pride in Public Education co-chair for her local association and All-School Council adviser. She's a whirlwind of activity, packing her days full of projects while still ensuring that every student she encounters feels valued and respected.

The start of a new year is a good time for reflection and rededication. It's a good time to consider how effective NJEA members are when we work together—no matter our job descriptions—toward a common goal. And this month, no one illustrates that better than Maureen. NJEA is an outstanding team—and we have accomplished so much thanks to the hard work of each of our members.

Thank you for the work that you put into every day. You are the reason New Jersey's public schools are the best in the nation, and you are building the future one student at a time.

In Unity,



### SEAN M. SPILLER

Facebook

@SpillerforNJEA: The 2023-24 New Jersey State Teacher of the Year, Joe Nappi, is nothing short of inspirational. His resilience in the face of adversity and dedication to his students can serve as a blueprint for all of us. Mr. Nappi embodies the spirit and power of public education, and I am honored to celebrate him throughout this school year! #WEareNJEA

On Dec. 11, NJEA President Sean M. Spiller shared a link to the [njea.org](https://www.njea.org) article "Breaking the 'problem child' myth." The article tells the story of Joe Nappi, New Jersey State Teacher of the Year, who refers to himself as a former "problem child." The article addresses the fundamental focus of Nappi's career, which has been reaching those students others may have written off.

### STEVE BEATTY

Facebook

@SteveBeattyNJEA: Great day with the Latino Institute and NJEA at Somerville HS, engaging parents and the community – forging bonds and working together! Si se puede!

On Dec. 10, NJEA Vice President Beatty shared a reel showcasing images of students, staff, parents and presenters engaging at the Somerville High School Community Conference in Education. The conference was organized by the Latino Institute and its president, Bill Colon, in collaboration with Somerville EA member Aida Wahba. Beatty attached the song "Beautiful Day" by Jonathan Roy to perfectly describe the day's events. In a post the day prior, he noted the conference provided an enriching day spent in important sessions on immigration, financial aid, helping students succeed in their classes and so much more.

### PETAL ROBERTSON

Facebook

@PetalforNJEA: Our Passaic County REA was working while they lunched yesterday. They were able to raise a lot of money for their community as well as a gift drive. Thank you for all of our NJREA members for your consistent support and advocacy.

On Dec. 6, NJEA Secretary-Treasurer Petal Robertson shared photos of members of the Passaic County Retired Education Association at their holiday luncheon. The members collected toys, socks, and gloves for Eva's Kitchen in Paterson and toiletries for Casa in Wayne. They also collected \$600 for PAC.

OFFICERS ONLINE

# The ADVOCATE

## RESOURCES FOR YOUR LOCAL ASSOCIATION

### Become an NEA RA delegate

#### The 2024 NEA RA to be held in Philadelphia

Over 9,000 delegates typically attend the annual National Education Association Representative Assembly (NEA RA). Delegates are charged with setting policy for the 3 million member organization. New Jersey sends between 500 and 600 delegates to the NEA RA, which will be held in Philadelphia from July 2 to July 6. Delegates are expected to arrive in Philadelphia on July 1 and depart on July 7.

At the NEA RA, delegates vote on amendments to the NEA Constitution, Bylaws, and Standing Rules. They also vote on proposed resolutions and new business items, setting forth NEA's policy and position statements. Many of these actions have a direct impact on NEA members in New Jersey.

Delegates will elect members to the NEA Executive Committee as well as at-large positions on the NEA Board of Directors. If any NEA officer or other NEA Executive Committee vacancies occur, these may also be filled at the NEA RA.

#### Delegates must be elected

All delegates must be elected—either by members of their local association, a cluster of smaller local associations, or as state delegates. Open nominations for all delegates are mandatory. Every member must have a reasonable opportunity to make nominations, to be nominated, or to self-nominate.

Each local association may elect one delegate to the NEA RA for every 150 members, or major fraction thereof. If a local affiliate has fewer than 76 NEA members, it may join with one or more other local affiliates, each with fewer than 76 members, to form units for the purpose of representation. Allocation of delegate credentials is based on active membership in NEA as of Jan. 15.

All local affiliates must hold elections for local delegates and successor local delegates and inform NJEA of the results no later than April 12.

In addition to local association delegates, NJEA members will elect state delegates and successor state delegates this spring. Candidates nominate themselves for these positions online. Candidates are placed on the ballot according to the county where they are employed or their unit of representation (e.g., higher education).

To complete the online self-nomination form, go to [njea.org/NJEAelections](http://njea.org/NJEAelections).

#### Ensuring ethnic-minority representation

NEA Bylaw 3-1.g requires each state affiliate to develop a plan to send a state delegation to the NEA RA that reflects the state's ethnic-minority proportions. According to the 2020 U.S. Census, 48% of New Jersey residents identify themselves as part of an ethnic-minority group. Thus, it is NJEA's goal to achieve at least that level of ethnic-minority representation in its delegation.

To assist in meeting the requirements of NEA Bylaw 3-1.g, the NJEA Delegate Assembly established ethnic-minority-concerns positions. One state delegate seat is set aside from every four seats allocated.

While it is anticipated that the establishment of these minority-concerns positions is likely to increase ethnic-minority participation at the NEA RA, members need not belong to an ethnic-minority group to be elected to minority-concerns positions.

All NJEA members can self-nominate for both regular and minority-concerns positions. If elected in both positions, a member must decide which seat to represent so that a successor delegate can take the open position.

Similarly, members may place themselves in nomination at the local level and at the state level. Members who win both local and state delegate seats must decide which seat they will represent so that successor delegates can take the open positions.

For complete rules and procedures, and to self-nominate for state delegate and minority-concerns positions, visit [njea.org/NJEAelections](http://njea.org/NJEAelections).



## NJEA nomination procedures and election rules

For county and unit affiliate elections, such bodies may conduct regular nominating meetings, however, all information will be transmitted to NJEA electronically and each candidate will be contacted to validate his or her candidacy.

All self-nominations for the NEA RA will be conducted online. Members wishing to self-nominate will go to [njea.org/NJEAelections](http://njea.org/NJEAelections) to be linked to the self-nomination site. Self-nomination begins on Feb. 1 and concludes on Feb. 28.

Upon successful completion of the declaration of candidacy form, each nominee will receive a validation email, which when completed will confirm his or her candidacy.

For election-related rules, visit [njea.org/NJEAelections](http://njea.org/NJEAelections).

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## NJEA elections calendar 2024

Under the NJEA Constitution and Bylaws, the Rules for NJEA Elections, and the established rules and procedures of the NJEA Elections Committee, the following are the tentative deadlines and other dates relating to NJEA county and unit elections:

### Jan. 15 – Official Membership Count

- Initial membership file sent to election vendor (Intelliscan).
- Copy sent to Elections Committee staff contact: Determination of governance positions to be filled (Exec./DA/DAA).
- Deadline for notifying NJEA of a change in unit of representation.
- Petitions for governance positions available (Exec./DA/DAA).

### Jan. 23 – Election Committee Mandatory Meeting

- Rules, procedures, and calendar reviewed and finalized.
- Announcement of membership numbers, governance and RA positions by county/unit.
- Review of nominating committee requirements, filing dates, electronic nomination process.

### Feb. 1 to Feb. 28 – As established by NEA

- Feb. 1: NEA RA online self-nomination begins at 12:01 a.m.
- Feb. 28: NEA RA online self-nomination closes at 11:59 p.m.

### Feb. 24 – Deadline for county and unit nominating committees to convene and submit Report No. 1

#### Feb. 28

- Deadline for county and unit nomination registration for NJEA Executive Committee, Delegate Assembly, and Delegate Assembly Alternate with election-vendor (Intelliscan) by county or unit designee.
- Deadline for receipt of online self-nomination forms for state delegates to the NEA Representative Assembly (11:59 p.m.)

### Feb 28 – Petition Deadline for nominations of county and unit elections, NJEA Governance positions, and constitutional amendments (5 p.m.)

- Deadline to make new nominations, in the event of a vacancy.
- Deadline for candidates to withdraw their names from nomination (must notify NJEA Headquarters by 5 p.m.)

#### March 6

- NEA Representative Assembly – election vendor (Intelliscan) conducts random drawings for ballot positions for statewide units, drawings for state NEA RA ballot positions.
- Deadline for candidates to verify correct spelling and format of names and school districts for ballots.

### April 1 to April 15 – Balloting

- Ballots due by noon April 15, 2024, at the address supplied with the ballots.

### April 25 – Election Committee mandatory meeting to validate election results

- Election dispute hearings on challenge of actions related to the elections.

### May 1 – 2024-25 election cycle begins

#### All dates are subject to change.

#### Note:

- Failure of a candidate to properly validate their nomination online will result in disqualification.
- Local NEA RA election results MUST be received at NJEA HQ no later than Monday, April 12, 2024.
- In accordance with NJEA Bylaws, the Elections Committee may change the balloting period.
- In the event the balloting period is changed, the new balloting period will be published in the March issue of the *NJEA Review* and posted [njea.org](http://njea.org).



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# COOL STUFF



## BLACK HISTORY MONTH HIGH SCHOOL ESSAY CONTEST

The New Jersey State Bar Association's Minorities in the Profession Section (MIPS) is sponsoring an essay contest in celebration of Black History Month. New Jersey high school students are invited to write original essays (1,500 words or less) on topic questions provided by MIPS. There is no charge to enter. Scholarship prizes will be awarded for the top three essays. The submission deadline is Jan. 24. Visit [bit.ly/mips-essay24](https://bit.ly/mips-essay24) for topics, rules and to submit your essay.



## LAW FAIR/LAW ADVENTURE COMPETITION DEADLINE APPROACHES

The New Jersey State Bar Foundations' Law Fair and Law Adventure mock trial competitions help to fulfill the new state-mandated civics education requirements. In these competitions, students and their teachers write original mock trial cases according to rules NJSBF provides. Visit [mocktrial.njsbf.org](https://mocktrial.njsbf.org) for competition rules; speakers' PowerPoint from our October 12 Law Fair/Law Adventure workshop; quizzes, videos and past winning cases. The entry deadline is Jan. 31.



## SHARING NETWORK FOUNDATION SCHOLARSHIPS AVAILABLE

The Sharing Network Foundation has multiple scholarships available for graduating high school seniors. The scholarships are awarded to students who have been affected by organ and tissue donation and transplantation and/or are advocates for life-saving mission of the Sharing Network. The application is available at [SharingNetworkFoundation.org/Scholarship](https://SharingNetworkFoundation.org/Scholarship). For questions, contact [scholarship@njsharingnetwork.org](mailto:scholarship@njsharingnetwork.org). All submissions must be received by the end of the day on Monday, Feb. 26.



## LESSON PLANS TO COUNTER RECRUITMENT STRATEGIES USED BY HUMAN TRAFFICKERS

Human trafficking can happen to anyone, but young people are often targeted by those wishing to manipulate and exploit them. The New Jersey Coalition Against Human Trafficking's Education Committee has developed Google Classroom style lesson plans that meet the New Jersey Student Learning Standards for Health and Physical Education, grades 6-12. The lesson plans are free and easy to download and there are also lessons on online safety and legislation. Find the lesson plans at

## NJ COALITION AGAINST HUMAN TRAFFICKING

[SaferNJLessons.org/home](https://SaferNJLessons.org/home) and find more ideas and resources for schools at [SaferNJ.org/raise-awareness-at-your-school](https://SaferNJ.org/raise-awareness-at-your-school).

## Winter Vacation Giveaway

A+ Travel, an NJEA partner in our Member Discount program, is running a promotion to reimburse one lucky member the cost of their travel booked through its service.

So, in addition to discounted car rentals and hotel stays, someone is going to get a free trip! Book your travel by March 31, 2024, through the link below to be entered into this giveaway.

[travel.localhospitality.com/njea/travel-njea.html](https://travel.localhospitality.com/njea/travel-njea.html)



 njea

Member  
Benefits



# Making the numbers work for students

## Meet 2023 Middlesex County ESP of the Year Arlene Baum



Arlene Baum loves numbers, accounting and budgeting. She uses those skills to benefit the students who attend North Brunswick Township Public Schools. As the special education secretary and office manager for the district for the past eight years, she brings a variety of skills and experiences in and outside of education

to her current position. Her ability to use the funds available to support the students and staff ensures the needs of all are covered.

Baum recalls growing up in Old Bridge Township and planning to become a teacher. But the early loss of her father changed the family's finances.

"I was one of three children and my father died when I was three years old," Baum remembers. "Going to college was not in the cards for me."

Instead, Baum attended travel school and learned about car rentals and flight attendants. After graduating, she worked at a car rental business in Newark but after the commute became too much, she moved into the secretarial field.

For 20 years, she worked in corporate America until the company moved to Texas—and took her job with it.

### Education always tugged at her heart

Now the mother of two young daughters, Baum worked as a paraprofessional and instructional aide in Monroe Township. Once her daughters went to college, she moved back to the corporate world, but education always tugged at her heart.

"I missed the school culture," Baum says. "Corporate

**While it's so important to honor the work that teachers do, I believe it's also important that ESPs get the recognition they deserve.**

America is so spread out. I didn't have the connection that you get in schools."

But her return to education was disrupted when she was one of 17 Spotswood Public School employees who received a reduction-in-force (RIF) notice.

"I was the very last person RIFed," Baum remembers. "I got my notice at 3:59 p.m. on the day they had to notify you by law."

Baum received encouragement from her colleagues in Spotswood who urged her to stay in education. They suggested she apply for a position in North Brunswick.

"People saw the potential in me," Baum says. "They felt I had the qualifications and ability to take on the position of special services secretary. I can multitask, I love being busy and I talk to everyone! It makes the day go better, and I've achieved so much. It's important to me that I feel like I'm doing good work for the department and the students. They need so much and the only way they're going to get it is by people stepping up and helping them."

There are almost 1,000 classified students in the North Brunswick School District. Their needs range from learning disabilities to autism to multiples-disabled to behavior disabled.

"We have increased programs in the district to keep our students here so they can attend school with their neighbors and family members," Baum says. "We're trying to give them more of a family unit."

Baum takes great pride in her work and uses her love of numbers to help her advocate for her students.

"During COVID, we really thought about how to help our youngest students succeed," Baum says. "I made sure we had the funding to get touch-screen computers for

our preschool students and others who needed it. Being home was hard enough, but working on devices that allow students to touch the screen to get the work done is a lot easier for them and their parents.”

### A team approach

Baum credits the whole team with the success of the special education program in North Brunswick. As she says, “Teamwork equals results and results equal productive students.”

“It takes a really special soul to work with children who are unique in their learning,” Baum says. “It’s not just teaching them their ABCs, it’s working with a child day in and day out and helping them achieve their goals, whether it is a relatively small task, like feeding themselves or harder, such as tying shoes. It takes a lot of patience and time.”

Baum was overwhelmed when she found out that she had been named the Middlesex County Education Support Professional of the Year.

“I was so honored to receive recognition for what I was able to do for the students and it warmed my heart to

know I had a large part in making a positive change for the students,” Baum says. “There are so many ESPs who go above and beyond and connect with children who no one else has been able to reach. The work we all do is so powerful, and it’s amazing to be recognized for something that I love to do. I feel so flattered, and I share this award with everyone else who is doing this work.”

Baum is proud that both her daughters have gone into education as a career. Jessica teaches preschool disabled students in Old Bridge and Jennifer teaches special education in Monroe Township.

“While it’s so important to honor the work that teachers do, I believe it’s also important that ESPs get the recognition they deserve,” Baum says. “It’s important to acknowledge the work that secretaries, paraprofessionals, bus drivers, technicians, and so many more are doing in the schools every day. We do our job, but a little recognition goes a long way!

“Whatever we can do to make learning easier for the student and the teacher, we’re going to do it!” 🎓



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# NJEA Report

## Rowan College at Burlington faculty and staff protest “optics” of no contract



At the Nov. 28 Rowan College at Burlington Board of Trustees meeting, members of the Burlington County College Faculty Association and the Rowan College at Burlington County Support Staff Association protested the lack of progress in contract negotiations.

The members of the Burlington County College Faculty Association (BCCFA) and the Rowan College at Burlington County Support Staff Association (RCBCSSA) showed up at the school’s Nov. 28 board of trustees meeting in sunglasses and other sorts of eyewear to make a unified statement about “optics.” The members of the faculty and support staff associations have been working under the terms of contracts that expired in June 2021.

Despite the commitment and dedication of the faculty and staff, the college refuses to provide a settlement above 2.99% because the college doesn’t like the “optics” of a 3% or higher settlement. At a time when educational institutions are struggling to fill positions, the college’s decision to draw this arbitrary line in the sand left members puzzled.

RCBCSSA President Donna Podolski and BCCFA President William Whitfield brought their members to the meeting to show the board that the “optics” of disrespecting quality faculty and staff is worse than the “optics” of paying them fair salaries and benefits.

Both local associations are in mediation with the college, but little to no progress had been made as of press time. The college is demanding increased concessions without improved salaries or benefits.

Podolski and Whitfield say that standing strong together, these two local associations will continue to fight for what is right for their members.

# First full-time staff member hired one century ago

## Stella Applegate worked for NJSTA/NJEA from 1923 to 1940



From the December 1940 edition of the *New Jersey Educational Review* (now the *NJEA Review*).

From its founding on Dec. 28, 1853, until 1923, NJEA, then known as the New Jersey State Teachers Association (NJSTA), was run entirely by members who volunteered their time to serve their colleagues. Those volunteers, including NJSTA's first female president, Elizabeth A. Allen, had recently achieved a series of successes, most notably the creation of a pension system for public school teachers and the passage of the tenure act.

On the other side of the ledger and in the wake of World War I, inflation had greatly reduced teachers' purchasing power and there was an acute shortage of qualified teachers. Hiring a full-time staff person was proposed to the NJSTA Executive Committee as one way to strengthen the association and to improve the lot of educators and public education.

### An office in Trenton

Other states were doing the same thing. In 1921, the Pennsylvania State Teachers Association, now PSEA, was the 14th state association to create the position of executive secretary. To create a similar position in New Jersey, dues were raised from \$0.50 to \$1, and the question of a full-time secretary was referred to the Executive Committee, which subsequently reported in favor of it, but said it could not be done short of \$2 dues. It proposed, instead, that the association set up "an office of administration in Trenton."

"The purpose of an administrative office is to put the

work of the association on a business basis," reads the report from the NJSTA Executive Committee at the time. "The plan would require the employment of one clerk who would perform much of the detail work now done by the [elected/volunteer] secretary. She would gather information for Standing and Special Committees. She would keep the files and records; issue bulletins of interest to the teachers; keep the local associations in touch with the State Association, etc."

### "A very competent person"

The report noted that the plan of having a clerk work under the direction of the Executive Committee would give the NJSTA all the benefits of a well-knit, unified organization, and, at the same time, avoid what it referred to as the "commonly objectionable features involved in the plan of having a full-time secretary."

In April 1923, NJSTA opened an office in Room 304 of the Stacy Trent Hotel, with "a very competent person placed in charge."

That "very competent person" was Stella S. Applegate who was to remain a fixture in association affairs until she retired in 1940. In addition to many other aspects of her work, Applegate managed the *New Jersey Educational Review* (now the *NJEA Review*) for the first seven years of its existence.

Upon her retirement, NJEA gave Applegate the Award for Distinguished Service to Education. That award continues to be conferred at the annual NJEA Convention.

### 180 West State Street

NJSTA, which became NJEA in 1938, remained in the Stacy Trent Hotel until it moved to its own headquarters building—the Roebing Mansion at 180 W. State Street in 1951. The property is the location of the current headquarters. The Roebing Mansion was torn down in 1962 and replaced with a new headquarters building in 1963. In 2001 that building was demolished, and the current one was built.

Starting with one full-time staff member in 1923, today NJEA has 245 full-time staff members and 150 part-time consultants. You'll find them listed in this edition of the *NJEA Review* on pages 40-43.

In addition, the voluntary work of members remains essential to the association's power and success. Those who volunteer their time to serve on NJEA's many committees are listed on pages 32-39.

# Cherry Hill EA hosts 10th annual Golden Age Prom

The Cherry Hill Education Association hosted its 10th annual Golden Age Prom at Cherry Hill East High School on Oct. 27. First held in 2011, the prom took a hiatus in 2020 and 2021.

With the theme “Fall Spooktalkular,” costumes were optional but welcomed. CHEA cast a wide net to invite seniors from Cherry Hill and its surrounding communities, using postal mail for all previous attendees while also advertising the event throughout the school community and on social media.

“The entire night is a way for seniors to feel connected to the schools and see the value they provide to the community,” said Cherry Hill Education Association President Steve Redfearn. “It’s an event that CHEA looks forward to hosting year in and year out.”

This free event was funded through an NJEA Pride in Public Education grant, treating seniors to a night of dinner and dancing. In addition to providing music, the DJ set up a photo booth opportunity so attendees could capture special moments.

CHEA members and students worked together on the event, with students earning community service hours. District leadership, including Cherry Hill Board of Education President Miriam Stern, also attends the event and pitches in to help.

One of the highlights of the event is the awarding of the prom King and Queen. Each year, students help CHEA decide on who they believe has earned the honor. The King and Queen each receive a goodie bag filled with CHEA memorabilia.

At the end of the event, attendees are asked to address an envelope so that they can receive the invite for the following year.



An NJREA member, retired Cherry Hill school nurse, and school nursing instructor at Rutgers-Camden, Jeanne Kiefner is a driving force behind the Golden Age Prom, but she is quick to recognize that it is a team effort. From left: World languages teacher Dr. Waleska Batista, Rutgers School of Nursing student Deyanna Sheriff, Kiefner, and Carusi Middle School nurse Jillian Thomas.



The Golden Age prom was funded through an NJEA Pride in Public Education Grant.



The Golden Age Prom King and Prom Queen celebrate their coronation.

# NJEA mourns Vince Giordano

## An icon whose NJEA career spanned four decades



NJEA is mourning the passing of former NJEA Executive Director Vince Giordano on Dec. 5. Giordano served as executive director for the final six years of a career at NJEA that spanned more than 43 years. He retired in 2013.

Previously a sixth grade science teacher in Paramus, Giordano was hired by NJEA in 1970 during a wave of expansion following

the passage of the state's public employee collective bargaining law two years earlier.

During his long career he also served as director of the association's UniServ Division and as NJEA's first assistant executive director. He was well-known and deeply respected in education and labor circles throughout New Jersey and the nation.

"Vince Giordano is an NJEA icon whose career spanned the growth of our union from a small organization into a powerhouse," said NJEA's officers, President Sean M. Spiller, Vice President Steve Beatty and Secretary-Treasurer Petal Robertson, in a joint statement. "He played a key role in that transformation through his personal advocacy work as well as through the hundreds of advocates he hired, mentored and encouraged over more than four decades of service to NJEA members. He never forgot his own roots as a teacher and member, which drove his endless determination to improve conditions for students and educators across New Jersey. His legacy at NJEA lives on through the staff he hired, the policies he championed and the organizing ethic he learned from his predecessors, which he instilled in those who came after him."

You can read more about Giordano an *NJEA Review* story published in September 2006, when he became executive director. You'll find the story at [njea.org/Giordano](http://njea.org/Giordano).

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2024 NJEA ESP of the Year Maureen Kelly supports her students' dreams on the field hockey pitch, in the classroom and throughout the school day.

# IN HER OWN WORDS

## MEET THE 2024 NJEA ESP OF THE YEAR

Maureen Kelly

*For Maureen Kelly, a paraprofessional at Watchung Hills Regional High School and the 2024 Somerset County ESP of the Year and 2024 NJEA ESP of the Year, her students mean everything to her. She is interested in all aspects of their growth—as students, athletes, leaders and people.*

*In her own words, Maureen describes her journey as an educator, and what being named the 2024 NJEA ESP of the Year means to her.*

### Seeing and supporting students

Growing up, I had an older brother who struggled in school and never really connected with any of his teachers. It seemed that no one ever reached out to him or attempted to understand why he struggled. From what I could tell, no one got to know him on a personal level.

My brother's difficulties had an impact on my family, and home was not a fun place to be during this time. So I threw myself into student council, community service, field hockey and track. I had a teacher, Brad Selbst, who went above and beyond to help me through my personal family strife. He provided a safe space and allowed me to connect with my community through acts of service.

At the age of 16, I realized I wanted to work with at-risk youth. I also made a promise to myself that I would never give up on a child. I would believe in them because they don't always have the strategies needed to believe in themselves.

I was hired at Watchung Hills Regional High School in 2006 as a paraprofessional. My responsibilities include supporting and assisting students with special needs,

many having IEPs in both the resource room and regular education inclusion settings. My duties also include running our Guided Study program, which is a program that provides academic support for students who need more structure and monitoring in order to succeed in school.

In the Guided Study program, I work with at-risk youth. Some students are classified, while others are not. Some of the students need just a little push, while other students lack the meaningful connections that I feel are so important. I am their personal cheerleader throughout the day. I also reward them with treats for their accomplishments. They know my classroom is a safe place. They know if they make a mistake, they will learn from it. They know that no matter what choice they make, I will not give up on them. I care about them unconditionally.

Occasionally, students I have had in the past will stop by Room 23B to check in with me. They share their test scores so I can see how well they are doing. They also get a lollipop. Sometimes kids will come to my door crying when they feel like they cannot face their day. I offer them encouragement and help them reset. Some students come looking for a snack because they know I always have something available should they need it.

Room 23B is a place where I tutor and nurture and where the kids get to be themselves. They are encouraged to help each other without judgment. The best moments are organic where a student overhears another experiencing difficulty, and they jump in to reteach a topic. Our bilingual students lend a hand to our multiple language/English language learners. It is a place where all are welcome.



**My students know that no matter what choice they make, I will not give up on them. I care about them unconditionally.**

### Inspiring student leaders through co-curriculars

When I was first hired, one of my students, Sandy Blumberg, suffered from neurofibromatosis. Sandy was a phenomenal human being. She was a spokesperson for the Children’s Tumor Foundation (CTF) and traveled nationally to speak about her disease. Working with Sandy as a paraprofessional in her classes, I understood that because of her disease, her time was precious and valuable. Collectively with the Grade Level Council advisers (all special education teachers), we decided to make the Children’s Tumor Foundation (CTF) the school’s charity of the year.

Within a very short time, the entire school community jumped on board. Each month our All-School Council, which I advise, alongside the Grade Level Councils, ran fundraising events to advocate for CTF. Our activities brought awareness about this disease and the struggles of living with it.

This was a wildly successful endeavor that resulted in several thousand dollars of donations. The school community really came together. We also organized a walk-a-thon and fair event in honor of Sandy’s struggle with neurofibromatosis.

Sandy was the most popular girl at school. Stephanie Schmidt, a ninth grader at the time and my future ASC president, loved Sandy so much we rented a Sponge-Bob SquarePants costume (Sandy’s favorite character) for Stephanie to dress up in at the event. After Stephanie graduated, she too became an educator. She is now the adviser for the very same All-School Council that she was a member of as a student.

Sadly, Sandy passed away that summer following our walk for her. She is still loved and remembered by the faculty and staff that was there during her time. She is unforgettable and her legacy brings us all a sense of community that can never be broken.

### Coaching in and outside the classroom

In addition to the work I do supporting students’ learning and giving them the boosts they need, I am proud to be the varsity field hockey coach at Watchung Hills Regional High School.

There are many benefits derived from participating



Kelly’s days are full of activities that connect her with students such as volunteer activities where they write letters to children fighting serious illnesses as well as helping them one-on-one with their schoolwork.



Kelly works to engage with every student she encounters.

in high school athletics. Only 7% of all athletes go on to play in college, so we must recognize that there are other reasons why kids play a sport.

The other coaches and I pride ourselves on building a program that connects our seniors to the underclassmen. Our girls are great at lifting each other up when the chips are down. As a team that plays in one of the strongest conferences within the state, we truly understand the significance of celebrating every achievement the girls make individually as well as collectively.

I am tremendously proud to watch the girls grow over the years with us. It is an incredible feeling to see how they apply the lessons from field hockey to their adult lives.

### **Helping students and the community see how much staff cares**

I am very proud of my work with NJEA's Pride in Public Education program. I am lucky to work alongside Kay Platt serving as the Pride co-chairs. Together, we have developed initiatives that organized our members toward acting in support of the association, the students, and the community at large.

**I like to believe that my work ethic and leadership in so many areas of Watchung Hills has changed the way many of the teachers and administrative staff look at ESPs.**

During the COVID pandemic, we began our Senior Letter Writing Campaign. Its purpose was to let our seniors know how honored we were to have them in our lives. We spent a great deal of time creating a list of each graduating senior as well as gathering union members to write a touching message to each senior.

The Senior Letter Writing Campaign project runs from April through June. The postcards are decorated with our school colors displaying a graduation memento. This project was such a success it is now a tradition. Each year, Kay Platt and I arrange for the Watchung Hills



Kelly plays many roles in her students' and colleagues' lives.

Regional Education Association (WHREA) to purchase ads in the fall play and spring musical playbills as well as the school yearbook. Our goal is for the students to read the messages of support and be reminded of how much we care about their successes.

We have also organized the annual WHREA Food Drive, which started in 2020. Food insecurity is a real issue. Realizing that, we developed widespread awareness and support throughout the association as well as the student body in donating nonperishable food.

The WHREA Food Drive is held throughout November and December. In its first year, we were able to donate 44 turkeys before the Thanksgiving holiday thanks to committed union members, namely Laura Goodson. All food and donations were made to the Food Bank Network of Somerset County.

We have worked tirelessly to develop larger initiatives to broaden WHREA's impact on our students. Currently, WHREA is working to establish a "Little Free Libraries" program, in which the association organizes and builds a miniature library for community members to take a book or leave a book. Our goal for the project is to build a Little Free Library in each of the sending district's communities. Each library will be stocked with children's and young adult books that association members donate. Our hope is to encourage literacy throughout the townships we serve.

### **Union engagement and activism**

From the beginning of my employment at Watchung Hills Regional High School, I have been an active member of WHREA, attending meetings, voting in elections and contract ratifications, supporting actions around our organizing campaigns, and eventually taking on leadership roles.

In February 2020, I was elected one of the WHREA Pride Co-Chairs and I continue to serve my members in this capacity. This position has given me a seat on the executive committee, and I believe my guidance and insight as a paraprofessional helps our WHREA leadership understand paraprofessionals' working conditions, challenges and concerns.

I also advocate for the members of my department and education support professionals, in general, by circulating throughout the school talking with ESPs, ensuring that they know their voices are heard and respected. I have helped members bring their concerns to our grievance officers to help resolve problems with working conditions.

### **Impact on colleagues**

I like to believe that my work ethic and leadership in so many areas of Watchung Hills has changed the way many of the teachers and administrative staff look at ESPs. It's important to be visible at events around the school. My



One of Kelly's favorite roles is varsity field hockey coach. Janet Svenson, left, is the varsity assistant coach.

involvement with the All-School Council has helped my students and me organize opportunities that bring students, faculty and families together throughout the school year. These include the homecoming game ceremonies, pep rallies, student government elections, charity fundraisers, Educator Appreciation Week events and much more.

I was stunned when I was voted our district's Educator of the Year in 2023. I was nominated by my students and selected by my colleagues and administration, which really means a lot to me as this recognition is not often received by an ESP at the school. It affirmed that the work I am doing with our students, staff, and community is meaningful and appreciated. 🙏

## 2024 NJEA ESP of the Year

Maureen Kelly is honored to have been named the 2024 NJEA ESP of the Year and knows that her family; husband, Timothy DiGanci and daughter, Morghan DiGanci, are proud of her.

Working at Watchung Hills has always been a family affair. Kelly's father-in-law, Dr. Thomas DiGanci, began his teaching career at Watchung Hills and retired as the principal in 2012. Tim was roped into attending events at WHRHS as a little boy and, as an adult, helps to support his wife's projects.

As the 2024 NJEA ESP of the Year, Kelly has already been nominated for the NEA ESP of the Year award. She will attend the NEA ESP Conference and is entitled to a Disney vacation, funded by NJEA. Kelly also will receive an ESP of the Year ring and will be a featured speaker at the NJEA ESP Conference on Feb 2-4.

# Information literacy begins in your school library

By Lisa Manganello

As the New Jersey Department of Education rolls out the information literacy standards that Gov. Phil Murphy signed into law last January, teachers should be forgiven if they find themselves a bit overwhelmed. Each school year, teachers face new standards, building and district initiatives and changing resources, not to mention an increasing number of tech tools.

Wouldn't it be great to have a partner to work with? Someone who is a natural helper? Someone who curates, reviews, and understands the latest academic resources? Someone who thrives when working together with their colleagues to enhance student learning opportunities, to build strong readers and researchers and to support the hard work happening inside our classrooms? Enter your school librarian!

## Supporting teachers

In 2007, while earning my master's in information and library science at Rutgers University, I learned that the best way to integrate information literacy into high school

classrooms is by finding ways to support the great work that teachers are already doing. As a new school librarian, I looked for opportunities to get to know my staff and understand their needs. I had to find a way to fit into my school community. To do this, I listened—all the time. I attended every meeting I could, even when a well-meaning administrator told me that I didn't need to be there. I was there, and I was listening. This allowed me to get a sense of what was really important to each department and to start looking for ways that the school librarian could help.

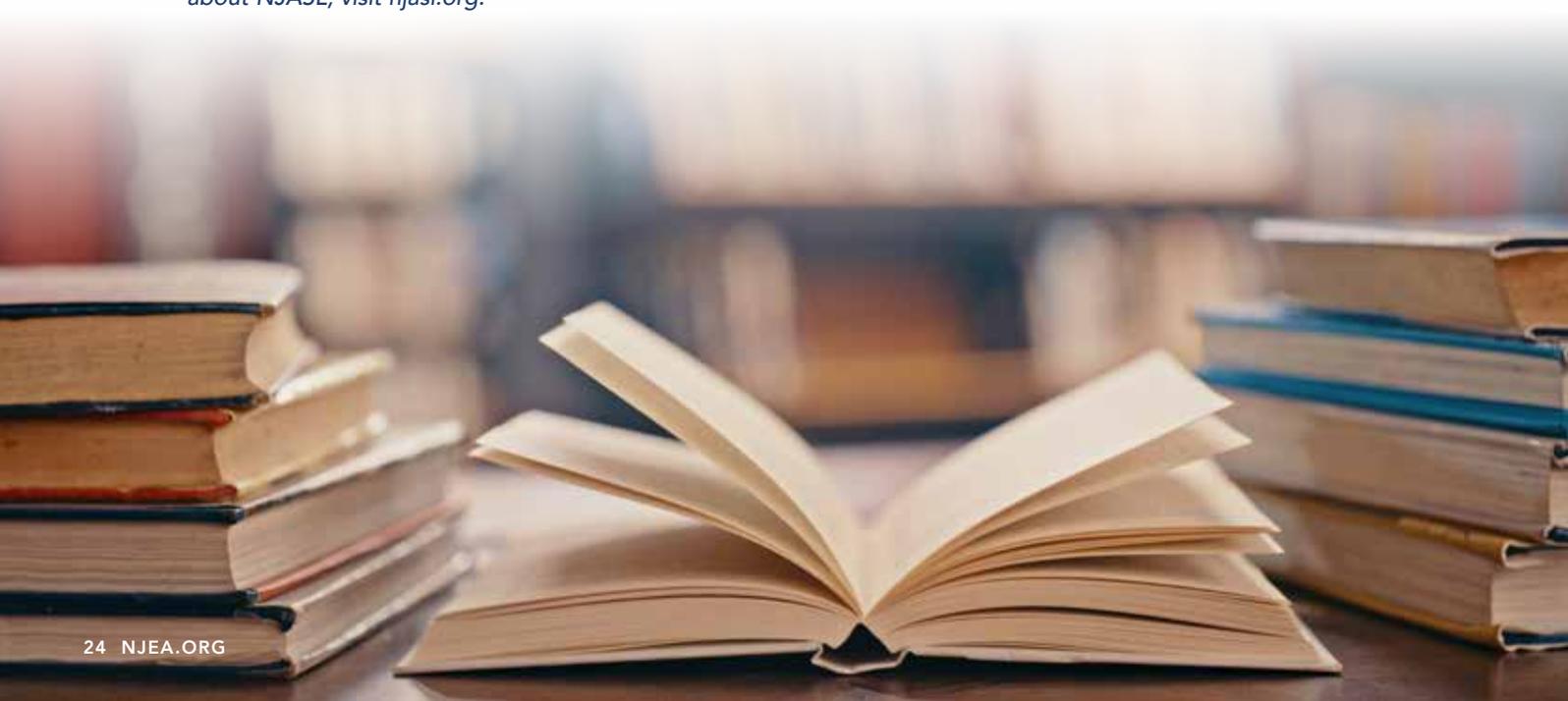
After a department meeting in 2013, social studies teacher Nicole Sanyigo, who is now an administrator, shared that she was struggling to get her students to cite their sources consistently. She added that copying from the internet, often without considering the quality of the source, was a huge problem for her student researchers.

After listening to Sanyigo's concerns, I examined the social studies curriculum and the research project outline. I then created an information literacy lesson designed to support the student research skills that she was concerned about. The lesson was a success and other teachers in the social studies department reached out to learn how to bring their classes in for an information literacy lesson.

"After collaborating on multiple lessons on research skills, reliable sources and writing techniques, students performed better on their research papers," Sanyigo

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*Lisa Manganello is a media specialist at South Brunswick High School and an active member of the New Jersey Association of School Librarians (NJASL). She can be reach at [l.a.manganello@gmail.com](mailto:l.a.manganello@gmail.com). For more information about NJASL, visit [njasl.org](http://njasl.org).*





By partnering with their school librarians, educators set their students up for success. Front row (l-r)- Social studies teacher Marisa Carlisi and science teacher Courtney Kestner. Back row – Health and physical education teacher Ray Ostrowski, English teacher Collin Rossi, and school librarians Lisa Manganello and Kate Hanusosky.

explains. “They also were able to work more independently and seek the help they needed from the library on their own. Students came to see Mrs. Manganello not just as the ‘librarian’ but also a teacher who was there to support them in her classroom, the library.”

Ten years later, that initial lesson is now part of the ninth grade curriculum and school librarians teach it to every American Government class each fall. Marisa Carlisi teaches both honors and in-class support sections of American Government and has seen a positive change in her students’ work since they have started visiting the library.

“Students are definitely able to find better sources and they are more comfortable with citing sources,” Carlisi notes.

Another benefit of working with the school librarian is found in source selection and content curation.

“In social studies, we teach things that can be controversial,” Carlisi says. “If students are just diving into the internet they might get sources that we would not necessarily want them to use, instead of moderate

representations that allow the students to draw their own conclusions. Our school librarians create a curated collection of sources and share how to approach the research process. Our teachers work with the school librarians to improve student learning.”

### **Support for all content areas**

Collaboration does not end with social studies. School librarians are ready to support all content areas. Courtney Kestner teaches a biotechnology elective and has found working with the school librarians to be beneficial to her students.

“Information literacy, especially in the sciences, is extremely valuable,” Kestner shares. “As a new teacher, I had just come from my undergrad, and I was used to writing papers where we needed 30 sources from 30 scientific journal articles, but when I asked my students to go find a scientific journal article, published by a scientist over the last year to support their claims they were confused by what I meant.”



## **I know that if I need help teaching a complicated issue, I can ask my school librarians what resources they have collected for the topic**

To help, fellow librarian Kate Hanusosky and I developed a lesson on how to find and read a scientific article. In addition to having print copies of journal articles available for students to examine, we model how to mine a popular science topic for keywords that will allow a researcher to find the connected article in a database. Once the students have located a journal article of interest, we demonstrate how to break the article into pieces to make it more approachable for the high school reader.

"This is an elective course for students who are interested in pursuing a career in science," Kestner notes. "This information literacy lesson allows students to understand scientific research before they get to their first semester in college where the professor says, 'Go write a scientific paper and include five sources in your introduction.' Information literacy is extremely valuable—especially in the sciences to gauge the credibility of your sources."

### **Lifelong skills in health literacy**

The value of information literacy is not confined to the college classroom.

"Health literacy is a skill," according to health and physical education teacher Ray Ostrowski. "There is tons of information out there, and it is very easy for students to take the first Google result that they find, or what someone posted on TikTok or Instagram, as a fact."

Ostrowski notes that health issues will be important for the rest of students' lives.

"In health education we talk about moving to a skills-based curriculum, and one of those skills is how our students locate information that they can trust to make informed choices," Ostrowski says.

To help students to evaluate the sources that they select for their health projects, we librarians created an online health library of credible articles and websites connected to Ostrowski's curriculum. Each marking period, the class visits the library for a mini lesson on source selection specifically aimed at health research. The partnership has made an important difference.

"I see a vast improvement over when I tried to do research in the past," Ostrowski says. "The students

can ask questions about specific databases for research elements because the school librarian is there to act as a guide as needed.”

### Skills for collecting high-quality sources

As English teacher, Collin Rossi explains, students benefit from information literacy lessons taught by their school librarians.

“Our students are arguably more tech-savvy than we are, but they are also far more naive,” Rossi says. “They are far more comfortable using technology intuitively, but they don’t have the mental stamina to read past the first item in search results. They want to do what is easiest and fastest without taking the time to make sure what they are doing is accurate and thorough.”

To combat this tendency, we developed a lesson on source selection for the 12th grade English synthesis essay. Students arrive with a self-selected topic of interest, but the school librarian teaches them how to break this topic into keywords and use those terms to collect a high-quality list of resources to support the paper they plan to write.

All teachers can find a natural partner in their school librarian.

“I know that when I need help with framing an issue or concept, I can knock on the library doors and receive help,” Rossi says. “I know that if I need help teaching a

complicated issue, I can ask my school librarians what resources they have collected for the topic. When I have been working on curricula, I can stop by and chat with my school librarians about my ideas and walk away with a dozen new books and ideas I hadn’t considered or even known about. Whatever I am working on, I can find the most effective resources in my library.”

A plaque with the quote “Teamwork makes the dream work” hangs in the library office because it truly fits the role of the school librarian. School librarians are helpers who thrive when collaborating with their colleagues to enhance student learning.

As Kate Hanusosky, my partner librarian at South Brunswick High School, notes, “Whether it’s teaching information literacy, collaborating on a lesson or unit, sharing a book talk or exchanging a quick email for help, school librarians are the best go-to resource for the whole building. We are built-in co-teachers and we love working with all content areas to help support classroom instruction and student learning, no matter the task.”

Information literacy is critical to our graduates, who will use these skills throughout their lives. By partnering with their school librarians, educators set their students up for success in the classroom and beyond.

Visit your school library today to find out more! 📖



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# HUMAN TRAFFICKING PREVENTION EDUCATION

## How to empower students throughout the school year

*Submitted by the New Jersey Coalition Against Human Trafficking*

“Human trafficking comes in many forms, happens everywhere and discriminates against no one.” This is the message Gina Cavallo, the Survivor Consultant for the New Jersey Coalition Against Human Trafficking (NJCAHT), shares with middle and high school students and others throughout the state. She is one of many lived experience experts who work with the NJCAHT, and her presentations make the basic understanding of human trafficking come to life.

“It’s essential that any audience, be they students, teachers, parents or other community members, receive our HT 101 presentation before I share with any group,” Cavallo says. “With that combination of presentations, the reality of the exploitation and abuse of human trafficking happening in our communities becomes real but also actionable.”

The presentations not only share valuable information about what human trafficking is, and how to recognize it, but also tools for prevention. Receiving the dual presentations is something schools should consider throughout the school year, not just during January’s Human Trafficking Prevention Month.

National Human Trafficking Prevention Month was established by then President Barack Obama in 2010, and it was designated as Human Trafficking Prevention Month in New Jersey in 2013. The month includes Human Trafficking Awareness Day on Jan. 11.

### **New Jersey is especially vulnerable to human trafficking**

Many people are surprised to discover that human trafficking exists in the U.S., and that it affects all people, both citizens and noncitizens. New Jersey is especially vulnerable to human trafficking due to its population density, its proximity to two major cities, and its extensive network of interstate highways and transportation systems.

Add to that the fact that New Jersey attracts large crowds during concerts and sporting events and is a tourist destination bringing transient populations, it has all the components that create demand and make it easy for trafficking to occur.

### **What is NJCAHT?**

The NJCAHT is a volunteer-based, survivor inclusive 501(c)(3) organization that coordinates statewide community efforts to end sex and labor trafficking in New Jersey. Now in its 13th year, it comprises 150 volunteers and represents over 200 affiliates—including nonprofits, faith-based organizations, academics, law enforcement and direct service providers. The NJCAHT’s mission is to unite New Jersey communities to end human trafficking. It works to empower communities with the knowledge of what human trafficking is, how to prevent it, and how to support those affected by it. Its tagline is, “Let’s create a safer state.” NJCAHT’s website is [safernj.org](http://safernj.org).

The NJCAHT empowers college students, who undertake a Winter Internship Program with the organization, to publicly present their own event on Jan. 11. The objective of the winter internship program is to develop future leaders and social justice advocates. Interns are educated on the crime of human trafficking, meet with survivor consultants to learn about their lived experience, are taught to recognize the signs to prevent trafficking and more. Using the information they learn and additional research, interns put together a live-streamed event on Human Trafficking Awareness Day.

### **Lesson plans and instructional materials**

Whether it’s January or another month during the school year, teachers can access the NJCAHT’s free lesson plans on [safernjlessons.org/home](http://safernjlessons.org/home) and download videos and interactive teaching tools that meet the New Jersey Student



NJCAHT Members at the organization’s annual meeting at Kean University’s Human Rights Institute in June 2023. Survivor Consultant Gina Cavallo is in front row sixth from right, and NJCAHT President Dr. Danny Papa is center front.

Learning Standards for Health and Physical Education. The videos are short interviews of subject matter experts with New Jersey students, and cover recruitment strategies, online grooming, safety and legislation.

Involving students and putting lessons into action is the key to empowerment and prevention, so this is what the NJCAHT encourages. Teachers can also access information on how to inspire students to be leaders in the anti-trafficking movement, with tools such as the online guide to Locker Slam and other ideas for in-school action, which can be found here at [safernj.org/raise-awareness-at-your-school](https://safernj.org/raise-awareness-at-your-school).

Dr. Danny Papa, the NJCAHT President, co-chairs the NJCAHT Education Committee and is an elementary school principal in Morris County. He is passionate about giving students the tools to be leaders and knowledgeable citizens.

“We empower students through our prevention education presentations,” Dr. Papa says.

Dr. Papa has experienced the powerful effect of giving students the freedom to become leaders in the anti-trafficking movement. As a middle school history teacher more than a decade ago, he gave his students the time and encouragement to create their own program: Project Stay Gold.

**Involving students and putting lessons into action is the key to empowerment and prevention.**

**What if I suspect human trafficking?**



If you are out in public spaces and see something that you think might mean someone is being trafficked, do not intervene. Keep yourself and the victim safe by calling the human trafficking hotline at 888-373-7888 or texting “HELP” or “INFO” to BE FREE (233733).

# THE PATH IS RARELY STRAIGHT

Whether you're recently certified or a veteran educator,  
we have a graduate program or endorsement for you!

## Counseling

- School Counseling
- Student Affairs & College Counseling

## Curriculum & Instruction

- Early Childhood P-3 Education
- English as a Second Language
- Initial Teaching Certification (M.A.T.)
- Literacy
- Master of Education (M.Ed.)

## Speech-Language Pathology

## Special Education

- Applied Behavior Analysis
- Autism
- Autism + Applied Behavior Analysis
- Learning Disabilities Teacher-Consultant
- Special Education with Supervisor Endorsement
- Teacher of Students with Disabilities

## Leadership

- Principal
- Supervisor
- School Administrator
- Doctor of Education in Educational Leadership
- Teacher Leader Endorsement

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“Seeing those students now having graduated college and who are still incorporating everything they learned about human trafficking into their work lives, whether they work in finance, health care or other parts of the community, is inspiring and demonstrates that when students put education into action it changes their lives,” Dr. Papa says.

## Speakers bureau

The best way for schools to get started with student engagement and empowerment is with the dual presentation from the NJCAHT’s Speakers Bureau. It coordinates with its team of volunteer speakers to respond to all requests, but schools’ presentations are always prioritized due to the importance of reaching youth.

Because of the exploitation those with lived experience of human trafficking have faced, survivors need to receive an honorarium for sharing their expertise. But recognizing that not all schools have the funds to cover this, the NJCAHT offers grants to schools so that they can receive this important presentation to bring enhanced prevention education to their students.

Information about requesting speakers and the grants to cover any costs can be found at [safernj.org/request-a-speaker](https://safernj.org/request-a-speaker). The NJCAHT Outreach Committee is available for awareness activities, such as setting up information tables at Back to School Nights, health fairs, community events and so forth. The form can be found on the same “Request a Speaker” page.

## Volunteer opportunities

The NJCAHT welcomes volunteers to join the organization and is fortunate to have many current and retired professionals donate their time to ensure awareness is reaching every part of the state. It has an Education Committee, comprising teachers, former teachers and students, as well as committees for Health Care, Legislation, Bank Awareness and Outreach.

Applicants are asked to abide by the NJCAHT’s values captured in its Anti-Oppression Statement and take a self-paced free introductory training online offered by Polaris Project at [polarisproject.org/human-trafficking-101](https://polarisproject.org/human-trafficking-101). Anyone interested in applying can do so at [safernj.org/join-a-committee](https://safernj.org/join-a-committee).

## Working in coalition for recognition and prevention

The NJCAHT works with key professional groups, including health care providers, first responders and hospitality staff, to ensure they have protocols in place to recognize and prevent human trafficking and to safely identify and treat those who’ve suffered from it. Through outreach to hotels and motels in the state, the NJCAHT

has now reached over 900 hotels and motels across 14 New Jersey counties, providing critical resources in multiple languages to help prevent trafficking in their establishments.

The NJCAHT also advocates for statewide legislation that protects survivors, identifies victims and reduces demand for future victims. Over its 12-year history it has successfully advocated for many important policy improvements such as:

- The 2013 New Jersey Prevention, Protection and Treatment Act.
- A 2019 law to create Guidelines to Prevent Human Trafficking in New Jersey Schools, which can be found at [bit.ly/njcaht-school-prevent](https://bit.ly/njcaht-school-prevent).
- A 2021 law to promote knowledge of the Human Trafficking Hotline (888-373-7888) and Text Line 233733 (BE FREE). Text the words “HELP” or “INFO” to that number.
- A 2022 law that expanded provisions for survivors to seek record clearing of offenses that were the result of being trafficked. 🏠



## Videos at safernj.org

Watch our public service announcements on sex trafficking and labor trafficking, and view our recorded in-depth version of the HT 101 with Cristian Eduardo and Wincey Terry-Bryant at [safernj.org/about-our-work](https://safernj.org/about-our-work).

## NJEA OFFICERS



**President**  
**Sean M. Spiller**



**Vice President**  
**Steve Beatty**



**Secretary-Treasurer**  
**Petal Robertson**

## NJEA ORGANIZATIONAL DIRECTORY

### EXECUTIVE COMMITTEE

The NJEA Executive Committee includes the three officers, plus one or more representatives elected from each county or equivalent unit of representation, based on membership enrollment. County and unit representatives serve for three-year terms, except as necessary to stagger terms of office. Weighted voting is utilized to reflect the one-person, one-vote principle. The committee meets monthly to conduct Association business.

Atlantic: Melissa Tomlinson; Bergen: Esther A. Fletcher, Robert M. La Morte; Burlington: Tamara Y. Beatty; Camden: Laurie T. Gibson-Parker; Cape May: Tammi J. Lee; Cumberland: Ashanti T. Rankin; Essex: Dr. Dawn A. Nichol-Manning; Gloucester: Ryan Griffin; Hudson: Ronald F. Greco Jr.; Hunterdon: Susan R. Vala; Mercer: Christine Sampson-Clark; Middlesex: Jennifer Herrick, Lois Yukna; Monmouth:

Steven C. Koumoulis; Morris: Kerri Lee Farrell; Ocean: Lisa M. Simone; Passaic: Marco A. Martinez; Salem: Colleen C. Gilmartin; Somerset: Amy L. Salinger; Sussex: Carla Mancuso; Union: Richard F. D'Avanzo; Warren: Laurie A. O'Brien; Higher Ed: Michael E. Frank; NJREA: Joan M. Wright; Non-Classroom Teacher: Francisco C. Barquin; NJEA Preservice: Matthew R. Yuro

State Officers: Steve Beatty, Petal T. Robertson, Sean M. Spiller

NEA State Directors: Brenda M. Brathwaite, Theresa L. Fuller, Temika Langston-Myers, Sue McBride, Peter J. Moran, Barbara B. Rheault, Mark Richards, Stacy A. Yanko; NEA Director at Large: Tarsha N. Lawson

### DELEGATE ASSEMBLY

The NJEA Delegate Assembly (DA) formulates Association policies. The DA includes 123 representatives proportionately elected from the counties for two-year terms. Each county is represented by its affiliated county association president plus one delegate for each 1 percent of the state total of active members of the Association. In addition, one delegate each represents retired, student, and administrative members who do not otherwise have the representation through normal channels.

Atlantic: John-Fred Crane, Trisha Houck, Trina Jenkins, Cassandra Montague, Barbara Rheault; Bergen: Kathleen Arlin, Rommy Buttafuoco, Mariann Kronyak, Cynthia Lota, Sue McBride, Shari Mendelson, Mary Ellen Murphy, Yolanda Salazar, John Sassi, Michael Warren, Michael Yannon; Burlington: Lisa Chiavuzzo, Tiffany Harris-Greene, Catherine MacManiman, April Newman, Jason Pope, Anthony Rizzo; Camden: April Brown, Ebony Freeman, Dali Kilpatrick, Brittany Lamb, Sturac Meyers, Janelle Mungro, Kimberly Robinson-Taylor; Cape May: June Camizzi, Stacey Salerno; Cumberland: Nicole Carminati, April Stevenson-Kinder, Tiffanie ThrBak; Essex: Christine Candarella, Keri Giannotti, Lauren Greenfield, Keith Hinton, Rocio Lopez, Sharon Ortiz, Michael Tedesco; Gloucester: Stephen Balaity, Chrissy Kosar, Melba Moore-Suggs, Roberta Rissling, Stephen Whitehead; Higher Ed: Michael Ferlise, Peter Helff; Hudson: Danielle Curry, Daniel Granda, Erin Mooney, Anna Picca, Marquisha Reynolds, Edwinta Rhue, Gene Woods; Hunterdon: Robin Kiefer, Carol Rocha; Mercer: Talitheia Duncan, Sandra Herrington, Ruth Orama, Daniel Siegel, Patricia

Yaple; Middlesex: Paul Bryant, Nicole Del Popolo, Noelle Ebler, Joseph Landolfi, Carolyn Muglia, Frank Paprota Jr., Jeremias Salinas, Timothy Simonitis, Susan Waldron, Michael Wildermuth; Monmouth: Denise King, Gail Maher, Michael Marino, Jo Anne Montanti, Sarah Reichenbecher, Michael Reilly, Mary Scott, Diane Vistein; Morris: Eugene Behme, Lee Ann Brensinger (Substitute for County President), Jon Congilio, Angela Cordova, Mark Eckert, Kerri Lee Farrell, Ann Marie Finnen, Amal Hussein; NEA Director: Robert La Morte; NJEA Preservice: Matthew Yuro; NJREA: Jacqui Greadington, John Zurka; Non-Classroom Teacher: Shareen Shibli; Ocean: Ronald Donnerstag, Jaclyn Finnigan, Susan Morgan, Gina Pizzuto, Richard Ryan, Susan Wiemken; Passaic: Susan Butterfield, Brenda Carswell-Avery, Lori Lalama, Carolyn McKinney-Croix, Aiat Oraby, Robert Sarti, Charles Wilson; Salem: Diana Castiglione, Denise Dawson; Somerset: Daniel Epstein, Marisol Espinoza, Gayle Faulkner, Patrick Frain, Stefanie Myers; Sussex: Gerda Bakker, Susan Sawey, Ann (Vicky) Smith; Union: Annice Benamy, Michael Boyd, Lakahia Carter-Blocker, Keith Coston, James Frazier, Julie Klikus, Fern Perez-Gani, Ann Margaret Shannon; Warren: Erin Durkin, Ann Kaspereen

## DELEGATE ASSEMBLY ALTERNATES

The NJEA Constitution provides for elected alternates for Delegate Assembly members. Members of the Delegate Assembly who cannot attend a meeting may designate an alternate from their county to act in their respective places. Alternates must bring written statements from the Delegate Assembly member whom they represent.

Atlantic: Lateefah Scott; Bergen: Jennifer Clemen, Susan Marinzulich Andrew Policastro, Anthony Rapetti, Thomas Schram, Lisa Veit, vacancy (4); Burlington: Christine Hewitt, Steven Nahill, Stacey Williams, vacancy (1); Camden: Tyeisha Jefferies, George Kemery, Dianna Morris, Katrina Squire; Cape May: Catherine Krause, Cynthia Rosenberg; Cumberland: Nicole Kinsey; Essex: Jessica Cavagnaro, Joseph Dedalonis, Linda Kelly-Gamble, Louann Lobasso, Michael Tedesco, Renee Willis; Gloucester: Michael Acchione, Collin Aregood, Laurie Boyle; Higher Ed: Mecheline Farhat; Hudson: Andrew Bove, Melanie DeFilippis, Richard Geissler, John Marques, Vincent Nardiello, Irene Pyke; Hunterdon: Katherine Beggiano,

Margaret Esposito; Mercer: Antoinette Hopkins, Agueda Porras, Kelly Susinski, Twanda Taylor; Middlesex: Daniel Fields, Andrew Lewis; Monmouth: Casey Barilka, Louis Castagno, Allison Connolly, Stephanie Kelly, Susan Morin, James St. Angelo; Morris: Nanette Fandino Diaz, Vilmary Hernandez, Lisa Lamendola, Lisa Mangione, Patricia Ressler, vacancy (2); NJEA Preservice: Kayla Kanarkowski; Ocean: Kevin Bliem, Nancy Jubert, Veronica Kriegl; Passaic: Marvin Fields, Trent Johnson, Patricia Kebrdle, Megan King, Billy Krakower, Todd Pipkin; Salem: Amy Tighe; Somerset: Randi-Lee Childers, Ryan Cullinane, Daniel Cyckowski; Sussex: Patricia Trentanelli; Michelle Visco; Union: Lillian Alston, Johanna Amaro, Carlos Esquivel, Tanya Martin-Cooper, Kelee Mitchell-Hall, Tonya Scott-Cole; Warren: Scott Elliott

## NJEA COMMITTEES

### AFFILIATION

The Affiliation Committee: 1. reviews, investigates, and makes recommendations on the applications of local, county and special interest associations requesting NJEA affiliation; 2. periodically reviews affiliation standards and a random sampling of local and county affiliates to ensure compliance with NJEA and NEA affiliation and Local Association Financial Assistance Program (LAFAP) standards; 3. reviews problems involving disaffiliation; 4. makes recommendations for appropriate action by the Delegate Assembly.

**Chair:** Gerard Campione, Middlesex

**Staff contact:** David Bander

Atlantic: Heather Flaim; Bergen: Thomas Schram; Cape May: Walter Johnson; Essex: Elaine Elliott; Gloucester: Collin Aregood; Hudson: Marquisha Reynolds; Mercer: April Licato; NJREA: Barbara Toczko; Ocean: Beverly Figlioli; Somerset: Daniel Epstein; Union: Keith Coston

### BUDGET

Working with data and suggestions provided by staff, officers, the Executive Committee, the Delegate Assembly and other committees, the Budget Committee: 1. prepares and recommends an annual budget for consideration by the Delegate Assembly; 2. examines trends related to membership growth, revenues and program expenditures; 3. regularly reviews the expenditures within cost centers for compliance with D.A. policy; 4. makes recommendations to the Delegate Assembly or Executive Committee, as appropriate, for transfers between cost centers; 5. reviews the auditor's report on all NJEA accounts and expenditures; 6. reviews NJEA investment policy; 7. reviews NJEA capital assets.

**Chair:** Secretary-Treasurer Petal T. Robertson

**Staff contact:** Karen Kryven

Atlantic: Melissa Tomlinson; Bergen: Thomas Papaleo; Burlington: Andrew Jacobs; Camden: Janelle Mungro; Cape May: Tammi Lee; Cumberland: Tiffanie ThrBak; Essex: Christine Candarella; Gloucester: Melba Moore-Suggs; Higher Ed: Peter Helff; Hudson: Kevin Reed; Hunterdon: Susan Vala; Mercer: Sandra Herrington; Middlesex: Michael Wildermuth; Monmouth: Robin Dreuer; Morris: Lisa Lamendola; NJREA: Robert C. Kapp; Ocean: Maria De Venecia-McFarland; Passaic: Patricia Kebrdle; Somerset: David Yastremski; Union: Ann Margaret Shannon

### CERTIFICATION, EVALUATION, AND TENURE

Certification, Evaluation and Tenure Committee: 1. studies, reports on and makes recommendations concerning program improvements, training opportunities and problems in pre-professional education, certification, evaluation and tenure; 2. monitors State Board of Education and other agencies related thereto; 3. develops strategies to educate the general population about the purpose and necessity of tenure, academic freedom and the evaluation process; 4. works in conjunction with the Instructional Issues and Professional Development committees to disseminate information to the profession.

**Chair:** Dayna Orlak, Bergen

**Staff contact:** Elizabeth Yucis

Atlantic: Malissa Ridley; Burlington: Lisa Chivavuzzo; Camden: Michele Ransone; Cape May: Catherine Krause; Essex: Sharon Ortiz; Hudson: Charlene Bini; Mercer: Melissa Watros; Middlesex: Hannah Pawlak; Monmouth: Elizabeth Semanchick; Morris: Mark Henaghan; NJREA: Martin Sharofsky; Passaic: Megan King; Somerset: Fontella Best; Union: Chrystal Parr-Allen

### CONGRESSIONAL CONTACT

Composed of at least one representative from each county, the Congressional Contact Committee: 1. maintains contact with New Jersey's congressional delegation regarding NEA/NJEA's legislative program; 2. makes NJEA members aware of the Association's federal legislative program and the need for membership activity in support of that program; 3. chairs screening committees in congressional races; 4. maintains a close working relationship with NJEA lobbyists and NJEA Government Relations.

**Chair:** Patricia Kebrdle, Passaic

**Staff contact:** Sean Hadley

Atlantic: Tim Mancuso; Bergen: Fanny Cruz-Betesh; Christopher Sheridan; Burlington: Jason Pope; Camden: John Senft; Cape May: Walter Johnson; Cumberland: Michael Morton; Essex: Joseph Dedalonis, Michelle Williams-Wong; Gloucester: Laurie Boyle; Higher Ed: Lori Podstupka-King; Hudson: Rosanne Versaci; Hunterdon: Marie Corfield; Mercer: Sandra Herrington; Middlesex: Chiarina Guzik; Monmouth: Jacqueline Kruzik, Marcella Slog; Morris: Christopher Hurd; NEA Directors: Brenda Brathwaite, Theresa Fuller, Laurie Gibson-Parker, Robert La Morte, Temika Langston-Myers, Sue McBride, Peter Moran, Barbara Rheault, Stacy Yanko; NEA Director at Large: Tarsha Lawson; NJEA Preservice: Matthew Yuro; NJREA: Susan Clark; Ocean: Elaine White; Passaic: Tara Temprano; Somerset: Gayle Faulkner; Union: James Frazier

## CONSTITUTION REVIEW

The Constitution Review Committee: 1. reviews and coordinates suggestions for study of constitution or bylaw changes; 2. works in conjunction with other NJEA committees requiring their review of amendments; 3. prepares language for proposed constitutional changes; 4. reviews and makes recommendations to the Delegate Assembly concerning proposed amendments to the constitution or bylaws.

**Chair:** Scott Elliott, Warren

**Staff contact:** Cindy Matute-Brown

Atlantic: Alphonso Harrell; Bergen: Cean Spahn; Camden: Madeleine Leach; Essex: Enrique Manlapid; Gloucester: Dorothy Grieb; Hudson: Madonna Morris; Hunterdon: Robin Kiefer; Mercer: Deborah Goodkin; Middlesex: Valerie Nelson; Monmouth: Gail Maher; Morris: Lee Ann Brensinger; NJREA: Michael Kruczek; Ocean: Elissa Waller; Passaic: Tanisha Barkley-Johnson; Union: Alissa Valiante

## CONVENTION

The Convention Committee: 1. reviews themes and general convention program plans; 2. promotes and evaluates member participation and attendance; 3. develops procedures for and evaluates programs offered by NJEA-affiliated groups; 4. develops standards for exhibits and evaluates compliance of exhibitors; 5. evaluates overall program scheduling; 6. recommends to the Executive Committee the NJEA Convention dates, location, and program.

**Chair:** Catherine MacManiman, Burlington

**Staff contact:** Vicki Serreino

Atlantic: Cassandra Montague; Bergen: Susan Marinzulich; Camden: Sturac Meyers; Cape May: Stacey Salerno; Cumberland: Jaclyn Conahey; Essex: Sharon Johnson; Gloucester: Robert Sheridan; Higher Ed: Mickey Dickenson; Hudson: Nadine Collins; Hunterdon: Peter Moran; Mercer: Marlena Ventura; Middlesex: Devin Menker; Monmouth: Rachel Donovan; Morris: Guada Jacob; NJREA: Cynthia McCray; Ocean: Mitchel Gertner; Passaic: Lauren Spiller; Somerset: Patrick Frain; Sussex: Lisa Fahrenfeld; Union: Tonya Scott-Cole

## DELEGATE ASSEMBLY RULES

The D.A. Rules Committee considers and recommends the rules under which the Delegate Assembly conducts its business.

**Chair:** Pending

**Staff contact:** Cindy Matute-Brown

Bergen: Kathleen Arlin; Burlington: Melissa Foremny; Mercer: Michele D'Angelo; Monmouth: Gail Maher; Passaic: Lori Lalama.

## DISTINGUISHED SERVICE AWARD

The Distinguished Service Award Committee considers and evaluates candidates for the NJEA Ruthann Sheer Distinguished Service Award for Education and makes appropriate

recommendations to the Executive Committee.

**Chair:** Danielle Clark, Camden

**Staff contact:** Steve Baker

Atlantic: Georgia Charles; Bergen: Argine Safari; Cape May: Alice Barnes-Vasser; Middlesex: Jennifer Olawski; Morris: Kerri Lee Farrell; NJREA: Stacy Morgan Santo; Passaic: Brenda Carswell-Avery; Somerset: Mary Macrae; Union: Lillian Alston

## EDITORIAL

The Editorial Committee: 1. supervises the NJEA Review and other Association publications designed for internal communications with the membership, within the framework of policy laid down by the Delegate Assembly and the Executive Committee; 2. reviews printing contracts, advertising rates, and policies; 3. sets and maintains a continuing evaluation of standards for articles, illustrations, and style; periodically reviews standards to make sure they actively promote content submissions from diverse member voices and that the standards do not create barriers to content from diverse member voices; 4. determines and recommends issues and ideas to be addressed to the membership through the Association publications and the website by: reviewing survey and polling data to maintain awareness of NJEA's demographics to ensure equitable representation and identification of issues members wish to see addressed; staying abreast of trends in public education and union organizing; intentionally discussing publication and website content with members from diverse backgrounds and job categories; periodically reviewing content to ensure that diverse voices are represented; recommending strategies to amplify the voices of underrepresented members.

**Chair:** Lauren Greenfield, Essex

**Staff contact:** Patrick Rumaker

Atlantic: Alphonso Harrell; Bergen: Shari Mendelson; Gloucester: Salvatore Randazzo; Hudson: Linda Miller; Mercer: Hussain Haqq; Middlesex: Andrew Lewis; Monmouth: Steven Tetreault; NJEA Preservice: Catherine Gonzales; NJREA: Miriam Reichenbach; Passaic: Sonya Squitieri; Somerset: Daniel Cyckowski; Union: Marcy Helmstetter

## EDUCATIONAL SUPPORT PROFESSIONALS

Consisting of representatives from support and teaching staff, the Educational Support Professionals Committee: 1. examines and makes recommendations on active-supportive member needs, services and programs; 2. recommends activities and programs to organize groups not yet affiliated with NJEA; 3. reviews efforts to develop all-inclusive local organizations; 4. gathers and reviews data related to privatization initiatives and reports these findings to the Delegate Assembly and Executive Committee; 5. develops and initiates training opportunities for school personnel.

**Chair:** Joann Houck, Burlington

**Staff contact:** Robert Antonelli

Atlantic: Trina Jenkins; Bergen: Rommy Buttafuoco;

Burlington: Sandra Wilcox; Camden: Pamela Clark; Cape May: Kenneth Bassett; Cumberland: Kathie Lynch; Essex: Sabina Ellis; Gloucester: Roberta Rissling; Hudson: Marquisha Reynolds; Hunterdon: Katherine Beggato; Mercer: Antoinette Hopkins; Middlesex: Nancy Cogland; Monmouth: Regina Jagoo; Morris: Mark Eckert; NJREA: Barbara Newman; Ocean: Nancy Jubert; Passaic: Derrick Watson; Salem: Amy Tighe; Somerset: Nicky Neeraj Badlani; Sussex: Carla Brunelle; Union: Michael Boyd; Warren: Scott Elliott

## ELECTIONS

The Elections Committee: 1. sets standards and procedures, subject to the general policies of the Delegate Assembly, for all elections under the NJEA Constitution, and for the conduct and eligibility of candidates for elected office; 2. oversees NJEA elections procedures within counties or units; 3. conducts any necessary state elections; 4. provides oversight for the tabulation and certification of ballots; 5. resolves state elections disputes.

**Chair:** Eda Ferrante, Passaic

**Staff contact:** Katrina Homel

Atlantic: Katharine Watson; Bergen: Thomas Schram; Burlington: Maria Rivera; Cape May: Tiffany Lively; Essex: Shirley Henry; Gloucester: Brian D'Ottavio; Hudson: Diane Mackay; Hunterdon: Donna Pontoriero; Mercer: Kelly Susinski; Middlesex: Joe Toma; Monmouth: Allison Connolly; Morris: Jon Coniglio; NJREA: Toni Guerra; Ocean: Jim Lubrani; Passaic: Rosilind Abreu; Salem: Amy Tighe; Somerset: Jennifer Tuller; Sussex: Theresa Snyder; Union: Gary Mazurek; Warren: Russa Nollstadt

## EXCEPTIONAL CHILDREN

The Exceptional Children Committee: 1. proposes and reviews legislation that impact children with special needs; 2. designs NJEA efforts to implement and enforce existing legislation, rules and regulations that require adequate programming; 3. relates such concerns to educational and community groups with similar interests; 4. disseminates information to school personnel regarding issues that affect programs and children with special needs; 5. coordinates efforts with affiliate groups on areas of concern; 6. develops and initiates training opportunities for school personnel.

**Chair:** Tomeka Sanderlin, Atlantic

**Staff contact:** Camy Kobylinski

Atlantic: Marla Bennard; Bergen: Rick Gladstone; Camden: Tyeisha Jefferies; Cape May: Shawna Mulford; Cumberland: Carmen Porter; Essex: Lance Hilfman; Gloucester: Malika Moore; Hudson: John Marques; Mercer: Rhonda Williams; Middlesex: Francine Wilden; Monmouth: Elizabeth Lieberman; Morris: Anjali Kallianpur; NJREA: Shirley Hicks; Ocean: Ronald Donnerstag; Somerset: Gayle Faulkner; Warren: Russa Nollstadt

**GOVERNMENT RELATIONS**

The Government Relations Committee: 1. reviews and considers state and national legislation; 2. carries out the legislative policy of the Association; 3. lobbies legislators and other political leaders and decision makers; 4. works with county and local education associations to establish continuous lobbying efforts with legislators and representatives of state agency policy-making boards and commissions; 5. oversees county and local legislative action team efforts; 6. educates leaders and members about the necessity of political action efforts to make legislative advances; 7. maintains a close working relationship with the NJEA lobbyists and NJEA Government Relations Division; 8. networks with other unions, organizations or special interest groups to secure legislative goals established by the Delegate Assembly; 9. chairs screening committees in N.J. legislative races.

**Chair:** Christina Dare, Gloucester

**Staff contact:** Marybeth Beichert

Atlantic: Maryam Sarhan, Erica Walk Polito; Bergen: Julia Guttilla, Howard Lipoff; Burlington: Christine Hewitt, Steven Nahill; Camden: George M. Kemery, Breanna Ratkevic; Cape May: Cynthia Rosenberg, Stacey Salerno; Cumberland: Sherman Denby, Temika Langston-Myers; Essex: Christopher Cannella, Nickarson Paul; Gloucester: Brian D’Ottavio, Stephen Whitehead; Hudson: Rosanne Versaci, Gene Woods; Higher Education: Lori Podstupka-King; Hunterdon: Marie Corfield; Mercer: Agueda Porras, Grace Rarich; Middlesex: Timothy Simonitis; Monmouth: James St. Angelo, Erin Wheeler; Morris: Brian Adams, Mark Eckert; NJREA: Susan Maurer; Ocean: Susan Morgan, Richard M. Ryan; Passaic: Tanisha Barkley-Johnson, Todd Pipkin; Salem: Leslie Wright-Pinheiro; Somerset: Daniel Epstein, Henry Goodhue; Sussex: Angela De Luccia; Union: Joanne Barrett, Jennifer Passuth; Warren: Erin Durkin

**HEALTH BENEFITS**

The Health Benefits Committee: 1. reviews the operations and administration of the N.J. State Health Benefits Plan; 2. recommends changes needed in the N.J. State Health Benefits Plan’s administrative guidelines to ensure the highest quality coverage for NJEA members; 3. studies proposals relating to the health insurance funds and joint insurance funds offered by employers; 4. assesses members’ needs related to basic health insurance coverage and supplemental coverage; 5. reviews legislation and regulations governing health insurance coverage in New Jersey and makes recommendations for changes to better meet members’ needs; 6. proposes initiatives to ensure the maintenance of health benefits for retirees; 7. develops and initiates training opportunities for school personnel.

**Chair:** Catherine Krause, Cape May

**Staff contact:** Michael Salerno

Atlantic: John-Fred Crane; Bergen: Susan Dziob; Cumberland: Nicole Carminati; Essex: Dawn Nichol-Manning; Gloucester: Renee Seabrook-Hart; Hudson: Elena Vizcarrondo; Hunterdon: Joann Gitto; Mercer: John Forte; Middlesex: Matthew Hrevnak; Monmouth: Tiffani Monroe; Morris: Laura Rivera; NJREA: Judith Ruff; Ocean: Cheryl Berman; Somerset: Martin Deutschman; Union: Carrie Odgers Lax

**HEARING COMMITTEE ON CENSURE, SUSPENSION, AND EXPULSION**

The Hearing Committee on Censure, Suspension and Expulsion: 1. conducts due process hearings when charges are filed against a member related to censure, suspension and expulsion; 2. reviews and considers proposed changes to the standards and procedures for censuring, suspending and expelling members; 3. reviews charges and hears cases, when appropriate, concerning censure, suspension or expulsion; 4. makes recommendations, as necessary, to the Executive Committee.

**Chair:** Lori Lalama, Passaic

**Staff contact:** Aileen O’Driscoll

Burlington: Tomika Lamb; Essex: Sharon Ortiz; Higher Ed: Mecheline Farhat; Hudson: Edwinta Rhue; Middlesex: Jarrett Lampkin; Morris: Amal Hussein; Non-Classroom Teacher: Taysha Gateau-Barrera; Ocean: Ron Donnerstag

**HIGHER EDUCATION COMMITTEE**

The Higher Education Committee: 1. studies and reports on issues in higher education, such as member advocacy, funding, regulations and legislation; 2. monitors the Commission on Higher Education; 3. makes recommendations for appropriate strategies and actions; 4. assists in implementing NJEA policies on higher education; 5. reviews legislation impacting higher education; 6. develops and initiates training opportunities for school personnel.

**Chair:** Mecheline Farhat, Bergen

**Staff contact:** Marcia Kleinz

Atlantic: Cheryl Garwood, Michelle Perkins; Bergen: Toby DeMarco, Michael Echols, Peter Helff, Alan Kaufman; Burlington: William Whitfield; Camden: Zaida Nogue; Cumberland: Arthur Horn; Essex: Michael Frank; Executive Committee: Peter Helff; Higher Ed: Christopher Muller, Anna Roth; Hudson: Michael Ferlise; Mercer: Edward Carmien; Monmouth: Brent Costleigh; Morris: Stephen Kaifa; NJREA: Paul Belmonte, Thomas Harrington; Ocean: Jayanti Tamm; Warren: Kerry Frabizio

**HUMAN AND CIVIL RIGHTS**

The Human Rights Committee: 1. studies and recommends how members and their associations can contribute to equal opportunities and improved human relations; 2. develops and publicizes teaching strategies to promote diversity education for children and adults; 3. reviews timely

issues such as diversity, ethnicity, human relations and discrimination; 4. conducts the annual human rights conference and recommends Human Rights Award winners, if any; 5. develops and initiates training opportunities for school personnel.

**Chair:** Fayette Weatherington, Essex

**Staff contact:** Denise Graff Policastro

Atlantic: Karol Ball; Bergen: Kelly Lallave; Burlington: April Newman; Camden: Ebony Freeman; Cape May: Walter Johnson; Cumberland: Tiffanie ThrBak; Essex: Ikechukwu Onyema; Gloucester: Joyce Farr; Hudson: Rachel Blue; Mercer: Paige Hinton-Mason; Middlesex: Paul Bryant; Monmouth: Bridget James; Morris: Nanette Fandino Diaz; NJREA: Betty Meeks-Manning; Ocean: Dorothea Douglas; Passaic: Robert Sarti; Salem: Nicole Cerqueira; Somerset: Fawnya Gibson; Union: Kelee Mitchell-Hall

**INSTRUCTION**

The Instruction Committee: 1. recommends programs to aid members with instructional issues and accommodating student learning styles; 2. recommends programs to be presented at NJEA conferences and the annual convention; 3. monitors activities of agencies related to instructional issues; 4. stimulates and reviews research and proven innovations in its area of interest; 5. identifies instructional concerns and researches solutions; 6. considers long-range problems and policies affecting the profession and the association; 7. works in conjunction with the Certification, Evaluation and Tenure and Professional Development committees to disseminate information within the profession; 8. studies, reports on, and makes recommendations concerning programs addressing problems in instruction.

**Chair:** June Camizzi, Cape May

**Staff contact:** Anna Muessig

Atlantic: Tamar Lasure-Owens; Bergen: John Sassi; Camden: Gregory Louie; Essex: Linda Johnson-Battle; Gloucester: Morgan Lamanna; Hudson: Chere Glover; Mercer: Elizabeth Brasor; Monmouth: Lisa Marie Varley; Morris: Ann Marie Finnen; NJREA: Iris Tonti; Ocean: Veronica Kriegl; Passaic: Melanie Vasa; Salem: Sophia Hovermann; Somerset: Loydes Lewis

## LEADERSHIP

The Leadership Committee: 1. assesses training needs of NJEA affiliates and leaders; 2. makes recommendations concerning development, evaluation and revision of leadership training programs; 3. oversees the planning of the Summer Leadership Conference, its programs and logistics; 4. develops and initiates leadership training opportunities for association members and leaders.

**Chair:** Ann Kaspereen, Warren

**Staff contact:** Michael Saffran

Atlantic: Stacey Sweeny; Bergen: Fanny Cruz-Betesh; Burlington: Melissa Foremny; Camden: Asia Brown; Cape May: Jay Wynn; Cumberland: Nicole Carminati; Essex: Jessica Alvarez; Gloucester: Collin Aregood; Hudson: Mark Klein; Mercer: Twanda Taylor; Middlesex: Daniel Fields; Monmouth: Cheryl Haynes; Morris: Angela Cordova; NJREA: Minnie Mozee; Passaic: Maria Ross; Salem: Renee Jost; Somerset: Andrew Coslit; Sussex: Stacy Yanko; Union: Robert Mangel

## MEMBER BENEFITS

The Member Benefits Committee studies and makes recommendations on: 1. insurance programs; 2. education programs on financial products; 3. car leasing or purchasing; 4. consumer buying plans; 5. travel programs; 6. any other consumer service plans benefiting the membership; 7. retailers who offer discounts to members; 8. programs available to members provided by boards of education and local, county, state or national associations.

**Chair:** Diane Vistein, Monmouth

**Staff contact:** Beth Schroeder-Buonsante

Atlantic: Robin Moore; Bergen: Eugene Wojna; Burlington: Anthony Rizzo; Camden: Tyeisha Jeffries; Cape May: Jennifer Loper; Cumberland: Jennifer Pokrovsky; Essex: Donna Sabol; Gloucester: Stephen Balaity; Hudson: Jocelyn Martinez; Hunterdon: Carol Rocha; Mercer: Patricia Yapple; Morris: Samantha Selikoff; NJREA: Jeanne Kiefner; Ocean: Daniel Staples; Somerset: Renee Heller; Sussex: Michelle Visco; Union: Stacy Dauphin; Warren: Lisa Buhl

## MEMBERSHIP

The Membership Committee: 1. promotes and maintains unified association membership; 2. reviews appropriateness of membership and dues categories; 3. secures members for NJEA and the NEA; 4. reviews and studies the means used to orient members to the programs and services of NJEA; 5. gathers data on membership projections and makes recommendations for creating membership growth; 6. coordinates activities of county and local membership chairpersons; 7. reviews and maintains names, addresses and organizational information of NJEA members.

**Chair:** Kevin Bloom, Middlesex

**Staff contact:** Jaime Valente

Atlantic: Jayne Carmen; Bergen: Jill Schwerd; Burlington: Anthony Rizzo; Camden: Joy Patterson; Cape May: Stephanie Greenberg; Cumberland:

Mildred Johnson; Essex: Linda Kelly-Gamble; Gloucester: Eileen Healey; Hudson: Felicia Glover; Mercer: Karen Pouria; Monmouth: Louis Castagno; Morris: Amal Hussein; NJEA Preservice: Jessica Szpila; NJREA: Frances Davis; Ocean: Nancy Jubert; Passaic: Karen Cawthern; Salem: Michael Wichart; Somerset: Laurel Suk; Union: Arthur Rodgers; Warren: Valerie Gary

## MINORITY LEADERSHIP AND RECRUITMENT

The Minority Leadership and Recruitment Committee: 1. encourages multi-ethnic members to become active in all levels of association work; 2. recruits multi-ethnic members for association involvement; 3. identifies and recommends ways to attract multi-ethnic members to school employees' professions; 4. develops and initiates training opportunities for school personnel.

**Chair:** Tiffanie ThrBak, Cumberland

**Staff contact:** Eric Jones

Atlantic: Tomeka Sanderlin; Bergen: Michelle Hammond-Dudley; Burlington: Janet Adams; Camden: Brittany Lamb; Cape May: David Farrow; Cumberland: Nicole Kinsey; Essex: Jean Jackson; Gloucester: Shereen Ducasse; Hudson: Irene Pyke; Mercer: Aaryenne White; Monmouth: Mary Scott; Morris: Vilmary Hernandez; NJREA: Vires Simmons; Ocean: Maria DeVenecia-McFarland; Passaic: Aiat Oraby; Somerset: Aida-Janet Wahba; Union: Michael Boyd; Warren: Marc Derosiers

## NEA ACTIVITIES

The NEA Activities Committee: 1. promotes attendance and other activities of local and state association delegates to the NEA RA; 2. reviews and coordinates financial and logistical information related to NJEA's delegation to the annual NEA convention.

**Chair:** Tamara Beatty, Burlington

**Staff contact:** Colleen Lopez

Atlantic: Karol Ball; Bergen: Mariann Kronyak; Camden: Sharita Stinson; Cape May: Tammi Lee; Cumberland: Taja Morton; Essex: Kiara Gary; Gloucester: Robert Scardino; Hudson: Andrew Bove; Mercer: Renee Szporn; Morris: Malani Leitzel; NJREA: John Zurka; Ocean: Gina Pizzuto; Passaic: Trent Johnson; Salem: Michael Wichart; Somerset: Marisol Espinoza; Union: Charisse Parker

## NEA ISSUES

The NEA Issues Committee: 1. advises the association on issues relating to the NEA; 2. initiates the screening of candidates for NEA positions; 3. provides information to the NJEA delegation regarding issues and programs being promoted by NEA.

**Staff contact:** Colleen Lopez

NEA Directors: Brenda Brathwaite, Theresa L. Fuller, Laurie T. Gibson-Parker, Robert M. La Morte, Temika Langston-Myers, Sue McBride, Peter Moran, Barbara B. Rheault, Mark Richards,

Stacy Yanko; NEA Director at Large: Tarsha N. Lawson; NEA Resolutions Committee: April N. Brown, Marilyn Edge, James R. Frazier Jr., Henry E. Goodhue III, Patricia Guerra-Frazier, Jaclyn A. Headlam, Chrissy K. Kosar, Diane Mackay, Cassandra Montague; Resource Person: Michael Wildermuth

## NJEA PAC OPERATING

The NJEA PAC Operating Committee: 1. supports candidates for state and federal offices on a nonpartisan basis, who are proven or potential friends of education; 2. takes a leadership role in NJEA/NEA PAC fundraising; 3. coordinates candidate screening, selection, campaign and support efforts; 4. reviews PAC guidelines for appropriateness; 5. educates the membership about the need for political involvement and the rationale and process used for selecting endorsed candidates; 6. supports the general operations in statewide political action efforts and campaigns; supports efforts by local and county associations completing endorsements for candidates at the local and county level using the NJEA-PAC guidelines.

**Chair:** NJEA Vice President Steve Beatty

**Staff contact:** Deborah Cornavaca

The 125 member NJEA PAC Operating Committee consists of NJEA's officers; the NJEA Executive Committee; NJEA Government Relations and Congressional Contact committee, the county association presidents, the president of NJEA Personnel, three (3) NJEA active support members, the NJREA legislative chairperson, vice chairperson, and three NJREA legislative regional coordinators, one representing north New Jersey, one representing central New Jersey and one representing south New Jersey.

## PAUL DIMITRIADIS RIGHTS FUND

The Paul Dimitriadis Rights Fund Committee: 1. investigates and recommends ways to raise funds for the Paul Dimitriadis Member Rights Fund; 2. oversees the expenditure of funds to locals and members in crisis; 3. identifies efforts required to raise these funds.

**Chair:** Peter Moran, Hunterdon

**Staff contact:** Dan Goldman

Burlington: Roxanne Jackson; Camden: Katrina Squire; Essex: Lance Hilfman; Gloucester: Roberta Rissling; Hudson: Erin Mooney; NJREA: Romaine Street; Somerset: Patrick Frain; Union: Kelee Mitchell-Hall

## PENSION POLICY

The Pension Policy Committee: 1. studies and makes recommendations on problems and solutions relating to teacher retirement and other pension or benefit programs designed to help members and their dependents attain financial security upon retirement, disability and/or death; 2. reviews legislative proposals related to changes in

the Teachers' Pension and Annuity Fund and Public Employees Retirement System pension systems; 3. reviews actions of the respective pension boards of trustees.

**Chair:** Howard Lipoff, Bergen

**Staff contact:** Sarah Favinger

Atlantic: Ashley Souders; Camden: Breanna Ratkevic; Essex: Rocio Lopez; Gloucester: Michael Acchione; Hudson: Mark Azzarello; Mercer: Daniel Siegel; Monmouth: Casey Barilka; Morris: Kathleen Paterek; NJREA: Irene Savicky; Passaic: Pamela Fadden; Somerset: Theresa Fuller; Union: Tanya Martin-Cooper

## PROFESSIONAL DEVELOPMENT

The Professional Development Committee: 1. researches, initiates and promotes appropriate activities in continuing professional education, in-service professional development and professional standards; 2. stimulates research and proven innovations in its areas of interest; 3. considers long-range problems, policies and solutions required in areas affecting the profession and the association; 4. makes recommendations concerning programs to be presented at NJEA conferences and the annual convention; 5. works in conjunction with the Instruction and Certification, Evaluation and Tenure committees to develop recommendations related to furthering professional "best practices"; 6. reviews and recommends legislative and regulatory proposals; 7. disseminates such information among the profession; 8. develops and initiates training opportunities for school personnel.

**Chair:** Jennifer Clemen, Bergen

**Staff contact:** Dawn Howlen

Atlantic: Brenda Brathwaite; Bergen: Caseen Gaines; Camden: Denise Jones; Cape May: June Camizzi; Essex: Toi Hinton; Higher Ed: Bridget Turner; Hunterdon: Donna Pontoriero; Mercer: Kathryn Graf; Middlesex: Joseph Landolfi; Morris: Angela Cordova; NJREA: Diane Stelacio; Ocean: Elisa Waller; Passaic: Shaye Brown-Crandol; Somerset: Louis Guglielmo; Sussex: James Marion; Union: Tonya Scott-Cole

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES

The Professional Rights and Responsibilities Committee: 1. promotes and protects the legal and professional rights of members; 2. investigates the legal status of members who are in contest regarding their rights and responsibility as school employees and as citizens; 3. reviews cases involving affirmative litigation in such areas as rights for non-tenured employees, academic freedom, negotiations and hardship cases resulting from member rights efforts; 4. supervises staff investigations and assistance for members and associations, when warranted; 5. recommends appropriate action to the Executive Committee, including the granting of financial assistance.

**Chair:** Marguerite Cahill, Somerset

**Staff contact:** Kaitlyn Dunphy

Bergen: Andrew Policastro; Cape May: Kimberle Bruckno Moore; Cumberland: Rachel Reinhart; Essex: Michael Tedesco; Gloucester: Stephen Balaity; Hudson: Jose Garcia; Mercer: Michelle Marrazzo; Monmouth: James St. Angelo; Morris: Amal Hussein; NJREA: Arlene Volkin; Passaic: Lauren Chavis-Ferrer; Union: Lori Davis

## PUBLIC RELATIONS

The Public Relations Committee: advises on NJEA's statewide advertising and public relations programs; on affiliate organizations' public relations projects and programs; on programs to improve the external public's perception of public schools, school staff, NJEA and professional organizations as transmitted by the media -- newspapers, magazines, radio, television, and films; on media materials and organizational efforts to involve members and affiliate leaders in public relations, community action and association campaigns for reaching parents and other citizens; and on training opportunities for school personnel in public relations and community organizing.

**Chair:** Debra Baer, Mercer

**Staff contact:** Meredith Barnes

Atlantic: Jayne Carmen; Bergen: Donna West; Burlington: Kimberly Niehaus; Camden: Felicia Cade-Turner; Cape May: Cynthia Rosenberg; Cumberland: Christopher Mohan; Essex: Lauren Greenfield; Gloucester: Eileen Healy; Hudson: Edwinta Rhue; Hunterdon: Devon Emerick; Middlesex: Noelle Ebler; Monmouth: Patricia Dasaro; Morris: Ann Marie Finnen; NJREA: Susan Vigilante; Ocean: Chris Loeffler; Passaic: Heather Polk; Somerset: Randi Lee Childers; Union: Annice Benamy

## SCHOOL FINANCE

The School Finance Committee: 1. studies school funding proposals; 2. reviews the source of revenues used to provide state, county, and local funding to public education – nursery through graduate level; 3. develops strategies to create community and citizen awareness as to how educational funds are utilized; 4. suggests legislative changes or modifications required to ensure adequate funding for our public education system, nursery through graduate level; 5. makes recommendations regarding legislative initiatives designed to improve the financing of all forms of public education in the state.

**Chair:** Mariann Kronyak, Bergen

**Staff contact:** Dan Goldman

Atlantic: Tim Mancuso; Camden: Veronica Bishop; Cumberland: April Stevenson-Kinder; Hudson: David Streater; Mercer: Pasqualin Adonizio; Monmouth: Cheryl Haynes; Morris: Laura Rivera; NJREA: Michelle Fox; Passaic: Theodore Graham; Somerset: Jessica Crutchlow

## SEXUAL ORIENTATION AND GENDER IDENTITY

The committee deals with sexual orientation and gender identity/expression issues pertaining to all persons in the school community.

**Chair:** Christopher Cannella, Essex

**Staff contact:** Michael Rollins

Atlantic: Karen Williams; Bergen: Maika Schulman; Burlington: Tiffany Harris-Greene; Camden: Sofia Capinha; Cape May: Kenneth Bassett; Cumberland: April Stevenson-Kinder; Essex: Sidney Flournoy; Gloucester: Chrissy Kosar; Hudson: Edwinta Rhue; Hunterdon: Katherine Beggiano; Mercer: Irene Allesee; Middlesex: Susan Waldron; Monmouth: Allison Connolly; Morris: Meryl Ironson; NJREA: Karen Hughes; Ocean: Jennifer Ansbach; Passaic: Erin Kelly; Salem: Nicole Cerqueira; Somerset: Max Rodriguez; Sussex: Patrick Hanson; Union: Terron Singletary; Warren: Denise Probasco

## STAFF PENSION FUND TRUSTEE

**Chair:** NJEA President Sean M. Spiller

**Staff contact:** Kristen Sherman

The Board of Directors of the NJEA Employees Retirement System is responsible for administering and carrying out the provisions of the pension program for NJEA staff members.

## TECHNOLOGY

The Technology Committee: 1. studies the impact of technology on educational programs; 2. reviews technology curricula proposals and initiatives for educational appropriateness; 3. reviews state-supported funding proposals and makes recommendations for funding improvements to provide the equipment, personnel, programs and training necessary to institute all aspects of technology education; 4. educates NJEA members, legislators and policymakers about the varied components of technology education; 5. recommends the types of programs needed in every school district to ensure students become technologically literate; 6. develops and initiates training opportunities for school personnel.

**Chair:** Sabina Ellis, Essex

**Staff contact:** Anna Muessig

Atlantic: Maryam Sarhan; Bergen: David Ahn; Burlington: Christopher Bowman; Camden: Dali Kilpatrick; Cape May: Julie Stratton; Gloucester: Kevin Jablonowski; Hudson: Daniel Abbadessa; Hunterdon: Peter Moran; Mercer: Olive Giles; Middlesex: Pallavi Shetty; Monmouth: Laurie Floyd; Morris: Raymond Vikete; NJREA: Patrica Jones; Ocean: Melissa Krupp; Passaic: Lori Lalama; Salem: Bethany Hannah; Somerset: Daniel Cyckowski; Union: Annice Benamy; Warren: Karen Wester

### UNISERV

The UniServ Committee: 1. hears suggestions and appeals, and makes recommendations about the UniServ Program to NJEA's Executive Committee; 2. collects the data needed to effectively evaluate current program and service offerings to local and county affiliates and members; 3. evaluates the UniServ staff's training program; 4. evaluates the entire UniServ Program in terms of service to unified local and county associations.

**Chair:** Ellen Ogintz, Mercer

**Staff contact:** Patrick Manahan

Atlantic: Barbara Rheault; Bergen: Marie Papaleo; Burlington: Stacey Williams; Camden: Katherine Morris; Cape May: Patrick Holden; Cumberland: Deanna Nicosia-Jones; Essex: Michael Byock; Gloucester: Anthony Cappello; Hudson: John Marques; Hunterdon: Carol Rocha; Middlesex: Carolyn Muglia; Monmouth: Louis Castagno; Morris: Brian Adams; NJREA: Frank Harsanyi; Ocean: Jodi Dotts; Passaic: Francis Koterba; Salem: John Romano; Somerset: Daniel Mayer; Union: Alissa Valiante.

### URBAN EDUCATION

Identify solutions to improve educational equity issues in urban school districts. Study pertinent data and members' needs in order to elevate the voices of all of the stakeholders in urban education to build long-term sustainability that impacts systemic issues. Study strategies and programs needed to address the barriers that prevent students in urban settings from receiving opportunities suitable for all students to achieve their potential. Develop relationships with other entities that support NJEA's goals in urban education. Collaborate with other appropriate NJEA committees.

**Chair:** Todd Pipkin, Passaic

**Staff contact:** Amanda Adams

Atlantic: Lateefah Scott; Bergen: Alison Morgan-Black; Burlington: David Parker; Camden: Crystal Love; Cumberland: Sherman Denby; Essex: Christal White; Gloucester: Melba Moore-Suggs; Hudson: Samantha Pelletreau; Mercer: Ruth Orama; Middlesex: Paul Bryant; Monmouth: Felicia Hardman; Morris: Kevin Rooney; NJREA: Geraldine Lane; Passaic: Nicole Fuller; Somerset: Gayle Nelson; Union: Tanya Tenturier.

### VOCATIONAL, CAREER, AND TECHNICAL EDUCATION

The Vocational, Career and Technical Education Committee 1. makes the association aware of changes occurring in vocational education; 2. reviews federal and state legislative proposals and regulations that impact vocational education and educators; 3. reviews certification requirements and makes recommendations for improvements; 4. considers problems in vocational education in New Jersey; 5. makes recommendations for solutions to the Executive Committee and Delegate Assembly.

**Chair:** Erin Wheeler, Monmouth

**Staff contact:** Francine Pfeffer

Atlantic: Andrew Parker; Bergen: Kevin Rager;

Camden: Larry Tisdale; Cumberland: Timothy Campbell; Essex: Joseph Dedalonis; Gloucester: Robert Sheridan; Hudson: Robert Meyer; Mercer: Asra Mazhar-Uddin; Middlesex: Frank Paprota; Morris: Colleen Pascale; NJREA: Renee Mengistab; Somerset: Sheila Sullivan; Sussex: Deborah Wakefoose; Union: Julie Klikus; Warren: Scott Lance.

### WOMEN IN EDUCATION

The Women in Education Committee: 1. reviews organizational and social policies for their impact on gender equity; 2. reviews curricula and instructional programs and their impact on health and social issues; 3. recommends strategies, programs and policies promoting gender equity; 4. develops and initiates training opportunities for school personnel.

**Chair:** Lisa Veit, Bergen County

**Staff contact:** Meredith Barnes

Atlantic: Sandra Peart; Bergen: Lauren Zucker; Camden: Jacquelyn Mancinelli; Cumberland: Martha Arrizón; Essex: Jessica Cavagnaro; Gloucester: Joyce Farr; Hudson: Katharine Chao; Mercer: Dana Lakins; Monmouth: Sarah Reichenbecher; Morris: Kathleen Harrington; NJREA: Joan Jensen; Ocean: Susan Morgan; Passaic: Kerrian Palmieri; Somerset: Aida-Janet Wahba; Union: Lillian Alston; Warren: Amanda Best.

### WORKING CONDITIONS

The Working Conditions Committee: 1. studies and recommends procedures for collective negotiations, salaries and fringe benefits and seniority rights; 2. studies working conditions problems and issues identified by the Delegate Assembly or other NJEA committees; 3. reviews and makes recommendations for improvements in all matters relating to the working conditions of school employees in order to improve their employment status and working environment; 4. recommends training opportunities for school personnel.

**Chair:** Barbara Rheault, Atlantic

**Staff contact:** Jennifer Raike

Atlantic: John-Fred Crane; Bergen: Susan Dziob; Camden: Lisa Campisi; Cape May: Crystal Hutchinson; Essex: Evan McLaughlin; Gloucester: Michael Acchione; Hudson: Beverley Senior; Mercer: Lynda Walsh; Monmouth: Felicia Hardman; Morris: Guada Jacob; NJREA: Frank Foulkes; Ocean: Brenda Douglas; Somerset: Cheryl Mitchell; Union: Katherine Lewis.

### WORKSITE SAFETY AND HEALTH

The Worksite Safety and Health Committee: 1. serves as a watchdog on environmental issues; 2. monitors and recommends policy regarding environmental health issues in school facilities; 3. monitors curricular developments in New Jersey and the nation; 4. recommends training programs and the dissemination of pertinent instructional information in the interest of all members.

**Chair:** Keith Hinton II, Essex

**Staff contact:** Michael Rollins

Atlantic: Ashley Vitullo; Bergen: Deborah Rick; Burlington: Tomika Lamb; Camden: Madeleine Leach; Cape May: Heather Sekela; Cumberland: Christopher Mohan; Gloucester: Robert Scardino; Hudson: Anna Picca; Mercer: Corey Schrier; Middlesex: Andrew Lewis; Monmouth: Mary-Margaret Kurta; Morris: Eugene Behme; NJREA: Rhonda Sherbin; Ocean: Brenda Douglas; Passaic: Robin Holcombe; Somerset: Genifer Leimbacher; Warren: Kristin Smith.

### YOUTH SERVICES

The Youth Services Committee: 1. recommends and implements initiatives, strategies, and programs related to vandalism, alcoholism, drugs, physical abuse, and other areas affecting children's school life and ability to learn; 2. develops and reviews legislation impacting children in correctional institutions; 3. recommends improvements and appropriate funding of social support programs; 4. disseminates information to educational and community groups with similar interests; 5. develops and initiates training opportunities for school personnel.

**Chair:** Cheryl Willis, Middlesex

**Staff contact:** Amanda Adams

Atlantic: Trina Jenkins; Bergen: Martha Martinez; Burlington: Saidah Hart; Camden: Shawn Harvey; Cape May: Tiffany Lively; Essex: Leah White; Gloucester: Ta'Neeka Weathers; Hudson: Ellen Glover; Mercer: Rhonda Williams; Middlesex: Noelle Ebler; Monmouth: Mary Scott; Morris: Lee Ann Brensinger; NJREA: Regina Andrews-Collette; Passaic: Susan Butterfield; Somerset: Christa McLaughlin; Union: Kelly Katrus.

**Every effort is made to produce an accurate organizational directory. If you wish to correct an error, email Sara Ream at [sream@njea.org](mailto:sream@njea.org).**

# NJEA COUNTY ASSOCIATIONS AND PRESIDENTS

The county education associations, affiliates of NJEA, coordinate activities in political action, training, bargaining and organizing with local associations, as well as social activities. They provide a vehicle for local associations to network within the county and coordinate activities with NJEA. The elected county association presidents serve on the policy-making NJEA Delegate Assembly.

## ATLANTIC COUNTY COUNCIL OF EDUCATION ASSN.

**Barbara Rheault, President**  
PO Box 156, Egg Harbor City, NJ 08215-0156,  
(609) 593-3293

## BERGEN COUNTY EDUCATION ASSN.

**Sue McBride, President**  
210 W. Englewood Ave.,  
Teaneck, NJ 07666-3512, (201) 833-9166

## BURLINGTON COUNTY EDUCATION ASSN.

**Anthony M. Rizzo, President**  
621 Beverly Rancocas Rd., East Ridge Plaza Suites  
3A and B, Willingboro, NJ 08046-3727,  
(609) 871-2232

## CAMDEN COUNTY COUNCIL OF EDUCATION ASSN.

**April N. Brown, President**  
700 Sheppard Rd., Sheppard Office Park,  
Voorhees, NJ 08043-4787, (856) 489-1267

## CAPE MAY COUNTY EDUCATION ASSN.

**Stacey Salerno, President**  
c/o Stacey Salerno, 502 S. Railroad Ave.,  
Rio Grande, NJ 08242, (609) 554-0100

## CUMBERLAND COUNTY COUNCIL OF EDUCATION ASSN.

**Nicole Carminati, President**  
Dandelion Plaza, 1672 N. Delsea Drive, Suite A-2,  
Vineland, NJ 08360, (856) 794-1221

## ESSEX COUNTY EDUCATION ASSN.

**Christine Candarella, President**  
886 Pompton Ave., Suite B-2, Cedar Grove, NJ  
07009-1257, (973) 736-5650

## GLOUCESTER COUNTY EDUCATION ASSN.

**Christine K. Kosar, President**  
190 North Evergreen Avenue, Suite 108,  
Woodbury, NJ 08096-1050, (856) 853-667

## HUDSON COUNTY EDUCATION ASSN.

**Marquisha Reynolds, President**  
1600 John F. Kennedy Blvd, Jersey City, NJ  
07305-1749, (201) 451-070

## HUNTERDON COUNTY EDUCATION ASSN.

**Susan R. Vala, President**  
13 Bloomfield Ave., Flemington, NJ 08822-1172,  
(908) 284-1640

## MERCER COUNTY EDUCATION ASSN.

**Daniel Siegel, President**  
3131 Princeton Pike, Bldg. 2010 FC,  
Lawrenceville, NJ 08648-2201, (609) 882-9228

## MIDDLESEX COUNTY EDUCATION ASSN.

**Lois Yukna, President**  
622 Georges Road, Suites 301-302, North  
Brunswick, NJ 08902-5601, (732) 448-0004

## MONMOUTH COUNTY EDUCATION ASSN.

**Denise J. W. King, President**  
3301 State Rt. 66, Ste. 103,  
Neptune, NJ 07753-2758, (732) 455-5055

## MORRIS COUNTY COUNCIL OF EDUCATION ASSN.

**Kerri Lee Farrell, President**  
Plaza 447 Suite 12, Route Ten East,  
Randolph, NJ 07869, (973) 366-0202

## OCEAN COUNTY COUNCIL OF EDUCATION ASSN.

**Susan R. Morgan, President**  
317 Brick Blvd., Ste. 230, Brick, NJ 08723-6031  
(848) 241-5653

## PASSAIC COUNTY EDUCATION ASSN.

**Susan S. Butterfield, President**  
401 Hamburg Turnpike, Ste. 209,  
Wayne, NJ 07470-2139, (973) 595-7232

## SALEM COUNTY EDUCATION ASSN.

**Denise Dawson, President**  
106 N. Broadway, Pennsville, NJ 08070-1617,  
(856) 678-4886

## SOMERSET COUNTY EDUCATION ASSN.

**Daniel R. Epstein, President**  
1140 Rt. 22 East, Ste. 100,  
Bridgewater, NJ 08807-1218, (908) 393-9000

## SUSSEX COUNTY EDUCATION ASSN.

**Susan J. Sawey, President**  
Po Box 40, Newton, NJ 07860,  
(973) 534-9763

## UNION COUNTY EDUCATION ASSN.

**James Frazier Jr., President**  
77 Central Ave., Suite 201, Clark, NJ 07066-1441,  
(732) 574-0033

## WARREN COUNTY EDUCATION ASSN.

**Erin Durkin, President**  
716 Rt. 57, Stewartsville, NJ 08886-1535,  
(973) 222-0754



**William Paterson University  
Offers Programs Enrolling  
for Summer and Fall 2024**

- **Aspiring Educators Summer Program**
- **Free STEM Summer Bridge academic enrichment experience for graduating high school seniors:**  
[wpunj.edu/cosh/ASPIRE-STEM-Program](http://wpunj.edu/cosh/ASPIRE-STEM-Program)

- **Dual Enrollment College Credit Programs:**  
[wpunj.edu/dualenrollment](http://wpunj.edu/dualenrollment)

For more information, contact Patrick Noonan  
[noonanp@wpunj.edu](mailto:noonanp@wpunj.edu) | [dualenrollment@wpunj.edu](mailto:dualenrollment@wpunj.edu)  
973.720.3080

WILLIAM PATERSON  
UNIVERSITY

## NJEA STAFF

### EXECUTIVE OFFICE

The Executive Office, the primary link between governance and staff, oversees implementation of policies adopted by the Delegate Assembly, and acts as a resource on all governance matters. Under the Executive Director's supervision, the Executive Office is responsible for overall staff direction and management.

It supports the Delegate Assembly and the Executive Committee and maintains the official records of these two bodies. It conducts NJEA elections and county association elections, where appropriate. It provides staff support on issues related to the NJEA Constitution and Bylaws, organizational structure, the conduct of meetings and the NEA Convention, and offers assistance and training to affiliates. It also maintains liaison with the National Education Association and Education International and works with the NEA directors.

In addition, it coordinates the NJEA Frederick L. Hipp Foundation for Excellence in Education, the Bolivar L. Graham NJEA Intern Foundation and the NJEA Ruthann Sheer Distinguished Service to Education Award.

NJEA Member Rights, which comes under the Executive Office, coordinates the NJEA Legal Services Program, directing and managing the NJEA Legal Services Network and the Attorney Referral Program.

The Office of Human and Civil Rights, Equity and Governance and existing Organizational Development division are also under the Executive Director's supervision.

Also under the Executive Director's supervision are business operations, which includes personnel, business management, information systems, and purchasing/production. These functions cover all aspects of the Association's fiscal, facilities, equipment/technology, membership records and personnel needs.

The Human Resources Office deals with personnel functions, including affirmative action and employee benefits.

**Executive Office:** Kevin Kelleher, Executive Director; Denise Graff Policastro, Deputy Executive Director; Conswalo (Sway) Gilbert, Confidential Assistant; Michael Ritzius, Associate Director; Carrie Herbert, Executive Assistant; Janet Bush, Program Assistant.

**Governance:** Sean M. Spiller, President; Steve Beatty, Vice President; Petal Robertson, Secretary-Treasurer; Nancy Bachrach, Tamika Elder, Shannon Pellegrino, Executive Assistants.

**Human and Civil Rights, Equity and Governance:** vacant, Manager; Cindy Matute-Brown, Associate Director; Colleen Lopez, Carmen Torres-Izquierdo, Administrative Assistants.

**Human Resources:** Matthew DiRado, Director; Annette Ilagan, Senior Human Resources Specialist; Dawn Goatley, Human Resources Specialist.

**Legal Services/Member Rights:** Aileen O'Driscoll, Esq., Director; David Bander, Esq., Kaitlyn Dunphy, Esq., Katrina Homel, Esq., Associate Directors; Meghan Westbrook, Administrative Assistant; Dawn Pisauro, Program Assistant.

**Organizational Development:** Al Beaver, Interim Director; Robert Antonelli, Eric Jones, Michael Rollins, Michael Saffran, John Staab, Organizing Field Reps; Verlencia Waring, Administrative Assistant; Linda Calehuff, Sabrina Moore, LaQuia Norment, Jennifer Roche, Davella Ward, Program Assistants; Marpessa Bell, Christina Dare, Tyeisha Jefferies, Andrew Lewis, Charisse Parker, Kathleen Paterek, Hannah Pawlak, Kimberly Mauroff, Consultants.

### BUSINESS

Under the Executive Director's supervision are business operations, which include business management, information systems, and purchasing/production. These functions cover all aspects of the Association's fiscal, facilities, equipment/technology and membership records.

The business management function handled by the Accounting Office encompasses the organization's financial and bookkeeping, property and membership records activities. The staff trains local affiliates on organizational management and supports affiliates on dealing with affiliation standards, bonding, auditing, incorporation matters and filing of tax reports. Working with the Association's secretary-treasurer, the office handles NJEA's financial records, payroll, taxes, paying bills and auditing. Budgeting, investments, insurance, bonding and inventory of assets also are coordinated. The NJEA Membership Processing unit maintains up-to-date membership records and dues accounting.

The Information Systems unit meets data processing needs and oversees the computer network used by staff throughout the state.

The purchasing/production function includes coordinating office supplies and equipment acquisition, duplicating and mailing (including shipping/receiving and storage of NJEA materials) and buildings and grounds operations and management (including parking, security, reception, telephone services, catering, maintenance and custodial services).

**Accounting:** Karen Kryven, Comptroller; Kristen Sherman, Manager; Vacant, Administrative Assistant; Brenda Pabon-Guadarrama, Michael Caracci, Associate Directors; Monica Winch, Chief-Business Services – Accounting; Deschela Davis, Shirley Jones, Principal Clerk – Bookkeepers.

**Building and Grounds:** John Cottone, Director; James Buckley, Chief, Buildings and Grounds; Artie Eischeid, Oscar Gee, Sandra Martin, Principal Facilities Assistants.

**Information Systems:** John Cottone, Director; Anthony Leuzzi, Richard Nachbaur, Ryan Stouffer, Associate Directors – Software App Development; Donald Miller, Senior Network Architect; Richard Roche, Jorge Salgado, Associate Directors – Senior Systems Administrators; Rich Driscoll, Michael Oldani, Computer Technicians.

**Mailroom/Printshop:** John Cottone, Director; Eric O'Donnell, Chief – Duplicating and Mailing; Ryan Eischeid, Stephen Feuerstein, Principal Offset Operators; Gloria Lugo, Principal Receptionist; Andrew Mathis, Zann Williams, Principal Clerks.

**Membership:** Jaime Valente, Manager; Marguerite Schroeder, Field Rep (Medical Leave); Lesley Newman, Chief Roles and Records Specialist; Murjani Howard, Chief Membership Specialist; Catherine Raffaele, Administrative Assistant; Tammi Antonelli, Charisse Huff, Karyn Snyder, Jennifer Pierce, Brian Halbing, Principal Clerk-Bookkeepers.

**Purchasing/Production:** Kristin Sherman, Manager; Michael Carracci Interim Manager; Melody Washington, Andrea Meshofski, Chief-Business Services – Purchasing.

### COMMUNICATIONS

NJEA's Communications Division is responsible for all aspects of the Association's communication efforts, both internal and external.

The division uses all media and communications platforms to inform NJEA members, education policymakers, New Jersey residents and public opinion leaders about the Association's values and objectives, to highlight the successes of New Jersey's public schools and to promote the professional excellence of NJEA members. The division deals with news media outlets to accurately share and promote NJEA's positions and priorities.

NJEA's monthly all-member magazine, the *Review*, is produced within the division. NJEA's primary public website, [njea.org](http://njea.org), and several other custom websites are created and maintained by the division, along with NJEA's official social media properties. All other print and audiovisual materials—including brochures, fliers, posters, videos and online content, among other things—are also produced by the division.

NJEA Communications also provides communications strategy and support to local and county affiliates. It helps those affiliates create and utilize internal and external communications structures, develop public relations plans and media strategies, and carry out communications organizing activities.

The division also:

- Sets and maintains brand standards for NJEA-produced materials.
- Produces targeted membership publications, including the NJREA Newsletter.
- Handles administration, fundraising and promotion of the Frederick L. Hipp Foundation.
- Manages NJEA's Pride in Public Education advertising campaigns as well as other Pride-related partnerships and projects.

**Division Administration:** Steve Baker, Manager; Lynne Nelson, Administrative Assistant; Elizabeth DeBarr, Administrative Assistant.

**Graphic Design:** Jennifer Cohn Marsh, Associate Director; Gregg Poserina, Lead Design Assistant; Jennifer Larson, Technical Design Assistant; Nora J. Lenahan, Typesetter.

**NJEA Review:** Patrick Rumaker, Kathy Coulibaly, Associate Directors; Sara Ream, Secretary.

**Public Relations:** Meredith Barnes, Christy Kanaby, Stephanie Natera, Matthew Stagliano, Angel Boose, Associate Directors; Lisa Logan-Leach, Secretary.

**Digital/Visual Communications:** Diane Barry, Associate Director.

**Video Production:** Nello Ciccone, Associate Director; Christopher Curto, Technical Video Assistant.

**Communication Consultants:** LeShaun Arrington, Kimberly Bevilacqua-Crane, Jennifer Clemen, Joseph Coleman, Mariann Kronyak, Rodney Lane, Ani McHugh, Sharon Milano, David Yastremski.

## GOVERNMENT RELATIONS

NJEA Government Relations coordinates NJEA's legislative activities and political campaigns and is responsible for monitoring the functions of government departments, bureaus and agencies, except for the New Jersey Department of Education and State Board of Education, which are monitored by NJEA Professional Development and Instructional Issues.

It also is responsible for working with Association committees that study educational legislation and regulations, which recommend educational policy.

The legislative and political action activities include, but are not limited to, legislative analysis and reporting, testimony before legislative committees, coordination of all legislative and congressional lobbying, state and federal political action efforts and legislative/political action training for NJEA members.

**Member and Political Organizing:** Al Beaver, Director; Marybeth Beichert, Eloy Delgado, Anna Hanzes, Adam Sheridan, Associate Directors; Christina Alexander, Chardae Ingram, Secretaries; Christina Dare, James Frazier, Patricia Kebrdle, Erin Wheeler, Government Relations Consultants.

**Office of Politics and Policy:** Deborah Cornavaca, Director; Angelina Carione, Michael Flynn, Michael Giglio, Sean Hadley, Francine Pfeffer, Associate Directors; Mary Kemery, Administrative Assistant; Christie Procell, Secretary; Brenda Julian, Temporary Secretary.

## PROFESSIONAL DEVELOPMENT AND INSTRUCTIONAL ISSUES

NJEA Professional Development and Instructional Issues oversees the professional and instructional interests of the organization and its members.

The division focuses on a wide range of professional development and continuing education issues. It has worked extensively with the N.J. Department of Education to promote a positive professional development focus. NJEA Professional Development and Instructional Issues works with the teacher-led State Professional Teaching Standards Board, County Professional Development Boards, and Local Professional Development Committees, which oversee continuing education in the state.

The division coordinates major statewide instructional issue conferences and scores of specialized meetings. It plans and administers the NJEA Convention—the Association's premier professional development event—developing and coordinating professional programs and activities, as well as overseeing facilities arrangements, logistical services and exposition services.

It is responsible for the NJEA Professional Development Institute, which endorses and promotes high quality professional development programs.

In addition, the division acts as a resource on a wide variety of instructional subjects and professional issues, extending from such topics as reading to gender equity and youth services.

Division staff assist members and local and county affiliates in the field on these issues as needed through the NJEA-NEA UniServ network.

**Professional Development and Instructional Issues:** Chrissi Miles, Ed.D., Director; Dawn Howlen, Camy Kobylinski, Anna Muessig, Vicki Serreino, Elisabeth Yucis, Associate Directors; Felicia Davis, Krista Orellana, Administrative Assistants; Tamanyka Booker, Secretary.

**PD Consultants:** Ridhima Bajaj, Eric Brenner, Katie Burke, Shan Byrd, Robin Cogan, Edward Dubroski, Greg Jablonski, Brian Janik, Pamela Koharchik, Danielle Kovach, Margaret Leventhal, Brenda Martin-Lee, Deanne Martini, Michael Mason, Lisa Nydick, Jennifer Passuth, Jason Pukel, Mary Steinhauer, Tiffanie Thrbak, Cheryl Willis.

**ACCESS:** Amanda Adams, Associate Director; Kimeisha Boyd, Secretary.

**ACCESS Consultants:** Katherine Clark, Angela Coxen, Dena Grushkin, Carrie Ann Floyd, Brian McLaughlin, Carolyn Schultz, Diane Stelacio, Danele Still, Dorjima Tchourumoff, Linda Thomas.

**NJEA Consortium:** Vacancy, Associate Director; Jamaya Newton, Secretary.

**Teacher Leader Academy:** Rich Wilson, Associate Director; Carolyn Thompson, Administrative Assistant.

**TLA Consultants:** Johanna Amaro, Jonathan Ayer, Christine Candarella, Edward Dubroski, Michael Fletcher, Brenda Martin-Lee, Deanne Martini, Jennifer Passuth, Estefania Rios-Gomez, Deirdre Varga.

## RESEARCH AND ECONOMIC SERVICES

The NJEA Research and Economic Services Division gathers, organizes and presents information to support state and local association programs and activities.

The division provides analytical and statistical information for other NJEA divisions, including determination of fiscal impact of proposed legislation, evaluation of workshops and conferences, review of educational research, guidance on issues of member benefits and retirement and consultation on local fiscal operations impacting the bargaining process.

**Research and Economic Services:** Dan Holub, Director; Liz Rylak, Administrative Assistant.

**Education and Evaluation Research:** Lori Legette, Administrative Assistant.

**Library:** Martha O. DeBlieu, Associate Director; Lorraine Jones, Administrative Assistant.

**Member Benefits:** Beth Schroeder Buonsante, Associate Director; Lorraine Jones, Administrative Assistant.

**Negotiations Assistance:** Leigh Davidson, Michael Kaminski, Michael Salerno, Peter Vala, Gregory Yordy, Associate Directors; Jackie Candy, Michelle Randazzo, La Tonya Reid, Secretaries.

**Pension and Benefits:** Bob Bobik, Sarah Favinger, Thomas Predale, Michael Salerno, Associate Directors; Roxie Muhsin, Secretary; Felicia Tard, Principal Clerk.

**Statistics and School Funding:** Dan Goldman, Crystal Inman, Associate Directors.

**Pension Consultants:** Ryan Cohen, Barbara English, Ann Marie Finnen, Rocio Lopez, Dr. Erlend Nordstrom, Kathleen Parker, Laura Rivera, Joanne Sanferraro, Gary Wikander, Kathleen Wollert.

# UNISERV REGIONAL OFFICES

The NJEA-NEA UniServ Network provides extensive field services to members and local and county affiliates throughout the state.

Operating on a coordinated, statewide basis, the UniServ field representatives and office staff members work out of 16 regional offices to supply door-to-door service to members.

Four regional directors coordinate the UniServ network of regional offices and are assisted by four administrative assistants.

The 63 professional and 36 associate UniServ staff members are assisted by 100 part-time UniServ consultants.

The NJEA-NEA UniServ field representatives train local leaders and assist in coordination of state-national resources, including professional development, instructional improvement and human relations; negotiations service; contract administration and grievance adjudication; legal services; local member consultation and individual service; public relations and communications; legislative and political activity; leadership development skills; organizational management and membership promotion; inclusive-locals training, organizing assistance and goal development.

## FIELD ORGANIZING SPECIALISTS:

South: Kathleen Quinn

Central: William Junker

Northeast: Kimberly Scott Hayden

Northwest: Lakresha Harris-Hodge

## UNISERV SOUTH

### (REGIONS 1-3)

15000 Commerce Parkway, Ste. A,  
Mt. Laurel, NJ 08054-2212  
(856) 234-0522

Patrick Manahan, Regional Director  
Beth Georgette, Administrative Assistant

## REGION 1

### Atlantic and Cape May Counties

436 Chris Gaupp Drive, Ste.201,  
Galloway, NJ 08205-4464; (609) 652-9200

**UniServ reps:** Mario Montanero, Vincent Perna,  
Stephanie Tarr

**Office staff:** Crysty Jenkins, Administrative  
Assistant; Nina Garrett, Secretary

**Consultants:** Anthony Angelozzi, Franklin  
Butterick, Jean Hovey, Curt Nath, Stacey Salerno,  
Martha Septynski

## REGION 2

### Cumberland, Gloucester and Salem counties

Tomlinson Prof. Bldg., Ste. F, 7 Myers Drive,  
Mullica Hill, NJ 08062-9512; (856) 628-8650

**UniServ Reps:** Desiree Brennan, Fatima Hayes,  
Louis Randazzo, Anna Waltman

**Office Staff:** Donna Pacetta, Administrative  
Assistant; Elizabeth Parker, Secretary

**Consultants:** Sandra Beals, Alison Braun, Anthony  
Cappello, Diana Castiglione, Stephen Garavento,  
Mildred Johnson, Carmen Porter, Stephanie  
Wheaton, Michael Wichart

## REGION 3

### Burlington and Camden counties

15000 Commerce Parkway, Ste. A.,  
Mt Laurel, NJ 08054-2212; (856) 234-2485

**UniServ Reps:** Jim Boice, Jessica Cook, Jessica  
Vasquez-Denney, Ryan McCarty, Angela  
McDermott, Caroline Tantum, Harry Zakarian

**Office Staff:** Kristin Hunt, Administrative Assistant;  
Linda Sacks, Administrative Assistant; Andrea  
Whilden, Secretary

**Consultants:** Deborah Bruhn, Joseph Coleman,  
Marliese Filbert, Catherine MacManiman, Judith  
Meyer, Janelle Mungro, Steven Redfearn, Ryan  
Strothers, Lisa Trapani, Stacey Williams

## UNISERV CENTRAL

### (REGIONS 7-11 AND 29)

Raritan Plaza II, 91 Fieldcrest Ave., Ste. A3,  
Edison, NJ 08837-3627; (856) 234-0522

Jennifer Raike, Regional Director  
Diane Gourley, Administrative Assistant

## REGION 7

### Ocean County

Bayview Corporate Center, 1433 Hooper Avenue,  
Ste. 225, Toms River, NJ 08753-2200  
(732) 349-0280

**UniServ Reps:** Mike Mannion, Colleen Neil,  
Wendy Sistarenik

**Office Staff:** Lily Tremari, Administrative Assistant;  
Rebecca Novak, Secretary

**Consultants:** Michael Fletcher, James Huebner,  
Kimberlee Shaw, Daniel Staples, Nicole Del  
Popolo

## REGION 8

### Mercer County

172 W. State St., Trenton, NJ 08608-1104  
(609) 896-3422

**UniServ Reps:** Alexander DeVicaris, Jennifer  
Larsen, Susan Nardi

**Office Staff:** Gale Quinn, Administrative Assistant;  
Dawn Vitella, Secretary

**Consultants:** Michele D'Angelo, Talithe Duncan,  
Jason Pukel, vacancy

## REGION 9

### Monmouth County

1345 Campus Parkway, Ste. A1, Wall Twp., NJ  
07753-6828; (732) 403-8000

**UniServ Reps:** Christopher Johnson, Naomi  
Johnson-Lafleur, Lorraine Tesauro, Tracie Yostpille

**Office Staff:** Ileana Rivera, Administrative  
Assistant; Anne Elluzzi, Secretary

**Consultants:** Doug Dale, Denise King, Diane  
Vistein, Erin Wheeler, Meghan Santonacita

## REGION 11

### Middlesex County

Raritan Plaza II, 91 Fieldcrest Ave., Ste. A3, Edison,  
NJ 08837-3627; (732) 287-4700

**UniServ Reps:** Thomas Bohnyak, Brian Furry,  
Nancy Grbelja, Thomas Hayden

**Office Staff:** Margaret Fudacz, Administrative  
Assistant; Bianca Rey, Secretary

**Consultants:** Christopher Hines, Brian Geoffroy,  
Keith Presty, Timothy Simonitis

## REGION 29

### Higher Education

180 W. State St., PO Box 1211, Trenton, NJ  
08607-0211; (609) 689-9580

**UniServ Reps:** Marcia Kleinz, Maurice Koffman

**Office Staff:** Karen "Skip" Perry, Administrative  
Assistant; Jean DiQuinzio, Office Assistant

**Consultants:** Edward Carmien, Nicholas DiCicco,  
Mingyon McCall, Oron Nahom

## UNISERV NORTHEAST

### (REGIONS 15, 19-25)

70 S. Orange Ave., Ste. 260, Livingston, NJ  
07039-4919; (973) 321-3221

Thomas Hardy, Regional Director  
Melissa Kirz, Administrative Assistant

## REGION 15

### Union County

25 Commerce Drive, Ste. 380, Cranford, NJ  
07016-2464; (908) 709-9440

**UniServ Reps:** Dominick Giordano, Allyson  
Pontier, Maryanne Rodriguez, Theodore  
Tympanick

**Office Staff:** Tabatha Walton, Administrative  
Assistant; Jeanette Rodriguez, Secretary

**Consultants:** Kevin Bloom, Eda Ferrante, Glen  
Robertson, Helynn Smith, Gene Woods

## REGION 19

### Essex and Hudson counties

6600 Kennedy Blvd. East, Ste. 1L, West New York,  
NJ 07093-4218; (201) 861-1266

**UniServ Reps:** Tom DeSocio, Edward Stevens

**Office Staff:** Kristy Pessoa, Administrative  
Assistant; Vacancy, Secretary

**Consultants:** Emily Litman, Beverley Senior,  
Shareen Shibli

**REGION 20**

**Hudson County**

1600 John Kennedy Blvd., Ste. B, Jersey City, NJ 07305-1702; (201) 653-6634

**UniServ Reps:** Kevin McHale, Daniel Suarez

**Office Staff:** Veronica Pereira, Administrative Assistant; Vacancy, Secretary

**Consultants:** Emily Litman, Beverley Senior, Shareen Shibli

**REGION 21**

**Essex County**

70 S. Orange Avenue, Ste. 250, Livingston, NJ 07039-4903; (973) 762-6866

**UniServ Reps:** Luis Delgado, James McGuire, Adrian Rodriguez

**Office Staff:** Shaunesa Walker, Administrative Assistant; Essence Gordon, Secretary

**Consultants:** Patricia Kebrdle, Cathy Kondreck, Jeremias Salinas, Christopher Tamburro

**REGION 25**

**Bergen County**

Heights Plaza, 777 Terrace Ave., Ste. 404, Hasbrouck Heights, NJ 07604-3114; (201) 292-8093

**UniServ Reps:** Carol Feinstein, RoseLouise Holz, George Lambert, Richard Loccke, Joe Tondi

**Office Staff:** Dawn Valentine, Administrative Assistant; Laura Pometti, Secretary

**Consultants:** Michael DeOrio, Kelly Epstein, Laura Grasso, Marianne Kronyak, Cynthia Lota, Margaret Novicki, Dayna Orlak, Christina Ventre, Michael Warren

**UNISERV NORTHWEST**

(REGIONS 13, 17, 27)

23 Rt. 206, Stanhope, NJ 07874-3264; (973) 347-0911

Mayrose Wegmann, Regional Director

Brenda Champion, Administrative Assistant

**REGION 13**

**Hunterdon, Somerset and Warren counties**

27 Minneakoning Road, Flemington, NJ 08822-5726; (908) 782-2168

**UniServ Reps:** Greg Babbitt, Ryan Edwish, Douglas Finkel, Donna Reaver, Fred Skirbst

**Office Staff:** Cheryl Woj, Administrative Assistant; vacancy, Secretary

**Consultants:** LeShaun Arrington, Rebecca Bell, Stephen Halldorson, Christopher James, Cheryl Mitchell, Charisse Parker, Anthony Rosamilia, Theresa Snyder

**REGION 17**

**Morris and Sussex counties**

601 Jefferson Road, Ste. 105, Parsippany, NJ 07054-3790; (973) 515-0101

**UniServ Reps:** Antoinette Blaustein, Hendrik John Klein, Vickie Walsh, vacancy

**Office Staff:** Heather Marsh, Administrative Assistant; Chanae Phifer, Secretary

**Consultants:** Eugene Behme III, Christopher Cannella, Nicole Denton, Richard Dispenziere, Deirdre Falk, Lyn Lowndes, Louis Migliacci Jr., Patricia Resslerand, Nancy Richeda, Susan Sawey

**REGION 27**

**Passaic County**

Preakness Valley Office Park, 504 Valley Road, Ste. 150, Wayne, NJ 07470-3534; (973) 694-0154

**UniServ Reps:** Ron Bivona, Lori Cintron, Melanie Lemme, Sasha Wolf

**Office Staff:** Kathryn Maron, Administrative Assistant; Anne Chirico, Secretary

**Consultants:** Marc Foti, Megan King, Sharon Milano, Kleo Papadatos, Lisa Viet, Brian Watson, Pamela Wilczynski

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# Kicking the can down the road has come to this

By Nikki Baker and Rosie Grant

Every day that students and staff enter New Jersey schools, they face conditions that can cause illness or injury and that make it harder to teach and learn. New Jersey's 2,500 school buildings are on average 50 years old and are four times more densely populated than a typical office building.

Age, overcrowding and deferred maintenance have strained ventilation, heating, plumbing and electrical systems, as well as the physical structures themselves, to their breaking point. This wastes energy and creates unpleasant to downright dangerous conditions for our children and the staff who serve them.

We don't need to speculate about what happens once these stressors become too much for our aging schools to handle. Simply look at Public School Number 3 in Paterson, which is 124 years old! It is one of 17 school buildings in Paterson that are over one hundred years old. On July 28, staff arrived to find a ceiling that contained asbestos had collapsed. Fortunately, no immediate injuries were reported, but the estimated clean-up time was 16 weeks, roughly half of the school year.

The 302 students in the K-8 school and their teachers had to report to three different buildings when school started in September. This relocation created headaches and confusion for students, parents and administrators. Students, expecting to be sharing summer stories and taking classes with friends, are now divided across the city, while their parents and administrators have had to make last-minute adjustments to ensure safe and reliable transportation to the various locations.

This incident is a travesty that has disrupted the school year for students and school staff and could have resulted in a tragedy if children and staff were present at the time of the ceiling collapse. This is just one example of numerous real-world consequences of negligent funding practices to facilities by the state, especially in districts that

serve students in the state's most economically distressed communities.

For decades, the New Jersey Schools Development Authority (SDA), formerly the Schools Construction Corp., which is responsible for school construction projects in our neediest districts, has been underfunded by the state. This year Gov. Phil Murphy allocated \$75 million to the SDA. However, the latest SDA needs assessment report shows that the state must, conservatively, invest \$5 billion to replace the 50 aging school buildings in SDA's purview. That figure does not account for inflation and potential site costs.

Many local school districts and municipalities do not have the tax base to cover the cost of necessary repairs and school construction alone. The state must fill these gaps to ensure a thorough and efficient educational environment that is also safe for its students and workers.

We cannot continue to ignore these looming issues by simply waiting to tackle these problems in the future. It will only require the state to spend more money down the line and subject more children and school staff to substandard facilities.

For over two decades, since the landmark *Abbott v. Burke* ruling, the state has had a constitutional requirement to ensure a safe and healthy educational environment for students by providing direct financial support in its historically underserved districts. The state must meet this constitutional obligation.



## References and resources

### Healthy Schools Now

[njwec.org/healthy-schools-now](http://njwec.org/healthy-schools-now)

### Education Law Center

[edlawcenter.org](http://edlawcenter.org)

### NJ Schools Development Authority

[njsda.gov](http://njsda.gov)

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*Nikki Baker is an organizer for Health Schools Now at the New Jersey Work Environment Council (NJWEC). Visit [njwec.org](http://njwec.org) to learn more. Rosie Grant is the executive director of the Paterson Education Fund. Visit [paterson-education.org](http://paterson-education.org) to learn more.*

**Every child and education professional in New Jersey deserves a modern and safe school facility regardless of ZIP code. In the FY 2025 budget, we must do better.**

Parents, students and communities want to understand why, in one of the richest states in the nation, in one of the richest countries in the world, we still have so many crumbling school buildings and facilities that are creating an inequitable and dangerous learning environment for so many of our state's children.

More than 20 years ago, the state Supreme Court mandated a thorough and efficient education for all New Jersey students. The proverbial "can" is still being kicked down the road while the need escalates by the billions each year.

"Amidst the aging walls of our schools, the future of education and the well-being of our dedicated union members hang in the balance," says Paterson Education Association President John McEntee. "Neglecting the upkeep of our educational institutions not only hampers student learning but also compromises the working conditions for our committed union members. It's time to invest in the foundations of knowledge and empower those who shape the minds of tomorrow."

Every child and education professional in New Jersey deserves a modern and safe school facility regardless of ZIP code. In the FY 2025 budget, we must do better. 🏡



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PAST, PRESENT  
AND FUTURE

## NEW CARDS ISSUED FOR AETNA MEDICARE ADVANTAGE PLAN PARTICIPANTS

Retirees enrolled in either of the Aetna Medicare Advantage PPO Plans (PPO ESA 10 or PPO ESA 15) for 2024 will be issued new insurance cards. Retirees should continue to use their current cards until Jan. 1, 2024, or until they receive their new card in the mail. Once the new card arrives, discard the old card.

The new cards are being issued to allow Aetna to better serve participants administratively, and there is no change in benefits. Other than looking for a new card in the mail, there is no other action necessary.

Aetna has mailed letters to enrollees in the applicable plans explaining this change. Retirees enrolled in the plan may review the summary of benefits document, which is available by calling the toll-free number on their ID card.

Note: Retirees enrolled in on one of the Aetna Medicare Advantage HMO plans, will not be issued new cards and should continue using their current cards.



### Attention Aetna Medicare Advantage Insurance Holders

You may receive solicitations in postal mail or email regarding supplemental health coverage. If you are covered through the state of New Jersey for medical coverage, either with Aetna or Horizon, you should not sign up for any additional coverages. Purchasing supplemental coverage through another vendor will cancel your health benefits coverage through the State of New Jersey. **DO NOT PURCHASE ADDITIONAL COVERAGE!**



## HELP WITH ELDERCARE ISSUES AND LONG-TERM CARE

Is your family experiencing any problems with how best to cope with the needs of an elderly loved one? You're not alone. In fact, studies have found that over 33% of active adults are considered caregivers. The actual percentage is likely higher given that most people do not realize that they are caregivers. Leading experts define a caregiver as someone who does any of the following:

- Provides unpaid assistance and support to family members who have physical, psychological or developmental needs.
- Makes decisions, such as choosing a physician for an aging person or whether to move an elderly person from their home environment to a residential care setting.
- Provides or locates services, including adult day care, assisted living, hospice care, skilled nursing, home health care and specialized care, such as geriatric care management.

ElderBenefit, provided by Care Patrol, is an NJEA Member Benefit partner that can make caring for your

elderly loved one much more manageable. ElderBenefit provides free assistance on eldercare issues to make dealing with your family's needs more manageable.

NJREA/NJEA members can receive free information and guidance from trained senior care consultants on subjects like:

- How to pay for senior care options.
- Who to talk to about assisted living and paid caregiver options.
- Which government programs are available for their loved ones.

Call ElderBenefit/Care Patrol at 866-423-9877 or visit their website at [elderbenefit.com](http://elderbenefit.com) for more information or to initiate service.

NJREA members can also get resources and assistance with long-term care coverage through the NEA Long-Term Care Program. This program offers NJREA/NJEA members the following:

- A free needs assessment over the phone with NEA dedicated licensed professionals.

- Secure coverage for in-home caregivers or residential care in a nursing home.
- Choice of popular plan designs or customized benefits.
- Exclusive NEA rates, with coverage available for your spouse, parents, and adult children.

Members can contact an NEA Long-Term Care Advisor at 855-NEA-4LTC (632-4582) for expert advice and your FREE needs assessment or visit the Long-Term Care Resource Center at [ltpartners.com/m/nea](http://ltpartners.com/m/nea) for more information.

## Around the counties

For questions and/or concerns, or if your county is not listed, please check your county newsletter or reach out to your county REA for more information. For trip details, check your county newsletter.

### MIDDLESEX COUNTY REA

**March 7:** Spring meeting/luncheon at The Grand Marquis on Old Bridge. Cost is \$43. To attend, contact Susan Jaysnovitch at 732-925-1606 or [andyjace@aol.com](mailto:andyjace@aol.com) by Feb. 24.

### OCEAN COUNTY REA

**March 14:** Spring meeting/luncheon at Clarion Hotel in Toms River. Cost is \$28. To attend, call Maryann Tomborello by March 1 at 732-323-0346.

### MORRIS COUNTY REA

**March 13:** Spring meeting/luncheon at Birchwood Manor in Whippany. Cost is \$35 for members and \$53 for guests. To attend, call John Beekman at 973-514-1080 by March 1.

### PASSAIC COUNTY REA

**March 27:** Spring meeting/luncheon at the Brownstone House in Paterson. To attend, call Kitty Sausa at 201-445-7577.



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# SO MUCH MORE THAN A LONG WEEKEND

## MY EXPERIENCE AT THE NJEA CONVENTION

BY CASSIDY HALLIGAN, RUTGERS UNIVERSITY, NJEA PRESERVICE MEMBER



Growing up in the public school system, November always felt like one of the shortest months of the school year. Election Day, what my family and friends called “Teacher Weekend,” parent-teacher conferences and Thanksgiving shortened so many school weeks. For me, some years “Teacher Weekend” was a family trip to Disney World. To others, it was just a couple of days at home. As a student, I always saw it as just a break from school.

As a future educator, I know that the NJEA Convention is more than a break—and after attending for the first time this November, I now understand the true impact of the convention, and of our union.

I joined NJEA Preservice in March 2023, and as time goes on, I am continuously surprised by the benefits and possibilities that come with being an NJEA member. There are so many opportunities for personal and professional development, and the NJEA Convention has been one of my favorites to date.

Some of the simplest moments, like meeting fellow NJEA Preservice members in person for the first time or hearing anecdotes and advice from teachers, were among my favorites at the convention. Speaking with so many individuals with the same passion for education reminded me why I am going into this profession. It was empowering to be in a place filled with thousands of people who all share that passion.

While some sessions or booths were not relevant to me yet, as I have yet to begin student teaching, it was so exciting to see all of what is available to me during my career as a teacher. It also made me eager to think about the future.

I was not surprised that many members were shocked at the presence of so many college students. With the educator shortage, widespread burnout and the consequences of so many social media posts portraying teachers quitting the profession, it is understandable that people were not expecting to see as many passionate college students as there were present. It was refreshing to hear tips and advice from career teachers, and reminders that all the noise will not get to you as much if you focus on your students and remind yourself why you are in the profession.

I was impressed as well, to see that the NJEA Convention is not just a “teachers’ convention” as so many people mistakenly call it. It was great to see that the convention is also for nurses, secretaries, bus drivers, custodians, librarians, aides, counselors and many others. It takes a lot of different jobs to make our schools work and the convention had something for everyone who works in a public school.

Beyond the variety of professional development sessions or booths with free swag, I thoroughly enjoyed engaging with members of our union and learning more about membership. I spoke with people from the Early Career Network group, which helped me get a sense how my involvement will grow in the next few years. Preservice members also had the opportunity to have a candid conversation with NJEA Secretary-Treasurer Petal Robertson. I was inspired by her wise words of our leadership.

Having attended Convention, I now know that it is much more than November’s Teacher Weekend: it is a time to reflect, engage, and even educate ourselves on our profession, which I think is incredibly powerful. As a future educator, I am looking forward to many conventions to come!



# TEACHER LEADERSHIP

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The NJEA Teacher Leader Academy is a N.J. Department of Education approved one-year 12 credit program\* for candidates seeking to earn the NJ Teacher Leader Endorsement. A new cohort opens in July 2024.

For further details, visit [njea.org/tla](http://njea.org/tla).

Teacher leaders create new models of professional learning, develop new systems to monitor student progress, connect with families and communities and advocate for the profession.

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EMAIL: [teacherleader@njea.org](mailto:teacherleader@njea.org)

\*12 credits offered through Thomas Edison State College



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The NJEA Teacher Leader Academy (TLA) admits candidates of any race, color, creed, national origin, ethnic origin, disability, marital status, domestic partnership status, sex, sexual orientation or gender identity to all the rights, privileges, programs and activities generally accorded or made available to students at the NJEA TLA. It doesn't discriminate on the basis of race, color, creed, national origin, ethnic origin, disability, marital status, domestic partnership status, sex, sexual orientation or gender identity in administration of its educational policies, admission policies, or scholarship programs.

## SAVE THE DATE



Join us at Princeton Marriott at Forrestal, 100 College Rd. East, Princeton, NJ

## FAST Track to Your Community Outreach

F.A.S.T. Showcase – **Feb. 17, 2024** 8 a.m. to 1:30 p.m. (breakfast & lunch provided)  
Space is limited; register early!

NJEA's FAST program (Families and Schools Together Work for Children) encourages families to be involved in their children's education, providing strategies to enhance children's academic progress, and help families feel welcome in public schools.

Topics will include:

- NJEA FAST Intro
- Guidance for First-Year coordinators
- Building Community Partnerships
- Overview of required paperwork
- Latino Institute



For more details & to register (deadline is Feb. 10, 2024), visit [njea.org/FASTshowcase](http://njea.org/FASTshowcase) or scan QR above

# CALLING OUT HYPOCRISY

By Amy Moran, Ph.D. and Kate Okeson

In 2023, more than 500 anti-LGBTQIA+ measures were introduced in state legislatures, and over 80 have passed already. They're largely found in "red states" that purportedly prioritize ideas about American freedom in policy initiatives yet seek to restrict freedoms for queer people. We're calling out some of the hypocrisies.

Being up in arms about gender-affirming health care for youth is a favorite refrain, even making a disparaging appearance at December's fourth GOP debate. However, as Lydia Polgreen observed on Dec. 1 in the New York Times, young people, ages 13-19, had irreversible body-modifying surgeries in 2020, such as breast augmentation (3,200 female minors) and breast tissue reduction (2,800 male minors), presumably to support their gender identity. These are associated with bodily autonomy and personal freedom in cisgender teens, with no legislative prohibitions.

Yet families of transgender minors seeking gender-affirming medical intervention by health-care professionals—which often mitigate dangerous mental health symptoms associated with gender dysphoria—are met by anti-freedom bigots working to legislate against it. For them, irreversible gender-affirming medical intervention is fine, as long as they're affirming cisgender identities.

We're already well-versed in other not-so-golden oldies too, such as book bans—Florida's attorney general has said school libraries are actually government speech—public restroom restrictions, and preferred name and personal pronoun usage being restricted, but only for transgender and nonbinary folks.

Local school boards and districts also negatively impact queer students and allied community members through neglect, inaction and omission. For example, in Virginia, student members of a high school GSA applied for a grant through "It Gets Better," an organization that works nationally to prevent LGBTQIA+ teen suicide. They were awarded \$10,000 for furnishing a safe space that would support GSA participants and other members of the student body. But the school board voted 7-2 to reject the money because it came from a queer-affirming organization.

New Jersey isn't exempt from this hypocrisy. A diverse community in Bergen County saw the glaring omission of October's LGBTQIA+ History Month from the district website, although it had been included in previous years. Throughout September, October and November, this

district emblazoned the district website and digital school marquees with supportive messages for Hispanic Heritage Month, Breast Cancer Awareness, and Native American Heritage Month, yet LGBTQIA+ History Month wasn't approved for inclusion by new district leadership. Breast cancer awareness is important, but we all have room to support more than one important cause at a time, especially when the issue impacts so many of our students and school community members.

How many?

A 2021 Gallup Poll found that more people are self-identifying as LGBTQIA+ with each successive generation:

- 2.6% - Boomers
- 4.2% - Gen X
- 10.5% - Millennials
- 20.8% - Gen Z

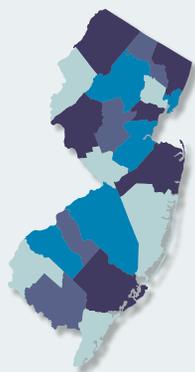
We can deduce that Generation Alpha, born 2010-2023, includes LGBTQIA+ people at a rate of at least 20%. This means more than 1 in 5 students everywhere identify as queer. What decent reason could a school district have to reverse course and decline to publicly support such a significant portion of its student body while supporting others?

It is important for educators to see and name hypocrisies like these that impact marginalized communities. Moreover, we must engage our youth in the real-time practice of critical awareness around current events, especially those that seek to reduce their civil rights and omit their identities from the public square.

New Jersey has the most well-defined right to public education in the country, garnered through successive and persistent court rulings and policies, which provide our youth a "thorough and efficient" education—one that is grounded in equity and equal opportunity. We can't continue that worthwhile work without constant vigilance and calling out these challenges to progress.



For additional resources, scan this QR code. And share your thoughts and ideas with us at [rainbowconnectionjea@gmail.com](mailto:rainbowconnectionjea@gmail.com).



# SUSSEX TO CAPE MAY

Workshops and conferences

## HIGHLIGHTS

Gifted education and  
multilingual learners

## SHOWCASE

Showcase experiences have been endorsed by NJEA's Professional Development Institute and are also posted on [njea.org](http://njea.org). Those seeking endorsement of a professional development experience that they will provide should call NJEA's Professional Development Division at 609-599-4561.

## NJAGC CONFERENCE 2024

### Gifted Education Advocating for Joyful Growth

The purpose of the NJAGC 2024 conference is to learn how to Advocate for Joyful Growth in the gifted and talented program. Families, students and educators can work together to enhance the education of gifted learners. Attendees will learn ways to design, sustain and celebrate school systems, structures and practices that support the diverse needs of gifted learners. Adding joy and fulfillment in gifted programs enriches the educational experience of students. Strategies for developing gifted programming, implementing best practices in the gifted classroom, coaching colleagues, connecting with parents, and building lasting community relationships will be discussed.

The conference will provide opportunities for classroom teachers, principals, curriculum supervisors and guidance counselors to gain insight into gifted students' educational and social-emotional needs, and to support all those responsible for educating the gifted child. Sessions will also address New Jersey's law around gifted education, the Strengthening Gifted and Talented Education Act.

**Location:** The Conference Center at Mercer  
1200 Old Trenton Rd.  
Princeton, NJ 08550

**Date:** April 12, 2024

**Time:** 7:30 a.m. – 3:30 p.m.

### Registration Fee:

- Members: \$189
- Nonmember: \$249

For registration information, visit [njagc@njagc.org](mailto:njagc@njagc.org).

## More to Learn

### 2024 NJTESOL/NJBE SPRING CONFERENCE

#### Systems of Support for Multilingual Learners

The 2024 conference of the New Jersey Teachers of English to Speakers of Other Languages/New Jersey Bilingual Educators (NJTESOL/NJBE) will have two components: an in-person conference and a video library conference.

#### In-person conference

The in-person conference will take place at the Hyatt Regency Hotel in New Brunswick on May 29-31. You can register for one, two or all three days. The conference will feature three keynote speakers: Dr. Ayanna Cooper, Dr. Fernando Naiditch, and Dr. Denise Furlong.

In addition, you'll select from many presentations approved for the continuing education requirement, network with your colleagues, and obtain the latest information on state and national initiatives. You can also meet with representatives at the sponsors' and exhibitors' booths to find the latest and greatest teaching tools.

#### Video library conference

The video library conference is a select collection of library presentations you will have access to view starting on June 3 using the conference platform. There is no set schedule, and you will be able to view the workshops for three months. By using your unique login, your hours will be tracked so that you can earn professional development hours. Please note that the select collection of presentations will not include the keynotes or special invited guest speakers.

Presentation topics will include: General Interest, Content Area Instruction, Bilingual/ESL Pre-K through 12, Higher Ed, Teacher Ed, Adult Ed, K-12 Administrators, and Dual Language/Biliteracy.

Register early for a discounted rate. Registration includes one free year of membership.

Visit [njtesol-njbe.org/spring-conference](http://njtesol-njbe.org/spring-conference) for more information and to register.

For other conference questions email Caia Schlessinger, Conference Coordinator, at [conference-coordinator@njtesol-njbe.org](mailto:conference-coordinator@njtesol-njbe.org).

# Certification fee holiday announced

By Camy Kobylinski

In July, Gov. Phil Murphy and the New Jersey Department of Education (NJDOE) announced a certification fee holiday through June 2024. The holiday allows novice teachers as well as experienced educators to apply for and/or renew their certificates without incurring fees.

Experienced teachers may wish to take this time to review their credentials to see if they are eligible for additional certificates. Information may be found by searching for the NJDOE certification homepage. Be certain that you are on an *nj.gov* page to ensure you are viewing official information. The homepage includes links to the application portal NJEdCert. All certificated staff should create a profile in the portal and check their records for accuracy.

## Attaining a standard certificate

New teachers begin their career in a provisional status and must meet various requirements to convert their certificate to a standard or permanent one. Novice teachers may find the process to be both challenging and perplexing.

The first step is taken by the school district. Within 60 days of hire, districts must enroll novice teachers in the provisional teacher process and initiate a provisional certificate. Each teacher should check NJEdCert to be certain that the district has fulfilled this responsibility.

The provisional license is valid for up to two years with all provisional certificates expiring on July 31 regardless of date of issuance. Most provisional certificates may be renewed once for a maximum of four years, with a few exceptions in specific endorsement areas for a second renewal for a total of six years.

Teachers who hold a certificate of eligibility with advanced standing (CEAS) with a valid provisional certificate, must be recommended for a standard certificate by their principals after successful completion of mentoring and achieving two effective final summative ratings. Certificate of eligibility (CE) holders must complete those requirements as well as a CE educator preparation program to obtain their standard certificate.

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*Camy Kobylinski is an associate director in the NJEA Professional Development and Instructional Issues Division. She can be reached at [ckobylinski@njea.org](mailto:ckobylinski@njea.org).*

## NJDOE oversight

By Dec. 1 of each school year, districts must review all certificated staff assignments and submit a matrix report to the NJDOE. During this process, districts must demonstrate that all staff hold the appropriate certificate for their position. Members who are informed by their district of a potential discrepancy should reach out to their local association leadership for assistance.

## A teacher's journey to professional validation

A few years back, a passionate novice educator completed a New Jersey educator preparation program, realizing her dream of becoming a teacher in a local district. Mentoring commenced and she began a positive experience in her new role.

Unbeknownst to her, despite attending an in-state teacher preparation program, her CEAS was never generated in the certification system. During the matrix report process, the district became aware that her certificate was not in the system and advised her to reapply on her own. The teacher proceeded to apply multiple times and incurred hundreds of dollars in fees. The records from her educator preparation program failed to integrate into the certification system, leading to a prolonged and frustrating process lasting over a year.

The teacher persevered until she finally reached out to her local association leadership. With their intervention, the issue was promptly resolved, and the teacher obtained her standard certificate. Now, having overcome the bureaucratic hurdles, she offers valuable advice to others: proactively engage with your local association leadership at the first sign of certification concerns. The teacher continues to enjoy a successful and rewarding teaching experience and is seeking ways to support colleagues who experience similar struggles.

## Questions?

In addition to contacting local association leadership, NJDOE certification customer service is available Monday through Friday from 8 a.m. to 7 p.m. by calling 609-292-2070. Educators can also create a profile in NJEdCert and use the customer service function in the portal to ask questions about their specific case. 📍



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### Meet your personal finance goals

Life can throw all kinds of curve balls, which can sometimes knock our finances off balance despite our best efforts. With your NJEA membership, you have access to additional resources and experts to help you meet many of life's challenges. Learn more by attending our "Dollars & Debt" webinar on Jan. 24 at 4:30 p.m. This webinar is designed to provide helpful tips and information to assist you in getting on the right financial pathway. Register at [njea.org/mbwebinars](https://njea.org/mbwebinars).

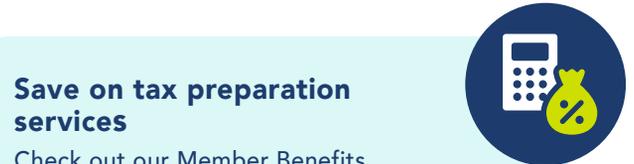
### Jumpstart your homebuying goals

Attend an NJEA homebuying workshop on March 6 and learn what to expect in your journey to homeownership. Use NJEA/NEA Member Benefits to make smart choices and save you money along the way! Register at [njea.org/mbwebinars](https://njea.org/mbwebinars).



### Lower your student loan debt

Get informed about your student loan forgiveness options through monthly webinars designed for NJEA members. Register at [njea.org/dndwebinars](https://njea.org/dndwebinars).



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Check out our Member Benefits Directory at [memberbenefits.njea.org](https://memberbenefits.njea.org) for discounted providers.



### Prepare for Retirement

Start saving early and make sure you are on track for retirement. Get personalized help from an NEA Retirement Specialist and take the 5-Minute Retirement Checkup at [nearetirementprogram.com](https://nearetirementprogram.com).

For those within five years of retirement, NJEA offers an online pension webinar for you to learn more about your retirement benefits. To sign up, go to the NJEA Events calendar at [njea.org/events](https://njea.org/events) and select the pension webinar that works best with your schedule.



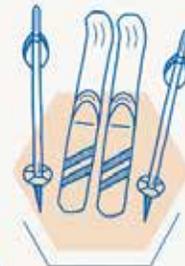
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## Got a great idea?

Get it funded, just like these NJEA members!

**Uncovering Art in eARTh** – The goal of Uncovering Art in eARTh is to collect visual data, make observations and create art. Thanks to a Hipp Grant, West Milford Township High School teachers Coleen Weiss-Magasic and Catherine Mellino-Murphy guide their students through a project that focuses on conservation, the environment and art. The students use microscope cameras to collect data and experience nature journaling to document the process.

NJEA's Frederick L. Hipp grants provide \$500 to \$10,000 grants for educators just like YOU and projects like this one!

The only foundation of its kind in New Jersey, the Hipp Foundation supports initiatives to promote excellence in education. Since 1993, the foundation has disbursed more than \$2.3 million in grants for innovative educational projects.

Apply by March 1, 2024, at [njea.org/hipp](http://njea.org/hipp).



# NJEA Delegate Assembly

The NJEA Delegate Assembly met at the Doubletree-Hilton Hotel and Conference Center, 200 Atrium Drive, Somerset, N.J. on March 19, 2022, at 9:30 a.m.

The meeting was called to order by President Sean M. Spiller, who recognized Peter Helff (Higher Ed) who was celebrating his 80th birthday.

The roll call and the seating of delegates was taken by Secretary-Treasurer Petal Robertson. There were 117 members present and a quorum was met. Alternates were seated as follows: Warren for Dziob (Bergen County); Policastro for Murphy (Bergen County); Kronyak for Phillips (Bergen County); Meyers for Zahn (Camden County); Carminati for Johnson (Cumberland County); Ross for Hinton (Essex County); Cavagnaro for Lopez (Essex County); Curry for Monaco (Hudson County); Kiefer for Gitto (Hunterdon County); Barilka for Vistein (Monmouth County); Reilly for Watkins (Monmouth County); Mangione for Schorno (Morris County); Staples for Griffin (Ocean County); Parr-Allen for Palin (Union County); Jensen for Greadington (NJREA).

Absent without alternates were the following: Pildis (Camden County); Roche (Cumberland County); Shannon (Union County) Farhat (Higher Ed); Ferlise (Higher Ed).

Angela Lawler, president of Hillside EA, Union County, gave the Inspirational Message and along with President Spiller, led the delegation in the Flag Salute.

## President's report

Spiller asked that everyone take a moment to recognize and honor NJEA 2022 ESP of the Year, Nancy Cogland, from Old Bridge Education Association (Middlesex County).

President Spiller asked to go over the DA Rules for NEA Director and NEA Alternate Director nominations and election. President Spiller asked that the agenda be adopted with flexibility and, seeing no objection, affirmed its adoption.

Kathleen Paterek (Morris County), Chair of the DA Rules Committee set forth the rules being used for the NEA Director (three positions for three-year terms) and Alternate Director nominations and elections.

The nominees were each allotted two minutes for speeches. The nominees were Chris Cannella, Temika Langston-Myers, Sue McBride, and Stacy Yanko.

The election results were announced: Sue McBride, Stacy Yanko, and Chris Cannella were elected as NEA Directors; Temika Langston-Myers as an alternate.

Spiller highlighted the following:

- NEA Leadership Summit
- State Teacher of the Year Night/Educator Night at the NJ Devils game
- Gov. Phil Murphy's budget proposal
- State Board of Education
- Pizza and PAC

## Vice president's report

Vice President Beatty highlighted the following:

- NJEA Preservice and Educator Identification; Recruitment, Mentoring and Retention

- NJ Future Educators Association – Center for Future Educators
- NJEA ACEs (Adverse Childhood Experiences) Task Force
- Affiliated Special Interest Groups
- State Teacher of the Year

## Secretary-treasurer's report

Secretary-Treasurer Petal Robertson delivered the NJEA fiscal report.

Robertson highlighted the following:

- Women's History Month
- Restorative Justice
- NJEA Celebration of Women
- Women's Health Conference
- NJREA Spring Luncheon

## Executive Director's report

Executive Director Steve Swetsky introduced his new Executive Assistant, Carrie Herbert.

Swetsky highlighted the following:

- School Employees' Health Benefit Plan contribution holiday.
- New Jersey Educator Health Plan.
- Implementation of Ch. 44 around the issue of dental insurance.
- Education Law Center was the recipient of a million-dollar grant.
- No COLA since the implementation of Ch. 78.
- Gov. Phil Murphy making full pension payments.

## Nondelegate speakers

Samantha Pelletreau, Keith Olkewicz, and Gilbert Moore, all of Hudson County spoke regarding concerns they have among several local associations in Jersey City.

Jon Coniglio, Morris County, president of the Dover Education Association spoke to a suggestion for an update to NJEA's website listing the correct time for the meeting, as well as the location, and a year-end survey for local presidents to give input and insight on what is needed.

## Reports of committees without recommendations Certification, Evaluation and Tenure Committee

Spiller asked the DA to review the report from the NJEA Certification, Evaluation and Tenure Committee, which was included in the report to the Delegate Assembly for review. Dayna Orlak, Bergen County, the chair of the committee made a motion to accept the report.

## Reports of Committees with recommendations Budget Committee Report

Sandra Herrington, Mercer County, Budget Committee member moved Recommendation Number 1. It was duly seconded.

**RECOMMENDATION NO. 1:** that \$30,000 be transferred to cost center 0530 Membership Processing from cost center 0470 Special Activities to cover the additional costs of the calendar program, membership cards, and mailings supported by the

Membership Processing budget.

The recommendation was adopted.

Michael Wildermuth, Middlesex County, Budget Committee member moved Recommendation Number 2. It was duly seconded.

**RECOMMENDATION NO. 2:** that the sum of \$80,000, be transferred from the Capital Fund Net Assets into the Capital Fund budget to renovate office space on the third floor of the Headquarters' 172 West State Street building.

The recommendation was adopted.

Patty Kebrdle, Passaic County, Budget Committee member moved Recommendation Number 3. It was duly seconded.

**RECOMMENDATION NO. 3:** that \$43,000 be transferred to the new, merged cost center 0810 Reg 3 Mt Laurel office from the following cost centers to cover the moving costs and reallocation of the remaining funds budgeted in the Reg 5 Moorestown office:

Cost Center	Transfer To	Transfer From
0810 Reg. 3 Mt. Laurel	\$43,000	
0815 Reg. 5 Moorestown		\$18,000
1250 Strengthening Locals		\$25,000
	\$43,000	\$43,000

#### Affiliation Committee

Gerard Campione, Middlesex County, chair of the Affiliation Committee presented the committee's report, recommending the affiliation of Bloomingdale Paraprofessionals Education Association.

Paul Bryant, Middlesex County, moved the recommendation. It was duly seconded.

**RULE RECOMMENDATION:** that the affiliation of the following association be approved:

- Bloomingdale Paraprofessionals Education Association (Passaic Co.)

The recommendation was adopted.

#### New Business

##### New Business Item #1

Trisha Houck, Atlantic County moved:...that NJEA release a statement to be posted on the website and social media in support of the families and communities that are in Ukraine fighting to protect democracy.

President Spiller called NJEA Communications Director Steve Baker to a microphone. Baker explained that NJEA had already posted sentiments to social media and the website an image of the Ukrainian flag made of flowers and statement that "Students everywhere deserve peace and safety. We stand with democracy. We stand with Ukraine." The website image linked to Education International, which makes a more explicit statement of support to Ukraine. He noted that the upcoming edition of the *NJEA Review* would feature an NJEA member who is the conductor of a Ukrainian orchestra that performed on "Saturday Night Live," following the Russian invasion.

In light of Baker's statement, Houck moved to withdraw her motion. Without objection, Spiller accepted the withdraw of the motion.

#### For the Good of the Order

Gary Mazurek, Union County, expressed concern about NJEA taking positions on international conflicts, such as the war in Ukraine.

Michael Wildermuth, Middlesex County, expressed concern with the D.A. rules concerning the deadline by which New Business Items can be submitted.

Sue McBride, Bergen County, thanked delegates on behalf herself and two newly elected NEA Directors, Stacy Yanko of Sussex County and Chris Cannella of Essex County. She thanked the D.A. for electing the three of them to serve as NEA Directors.

Barbara Rheault, Atlantic County, expressed support for the withdrawn motion concerning Ukraine.

Dan Siegel, Mercer County, thanked the officers for their statement on Feb. 4, 2022, regarding their opposition to book banning. Siegel also thanked Vice President Beatty for his work to eliminate edTPA as a condition for eligibility for teacher certification. He was also glad to see that gender-neutral bathrooms were available at the NJEA Convention and reminded delegates that the policy also applies to other NJEA meetings and events, particularly D.A. meetings.

Susan Maniglia, Salem County, asked that the change to the meeting of the pre-NEA RA New Jersey caucus meeting, be more widely communicated.

Michael Wildermuth, Middlesex, moved to suspend the rules so that the D.A. could consider a New Business Item concerning an issue brought forth by NJEA members from the Jersey City Para-Professionals Association. A rule suspension requires a two-thirds vote. The motion to suspend the rules failed.

Melissa Tomlinson, Atlantic County, requested that a photo of the D.A. standing with fists raised in solidarity with striking educators in Minneapolis be taken and shared with educators there. Spiller said the photo could be taken immediately following adjournment.

Grace Rarich, Mercer County, moved (on behalf of Peter Helff, Higher Education), to adjourn the meeting. The motion was duly seconded. The meeting was adjourned.

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# JANUARY & beyond

In-person or virtual status of any meeting is subject to change.

JAN 05	<b>FRIDAY</b> Executive Committee	JAN 26-27	<b>FRI &amp; SAT</b> Winter Leadership Conference-South	FEB 17	<b>SATURDAY</b> NJEA FAST Showcase
JAN 06	<b>SATURDAY</b> Delegate Assembly	FEB 02-04	<b>FRI TO SAT</b> ESP Conference/ Health and Safety Conference	FEB 23-24	<b>FRI &amp; SAT</b> Winter Leadership Conference-North
JAN 12-13	<b>FRI &amp; SAT</b> Equity Alliance Conference	FEB 14	<b>WEDNESDAY</b> Executive Committee	MAR 08	<b>FRIDAY</b> Executive Committee

For more information go to [NJEA.org](https://njea.org)



## TRANSFORM CONFERENCE



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Look for details and registration in early 2024 at [njea.org/transform](https://njea.org/transform).

SATURDAY  
April 20  
2024

Continue the journey at NJEA IMPACT Conference 2024 on Wednesday, July 17, 2024.

# NJEA'S DEMOCRATIC STRUCTURE MAKES OUR **UNION STRONG**

Since at least 1941, the January edition of what is now called the *NJEA Review* has published a directory of association committees. While the number of committees and the number of members who serve on them has changed, this edition of the *NJEA Review* continues this long-standing tradition. That NJEA members *volunteer* to serve on committees, has not changed either.

NJEA is structured as a representative democracy. The Delegate Assembly (D.A.), NJEA's highest policy-making body, is in many ways modeled after the U.S. House of Representatives. As citizens in each of the 50 states elect a certain number of representatives to Congress based upon population, NJEA members from each county elect a certain number of delegates to the D.A. based on county membership. In addition to counties, four other constituencies have proportionate representation on the D.A.: higher education, NJREA, NJEA Preservice and non-classroom teacher members. Delegates serve two-year terms. Every April, elections are held to elect approximately half of the delegates.

D.A. members are elected to represent you and your interests as an NJEA member. Where members of Congress are expected to be accessible in their home districts, members of the D.A. are accessible to the members in their respective counties. They deliver reports concerning D.A. actions to their county representative councils. They also receive feedback at those same county meetings and bring ideas and concerns back to the D.A.

Members can reach out directly to their D.A.



D.A. member Sturac Meyers, Camden EA vice president, speaks to a motion at the Nov. 11, 2023 meeting of the D.A.

**Delegate Assembly members  
are elected to represent  
you and your interests as an  
NJEA member.**

representatives. They have an NJEA email address, and they want to hear from you. Each D.A. member's email address is their first initial and last name followed by @*njea.org*. You'll find the names of your representatives to the D.A. on Page 32.

With over 120 members, it's possible that a D.A. member comes from your district or may even work in your school. So be sure to review the list of members.

The D.A. is not the only structure within NJEA where members are elected to carry out the work of our union. NJEA's Executive Committee, which includes the president, vice president and secretary-treasurer, as well as 27 other members representing counties and other constituent groups, is charged with executing the policies approved by the D.A. Their names are also on Page 32.

Additionally, more than 50 statewide committees, with charges covering a wide range of issues, meet throughout the year. You may find that speaking with a committee member will help you think through an idea that you have. Committee members do not necessarily have an email address on NJEA's server, however, you can reach the committee through the listed NJEA staff contact. All committees are listed in this month's *Review* on pages 33-38.

Finally, similar structures exist at the county and local levels, ensuring that every NJEA member has many colleagues representing their interests throughout our large and democratic organization.

Remember, when you vote for your representatives to the D.A. and other association offices, when you communicate with the representatives you have elected, when you support them in advocating for issues that matter to you, when you engage in that advocacy work yourself, and when you step up to run for positions in your local, county, or state association, you are making your union even stronger. 🏠



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## Workshop offerings

- |   |   |  |
|---|---|--|
| 1. Trenton & You: Perfect Together?                   | 12. What Have You Done for Me Lately?   | 19. Walk-Throughs: Before, During & After                                  |
| 2. What Would You Do?                                 | 13. How to Keep Yourself Safe & Sane In Your Worksite   | 20. Safety in the Science Classroom  |
| 3. Preparing For Negotiations – Collective Bargaining | 14. ESP Compensation: Show Me the Money!  | 21. Worker Protection for Bus Drivers                                      |
| 4. You & Your Pension                                 | 15. Empowering Innovation: Harnessing AI & Google Tools   | 22. Maintenance & Custodial – Keeping Your School Building Safe            |
| 5. PERC Law for ESP                                   | 16. The ESP Balancing Act: Supporting Students While Empowering Yourself                              | 23. School Safety & Security: Recognizing Indicators of Potential Violence |
| 6. Using Your NJEA Buying Power                       | 17. 10 Steps: Involving Members on Health & Safety Issues & the Role of the Health & Safety Committee | 24. Preparing for Your Evaluation  |
| 7. School Law & The Anti-Bullying Law                 | 18. Is It Over? COVID for School Nurses   | 25. Understanding Your Union & its Importance to You                       |
| 8. X's & O's for Local Leaders                        |   |  |
| 9. Special Education for ESPs                         |   |  |
| 10. Meeting Our Students Where They Are               |   |  |
| 11. Bargaining Non-Compensational Issues for ESPs     |   |  |



To download the workshop descriptions & registration form  
**SCAN HERE.**



**REGISTRATION REQUIRED BEFORE JANUARY 5, 2024**

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