

NEW JERSEY EDUCATION ASSOCIATION

# REVIEW

December 2017  
NJEA.ORG



*an education and advocacy resource*

NJEA  
Convention:  
A focus on social  
justice

Safer schools  
for transgender  
students

2017-18  
Salary surveys

Teacher of the Year

*Amy Andersen*



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LEFT: Blairstown Township Teachers Association members showed up in force at the NJEA Convention. The school district planned to be open during the convention, but member enthusiasm for the statewide professional development event led to a change of heart.

BELOW: Plainfield EA members Lisa Logan-Leach, Charisse Parker, and Vashon Lamont Hill at the NJEA Convention Early Career Networking Event.



ABOVE: Retired Hackensack teacher Vida Story has attended 50 consecutive NJEA Conventions. She remains active in public education as vice president of the PTA at Fanny Meyer Hillers School in Hackensack. Check Classroom Close-up NJ's Facebook page for a video of Vida talking about the convention.



RIGHT: Following an Urban Education Symposium presentation on the impact of adverse childhood experiences on students and adults, Hackensack EA member Jessica Luciano invites attendees to her small-group conversation. Other members and NJEA staff await their opportunity to announce their topics.



NEW JERSEY EDUCATION

# REVIEW

an education resource



## PUBLIC EDUCATION'S BEST ADVOCATE



NJREA members Janice Williams and Deborah Eddy stand in front of the mock NJEA Review cover in the Communications Division booth at the NJEA Convention. For convention coverage see Page 19.

## FEATURES



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The theme of the 2017 NJEA Convention, *Social Justice = Education Justice = Student Success*, was expressed in a variety of ways throughout the Atlantic City Convention Center. Read about the events at this year's gathering of educators—the largest of its kind in the state.



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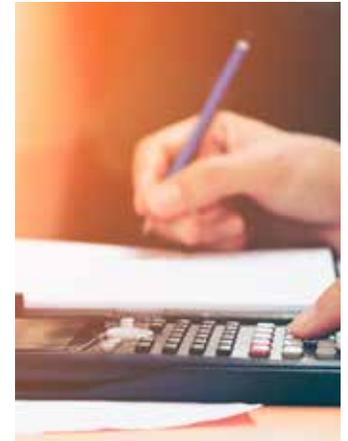
BY KATHRYN COULIBALY



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BY AMY MORGAN, ERIK GUNDERSEN, JACKSON EVANGELISTA, AND PATRICK RUMAKER



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#### ON THE COVER:

State Teacher of the Year Amy Andersen is an ASL teacher at Ocean City High School. In the cover photo she signs "mutual respect."

PHOTO BY  
KATHRYN COULIBALY

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NEW JERSEY EDUCATION ASSOCIATION

# REVIEW



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### MEMBERSHIP

Annual membership dues are: Active professional: \$897 (full time); \$448.50 (part time) \$448.50 (on leave). Active supportive \$438 (full time) \$219 (part time) \$219 (on leave). Retired: \$84; \$985 (retired life). Retired ESP: \$59; \$610 (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*.



# For NJEA members, learning never ends

The annual NJEA Convention brings together educators from across the state for more than two days' worth of networking, professional development, and social activities designed to foster greater collaboration across job descriptions and locations. Members from preservice to active to retired—from preschool to higher education—school bus drivers; paraprofessionals; custodians; teachers; nurses; secretaries; librarians; and technology, maintenance, cafeteria, and security staff; and nearly everyone who makes up the school team, gathered in Atlantic City for two days of nonstop activity.

It's an amazing atmosphere that showcases the commitment and dedication of our members to constantly improving their practices and modeling what it means to be lifelong learners. On Page 19, read more about the convention and make a plan to join us again in 2018. One of the most inspiring sessions at this year's convention showcased students from Bergen County. They brought forward their views on issues such as gender identity, inclusion, diversity, immigration, social justice, women's and girls' empowerment, and how education has—or has not—changed to fit the times and their needs.

In the same spirit, but beyond the panel at the NJEA Convention, read "Making Schools

Safer for Transgender Students" for the perspective of a student from Northern Valley, a teacher from Teaneck, and a superintendent from Pascack Valley on how educators can be more inclusive of transgender students and provide them with the support and security they need. The story begins on Page 28.

Inclusion and respect are two priorities for 2017-18 New Jersey State Teacher of the Year Amy Andersen, an American Sign Language educator in Ocean City. On Page 24, she shares the story of her journey from gifted musician to accomplished teacher and advocate.

Finally, on Page 49, the annual NJEA salary guide survey provides educators with an economic snapshot of school employees' salaries by district. For more details on what educators are demanding—and achieving—at the bargaining table, read about NJEA's Jim George Collective Bargaining Summit on Page 18.

NJEA members are making our public schools great every day. I'm proud to be your partner in education and to continue our journey in learning together.

*Marie Blistan*



Local and state leaders open 2017 NJEA Convention. From left: United Staff Association President Ed Stevens, NJEA Executive Director Ed Richardson, Professional Consultants Association President Lois Tarr, NJEA Assistant Executive Director Steve Swetsky, Atlantic City EA President Marcia Genova, NJEA Convention Committee Chair Susan Davis, Atlantic County Council of EAs President Gary Melton, NJEA President Marie Blistan, NJEA Vice President Sean M. Spiller, NJEA Secretary-Treasurer Steve Beatty, NJEA Preservice President Jessica Quijano, NJ Teacher of the Year Amy Andersen, NEA Student Program Chair Ashley Muscarella and NJREA President Judy Perkins.

## Officers Online

Marie Blistan  
Twitter

**@MarieBlistan: @NJEA #NJVOTES. Air electric at Murphy site—CNN calls [the election] for Murphy—new governor for NJ!**

On, Nov. 7, NJEA President Marie Blistan tweeted from Governor-elect Phil Murphy's Election Night celebration at Convention Hall in Asbury Park. Also present at the celebration were NJEA Vice President Sean M. Spiller and NJEA Secretary-Treasurer Steve Beatty.

Sean M. Spiller  
Twitter

**@SpillerForNJEA: Congratulations to @NJEA President @MarieBlistan! Educators finally respected. Great start for Gov. Murphy. [bit.ly/transitioneamnj](http://bit.ly/transitioneamnj)**

On Nov. 13, NJEA Vice President Sean M. Spiller congratulated Marie Blistan on being named by Governor-elect Phil Murphy to his transition team to co-chair the Advisory Policy Committee on Education, Access, and Opportunity.

Steve Beatty  
Twitter

**@SteveBeatty928: Great turnout and show of activism @NJEA Fall Family Day! Support 4 endorsed candidates. @PhilMurphyNJ and our causes! #GOTV**

On Oct. 22, NJEA Secretary-Treasurer Steve Beatty posted photos from the NJEA Northeast Region Family Fun Festival where he and other parents wrote post cards to fellow members about NJEA-endorsed candidates as they and their children enjoyed fall carnival activities.

# Know. Lead. Act.

## Selfie of the month



While knocking on NJEA members' doors in Cumberland County on Oct. 21 to talk about the 2017 election, NJEA Vice President Sean M. Spiller met 95-year-old NJREA member Elizabeth DeLussa, who already had signs on her lawn for NJEA PAC-endorsed candidates. She kept the conversation short because she was baking for the next day's coffee hour at her church, but what she had to say made it clear that she keeps

abreast of association activities. From left: Spiller, DeLussa, Upper Deerfield EA President Stacy Gomeringer, UniServ Rep Stephanie Tarr, and Bridgeton EA member Cherie Douglas.

Attending a local, county or state training or meeting? Working a PRIDE event? Send your selfies to [njeareview@njea.org](mailto:njeareview@njea.org). Be sure to identify where the picture was taken and the members who appear in the photo.

## DA meets at convention's conclusion

While most NJEA members headed home following the 163rd NJEA Convention, the members of the NJEA Delegate Assembly (DA) remained behind to carry out association business on Saturday, Nov. 11. The DA is NJEA's highest policy-making body and is made up of representatives from each county, as well as the association's higher education, student, retiree and non-classroom teacher constituencies.

DA members are elected to represent you. Visit [njea.org/da](http://njea.org/da) to see which members from your county sit on the DA. You can email your DA representatives using their first initial and last name followed by [@njea.org](mailto:@njea.org). You may also access a copy of the agenda ("DA Books") for the Nov. 11 meeting as well as minutes from previous DA meetings at [njea.org/da](http://njea.org/da).

### Delegates approve recommendations, elect Hearing Committee members

The DA approved a recommendation from the NJEA Health Benefits Committee that restated NJEA's statement of best practices in health care. The recommendation added an additional component enabling the Association to support a state or federal health care system in which the government plays a role in funding or administer-

ing the plan, such as single-payer health care or a public option, as long as such a model does not harm or undermine collective bargaining and does not diminish health benefits for NJEA members.

The DA approved five recommendations from the NJEA Working Conditions Committee that were part of an ongoing effort by the Association to review and update longstanding policies. The recommendations were related to release time, school nurse placement on negotiated salary guides, school closings, and preparation periods.

Delegates elected five members to the nine-member NJEA Hearing-Censure, Suspension, and Expulsion Committee. They were Peter Blodnik of Essex County, Steve Boudalis of Passaic County, Rosemarie Casey of Camden County, Patrick Comey of Middlesex County, and Andrew Coslit of Somerset County.

### Delegates consider New Business Item

Delegate Carrie Odgers Lax, representing Passaic County, moved New Business Item 1, directing "that the PAC Operating Committee consider reviewing and revising the PAC Guidelines to require all PAC endorsements to be voted on by the full PAC Operating Committee." While the

DA cannot direct the PAC Operating Committee, a separate entity, to enact such a procedure, the DA can ask the committee to consider such action. The New Business Item was adopted.

### Members speak

At 11 a.m. at every DA meeting, non-delegate members of NJEA are given an opportunity to address the DA. Lori Lalama of the Clifton Teachers Association in Passaic County asked that NJEA develop talking points for local leaders to use when discussing *Janus v. AFSCME* and Chapter 78. In light of *Janus*, Lalama recommended that NJEA and its county and local affiliates tighten their belts concerning food and beverage expenses at conferences and workshops. She also encouraged NJEA to move forward with online registration for NJEA events, conferences, and workshops.

Ashanti Rankin of the Millville Education Association thanked NJEA for its support in defeating a civil service ballot question both on Election Day and in the courts. He also discussed efforts to help create an NJEA Preservice chapter at Atlantic Cape Community College.

## NJEA Membership Committee and Early Career Member Network to honor 30 members under 30

The NJEA Membership Committee, in conjunction with the Early Career Member Network, will highlight 30 members under the age of 30 in the *NJEA Review* this spring.

The 30 members selected must be active in their association, school or community. They can be local or county association leaders or emerging leaders, school board members, teachers or educational support professionals (ESPs) of the year, or lead an initiative, such as immigration, education justice, or anti-bullying.

Each member profile will include an image, basic information (name, title, and local association), and a short description of the member's great work.

To nominate yourself or another member under the age of 30 to be highlighted, go to [njea.org/30under30](http://njea.org/30under30) and complete the form by Dec. 30.

## CAWP offers "Ready to Run"

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

Every year, Rutgers' Center for American Women and Politics (CAWP) offers campaign training to help women run and win elective office at its Ready to Run program. This year, Ready to Run is scheduled for March 9-10. NJEA offers scholarships for women who are interested in the program, which includes a dinner meeting in New Brunswick and overnight accommodations (double occupancy) for those who are interested in staying overnight. The conference will take place at the Douglass Campus Center in New Brunswick.

Preconference programs for women of color will be held on Friday, March 9. The evening welcome and plenary session will address internet strategies for candidates, campaigns and advocates and include a networking reception.

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

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

For more information, contact Liz Rylak in NJEA Government Relations at [lrylak@njea.org](mailto:lrylak@njea.org). If you know you wish to attend and are interested in a scholarship, ask Liz Rylak to send you the application form.

## Awards for Excellence: Nominate an outstanding N.J. public school graduate

Since 1984, NJEA has presented Awards for Excellence at the NJEA Convention to New Jersey public school graduates who have demonstrated exceptional leadership in their fields of expertise. Awardees have come from all fields including—but not limited to—education, entertainment, government, media, and the fine arts.

To be eligible, the nominee must have graduated from a New Jersey public high school, be well-known, considered highly successful in his/her field, and have a pro-union point of view.

If you would like to make an Awards for Excellence nomination, send the information described below to Janet Royal at [jroyal@njea.org](mailto:jroyal@njea.org) by Jan. 31. You can also mail the nomination to Janet Royal, NJEA Awards for Excellence, PO Box 1211, Trenton, NJ 08607-1211.

Include the nominee's name, mailing address, phone number, public high school from which he or she graduated, and a brief description of his or her achievement.

Also include your name, mailing address, phone number, and email address.

Nominations received after the Jan. 31 deadline will be considered for subsequent conventions.

## NJEA elections: voting registration for non-classroom teachers

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

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

New members who joined in the non-classroom teacher unit do not need to complete this form. Go to [njea.org](http://njea.org) to download the form; it must be received at the address provided on the form by Jan. 16. 🇺🇸



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# Cool Stuff

## Nationwide student event to explore issues of race during WWII

Furthering its mission to educate younger generations about the important lessons of World War II, the National WWII Museum is once again hosting a live-streamed Electronic Field Trip (EFT) for students across the country.

“Fighting for the Right to Fight: African-American Experiences in WWII” is a 50-minute program that explores how African-Americans pursued a double victory during the war, one over the Axis abroad and the other over discrimination at home. Students will discover fascinating stories of struggle, setbacks, triumphs and heroism of these brave individuals who changed history. Student reporters will examine artifacts from the museum’s signature special exhibit and travel to California to learn about the injustices in a segregated military at the site of the deadliest munitions disaster during the war.

Student reporters will also explore the Rosie the Riveter/WWII Home Front National Historical Park to understand the transitions and tensions in American defense factories. Following this interactive cross-country journey, students will come away with a new understanding of how the pursuit for both victory and equality shaped the story of World War II and transformed the United States for decades to come.

Hosted by Damon Singleton, Commander, United States Navy (Ret.) and meteorologist for WDSU-TV Channel 6, the Electronic Field Trip will take place on Feb. 22, 2018.

To register, visit [bit.ly/aaww2ft](http://bit.ly/aaww2ft).

To learn more about the Museum’s Electronic Field Trips visit [bit.ly/ww2ftinfo](http://bit.ly/ww2ftinfo).

## Nominate students for the Princeton Prize in Race Relations

The Princeton Prize in Race Relations is an awards program for high school students who lead and organize efforts to improve race relations within their schools or communities. The prize was founded in 2003 to support and encourage young activists committed to improving race relations. We encourage applications from current students in Grades 9-12 who, in the past 12 months, have organized and played leadership roles in a volunteer effort that has positively impacted race relations in their schools or communities.

First prize is a \$1,000 award and an all-expenses-paid trip to Princeton University to attend the Princeton Prize Symposium on Race. Runners-up receive Certificates of Accomplishment. We have two awards programs in New Jersey, one for northern New Jersey and one for central and southern New Jersey.

Nominate students at [pprize.princeton.edu](http://pprize.princeton.edu). Applications must be received by Jan 31.

## Apply for an athletics grant from California Casualty

Public high schools and middle schools in New Jersey that are in need of financial help for their sports programs should apply for a 2018 Thomas R. Brown Athletics Grant from California Casualty at [www.calcasathleticsgrant.com](http://www.calcasathleticsgrant.com). Applications must be received by Jan. 15, 2018 for consideration for the 2017-18 academic year. Qualifying teams can score up to \$3,000.

Since the program’s inception in 2011, nearly \$600,000 dollars have been awarded to almost 500 schools across the nation. Recipients will be announced in April.

California Casualty has served educators since 1951 and has provided the NEA Auto & Home Insurance Program since 2000.

## Educational shows at William Paterson University

To reserve seats for your students and for additional information on any of the shows below, contact Lavene Gass at [gassyoumansl@wpunj.edu](mailto:gassyoumansl@wpunj.edu) or 973-720-3178.

All performances take place at William Paterson University, Shea Center for Performing Arts, 300 Pompton Road in Wayne.

### Jabber

Feb. 9, 2018, 10:30 a.m.

Tickets: \$10

RSVP by Jan 19, 2018

At Fatima’s new high school, she’s the only one wearing a hijab. Her parents transferred her after graffiti reading “All Muslims Must Die” was found on the wall of her old school. But there’s plenty of ignorance and assumptions at her new school too. It isn’t until she begins an unlikely friendship with Jorah, a young man with a troubled reputation, that she starts to feel less like an outsider.

### Where Have You Gone, Trayvon?

The Inner City Ensemble

Feb. 15, 2018, 12:30 p.m.

Tickets: \$10

RSVP by Jan. 26, 2018

The Inner City Ensemble (ICE), a non-profit youth arts organization, offers professional arts training and performance opportunities to at-risk Paterson youth. Led by Juilliard graduate and Fulbright Scholar, Nicholas Rodriguez, ICE presents choreography by ICE alumni and award-winning guest-artists from the region. In “Where Have You Gone, Trayvon?” Rodriguez examines law enforcement and race relations in America.

### Skippyjon Jones

Theatre for Children with Autism

Feb. 27, 2018, 10:30 - 11:30 a.m.

Tickets: \$10

RSVP by Feb. 16, 2018

Skippyjon Jones is an enchanting sensory-friendly musical about unleashing your powerful imagination and following your dreams. This production is only for students with autism. 



Brick Memorial High School chemistry teacher Maria DeBruin is congratulated by association and district leadership: From left: Principal Dr. Rich Caldes, BTEA Vice President Kevin Bliem, DeBruin, BTEA President Tim Puglisi, and Superintendent Dennis Filippone.

## A+ Effort

### Brick Township EA member Maria DeBruin earns Milken Educator Award

Maria DeBruin, a Brick Memorial High School Honors and Advanced Placement chemistry teacher, usually deflects attention to her students. This time, during an all-school assembly, the bright lights shone on her when Milken Educator Awards Senior Vice President Dr. Jane Foley surprised her with the Milken Educator Award.

DeBruin is among up to 45 honorees who received this national recognition and unrestricted \$25,000 cash prize for 2017-18. BTEA President Tim Puglisi and BTEA Vice President Kevin Bliem joined New Jersey State Commissioner of Education Kimberley Harrington and Brick Public Schools Superintendent Dennis Filippone in praising DeBruin's efforts to ensure college and career readiness among her students.

The Milken Educator Award, hailed by *Teacher* magazine as the "Oscars of Teaching," has been opening minds and shaping futures for 30 years. The initiative not only aims to reward great teachers, but to celebrate, elevate and activate those innovators in the classroom who are guiding America's next generation of leaders.

"Maria DeBruin sets high standards of responsibility for herself and her students," said Jane Foley. "Coming to the teaching profession from industry demonstrates the real-world applications and benefits of learning science and chemistry. With her passion and energy, and laser-focus attention to instructional planning that attracts all learners, Maria's students grasp the materials instead of only chasing the grade. We're proud of this new Milken Educator whose educational practice is constantly moving forward."

#### Brick's Science Night Out

DeBruin's students are so proficient at conducting experiments in the classroom that they even want to do them in their spare time—and invite the whole community to watch and learn. That's why, every year,

for one night in June, it is standing room only in the auditorium at Brick Township Memorial High School.

During Science Night Out, DeBruin's Honors Chemistry and AP Chemistry students put on a show of exciting science demonstrations, then lead hands-on science activities at stations around the cafeteria. DeBruin, who conceived the event as a way to engage AP Chemistry students in the month between the AP exam in early May and the end of school, designs, markets and raises funds for the free community event, now an annual favorite with the small Jersey shore town.

DeBruin recognizes student achievement with "Chemist of the Week" awards; AP students work to be on her "A Team." National Honor Society members recognize her at their induction ceremony every year as their most influential teacher, and many students credit experiences in her class for their decisions to pursue careers in science.

Since DeBruin took over the school's AP Chemistry program in 2013, 87 percent of her students have passed the exam with a score of three or higher. The program has also grown substantially, with extra sections added to accommodate all the students who want to study chemistry.

Technology plays a large part in DeBruin's classroom. She started video recording classes each day and posting them in Google Classroom for review and to keep students who miss class from falling behind. This has been so successful that others in the building are now following suit. Students have access to a laptop cart and use response clickers and TurningPoint for interactive polling.

DeBruin spent five years as a chemist at a large pharmaceutical company before entering the classroom. Her extensive knowledge about lab equipment helped her convince the district to buy a spectrophotometer, which students now use regularly.

A video of DeBruin receiving the award can be viewed at [bit.ly/milkendebruin](http://bit.ly/milkendebruin).

# NJEA Report

## Phil Murphy elected governor of New Jersey

### 77 percent of NJEA PAC-endorsed legislative candidates win elections

Having endured nearly eight onerous years of combative governance in the Statehouse, NJEA members celebrated the election of Phil Murphy as the 56th governor of New Jersey, along with his running mate Lieutenant Governor-Elect Sheila Oliver. All 120 seats of the state Legislature were up for election on Tuesday, as well as county, municipal and board of education offices around the state.

The majority of the action was concentrated in several hotly contested legislative districts, in which NJEA mounted a tremendous effort to stand by the endorsements made by the NJEA PAC Operating Committee. Ultimately, Democrats retained control of the state Senate, with 25 seats. The Republicans hold 15 seats. In the Assembly, the Democrats will hold 54 seats to the Republicans' 26.

### Record member engagement fuels success statewide

Following an early endorsement by the NJEA PAC Operating Committee in October of 2016, NJEA has been all-in for Phil Murphy from day one, gearing up a massive organizing campaign to mobilize our members through the primary and general elections.

“From last October, when our members made an unprecedented early endorsement in the gubernatorial election, until the closing minutes of the election tonight, our members showed that they are willing and able to stand up for what they believe in,” said NJEA President Marie Blistan. “I could not be prouder of the effort that we made on behalf of all of our endorsed candidates. By working tirelessly for over a year to elect Phil Murphy, we have guaranteed a new direction for New Jersey after eight years of failed leadership. By standing with our allies in the Legislature, we have maintained a strong foundation for the next legislative session.”

The NJEA Members4Murphy campaign operated 20 phone bank locations around the state, managed and organized by members, aimed at calling their fellow members to talk about voting for Phil Murphy. This successful effort generated over 230,000 phone calls between members. Door-to-door canvasses were run, allowing members to have face-to-face conversations about this election, and its impact on their professions.

In the Senate, NJEA took up the fight for our members by standing up to

Senate President Steve Sweeney after years of broken promises on a broad spectrum of education issues. In the face of a herculean effort made by our members and staff, Sweeney and his allies outspent our campaign two-to-one, and was ultimately re-elected to the Senate. Despite this undesired outcome,

NJEA and our leaders remain committed to taking a stand for our members, no matter the odds against us. The victory is in the fight, and NJEA will always fight for public education.

“We set out to make a difference in this election, and thanks to our members, we did, said NJEA Vice President Sean M. Spiller. “Our members know that standing for what’s right isn’t always easy, but it is always important. This election reminded everyone in New Jersey that we are willing to do that. Our members proved in this election that they have

what it takes to stay involved for the long haul, and that’s exactly what we are going to do.”

In other Senate races, PAC-endorsed candidates Chris Brown and Vin Gopal sailed to victory in their districts with the support of our members. In the Assembly, Andrew Zwicker was re-elected to his 16th district seat with a strong margin along with his running mate, Roy Freiman. Assembly members Joann Downey and Eric Houghtaling held onto their positions in a tough re-election.

“We are excited to work with the Murphy administration and the incoming legislature to finally start moving New Jersey forward,” said NJEA Secretary-Treasurer Steve Beatty. “In politics, elections are just the beginning. What comes next is even more important: we will hold our elected officials accountable for their votes. We will continue to advocate for our values and work to strengthen our public schools.”

**ABOVE:** Governor-elect Phil Murphy addresses NJEA Convention. From left: NJEA Vice President Sean M. Spiller, NJEA Secretary-Treasurer Steve Beatty, Murphy, NJEA President Marie Blistan, and NJREA President Judy Perkins.

**NEXT PAGE:** NJEA, NJREA and NJEA Preservice members greet Governor-elect Phil Murphy with enthusiasm.



**“Let’s commit to a new partnership that gets our state back to working for every child and every family.”**

## Victorious Governor-elect Phil Murphy speaks at NJEA Convention

The hall was electric as Governor-elect Phil Murphy entered the NJEA Convention at the Atlantic City Convention Center on Friday, Nov. 10. NJEA President Marie Blistan reflected that energy as she introduced New Jersey’s next governor to a standing-room-only crowd of members with NJEA Vice President Sean M. Spiller, NJEA Secretary-Treasurer Steve Beatty and NJREA President Judy Perkins by her side.

“Good morning is an understatement!” Blistan proclaimed. “Thank you NJEA members for making it a good day. And thank you Ambassador Murphy for your willingness to stand up for NJEA, our members, our students, and our students’ families in our great state!”

“It’s been a long eight years, and it’s been a long campaign,” Blistan continued. “Throughout the campaign, Ambassador Murphy had been tried and tested, and he has proven that he has a backbone of steel. It is my honor and privilege as your president of this great association of 200,000 members to introduce you to our next governor:

Ambassador Phil Murphy!”

With a voice hoarse from the long campaign, Murphy thanked teachers and educational support professionals [ESP] for their commitment to his election. He singled out NJEA’s leadership team for their unwavering support during his and Lieutenant Governor-elect Sheila Oliver’s campaign. He noted that he had attended the NJEA Convention last year at the beginning of his campaign, when he visited on both days of the convention and hosted a town hall-style meeting.

“I gave you my word, win or lose, that I’d be back this year,” Murphy said. “It’s a lot better to come back here after a win than a loss!”

“The people of New Jersey said with a clear voice that they want a different direction for our state,” Murphy exclaimed. “They want an end to the division, to the name-calling, to the disrespect. I am honored that they have asked Shelia Oliver and me to take on this great privilege.”

Murphy looked to his future as governor.

“The campaign is over and now it is time to live up to our promises in that campaign: a stronger and fairer economy that works not just for some, but for every family in our state,” he said.

“We cannot reclaim our hold on the economy without an educated workforce,” Murphy continued. “A stronger and fairer economy starts in our schools and in our classrooms. Let’s commit to a new partnership that gets our state back to working for every child and every family.”

“We haven’t wavered, even under intense pressure, in what we stand for,” Murphy continued. “What we said back in the primary is what we believe and what we’ll continue to believe.”

Murphy concluded by thanking NJEA and its 200,000 members for their work to get him to the Statehouse.

“Thank you for all the calls you made, and all the doors you knocked on, and thank you for answering your call, your mission to be an educator.”

**“A stronger and fairer economy starts in our schools and in our classrooms.”**



# Union Township teacher 'reps' educators well on "Jeopardy!"

NJEA members were once again thrilled to see Jason Sterlacci, the 2016 "Jeopardy!" Teachers Tournament champion, on the famous quiz show—this time in the 2017 "Jeopardy!" Tournament of Champions in November. In last year's appearance, the Union Township fourth-grade teacher came out on top after five rounds competing against teachers from across North America.

In addition to teaching in Union Township (Union County), Sterlacci is a 2002 graduate of Union Township High School. When he appeared in the Teachers Tournament, he was teaching at Burnet Middle School. He now teaches at Hannah Caldwell Elementary School.

Sterlacci is proud to have represented teachers well in the Tournament of Champions. He said that he is one of two Teachers Tournament champions to make it out of the first round of the Tournament of Champions, noting that many of the show's regular viewers incorrectly compare the Teachers Tournament to the Celebrity Tournament, where the clues are less challenging.

"I made a promise to myself that I was going to do everything in my power to prove all of these people wrong when I got the chance to come back for the Tournament of Champions," Sterlacci said.

He kept that promise with his win in the quarter-final round on Nov. 7 and in his performance against the formidable Austin "Buzzy" Cohen, a New Jersey native who grew up in Millburn, in the semifinal round on Nov. 14. Sterlacci noted that message boards for the most dedicated "Jeopardy!" fans spoke highly of his appearances.

"The game itself was great to watch—quite a battle between Buzzy and Jason—proving that teacher champions can hold their own in a Tournament of Champions. One different category or a different topic for Final Jeopardy, and Jason could have easily

won," wrote one fan on *JBoard*, after Sterlacci's Nov. 14 match against Cohen and Lisa Schlitt, a research biologist who works at the New Jersey Department of Health.

"Jason, if you're listening, I was rooting for you, buddy," another fan wrote in a discussion on *Reddit*. "You did teachers proud."

Cohen went on to win the tournament in the final round that aired on Nov. 17. Now one of "Buzzy's" friends, Sterlacci attended a watch party here in New Jersey with some of Cohen's closest friends and family.

## Jeopardy contestants build a bond

Sterlacci said that contestants on "Jeopardy!" stay connected long after they appear on the show. In fact, while being interviewed for this article he was texting with seven fellow contestants. He has also become friends with the teachers against whom he competed in 2016 and those who appeared in the 2017 Teachers Tournament. Those friendships have given him a window into the struggles of his colleagues throughout the country.

"The last eight years have been hard here in New Jersey, but I've competed with teachers from Texas, Arkansas, Iowa and Florida, and it's even worse for them," he said. "The general tone toward teachers in this country has become toxic, and I just wanted to 'rep' for our profession as much as I could. While I didn't win the Tournament of Champions, I hope I did something for teachers."

Union Township Education Association President Ann Margaret Shannon is certain that he has.

"When Jason won the Teachers Tournament it felt like a win for everybody who works in a New Jersey public school," Shannon said. "We could not be prouder of him, especially after how well he did in the Tournament of Champions."

## The number

# 3

The number of school districts in New Jersey that placed a question on the Nov. 7 ballot to approve funding beyond the state's 2-percent tax levy cap for specific items. They were Ho-Ho-Kus, Netcong and Warren Hills Regional School District. All three ballot measures failed. There are 590 school districts in New Jersey.

### ICYMI

**Blistan named co-chair of Murphy education transition committee**

Nov. 13, 2017

**Blistan celebrates educator resilience in Monroe**

Nov. 17, 2017

**NJEA officers celebrate American Education Week**

Nov. 14, 2017

**Big win highlights good night for NJEA-endorsed candidates**

Nov. 7, 2017



LEFT: "Jeopardy!" host Alex Trebek with New Jersey teacher Jason Sterlacci on the set of the show's Tournament of Champions. Photo courtesy of Jeopardy! Productions, Inc.

# Millville EA decisively kills anti-union ballot question

The Millville Education Association (MEA) and NJEA won a decisive victory over an anti-union ballot question submitted by the Millville Board of Education that targeted educational support professionals (ESP) by trying to remove them from civil service protections.

Under the leadership of MEA President Tina Hulitt, the association organized to communicate the intent behind the nonbinding ballot measure: to attack 200 dedicated school employees including secretaries, teacher aides, cafeteria workers, attendance officers, library aides and security monitors.

The association conducted face-to-face conversations and distributed lawn signs to educate the community about the ballot question. Hulitt submitted a letter to the editor, which was printed by the *Vineland Daily Journal*.

## NJEA challenges ballot question in court

In addition, NJEA engaged attorney Keith Waldman to challenge the ballot question's validity in court. Waldman successfully challenged the measure and, while the vote was still held, the clerk and the board of elections were restrained from certifying the results.

However, because the results would still be publicized, the association did not lessen their efforts to show how much the community values and appreciates the targeted ESPs.

Those efforts were overwhelmingly successful. The final vote was 71 percent against stripping civil service rights from the employees.

Civil service protections simply require that certain procedures must be followed if an employee is involved in a disciplinary matter. If the process were eliminated, workers would not have safeguards in place to ensure appropriate and fair treatment.

The board claimed that civil service protections affect hiring choices; this was false and misleading. There is no restriction on hiring for these positions.

"Clearly, this was an attack on hard-working school employees," Hulitt said. "Make no mistake: if the Board tries to strip employees of their rights, it is only a matter of time before no employees have any rights."

The MEA had requested that the board voluntarily withdraw the

question based on its illegality and the potential costs involved in defending their actions. Because the board did not respond, the association proceeded with an injunction to prevent them from pursuing their attack on ESP members.

"We sent a powerful message to the board that we will always stand up for our colleagues," said Hulitt. "They provide essential services to students in a caring and efficient way and the board never should have wasted taxpayer money on this foolish, anti-union effort. Instead, they should work with us and focus on ensuring that every child in Millville receives a great education."



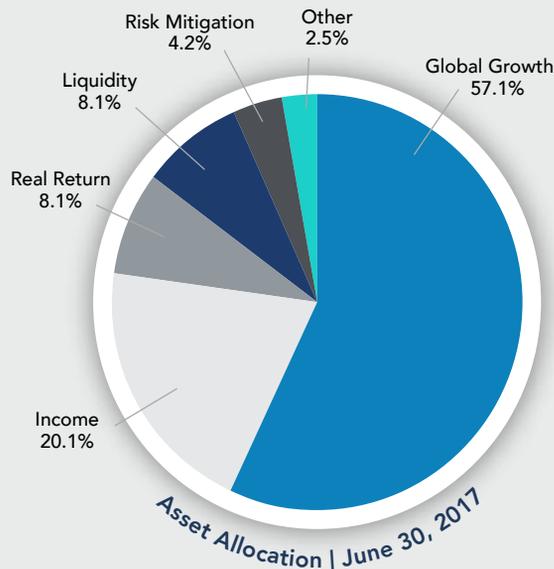
Millville EA members launched an all-out campaign to defeat a ballot measure that would have eliminated civil service protections for ESP members. From left: Joann Abbamonte, Dawn Nessen, Kay White, Eileen Roche, Tina Hulitt, Aaron Honaker, and Carol Ann Ciccio.

## PENSION UPDATE

TOTAL PENSION FUND: \$75.96 BILLION

The totals below reflect market values as of June 30, 2017, and for comparison, May 31, 2017. The figures, which are rounded, may not reflect the current market values of some alternative investments through the period noted, because of lags in reporting under industry standards.

	June 30, 2017		May 31, 2017	
	Market Value (\$ billions)	Asset Allocation	Market Value (\$ billions)	Asset Allocation
Global Growth	\$43.35	57.07%	\$42.85	57.12%
Income	\$15.25	20.08%	\$15.24	20.32%
Real Return	\$6.12	8.05%	\$6.07	8.09%
Liquidity	\$6.11	8.09%	\$5.88	7.84%
Risk Mitigation/Capital Preservation	\$3.20	4.22%	\$3.08	4.11%
Other	\$1.90	2.50%	\$1.90	2.53%
<b>Total</b>	<b>\$75.96</b>	<b>100%</b>	<b>\$75.02</b>	<b>100%</b>



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

# NJEA MEMBERS WIN ELECTIONS TO TOWN COUNCILS, SCHOOL BOARDS AND COUNTY OFFICES

In elections all over the state, 267 NJEA members sought election to offices at all levels of government running for freeholder, mayor and other municipal offices, and members of boards of education. All of our members who choose to involve themselves in the electoral process are to be commended, and NJEA encourages our members to continue to run for offices in their communities.

In addition to our members, county and local associations made endorse-

ments at the local level in 16 counties around the state. Sixty-one percent of endorsed candidates were successful, including a hard-fought upset victory for NJEA member Balvir Singh and his running mate in Burlington County. Other endorsed members were elected in Mullica Township, Franklin Township, Emerson, Park Ridge and Berkeley Heights. NJEA encourages its affiliates to continue to be involved in local elections.

## COUNTY, MUNICIPAL AND BOARD OF EDUCATION RACES

Asterisks (\*) denote NJEA members, winners are listed in bold

### Atlantic County

Tony DiPietro\*, Melissa Tomlinson\*, **Ashley Bennett** for Freeholder; **Frank Santo, Robert Maldonado**, Frank Gargione, Don Purdy for Galloway Council; **Barbara Rheault\***, Leanna Mullen for Mullica Twp Committee

### Bergen County

**James Bayley\*** for Emerson Council; **Lynda Zaccone\*** for Mahwah BOE; David Bradler\* for Park Ridge BOE; **Keith Misciagna** for Park Ridge Mayor; **Tom Farinaro, Michael Mintz** for Park Ridge Council

### Burlington County

**Tom Pullion, Balvir Singh\*** for Freeholder

### Cape May County

Frank Toth\* for Middle Twp Committee

### Cumberland County

Victoria Lods\*, Kevin Smaniotto for Freeholder; Ruth Bareiro, Tracey Huggins, Bonnie Henderson-Martin for Vineland BOE;

### Essex County

**Brendan Gill, Patricia Sebold, Rufus Johnson, Leonard Luciano, Britnee Timberlake, Carlos Pomares, Wayne Richardson** for Freeholder; **Michael Sheldon** for Belleville BOE

### Gloucester County

**Heather Flaim\*, Leah Vassallo**, Eric Bernard for Franklin Twp Committee

### Hudson County

**Amy DeGise, Lorenzo Richardson**, Gerald Lyons\*, **Mussab Ali** for Jersey City BOE

### Middlesex County

**Shanti Narra, Leslie Koppel** for Freeholder; Keith Hahn for Edison Mayor; Carol Bodofsky, Elizabeth Conway\*, **Beth Moroney**, William Araujo for Edison BOE; **Shantell Cherry, Alexandra Lopez, Tom Connors** for Piscataway BOE; Amil Patel, **Deven Patel** for South Brunswick BOE

### Monmouth County

**Pat Impeveduto**, Margie Donlon for Freeholder **Morris County** **Nancy Helbourg\*** for Rockaway Twp BOE

### Ocean County

**Ginny Rhine**, Al Schwartz, Teri Kubiel for Toms River BOE

### Passaic County

**Assad Akhter, Bruce James**, Lori Mambelli for Freeholder; **Frank Caraccio, Mohammad Hussain** for Prospect Park BOE; **Donald Pavlak, Sean Duffy** for Wayne BOE

### Salem County

Bob Vanderslice, Jesse Stemberger\* for Freeholder

### Sussex County

Dan Perez for Freeholder

### Union County

**Susan Poage\*** for Berkeley Heights Council

# What is the status of the pension COLA?

A cost of living adjustment (COLA) protects retirees' pensions from eroding due to inflation. In New Jersey, the COLA calculation is 60 percent of the Consumer Price Index (CPI) annually. Chapter 78, the 2011 pension and benefits law passed by the Legislature and signed by Gov. Chris Christie, suspended future COLA increases for all plan members, including those already retired and collecting a pension. NJEA, along with other unions, sued the state based on the idea that the COLA was part of the non-forfeitable right, and could not be taken away once it had been earned.

In June 2016, the New Jersey Supreme Court issued a 6-1 decision to maintain the COLA suspension indefinitely. The decision, written by Justice Jaynee LaVechhia stated, "In this instance, proof of unequivocal intent to create a non-forfeitable right to yet-unreceived COLAs is lacking. Although both plaintiff retirees and the state advance plausible arguments on that question, the lack of such unmistakable legislative intent dooms the plaintiffs' position."

As part of suspending the COLA, Chapter 78 established committees for each of the pension funds. The pension fund committees may consider reinstatement of the COLA once the retirement systems reach "target funded ratios." The target funded ratio for each pension system is 80 percent. Unless the state begins making its full pension payment, the pension funds will not reach the necessary funding level to make reinstating the COLA feasible. For the 2017-18 budget year, the Christie administration allocated \$2.5 billion to the state pension systems. This amount represents just 50

percent of what the state needs to contribute to begin to bring the pension systems to healthier levels.

## Recent pension fund valuations

As of the most recent pension fund valuations in July 2016, the Teachers' Pension and Annuity Fund (TPAF), the pension system that covers our certified members, had a funding level of 47 percent. The Local Public Employees' Retirement System (Local PERS), which covers our support staff members, was funded at 71.4 percent as of the 2016 valuation. Local PERS is funded at a higher level than TPAF because Local PERS is funded by the individual employers, rather than the state.

The Christie administration proposed and passed legislation that devotes lottery revenues for the next 30 years to three of the state pension systems (mostly allocated to TPAF). Christie claims that redirection of the state lottery funds immediately improved the funding status of the state pension systems from 45 percent to 59 percent. However, the temporary devotion of state lottery revenues to the pension systems does not increase the funding level overnight from an actuarial standpoint. This accounting maneuver alone will not result in the pension systems reaching 80 percent funding faster. Only when the state of New Jersey begins making its full pension payment, as determined by actuaries, will the pension system as a whole be on a path to an 80 percent funding level.

Only when the state of New Jersey begins making its full pension payment, as determined by actuaries, will the pension system as a whole be on a path to an 80 percent funding level.

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### Receive an award from Wells Fargo!

Eligible NEA members and their family members who purchase or refinance a home through the NEA Home Financing Program®, with financing provided by Wells Fargo Home Mortgage, will receive a My Mortgage Gift<sup>SM</sup> award after closing — \$500 for buying a home, or \$300 for refinancing your home — for use at participating retailers.<sup>1,2</sup>

Contact us today by calling the NEA Home Financing Program at 1-800-541-2105 or visit us online at [www.neamb.com/hf](http://www.neamb.com/hf)



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1. The NEA Home Financing Program has been developed for NEA members and their families. Parents, spouse or domestic partner, and children are eligible family members.

2. Eligible individuals can receive the Wells Fargo My Mortgage Gift<sup>SM</sup> award approximately 6 weeks after closing on a new purchase or refinance loan secured by an eligible first mortgage or deed of trust with Wells Fargo Home Mortgage ("New Loan"), subject to qualification, approval and closing, when identifying themselves as eligible. The My Mortgage Gift<sup>SM</sup> award is not available with The Relocation Mortgage Program® or to any Wells Fargo team member. Only one My Mortgage Gift<sup>SM</sup> award is permitted per eligible New Loan. This award cannot be combined with any other award, discount or rebate, except for yourFirst Mortgage<sup>SM</sup>. This award is void where prohibited, transferable, and subject to change or cancellation with no prior notice. Awards may constitute taxable income. Federal, state and local taxes, and any use of the award not otherwise specified in the Terms and Conditions (available at [wellsfargo.com/mmgterms](http://wellsfargo.com/mmgterms) and provided at receipt of award) are the sole responsibility of the My Mortgage Gift<sup>SM</sup> recipient.

Wells Fargo Home Mortgage has a services agreement with NEA's Member Benefit Corporation in which NEA's Member Benefit Corporation receives a financial benefit for providing agreed upon services. You are encouraged to shop around to ensure you are receiving the services and loan terms that fit your home financing needs.

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# Neptune Township EA wins bargaining award

The Neptune Township Education Association won the 2017 NJEA Jim George Collective Bargaining Award at the Collective Bargaining Summit held in Somerset on Oct. 27. The local association in Monmouth County was recognized for member, community and political organizing, and a strong settlement that puts a cap on Chapter 78 health care contributions.

“It started with the association members,” said NJEA President Marie Blistan as she conferred the award. “NTEA conducted regular building meetings and tapped into the power of the people. As they energized their members, it became easier to mobilize them when it counted.”

After negotiating for more than two years without a settlement, the association expanded its efforts to take its cause to the community. Members attended events in the township as an association and built relationships with parents.

With stronger community support, the association was successful in electing new members to the board of education.

“We must always remember that when we bargain contracts, it’s critical that we engage all community members in the process,” Blistan said. “When we garner support from our community members, we strengthen our ability to advocate for ourselves and for the advancement of our profession.”

In April 2017, NTEA and the Neptune Board of Education reached five-year agreement that covered the two previous years and three years going forward. Chapter 78 member contribu-

tions were capped at \$7,500 for certificated staff and \$2,500 for ESP, ending the annual losses in take-home pay.

“Put differently, that cap means certificated staff members at the top of guide will see an extra \$7,000 in their pockets,” Blistan concluded.

**Look for the full story of NTEA’s path to an award-winning collective bargaining agreement in the January or February edition of the NJEA Review.**

## 20 local associations nominated for the 2017 award

A record 20 local associations were nominated for this year’s NJEA Jim George Collective Bargaining Award.

The award is presented annually to an association that has accomplished one or more of the following:

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

Many of the nominated locals negotiated relief

from Chapter 78 losses in take-home pay. Nominated locals also bargained higher than average settlements in their respective counties, reduced salary guide steps, increased stipends, developed fairer methods for calculating leaves under the Family Medical Leave Act and the New Jersey Family Leave Act, stronger contract language that protects educational support professionals (ESP) from privatization, and increased funding for professional development programs.

**The nominated local associations were:**

- Allendale Education Association
- Cape May County Special Services Staff Association
- Cinnaminson Education Association
- Frankford Township Education Association
- Freehold Borough Education Association
- Glassboro Education Association
- Harrison Township Education Association
- Hillsborough Education Association
- Irvington Education Association
- Lenape District Education Association
- Lenape District Support Staff Association
- Lumberton Township Education Association
- Mahwah Education Association
- Neptune Township Education Association
- Ocean County Vocational Technical Education Association
- Old Bridge Township Education Association
- Palmyra Education Association
- Toms River Education Association
- Waldwick Education Association
- Westampton Education Association 



NTEA won the 2017 Jim George Collective Bargaining Award. From left: NJEA Secretary-Treasurer Steve Beatty, NJEA Vice President Sean M. Spiller, NJEA Consultant Diane Vistein, NTEA President Pamela Kellett, NJEA UniServ Field Representative Ron Villano, NTEA Association Representative Jennifer McKinley, NTEA Treasurer Michael Highland, NJEA President Marie Blistan, and NTEA Vice President James Weldon.

The NJEA Convention Committee, pictured here, oversees the convention program.



NJEA members Ted Gaydos and Jayne Colford were the first place finishers in the Boardwalk Run. Full results are available at [njeaconvention.org/bwresults](http://njeaconvention.org/bwresults) and will be printed in the January NJEA Review.



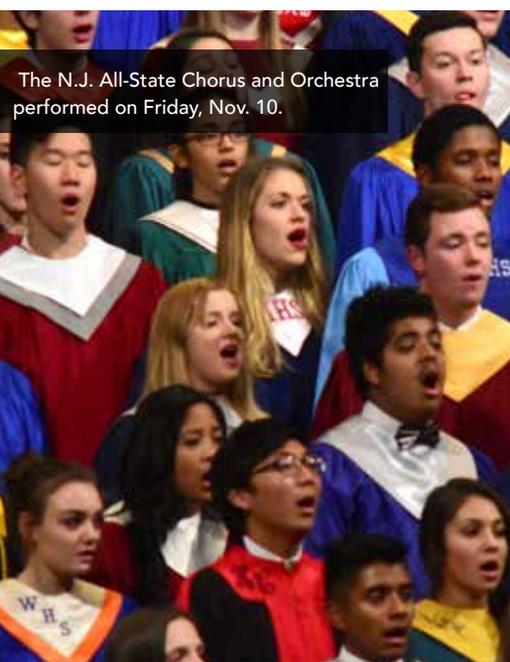
NJREA member Linda Smith presents her ever-popular workshop, McGyver Science.



# NJEA Convention draws members from across the state



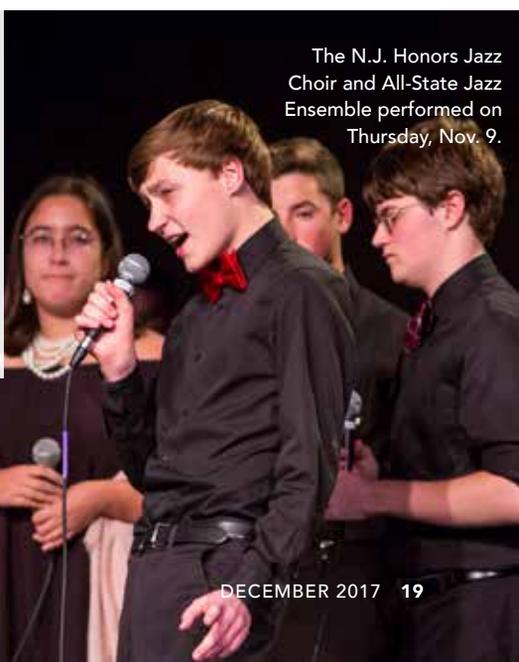
Newark Teachers Association members Marie Grace Ong and Joycelyn Ortillo-Samin tour Main Street NJEA with the ESP bee.



The N.J. All-State Chorus and Orchestra performed on Friday, Nov. 10.

NJEA members from across the state converge on Atlantic City on the Thursday and Friday following Election Day. This year, they had something to celebrate: the election of Ambassador Phil Murphy as New Jersey's next governor.

But the reason members flock to the convention is the same as it is every year: to take advantage of the very best in professional learning and countless opportunities to connect and collaborate with colleagues.



The N.J. Honors Jazz Choir and All-State Jazz Ensemble performed on Thursday, Nov. 9.



# Ilyasah Shabazz leads conversation on social justice

In keeping with the 2017 NJEA Convention's theme of social justice, education justice, and student success, author, activist and educator Ilyasah Shabazz participated in a discussion with the three NJEA officers about her family's history of activism and the role educators can play. She also moderated a panel of six students from diverse backgrounds on their suggestions for creating more inclusive, considerate and effective learning environments.

Shabazz, the daughter of Malcolm X and Dr. Betty Shabazz, urged the audience to consider that "activism is a way everyone should live their lives."

Shabazz's father was murdered when she was a very young child, so she credits her mother with instilling in her and her five sisters a sense of his legacy as well as their own responsibility toward others.

"My mother always said to me, 'just as one must drink water, one must give back.'"

Shabazz has traveled around the world working on women and girls' empowerment issues. She said that her mother stressed a strong sense of self-worth in her children, believing that in order to be compassionate toward others, you have to love yourself.

"When we teach our children to hate other people, we're actually teaching them to hate themselves," Shabazz said.

Dr. Shabazz ensured that her daughters were surrounded by examples of strong, accomplished women, and that they were inclusive of people from all walks of life. In this way, she reinforced her children's self-worth and value to the world, regardless of how outsiders might view them.

"My mother raised six strong, opinionated women. There is no one who can tell us we are not worthy."

In addition, Shabazz urges her students to acknowledge their own responsibility to be positive actors in their communities.

"I always tell my students, 'you can't complain unless you're doing something about it.'"

You can learn more about Shabazz at [www.ilyasahshabazz.com](http://www.ilyasahshabazz.com).

## Student panel offers advice to educators

The panel of students, all current or former students at three Bergen County high schools, provided educators with advice on how to engage with students while respecting and understanding experiences they bring into the classroom.

Bergenfield High School student Conor Murray urged educators to relate the curriculum to the real world in order to help them grow as people and activists.

Zainab Ali, also from Bergenfield High School, pointed out that, "If you look at a car or a phone from 150 years ago, there's been progress and change. But there's been no change in classrooms. We still sit in rows and have a short break to eat. We need greater cooperation, not competition."

For Devin Raphael of Bergen County Technical High School, educators can vastly improve the learning environment for students who do not identify with their birth gender by using more inclusive language. Devin provided the examples, such as "guys, gals and nonbinary pals" or the adopting the southern phrase, "ya'll" or "you all."

The students were sympathetic to educators who feel beaten down by changes in the curriculum and the over-emphasis on standardized testing.

"I've learned the College Board version of history," Conor said, urging educators to try to tap into their own—and students'—interests in order to improve the experience for everyone.

Jamile Munoz and Angelina Carrion from Bergen County Technical School and Dean Connors, a graduate of Bergenfield High School, also spoke on the panel.

With audience members, Kuczala demonstrates an easy, classroom-friendly technique to engage students' minds and bodies.



## Connecting the brain and body to engage learners

One strategy that Thursday's student panel would probably have applauded was demonstrated during Friday's plenary session by Mike Kuczala, the Director of Instruction for the Regional Training Center, and educational consulting firm based in Randolph, and president of Kuczala Consulting. The session was sponsored by the New Jersey Association for Health, Physical Education, Recreation, and Dance.

Plenary participants who expected to sit and listen to a speech for an hour were no doubt pleasantly surprised by Kuczala's presentation. From the beginning, he had participants on their feet, working with partners, and even up on stage keeping a balloon aloft in order to demonstrate easy, classroom-friendly techniques that engage students' minds and bodies.

With plenty of research backing his claim that physical activity actually improves student learning, Kuczala urged the audience to rethink their impression of how learning happens.

"Learning doesn't just happen from the brain up, it happens from the feet up," Kuczala said. "People need to be full-body learners."

He shared research supporting the fact that physically fit students do better academically.

And he shared statistics that underscored the health crisis that is building in the United States. According to Kuczala, one in three children born in 2000 or after will develop diabetes. Among African-American and Latino children, that number skyrockets to one in two.

As fun as the plenary was—and the laughter erupting from Hall A was evidence that it was fun—for Kuczala, the strategies could not be more serious or necessary. "The point of these exercises isn't fun; the point is to make the most efficient learners by meeting their needs."

Kuczala is coauthor of *The Kinesthetic Classroom: Teaching and Learning Through Movement* and *Training In Motion: How to Use Movement to Create Engaging and Effective Learning*.



Friday's keynote speaker  
Mike Kuczala

This year, \$97,012 was awarded to fund 17 projects in school districts across the state.



# Hipp Celebration spotlights excellence

At the annual Celebration of Excellence, NJEA honors those who personify the success of public education. Members meet the newly minted state teacher of the year, public school graduates who have gone on to careers of distinction, and the recipients of grants from the NJEA Frederick L. Hipp Foundation for Excellence in Education.

Honoring veterans, the celebration opened with The Air Force JROTC from Salem County Vocational-Technical School presentation of the colors.

Ocean City American Sign Language (ASL) teacher Amy Andersen gave one of her first speeches as the state's top teacher, 17 Hipp Grant recipients were introduced, and an outstanding public school graduate was honored.

NJEA President Marie Blistan noted that New Jersey's public schools are consistently ranked first, second or third in the nation. She credited that success to the teamwork of teachers and educational support professionals (ESPs), especially when they are supported by all stakeholders.

"Our students outshine their peers because the educators in our schools outshine *their* peers," Blistan said. "Our schools here in New Jersey are excellent because our teachers and ESPs, our unions and administrations, our board members and legislators, and even our mayors and town council members, all work together with our students and their families to build our communities. It's that sense of togetherness, and knowing that it truly takes a village, that brings immeasurable value to our schools."

## Hipp grantees honored

The NJEA Frederick L. Hipp Foundation for Excellence in Education was established 24 years ago and the first grants were awarded in 1994. Since then, the Hipp Foundation has awarded over \$2 million to support hundreds of innovative programs in New Jersey's public schools.

This year, \$97,012 was awarded to fund 17 projects in school districts across the state.

You can learn more about the awardees and how to apply for a grant at [njea.org/hipp](http://njea.org/hipp).

## Teacher of the Year Amy Andersen

NJEA Vice President Sean M. Spiller introduced the 2017-18 New Jersey Teacher of the Year Amy Andersen.

Andersen is a nationally recognized educator who began her career teaching deaf children to fall in love with reading. She now teaches hearing children to fall in love with ASL.

"Amy has made a difference in the lives of her students, and she serves as a model for teachers throughout the country," Spiller said. "She ignites her students' passion for learning, gives them a voice and shows them their voices are valuable. Amy's students go out into the world as lifelong learners making bridges between cultures, embracing differences in those around them, and changing lives as they go."

In her remarks, Andersen discussed the "power of voice." She traced the story of Laurent Clerc, who was born deaf in Lyons, France in 1785. Clerc would go on to found the first school for the deaf in the United States with Thomas Hopkins Gallaudet.

"Teaching is a means to establish equity so that every child has the opportunity to achieve excellence," Andersen said. "I make sure my students know that regardless of where they are from, who their parents are, what church, temple or mosque they go to, or how they communicate, I hear them, and their voices are valid. That is what Clerc did for deaf children in America, he gave them the means to express themselves and then he listened."

Seven of Andersen's students provided the emotional highlight of the Celebration of Ex-

cellence when they took the stage to sign the lyrics to "You Will Be Found," a song from the Tony-award winning *Dear Evan Hansen*.

A feature story on Andersen can be found beginning on Page 24.

## Award for Excellence spotlights musician

NJEA presents the Award for Excellence to graduates of New Jersey public high schools who have demonstrated exceptional leadership in their fields of expertise. This year's honoree was Patricio Molina, a 2008 graduate of Passaic Valley Regional High School.

A Chilean-native, Patricio Molina is a musician, pianist, composer, church organist and conductor. He has appeared in venues around the world including New York's Carnegie Hall, the Teatro Municipal of Chile, Borden Auditorium at the Manhattan School of Music, the New Jersey Performing Arts Center (NJPAC), and the Odeon Amphitheater in Jordan.

Molina is an associate director at the Newark School of the Arts in the Conservatory Division.

Molina came to the United States at the age of 13. After initially attending Gosford Park High School in Paterson he moved to Passaic Valley High School in Little Falls.

"I heard that this country was a country of opportunities and I knew I had this talent and this dream," Molina said. "With a lot of patience, love and support, teachers guided me to continue in pursuit of my dream."

Molina hinted that pursuing that dream did not come easy.

"I played nights at the Brownstone [banquet hall] in Paterson to get enough money to pay the rent," Molina recalled. "During that time, one of the best meals I had every day was the meal I had at school."

# PARCC still dominates State Board of Education session

As the Christie administration entered its final months, NJEA Vice President Sean M. Spiller hosted a panel discussion with three members of the New Jersey State Board of Education: Board President Arcelio Aponte and board members Edie Fulton and Kathy Goldenberg.

Aponte was elected board president at its September meeting after the former president, Mark Biedron, was not reappointed by Gov. Chris Christie. He was initially appointed to the State Board in 2005. He had previously served as the board's president from 2010-14. Fulton, a former president of NJEA, has served on the board since 2007. Goldenberg, president of the Moorestown Board of Education from 2015-2017, was appointed to the State Board this year. She was first elected to the Moorestown board in 2007.

Aponte noted that he is a product of the public schools in Newark. He called education the foundation of prosperity and said that New Jersey is a leader in public education. He also noted that with a new governor there will likely be a new commissioner of education.

"My hope is that we—the State Board and the Department of Education—continue to work with you toward improving public education in the state of New Jersey, continue to listen to the students in our schools, the parents, the teachers and school leaders to meet the needs of our schools," Aponte said.

Fulton referred to herself as the maverick on the State Board, noting the questions she has raised concerning New Jersey Department of Education proposals to lower credential standards for school nurses and to weaken certification credentials for charter school educators.

"While we were raising the credentials for teachers in traditional schools, we were lowering the credentials for charter school teachers and I found that hard to swallow," Fulton said to applause.

Fulton also clarified the different responsibilities that the State Board and the Legislature have concerning public education.

"The legislature makes the laws; we make the rules," she said.

Such differences came up during the meeting—especially concerning the use of standardized test scores in teacher evaluation. While the law requiring the use of such scores comes out of the Legislature—something the State Board cannot independently undo—the State Board and the NJDOE create the regulations for how the scores will be used in compliance with the law.

"My big concern is returning joy and passion to the classroom," Fulton concluded.

Goldenberg said that educators are role models and that she has the utmost respect for

who has said that he is "not a fan of PARCC," many questions asked of the board indicated that NJEA members were hopeful that the Pearson product would soon no longer be administered. Aponte compared PARCC favorably to the tests that had preceded it: the New Jersey Assessment of Skills and Knowledge (NJASK) and the High School Proficiency Assessment (HSPA).

"I recognize that PARCC is not perfect by any means, but neither was NJASK and neither was the HSPA," Aponte said. "I do believe that while PARCC is a better assessment tool than what we've had in the past, there's plenty of room for improvement.

Calling it a better assessment evoked groans from the audience.

Anthie Jones, a science teacher at Freehold

Regional High School, indicated that it takes about six weeks for the school to administer the PARCC to 2,400 students. She noted that during those six weeks she cannot introduce new material or administer tests or quizzes.

"What do you expect of me by taking my students away for six weeks?" she asked.

Apart from PARCC, members asked the State Board about civics education, kindergarten education, arts education, an increase in the weight of standardized test scores in school district accountability standards,

anti-bullying and school climate, the New Jersey Student Learning Standards, and special education.

Camden teacher Larry Zahn told the board that it is difficult for community members—particularly in low-income areas—to attend State Board meetings or provide public testimony. The board generally holds its meetings during the work day. He thanked Fulton for being one of the only board members to visit Camden's public schools and urged the board to hold a meeting in Camden at a time when parents and educators could attend. 📍



New State Board member Kathy Goldenberg introduces herself to NJEA members as NJEA Vice President Sean M. Spiller moderates the board's session at the NJEA Convention. Also on the panel were State Board President Arcelio Aponte (center) and member Edie Fulton.

teachers who go in every single day and deal with educating students. She noted that her children are successful graduates of New Jersey's public schools.

"I am here today because I want to learn, I want to be a part of the conversation, I want to hear what our stakeholders have to say," Goldenberg said.

## PARCC still central to conversation

PARCC, or the Partnership for Assessment of Readiness for College and Careers, continued to be a major topic of discussion at this year's session with the State Board.

On the heels of the election of Phil Murphy,



of a passionate educator



Meet the 2017-18 New Jersey State Teacher of the Year

*Amy Andersen*

Most people would consider themselves lucky if they had one passion in life, but for Ocean City High School teacher Amy Andersen, her life has been guided by three powerful forces: music, sign language and her family.

Andersen, an only child who grew up in Cape May Court House, the child of two educators, discovered music at an early age. As a student in Middle Township Public Schools, she began taking flute lessons in fourth grade. The interest soon consumed her and required great sacrifices from her parents. For a decade, she and her father made the more than one-hour drive into Philadelphia every Saturday morning so that she could take lessons with a private instructor.

Those lessons paid off. As a sophomore in high school, Andersen was selected as the first chair and invited to travel to Russia as part of the Trenton Sister Cities Youth Orchestra.

"I was so immersed in music," Andersen remembers. "It was my life, so it seemed like the natural thing was to major in music."

Andersen was accepted into Indiana University's prestigious orchestra program, an intense commitment that meant four hours of rehearsal a day, and that left no room for extra-curricular activities or outside interests.

### A new interest develops

But another interest lingered. When she was seven years old, Andersen's mother, Ruth, was working as a teacher's aide with a severely cognitively impaired and deaf student. Gina Lanza, an educator fluent in American Sign Language (ASL), taught Andersen's mother how to communicate with her student, and Andersen tagged along to the lessons.

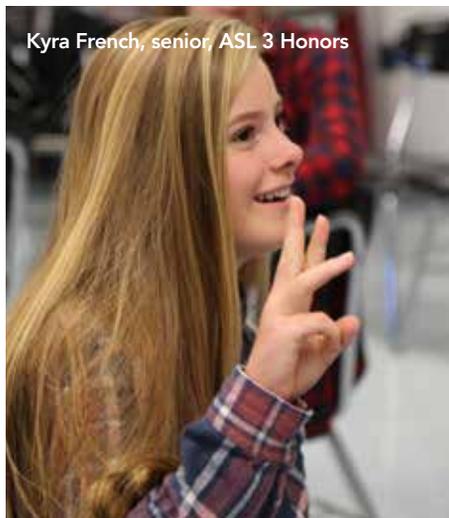
At Indiana University, Andersen took a class in sign language with a professor who was a Child of Deaf Adults (CODA). In her words, "I became obsessed. Every night I practiced what I'd learned."

On school breaks while back in New Jersey, Andersen substituted at the Cape May County Special Services School District where she was mentored by people such as Kathy Fillipo, a teacher of the deaf.

"Kathy would let me do a story with her students," Andersen remembers. "I wanted to be there all of the time. I would turn down paying jobs to volunteer and spend time with her students."

Through a scheduling quirk, Andersen took ASL-1 and ASL-3 but had to double-up on ASL-2 and 4 in order to not miss anything. She put her new skills into practice by working as an interpreter for a student who had lupus and was losing her hearing. She would attend classes with her and sign the lessons.

At the same time, Andersen continued to pursue a career as a professional musician. She



was accepted to graduate school at Temple University to continue her music education, but the gratification of working with deaf students was so much greater than her desire to perform that she struggled to reimagine her goals. Andersen and her parents had sacrificed so much to make a career in music possible that it was challenging for them to accept that music was no longer the most important passion in her life.

"I never thought I would become a teacher," Andersen said. "As the child of teachers, I saw firsthand how difficult this profession is. But my parents' colleagues saw it in me. The other teachers would tell my mother that I was going to be a teacher someday."

Andersen spent a great deal of time with other ASL students. Finally, one night while out signing with students, she admitted that she wanted to be a teacher of the deaf.

Her father had an understandable—albeit hilarious—reaction, particularly after helping to pay for an undergraduate degree in music: "My dad said, 'You couldn't have figured this out \$100,000 ago?'"

Andersen's parents quickly became very supportive and encouraging.

### Becoming a teacher

Andersen applied, and was accepted to a program in Western Maryland that focused on a bilingual, bicultural approach to signing. When she discovered that hearing students did not have to be fluent in ASL in order to be accepted into the program, a double standard that she felt weakened the program and insulted the deaf students, Andersen worked with other students to ensure that hearing students admitted to the program had some background in ASL.

She completed 250 hours in a practicum at the Maryland School for the Deaf and accepted an internship at the Learning Center in Framingham, Massachusetts. When her cooperating teacher went on maternity leave, she was offered the position. That led to a full-time position the following year.

"It was the perfect school and the perfect environment," Andersen said. "Students had language access 100 percent of the time. There were free classes for the families of deaf newborns and children."

Andersen stayed for three years, but with a master's degree and 30 credits, she was making only \$21,000 a year at the private school. Reluctantly, she had to move on, and she found a new home in the Boston Public Schools.

Nationally, the Horace Mann School for the Deaf enjoys one of the best reputations for deaf education. The principal, Patrice DiNatale, was a mentor for Andersen. She encouraged Andersen to take on new challenges.

One of the greatest challenges was the

discrepancy among the kind of support families could provide to Andersen's students. Some had been born into deaf families with a strong support system. Some were hearing immigrants who were struggling to acquire the necessities for their families.

"My biggest challenge was the foundation the students had from their families," Andersen said. "The highest achievers were the students from deaf families and families who really immersed themselves in deaf culture."

Andersen believes whole-heartedly in the importance of respecting the deaf community as a culture unto itself, not a disability, in much the same way that a native speaker of French, Spanish or Russian would not be viewed as disabled. (See sidebar.)

## Returning to New Jersey

By 2004, Andersen was married and had a baby, Jordan, when her third, and perhaps strongest, passion pulled her back to southern New Jersey: family.

While Andersen had been thinking of moving closer to her parents, her mother provided an irresistible nudge when she sent Andersen a job listing for an ASL teacher at Ocean City High School.

"I really loved teaching deaf students, but there were no deaf programs in the area and I wanted to be close to my parents," Andersen said.

Andersen was hired to teach in the special education department at Ocean City High School. She was working with one deaf student,

providing support. A board member wanted an ASL class, so Andersen launched a program in 2004. In one year, the ASL program jumped from 42 students to 138; the program now has six classes, three levels, and there's a waiting list to get in.

"My belief system is there should be a deaf person teaching ASL because it's their language and culture," Andersen said. "But since the process for teacher certification involves 30 credits of ASL at the college level, someone who grew up signing wouldn't naturally take ASL 1, 2 and so on, so it creates an obstacle for some deaf would-be educators." In addition, since southern New Jersey does not have a large deaf community, there are not enough certified people to meet the demand.

As the New Jersey State Teacher of the Year, Andersen will spend a six-month sabbatical, courtesy of ETS, working with the New Jersey Department of Education. Her goal is to get more deaf teachers at the high school level, and mirror the bilingual/bicultural model she used as a teacher of the deaf. Andersen believes that with both hearing and deaf teachers in a program, students will see how differences connect people and that they are stronger because of diversity, not in spite of it.

"Deaf culture is a minority culture with a minority language in a majority culture," Andersen said. "Because of ASL, we are able to talk about respecting differences and learn about cultures, and that carries over from the deaf community into the things that these high school students are dealing with every day.

"As the teacher of the year, I hope to focus

on spreading awareness of ASL, deaf culture, and language equality for deaf children in New Jersey, but I also want to help teachers be mindful of what we are modelling as a priority for our students," Andersen continued. "If I show students that my only priority is for them to be great signers and interpreters, then I can only reach a small number of them. But I want to show them that my priority is the indisputable guarantee that every one of us has value, and it is our human right to communicate, to have a 'voice.'"

For Andersen, her sons, Jordan and Jacob, and her parents, Michael and Ruth, this will be a year of new opportunities and experiences, but the ability to combine her three passions will undoubtedly bring her back to Ocean City High School and the connections she is working to build there among ASL-educated students and the deaf community.

In addition to the six-month sabbatical, ETS supplies the teacher of the year with a laptop. NJEA will provide Andersen with a car lease for the year equipped with EZ Pass, a \$500 clothing allowance, media training and communications support, and funding for the trip to Washington, D.C. to meet the president, along with other state teachers of the year. She also has free access to all NJEA statewide trainings. At the end of the year, NJEA will present Andersen with a ring to commemorate her achievement. 🎉

*Kathryn Coulibaly is the associate editor of the NJEA Review and provides content and support to [njea.org](http://njea.org). She can be reached at [kcoulibaly@njea.org](mailto:kcoulibaly@njea.org).*



The ASL 1 class signs the "I Love You" handshape.

# DEAF CULTURE

Deaf culture is a point of pride for the deaf community. According to the Laurent Clerc National Deaf Education Center at Gallaudet University, the values, behaviors, and traditions of deaf culture include:

- Promoting an environment that supports vision as the primary sense used for communication at school, in the home, and in the community, as vision offers individuals who are deaf access to information about the world and the independence to drive, travel, work, and participate in every aspect of society.
- Valuing children who are deaf as the future of deaf people and deaf culture. Deaf culture therefore encourages the use of ASL, in addition to any other communication modalities the child may have.
- Support for bilingual ASL/English education of children who are deaf so they are competent in both languages.
- Inclusion of specific rules of behavior in communication in addition to the conventional rules of turn taking. For example, consistent eye contact and visual attention during a conversation is expected. In addition, a person using sign language has the floor during a conversation until he or she provides a visual indicator (pause, facial expression, etc.) that he or she is finished.
- Perpetuation of deaf culture through a variety of traditions, including films, folklore, literature, athletics, poetry, celebrations, clubs, organizations, theaters, and school reunions. Deaf culture also includes some of its own "music" and poetry as well as dance.
- Inclusion of unique strategies for gaining a person's attention such as gently tapping a person on the shoulder if he or she is not within the line of sight, waving if the person is within the line of sight, or flicking a light switch a few times to gain the attention of a group of people in a room.

Source: Laurent Clerc National Deaf Education Center at Gallaudet University, [bit.ly/gallaudetdeafculture](http://bit.ly/gallaudetdeafculture).



Lindsay Farmer, sophomore, ASL 1



From left:  
Students Olivia Raffaele, Seaira Manning, and Sophia Meyler.



Lindsay Farmer, Sophomore; Grace Boschard, Sophomore; Hailee Pietrowitz, Sophomore



Shannon Mulraney, Elizabeth Buch and Makenzie Friend, sign their interpretation of "You Will Be Found" from *Dear Evan Hansen*.

# MAKING SCHOOLS SAFER FOR TRANSGENDER STUDENTS

By Dr. Amy Moran, Teaneck middle school teacher; Erik Gundersen, Pascack Valley superintendent; Jackson Evangelista, Northern Valley student, and Patrick Rumaker, NJEA Review editor

On July 21, 2017, Gov. Chris Christie signed S-3067 into law. This new law required the New Jersey commissioner of education to develop and distribute guidelines concerning transgender students to school districts. The law delineated 11 factors that the guidelines should cover to ensure “a safe and supportive learning environment that is free from discrimination and harassment for transgender students, including students going through gender transition.”

The need for the law was underlined this past September when Kylie Perez, a transgender student at East Side High School in Newark, was beaten by seven students after one student yelled, “There’s the tranny!” The incident was caught on a school security camera and witnessed by dozens of students. The seven students were suspended as the Essex County Prosecutor’s Office investigated the attack as a bias crime.

According to S-3067, the commissioner’s guidelines must, among other directives, “ensure that a transgender student is addressed at school by the name and pronoun preferred by the student that corresponds to the student’s gender identity.” The law also provides guidance on confidentiality, student records, student identification cards, restroom and locker room usage, and participation in student activities.

The law also requires the commissioner to provide school districts with guidance and resources for providing “professional development opportunities for teachers, administrators, guidance counselors, bus drivers, coaches and other school staff regarding issues and concerns relevant to lesbian, gay, bisexual, transgender, and questioning (LGBTQ) students and making developmentally appropriate information about LGBTQ issues available in school facilities, which may include providing pamphlets or books in school libraries, counseling offices, and nurses offices.”

In response to the need for a safer school climate for transgender

students, the Bergen County Education Association (BCEA) hosted a luncheon with the county’s local association presidents and school district superintendents in September.

At the luncheon, sixth-grade teacher, LGBTIQ+ Alliance adviser and NJEA member Amy Moran delivered a presentation on ways to advocate for transgender, gender nonbinary and intersex students. Erik Gundersen, superintendent of the Pascack Valley Regional High School District, discussed his school board’s passage of a policy for transgender students. Jackson Evangelista, a senior at Northern Valley Regional High School, shared his story as a transgender person. Behind the scenes, Evangelista’s adviser at Northern Valley, Marisa Januzzi, assisted him as he prepared his remarks.

The NJEA Review editor invited Moran, Gundersen and Evangelista to write an article for the magazine that captures the essence of the presentation they delivered at the BCEA luncheon. You’ll note that Moran and Gundersen introduce themselves by identifying the pronouns they prefer—a growing practice to ensure that social and professional situations are inclusive of all identities. You may wish to consult the vocabulary sidebar on Page 27 prior to reading the main article as it will clarify the meanings intended by the authors.

Throughout this article you will see the initialism “LGBTIQ+.” The LGBTI part stands for lesbian, gay, bisexual, transgender and intersex. The “Q” sometimes refers to the word “queer,” which has steadily grown in positive use since at least the 1990s to reclaim the word from its pejorative history and to honor the full spectrum of human identity. Unfortunately, it is still all too often used as a slur. Care should be used to determine the appropriate context for its use. The Q can also refer to “questioning,” as when individuals are unsure of their identity. The “A” sometimes refers to “asexual” and other times to “ally.” The plus sign indicates inclusion of all identities in addition to and between the letters LGBTIQ+.

# A MEMBER'S PERSPECTIVE

I'm Amy Moran, and I use she/her pronouns. I've been a middle school teacher in Teaneck Public Schools for 23 years. This is my 11th year as the advisor for the LGBTIQ+ Alliance at Teaneck High School called Spectrum. In the talk we gave at the BCEA luncheon for superintendents, I spoke about some key ways to advocate for our transgender, gender nonbinary and intersex students.

First, do some schema-building! We need to expand our vocabularies about issues that affect the transgender, gender nonbinary and intersex students in schools. This expands our intellect and our empathy. Both matter because we have a hard time being compassionate toward people and things we don't understand. Many of the terms I've written about here are listed and defined on Page 33.

Second, understand that transgender, gender nonbinary and intersex students attend our schools right now.

- One out of 137 teenagers is **transgender**. That's 0.7 percent. In a high school of 1,200 students, that's eight kids.
- At least 1.7 percent of people are identifiable as **intersex** at birth, which is as common as being born red-headed. However, many **intersex** characteristics aren't identified until or after the age of puberty, making 2 to 4 percent a more accurate estimation. In your 1,200-student high school, that's 20 kids.
- In Spectrum at Teaneck High School, we currently have twice as many **gender nonbinary** students as **transgender** students who come to meetings and only one "out" **intersex** person.

From these statistical and anecdotal numbers, we might infer that in a school of 1,200 students, eight are transgender, 16 are gender nonbinary, and 20 are intersex. That's 44 kids. Differently put, anywhere from 3 to 5 percent of the student body of a 1,200-student high school is transgender, gender nonbinary or intersex. That's around 36-60 students.

It's time for us to revise and refine

our understandings about LGBTIQ+ youth in schools. Specifically, if you think you don't have any transgender, gender nonbinary, or intersex students in your schools, it isn't because those students aren't there. It's because your schools aren't safe enough for them to come out in.

**Visible → Familiar → Comfortable → Normal = Safe**

Finally, school culture evolves toward inclusion and safety for all students based on visibility, familiarity, comfort, and normalcy. If LGBTIQ+ issues are *visible*—in the hallways, the curriculum, the school clubs, in the things teachers and administrators say and do publicly, and more—then they become *familiar* to students and staff. Once LGBTIQ+ issues become *familiar* in the school culture, they become more *comfortable* to talk about and exist among. Once something is *comfortable*, it can feel *normal*. And once LGBTIQ+ issues are considered *normal* in the school, that school culture is more likely to be *safe* for everyone in the school community.

Conversely, as long as LGBTIQ+ people are not perceived as normal in schools, we will never be safe there.

I'm especially proud of the work Erik, Jackson, his advisor Marisa Januzzi, and I did to prepare for our talk at the BCEA luncheon because it exemplifies the value of multiple voices and stakeholder perspectives, specifically those of a superintendent, a transgender student, his school-based advocate, and an activist teacher/advisor/county-level union committee member.

We showed superintendents how to recognize cisgender privileges while working to convert their personal compassion into visible and measurable actions that support transgender, gender nonbinary, and intersex students in their school districts. Our hope is that they'll take what they learned and widely support this wonderful group of young people in their school communities.

**"If you think you don't have any transgender, gender nonbinary, or intersex students in your schools, it isn't because those students aren't there. It's because your schools aren't safe enough for them to come out in."**



ABOVE: Teaneck teacher Dr. Amy Moran, speaking at a BCEA luncheon for local association presidents and district superintendents on Sept. 26

BELOW: Northern Valley Regional High School student Jackson Evangelista speaking with BCEA President Sue McBride at the BCEA luncheon.



# A SUPERINTENDENT'S PERSPECTIVE

I am Erik Gundersen, and I use he/his pronouns. I am not an expert regarding gender identity. I am still becoming familiar with the needs and challenges that our transgender students face as they struggle with their sometimes difficult journey through high school. However, it is my mission to become more knowledgeable and share how one district addressed transgender rights and what that district could have done differently as it continually strives to create an increasingly safe environment for all students.

In the fall of 2015, the Pascack Valley Regional High School District Board of Education was presented with a policy guidance document from its advisory company regarding transgender rights. The need for such a policy was surprising to the policy committee as many believed that our transgender population was already being served well by the supportive actions of our building principals and counselors.

Through the board's discussions, it became apparent that this policy was necessary, as the adoption of such a policy would serve as a mechanism for assuring our transgender students that they would be safe and supported by the district.

## Pascack Valley's actions and what we could have done differently

Pascack Valley adopted a transgender policy because we believed a policy would make it clear that we support the rights of transgender students so they may feel empowered to be free and enjoy their adolescent years just as much as any cisgender student. We held a parent information night to educate the public about the rights of transgender students, but we focused on the legal aspects of the policy. After the meeting, we realized that we should have spent more time correcting the misconceptions that uninformed people have about what it means to be transgender.

Pascack favored a policy where decisions regarding gender identity rest solely with the student, but the goal of the district is to foster a *positive* and *safe* dialogue between the student and their family regarding this sensitive topic.

We introduced at least one gender-neutral option for restrooms in both Pascack Hills High School and Pascack Valley High School. Moving forward, we will add additional gender-neutral options, and make certain that students know that gender-neutral restrooms are an option for all students who seek additional privacy.

Pascack Valley Regional was not the first district to adopt a transgender rights policy, but we did receive the greatest amount of attention from the news media, various state and national organizations, and the public at large. Threats of lawsuits, claims that the district was undermining the rights of parents, and concerns about possible sexual misdeeds in restrooms and locker rooms were techniques that were used to instill fear and lobby our board of education to reject the policy.

In the spring of 2016, the board of education passed its transgender rights policy and tweaked it again in the fall of 2016 to provide further clarification on the rights of parents. The district and the board of education did what was right, making a statement that all students, despite race, religion, sexual orientation, or gender are equal.

For those districts who say, "We don't have any transgender students right now, so we are not going to adopt the policy until we have a need," or "We are giving the students the support they need, we don't need a policy to be supportive," I urge you to state loudly and proudly that you have a policy that protects the rights of all students regardless of their gender identity.



**"Pascack Valley adopted a transgender policy because we believed a policy would make it clear that we support the rights of transgender students so they may feel empowered to be free and enjoy their adolescent years just as much as a cisgender student."**

# A STUDENT'S PERSPECTIVE



Speakers and attendees at the BCEA luncheon for local association presidents and district superintendents on Sept. 26. From left: Bergen County Interim Executive Superintendent Norah Peck; Teaneck middle school teacher and Spectrum adviser Amy Moran; Jackson Evangelista's father, Bienvenido Evangelista; Northern Valley Regional Superintendent James Santana; Jackson Evangelista's mother, Evelyn Evangelista; Pascack Valley Regional Superintendent Erik Gundersen; Northern Valley Regional student Jackson Evangelista; BCEA President Sue McBride; and Northern Valley English teacher and GSA adviser Marisa Januzzi.

**"I have amplified my voice in the hope that my peers would feel inspired and encouraged to use their voices as well."**

I am Jackson Evangelista. I am a senior at Northern Valley Regional High School at Demarest and am female-to-male (FTM) transgender. I discovered myself in the summer of 2015 on Tumblr and YouTube. I started to relate to other transgender people's stories, but the thought of telling my family and friends terrified me because I didn't know how to start the conversation of coming out to them.

I told my friends and my sister over text because we wouldn't be seeing each other for a while. Then I told my parents in the car, and that was one of the best days of my life. Everyone that I have told was supportive and accepting, but with school approaching, I was scared of being bullied by my peers. Ultimately, I came to realize that it took me 15 years to discover who I really am, and that I had an amazing family and good friends so I wasn't going to let anyone bash me or take away my happiness.

I struggled with depression and anxiety throughout my sophomore year because of my gender and body dysphoria, which eventually led me to having suicidal thoughts in June of 2016. The whole year was terrifying and lonely because I didn't have many friends who were transgender. Even though my family and the friends I'd told about myself had my back, they couldn't relate to me.

This battle with depression and anxiety was between me, myself, and I because I knew I was born into the wrong body and that I couldn't do anything about it. But seeing that I had inflicted pain on my family and friends because of this battle broke my heart.

My hopes and dreams are to join the Air Force after high school, fall in love, get married, and start a family. I want to experience the simplest things in life, but how was I going to do that if I took my own life? During my recovery, I channeled my struggles and challenges into the work that I'm doing now.

I created a PowerPoint presentation in October 2016 about my journey

called "Little Light." At first, I took it to my GSA club. Then my principal heard it and got me a gig speaking to all the principals and superintendents in our district, and eventually, I was even invited to join a panel addressing all the NJEA presidents and superintendents in Bergen County.

My target audience is the children because I want my struggles discovering myself to be useful to them without incurring the same risk and because they are our future. As adults, we need to guide children into creating this world where we love, care, and respect others and are empathetic toward all people. Empathy is crucial and nonnegotiable. Having the ability to feel someone else's pain and what they're going through is an amazing thing, because it's a connection between others; we need that now more than ever.

I felt stressed preparing for the BCEA luncheon because I thought I had to change presenting my story to addressing transgender student policies. That was not the case at all. As the luncheon date approached, I realized that my story can influence policies, and that I brought the emotional component to the table. I'm glad that I was the last one to present before Amy Moran did the closing, because I took it home emotionally.

I did not expect to get a standing ovation, let alone the tears in audience members' eyes. The whole atmosphere of the room caught me off guard and overwhelmed my heart. I was ecstatic and overjoyed the entire day. This experience was definitely one for the books.

The collaboration between Amy, Erik and me was an honor because it was my first experience working with limited time, which made me learn to think about what to prioritize. We did a good job weaving our presentations together to create an impact at the luncheon. I have amplified my voice in the hope that my peers would feel inspired and encouraged to use their voices as well.

# ACTION ITEMS TIMELINE

In order to ensure that transgender students feel empowered to be free and enjoy their adolescent years just as much as a cisgender student, it's important to have a plan. Below is a list of actions and a timeline in which to complete them.

## LGBTIQ+ Advocacy Actions

A. Check in with the \*GSA at your school. Find out how students feel about the current school climate as it relates to \*\*LGBTIQ+ positivity. Collaborate to increase LGBTIQ+ visibility schoolwide.

B. If your school doesn't have a GSA, work with your principal to put a proposal on the next board meeting agenda.

C. Ensure that all district athletic directors hire only referees who have taken the training course sponsored by NJSIAA and Legal One: "Legal Liability and Athletics: Transgender Issues in Interscholastic Athletics"

D. Launch board-approved LGBTIQ+ Alliance in all high schools. Start a related club in middle schools too.

E. Get student feedback about your district's transgender policy. Can students really access the things listed in the policy? Be ready to revise and refine. If you don't have one, begin drafting one with student input.

F. Work with ally administrators and plan where the gender-neutral bathrooms will go. Choose signage that is easy to read and supportive.

G. Examine your graduation rituals and make revisions to strictly sexed/gendered garments or ways of organizing people.

H. Engage local-level administrators about empowering teachers to revise their pedagogies to include curricular elements (resources and instructional practices) that reflect the LGBTIQ+ experience.

I. Start an Action Committee with ally colleagues and work on advancing LGBTIQ+ visibility school wide.

J. Open the gender-neutral bathroom/s in your school.

## Action Item Timeline Workspace

Place action items in each box according to when those actions make sense for your school.

---

### December

1

2

---

### January

1

2

---

### February

1

2

---

### March

1

2

---

### April

1

2

\*GSA – The three letters of this student club in many middle and high schools nationwide refers to "Gay Straight Alliance" or "Gender Sexuality Alliance." In some instances, to reclaim the word "queer" from its pejorative history and honor to the full spectrum of student identity, QSA, or "Queer Straight Alliance," may be used.

\*\* LGBTIQ+ – The LGBTI part stands for lesbian, gay, bisexual, transgender, and intersex. The "Q" sometimes refers to "queer." It can also refer to "questioning," as when individuals are unsure of their identity. The "A" sometimes refers to "asexual" and other times to "ally." The plus sign indicates inclusion of all identities in addition to and between LGBTIA.

# VOCABULARY

Discussions about the rights of transgender persons are happening more and more—often without clarity on terms. Below are definitions of some key words used in this article.

**Sex** – whether your physiology—hormones, chromosomes, gonads, genitalia, and how they work together—is female, intersex, or male. Sex is about a person’s physical body.

**Gender** – the range of characteristics pertaining to, and differentiating between, masculinity and femininity. Gender is a social construct that has little to do with your physical body. It is almost always assigned at birth by well-meaning community members who sometimes get it wrong. For many people, gender works on a sliding scale.

**Gender identity** – one’s personal experience of one’s own gender. Gender identity can correlate with assigned sex at birth (cisgender), or can differ from it completely (transgender). All societies have a set of gender categories that can serve as the basis of the formation of a person’s social identity in relation to other members of society. This also can work on a sliding scale.

**Gender expression** – the ways in which we all express our masculinity and/or femininity. It is usually an extension of our gender identity, our innate sense of masculinity or femininity. Each of us expresses a particular gender every day by the way we style our hair, select our clothing, or even the way we stand. Our appearance, speech, behavior, movement, and other factors signal that we feel—and wish to be understood—as masculine or feminine. *Gender expression is highly regulated and policed by the majority of our culture.* We need to check our implicit biases when we police others with our judgments about their gender expression.

**Cisgender** – ‘cis’ means ‘on the side of’, so cisgender is when the gender you were assigned in infancy (according to your body’s visible sex traits) matches the gender with which you currently identify.

**Transgender** – when the gender you were assigned in infancy *does not match* the gender with which you currently identify. Sometimes people identify as F2M or M2F.

**Binary** – a system of organizing information into either/or, this/that, male/female, 0/1. In cisgender-normative social settings, it’s expected that females are feminine and males are masculine. No variation is permitted. This binary structure excludes transgender, gender nonbinary, and intersex people.

**Gender nonbinary** – when someone’s gender identity and/or expression do not fit into the masculine or feminine binary. They may consider themselves genderfluid, genderqueer, gender independent, or something else. These people may likely use pronouns that reflect that as well, such as “they/them” or something else. Male-bodied people, intersex-bodied people, and female-bodied people may also identify as gender nonbinary, if that’s what works for them.

**Intersex** – Intersex people are born with sex characteristics—including genitals, gonads and chromosome patterns—that do not fit typical binary notions of male or female bodies. Intersex is an umbrella term used to describe a wide range of natural bodily variations. In some cases, intersex traits are visible at birth while in others, they are not apparent until puberty. Some chromosomal intersex variations may not be physically apparent at all. 🏳️‍🌈



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# Teachers and ESPs may need personal protective equipment

by David Newman

Although personal protective equipment (PPE) may at first glance seem better suited to industrial or construction work, many teachers and educational support professionals (ESPs) need to be trained, qualified and have access to PPE to protect their health and safety at work. Teachers and paraprofessionals, especially in science, art and vocational programs, may need PPE in the course of their work. In addition, custodial, maintenance and skilled trade workers; food service, security and transportation workers; and nurses may all need PPE depending on the hazards of the tasks they perform. As employers, school districts are required to provide PPE and PPE training for these staff where appropriate.

PPE refers to clothing or equipment that is worn by a worker specifically to reduce his or her exposure to workplace hazards. A hazard is any condition that can cause harm. PPE, when used properly, can reduce exposure to chemical, biological, mechanical, physical, electrical and other workplace hazards. PPE may include items such as respirators, gloves, shoes, lab aprons, other protective clothing, hearing-protective devices, safety glasses, goggles, face shields and hard hats.

## PPE not the most effective form of protection

The best way to remedy hazards is to address them at their source through elimination or substitution. For example:

- Toxic or hazardous chemicals often remain in science labs and storerooms even when they are no longer part of the curriculum. Proper removal and disposal can eliminate these hazards from the school environment.
- Schools can often substitute less toxic citrus-based degreasers for more hazardous petroleum-based degreasers, reducing health risks for custodial and maintenance staff.

The next best way to reduce hazards is to use engineering controls to interrupt the pathway between the hazard source and the worker. For example:

- Chemical or mechanical process byproducts can be captured and exhausted to the outside by fume hoods (local-exhaust ventilation) before they become airborne and available for inhalation.
- Contaminant concentrations can be reduced through dilution ventilation (the heating, ventilation, and air conditioning, or HVAC, system), rendering them less harmful.

PPE is the least effective means of protecting workers because:

- Respirators can adversely impact pulmonary and cardiac function.
- PPE can be cumbersome and uncomfortable, is subject to human error, and has a high rate of failure. This is particularly significant because exclusive reliance on PPE leaves the hazard in place and the worker potentially exposed in the event of PPE failure.

PPE is the protection of last resort. The goal of occupational safety and health is always to prevent, eliminate, or reduce hazards, where possible, rather than to rely on protective gear.

Nevertheless, there are many situations where source control and pathway interruption may not be technically feasible or adequately effective. In these cases, PPE can provide essential protection if the PPE is properly selected, fitted, maintained and used.

## OSHA/PEOSH regulate PPE

When efforts at hazard control are not feasible or are not sufficiently protective, Occupational Safety and Health Administration/Public Employees Occupational Safety and Health (OSHA/PEOSH) regulations require employers to assess the workplace at least annually to determine if hazards are present, or may be present, that necessitate the use of PPE. The hazard assessment must be certified in writing. Employers must then select and provide appropriate PPE, at no cost, to affected employees and ensure proper use.

Employers must train each worker who will use PPE to know which PPE is necessary, when it is necessary, how to properly wear and use PPE, and PPE limitations, proper care, maintenance, useful life and disposal.

Local associations should work with their UniServ field representatives to ensure teachers and ESPs have been provided with appropriate PPE and training. Be sure to also assess whether better protective measures can be implemented to make the workplace safer and thus reduce or eliminate the need for PPE. Your local health and safety committee or health and safety representative can play a key role in these tasks. 🏠

*David Newman has a master's degree in Environmental and Occupational Health Sciences from the City University of New York and a master's degree in Labor Studies from Rutgers University. He is an industrial hygiene consultant with the New Jersey Work Environment Council, which is a frequent partner with NJEA on school health and safety concerns.*

## For more information:

PEOSH PPE web page  
[bit.ly/peoshppe](http://bit.ly/peoshppe)

OSHA PPE web page  
[bit.ly/oshappe1](http://bit.ly/oshappe1)

HAZARD OR TASK	PERSONAL PROTECTIVE EQUIPMENT
Asbestos, lead, PCBs	Respirators
Mowing, weed-whacking, leaf-blowing	Safety glasses, hearing-protective devices
Harsh chemical products (toilet cleaners, oven cleaners, etc.)	Splash-proof goggles, chemically protective gloves
High voltage electricity	Electrical insulating gloves and shoes
Falls from heights	Fall restraint systems
Objects falling from above	Hard hats, safety shoes or toe caps
Low overhead obstacles	Bump caps
Bloodborne pathogens	Nitrile gloves, aprons
Vehicle repair or servicing	Respirators, eye protection
Welding, brazing	Welding helmets, skin and eye protection
Milling, sawing, turning, shaping, cutting, stamping of solid materials	Safety glasses or face shields, cut-protective gloves
Spray painting	Respirators, eye protection
Hot solids, liquids, molten metal	Splash-proof goggles or face shields, heat-resistant gloves, protective clothing
Chiseling, grinding	Safety glasses or face shields
Chemical storage, prep, experiments	Respirators, lab aprons, chemically protective gloves, splash-proof goggles or face shields
Arts materials storage, prep	Respirators, nitrile gloves, aprons
Vehicle fueling	Chemically protective gloves
Kitchen burns	Heat-resistant gloves
Traffic direction	High visibility vests

# Speak out!

## School Nurses and the School Safety Team

By Celeste Joyce MSN, John Baker, Saima Farooq, and Joseph Vespignani, Ed.D.

Nurses are uniquely qualified as team members. Academic training that takes place in a complex health care settings, prepares nurses to work with other highly skilled professionals to have quality outcomes. On a daily basis, school nurses monitor the rhythm of the school to stay on top of concerns such as communicable disease, injuries, chronic conditions and stress. Nurses use the information they gather to compile data that is useful to administrators and school safety committees. As advocates for safety, school nurses are active in developing school safety plans to address a wide variety of potential emergencies that may occur on school grounds, including bullying and other types of school violence.

Bullying can have a profound effect on communities and students. It impacts physical as well as mental health and can affect academic performance. School nurses are often the first staff members that students seek out when they feel unsafe. School nurse collaboration with team members of the school safety committee has a direct impact on bullying and the overall safety of the school community.

At Salvatore R. Calabro Elementary School in Hoboken, an integrated model of leadership implemented by the building principal empowers the School Safety Team members to create a safe environment for all while complying with state law. A key component is collaboration and partnership between staff and leadership. Integrative leadership shares much with the nursing model of shared governance, which aims to provide quality care through collaborative teamwork and retaining accountability.

The school nurse plays a significant role as a member of the school safety team. The health office is not just a place for the delivery of nursing care. School nurses are actively involved in student social-emotional health and create an inclusive environment. The school nurse is readily available to support students during moments of conflict. At our school, the office houses the school's confidential bullying mailbox, where students can anonymously report cases of bullying.

The school nurse is often viewed as a neutral staff member, not directly involved in academics or dispensing discipline. This status allows the nurse to establish a unique relationship with students, a trusting one where students may share something about themselves or about their classmates that may allow the nurse to proactively intervene to avoid school violence. In this manner, the school nurse creates a safe, comfortable location for student voices to be heard.

### Changes lead to success

The Anti-Bullying Bill of Rights Act in 2011 and subsequent mandates of a School Safety Team provided an opportunity for change. At Calabro Elementary School, meaningful changes through new organizational routines have been effectively implemented to establish an inclusive school culture that is truly an exemplar. The School Safety Team, which is composed

The team has implemented a school-wide kindness referral program to recognize students who demonstrate benevolence or generosity. It motivates students to be compassionate and caring toward others. In the classroom, this program creates an atmosphere filled with respect, generates enthusiasm toward exhibiting good character traits, and also builds a culture of teamwork throughout the school.

of the anti-bullying specialist, school nurse, teacher, parent, and principal, created a new routine of monthly, anti-bullying activities aligned with various curricula to promote respect within the school community.

The team has implemented a school-wide kindness referral program to recognize students who demonstrate benevolence or generosity. It motivates students to be compassionate and caring toward others. In the classroom, this program creates an atmosphere filled with respect, generates enthusiasm toward exhibiting good character traits, and also builds a culture of teamwork throughout the school. The weekly kindness acts recognition ceremony provides students with a sense of internal satisfaction and allows them to be considerate and selfless. The school has enjoyed and celebrated a bully free year through these effective routines.

While these routines are not mandates, they have been critical to making a shift towards a school culture of warmth and kindness. This type of change did not occur overnight.

Change can be viewed as a new set of beliefs and habits of action to accept new experiences (Tsoukas & Chia, 2002). The challenge is that this requires a shift in the values and norms of all staff members (Heifetz & Linsky, 2002). At the Calabro School, the integrative model of leadership aligned to the needs of the school's culture was of paramount importance to make this shift (Hallinger, 2005). For example, the anti-bullying specialist works closely with teachers to empower and engage them in the planning and delivery of the monthly activities. To highlight the March activity, the entire school proudly marched the hallways with classroom created posters to stomp out bullying.

Another example of integrative leadership can be observed in the teacher's role on the team. The teacher took an active leadership role in organizing the school's first Parent/Guardian Academy Diversity Summit, which served as the June activity. The summit began with a presentation to parents and guardians who were asked to reflect on what diversity means to them and how they are unique as individuals. This was followed by diversity performance by each classroom. Prior to the presentations, the teacher worked with colleagues by providing resources and ideas for the performance. The result was a day of reflection and learning about how we can celebrate and relish our diversity.

School leadership maximizes the health and safety of the school community through support of school safety teams. This shared responsibility leads to an effective change for school as a place for teaching and learning. 🌟

*Celeste Joyce is a school nurse at Calabro Elementary School in Hoboken, where John Baker is a physical education teacher and anti-bullying specialist and Saima Farooq is a K-5 Science teacher. Joseph Vespignani is the building principal. Each are members of the Calabro School Safety Team. Joyce can be reached at celeste.joyce@hoboken.k12.nj.us.*

# Desmos Activity Builder creates conversations in math

By Nick Corley

In a previous article, I wrote about how I use the Desmos calculator ([www.desmos.com](http://www.desmos.com)) in my classroom. In addition to the free online calculator, Desmos also offers a free activity website ([www.teacher.desmos.com](http://www.teacher.desmos.com)). On this site you can find over 100 activities at various levels. In my opinion the Desmos activity website is the best site I have found to monitor student progress and create discourse in the mathematics classroom. The way Desmos builds its activities gives students of all levels an entry point, but at the same time, challenges students of all levels. Teachers in every grade are using it, and not just in mathematics.

If you have a Google based email, you can use that account with the website. If not, you will need to create a Google account.

The Desmos activity website has several options to explore. At the top of the screen is a traditional search tool where you can search by key words or names. The top left column offers you the option to view some of the most popular or newest activities. The column also includes related activities in grouped “bundles.” The bundles link organizes the activities from introduction through concept development, concluding with a culminating activity.

In addition to choosing activities that are listed on the site, Desmos also permits you to build your own activities. From the home screen under your activities, select “Custom.” Next, select “New Activity” found upper-right-hand corner. Once you give your activity a title, you will be brought to the main building screen. You will have several options for creating the screen:

- Graph – Make a graph using the calculator from [desmos.com](http://desmos.com) or have students interact with a graph.
- Sketch – Show students a blank screen, a graph, or an image and have them draw or create lines on it.
- Media – Upload an image or a video for students use.
- Note – Add text to the screen or give students directions.
- Input – Set for “text” for written answers or “math” to enable students to create mathematical expressions.
- Choice – Use true/false, multiple choice, or multiple select responses. In addition, you can require students to provide an explanation for their responses. Answers can also be in the form of graphs or images.

Each screen can have a combination of the options above. There is also a tutorial available at [learn.desmos.com/create](http://learn.desmos.com/create).

## Conducting a Desmos activity

On the main activity screen choose “Create Class Code,” which will create a session for this activity. Next, choose “View Dashboard.” An opening screen with the student class code will appear. Students must go to [www.student.desmos.com](http://www.student.desmos.com) and enter the class code to join the activity. Once you close the class code screen, you will see the teacher dashboard, which will allow you to control the activity. At the top-right-hand side of the teacher dashboard you’ll find three options for views: summary, teacher, and student.

The summary view allows you to monitor the progress of each student and see which slides they have completed. The teacher view allows you to see the students’ responses to individual screens. The student view allows you to see the screen as the students see it, which can be very useful in class discussions.

The Desmos activity website also offers teacher pacing tools that help you control pacing and conduct discussions with the students. These tools are found on the upper-left-hand side of the teacher dashboard. You can pause students, which grays their screens, not allowing students to interact with the activity. You can also pace students in the activity, which can restrict all the students to one screen or a group of screens.

A tool unique to Desmos is the “anonymize” feature. This tool is located right next to the left of the teacher pacing tools, and allows you to replace all of your students’ names with the names of mathematicians. I have found that when I use this feature, students are much more willing to put their true thoughts down, because their names are no longer connected to them.

I use the Desmos activity site in my classroom because it facilitates in-depth mathematical conversations. Whether I am using an activity that Desmos has built, an activity I have created on my own, or an activity that has been shared with me, it enables me to quickly observe all of my students’ work, and build understanding in a different way. 📚

*Nick Corley is an eighth-grade mathematics teacher at Northfield Middle School in Atlantic County. He can be reached at [ncorley@ncs-nj.org](mailto:ncorley@ncs-nj.org). You can follow him on Twitter at [@MrCorleyMath](https://twitter.com/MrCorleyMath) and read his blog at [mrcorleymath.wordpress.com](http://mrcorleymath.wordpress.com).*

# All members can advocate for special education services

By Camy Kobylinski, NJEA staff

NJEA members are continually advocating for their students and for their profession. This propensity can be particularly daunting when acting within the complex area of special education. The laws and regulations governing special education are intricate and may be subject to interpretation.

One convenient source of information about New Jersey's regulations is the NJEA booklet titled *Where in the Special Education Regulations?* You can download it at [njea.org/specialedregs](http://njea.org/specialedregs).

After careful review of the requirements and any insufficiencies, advocates may need to set priorities and determine the best means to influence needed improvements and enhancements to special education services in their districts.

## What requirements may advocates explore?

IEPs: Yes, a general education teacher is an important part of the IEP team

An individualized education program (IEP) is a binding document that describes the services to be provided for a student with disabilities. The individualized supports and services are determined by the IEP team. Teachers and specialists are part of that team and are expected to recommend supports and related services based upon student needs. Whenever appropriate, students with disabilities must be educated in general education. And yet, districts are required to offer a full continuum of placement options and services for students with disabilities.

Except in rare circumstances, the general education teacher on the IEP team must be one of the student's teachers and must possess knowledge about the student's educational performance. The general education teacher assists the IEP team in determining the supplementary aids and services, program modifications or supports for

school personnel that will be provided for and on behalf of the student. Often, authentic and robust supports for school personnel are not given high priority during IEP development. They should be clearly described in the IEP to include the type, frequency and duration of the support.

## Collaboration and consultation: is it happening on a regular basis?

Districts need to foster the collaborative culture necessary to develop, refine and deliver special education supports and services. In fact, consultation on a regular basis between general educators, special educators and/or paraprofessionals is a requirement in New Jersey regulations. This crucial collaboration must be considered when school schedules are developed.

## Professional learning in special education

In order to be eligible to receive federal IDEA, Part B funds, districts must have a special education plan in place. Have you seen your district's plan? The plan must ensure that all federal requirements are met, including the provision of in-service training for the professional and paraprofessional staff who provide special education, general education or related services. IDEA, Part B funding is clearly listed in district user-friendly budgets.

## Class size

Districts are required to maintain special education class sizes within the rules found in New Jersey Administrative Code 9A:14-4.6 and 4.7. Do you know if your district classrooms meet the requirements for class size? Start by taking a look at the charts in the "*Where in the Special Education Regulations?*" booklet.

## Community engagement in special education

Each district board of education is responsible to make sure that a special education parent advisory group (SEPAG) is in place in the district to provide input to the district on issues concerning students with disabilities. Is such a group active in your district? If not, is your association engaging with parents around special education issues? Do you sponsor workshops or disability awareness events for parents? Think about the possibilities of showcasing NJEA members' commitment and expertise in the community.

## A new resource for educators and parents

New Jersey has created a new position of Special Education Ombudsman whose role is to serve as a resource to provide information and support to parents, students and educators regarding special education rights and services. More information about this resource may be found on the New Jersey Department of Education website at [www.nj.gov/education/specialed/ombudsman](http://www.nj.gov/education/specialed/ombudsman).

The topics covered here are just examples of the kinds of special education issues that local associations may explore. The key is to begin with open dialogue among all association stakeholders; teachers, specialists and ESPs. Find out what the questions and concerns are in your schools and build a plan from there. NJEA has resources to support you in this work including workshops, PRIDE grants and more. 

*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).*

## Where in the Special Education Regulations?

[www.njea.org/specialedregs](http://www.njea.org/specialedregs)

**After careful review of the requirements and any insufficiencies, advocates may need to set priorities and determine the best means to influence needed improvements and enhancements to special education services in their districts.**

# A CLOSER LOOK

monthly highlights

This month, "Classroom Close-up NJ" will feature stories about STEM, historical crime scenes, lessons in the great outdoors, the importance of the arts and the meaning of social justice. Tune into NJTV every Sunday, and if you miss the show, go to [classroomcloseup.org](http://classroomcloseup.org) where you can watch, share and download every story. The show inspires educators, informs the community about the latest educational advances and brings pride to the schools that are featured each week.

## watch

### DECEMBER 10

Students from Sayen and Morgan elementary schools gain financial lessons while running JA BizTown. The new Junior Achievement Center in Edison offers high-impact education programs that help meet state standards and graduation requirements at no-cost to New Jersey schools.

### DECEMBER 17

Students from Osage School in Voorhees may have special needs, but their charitable spirit inspires the entire school. The special education students collect, sort, and bundle shoes to be donated to Soles4Souls, a nonprofit that creates sustainable jobs and provides relief through the distribution of shoes and clothing around the world.

### DECEMBER 24

Jordan Road Elementary School sixth graders take the challenge to read 40 books this school year. Last year Phillip Pallitto's class read over 2,000 books.



### AIR TIMES

NJEA's "Classroom Close-up NJ" has won 15 Emmy® awards. It inspires and educates the public about the great things happening in New Jersey public schools. The show airs on Sundays on NJTV at 7:30 a.m., 12:30 p.m. and 7:30 p.m.



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

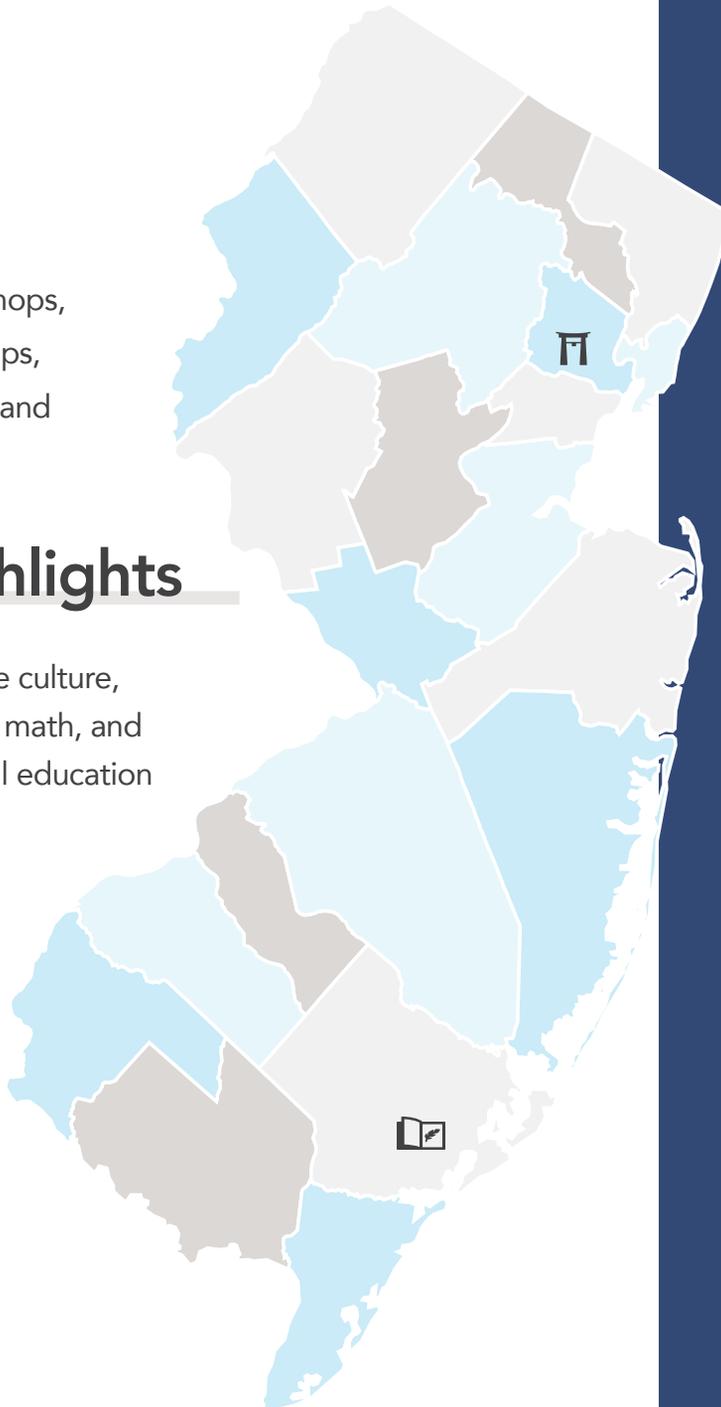
Visit [classroomcloseup.org](http://classroomcloseup.org) to watch individual segments, the entire show, or to see what's coming up. On Twitter, follow @CCUNJ and "like" the show at [facebook.com/crcunj](https://www.facebook.com/crcunj). The show continues to gain fans, especially since it is available online and can be downloaded or emailed to family and friends.

# SUSSEX TO CAPE MAY:

Workshops,  
field trips,  
grants and  
more

## highlights

Chinese culture,  
poetry, math, and  
physical education



These experiences have been endorsed by NJEA's Professional Development Institute and are also posted on [njea.org](http://njea.org). Providers seeking endorsement should call NJEA's Professional Development Division at 609-599-4561.

## showcase

### π Enrich Your Curriculum: Wisdom and Insight from Traditional Chinese Culture

Educators of all grades are invited to attend the Shen Yun program of professional development, which includes a live performance, on May 2 in Newark. As China's prominence in the world increases, so does the need to understand the foundations of traditional and modern Chinese culture. The program will address the need for educators to understand China and its influence over time.

The day will start with a luncheon/workshop at the Best Western Plus Robert Treat Hotel. Attendees then head up the street to the New Jersey Performing Arts Center for a live show from Shen Yun Performing Arts. This 120-minute program from the world's premier classical Chinese dance and music company will walk you through significant aspects of authentic Chinese culture and its influence on the world. Five hours of professional development credit will be given.

The registration fee is \$249, which includes the workshop/luncheon and the performance. You may register online at [sy-pi.org](http://sy-pi.org), where you will also find more information. The registration deadline is April 18.

For any additional questions, contact Dr. Marilyn Torley at [mtorley@clifionschools.net](mailto:mtorley@clifionschools.net) or 201-618-2586.

### 📖 Winter Poetry and Prose Getaway

The Winter Poetry and Prose Getaway is a three-day conference where educators hone their creative writing skills and expand their teaching strategies. Held at Stockton Seaview Resort near Atlantic City, Jan. 12-15, the Winter Poetry and Prose Getaway is presented by Murphy Writing of Stockton University.

Now in its 25th year, the Getaway is known for its challenging and supportive workshops featuring small classes led by award-winning professionals. Pulitzer Prize winners Stephen Dunn and Gregory Pardlo are special guests at this year's conference.

The event was founded by NJEA member Peter Murphy in the belief that when writers leave behind the distractions of their busy lives to gather in an encouraging community, they are able to make important breakthroughs in their art.

The author of seven books and chapbooks, Murphy has received awards and fellowships from the Atlantic Center for the Arts, the Folger Shakespeare Library, and the National Endowment for the Humanities, the New Jersey State Council on the Arts, Yaddo and the White House Commission on Presidential Scholars.

Session topics include novel writing, freelancing, memoir, fiction, nonfiction, writing for children and poetry. Each offers craft discussion, writing prompts, writing time, feedback, motivation and inspiration.

The registration fee ranges from \$420-\$495. Districts often pay for their educators to participate. Early registration and Stockton Alumni discounts are available. Six scholarships are being offered. Registration ends Jan. 7.

For more information, contact Peter Murphy or Taylor Coyle at 609-626-3594 or [info@wintergetaway.com](mailto:info@wintergetaway.com). Visit [www.wintergetaway.com](http://www.wintergetaway.com) for registration information.

# More to learn across the state

## Math workshops offered at Rutgers

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

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

### High school workshops

- Jan. 9: The High School Math Curriculum: The Status Quo is Unacceptable, Grades 9-12
  - Jan 11: Examining Rich Problems and Tasks Via Video, Grades 6-12
  - Jan 19: Using Performance Assessment to Meet the Demands of the NJ Math Standards, Grades 7-12
  - Jan 23: Empowering Students Who Ask, "When Are We Ever Going to Use This Math?" Grades 9-12
  - Jan. 24: A Visual-Spatial Approach to Achieving Success in Algebra, Grades 7-9
- Registration and information: [dimacs.rutgers.edu/grades-9-12-workshops](http://dimacs.rutgers.edu/grades-9-12-workshops)

### Middle school workshops

- Jan 11: Examining Rich Problems and Tasks Via Video, Grades 6-12
  - Jan 19: Using Performance Assessment to Meet the Demands of the NJ Math Standards, Grades 7-12
  - Jan. 24: A Visual-Spatial Approach to Achieving Success in Algebra, Grades 7-9
- Registration and information: [dimacs.rutgers.edu/grades-6-8-workshops](http://dimacs.rutgers.edu/grades-6-8-workshops)

### Elementary school workshops

- Jan. 26: Singapore Mathematics, Grades 3-5
- Jan. 29: Helping Struggling Math Students: Identifying and Filling the Gaps in Students' Learning, Grades K-5

Registration and information: [dimacs.rutgers.edu/grades-K-5-workshops](http://dimacs.rutgers.edu/grades-K-5-workshops)

## Register for the NJAHPERD Convention

The 99th Annual NJ Association for Health, Physical Education, Recreation and Dance (NJAHPERD) Convention will be held Sunday through Wednesday, Feb. 25-28, 2018, at the Ocean Place Resort & Spa in Long Branch. This is the premiere professional development event for health educators, physical educators, recreation, and dance professionals in New Jersey. More than 160 breakout sessions are planned to focus on lifetime sports and activities, fitness education, technology, dance, health, inclusion, assessment, driver education and many other topics to provide you with 21st-century resources. Sunday pre-convention workshops, an awards banquet and evening socials are also planned. National, Eastern District and NJAHPERD Teachers of the Year from elementary, middle and high school levels will share their expertise and motivate you to return to your students with new ideas to promote lifetime wellness.

The exhibitors promise to offer the most current products and services available and have an opportunity to purchase equipment at discounted prices. Hundreds of dollars' worth of equipment for your school's program will be raffled during lunch each day.

Come to the Jersey shore and participate in this exciting professional development experience and leave with new tools to help you increase your teaching effectiveness.

For more information and registration, visit the NJAHPERD website [www.njahperd.org](http://www.njahperd.org) or contact the office at [njahperd@verizon.net](mailto:njahperd@verizon.net) or 732-918-9999. 📍

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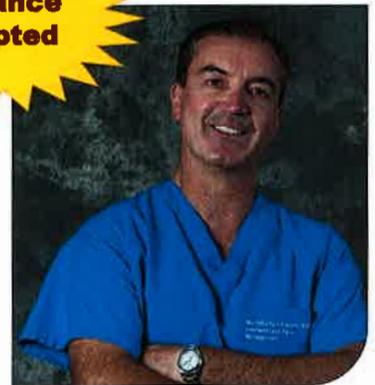
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**Lisette V. – West Orange Board of Education**

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### Becoming a teacher of the deaf and hard of hearing

By Anthony Elia, NJEA Preservice Vice President

Becoming a teacher has been my passion since I was in the second grade, but it wasn't until my junior year of high school that I had decided I wanted to be a teacher for the d/Deaf\* and hard of hearing. Many people have asked me why I chose this path.

I was diagnosed as profoundly deaf at the age of three and initially received instruction in what is known as the oral approach to learning speech and language. At the age of 10, however, I received a cochlear implant, which is a surgically implanted electronic device that provides a sense of sound to a person who is profoundly deaf or severely hard of hearing. Until then, I had worn hearing aids.

I would not be where I am today without the help I received from the dedicated teachers, paraprofessionals and speech therapists I have

had over the years. As an early elementary school student, I attended a school in Midland Park that had an excellent program for persons with hearing impairments, but in fifth grade I was mainstreamed into my local public school in Fair Lawn. I am currently a senior at The College of New Jersey (TCNJ), preparing to continue toward earning a master's degree there.

TCNJ does a phenomenal job preparing educators to work in the field of d/Deaf and hard of hearing education. The program begins with speech and language classes where students work with audiograms, which are a graphic representation of hearing ability. Students take three levels of American Sign Language classes, which are a lot of fun; you are required to test what you know by going to d/Deaf events in the community and signing.

In addition, TCNJ gets students started with field experience early in their college career. I am currently completing my final practicum experience in a fifth-grade history classroom at Katzenbach School for the Deaf. I previously experienced preschool at Summit Speech School. Having the chance to be able to go to these schools and practice teaching before actually entering the d/Deaf and hard of hearing field is invaluable, and I am thankful for that opportunity.

I recommend pursuing a degree in d/Deaf and hard of hearing education for anyone interested in teaching. It is challenging but rewarding.

I look forward to being a teacher of the d/Deaf, working with d/Deaf and hard of hearing children, and creating the next generation of leaders in education and in NJEA.

*\*d/Deaf is used to differentiate between "deaf" meaning a loss of hearing, and "Deaf," in reference to the Deaf community.*



Leaders and members of the NJEA Preservice program joined the NJEA leadership in greeting Governor-elect Phil Murphy as he entered the Atlantic City Convention Center on Friday, Nov. 10.

## Does your school host student teachers and practicum students?

Preservice members are the future of our profession and NJEA leadership. Encourage preservice educators in your school to join NJEA Preservice.

A part of NJEA, the preservice organization offers preservice educators important professional development opportunities. NJEA Preservice hosts its own student-gear conference and its members attend the NJEA Convention.

NJEA Preservice members lead the profession on their respective campuses and go on to become local association leaders after graduation. Encourage the preservice members in your school and in your family visit [njea.org/preservice](http://njea.org/preservice). 🇺🇸

# NJREA

Past, present and future

## Pension division finds errors

The New Jersey Division of Pensions has announced it has found errors in some retirees' pension loan deductions and pension calculations. These mistakes have resulted in errors in pensioners' retirement checks. The total number of people affected is yet to be determined because the state Division of Pensions is still auditing accounts.

### Why has this happened?

Drastic cuts have been made to state agencies in recent years, including the Division of Pensions. The division claims that because of these cutbacks, they've been too understaffed to rigorously check pension calculations. Because accounts were not being rigorously reviewed, members are receiving correspondence from the division on these issues.

### Pension loan deduction errors

When a member retires with an outstanding loan balance, he or she is given a choice of paying the entire outstanding loan balance or continuing to have the monthly payment taken out of his or her pension check. Unfortunately,

with the staff cutbacks, some of these active loans were not transferred so that they could continue to be taken out of the retiree's pension check. The state has now caught this error and has written to members, seeking the balance of the loan(s) plus interest.

### Pension loan overpayment

When a member submits an application for retirement, an initial pension calculation is done by the Division of Pensions based on a certification submitted by the retiring member's school district. A final calculation and audit is then completed, just prior to the retirement date. Again, as a result of the staff cutbacks, some of these calculations were not performed properly. The mistakes fall into two categories:

- Those made by the individual school districts in the certification of salary.
- Those made in the division's pension calculations.

As of press time, the Public Employees' Retirement System (PERS) Board had not yet announced its course of action in the cases where there have been pension overpayments. However, the Teachers' Pension and Annuity

Fund (TPAF) Board has outlined how it will proceed with recovering the amount of the pension overpayments:

- If the mistake was the fault of the district and the retiree, the overpayment will be recouped from the member over a five-year period by reducing retirement checks. The pension deductions going forward also will be recalculated to the lower amount.
- If the mistake was made by the division, it will not recoup overpayment, but will adjust the pension payment going forward.

At this time, no instances of underpayment have been publicly announced. However, if you believe that your pension has been underpaid, please contact the New Jersey Division of Pensions at 609-292-7524.

If the division sends you a letter indicating that an error was found in your pension loan deductions and/or pension calculations, you should contact the Division of Pensions and ask it to provide you with any information related to your account, as well as how both the incorrect and correct calculations were made.



# Around the counties

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

CAPE MAY COUNTY REA will hold its winter meeting/luncheon on Wednesday, Dec. 13 at the Avalon Links Restaurant in Swainton. The cost is \$10. To attend, call Diane Church at 609-884-7800.

MONMOUTH COUNTY REA will hold its next meeting/luncheon on Tuesday, Dec. 12 at the Shadowbrook in Shrewsbury. The cost is \$30. To attend, call Sue Shrott at 732-995-7754.

MORRIS COUNTY REA's annual holiday luncheon will be held on Wednesday, Dec. 13 at the Hanover Manor in East Hanover. The cost is \$26. To attend, call Cheryl Doltz at 973-818-1353.

Join SALEM COUNTY REA for its annual Christmas Tea on Thursday, Dec. 14 at the Woodstown Diner in Woodstown. Cost is \$18. To attend this event, call Pam McNamee at 856-293-1808.

NJRE-SOUTHEAST FLORIDA welcomes you to its next meeting on Monday, Feb. 5 at the South County Civic Center in Delray Beach. To attend, call Doris Zatkow at 561-737-0614. 🏠



Convention attendees gave multiple thumbs up to the "Mind, Body, Motion" breakout session, which focused on vestibular rehabilitation, a form of rehab that uses specialized exercise that result in gaze and gait stabilization.

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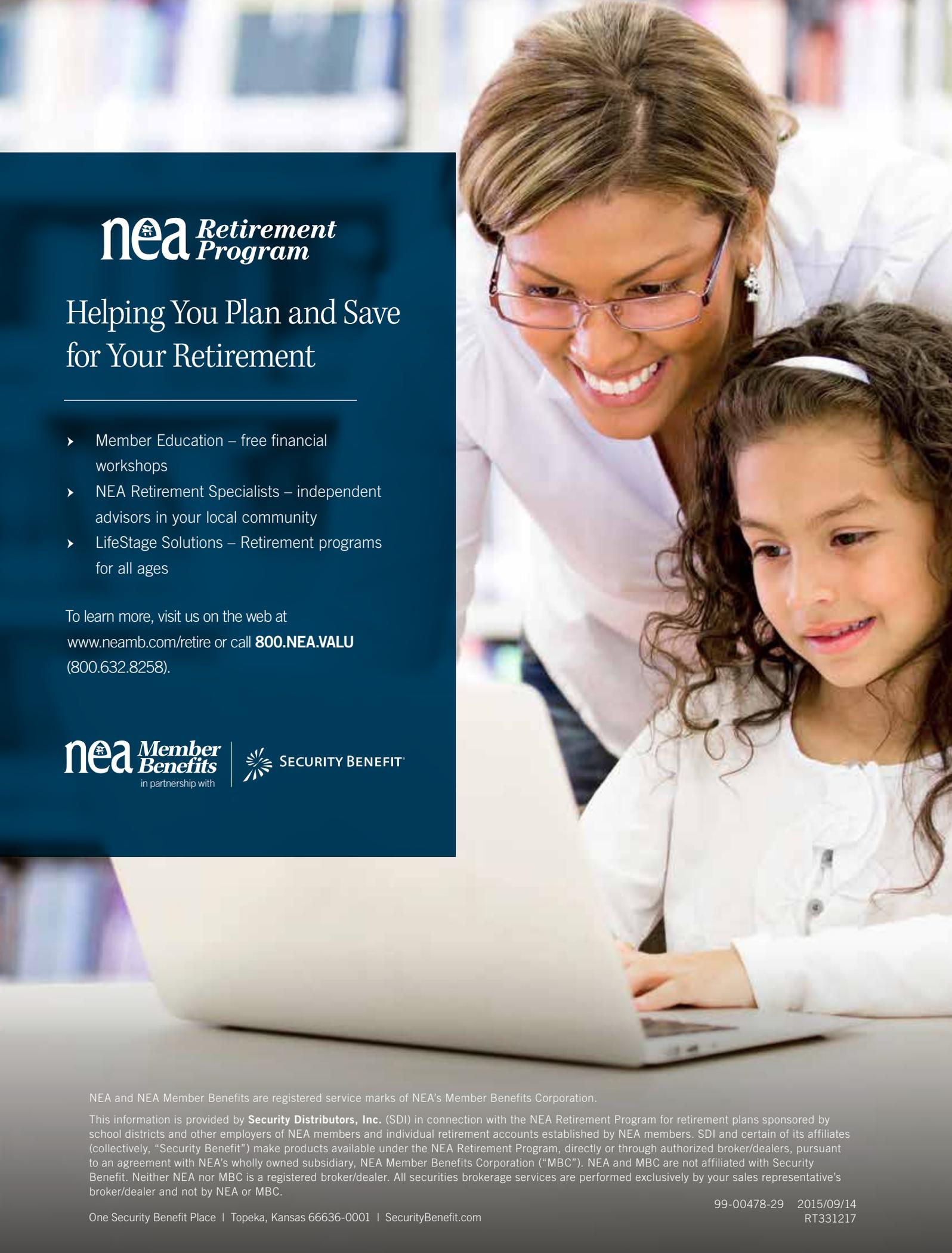


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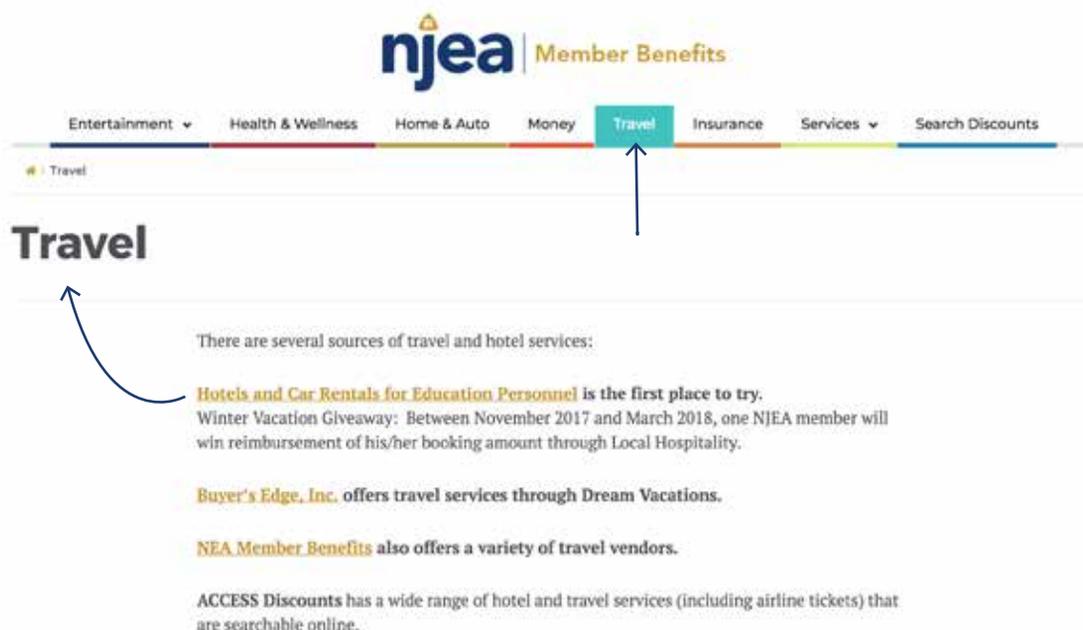
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Call California Casualty at 866-680-5142 to check your auto and home insurance policies.

Call Educators Insurance Services at 800-727-3414 to be sure that you are adequately protecting your income.

Call NEA Member Benefits at 800-637-4636 to check on supplemental life insurance.

### Travel

Visit the Travel page at [memberbenefits.njea.org](http://memberbenefits.njea.org) to find several providers of fun places. You might even win your reservation cost back in the Winter Vacation Giveaway.

Be sure to visit the Member Benefits section at [memberbenefits.njea.org](http://memberbenefits.njea.org).

### December web giveaway

Be sure to register online each month for the web giveaway!

#### One winner will receive the following:

**\$150 credit** toward having income tax return prepared at H&R Block\*. Call 800-472-5625 or visit [www.hrblock.com/hrb-offers/njea](http://www.hrblock.com/hrb-offers/njea) for details of the 2018 H&R Block discount for NJEA members.

### Recent winners

**Rosemarie Rivera** of Belleville Paraprofessionals and Bus Drivers Association won a BOSE SoundLink Color Bluetooth Speaker II donated by Buyer's Edge, Inc.\*\*

**Dawn Covell** of Ocean County Retirees' Education Association won the Winter Vacation Giveaway at Local Hospitality\* on the NJEA Travel page.

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

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# 2017-18 Teacher Salary Survey

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

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

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

## SUMMARY OF TEACHER SETTLEMENT INFORMATION

	Average \$ Increase	Average settlement rate (Includes increment)
2017-18 average teacher settlements		
- newly bargained plus previously bargained/381 settlements	\$1,943	2.77%
Newly bargained 2017-18 teacher settlements - 82 districts	\$2,001	2.92%
Contracts to date covering 2018-19 - 195 districts	\$2,079	2.89%

2016-17 average teacher's salary-full time = \$73,987

2016-17 average years of experience = 12 years

### KEY

#### DISTRICT GROUPING

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

#### DEGREE

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

## ATLANTIC

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Absecon City	B	50,876	78,401	15	B+	53,903	82,907	15	M	55,414	86,189	15	M+	58,441	89,958	15	2,390
4 Atlantic City	B	50,712	95,920 +	15	B+	53,742	99,091 +	15	M	55,259	100,676+	15	M+	58,288	103,846 +	15	
5 Atlantic Co Voc-Tech	B	51,334	77,859	13					M	52,926	79,451	13	M+	54,478	81,003	13	2,058
1 Folsom Boro	B	48,519	78,932 +	18					M	51,269	81,682 +	18	M+	53,269	83,682 +	18	
1 Galloway Twp	B	48,086	80,110 +	14	B+	50,435	82,459 +	14	M	51,610	83,634 +	14	M+	53,959	85,983 +	14	
3 Hammonton Town	B	51,300	80,800	16	B+	52,839	83,224	16	M	54,378	85,648	16	M+	56,071	88,314	16	1,821
5 Mainland Regional	B	43,301	83,901	14	B+	46,101	86,401	14	M	47,601	87,901	14	M+	50,101	90,401	14	
1 Port Republic City	B	51,917	74,077	12	B+	54,253	77,410	12	M	55,084	78,596	12	M+	57,109	81,485	12	2,191
1 Somers Point City	B	48,112	81,262	14					M	51,212	84,362	14	M+	53,712	86,862	14	
1 Ventnor City	B	52,250	86,000 +	14	B+	53,550	87,300 +	14	M	6,500	88,100 +	14	M+	55,150	88,900 +	14	1,595

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## BERGEN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Alpine Boro	B	50,150	87,663	17	B+	51,490	89,080	17	M	54,790	92,571	17	M+	58,790	96,802	17	
3 Bergenfield Boro	B	51,460	84,375	+ 20					M	57,460	92,125	+ 20	M+	63,460	99,655	+ 20	
1 Carlstadt Boro	B	53,214	93,128	16					M	60,091	103,362	16	M+	68,345	114,081	16	2,173
2 Cliffside Park Boro	B	49,040	94,400	18					M	53,140	103,200	18	M+	55,540	107,600	18	
1 Closter Boro	B	47,744	79,505	+ 14	B+	52,011	91,797	+ 17	M	56,299	96,085	+ 17	M+	62,016	101,802	+ 17	2,245
2 Cresskill Boro	B	52,775	88,266	16	B+	53,775	89,266	16	M	62,775	105,624	16	M+	66,775	110,680	16	
2 Dumont Boro	B	52,235	86,380	17	B+	71,125	90,710	17	M	56,235	94,405	17	M+	58,235	103,425	17	
1 East Rutherford Boro	B	55,077	91,446	+ 14	B+	60,452	97,139	+ 14	M	61,527	100,147	+ 14	M+	68,077	107,740	+ 14	2,325
1 Edgewater Boro	B	49,277	90,027	+ 16					M	55,278	96,223	+ 16	M+	59,779	104,054	+ 16	1,780
2 Elmwood Park	B	50,093	87,528	+ 18	B+	52,343	91,028	+ 18	M	53,843	92,028	+ 18	M+	56,843	96,928	+ 18	1,488
2 Emerson Boro	B	48,000	87,250	+ 20					M	6,850	96,000	+ 20	M+	56,000	106,544	+ 20	
3 Englewood City	B	53,105	86,330	17					M	56,855	92,886	17	M+	68,105	103,508	17	1,828
1 Englewood Cliffs Boro	B	52,815	74,190	16	B+	56,565	77,940	16	M	60,315	81,690	16	M+	64,065	85,440	16	2,114
3 Fair Lawn Boro	B	52,305	94,860	19					M	58,905	101,460	19	M+	65,605	108,160	19	2,226
2 Glen Rock Boro	B	50,044	87,888	18					M	55,481	97,257	20	M+	60,484	104,702	20	2,097
3 Hackensack City	B	54,930	88,610	14					M	62,775	101,375	14	M+	72,495	114,140	14	2,616
2 Hasbrouck Heights Boro	B	50,030	86,725	+ 16					M	56,150	92,845	+ 16	M+	63,630	100,325	+ 16	2,086
1 Little Ferry Boro	B	49,117	87,966	19					M	54,386	94,525	19	M+	59,654	98,824	19	
3 Mahwah Twp	B	49,006	92,761	21	B+	52,736	99,361	21	M	54,601	102,261	21	M+	58,331	108,061	21	2,320
1 Montvale Boro	B	53,467	86,347	19					M	59,530	92,410	19	M+	64,380	97,260	19	2,073
2 New Milford Boro	B	53,907	90,732	+ 16	B+	57,728	606,578	+ 16	M	59,993	96,818	+ 16	M+	63,389	100,214	+ 16	
5 Northern Highlands Reg	B	56,000	78,435	13					M	60,295	101,270	16	M+	64,595	106,890	16	
5 Northern Valley Regional	B	51,828	86,817	16					M	57,809	109,220	17	M+	63,248	114,820	17	2,811
1 Northvale Boro	B	50,685	76,935	+ 15	B+	56,261	86,119	+ 15	M	59,049	90,694	+ 15	M+	64,624	98,212	+ 15	2,226
1 Old Tappan Boro	B	46,763	73,941	+ 14					M	50,814	88,698	+ 15	M+	57,292	96,328	+ 16	
3 Paramus Boro	B	52,200	94,250	21	B+	5,650	99,900	21	M	54,600	105,250	21	M+	56,700	112,150	21	
2 Ridgfield Park Twp	B	57,946	89,766	+ 18					M	63,921	97,211	+ 18	M+	69,846	101,786	+ 18	3,020
1 River Vale Twp	B	54,130	90,670	+ 14	B+	58,755	95,295	+ 14	M	62,800	99,340	+ 14	M+	69,140	105,680	+ 14	
2 Rutherford Boro	B	49,749	78,779	+ 17					M	55,311	89,902	+ 18	M+	63,007	99,886	+ 18	1,673
1 Saddle River Boro	B	49,773	74,718	+ 13	B+	56,302	102,309	+ 18	M	58,221	103,297	+ 18	M+	61,723	107,787	+ 18	2,055
1 South Bergen Jointure Com	B	49,684	95,173	+ 2					M	54,530	105,947	+ 2	M+	59,375	111,273	+ 2	
1 South Hackensack Twp	B	48,750	88,380	+ 19					M	54,367	93,130	+ 19	M+	64,510	102,872	+ 19	1,997
3 Teaneck Twp	B	53,750	76,000	+ 12					M	59,000	97,400	+ 15	M+	63,000	110,500	+ 15	
3 Tenafly Boro	B	52,074	85,614	14					M	54,874	93,714	14	M+	57,674	101,714	14	
1 Wyckoff Twp	B	51,425	88,453	16					M	56,331	93,453	16	M+	61,331	98,453	16	2,073

## BURLINGTON

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Bass River Twp	B	53,442	82,092	+ 17	B+	55,942	84,592	+ 17	M	56,692	85,342	+ 17	M+	58,192	86,842	+ 17	
2 Burlington City	B	53,704	91,240	+ 20	B+	57,104	94,640	+ 20	M	58,304	95,840	+ 20	M+	60,354	97,890	+ 20	1,783
2 Burlington Co Spec Serv	B	53,417	89,816	+ 23	B+	56,501	95,179	+ 23	M	57,365	97,323	+ 23	M+	60,819	100,138	+ 23	1,390
3 Burlington Twp	B	52,805	78,081	13	B+	54,284	79,560	13	M	56,375	81,651	13	M+	58,481	83,757	13	
2 Cinnaminson Twp	B	55,845	86,291	19	B+	58,738	89,184	19	M	59,550	89,996	19	M+	61,986	92,432	19	2,807
1 Evesham Twp	B	51,324	85,931	+ 15	B+	53,324	87,931	+ 15	M	56,324	90,931	+ 15	M+	57,824	92,431	+ 15	2,206
5 Lenape Regional	B	56,315	95,369	+ 18	B+	58,715	97,769	+ 18	M	61,115	100,169	+ 18	M+	63,515	102,569	+ 18	2,496
1 Mansfield Twp	B	51,346	84,836	+ 15					M	53,846	87,336	+ 15					
2 Maple Shade Twp	B	55,663	90,700	+ 17	B+	57,703	92,740	+ 17	M	59,743	94,780	+ 17	M+	61,783	622,836	+ 17	2,418
1 Medford Twp	B	53,907	90,732	+ 16	B+	57,728	94,553	+ 16	M	59,993	96,818	+ 16	M+	63,389	100,214	+ 16	2,689
1 Mount Holly Twp	B	51,605	83,225	+ 12	B+	53,955	85,575	+ 12	M	55,130	86,750	+ 12					1,996
1 New Hanover Twp	B	50,250	84,256	+ 19	B+	51,580	85,856	+ 19	M	52,550	86,556	+ 19	M+	54,250	88,256	+ 19	1,961
3 Pemberton Twp	B	55,281	85,819	+ 12	B+	58,248	88,784	+ 12	M	59,730	90,267	+ 12	M+	62,696	93,233	+ 12	
5 Rancocas Valley Regional	B	52,875	89,186	+ 19					M	56,647	92,958	+ 19	M+	57,725	94,036	+ 19	
2 Riverside Twp	B	57,000	82,444	+ 19													2,075
1 Shamong Twp	B	50,045	84,652	14	B+	52,711	87,318	14	M	54,044	88,651	14	M+	56,710	91,317	14	
1 Tabernacle Twp	B	53,431	84,920	+ 15	B+	55,788	87,277	+ 15	M	57,584	89,073	+ 15	M+	60,502	91,991	+ 15	
1 Westampton	B	53,728	92,694	18	B+	55,966	94,794	18	M	57,085	95,844	18	M+	59,324	97,944	18	2,109
3 Willingboro Twp	B	51,235	81,600	18	B+	53,694	82,197	18	M	57,053	86,558	18	M+	58,545	89,167	18	1,931

## CAMDEN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
5 Black Horse Pike Regional	B	52,597	87,901	15	B+	53,547	88,851	15	M	54,397	89,701	15	M+	56,097	91,401	15	2,148
4 Camden City	B	51,887	83,972	+ 12	B+	53,887	86,063	+ 12	M	54,887	87,108	+ 12	M+	56,887	89,200	+ 12	
1 Camden Co Ed Serv Comm	B	57,907	76,150	13					M	58,907	77,150	13					1,795
4 Cherry Hill Twp	B	50,000	95,848	18	B+	52,289	98,137	18	M	54,121	99,969	18	M+	58,012	103,860	18	2,313
1 Clementon Boro	B	50,750	79,030	+ 17	B+	52,830	81,110	+ 17	M	54,200	82,480	+ 17	M+	56,550	84,830	+ 17	1,615
2 Collingswood Boro	B	50,000	81,800	16	B+	51,450	83,250	16	M	52,250	84,050	16	M+	53,250	85,050	16	
5 Eastern Camden County Reg	B	48,414	90,620	16	B+	50,966	93,172	16	M	52,705	94,911	16	M+	55,490	97,696	16	2,333
2 Gloucester City	B	50,891	82,060	15	B+	52,270	83,439	15	M	53,649	84,818	15	M+	56,751	87,919	15	
1 Gloucester Twp	B	50,000	90,590	16	B+	52,424	93,015	16	M	53,925	94,515	16	M+	55,750	96,340	16	2,345
2 Haddon Heights Boro	B	50,809	83,946	16					M	54,579	87,716	16	M+	55,579	88,716	16	1,798
2 Haddon Twp	B	48,408	78,079	16													
2 Lindenwood Boro	B	50,148	77,876	+ 15	B+	53,183	80,909	+ 15	M	54,699	82,426	+ 15	M+	57,850	85,577	+ 15	2,020
1 Mount Ephraim Boro	B	51,980	81,159	16	B+	54,180	83,359	16	M	55,280	84,459	16	M+	57,880	87,059	16	
5 Sterling High School Dist	B	51,350	86,599	16	B+	52,850	88,132	16	M	54,450	89,768	16	M+	56,150	91,505	16	2,595
1 Voorhees Twp	B	48,172	92,401	16	B+	50,807	95,036	16	M	51,967	96,196	16	M+	54,285	98,514	16	2,403
3 Winslow Twp	B	52,233	84,900	13	B+	53,833	86,500	13	M	54,633	87,300	13	M+	56,233	88,900	13	
1 Woodlynne Boro	B	51,100	94,280	21					M	55,800	104,280	21	M+	61,900	118,480	21	

## CAPE MAY

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Middle Twp	B	54,232	83,537	20	B+	55,348	84,653	20	M	55,906	85,211	20	M+	57,022	86,327	20	1,754
1 Upper Twp	B	53,597	89,521	22	B+	55,906	91,830	22	M	57,068	92,992	22	M+	59,393	95,317	22	

## CUMBERLAND

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
3 Bridgeton City	B	49,300	77,932	17	B+	50,000	78,632	17	M	50,800	79,432	17	M+	51,700	80,332	17	2,041
1 Commercial Twp	B	54,265	84,210	17					M	55,265	85,210	17	M+	55,565	85,510	17	1,968
5 Cumberland Co Voc-Tech	B	58,765	655,690	18					M	59,865	81,655	18					
5 Cumberland Regional	B	55,771	79,928	16					M	59,971	84,130	16	M+	61,871	86,029	16	
1 Greenwich Twp	B	53,229	74,675	22	B+	53,829	75,275	22	M	54,129	75,575	22	M+	54,729	76,175	22	
1 Stow Creek Twp	B	53,229	74,675	22	B+	53,829	75,275	22	M	54,129	75,575	22	M+	54,729	76,175	22	

## ESSEX

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
3 Belleville Town	B	44,495	81,840	15					M	47,083	87,727	15	M+	50,128	93,563	15	1,850
3 Bloomfield Twp	B	45,450	82,929	+ 15	B+	83,929	83,929	+ 15	M	48,900	88,929	+ 15	M+	52,900	94,427	+ 15	
2 Caldwell-West Caldwell	B	50,000	65,466	14					M	54,411	73,621	14	M+	59,374	77,216	14	1,662
2 Cedar Grove Twp	B	50,052	77,364	14	B+	52,052	79,364	14	M	54,052	84,602	16	M+	56,052	90,752	17	1,865
5 Essex Co Voc-Tech	B	52,500	78,769	+ 17					M	54,600	80,000	+ 17					
1 Essex Fells Boro	B	54,530	85,562	+ 18	B+	58,817	90,163	+ 18	M	59,771	91,361	+ 18	M+	63,104	95,081	+ 18	1,594
4 Montclair Town	B	55,025	89,697	16					M	59,800	97,048	16	M+	65,235	105,420	16	2,021
3 Nutley Town	B	52,300	89,000	+ 16	B+	8,400	96,200	+ 16	M	56,000	98,300	+ 16	M+	61,500	108,700	+ 16	1,728
1 Roseland Boro	B	50,529	90,188	+ 17	B+	54,529	94,188	+ 17	M	56,529	96,188	+ 17	M+	60,529	100,188	+ 17	1,778
2 Verona Boro	B	49,176	85,772	+ 17	B+	53,654	91,932	+ 17	M	54,443	94,054	+ 17	M+	58,571	102,019	+ 17	1,918

## GLOUCESTER

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Clayton Boro	B	48,220	78,619	14	B+	50,102	80,501	14	M	50,939	81,338	14	M+	52,612	83,011	14	
5 Clearview Regional	B	48,972	82,645	+ 16	B+	5,810	84,895	+ 16	M	52,100	87,755	+ 16	M+	55,200	90,395	+ 16	2,075
1 Franklin Twp	B	46,724	79,753	18	B+	47,724	80,753	18	M	48,724	81,753	18	M+	49,724	82,753	18	1,592
5 Gateway Regional	B	51,616	82,726	15	B+	53,216	84,326	15	M	54,016	85,126	15	M+	55,616	86,726	15	1,793
2 Glassboro	B	48,795	82,773	+ 18	B+	51,595	85,573	+ 18	M	54,395	88,373	+ 18	M+	57,195	91,173	+ 18	1,926
2 Gloucester Co Spec Serv	B	53,747	72,468	17	B+	55,247	73,968	17	M	56,047	74,768	17	M+	57,667	76,388	17	1,628
5 Gloucester Co Voc-Tech	B	53,411	82,036	18	B+	54,911	83,536	18	M	55,911	84,536	18	M+	56,911	85,536	18	1,869
1 Greenwich Twp	B	49,966	84,870	+ 17	B+	51,338	86,242	+ 17	M	52,024	86,928	+ 17	M+	53,396	88,300	+ 17	1,816
1 Harrison Twp	B	50,535	77,235	+ 12	B+	51,995	78,695	+ 12	M	52,725	79,425	+ 12	M+	54,185	80,885	+ 12	2,624
5 Kingsway Regional	B	49,021	82,481	18	B+	50,324	83,784	18	M	51,626	85,086	18	M+	52,928	86,388	18	1,938
1 Logan Twp	B	52,904	79,419	+ 16	B+	53,904	80,419	+ 16	M	55,104	81,619	+ 16	M+	55,604	82,119	+ 16	1,698
2 Pitman Boro	B	47,372	83,252	17	B+	49,848	85,728	17	M	51,649	87,529	17	M+	53,112	88,992	17	1,712
4 Washington Twp	B	48,160	76,920	+ 17	B+	50,760	79,520	+ 17	M	52,060	80,820	+ 17	M+	56,715	83,420	+ 17	2,030
1 Westville Boro	B	53,320	79,465	+ 16	B+	54,320	80,465	+ 16	M	55,320	81,465	+ 16	M+	56,320	82,465	+ 16	2,044

**HUDSON**

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Hoboken City	B	50,998	89,631 +	12	B+	53,996	92,620 +	12	M	7,167	96,087 +	12	M+	59,681	98,288 +	12	2,692
4 Union City	B	54,330	103,000+	18	B+	55,130	106,200+	18	M	56,930	109,500+	18	M+	64,580	117,300+	18	2,769
4 West New York Town	B	57,763	93,389 +	19	B+	60,363	95,989 +	19	M	62,763	98,389 +	19	M+	65,763	101,389+	19	2,548

**HUNTERDON**

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Bloomsbury Boro	B	49,400	72,805	18					M	51,965	75,370	18	M+	55,385	78,790	18	
1 Califon Boro	B	49,459	70,029	16	B+	51,909	72,479	16	M	52,524	73,094	16					1,467
5 Delaware Valley Regional	B	51,270	81,575	15	B+	53,890	84,195	15	M	55,235	85,540	15	M+	58,005	88,310	15	2,077
1 Holland Twp	B	50,872	80,242 +	19	B+	53,422	82,792 +	19	M	55,572	84,942 +	19	M+	57,872	87,242 +	19	1,552
1 Kingwood Twp	B	52,366	74,076 +	20	B+	54,966	76,676 +	20	M	55,566	77,276 +	20	M+	57,566	79,276 +	20	1,662
1 Lebanon Boro	B	49,260	80,785	18	B+	51,660	83,985	18	M	53,260	85,585	18	M+	56,460	88,140	18	636
5 N Hunt/Voorhees Reg	B	52,945	78,560	15	B+	56,945	86,180	15	M	58,945	88,450	15	M+	62,945	93,880	15	
1 Union Twp	B	47,844	75,919	14	B+	50,344	78,419	14	M	52,844	80,919	14	M+	57,844	85,919	14	

**MERCER**

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
4 Hamilton Twp	B	48,486	80,444 +	17	B+	49,886	81,844 +	17	M	51,386	84,088 +	17	M+	53,086	86,319 +	17	1,908
3 Hopewell Valley Regional	B	51,712	89,430	18	B+	52,736	90,453	18	M	55,295	93,013	18					
3 Princeton Regional	B	54,033	93,050	19					M	58,410	100,587	19	M+	62,138	107,008	19	2,257
4 Trenton City	B	55,515	88,265 +	15	B+	56,265	89,015 +	15	M	57,065	89,815 +	15	B++	57,465	90,215 +	15	
													M+	57,475	90,225 +	15	
4 W Windsor-Plainsboro Reg	B	51,000	87,350 +	16					M	53,000	90,240 +	16	M+	54,500	92,475 +	16	2,278



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## MIDDLESEX

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
3 Carteret Boro	B	51,591	92,591	+ 14					M	53,591	94,591	+ 14					2,991
2 Dunellen Boro	B	47,300	71,700	+ 16	B+	48,400	72,800	+ 16	M	49,500	73,900	+ 16	M+	51,800	76,200	+ 16	2,020
4 East Brunswick Twp	B	54,228	86,558	13					M	57,970	90,300	13	M+	60,841	93,171	13	1,881
1 Jamesburg Boro	B	48,541	69,682	+ 15	B+	49,176	70,317	+ 15	M	49,813	70,954	+ 15	M+	50,447	71,588	+ 15	1,568
2 Middlesex Co ESC	B	47,752	73,942	20					M	48,752	74,942	20	M+	49,752	75,942	20	1,807
5 Middlesex Co Voc-Tech	B	52,170	84,187	+ 17	B+	53,170	85,187	+ 17	M	54,170	86,187	+ 17	M+	56,170	88,187	+ 17	1,619
1 Milltown Boro	B	45,245	73,870	17					M	46,295	74,920	17	M+	47,295	75,920	17	
3 North Brunswick Twp	B	54,603	75,905	+ 10	B+	56,153	77,455	+ 10	M	57,503	78,805	+ 10	M+	58,853	80,155	+ 10	
4 South Brunswick Twp	B	54,850	83,070	+ 15	B+	57,330	85,550	+ 15	M	57,970	86,190	+ 15	M+	61,310	89,530	+ 15	2,166
3 South Plainfield Boro	B	38,345	85,795	+ 15	B+	57,885	87,895	+ 15	M	61,015	91,045	+ 15	M+	66,910	95,140	+ 15	2,130
4 Woodbridge Twp	B	62,521	98,156	11	B+	64,684	100,319	11	M	66,240	101,875	11	M+	68,108	103,743	11	2,435

## MONMOUTH

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Atlantic Highlands Boro	B	54,644	81,870	+ 20	B+	56,724	83,950	+ 20					M+	58,804	86,030	+ 20	2,195
1 Avon Boro	B	52,850	85,800	+ 18					M	55,700	88,650	+ 18	M+	57,604	90,554	+ 18	1,740
2 Bayshore Jointure Comm	B	49,505	57,125	10	B+	50,905	58,525	10	M	55,115	62,735	10	M+	54,360	61,875	10	
1 Belmar Boro	B	52,520	82,825	+ 17					M	53,250	84,525	+ 17	M+	54,250	86,025	+ 17	2,007
1 Bradley Beach Boro	B	49,465	85,575	+ 17					M	52,165	88,275	+ 17	M+	54,865	90,975	+ 17	1,813
1 Eatontown Boro	B	55,564	91,514	18					M	59,569	95,519	18	M+	63,574	99,524	18	2,415
1 Fair Haven Boro	B	52,018	89,868	+ 18	B+	53,218	91,068	+ 18	M	54,418	92,268	+ 18	M+	55,618	93,468	+ 18	
1 Farmingdale Boro	B	46,500	78,045	+ 18					M	50,500	82,045	+ 18	M+	52,500	84,045	+ 18	1,370
5 Freehold Regional	B	62,397	74,847	+ 10	B+	65,397	656,847	+ 10	M	67,397	79,847	+ 10	M+	70,397	82,847	+ 10	2,143
3 Hazlet Twp	B	53,700	94,990	18					M	56,250	97,540	18	M+	58,825	100,115	18	2,232
5 Henry Hudson Regional	B	51,230	77,256	18	B+	53,796	79,856	18	M	54,996	81,056	18	M+	57,196	83,256	18	1,929
1 Highlands Boro	B	52,295	83,210	+ 17	B+	53,595	84,510	+ 17	M	54,895	85,810	+ 17	M+	56,195	87,110	+ 17	
3 Holmdel Twp	B	52,000	100,079	21	B+	53,000	101,079	21	M	53,500	101,579	21	M+	54,500	102,579	21	
2 Keyport Boro	B	52,047	84,652	16	B+	53,903	86,508	16	M	55,759	88,364	16	M+	57,615	90,220	16	2,110
1 Millstone Twp	B	56,840	84,390	+ 20	B+	58,840	86,390	+ 20	M	60,340	87,890	+ 20	M+	63,740	91,290	+ 20	2,024
1 Monmouth Beach Boro	B	51,845	87,400	+ 18	B+	53,295	88,850	+ 18	M	54,145	89,700	+ 18	M+	55,095	90,650	+ 18	
2 Monmouth-Ocean ESC	B	46,385	64,735	15					M	47,785	66,135	15					
3 Ocean Twp	B	54,615	86,850	17	B+	56,565	88,800	17	M	58,515	90,750	17	M+	60,465	92,700	17	1,696
1 Red Bank Boro	B	49,300	83,625	17	B+	51,300	85,625	17	M	52,300	86,625	17	M+	54,300	88,625	17	
1 Rumson Boro	B	48,650	84,360	19	B+	52,650	88,360	19	M	54,400	90,110	19	B++	90,910	90,910	19	1,863
													M+	57,600	93,310	19	
5 Rumson-Fair Haven Reg	B	56,050	95,425	21	B+	57,405	96,780	21					B++	58,760	98,135	21	
1 Spring Lake Boro	B	56,870	84,345	16					M	58,730	85,845	16					1,883
1 Spring Lake Heights Boro	B	50,914	79,649	17					M	53,514	82,249	17	M+	54,714	83,449	17	1,636
1 Tinton Falls	B	50,298	83,088	15	B+	51,798	84,588	15	M	53,298	86,088	15	M+	56,298	89,088	15	

## MORRIS

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
2 Boonton Town	B	53,957	83,172	15					M	58,757	87,972	15	M+	64,157	93,372	15	1,976
1 Boonton Twp	B	52,119	85,613	+ 17	B+	55,319	90,265	+ 17	M	56,919	92,588	+ 17	M+	60,119	97,626	+ 17	2,073
3 Sch Dist Of The Chathams	B	56,323	83,975	+ 17	B+	58,568	90,885	+ 17	M	59,688	98,795	+ 17	M+	61,933	105,610	+ 17	2,057
1 East Hanover Twp	B	54,895	93,110	+ 20	B+	57,445	95,660	+ 20	M	58,720	96,935	+ 20	M+	61,780	99,995	+ 20	1,980
1 Florham Park Boro	B	48,775	88,060	+ 20	B+	53,375	92,660	+ 20	M	56,175	95,460	+ 20	M+	58,775	98,060	+ 20	1,932
5 Hanover Park Regional	B	54,477	89,469	17	B+	56,084	91,677	17	M	59,334	98,663	17	M+	62,853	103,379	17	1,845
2 Kinnelon Boro	B	51,617	78,602	+ 14	B+	55,617	82,602	+ 14	M	59,117	86,102	+ 14	M+	65,117	92,102	+ 14	1,969
2 Madison Boro	B	52,993	87,311	+ 16					M	57,843	94,113	+ 16	M+	67,293	101,611	+ 16	2,428
3 Montville Twp	B	52,155	82,010	+ 16	B+	55,510	87,905	+ 16	M	58,856	92,685	+ 16	M+	62,220	100,885	+ 16	2,032
1 Morris Co Educ Ser Comm	B	51,137	78,943	21	B+	52,085	80,880	21	M	53,033	82,930	21	M+	54,063	84,980	21	1,836
5 Morris Co Voc-Tech	B	58,966	96,169	+ 18	B+	60,116	97,319	+ 18	M	62,996	100,169	+ 18	M+	66,316	103,519	+ 18	2,041
3 Morris School District	B	50,312	98,562	25					M	53,712	102,117	25	M+	56,512	105,045	25	2,166
1 Mount Arlington Boro	B	52,745	88,070	+ 18	B+	56,145	89,470	+ 18	M	57,775	91,100	+ 18	M+	61,175	94,600	+ 18	1,820
4 Parsippany-Troy Hills Twp	B	51,905	82,490	+ 16	B+	55,605	90,485	+ 16					B++	61,505	97,550	+ 16	2,036
1 Long Hill Twp	B	50,000	86,592	+ 16					M	52,800	89,392	+ 16	M+	55,600	92,192	+ 16	1,719
1 Riverdale Boro	B	51,954	71,990	+ 17	B+	54,354	74,390	+ 17	M	55,154	75,190	+ 17	M+	57,554	77,590	+ 17	1,858
1 Rockaway Boro	B	48,260	83,925	+ 18	B+	50,360	86,025	+ 18	M	52,460	88,125	+ 18	M+	54,560	90,225	+ 18	
1 Rockaway Twp	B	55,384	92,210	19	B+	56,634	93,460	19	M	59,449	96,275	19	M+	60,699	97,525	19	2,074
1 Wharton Boro	B	52,851	80,810	16	B+	55,351	83,310	16	M	56,601	84,500	16	M+	59,101	87,060	16	1,722



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## OCEAN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Bay Head Boro	B	55,545	83,195	17	B+	57,113	84,763	17	M	57,494	85,099	17	M+	58,457	86,107	17	1,923
1 Berkeley Twp	B	48,787	85,290 +	19	B+	50,887	87,390 +	19	M	52,387	88,890 +	19	M+	53,187	89,690 +	19	
4 Brick Twp	B	51,565	91,010	21	B+	52,360	92,335	21	M	53,380	93,485	21	M+	54,480	95,185	21	2,235
5 Central Regional	B	50,544	90,213 +	17	B+	51,544	91,213 +	17	M	52,544	92,213 +	17	M+	54,044	93,610 +	17	
1 Eagleswood Twp	B	48,500	64,070 +	17	B+	49,000	64,570 +	17	M	49,250	64,820 +	17	M+	49,750	65,320 +	17	2,000
1 Island Heights Boro	B	43,365	59,946 +	13	B+	44,076	60,657 +	13	M	44,482	61,063 +	13	M+	44,786	61,367 +	13	2,234
3 Lacey Twp	B	48,150	68,000	20					M	54,150	74,000	20	M+	58,150	78,000	20	2,231
1 Lakehurst Boro	B	52,264	76,559	22					M	53,874	78,169	22	M+	54,374	78,669	22	1,925
3 Lakewood Twp	B	47,741	85,346	28	B+	49,741	87,346	28	M	50,741	88,346	28	M+	52,741	90,346	28	1,500
1 Lavallette Boro	B	52,703	83,573 +	18	B+	53,503	84,373 +	18	M	54,953	85,823 +	18	M+	55,603	86,473 +	18	1,838
1 Little Egg Harbor Twp	B	56,784	75,649	17	B+	58,359	77,224	17	M	58,759	77,624	17	M+	60,484	79,349	17	1,839
5 Ocean Co Voc-Tech	B	54,668	86,250	18	B+	55,698	87,280	18	M	57,468	89,050	18	M+	58,404	89,990	18	
1 Ocean Twp	B	51,500	75,652	16					M	53,000	77,152	16	M+	54,400	78,552	16	1,727
2 Plumsted Twp	B	54,983	82,454 +	19	B+	56,139	83,610 +	19	M	56,860	84,331 +	19	M+	57,582	85,053 +	19	1,664
2 Point Pleasant Beach Boro	B	53,184	79,870	18	B+	56,384	83,084	18	M	58,184	84,884	18	M+	61,384	88,084	18	1,934
1 Seaside Heights Boro	B	49,880	82,654 +	18	B+	50,708	83,554 +	18	M	51,380	84,154 +	18	M+	52,180	84,954 +	18	1,943
5 Southern Regional	B	58,503	99,665	21	B+	59,503	100,665	21	M	61,503	102,665	21	M+	63,503	104,665	21	2,272
1 Tuckerton Boro	B	49,762	68,612 +	18					M	51,262	70,112 +	18					1,989

## PASSAIC

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
4 Clifton City	B	54,375	83,250	14					M	59,375	88,250	14					
1 Haledon Boro	B	51,960	82,985 +	17					M	55,060	86,185 +	17	M+	58,360	89,385 +	17	
2 Hawthorne Boro	B	52,365	83,905 +	14					M	55,465	87,005 +	14	M+	60,115	91,655 +	14	1,830
5 Lakeland Regional	B	50,000	78,119	16					M	53,500	85,319	16	M+	58,000	95,819	16	1,824
1 Little Falls Twp	B	49,325	75,460	13					M	56,325	82,934	13	M+	60,825	87,598	13	
1 North Haledon Boro	B	51,269	81,419 +	14					M	55,019	85,169 +	14	M+	58,769	88,919 +	14	
4 Passaic City	B	52,643	92,120 +	15	B+	56,643	96,120 +	15	M	60,643	100,120+	15	M+	64,643	106,328 +	15	
5 Passaic Valley Regional	B	51,359	99,700 +	19	B+	54,881	107,427+	19	M	59,059	118,085+	19	M+	61,059	121,711 +	19	
5 Passaic Co Voc-Tech	B	57,615	94,660	12					M	61,715	98,760	12					
2 Pompton Lakes Boro	B	56,240	80,655	14					M	59,390	85,365	14	M+	65,690	90,545	14	2,316
1 Ringwood Boro	B	52,222	86,797	16	B+	53,557	88,604	16	M	55,792	91,832	16	M+	59,090	95,821	16	
1 Wanaque Boro	B	55,225	85,110 +	14					M	61,725	91,610 +	14	M+	67,725	97,610 +	14	
3 West Milford Twp	B	54,320	86,610 +	17	B+	56,370	93,060 +	17	M	58,120	95,350 +	17	M+	62,870	104,550 +	17	

## SALEM

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Alloway Twp	B	51,863	73,533	18					M	53,717	75,387	18	M+	55,557	77,227	18	1,745
1 Mannington Twp	B	54,336	69,051 +	14					M	56,336	71,051 +	14					2,185
1 Oldmans Twp	B	56,706	81,661 +	18					M	58,806	83,761 +	18					1,907
2 Penns Grv-Carney'S Pt Reg	B	55,784	89,225	21	B+	57,484	90,925	21	M	58,334	91,775	21	M+	60,034	93,475	21	1,767
2 Pennsville	B	47,705	82,000	16	B+	49,053	83,348	16	M	50,346	84,641	16	M+	51,640	85,935	16	1,475
1 Quinton Twp	B	53,897	72,497 +	15	B+	55,297	73,897 +	15	M	55,997	74,597 +	15	M+	57,397	75,997 +	15	1,788
2 Salem Co Special Service	B	51,175	62,893 +	13	B+	52,785	64,503 +	13	M	54,395	66,113 +	13	M+	56,005	67,723 +	13	1,520
5 Salem Co Voc-Tech	B	52,429	71,229	18					M	53,629	72,429	18	M+	54,229	73,029	18	1,488
1 Upper Pittsgrove Twp	B	55,418	68,518 +	18	B+	57,368	70,468 +	18	M	58,118	71,218 +	18	M+	59,618	72,718 +	18	1,666

## SOMERSET

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Bedminster Twp	B	55,745	81,966	16	B+	60,171	88,556	16	M	61,111	89,951	16	M+	62,451	91,946	16	
3 Bernards Twp	B	49,655	82,860	22	B+	52,999	88,529	22	M	55,903	93,273	22	M+	59,760	99,655	22	2,317
4 Bridgewater-Raritan Reg	B	52,341	89,755	17	B+	55,391	92,834	17	M	58,441	95,855	17	M+	61,491	98,905	17	1,867
4 Franklin Twp	B	50,000	85,024 +	16					M	51,446	86,470 +	16	M+	52,859	87,884 +	16	1,554
4 Hillsborough Twp	B	56,555	75,465 +	14	B+	58,655	77,565 +	14	M	60,755	79,665 +	14	M+	64,955	83,865 +	14	
3 Montgomery Twp	B	59,440	84,320	16					M	65,440	90,320	16	M+	69,940	94,820	16	1,746
3 North Plainfield Boro	B	59,430	83,540 +	18					M	62,430	86,540 +	18	M+	65,430	89,540 +	18	1,759
5 Somerset Co Voc-Tech	B	55,370	92,145	24	B+	58,930	95,705	24									
2 Somerset Hills Regional	B	53,390	90,960 +	19					M	57,390	97,300 +	19	M+	61,390	102,518 +	19	
1 South Bound Brook	B	53,815	84,095 +	16					M	56,315	86,595 +	16	M+	58,815	89,095 +	16	1,888
1 Watchung Boro	B	52,615	81,825 +	17	B+	6,140	83,430 +	17	M	58,500	87,710 +	17	M+	60,105	89,315 +	17	1,724

**SUSSEX**

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Frankford Twp	B	54,111	83,911	+ 16					M	58,091	90,126	+ 16	M+	62,076	96,346	+ 16	2,075
1 Franklin Boro	B	53,595	82,605	+ 16	B+	55,745	84,755	+ 16	M	57,895	86,905	+ 16	M+	60,105	89,125	+ 16	1,820
1 Fredon Twp	B	53,911	83,296	17	B+	55,311	84,696	17	M	56,711	86,096	17					1,545
1 Hamburg Boro	B	56,985	79,465	+ 17					M	60,305	82,785	+ 17					1,397
1 Hampton Twp	B	50,055	96,160	28	B+	51,731	98,388	28	M	52,673	99,304	28	M+	54,664	101,236	28	1,683
1 Hardyston Twp	B	51,472	83,312	18	B+	53,042	84,882	18	M	54,612	86,452	18	M+	56,967	88,807	18	
5 High Point Regional	B	54,228	75,373	+ 11	B+	59,922	83,287	+ 11	M	62,362	86,679	+ 11	M+	69,412	96,477	+ 11	1,614
2 Hopatcong	B	55,783	83,035	+ 16	B+	60,133	87,385	+ 16	M	62,633	89,885	+ 16	M+	66,133	93,385	+ 16	
1 Lafayette Twp	B	53,985	83,170	+ 19	B+	56,985	86,170	+ 19					B++	59,985	89,170	+ 19	1,506
3 Sparta Twp	B	57,025	88,995	+ 15	B+	59,125	89,095	+ 15	M	62,275	92,245	+ 15	M+	66,370	98,340	+ 15	2,242
1 Stillwater Twp	B	54,283	75,083	16	B+	57,433	78,233	16	M	58,483	79,283	16	M+	59,533	80,333	16	1,583
1 Sussex Co Ed Serv Comm	B	48,475	66,370	21					M	52,095	69,990	21					1,420

**UNION**

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
2 Clark Twp	B	52,540	95,005	18					M	56,340	102,305	18	M+	59,740	106,105	18	1,779
3 Cranford Twp	B	52,645	89,945	19	B+	53,380	91,051	18	M	59,190	97,330	20	M+	62,056	101,953	21	1,807
2 Kenilworth Boro	B	59,593	72,866	18					M	67,698	82,628	18	M+	74,659	91,639	18	
4 Linden City	B	50,099	89,154	+ 18					M	55,248	97,654	+ 18	M+	59,889	101,858	+ 18	
1 Morris-Union Joint Com	B	48,797	63,638	16	B+	51,874	67,505	16									1,650

**WARREN**

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Belvidere Town	B	47,230	85,600	21					M	49,730	88,100	21	M+	51,730	90,100	21	1,670
1 Franklin Twp	B	49,350	62,550	13	B+	52,850	66,050	13	M	54,600	67,800	13	M+	58,100	71,300	13	1,486
1 Frelinghuysen Twp	B	48,612	76,752	14	B+	50,912	79,052	14	M	52,062	80,202	14	M+	54,362	82,502	14	2,041
1 Great Meadows Regional	B	53,590	75,975	15	B+	55,890	78,275	15	M	57,040	79,425	15	M+	59,340	81,725	15	1,656
1 Greenwich Twp	B	48,807	61,092	+ 14	B+	52,307	64,592	+ 14	M	54,057	66,342	+ 14	M+	55,807	68,092	+ 14	1,418
2 Hackettstown Town	B	58,135	74,340	+ 16	B+	62,835	79,040	+ 16	M	65,185	81,390	+ 16	M+	67,535	83,740	+ 16	
1 Harmony Twp	B	48,565	79,020	20	B+	51,065	81,520	20	M	53,165	83,620	20	M+	55,565	86,020	20	1,670
1 Knowlton Twp	B	50,603	76,443	+ 19					M	53,003	78,843	+ 19	M+	55,403	81,243	+ 19	1,676
1 Lopatcong Twp	B	48,450	86,744	35	B+	52,973	91,267	35	M	55,234	93,528	35	M+	59,757	98,051	35	1,545
1 Mansfield Twp	B	54,684	77,169	+ 15	B+	56,159	78,644	+ 15	M	57,209	79,694	+ 15	M+	59,054	81,539	+ 15	1,695
1 Pohatcong Twp	B	51,890	77,785	17	B+	52,790	78,685	17	M	53,690	79,585	17	M+	55,490	81,385	17	1,644
5 Warren Co Voc-Tech	B	49,689	76,122	+ 26	B+	51,251	77,731	+ 26	M	52,032	78,536	+ 26	M+	53,595	80,144	+ 26	
5 Warren Hills Regional	B	52,112	79,423	16	B+	56,162	83,473	16	M	58,187	85,498	16	M+	60,237	89,548	16	
1 Washington Boro	B	49,215	75,510	13	B+	50,365	76,660	13	M	51,920	78,215	13	M+	53,025	79,320	13	1,615
1 White Twp	B	50,890	79,400	19	B+	54,890	83,400	19	M	56,890	86,440	19	M+	60,890	89,400	19	1,835

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

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## MONDAY INFO SESSIONS:

DECEMBER 4, 2017

JANUARY 8, 2018

5-7 p.m. in The Castle

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# TEAM UP WITH CALIFORNIA CASUALTY



Give your athletes a sporting chance with a  
Thomas R. Brown Athletics Grant. Apply to receive  
**\$1,000 to \$3,000** for your middle or high school's team.

The Thomas R. Brown Athletics Grant was established to provide support to public middle and high school sports programs impacted by reduced budgets.

As an employee of the school and a member of the National Education Association (NEA), you can apply for a grant award for your school's sports program.

**Applications received through January 12, 2018 will qualify for  
2018 consideration. Recipients will be announced in April 2018.**

To apply for a grant, go to:  
[CalCasAthleticsGrant.com](http://CalCasAthleticsGrant.com)

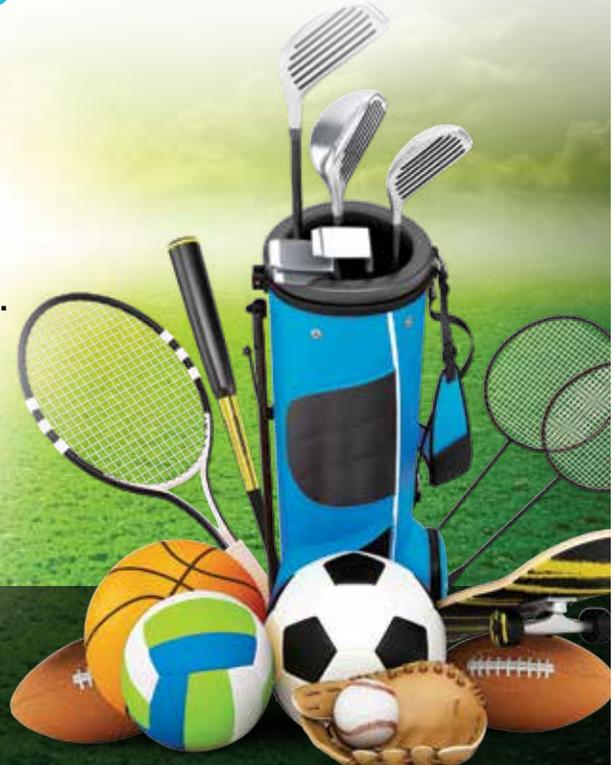
Grants not available in AK, HI, MA, MI, NY and WI. Please visit [CalCasAthleticsGrant.com](http://CalCasAthleticsGrant.com)  
for full program rules. ©2017 California Casualty CA Lic. 0041343

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AH331217

# 2017-18 Educational Support Professional Salary Survey

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

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

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

## SUMMARY OF EDUCATIONAL SUPPORT PROFESSIONAL SETTLEMENT INFORMATION

	Average \$ Increase	Average settlement rate (Includes increment)
2017-18 average educational support professional settlements - newly bargained plus previously bargained/656 settlements	\$1,104	2.83%
Newly bargained 2017-18 educational support professionals contracts - 133 settlements	\$1,174	3.13%
Contracts to date covering 2018-19 - 326 settlements	\$1,160	2.91%

2016-17 ESP average salary (full time) = \$37,080  
2016-17 average years of experience = 12

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

### ATLANTIC

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Absecon	Custodian	12m	31,971	42,072	12
1 Absecon	Custodian - Black Seal	12m	32,221	42,322	12
1 Absecon	Paraprofessional	10m	18,152	24,928	10
1 Absecon	Secretary	12m	27,178	37,805	10
2 Atl Co Sp Sv	Bus Aide	Hrly	11.85	20.75	16
2 Atl Co Sp Sv	Bus Driver	Hrly	12.87	21.75	16
4 Atlantic City	Bookkeeper	12m	48,874	72,810	12
4 Atlantic City	Computer Operator	10m	35,783	57,481	12
4 Atlantic City	Custodian	12m	33,273	54,995	12
4 Atlantic City	Custodian - Black Seal	12m	33,933	55,655	12
4 Atlantic City	Custodian - Night Shift	12m	34,703	56,425	12
4 Atlantic City	Maintenance	12m	35,345	57,498	12
4 Atlantic City	Maintenance - Black Seal	12m	36,005	58,158	12
4 Atlantic City	Maintenance - Night Shift	12m	36,775	58,928	12
4 Atlantic City	Paraprofessional	10m	16,603	25,511	12
4 Atlantic City	Para. - Highly Qualified	10m	19,110	36,047	12
4 Atlantic City	Payroll	12m	48,874	72,810	12
4 Atlantic City	Secretary	12m	33,287	59,091	12
4 Atlantic City	Security Officer	10m	26,270	39,005	12
4 Atlantic City	Security Officer - Night Shift	10m	27,700	40,435	12
4 Atlantic City	Technology	12m	48,002	71,317	12
5 Atlantic Co Voc	Custodian	12m	30,000	43,323	11
5 Atlantic Co Voc	Custodian - Black Seal	12m	30,800	44,123	11
5 Atlantic Co Voc	Food Service	10m	21,842	26,614	10
5 Atlantic Co Voc	Maintenance	12m	42,726	56,015	10
5 Atlantic Co Voc	Maintenance - Black Seal	12m	43,526	56,815	10
5 Atlantic Co Voc	Mechanic	12m	52,726	66,015	10
5 Atlantic Co Voc	Paraprofessional	10m	24,000	34,140	11
5 Atlantic Co Voc	Secretary	12m	36,113	45,776	10
5 Atlantic Co Voc	Security Officer	10m	31,842	36,614	10
1 Galloway	Custodian	12m	34,878	38,478+	10
1 Galloway	Custodian - Black Seal	12m	33,778	37,978+	10

### ATLANTIC (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Galloway	Food Service	Hrly	11.59	13.69+	9
1 Galloway	Food Service - Manager	Hrly	16.71	19.17+	9
1 Galloway	Interpreter	10m	36,144	38,944+	8
1 Galloway	Maintenance	12m	48,560	52,760+	10
1 Galloway	Maintenance - Black Seal	12m	48,960	53,160+	10
1 Galloway	Paraprofessional	10m	31,959	35,459+	8
1 Galloway	Paraprofessional - BA	10m	32,876	36,376+	8
1 Galloway	Paraprofessional - Certified	10m	34,713	38,213+	8
1 Galloway	Secretary	10m	35,034	40,684+	13
1 Galloway	Secretary	12m	44,235	51,369+	13
1 Somers Point	Paraprofessional	Hrly	10.85	12.11	8
1 Somers Point	Para. - Instructional	10m	20,201	23,793	14
1 Somers Point	Secretary	12m	38,988	42,588+	13

### BERGEN

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Bergen Co Sp Sr	Custodian	12m	38,500	59,865+	17
2 Bergen Co Sp Sr	Custodian - 2nd Shift	12m	39,417	60,782+	10
2 Bergen Co Sp Sr	Custodian - Black Seal	12m	39,300	60,665+	10
2 Bergen Co Sp Sr	Custodian - Head	12m	52,917	59,667+	10
2 Bergen Co Sp Sr	Custodian - Night Shift	12m	39,716	61,081+	10
2 Bergen Co Sp Sr	Food Service - Cook	10m	47,780	53,030+	8
2 Bergen Co Sp Sr	Maintenance	12m	47,545	68,470+	16
2 Bergen Co Sp Sr	Maintenance - Black Seal	12m	48,345	69,270+	16
2 Bergen Co Sp Sr	Maintenance - Night Shift	11.5m	48,761	69,686+	16
2 Bergen Co Sp Sr	Maintenance 2nd Shift	12m	48,462	69,387+	16
5 Bergen Co Voc	Custodian	12m	42,580	63,505+	16
5 Bergen Co Voc	Custodian - 2nd Shift	12m	43,497	64,422+	16
5 Bergen Co Voc	Custodian - Black Seal	12m	43,680	64,605+	16
5 Bergen Co Voc	Custodian - Head	12m	44,527	65,452+	16

**BERGEN (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Bergen Co Voc	Custodian - Night Shift	12m	43,796	64,721+	16
5 Bergen Co Voc	Maintenance	12m	50,780	71,705+	16
5 Bergen Co Voc	Maintenance - Black Seal	12m	51,880	72,805+	16
5 Bergen Co Voc	Maintenance - Head	12m	52,727	73,652+	16
5 Bergen Co Voc	Maintenance - Night Shift	12m	51,996	72,921+	16
5 Bergen Co Voc	Maintenance 2nd Shift	12m	51,697	72,622+	16
5 Bergen Co Voc	Secretary	12m	42,434	70,744+	18
3 Bergenfield	Accounts Receivable/Payable	12m	44,177	55,082	12
3 Bergenfield	Bus Driver	10m	29,440	35,290	10
3 Bergenfield	Custodian	12m	46,078	57,258	14
3 Bergenfield	Cust. - Foreman Night Shift	12m	53,782	66,782	14
3 Bergenfield	Cust. - Head Elementary	12m	52,421	65,206	14
3 Bergenfield	Cust. - Head High School	12m	53,182	66,182	14
3 Bergenfield	Cust. - Head Middle School	12m	53,182	66,182	14
3 Bergenfield	Grounds	12m	51,152	63,632	14
3 Bergenfield	Maintenance	12m	52,421	65,206	14
3 Bergenfield	Paraprofessional	10m	18,923	24,563	13
3 Bergenfield	Secretary	10m	37,687	46,757	12
3 Bergenfield	Secretary	12m	41,887	52,142	12
3 Bergenfield	Secretary - ES Principal	12m	38,452	47,737	12
3 Bergenfield	Secretary - HS Principal	12m	44,177	55,082	12
3 Bergenfield	Secretary - MS Principal	12m	44,177	55,082	12
1 Carlstadt	Custodian	12m	54,325	64,763	5
1 Carlstadt	Custodian - 2nd Shift	12m	55,225	65,663	5
1 Carlstadt	Custodian - Night Shift	12m	56,125	66,583	5
1 Carlstadt	Library Assistant	Hrly	17.33	22.61	4
1 Carlstadt	Para. - Instructional	10m	26,488	33,694	8
1 Carlstadt	Secretary	12m	46,440	61,287	9
2 Cliffside Park	Secretary	12m	27,000	27,000	1
1 Closter	Custodian	12m	39,250	54,615+	11
1 Closter	Custodian - Black Seal	12m	39,350	54,715+	11
1 Closter	Maintenance	12m	50,579	64,754+	9
1 Closter	Maintenance - Black Seal	12m	50,679	64,854+	9
1 Closter	Paraprofessional	Hrly	17.65	19.91+	5
1 Closter	Secretary	12m	40,556	54,363+	10
2 Cresskill	Clerical - Assistant	10m	30,780	43,100+	14
2 Cresskill	Custodian	12m	39,940	61,135+	16
2 Cresskill	Custodian - Head	12m	49,015	65,285+	10
2 Cresskill	Custodian - Night Shift	12m	42,715	63,910+	16
2 Cresskill	Secretary - Child Study Team	10m	30,780	43,100+	14
2 Cresskill	Secretary - Child Study Team	12m	37,470	52,065+	14
2 Cresskill	Secretary - ES Principal	12m	41,940	55,835+	14
2 Cresskill	Secretary - HS Principal	12m	41,940	55,835+	14
2 Cresskill	Secretary - MS Principal	12m	41,940	55,835+	14
1 East Rutherford	Paraprofessional	Hrly	17.72	22.03	9
1 East Rutherford	Paraprofessional - Certified	Hrly	21.08	25.39	9
1 East Rutherford	Para. - Instructional	Hrly	19.22	23.53	9
1 East Rutherford	Secretary	12m	39,820	58,309	13
2 Elmwood Park	Administrative Assistant	10m	32,973	49,202+	11
2 Elmwood Park	Administrative Assistant	12m	39,813	54,571+	10
2 Elmwood Park	Bookkeeper	12m	41,679	55,237+	10
2 Elmwood Park	Clerk	10m	27,693	42,959+	11
2 Elmwood Park	Clerk	12m	34,325	48,959+	10
2 Elmwood Park	Custodian	12m	41,590	54,467+	11
2 Elmwood Park	Maintenance	12m	46,939	60,248+	11
2 Elmwood Park	Secretary	10m	26,295	42,711+	11
2 Elmwood Park	Secretary	12m	35,504	49,927+	10
2 Emerson	Custodian	12m	22,500	32,592+	10
2 Emerson	Custodian - Black Seal	12m	23,600	33,692+	10
2 Emerson	Custodian - CDL License	12m	24,150	34,242+	10
2 Emerson	Custodian - CDL License	12m	23,600	33,692+	10
2 Emerson	Cust. - Foreman Night Shift	12m	28,000	38,092+	10
2 Emerson	Custodian - Head	12m	24,150	34,242+	10
2 Emerson	Grounds	12m	28,650	41,899+	10
2 Emerson	Maintenance	12m	27,000	40,249+	10
2 Emerson	Maint. - Night Supervisor	12m	28,650	41,899+	10
2 Emerson	Secretary	10m	21,600	30,900+	8
2 Emerson	Secretary	12m	24,500	35,600+	8
2 Emerson	Secretary - HS Principal	12m	25,500	38,500+	8

**BERGEN (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Englewood Cliffs	Custodian	12m	36,000	57,910	RG
1 Englewood Cliffs	Paraprofessional	10m	28,000	42,000	RG
1 Englewood Cliffs	Secretary	10m	33,365	44,201	13
1 Englewood Cliffs	Secretary	12m	40,040	53,040	13
3 Fair Lawn	Cafeteria/Lunch Aide	Hrly	32.20	32.20	1
3 Fair Lawn	Para. - Special Education	Hrly	25.70	27.45	1
2 Glen Rock	Administrative Assistant	12m	37,128	53,350	11
2 Glen Rock	Custodian	12m	39,988	58,582	12
2 Glen Rock	Custodian - 2nd Shift	12m	40,980	59,574	12
2 Glen Rock	Custodian - Black Seal	12m	41,015	59,609	12
2 Glen Rock	Custodian - Head ES	12m	43,825	62,659	12
2 Glen Rock	Custodian - Head HS	12m	45,947	64,781	12
2 Glen Rock	Custodian - Head MS	12m	45,947	64,781	12
2 Glen Rock	Custodian - Night Shift	12m	41,456	60,050	12
2 Glen Rock	Custodian - Pesticide License	12m	40,258	58,852	12
2 Glen Rock	Grounds	12m	45,466	64,402	12
2 Glen Rock	Health Assistant	10m	26,993	27,516	2
2 Glen Rock	Maintenance	12m	45,466	64,402	12
2 Glen Rock	Maintenance - Black Seal	12m	46,493	65,429	12
2 Glen Rock	Maintenance - Night Shift	12m	46,934	65,870	12
2 Glen Rock	Maint. - Pesticide License	12m	45,736	64,672	12
2 Glen Rock	Maintenance 2nd Shift	12m	46,458	65,394	12
2 Glen Rock	Paraprofessional	10m	24,669	25,192	2
2 Glen Rock	Secretary - Child Study Team	12m	37,128	53,350	11
2 Glen Rock	Secretary - ES Principal	12m	41,556	58,055	11
2 Glen Rock	Secretary - HS Principal	12m	41,556	58,055	11
2 Glen Rock	Secretary - MS Principal	12m	41,556	58,055	11
3 Hackensack	Custodian	12m	45,283	63,443	16
3 Hackensack	Cust. - Carpenter License	12m	52,379	74,784	16
3 Hackensack	Cust. - Electrician License	12m	52,379	74,784	16
3 Hackensack	Custodian - ES	12m	47,847	68,248	16
3 Hackensack	Custodian - Head ES	12m	53,603	76,120	16
3 Hackensack	Custodian - Head HS	12m	59,217	85,939	16
3 Hackensack	Custodian - Head MS	12m	59,217	85,939	16
3 Hackensack	Custodian - High School	12m	52,379	74,784	16
3 Hackensack	Custodian - Middle School	12m	51,162	73,447	16
3 Hackensack	Cust. - Plumbing Specialist	12m	52,379	74,784	16
3 Hackensack	Driver	12m	47,847	68,248	16
3 Hackensack	Grounds	12m	51,162	73,447	16
3 Hackensack	Maintenance	12m	52,379	74,784	16
3 Hackensack	Maintenance - Head	12m	53,603	76,120	16
3 Hackensack	Paraprofessional	10m	35,870	38,815	5
3 Hackensack	Paraprofessional - 60 Credits	10m	38,070	41,015	5
3 Hackensack	Paraprofessional - BA	10m	40,270	43,215	5
3 Hackensack	Secretary	12m	46,805	67,550	11
2 Hasbrouck Hgts	Computer Technician	12m	48,188	57,063+	6
2 Hasbrouck Hgts	Custodian	12m	40,952	48,452+	8
2 Hasbrouck Hgts	Maintenance	12m	41,952	49,452+	8
2 Hasbrouck Hgts	Maintenance - Head	12m	44,452	51,952+	8
2 Hasbrouck Hgts	Paraprofessional	10m	21,057	21,057	1
2 Hasbrouck Hgts	Paraprofessional	Hrly	18.57	18.57	1
2 Hasbrouck Hgts	Para. - Instructional	10m	22,209	22,209	1
2 Hasbrouck Hgts	Para. - Instructional	Hrly	19.58	19.58	1
2 Hasbrouck Hgts	Secretary	12m	44,113	52,988+	6
3 Mahwah	Bus Driver	Hrly	21.01	34.27	8
3 Mahwah	Custodian	12m	34,077	50,648+	12
3 Mahwah	Custodian - Black Seal	12m	34,977	51,548+	12
3 Mahwah	Custodian - Head ES	12m	37,906	54,515+	12
3 Mahwah	Custodian - Head HS	12m	39,809	56,437+	12
3 Mahwah	Custodian - Head MS	12m	38,408	55,022+	12
3 Mahwah	Maintenance	12m	38,877	55,559+	12
3 Mahwah	Maintenance - Black Seal	12m	39,777	56,459+	12
3 Mahwah	RN	10m	47,055	63,920	12
3 Mahwah	Secretary	10m	24,774	48,259+	12
3 Mahwah	Secretary	11m	26,280	51,273+	12
3 Mahwah	Secretary	12m	28,669	56,200+	12
3 Mahwah	Secretary - Child Study Team	10m	25,039	47,918+	12
3 Mahwah	Secretary - Child Study Team	11m	26,584	52,839+	12
3 Mahwah	Secretary - Child Study Team	12m	28,870	57,700+	12



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Educational Support Professionals

Be Part of the Buzz!



FEBRUARY 2-4, 2018

HILTON EAST BRUNSWICK

3 TOWER CENTER BLVD • EAST BRUNSWICK, NJ

Come honor NJEA's ESP person of the year and county nominees!

1. Political Climate 2018, A New Administration in Trenton
2. What Would You Do? – (Offered Cycle 1 only)
3. Organize Your Local
4. Preparing for Your Evaluation – (Offered Cycle 2 only)
5. Understanding Your Union and Its Importance to You – (Offered Cycle 1 only)
6. Grievance and Contract Enforcement
7. Want to Be an Association/Union Rep., or Maybe You Already Are
8. Negotiations and Basic Bargaining
9. You and Your Pension
10. Combating Privatization – You Could Be Fired
11. Para Power – (Offered Cycle 1 only)
12. ESP Power – (Offered Cycle 2 only)
13. Your Money: Your Life – (Offered Cycle 1 only)
14. Special Education Today for ESP Members
15. Leadership Development 101 for ESP Members
16. Social Media for ESPs – Limited to 20 participants (computer class) – (Offered Cycle 1 only)
17. So You're a "Blue," and What It Says About You
18. School Law and the Anti-Bullying Law
19. Organizing Your Workday for ESP – (Offered Cycle 2 only)
20. PERC Law for ESP
21. Using Pride and FAST to Fight Privatization – (Offered Cycle 1 only)
22. Runaway Inequality – (Offered Cycle 2 only)
23. What Have you Done for Me Lately? – Negotiations
24. ID Theft and Cyber Security/De-escalation Techniques – (Offered Cycle 2 only)

**REGISTRATION BEGINS AT 4 PM ON FRIDAY**

Most seminars are offered for both Cycle 1 and Cycle 2  
Cycle 1 seminars are held on Saturday from 9am – 3:30 pm  
Cycle 2 seminars are held beginning Saturday 4 pm, through Sunday

Due to lack of childcare provisions and safety concerns no children are permitted

Sign-up to participate in the professional development seminars listed above.

**Preregistration is required by January 15.**

For more information and registration form, visit [njea.org/esp](http://njea.org/esp).

**BERGEN (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Mahwah	Secretary - Elementary	10m	24,076	46,981+	12
3 Mahwah	Secretary - Elementary	11m	26,484	51,012+	12
3 Mahwah	Secretary - Elementary	12m	28,891	55,867+	12
3 Mahwah	Secretary - High School	10m	24,774	48,259+	12
3 Mahwah	Secretary - High School	11m	26,280	51,273+	12
3 Mahwah	Secretary - High School	12m	28,669	56,200+	12
3 Mahwah	Secretary - Middle School	10m	24,076	46,981+	12
3 Mahwah	Secretary - Middle School	11m	26,484	51,012+	12
3 Mahwah	Secretary - Middle School	12m	28,891	55,867+	12
3 Mahwah	Secretary - Principal	10m	25,039	47,918+	12
3 Mahwah	Secretary - Principal	11m	26,584	52,839+	12
3 Mahwah	Secretary - Principal	12m	28,870	57,700+	12
2 Midland Park	Custodian	12m	31,000	44,000+	15
1 Montvale	Administrative Assistant	12m	44,705	57,532+	14
1 Montvale	Clerk	12m	32,880	44,000+	14
1 Montvale	Custodian	12m	36,861	52,396+	14
1 Montvale	Maintenance	12m	56,335	56,335+	1
1 Montvale	Secretary	12m	36,585	48,840+	14
5 N Highlands Reg	Accounts Receivable/Payable	12m	46,218	80,405	17
5 N Highlands Reg	Administrative Assistant	12m	46,218	80,405	17
5 N Highlands Reg	Custodian	12m	41,510	79,637	17
5 N Highlands Reg	Custodian - Black Seal	12m	42,285	80,412	17
5 N Highlands Reg	Cust. - Carpenter License	12m	44,036	82,163	17
5 N Highlands Reg	Cust. - Electrician License	12m	44,036	82,163	17
5 N Highlands Reg	Custodian - Head	12m	44,036	82,163	17
5 N Highlands Reg	Custodian - HVAC	12m	44,036	82,163	17
5 N Highlands Reg	Custodian - Mechanic	12m	44,036	82,163	17
5 N Highlands Reg	Custodian - Night Shift	12m	44,036	82,163	17
5 N Highlands Reg	Cust. - Pesticide License	12m	48,109	86,236	17
5 N Highlands Reg	Cust. - Plumbing Specialist	12m	44,036	82,163	17
5 N Highlands Reg	Grounds	12m	44,036	82,163	17
5 N Highlands Reg	Secretary	12m	40,915	72,850	16
5 N Valley Reg	Custodian	12m	52,545	71,020+	9
5 N Valley Reg	Custodian - Head	12m	57,645	76,120+	9
5 N Valley Reg	Maintenance	12m	55,047	74,402+	9
5 N Valley Reg	Maintenance - Head	12m	60,147	79,502+	9
5 N Valley Reg	Matron	12m	42,537	57,492+	9
5 N Valley Reg	Secretary	12m	48,631	72,454	12
5 N Valley Reg	Secretary - Board	12m	60,302	89,843	12
5 N Valley Reg	Secretary - Principal	12m	51,549	76,801	12
5 N Valley Reg	Secretary - Superintendent	12m	54,467	81,148	12
1 Northvale	Paraprofessional	10m	35,375	35,375	1
1 Northvale	Para. - Instructional	10m	42,350	42,350	1
1 Old Tappan	Library Assistant	Hrly	19.39	19.39	1
1 Old Tappan	Maintenance	12m	60,622	60,622	1
1 Old Tappan	Secretary	Hrly	19.39	19.39	1
1 Old Tappan	Secretary - Child Study Team	12m	41,478	41,478	1
1 Old Tappan	Secretary - Elementary	12m	46,427	46,427	1
1 Old Tappan	Secretary - Middle School	12m	41,489	41,489	1
3 Paramus	Custodian	12m	46,239	54,939+	6
3 Paramus	Custodian - 2nd Shift	12m	48,546	57,686+	6
3 Paramus	Custodian - Night Shift	12m	50,853	61,433+	6
3 Paramus	Maintenance	12m	53,759	63,983+	6
3 Paramus	Maintenance 2nd Shift	12m	56,442	67,182+	6
2 Ridgefield Park	Custodian	12m	39,000	39,000+	RG
2 Ridgefield Park	Custodian - 2nd Shift	12m	41,025	41,025+	RG
2 Ridgefield Park	Custodian - Head	12m	42,672	42,672+	RG
2 Ridgefield Park	Maintenance	12m	44,000	44,000+	RG
2 Ridgefield Park	Paraprofessional - Certified	10m	28,973	28,973+	RG
2 Ridgefield Park	Secretary	12m	40,888	49,988+	8
2 Ridgefield Park	Secretary - Child Study Team	12m	43,888	52,988+	8
2 Ridgefield Park	Secretary - Principal	12m	44,888	53,988+	8
1 River Vale	Bus Driver	12m	45,654	54,994	10
1 River Vale	Clerk	12m	39,894	61,939	10
1 River Vale	Custodian	12m	55,034	55,034	1
1 River Vale	Custodian	12m	56,384	56,384	1
1 River Vale	Custodian	12m	45,075	53,922	10
1 River Vale	Custodian - HS	12m	57,384	57,384	1
1 River Vale	Custodian - Night Shift	12m	41,342	50,191	10

**BERGEN (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 River Vale	Maintenance	12m	59,047	59,047	1
1 River Vale	Secretary	12m	40,652	62,879	10
1 River Vale	Secretary - AA	12m	41,043	63,092	10
1 River Vale	Secretary - BA	12m	41,331	63,394	10
2 Rutherford	Administrative Assistant	12m	42,000	56,563+	13
2 Rutherford	Bus Driver	Hrly	25.21	27.44+	6
2 Rutherford	Clerical - Assistant	Hrly	18.72	21.37+	5
2 Rutherford	Custodian	12m	36,803	53,765+	13
2 Rutherford	Cust. - Foreman Night Shift	12m	37,803	54,765+	13
2 Rutherford	Custodian - Head ES	12m	39,203	56,165+	13
2 Rutherford	Custodian - Head HS	12m	40,503	57,465+	13
2 Rutherford	Custodian - Head MS	12m	39,203	56,165+	13
2 Rutherford	Maintenance	12m	44,692	65,438+	13
2 Rutherford	Paraprofessional	Hrly	19.20	22.02	5
2 Rutherford	Secretary	10m	29,916	44,278	14
2 Rutherford	Secretary	11m	33,342	48,416+	14
2 Rutherford	Secretary	12m	36,128	52,564+	14
3 Tenafly	Custodian	12m	41,692	56,692	6
3 Tenafly	Custodian - Black Seal	12m	43,892	58,892	6
3 Tenafly	Custodian - Head ES	12m	44,392	59,392	6
3 Tenafly	Custodian - Head HS	12m	48,562	63,562	6
3 Tenafly	Custodian - Head MS	12m	47,282	62,282	6
3 Tenafly	Custodian - Night Supervisor	12m	42,892	58,162	6
3 Tenafly	Grounds	12m	41,692	56,692	6
3 Tenafly	Grounds - Head	12m	42,892	58,162	6
3 Tenafly	Library Assistant	Hrly	21.71	21.71	1
3 Tenafly	Maintenance	12m	46,992	61,992	6
3 Tenafly	Maintenance - Black Seal	12m	47,492	62,492	6
3 Tenafly	Mechanic	12m	60,092	75,092	6
3 Tenafly	Painter	12m	46,992	61,992	6
3 Tenafly	Paraprofessional	Hrly	21.71	21.71	1
3 Tenafly	Secretary	12m	50,505	64,255	6
2 Waldwick	Bookkeeper - Head	12m	55,806	62,357+	5
2 Waldwick	Clerk	12m	41,855	46,770+	5
2 Waldwick	Custodian	12m	43,910	52,310+	7
2 Waldwick	Custodian - 2nd Shift	12m	44,330	52,730+	7
2 Waldwick	Custodian - Black Seal	12m	44,330	52,730+	7
2 Waldwick	Custodian - Head ES	12m	45,710	54,110+	7
2 Waldwick	Custodian - Head HS	12m	46,350	54,910+	7
2 Waldwick	Custodian - Night Shift	12m	44,730	53,130+	7
2 Waldwick	Grounds	12m	43,910	52,310+	7
2 Waldwick	Maintenance	12m	52,690	52,770+	7
2 Waldwick	Maintenance - Black Seal	12m	53,110	63,190+	7
2 Waldwick	Maintenance - Head ES	12m	54,490	64,570+	7
2 Waldwick	Maintenance - Head HS	12m	55,290	65,370+	7
2 Waldwick	Maintenance - Night Shift	12m	53,510	63,590+	7
2 Waldwick	Maintenance 2nd Shift	12m	53,110	63,190+	7
2 Waldwick	Paraprofessional	Hrly	24.19	24.19+	1
2 Waldwick	Secretary	12m	47,435	53,005+	5
2 Waldwick	Secretary - Principal	12m	50,225	56,120+	5
2 Westwood Reg	Custodian	12m	32,000	60,870	RG
2 Westwood Reg	Custodian - Black Seal	12m	33,200	62,070	RG
2 Westwood Reg	Custodian - CDL License	12m	33,200	62,070	RG
2 Westwood Reg	Custodian - Head ES	12m	37,500	66,370	RG
2 Westwood Reg	Custodian - Head HS	12m	40,500	69,370	RG
2 Westwood Reg	Custodian - Head MS	12m	37,500	66,370	RG
2 Westwood Reg	Maintenance	12m	37,500	66,370	RG

**BURLINGTON**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Burl Co Sp Sv	Food Service	Hrly	14.85	24.14+	15
2 Burl Co Sp Sv	Food Service - Head Cook	10m	30,299	42,162+	15
2 Burl Co Sp Sv	Paraprofessional	10m	14,320	25,662+	21
2 Burl Co Sp Sv	Paraprofessional - 30 Credits	10m	14,390	27,819+	21
2 Burl Co Sp Sv	Paraprofessional - 60 Credits	10m	20,154	32,710+	21
2 Burl Co Sp Sv	Paraprofessional - 90 Credits	10m	22,460	33,256+	21
2 Burl Co Sp Sv	Paraprofessional - BA	10m	22,532	34,040+	21
2 Burlington City	Clerk	10m	29,069	38,205+	11
2 Burlington City	Clerk	12m	34,217	41,964+	11
2 Burlington City	Custodian	12m	24,460	40,783	12
2 Burlington City	Custodian - CDL License	12m	25,460	41,763	12
2 Burlington City	Custodian - Head ES	12m	26,860	43,163	12
2 Burlington City	Custodian - Head HS	12m	29,960	46,263	12
2 Burlington City	Custodian - Head MS	12m	28,160	44,463	12
2 Burlington City	Cust. - Pesticide License	12m	24,760	41,063	12
2 Burlington City	Grounds	12m	27,060	58,338	12
2 Burlington City	Grounds - CDL License	12m	28,060	59,338	4
2 Burlington City	Grounds - Pesticide License	12m	27,360	58,638	4
2 Burlington City	Maintenance	12m	32,060	46,323	12
2 Burlington City	Maintenance - CDL License	12m	33,060	47,323	6
2 Burlington City	Maintenance - Head ES	12m	34,460	48,723	6
2 Burlington City	Maintenance - Head HS	12m	37,560	51,823	6
2 Burlington City	Maintenance - Head MS	12m	35,760	50,023	6
2 Burlington City	Maint. - Pesticide License	12m	32,360	46,623	6
2 Burlington City	Secretary	10m	31,090	39,590+	11
2 Burlington City	Secretary	12m	35,842	59,264+	11
3 Burlington Twp	Administrative Assistant	12m	32,219	49,500+	10
3 Burlington Twp	Clerk	12m	27,164	32,863+	10
3 Burlington Twp	Paraprofessional	10m	33,918	44,324+	10
3 Burlington Twp	Paraprofessional	Hrly	14.47	21.32+	8
3 Burlington Twp	Para. - Instructional	10m	19,705	25,710+	6
3 Burlington Twp	Para. - Special Education	Hrly	14.39	18.06+	8
3 Burlington Twp	Para. - Special Education	Hrly	14.47	21.32+	8
3 Burlington Twp	RN	10m	43,743	64,718+	10
3 Burlington Twp	Secretary	12m	31,869	49,000+	10
2 Cinnaminson	Bookkeeper	12m	48,353	52,039	7
2 Cinnaminson	Cafeteria/Lunch Aide	10m	8,175	11,217	13
2 Cinnaminson	Clerk	12m	38,911	41,288	7
2 Cinnaminson	Custodian	12m	35,396	43,614	8
2 Cinnaminson	Custodian - Black Seal	12m	35,946	44,164	8
2 Cinnaminson	Custodian - ES	12m	36,646	44,864	8
2 Cinnaminson	Custodian - High School	12m	37,396	45,614	8
2 Cinnaminson	Custodian - Middle School	12m	37,146	45,364	8
2 Cinnaminson	Grounds	12m	40,331	54,145	8
2 Cinnaminson	Library Assistant	10m	36,666	39,043	7
2 Cinnaminson	Maintenance	12m	40,331	54,145	8
2 Cinnaminson	Maintenance - Black Seal	12m	40,881	54,695	8
2 Cinnaminson	Maintenance - ES	12m	41,581	55,395	8
2 Cinnaminson	Maintenance - High School	12m	42,331	56,145	8
2 Cinnaminson	Maintenance - MS	12m	42,081	55,895	8
2 Cinnaminson	Media Assistant	10m	36,666	39,043	7
2 Cinnaminson	Paraprofessional	10m	17,045	23,089	13
2 Cinnaminson	Para. - Instructional	10m	23,931	32,496	13
2 Cinnaminson	Para. - Special Education	10m	24,754	34,890	13
2 Cinnaminson	Secretary	12m	42,174	44,551	7
1 Evesham	Bus Driver	Hrly	18.98	28.48+	16
1 Evesham	Custodian	12m	32,811	49,281+	17
1 Evesham	Custodian	Hrly	13.18	16.90+	12
1 Evesham	Grounds	12m	32,811	49,281+	17
1 Evesham	Grounds	Hrly	13.18	16.90+	12
1 Evesham	Health Assistant	Hrly	15.29	20.00+	16
1 Evesham	Library Assistant	Hrly	15.29	20.00+	16
1 Evesham	Maintenance	12m	53,614	59,052+	11
1 Evesham	Paraprofessional	Hrly	15.29	20.00+	16
1 Evesham	Paraprofessional - Certified	Hrly	15.79	20.50+	16
1 Evesham	Secretary	10m	27,603	42,106+	13
1 Evesham	Secretary	11m	30,364	46,316+	13
1 Evesham	Secretary	12m	33,124	50,527+	13
1 Mansfield	Cafeteria/Lunch Aide	10m	13	13	1

**BURLINGTON (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Mansfield	Clerk	10m	13	13	1
1 Mansfield	Custodian	12m	16	16	1
1 Mansfield	Paraprofessional	10m	13	13	1
1 Mansfield	RN	10m	50	50	1
1 Mansfield	Secretary	12m	17	17	1
2 Maple Shade	Clerk	Hrly	11.50	16.97+	4
2 Maple Shade	Custodian	12m	39,544	61,669+	10
2 Maple Shade	Custodian - Head ES	12m	40,125	64,159+	10
2 Maple Shade	Custodian - Head HS	12m	40,708	64,926+	10
2 Maple Shade	Custodian - Head MS	12m	40,125	64,159+	10
2 Maple Shade	Maintenance	12m	46,523	65,331+	10
2 Maple Shade	Maintenance - Head	12m	49,223	68,031+	10
2 Maple Shade	Secretary	12m	37,192	54,282+	15
1 Medford Twp	Accounts Receivable/Payable	12m	41,303	58,031+	16
1 Medford Twp	Bookkeeper	12m	41,303	58,031+	16
1 Medford Twp	Clerk	Hrly	14.05	19.42+	16
1 Medford Twp	Custodian	12m	34,475	53,020+	16
1 Medford Twp	Custodian - Black Seal	12m	35,375	53,920+	16
1 Medford Twp	Custodian - Head	12m	35,475	54,020+	16
1 Medford Twp	Custodian Head - Black Seal	12m	36,375	54,920+	16
1 Medford Twp	Driver	10m	14,727	24,212+	16
1 Medford Twp	Driver	Hrly	20.45	33.63+	16
1 Medford Twp	Secretary	12m	40,403	57,131+	16
1 Mount Holly	Attendance Officer	Hrly	23.79	25.29	4
1 Mount Holly	Cafeteria/Lunch Aide	10m	4,694	10,688+	9
1 Mount Holly	Clerk	12m	17,033	19,661	7
1 Mount Holly	Custodian	12m	36,709	53,947+	13
1 Mount Holly	Cust. - Electrician License	12m	36,709	53,947+	13
1 Mount Holly	Custodian - HVAC	12m	36,709	53,947+	13
1 Mount Holly	Cust. - Plumbing Specialist	12m	36,709	53,947+	13
1 Mount Holly	Paraprofessional	10m	14,745	25,802+	9
1 Mount Holly	Paraprofessional - Certified	10m	15,145	26,202+	9
1 Mount Holly	Para. - Instructional	10m	15,945	27,002+	9
1 Mount Holly	Secretary	12m	36,709	53,947+	13
1 Mount Holly	Custodian	12m	37,337	66,829	18
1 New Hanover	Secretary	12m	30,990	42,333	18
3 Pemberton Twp	Computer Operator	12m	53,814	53,814	1
3 Pemberton Twp	Custodian	12m	29,147	49,498	12
3 Pemberton Twp	Custodian - Black Seal	12m	29,441	49,792	12
3 Pemberton Twp	Cust. - Foreman Night Shift	12m	29,441	49,823	12
3 Pemberton Twp	Custodian - Head	12m	29,650	50,001	12
3 Pemberton Twp	Custodian Head - Black Seal	12m	29,552	49,903	12
3 Pemberton Twp	Food Service	10m	19,179	27,741	13
3 Pemberton Twp	Food Service - Manager	10m	29,887	36,224	13
3 Pemberton Twp	Grounds	12m	29,147	49,498	12
3 Pemberton Twp	Maintenance	12m	52,829	62,107	7
3 Pemberton Twp	Maintenance - Black Seal	12m	53,123	62,401	7
3 Pemberton Twp	Maint. Foreman - Black Seal	12m	53,234	62,512	7
3 Pemberton Twp	Paraprofessional	10m	23,934	25,065	9
3 Pemberton Twp	Para. - Instructional	10m	34,590	40,499	9
3 Pemberton Twp	Secretary	12m	33,327	54,254	12
3 Pemberton Twp	Secretary	12m	34,077	55,004	12
3 Pemberton Twp	Secretary - Child Study Team	12m	34,561	55,785	12
3 Pemberton Twp	Secretary - Principal	12m	35,266	56,924	12
3 Pemberton Twp	Security Officer	10m	33,602	42,841	9
5 Rancocas Vly Rg	Custodian	12m	30,439	48,991	18
5 Rancocas Vly Rg	Maintenance	12m	40,439	58,991	18
5 Rancocas Vly Rg	Secretary	12m	32,110	56,960	18
2 Riverside	Administrative Assistant	12m	44,979	51,979+	8
2 Riverside	Clerk	12m	40,287	45,287+	6
2 Riverside	Custodian	12m	41,532	46,532+	6
2 Riverside	Maintenance	12m	51,286	52,886+	3
2 Riverside	Para. - Instructional	10m	31,245	31,245+	1
2 Riverside	Secretary	12m	44,450	50,450+	7
1 Shamong	Custodian	12m	32,516	44,657+	10
1 Shamong	Maintenance	12m	36,032	49,082+	10
1 Shamong	Paraprofessional	10m	19,834	25,276+	10
1 Shamong	Para. - Instructional	10m	21,399	33,151+	10
1 Shamong	Secretary	12m	36,850	49,400+	10

**BURLINGTON (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Tabernacle	Bus Driver	10m	9,628	20,757+	15
1 Tabernacle	Clerk	12m	20,992	23,524+	10
1 Tabernacle	Computer Operator	12m	24,014	25,740+	11
1 Tabernacle	Custodian	10m	29,116	36,876+	10
1 Tabernacle	Custodian	12m	34,940	44,253+	10
1 Tabernacle	Custodian - CDL License	12m	43,187	48,459+	10
1 Tabernacle	Interpreter	10m	46,967	46,967+	1
1 Tabernacle	Library Assistant	10m	13,731	20,833+	11
1 Tabernacle	Maintenance	12m	48,507	54,930+	10
1 Tabernacle	Maintenance - CDL License	12m	43,187	48,459+	10
1 Tabernacle	Mechanic	12m	49,947	57,196+	10
1 Tabernacle	Paraprofessional	10m	7,839	11,152+	11
1 Tabernacle	Para. - Special Education	10m	15,017	21,642+	11
1 Tabernacle	Para. - Special Education	Hrly	18.31	18.31+	1
1 Tabernacle	Secretary	10m	30,192	38,749+	10
1 Tabernacle	Secretary	12m	36,230	46,49+	10
1 Tabernacle	Technology	10m	42,115	42,115+	1
1 Westampton	Custodian	12m	36,135	52,369+	20
1 Westampton	Paraprofessional	10m	21,935	26,517+	12
3 Willingboro	Accounts Receivable/Payable	12m	40,047	56,837	12
3 Willingboro	Administrative Assistant	12m	35,200	57,653	12
3 Willingboro	Carpenters	12m	29,147	47,844	18
3 Willingboro	Clerk	10m	22,257	37,247	18
3 Willingboro	Clerk	12m	26,508	43,566	18
3 Willingboro	Custodian	12m	23,276	36,207	18
3 Willingboro	Custodian - Black Seal	12m	23,914	36,845	18
3 Willingboro	Cust. - Electrician License	12m	29,147	47,844	18
3 Willingboro	Cust. - Plumbing Specialist	12m	29,147	47,844	18
3 Willingboro	Maintenance	12m	25,874	43,941	18
3 Willingboro	Maintenance - Black Seal	12m	26,512	44,129	18
3 Willingboro	Maint. - Electrician License	12m	29,147	47,844	18
3 Willingboro	Maint. - Plumbing License	12m	29,147	47,844	18
3 Willingboro	Mechanic	12m	29,147	47,844	18
3 Willingboro	Paraprofessional	10m	16,534	20,599	18
3 Willingboro	Payroll	12m	40,047	56,837	12
3 Willingboro	Secretary	12m	30,111	48,824	18
3 Willingboro	Security Officer	10m	18,387	28,174	18

**CAMDEN**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Camden	Accounts Receivable/Payable	12m	26,864	52,829+	16
4 Camden	Attendance Officer	10m	23,508	45,653+	14
4 Camden	Bookkeeper	12m	24,609	49,888+	16
4 Camden	Clerk	10m	19,281	41,063+	16
4 Camden	Clerk	12m	20,078	54,299+	16
4 Camden	Computer Technician	12m	28,427	38,847+	13
4 Camden	Driver	10m	22,023	40,317+	16
4 Camden	Driver	12m	24,663	45,084+	16
4 Camden	Library Assistant	10m	19,281	41,063+	16
4 Camden	Media Assistant	10m	27,046	45,415+	15
4 Camden	Paraprofessional	10m	16,662	30,118+	15
4 Camden	Para. - 105 Credits	10m	18,507	32,075+	15
4 Camden	Para. - 15 Credits	10m	17,072	30,861+	15
4 Camden	Para. - 30 Credits	10m	17,482	30,988+	15
4 Camden	Para. - 45 Credits	10m	17,687	31,205+	15
4 Camden	Para. - 60 Credits	10m	17,892	31,423+	15
4 Camden	Para. - 90 Credits	10m	18,302	31,858+	15
4 Camden	Paraprofessional - BA	10m	19,122	32,728+	15
4 Camden	Payroll	12m	26,864	52,829+	16
4 Camden	Purchasing Agent	12m	26,864	52,829+	16
4 Camden	Secretary	12m	20,078	54,299+	16
4 Camden	Secretary - ES Principal	12m	24,912	50,608+	16
4 Camden	Secretary - HS Principal	12m	24,912	50,608+	16
4 Camden	Secretary - MS Principal	12m	24,912	50,608+	16
4 Camden	Security Officer	10m	23,129	40,751+	15
4 Camden	Technology - Network	12m	44,491	57,165+	10
4 Cherry Hill	Bookkeeper	12m	30,500	30,500	1
4 Cherry Hill	Custodian	12m	36,314	36,314	1

**CAMDEN (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Cherry Hill	Custodian - Black Seal	12m	36,962	36,962	1
4 Cherry Hill	Custodian - CDL License	12m	36,414	36,414	1
4 Cherry Hill	Maintenance	12m	48,814	48,814	1
4 Cherry Hill	Maintenance - Black Seal	12m	49,462	49,462	1
4 Cherry Hill	Maintenance - CDL License	12m	48,914	48,914	1
4 Cherry Hill	Paraprofessional	Hrly	10.22	19.36	18
4 Cherry Hill	Secretary	12m	40,077	51,877	4
2 Collingswood	Administrative Assistant	12m	29,100	46,400+	12
2 Collingswood	Para. - Instructional	10m	17,710	30,350+	10
2 Collingswood	Secretary	12m	25,000	39,600+	12
1 Gloucester Twp	Bus Driver	Hrly	13.95	20.91	12
1 Gloucester Twp	Cafeteria/Lunch Aide	Hrly	10.71	15.76	12
1 Gloucester Twp	Custodian	12m	28,616	43,135	12
1 Gloucester Twp	Custodian - Black Seal	12m	29,166	43,685	12
1 Gloucester Twp	Custodian - Head	12m	33,521	49,850	12
1 Gloucester Twp	Custodian - Night Shift	12m	29,761	44,050	12
1 Gloucester Twp	Custodian Head - Black Seal	12m	34,071	50,400	12
1 Gloucester Twp	Cust. Night Shift - Black Seal	12m	30,311	44,600	12
1 Gloucester Twp	Food Service - Manager	10m	18,371	28,220	12
1 Gloucester Twp	Maintenance	12m	35,636	51,485	12
1 Gloucester Twp	Maintenance - Black Seal	12m	36,186	52,035	12
1 Gloucester Twp	Mechanic	12m	42,006	56,415	12
1 Gloucester Twp	Paraprofessional	10m	12,171	20,685	12
1 Gloucester Twp	Secretary	10m	17,186	27,590	12
1 Gloucester Twp	Secretary	12m	21,361	32,575	12
1 Gloucester Twp	Secretary - Principal	12m	26,251	40,300	12
2 Lindenwold	Custodian	12m	28,957	47,025+	13
2 Lindenwold	Custodian - Black Seal	12m	29,457	47,525+	13
2 Lindenwold	Custodian - Night Shift	12m	29,307	47,375+	13
2 Lindenwold	Paraprofessional	10m	12,049	22,617+	18
2 Lindenwold	Secretary	12m	36,078	52,706+	19
5 Sterling Reg	Custodian	12m	30,618	42,215+	10
5 Sterling Reg	Custodian - 2nd Shift	12m	30,878	42,475+	10
5 Sterling Reg	Custodian - Black Seal	12m	30,868	42,465+	10
5 Sterling Reg	Custodian - Night Shift	12m	30,930	42,527+	10
5 Sterling Reg	Grounds	12m	36,918	48,053+	10
5 Sterling Reg	Maintenance	12m	47,503	56,293+	10
5 Sterling Reg	Maintenance - Black Seal	12m	47,753	56,543+	10
5 Sterling Reg	Maintenance - Night Shift	12m	47,815	56,605+	10
5 Sterling Reg	Maint. - Pesticide License	12m	47,753	56,543+	10
5 Sterling Reg	Maintenance 2nd Shift	12m	47,763	56,553+	10
5 Sterling Reg	Media Assistant	10m	24,081	32,856+	10
5 Sterling Reg	Para. - Instructional	10m	25,127	30,275+	10
5 Sterling Reg	Secretary	10m	33,465	37,215+	10
5 Sterling Reg	Secretary	12m	39,575	44,075+	10
1 Voorhees	Maintenance	12m	42,633	60,507	10
1 Voorhees	Maintenance - Black Seal	12m	42,883	60,757	10
1 Voorhees	Mechanic	12m	47,733	65,668	10
1 Voorhees	Paraprofessional	10m	16,762	25,707	9
1 Voorhees	Para - 60 Credits	10m	25,506	43,213	8
1 Voorhees	Para. - 90 Credits	10m	27,458	45,165	8
1 Voorhees	Paraprofessional - BA	10m	34,514	46,866	6
1 Voorhees	Para. - Instructional	10m	21,782	37,521	7
1 Voorhees	Secretary	12m	29,976	54,295	13
1 Voorhees	Secretary - AA	12m	30,726	55,045	13
1 Voorhees	Secretary - BA	12m	31,476	55,795	13

CAPE MAY

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Middle Twp	Accounts Receivable/ Payable	12m	35,000	35,000	1
2 Middle Twp	Bus Aide	Hrly	16.50	16.50	1
2 Middle Twp	Bus Driver	Hrly	23.31	23.31	1
2 Middle Twp	Clerk	12m	24,727	29,847	7
2 Middle Twp	Computer Operator	12m	48,204	48,204	1
2 Middle Twp	Custodian	12m	28,005	34,973	7
2 Middle Twp	Custodian - Head	12m	30,555	38,310	7
2 Middle Twp	Grounds	12m	28,005	34,973	7
2 Middle Twp	Health Assistant	10m	39,687	39,687	1
2 Middle Twp	Library Assistant	10m	20,289	24,635	7
2 Middle Twp	Maintenance	12m	31,847	39,721	7
2 Middle Twp	Maintenance - HVAC	12m	55,786	55,786	1
2 Middle Twp	Mechanic	12m	55,900	55,900	1
2 Middle Twp	Mechanic - Lead	12m	58,355	58,355	1
2 Middle Twp	Payroll	12m	44,522	44,522	1
2 Middle Twp	Secretary	12m	31,288	37,497	7
2 Middle Twp	Secretary - Child Study Team	12m	40,773	40,773	1
2 Middle Twp	Security Officer	10m	12	12	1
2 Middle Twp	Technology	12m	63,047	63,047	1
2 Ocean City	Custodian	12m	37,786	44,237	14
2 Ocean City	Custodian - Black Seal	12m	38,186	44,637	14
2 Ocean City	Food Service	Hrly	14.05	17.48	14
2 Ocean City	Grounds	12m	44,995	51,101	14
2 Ocean City	Grounds - Black Seal	12m	45,395	51,501	14
2 Ocean City	LPN	10m	32,789	36,155	14
2 Ocean City	Maintenance	12m	39,786	46,237	14
2 Ocean City	Maintenance - Black Seal	12m	40,186	46,637	14
2 Ocean City	Paraprofessional	Hrly	15.15	19.05	14
2 Ocean City	Secretary	10m	32,563	37,187	14
2 Ocean City	Secretary	12m	39,821	45,368	14
2 Ocean City	Secretary - Principal	12m	41,821	47,368	14
1 Upper Twp	Bus Aide	Hrly	11.76	12.45	5
1 Upper Twp	Bus Driver	Hrly	14.26	15.12	5
1 Upper Twp	Custodian	Hrly	14.49	17.05	7
1 Upper Twp	Custodian - Night Shift	Hrly	12.04	14.07	7
1 Upper Twp	Interpreter	10m	40,042	41,042	5
1 Upper Twp	Maintenance	Hrly	18.69	20.56	5
1 Upper Twp	Paraprofessional	Hrly	13.01	16.46	14
1 Upper Twp	Secretary	10m	28,567	39,333	14
1 Upper Twp	Secretary	12m	34,280	47,200	14

CUMBERLAND

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 *Cmbrlnd Co Voc	Clerk	12m	24,945	31,744	17
5 *Cmbrlnd Co Voc	Computer Technician	12m	44,390	46,290	5
5 *Cmbrlnd Co Voc	Custodian	12m	36,169	43,628	11
5 *Cmbrlnd Co Voc	Maintenance	12m	58,478	66,813	11
5 *Cmbrlnd Co Voc	Paraprofessional	10m	15,153	19,903	13
5 *Cmbrlnd Co Voc	Para. - Instructional	10m	22,753	29,885	13
5 *Cmbrlnd Co Voc	Secretary	12m	37,455	47,664	17
5 *Cmbrlnd Co Voc	Secretary - Principal	12m	37,955	48,164	17
3 Bridgeton	Bookkeeper	12m	30,073	47,233	17
3 Bridgeton	Food Service	Hrly	20.04	20.04	1
3 Bridgeton	Secretary	10m	24,644	38,944	17
3 Bridgeton	Secretary	12m	29,573	46,733	17
1 Commercial	Maintenance	12m	37,358	53,568	9
1 Commercial	Paraprofessional	10m	24,436	36,344	9
1 Commercial	Secretary	10m	33,513	47,135	12
1 Commercial	Secretary	12m	39,131	57,798	13
5 Cumberland Reg	Custodian	12m	29,065	46,055	12
5 Cumberland Reg	Custodian - 2nd Shift	12m	29,965	46,955	12
5 Cumberland Reg	Cust. - Foreman Night Shift	12m	46,460	52,205	6
5 Cumberland Reg	Custodian - Head	12m	45,310	51,055	6
5 Cumberland Reg	Custodian - Night Shift	12m	30,215	47,205	12
5 Cumberland Reg	Grounds	12m	34,415	39,745	10
5 Cumberland Reg	Grounds - 2nd shift	12m	35,315	40,645	10
5 Cumberland Reg	Grounds - 3rd shift	12m	35,565	40,895	10
5 Cumberland Reg	Maintenance	12m	46,455	59,130	10
5 Cumberland Reg	Maintenance - Night Shift	12m	47,605	60,280	10
5 Cumberland Reg	Maintenance 2nd Shift	12m	47,355	60,030	10
5 Cumberland Reg	Secretary	12m	46,470	48,710	5

ESSEX

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Cedar Grove	Paraprofessional	10m	18,296	18,296	1
5 Essex Co Voc	Bus Driver	10m	31,350	42,000+	12
5 Essex Co Voc	Maintenance	12m	37,700	54,275+	15
5 Essex Co Voc	Paraprofessional	10m	25,932	34,463+	15
5 Essex Co Voc	Secretary	12m	41,500	53,733+	15
5 Essex Co Voc	Security Officer	10m	31,350	42,000+	12
5 Essex Co Voc	Technology - Network	12m	43,250	65,675+	20
1 North Caldwell	Custodian	12m	40,375	49,950	10
1 North Caldwell	Custodian - 2nd Shift	12m	40,875	50,450	10
1 North Caldwell	Custodian - Black Seal	12m	41,125	50,700	10
1 North Caldwell	Maintenance	12m	52,913	61,358	10
1 North Caldwell	Maintenance - Black Seal	12m	53,663	62,108	10
1 North Caldwell	Paraprofessional	10m	23,725	24,109	3
1 North Caldwell	Paraprofessional	Hrly	18.98	19.90	4
1 North Caldwell	Para. - Instructional	10m	26,238	27,582	4
1 North Caldwell	Secretary	12m	32,621	42,036	11
3 Nutley	Clerk	10m	25,014	43,473+	15
3 Nutley	Paraprofessional	10m	21,914	40,543+	15
3 Nutley	Secretary	10m	30,017	52,620+	15
3 Nutley	Secretary	12m	35,835	62,093+	15
2 Verona	Custodian	12m	39,371	60,902+	12
2 Verona	Cust. - Electrician License	12m	39,871	61,402+	12
2 Verona	Custodian - Head ES	12m	43,586	65,117+	12
2 Verona	Custodian - Head HS	12m	51,743	73,274+	12
2 Verona	Custodian - Head MS	12m	49,387	70,918+	12
2 Verona	Custodian - HVAC	12m	39,871	61,402+	12
2 Verona	Custodian - Night Shift	12m	42,118	63,649+	12
2 Verona	Cust. - Night Supervisor	12m	40,331	62,617+	12
2 Verona	Cust. - Plumbing Specialist	12m	39,871	61,402+	12
2 Verona	Maintenance	12m	45,627	70,198+	14
2 Verona	Maint. - Electrician License	12m	46,127	70,698+	12
2 Verona	Maintenance - HVAC	12m	46,127	70,698+	12
2 Verona	Maint. - Plumbing License	12m	46,127	70,698+	12
2 Verona	Secretary	10m	33,580	51,186+	15
2 Verona	Secretary	12m	39,623	60,768+	15

GLOUCESTER

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Clayton	Secretary	10m	28,279	31,981	10
2 Clayton	Secretary	12m	33,146	37,489	10
5 Clearview Reg	Bus Aide	Hrly	10.50	10.50	1
5 Clearview Reg	Bus Driver	Hrly	19.50	19.50	1
5 Clearview Reg	Clerk	10m	16,000	16,000	1
5 Clearview Reg	Custodian	12m	27,196	27,196	1
5 Clearview Reg	Food Service	Hrly	12.00	12.00	1
5 Clearview Reg	Grounds	12m	28,196	28,196	1
5 Clearview Reg	Maintenance	12m	28,696	28,696	1
5 Clearview Reg	Paraprofessional	10m	15,120	15,120	1
5 Clearview Reg	Para. - Instructional	10m	21,136	21,136	1
5 Clearview Reg	Secretary	10m	26,250	26,250	1
5 Clearview Reg	Secretary	12m	31,500	31,500	1
5 Gateway Reg	Para. - 60 Credits	10m	24,904	25,504	3
5 Gateway Reg	Paraprofessional - BA	10m	25,704	26,304	3
5 Gateway Reg	Paraprofessional - Certified	10m	27,204	27,804	3
2 Glassboro	Bus Aide	Hrly	16.69	20.38	4
2 Glassboro	Bus Driver	Hrly	20.61	26.13+	5
2 Glassboro	Clerk	10m	24,115	41,078+	12
2 Glassboro	Clerk	12m	28,938	49,294+	12
2 Glassboro	Mechanic	Hrly	41.40	41.40+	1
2 Glassboro	Secretary	10m	26,332	44,834+	12
2 Glassboro	Secretary	12m	31,599	53,801+	12
5 Gloustr Co Voc	Custodian	12m	32,427	45,040	15
5 Gloustr Co Voc	Custodian - 2nd Shift	12m	33,527	46,140	15
5 Gloustr Co Voc	Custodian - Night Shift	12m	33,727	46,340	15
5 Gloustr Co Voc	Maintenance	12m	33,970	57,837	21
5 Gloustr Co Voc	Maintenance - Night Shift	12m	35,270	59,137	21
5 Gloustr Co Voc	Maintenance 2nd Shift	12m	35,070	58,937	21
5 Gloustr Co Voc	Paraprofessional	10m	18,004	25,707	14
2 Glstr Co Sp Sv	Interpreter	10m	40,847	47,311	8
2 Glstr Co Sp Sv	Interpreter - BA	10m	41,847	48,311	8
2 Glstr Co Sp Sv	Paraprofessional	10m	15,244	22,119	10

**GLOUCESTER (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Glstr Co Sp Sv	Para. - 60 Credits	10m	15,999	22,242	10
2 Glstr Co Sp Sv	Paraprofessional - BA	10m	15,999	22,242	10
1 Greenwich	Custodian	12m	30,105	40,446	19
1 Greenwich	Custodian - Black Seal	12m	30,730	41,071	19
1 Greenwich	Maintenance	12m	41,986	56,759	19
1 Greenwich	Maintenance - Black Seal	12m	42,611	57,384	19
1 Greenwich	Paraprofessional	10m	31,824	31,824	1
1 Greenwich	Secretary	12m	38,964	41,464	6
1 Harrison	Custodian	12m	31,671	42,626	13
1 Harrison	Custodian	Hrly	13.23	14.48	6
1 Harrison	Health Assistant	Hrly	27.95	28.35	3
1 Harrison	Paraprofessional	Hrly	11.40	12.41	6
1 Harrison	Para. - Instructional	Hrly	18.26	19.27	6
1 Harrison	Paraprofessional - Special Ed	Hrly	8.26	19.27	6
1 Harrison	RN	Hrly	35.67	35.67	1
5 Kingsway Reg	Bus Aide	Hrly	12.82	19.99	8
5 Kingsway Reg	Bus Driver	Hrly	22.77	22.77	1
5 Kingsway Reg	Custodian	12m	30,673	42,236	12
5 Kingsway Reg	Food Service	Hrly	13.05	17.05	5
5 Kingsway Reg	Food Service - Cook	Hrly	15.45	19.45	5
5 Kingsway Reg	Maintenance	12m	46,576	47,664	2
5 Kingsway Reg	Paraprofessional	10m	21,233	23,733	6
5 Kingsway Reg	Secretary	12m	32,954	47,499	13
1 Logan	Bus Aide	Hrly	13.39	19.95	15
1 Logan	Clerk	Hrly	13.39	19.95	15
1 Logan	Custodian	12m	37,293	45,304	15
1 Logan	Food Service	Hrly	11.69	19.14	18
1 Logan	Health Assistant	Hrly	27.34	27.34	1
1 Logan	Library Assistant	Hrly	13.39	19.95	15
1 Logan	Paraprofessional	Hrly	17.81	19.11	4
1 Logan	Paraprofessional	Hrly	11.69	19.14	18
1 Logan	Para. - Instructional	Hrly	21.03	25.24	10
1 Logan	Para. - Special Education	Hrly	13.39	19.95	15
2 Pitman	Custodian	12m	31,661	49,393	17
2 Pitman	Custodian - Black Seal	12m	32,161	49,893	17
2 Pitman	Custodian - Head	12m	32,411	50,143	17
2 Pitman	Library Assistant	Hrly	12.41	15.00	10
2 Pitman	Maintenance	12m	39,924	53,852	15
2 Pitman	Maintenance - Black Seal	12m	40,424	54,352	15
2 Pitman	Maintenance Foreman	12m	40,674	54,602	15
2 Pitman	Para. - 60 Credits	Hrly	12.61	15.20	10
2 Pitman	Paraprofessional - BA	Hrly	12.81	15.40	10
2 Pitman	Para. - Instructional	Hrly	12.41	15.00	10
2 Pitman	Secretary	10m	40,197	43,197	10
2 Pitman	Secretary	12m	48,236	51,836	10

**HUDSON**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Hoboken	Bus Mechanic	12m	41,365	60,024+	14
2 Hoboken	Clerk	12m	30,706	53,995+	12
2 Hoboken	Payroll	12m	53,865	68,443+	12
2 Hoboken	Technology	12m	31,001	45,673+	11
2 Hoboken	Technology - Network	12m	40,006	55,963	11
2 Hoboken	Transportation	10m	38,171	56,830+	14
4 North Bergen	Attendance Officer	10m	25,900	59,100+	15
4 North Bergen	Custodian	12m	39,840	52,010+	8
4 North Bergen	Custodian - Black Seal	12m	40,440	51,610+	8
4 North Bergen	Cust. - Electrician License	12m	43,540	55,710+	8
4 North Bergen	Cust. - Plumbing Specialist	12m	43,540	55,710+	8
4 North Bergen	Maintenance	12m	45,150	57,170+	8
4 North Bergen	Maintenance - Black Seal	12m	45,750	57,770+	8
4 North Bergen	Maint. - Electrician License	12m	48,850	60,870+	8
4 North Bergen	Maint. - Plumbing License	12m	48,850	60,870+	8
4 North Bergen	Security Officer	10m	31,070	48,850+	8
4 North Bergen	Technology	12m	45,270	57,280+	10
4 Union City	Administrative Assistant	12m	36,700	70,800+	21
4 Union City	Attendance Officer	10m	34,800	69,000+	22
4 Union City	Bookkeeper	12m	33,300	64,300+	22
4 Union City	Clerk	10m	25,400	54,300+	22
4 Union City	Custodian	12m	29,300	63,800+	22
4 Union City	Custodian - Head	12m	32,300	66,800+	22

**HUDSON (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Union City	Food Service	Hrly	18.00	18.00	1
4 Union City	Grounds	12m	69,900	130,300+	21
4 Union City	Library Assistant	10m	27,300	55,900+	22
4 Union City	Maintenance	12m	32,150	67,600+	22
4 Union City	Maint. - Carpenter License	12m	49,800	62,300+	11
4 Union City	Maint. - Electrician License	12m	49,800	62,300+	11
4 Union City	Maintenance - Head	12m	61,800	74,300	11
4 Union City	Maint. - Plumbing License	12m	49,800	62,300+	11
4 Union City	Matron	12m	21,900	39,200+	18
4 Union City	Payroll	12m	88,030	114,130+	10
4 Union City	Purchasing Agent	12m	65,300	93,800+	17
4 Union City	RN	10m	60,400	62,500+	5
4 Union City	Secretary	12m	33,300	64,300+	22
4 Union City	Secretary - Elementary	12m	33,300	64,300+	22
4 Union City	Secretary - Executive	12m	41,800	75,800+	21
4 Union City	Secretary - High School	12m	33,300	64,300+	22
4 Union City	Secretary - Middle School	12m	33,300	64,300+	22
4 Union City	Security Officer	12m	45,600	76,300+	19
4 Union City	Technology	12m	78,160	136,960+	22
4 Union City	Transportation	12m	45,600	76,300+	19
4 West New York	Bus Aide	10m	12,725	12,825+	3
4 West New York	Bus Driver	10m	26,549	46,656+	22
4 West New York	Custodian	12m	26,435	53,671+	23
4 West New York	Custodian - Black Seal	12m	27,785	55,021+	23
4 West New York	Custodian - Head ES	12m	31,585	58,821+	23
4 West New York	Custodian - Head HS	12m	32,175	58,821+	23
4 West New York	Custodian - Head MS	12m	31,585	58,821+	23
4 West New York	Maintenance	12m	30,351	59,216+	22
4 West New York	Maintenance - Black Seal	12m	31,701	60,566+	21
4 West New York	Paraprofessional	10m	20,046	35,074+	22
4 West New York	Secretary	10m	46,340	53,467+	4
4 West New York	Secretary	12m	40,116	60,247+	15

**HUNTERDON**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Delaware Vly Rg	Custodian	12m	37,705	49,566	13
5 Delaware Vly Rg	Custodian - Black Seal	12m	38,705	50,566	13
5 Delaware Vly Rg	Cust. - Carpenter License	12m	39,705	51,566	13
5 Delaware Vly Rg	Cust. - Electrician License	12m	39,705	51,566	13
5 Delaware Vly Rg	Cust. - Pesticide License	12m	38,705	50,566	13
5 Delaware Vly Rg	Cust. - Plumbing Specialist	12m	39,705	51,566	13
5 Delaware Vly Rg	LPN	10m	46,800	46,800	1
5 Delaware Vly Rg	Paraprofessional	Hrly	14.77	19.93	5
5 Delaware Vly Rg	Para. - Instructional	Hrly	18.92	20.61	5
5 Delaware Vly Rg	Secretary	10m	31,742	40,538	12
5 Delaware Vly Rg	Secretary	12m	38,090	48,645	12
1 Holland	Clerk	Hrly	22.24	24.57+	4
1 Holland	Custodian	12m	37,933	52,828+	16
1 Holland	Paraprofessional	Hrly	22.24	24.57+	4
1 Holland	Secretary	12m	31,700	42,817+	17
5 Huntrdn Cen Reg	Bus Driver	Hrly	21.40	25.09	8
5 N Hunterdon Reg	Administrative Assistant	12m	36,575	49,165	16
5 N Hunterdon Reg	Custodian	12m	33,477	48,482	14
5 N Hunterdon Reg	Custodian - 2nd Shift	12m	35,027	50,032	14
5 N Hunterdon Reg	Custodian - Black Seal	12m	34,977	49,982	14
5 N Hunterdon Reg	Custodian - Head	12m	36,977	51,982	14
5 N Hunterdon Reg	Custodian - Night Shift	12m	35,877	50,882	14
5 N Hunterdon Reg	Custodian Head - Black Seal	12m	38,477	53,482	14
5 N Hunterdon Reg	Cust. Night Shift - Black Seal	12m	37,377	52,382	14
5 N Hunterdon Reg	Mechanic	12m	43,277	58,282	14
5 N Hunterdon Reg	Paraprofessional	10m	20,170	25,760	15
5 N Hunterdon Reg	Para. - Instructional	10m	23,196	29,890	15
5 N Hunterdon Reg	Paraprofessional - Special Ed.	10m	25,213	33,194	15
5 N Hunterdon Reg	Secretary	12m	33,825	46,415	16

MERCER

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 East Windsor Rg	Administrative Assistant	12m	45,131	51,491	10
3 East Windsor Rg	Attendance Officer	10m	60,927	60,927	1
3 East Windsor Rg	Bookkeeper	12m	36,560	45,554	1
3 East Windsor Rg	Bus Aide	Hrly	14.79	15.72	6
3 East Windsor Rg	Bus Driver	12m	60,551	67,026	8
3 East Windsor Rg	Bus Driver	Hrly	28.29	29.49	4
3 East Windsor Rg	Clerk	10m	29,725	37,095	11
3 East Windsor Rg	Computer Operator	12m	57,964	57,964	1
3 East Windsor Rg	Courier	12m	35,398	35,398	1
3 East Windsor Rg	Custodian	12m	33,655	43,405	14
3 East Windsor Rg	Custodian - Black Seal	12m	37,930	49,054	13
3 East Windsor Rg	Custodian - CDL License	12m	36,155	45,905	14
3 East Windsor Rg	Custodian - Head	12m	48,552	56,802	12
3 East Windsor Rg	Custodian Head - Black Seal	12m	51,052	59,302	12
3 East Windsor Rg	Maintenance	12m	60,551	67,026	8
3 East Windsor Rg	Maintenance - CDL License	12m	63,051	69,526	8
3 East Windsor Rg	Mechanic	12m	60,551	67,026	8
3 East Windsor Rg	Paraprofessional	10m	25,174	31,379	11
3 East Windsor Rg	Secretary	10m	29,725	37,095	11
3 East Windsor Rg	Secretary	12m	35,670	44,514	11
3 East Windsor Rg	Technology	12m	89,460	89,460	1
4 Hamilton	Custodian	12m	32,020	49,375	16
4 Hamilton	Custodian - Black Seal	12m	32,620	49,975	16
4 Hamilton	Custodian - Head	12m	35,220	52,575	16
4 Hamilton	Custodian Head - Black Seal	12m	35,800	53,175	16
4 Hamilton	Paraprofessional	10m	23,065	34,404	12
4 Hamilton	Para. - 120 Credits	10m	24,145	35,484	12
4 Hamilton	Para. - 30 Credits	10m	23,335	34,674	12
4 Hamilton	Para. - 60 Credits	10m	23,605	34,944	12
4 Hamilton	Para. - 90 Credits	10m	23,875	35,214	12
4 Hamilton	Security Officer	10m	20,519	29,349	12
4 Hamilton	Transportation	10m	33,785	33,785	1
3 Princeton Reg	Administrative Assistant	12m	35,360	69,809+	RG
3 Princeton Reg	Bookkeeper	12m	33,007	62,915+	RG
3 Princeton Reg	Carpenters	12m	39,327	78,587+	RG
3 Princeton Reg	Clerk	12m	44,737	43,753+	RG
3 Princeton Reg	Computer Technician	12m	39,327	78,587+	RG
3 Princeton Reg	Custodian	12m	26,000	63,337+	RG
3 Princeton Reg	Custodian - Black Seal	12m	26,118	56,270+	RG
3 Princeton Reg	Cust. - Electrician License	12m	39,327	78,587+	RG
3 Princeton Reg	Custodian - Head	12m	40,500	81,472+	RG
3 Princeton Reg	Custodian - HVAC	12m	26,500	63,837+	RG
3 Princeton Reg	Grounds	12m	26,118	56,270+	RG
3 Princeton Reg	Maintenance	12m	32,977	71,406+	RG
3 Princeton Reg	Mechanic	12m	26,500	53,177+	RG
3 Princeton Reg	Mechanic - Lead	12m	37,213	69,815+	RG
3 Princeton Reg	Media Assistant	12m	73,848	72,047+	RG
3 Princeton Reg	Paraprofessional	10m	19,500	50,068+	RG
3 Princeton Reg	Para. - Special Education	10m	25,500	54,846+	RG
3 Princeton Reg	Purchasing Agent	12m	33,517	69,475+	RG
3 Princeton Reg	Secretary	12m	73,848	72,047+	RG
3 Princeton Reg	Technology	12m	33,517	69,475+	RG
4 Trenton	Paraprofessional	10m	27,980	40,625+	14
4 Trenton	Para. - 120 Credits	10m	32,920	47,795+	14
4 Trenton	Para. - 30 Credits	10m	29,630	43,015+	14
4 Trenton	Para. - 60 Credits	10m	30,945	44,925+	14
4 Trenton	Para. - 90 Credits	10m	32,260	46,840+	14

MIDDLESEX

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Carteret	Custodian	12m	33,951	60,951+	10
3 Carteret	Custodian - Black Seal	12m	34,201	61,201+	10
3 Carteret	Custodian - Head	12m	39,451	66,451+	10
3 Carteret	Cust. - Pesticide License	12m	35,451	62,451+	10
3 Carteret	Grounds	12m	35,951	62,951+	10
3 Carteret	Maintenance	12m	38,951	65,951+	10
3 Carteret	Paraprofessional	10m	25,181	36,181+	7
3 Carteret	Para. - 60 Credits	10m	25,681	36,681+	7

MIDDLESEX (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Carteret	Paraprofessional - BA	10m	26,181	37,181+	7
3 Carteret	Paraprofessional - Certified	10m	25,681	36,681+	7
3 Carteret	Secretary	11m	32,125	52,125+	10
3 Carteret	Secretary	12m	35,980	58,380+	10
3 Carteret	Secretary - AA	11m	32,625	52,625+	10
3 Carteret	Secretary - AA	12m	36,480	58,880+	10
3 Carteret	Secretary - BA	11m	33,125	53,125+	10
3 Carteret	Secretary - BA	12m	36,980	59,380+	10
3 Carteret	Technology	12m	35,952	60,952+	10
3 Carteret	Technology - AA	12m	36,452	61,452+	10
3 Carteret	Technology - BA	12m	36,952	61,952+	10
2 Dunellen	Paraprofessional	10m	18,750	23,250	10
2 Dunellen	Secretary	10m	36,200	39,700	8
2 Dunellen	Secretary	12m	43,440	47,640	8
4 East Brunswick	Accounts Receivable/Payable	12m	36,142	53,402	12
4 East Brunswick	Administrative Assistant	12m	37,418	54,678	12
4 East Brunswick	Attendance Officer	12m	34,867	52,127	12
4 East Brunswick	Bookkeeper	12m	36,142	53,402	12
4 East Brunswick	Clerk	12m	33,589	50,849	12
4 East Brunswick	Custodian	12m	28,728	49,583	12
4 East Brunswick	Custodian - Black Seal	12m	29,520	50,201	12
4 East Brunswick	Custodian - Head ES	12m	32,144	52,999	12
4 East Brunswick	Custodian - Head HS	12m	41,787	62,642	12
4 East Brunswick	Custodian - Head MS	12m	40,550	61,405	12
4 East Brunswick	Food Service	Hrly	10.93	10.93	1
4 East Brunswick	Food Service - Cook	Hrly	12.93	12.93	1
4 East Brunswick	Food Service - Head Cook	Hrly	15.08	15.08	1
4 East Brunswick	Maintenance	12m	42,364	62,562	11
4 East Brunswick	Maintenance - Head ES	12m	44,988	65,186	11
4 East Brunswick	Maintenance - Head HS	12m	54,631	74,829	11
4 East Brunswick	Maintenance - Head MS	12m	53,394	73,592	11
4 East Brunswick	Matron	12m	31,483	46,113	11
4 East Brunswick	Paraprofessional	Hrly	13.98	18.27	12
4 East Brunswick	Para. - Instructional	10m	21,776	41,516	16
4 East Brunswick	Secretary	12m	36,142	53,402	12
4 East Brunswick	Technology	12m	46,356	58,824	13
4 East Brunswick	Transportation	10m	24,136	31,651	13
4 Edison	Custodian	12m	38,391	61,226+	10
4 Edison	Custodian - Black Seal	12m	38,891	61,726+	10
4 Edison	Grounds	12m	39,686	62,521+	10
4 Edison	Grounds - Black Seal	12m	40,186	63,021+	10
4 Edison	Maintenance	12m	39,686	62,521+	10
4 Edison	Maintenance - Black Seal	12m	40,186	63,021+	10
2 Midd Co Ed S C	Paraprofessional	10m	17,135	24,776	13
2 Middlesex	Administrative Assistant	10m	38,547	55,066+	12
2 Middlesex	Administrative Assistant	12m	55,517	79,309+	12
2 Middlesex	Attendance Officer	10m	52,235	74,620+	4
2 Middlesex	Bookkeeper	12m	42,591	60,843+	12
2 Middlesex	Bus Aide	Hrly	15.28	17.67+	4
2 Middlesex	Bus Driver	Hrly	17.55	23.40	4
2 Middlesex	Health Assistant	Hrly	28.72	28.72+	1
2 Middlesex	Mechanic	12m	49,029	70,043+	4
2 Middlesex	Paraprofessional	Hrly	17.30	24.71+	4
2 Middlesex	Secretary	10m	35,014	50,018+	12
2 Middlesex	Secretary	12m	42,019	60,028+	12
2 Middlesex	Technology	12m	49,922	60,878+	5
2 Middlesex	Technology - Network	12m	78,568	98,209+	5
5 Middlesex Co Vc	Bookkeeper	12m	36,922	52,322+	12
5 Middlesex Co Vc	Clerk	12m	33,712	43,209+	12
5 Middlesex Co Vc	Payroll	12m	36,922	52,322+	12
5 Middlesex Co Vc	Purchasing Agent	12m	36,922	52,322+	12
5 Middlesex Co Vc	Secretary	12m	35,018	46,759+	12
5 Middlesex Co Vc	Secretary - Principal	12m	36,922	52,322+	12
1 Milltown	Custodian	12m	34,035	43,035+	10
1 Milltown	Secretary	10m	26,989	33,817	10
1 Milltown	Secretary	12m	38,926	51,026	14
3 North Brunswick	Bus Aide	Hrly	10.65	14.66	11
3 North Brunswick	Bus Driver	Hrly	17.64	21.57	6
3 North Brunswick	Cafeteria/Lunch Aide	Hrly	10.65	14.66	11
3 North Brunswick	Clerical - Assistant	Hrly	11.30	15.61	11

MIDDLESEX (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 North Brunswick	Clerk	10m	25,608	43,755+	16
3 North Brunswick	Clerk	12m	31,954	51,057+	16
3 North Brunswick	Computer Operator	10m	33,152	44,280	10
3 North Brunswick	Custodian	12m	28,900	49,126+	11
3 North Brunswick	Cust. - Asbestos License	12m	29,736	49,952+	11
3 North Brunswick	Custodian - Black Seal	12m	29,664	49,890+	11
3 North Brunswick	Custodian - CDL License	12m	29,287	49,513+	11
3 North Brunswick	Custodian - Head	12m	35,488	55,714+	11
3 North Brunswick	Cust. - Night Supervisor	12m	32,436	52,662+	11
3 North Brunswick	Cust. - Pesticide License	12m	29,520	49,746+	11
3 North Brunswick	Grounds	12m	32,101	52,327+	11
3 North Brunswick	Health Assistant	Hrly	37.28	38.48	4
3 North Brunswick	Maintenance	12m	37,392	57,618+	11
3 North Brunswick	Paraprofessional	Hrly	11.65	17.04	11
3 North Brunswick	Para. - Instructional	Hrly	12.07	17.09	11
3 North Brunswick	Secretary	10m	28,008	46,648+	16
3 North Brunswick	Secretary	12m	33,256	55,328+	16
3 North Brunswick	Secretary - HS Principal	12m	38,472	63,812+	16
3 North Brunswick	Technology	12m	44,902	56,030	10
4 Old Bridge	Accounts Receivable/Payable	12m	32,585	54,212+	15
4 Old Bridge	Administrative Assistant	12m	30,624	50,969+	15
4 Old Bridge	Clerk	12m	28,361	47,027+	15
4 Old Bridge	Computer Operator	12m	42,758	62,408+	10
4 Old Bridge	Custodian	12m	16,998	23,055+	11
4 Old Bridge	Custodian - Black Seal	12m	34,780	56,901+	14
4 Old Bridge	Custodian - Head	12m	33,415	55,536+	14
4 Old Bridge	Head Mechanic	12m	45,772	66,206+	11
4 Old Bridge	Maintenance	12m	45,741	64,784+	10
4 Old Bridge	Maintenance - Black Seal	12m	47,133	66,176+	10
4 Old Bridge	Maintenance - HVAC	12m	55,622	70,224+	10
4 Old Bridge	Mechanic	12m	43,425	60,498+	11
4 Old Bridge	Paraprofessional	10m	15,132	24,072+	14
4 Old Bridge	Para. - 15 Credits	10m	15,469	24,421+	14
4 Old Bridge	Para. - 30 Credits	10m	15,996	24,999+	14
4 Old Bridge	Payroll	12m	33,832	56,797+	15
4 Old Bridge	RN	10m	35,159	48,152+	10
4 Old Bridge	Secretary	12m	29,547	49,563+	15
4 Old Bridge	Technology	12m	58,046	82,647+	10
4 Old Bridge	Technology - Network	12m	59,108	83,714+	10
4 Old Bridge	Transportation	10m	23,120	37,058+	10
4 South Brunswick	Administrative Assistant	10m	37,334	50,769	11
4 South Brunswick	Administrative Assistant	12m	44,801	60,923	11
4 South Brunswick	Bookkeeper	10m	38,580	52,013	11
4 South Brunswick	Bookkeeper	12m	46,295	62,416	11
4 South Brunswick	Bus Driver	Hrly	18.01	23.72	12
4 South Brunswick	Clerk	10m	34,545	47,979	11
4 South Brunswick	Clerk	12m	41,455	57,575	11
4 South Brunswick	Custodian	12m	42,644	56,714	13
4 South Brunswick	Secretary	10m	35,700	49,133	11
4 South Brunswick	Secretary	12m	42,840	58,961	11
4 Woodbridge	Administrative Assistant	12m	55,517	79,309+	3
4 Woodbridge	Attendance Officer	10m	52,235	74,620+	4
4 Woodbridge	Bookkeeper	12m	42,591	60,843+	11
4 Woodbridge	Bus Aide	Hrly	15.28	17.67	4
4 Woodbridge	Bus Driver	Hrly	17.55	23.40	4
4 Woodbridge	Health Assistant	Hrly	28.72	28.72	1
4 Woodbridge	Mechanic	12m	49,029	70,043+	4
4 Woodbridge	Paraprofessional	Hrly	17.30	24.71	4
4 Woodbridge	Secretary	10m	35,014	50,018+	11
4 Woodbridge	Secretary	12m	42,019	60,028+	11
4 Woodbridge	Technology	12m	78,568	98,209	5
4 Woodbridge	Technology - Network	12m	49,922	60,878	5

MONMOUTH

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Bayshore Joint. Comm.	Paraprofessional	10m	18,996	23,716	10
1 Eatontown	Bus Aide	Hrly	19.70	20.99	5
1 Eatontown	Driver	Hrly	28.49	30.56	5
1 Eatontown	Paraprofessional	10m	20,756	21,956	4
1 Fair Haven	Secretary	12m	39,506	48,256	12
5 Freehold Reg	Administrative Assistant	12m	47,135	53,435+	10
5 Freehold Reg	Bus Aide	Hrly	15.57	16.02+	2
5 Freehold Reg	Clerk	12m	43,785	50,085+	10
5 Freehold Reg	Computer Operator	12m	32,750	43,765+	10
5 Freehold Reg	Computer Technician	12m	50,030	56,945+	10
5 Freehold Reg	Custodian	12m	36,000	49,240	12
5 Freehold Reg	Custodian - Black Seal	12m	36,850	50,090	12
5 Freehold Reg	Grounds	12m	36,750	49,490	12
5 Freehold Reg	Grounds - Black Seal	12m	37,600	50,340	12
5 Freehold Reg	Maintenance	12m	38,500	51,740	12
5 Freehold Reg	Maintenance - Black Seal	12m	39,350	52,590	12
5 Freehold Reg	Para. - Instructional	10m	30,655	40,605+	3
5 Freehold Reg	Secretary	10m	36,488	41,738+	10
5 Freehold Reg	Secretary	12m	45,460	51,760+	10
1 Freehold Twp	Custodian	12m	44,921	62,921+	17
1 Freehold Twp	Custodian - Black Seal	12m	45,521	63,521+	17
1 Freehold Twp	Cust. - Electrician License	12m	46,521	64,521+	17
1 Freehold Twp	Custodian - HVAC	12m	45,721	63,721+	17
1 Freehold Twp	Grounds	12m	44,921	62,921+	17
1 Freehold Twp	Grounds - Black Seal	12m	45,521	63,521+	17
1 Freehold Twp	Grounds - Electrician License	12m	46,521	64,521+	17
1 Freehold Twp	Maintenance	12m	44,921	62,921+	17
1 Freehold Twp	Maintenance - Black Seal	12m	45,521	63,521+	17
1 Freehold Twp	Maint. - Electrician License	12m	46,521	64,521+	17
1 Freehold Twp	Maintenance - HVAC	12m	45,721	63,721+	17
3 Hazlet	Secretary	12m	35,860	53,569	16
3 Holmdel	Bus Aide	Hrly	17.53	17.53+	1
3 Holmdel	Bus Driver	Hrly	30.87	32.47+	6
3 Holmdel	Cafeteria/Lunch Aide	Hrly	17.49	18.26+	4
3 Holmdel	Custodian	Hrly	20.15	28.44+	13
3 Holmdel	Grounds	Hrly	21.57	29.86+	13
3 Holmdel	Grounds - Head	Hrly	22.64	30.93+	13
3 Holmdel	Health Assistant	Hrly	44.38	44.38+	1
3 Holmdel	Maintenance	Hrly	24.41	32.70+	13
3 Holmdel	Maint. - Asbestos License	Hrly	43.58	51.87+	13
3 Holmdel	Maintenance - Head	Hrly	22.64	30.93+	13
3 Holmdel	Maintenance - Head HS	Hrly	22.64	30.93+	13
3 Holmdel	Maintenance - Night Shift	Hrly	20.91	29.20+	13
3 Holmdel	Para. - Instructional	10m	53,039	53,039+	1
3 Holmdel	Purchasing Agent	12m	43,085	56,415+	8
3 Holmdel	Secretary	12m	39,695	53,025+	8
3 Holmdel	Secretary - Child Study Team	12m	44,046	57,376+	8
3 Holmdel	Secretary - Principal	12m	44,046	57,376+	8
3 Holmdel	Secretary - Superintendent	12m	44,046	57,376+	8
3 Holmdel	Security Officer	10m	47,117	47,117+	1
2 Keyport	Custodian	12m	33,919	54,392+	22
2 Keyport	Custodian - Black Seal	12m	34,594	55,067+	22
2 Keyport	Cust. - Pesticide License	12m	34,419	54,892+	22
2 Keyport	Grounds	12m	35,919	56,392+	22
2 Keyport	Maintenance	12m	35,919	56,392+	22
2 Keyport	Paraprofessional	10m	17,809	17,809	1
2 Keyport	Para. - Instructional	10m	22,240	22,240	1
2 Keyport	Secretary	12m	37,615	53,223	19
1 Marlboro	Grounds	12m	40,250	51,250+	6
1 Marlboro	Maintenance	12m	41,250	52,250	6
1 Marlboro	Maintenance - Black Seal	12m	41,750	52,750+	6
1 Marlboro	Maintenance - CDL License	12m	41,350	52,350+	6
1 Marlboro	Maint. - Electrician License	12m	43,750	54,750+	6
1 Marlboro	Maintenance - HVAC	12m	42,750	53,750+	6
1 Marlboro	Maint. - Plumbing License	12m	43,750	54,750+	6
1 Marlboro	Mechanic	12m	44,750	55,750	6
1 Marlboro	Mechanic Assistant	12m	40,250	51,250+	6
1 Millstone	Clerk	10m	26,040	31,169+	11
1 Millstone	Clerk	12m	29,852	35,732+	11

**MONMOUTH (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Millstone	Custodian	12m	36,458	44,561+	11
1 Millstone	Custodian - Night Shift	12m	36,658	44,761+	11
1 Millstone	Maintenance	12m	45,905	50,405+	10
1 Millstone	Paraprofessional	Hrly	12.80	14.26+	9
1 Millstone	Para. - 60 Credits	10m	16,445	22,045+	12
1 Millstone	Paraprofessional - BA	10m	16,695	22,295+	12
1 Millstone	Paraprofessional - Certified	10m	17,195	22,795+	12
1 Millstone	Para. - Instructional	10m	16,195	22,795+	12
1 Millstone	Secretary	12m	41,633	48,171+	10
1 Millstone	Technology	12m	51,685	54,685+	5
3 Ocean Twp	Accounts Receivable/Payable	12m	46,008	58,624	23
3 Ocean Twp	Custodian	12m	33,835	42,195	12
3 Ocean Twp	Custodian - Black Seal	12m	35,135	43,495	12
3 Ocean Twp	Cust. - Electrician License	12m	40,035	48,395	12
3 Ocean Twp	Custodian - Head ES	12m	37,035	45,395	12
3 Ocean Twp	Custodian - Head HS	12m	37,035	45,395	12
3 Ocean Twp	Custodian - Head MS	12m	37,035	45,395	12
3 Ocean Twp	Custodian - HVAC	12m	40,035	48,395	12
3 Ocean Twp	Custodian - Night Shift	12m	35,735	44,095	12
3 Ocean Twp	Cust. - Pesticide License	12m	35,535	42,895	12
3 Ocean Twp	Cust. - Plumbing Specialist	12m	40,035	48,395	12
3 Ocean Twp	Custodian Head - Black Seal	12m	35,385	43,745	12
3 Ocean Twp	Driver	10m	33,395	43,955	17
3 Ocean Twp	Driver	Hrly	23.76	31.18	11
3 Ocean Twp	Grounds	12m	49,235	58,616	12
3 Ocean Twp	Grounds - Black Seal	12m	50,535	59,916	12
3 Ocean Twp	Grounds - Head	12m	53,435	62,816	12
3 Ocean Twp	Grounds - Pesticide License	12m	49,935	59,316	12
3 Ocean Twp	Maintenance	12m	52,435	61,406	12
3 Ocean Twp	Maintenance - Black Seal	12m	53,735	62,706	12
3 Ocean Twp	Maint. - Electrician License	12m	58,635	67,606	12
3 Ocean Twp	Maintenance - HVAC	12m	58,635	67,606	12
3 Ocean Twp	Maint. - Pesticide License	12m	53,135	62,106	12
3 Ocean Twp	Maint. - Plumbing License	12m	58,635	67,606	12
3 Ocean Twp	Maint. Foreman - Black Seal	12m	53,985	62,956	12
3 Ocean Twp	Paraprofessional	12m	23,570	31,940	14
3 Ocean Twp	Secretary	10m	26,758	35,268	16
3 Ocean Twp	Secretary	12m	33,674	53,279	23
1 Red Bank	Para. - Instructional	10m	27,265	28,765+	10
1 Red Bank	Secretary	12m	37,917	61,969+	15
5 Red Bank Reg	Para. - Instructional	10m	35,435	59,700+	6
1 Rumson	Secretary	12m	44,574	52,755	8
1 Spring Lake Hts	Custodian	12m	46,755	54,465	14
1 Spring Lake Hts	Custodian - Night Shift	12m	39,042	47,670	14
1 Tinton Falls	Library Assistant	10m	23,791	31,555+	10
1 Tinton Falls	Paraprofessional	10m	31,491	31,491+	1
1 Tinton Falls	Secretary	11m	32,201	52,191+	16
1 Tinton Falls	Secretary	12m	36,175	56,590+	16

**MORRIS**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Boonton Town	Paraprofessional	10m	31,350	32,316+	4
2 Boonton Town	Paraprofessional	Hrly	24.34	25.09+	4
1 Boonton Twp	Paraprofessional	Hrly	23.94	23.94	1
2 Butler	Paraprofessional	10m	14,403	14,403	1
3 Chatham, D Of	Paraprofessional	10m	31,319	34,614	4
3 Chatham, D Of	Para. - Highly Qualified	10m	34,054	37,349	4
3 Chatham, D Of	Para. - Instructional	10m	37,719	41,014	4
3 Chatham, D Of	Secretary	10m	31,358	46,792+	15
3 Chatham, D Of	Secretary	12m	37,629	56,150+	15
3 Chatham, D Of	Secretary - Executive	12m	42,643	63,632+	15
1 East Hanover	Clerk	12m	36,232	45,732+	11
1 East Hanover	Custodian	12m	41,531	55,735+	12
1 East Hanover	Custodian - Night Shift	12m	42,631	56,835+	12
1 East Hanover	Maintenance	12m	43,031	57,235+	12
1 East Hanover	Maintenance - Night Shift	12m	44,131	58,335+	12
1 East Hanover	Secretary	10m	39,985	47,902+	11
1 East Hanover	Secretary	12m	47,982	57,482+	11

**MORRIS (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Florham Park	Custodian	12m	41,525	55,630+	12
1 Florham Park	Custodian - Black Seal	12m	42,075	56,180+	12
1 Florham Park	Custodian - Head	12m	50,125	64,230+	12
1 Florham Park	Custodian - Night Shift	12m	42,432	56,890+	12
1 Florham Park	Custodian Head - Black Seal	12m	50,675	64,780+	12
1 Florham Park	Cust. Night Shift - Black Seal	12m	42,982	57,440+	12
1 Florham Park	Paraprofessional	10m	17,796	28,453	12
1 Florham Park	Paraprofessional	Hrly	6.00	23.79	12
1 Florham Park	Secretary	12m	45,850	67,122+	12
2 Kinnelon	Administrative Assistant	12m	50,980	55,980+	6
2 Kinnelon	Clerk	12m	42,483	46,650+	6
2 Kinnelon	Custodian	12m	35,411	52,511+	12
2 Kinnelon	Maintenance	12m	35,411	52,511+	12
2 Kinnelon	Paraprofessional	Hrly	19.56	23.30+	6
2 Kinnelon	Secretary	12m	54,490	59,490+	6
1 Long Hill	Clerk	12m	37,000	45,580	12
1 Long Hill	Para. - Instructional	10m	34,636	36,386	6
1 Long Hill	Secretary	12m	50,400	58,980	12
2 Madison	Paraprofessional	10m	21,863	24,197+	3
2 Madison	Secretary	12m	52,595	62,880+	15
3 Montville	Custodian	12m	34,864	42,777+	8
3 Montville	Cust. - Asbestos License	12m	35,464	43,377+	8
3 Montville	Cust. - Electrician License	12m	35,464	43,377+	8
3 Montville	Custodian - Head	12m	41,564	49,477+	8
3 Montville	Custodian - Head HS	12m	38,164	46,077+	8
3 Montville	Custodian - Head MS	12m	37,564	45,477+	8
3 Montville	Custodian - HVAC	12m	35,464	43,377+	8
3 Montville	Cust. - Plumbing Specialist	12m	35,464	43,377+	8
3 Montville	Maintenance	12m	39,030	47,124+	8
3 Montville	Maint. - Asbestos License	12m	39,630	47,724+	8
3 Montville	Maint. - Electrician License	12m	39,630	47,724+	8
3 Montville	Maintenance - HVAC	12m	39,630	47,724+	8
3 Montville	Maint. - Plumbing License	12m	39,630	47,724+	8
3 Montville	Secretary	12m	39,046	55,836+	15
5 Morris Co Voc	Custodian	12m	37,910	53,800+	13
5 Morris Co Voc	Custodian - Black Seal	12m	38,710	53,800+	13
5 Morris Co Voc	Custodian - Night Shift	12m	39,110	54,200+	13
5 Morris Co Voc	Maintenance	12m	41,295	62,405+	13
5 Morris Co Voc	Maintenance - Black Seal	12m	41,295	62,405+	13
5 Morris Co Voc	Maintenance - Night Shift	12m	41,695	62,805+	13
5 Morris Co Voc	Secretary	12m	38,330	53,972+	14
3 Morris Sch Dist	Administrative Assistant	12m	46,382	73,592	22
3 Morris Sch Dist	Bus Aide	Hrly	12.00	20.00	RG
3 Morris Sch Dist	Computer Technician	12m	38,000	67,000	RG
3 Morris Sch Dist	Custodian - Black Seal	12m	32,596	58,589+	23
3 Morris Sch Dist	Custodian - Black Seal	12m	35,696	64,357+	23
3 Morris Sch Dist	Cust. - Elementary School	12m	31,681	57,674+	23
3 Morris Sch Dist	Custodian - HS	12m	34,781	63,442+	23
3 Morris Sch Dist	Custodian - Middle School	12m	34,781	63,442+	23
3 Morris Sch Dist	Paraprofessional	10m	21,896	39,200	24
3 Morris Sch Dist	Para. - Instructional	10m	23,151	41,110	24
3 Morris Sch Dist	Secretary	10m	26,734	43,259	22
3 Morris Sch Dist	Secretary	12m	39,208	59,126	22
3 Morris Sch Dist	Security Officer	10m	20,000	35,000	RG
1 Mount Arlington	Custodian	12m	40,201	46,792+	16
1 Rockaway Twp	Bus Driver	Hrly	23.61	37.85	20
5 West Morris Reg	Secretary	12m	39,100	62,020+	19
1 Wharton	Paraprofessional	Hrly	12.00	13.25	5

**OCEAN**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Brick	Paraprofessional	10m	24,561	39,561	13
4 Brick	Para. - 30 Credits	10m	24,711	39,711	13
4 Brick	Para. - 60 Credits	10m	24,861	39,861	13
4 Brick	Para. - 90 Credits	10m	25,011	40,011	13
5 Central Reg	Bus Driver	Hrly	16.30	28.50	15
5 Central Reg	Clerk	12m	32,982	39,561	11
5 Central Reg	Custodian	12m	26,615	51,412	19
5 Central Reg	Maintenance	12m	35,160	59,842	20

OCEAN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Central Reg	Paraprofessional	10m	23,685	30,435	9
5 Central Reg	Para. - 30 Credits	10m	23,935	30,685	9
5 Central Reg	Para. - 60 Credits	10m	24,185	30,935	9
5 Central Reg	Para. - 90 Credits	10m	24,435	31,185	9
5 Central Reg	Paraprofessional - BA	10m	24,685	31,435	9
5 Central Reg	Secretary	12m	30,275	48,883	19
5 Central Reg	Technology	12m	35,592	65,592	16
1 Eagleswood	Custodian	12m	17,004	25,124+	15
1 Eagleswood	Paraprofessional	10m	15,595	21,550+	25
3 Lacey	Custodian	12m	36,151	41,679+	19
3 Lacey	Driver	Hrly	16.02	17.58+	10
3 Lacey	Food Service	10m	15,756	36,255+	4
3 Lacey	Food Service - Cook	10m	17,534	20,050+	4
3 Lacey	Grounds	12m	36,315	39,968+	8
3 Lacey	Health Assistant	10m	18,466	20,287+	7
3 Lacey	Paraprofessional	10m	15,512	17,841+	12
3 Lacey	Secretary	12m	26,394	29,651+	11
3 Lacey	Secretary - Child Study Team	12m	28,394	31,651+	11
3 Lacey	Secretary - Principal	12m	31,120	34,087+	8
3 Lakewood	Administrative Assistant	12m	25,879	48,119	24
3 Lakewood	Paraprofessional	10m	16,900	32,449	24
3 Lakewood	Para. - 30 Credits	10m	18,303	33,852	24
3 Lakewood	Para. - 60 Credits	10m	18,387	33,936	24
3 Lakewood	Para. - 90 Credits	10m	19,089	34,638	24
3 Lakewood	Secretary	10m	20,870	38,535	24
3 Lakewood	Secretary	12m	25,044	46,242	24
1 Little Egg Hrbr	Clerk	Hrly	11.93	23.81	18
1 Little Egg Hrbr	Custodian	12m	27,855	42,175	14
1 Little Egg Hrbr	Food Service	Hrly	11.44	19.89	18
1 Little Egg Hrbr	Maintenance	12m	37,666	54,556	14
1 Little Egg Hrbr	Paraprofessional	Hrly	11.93	23.81	18
1 Little Egg Hrbr	Para. - 30 Credits	Hrly	12.20	23.92	18
1 Little Egg Hrbr	Paraprofessional - BA	Hrly	13.13	25.38	18
1 Little Egg Hrbr	Secretary	12m	30,647	43,983	17
1 Ocean Twp	Administrative Assistant	12m	37,100	40,600	10
1 Ocean Twp	Bus Aide	Hrly	15.00	15.00	1
1 Ocean Twp	Cafeteria/Lunch Aide	Hrly	14.10	16.41	10
1 Ocean Twp	Custodian	12m	33,700	35,270	6
1 Ocean Twp	Custodian - Black Seal	12m	35,293	36,863	6
1 Ocean Twp	Custodian - Night Shift	12m	35,293	36,863	6
1 Ocean Twp	Food Service	10m	18,400	19,575	6
1 Ocean Twp	Media Assistant	10m	22,285	29,025	16
1 Ocean Twp	Paraprofessional	10m	21,185	27,925	16
1 Ocean Twp	Paraprofessional - Certified	10m	22,285	29,025	16
1 Ocean Twp	Secretary	10m	21,642	25,625	10
1 Ocean Twp	Secretary	12m	25,970	30,750	10
2 Plumsted	Secretary	12m	28,182	45,637	16
1 Seaside Heights	Paraprofessional	10m	24,405	29,155+	4
5 Southern Reg	Attendance Officer	10m	42,136	46,499	11
5 Southern Reg	Custodian	12m	34,090	54,999	22
5 Southern Reg	Custodian - 2nd Shift	12m	35,274	56,183	22
5 Southern Reg	Custodian - Black Seal	12m	35,595	56,504	22
5 Southern Reg	Cust. - Electrician License	12m	35,675	56,584	22
5 Southern Reg	Custodian - HVAC	12m	35,675	56,584	22
5 Southern Reg	Custodian - Night Shift	12m	35,459	56,368	22
5 Southern Reg	Cust. - Pesticide License	12m	35,147	56,056	22
5 Southern Reg	Interpreter	10m	54,926	56,526	5
5 Southern Reg	Maintenance	12m	39,922	60,831	22
5 Southern Reg	Maintenance - Black Seal	12m	41,427	62,336	22
5 Southern Reg	Maint. - Electrician License	12m	41,507	62,416	22
5 Southern Reg	Maintenance - HVAC	12m	41,507	62,416	22
5 Southern Reg	Maintenance - Night Shift	12m	41,291	62,200	22
5 Southern Reg	Maint. - Pesticide License	12m	40,979	61,888	22
5 Southern Reg	Maintenance 2nd Shift	12m	41,106	62,015	22
5 Southern Reg	Paraprofessional	10m	25,898	30,333	12
5 Southern Reg	Para. - 60 Credits	10m	27,398	31,833	12
5 Southern Reg	Para. - Instructional	10m	39,999	53,575	10
5 Southern Reg	Para. - Instructional 60 credits	10m	41,249	54,825	10
5 Southern Reg	Paraprofessional - Special Ed.	10m	34,948	39,383	12
5 Southern Reg	Security Officer	10m	40,636	44,999	11

OCEAN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Southern Reg	Technology	12m	57,837	62,837	6
4 Toms River	Food Service	10m	30,758	35,195	4
4 Toms River	Food Service	Hrly	11.00	18.46	13

PASSAIC

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Clifton	Paraprofessional	10m	22,248	23,429+	5
5 Lakeland Reg	Administrative Assistant	10m	31,377	41,353	22
5 Lakeland Reg	Administrative Assistant	12m	37,786	49,761	22
1 North Haledon	Custodian	12m	40,890	53,795	12
1 North Haledon	Paraprofessional	Hrly	16.81	16.81	1
1 North Haledon	Secretary	12m	31,200	47,700	12
5 Passaic Vly Reg	Custodian	12m	36,801	51,250	6
5 Passaic Vly Reg	Custodian - Black Seal	12m	37,136	51,585	6
5 Passaic Vly Reg	Cust. - Foreman Night Shift	12m	37,583	52,032	6
2 Pompton Lakes	Custodian	12m	32,500	55,480+	20
2 Pompton Lakes	Cust. - Electrician License	12m	33,750	56,730+	20
2 Pompton Lakes	Custodian - Head	12m	40,160	70,500+	19
2 Pompton Lakes	Maintenance	12m	32,500	55,480+	20
2 Pompton Lakes	Maint. - Electrician License	12m	33,750	56,730+	20
2 Pompton Lakes	Secretary	12m	35,000	59,700+	21
1 Ringwood	Custodian	12m	43,551	54,331+	6
1 Ringwood	Maintenance	12m	52,551	63,331+	6
1 Ringwood	Paraprofessional	Hrly	15.00	18.50	12
1 Ringwood	Secretary	12m	42,420	57,925+	10
1 Ringwood	Secretary - Child Study Team	12m	42,420	57,925+	10
1 Ringwood	Secretary - Elementary	12m	45,338	60,752+	10
1 Ringwood	Secretary - High School	12m	45,338	60,752+	10
1 Ringwood	Secretary - Middle School	12m	45,338	60,752+	10
1 Ringwood	Secretary - Principal	12m	45,338	60,752+	10
1 Totowa	Custodian	12m	36,000	64,000	8
1 Wanaque	Cafeteria/Lunch Aide	Hrly	17.28	17.28	1
1 Wanaque	Custodian	12m	48,989	59,489+	8
1 Wanaque	Custodian - Black Seal	12m	49,393	59,893+	8
1 Wanaque	Custodian - Night Shift	12m	49,883	60,383+	8
1 Wanaque	Library Assistant	Hrly	17.28	17.28	1
1 Wanaque	Para. - Instructional	10m	30,635	30,635	1
1 Wanaque	Paraprofessional - Special Ed.	10m	30,635	30,635	1
1 Wanaque	Secretary	12m	39,920	39,920+	8
3 West Milford	Cafeteria/Lunch Aide	Hrly	11.50	11.50	1
3 West Milford	Courier	10m	43,595	43,595+	1
3 West Milford	Custodian	12m	44,166	60,666+	10
3 West Milford	Custodian - Head ES	12m	49,595	66,095+	10
3 West Milford	Custodian - Head HS	12m	59,234	75,734+	10
3 West Milford	Custodian - Head MS	12m	52,332	68,832+	10
3 West Milford	Maintenance	12m	50,699	68,723+	6
3 West Milford	Maint. - Carpenter License	12m	52,176	70,787+	6
3 West Milford	Maint. - Electrician License	12m	52,176	70,787+	6
3 West Milford	Maintenance - HVAC	12m	52,176	70,787+	6
3 West Milford	Maint. - Plumbing License	12m	52,176	70,787+	6
3 West Milford	Mechanic	12m	62,715	85,234+	6
3 West Milford	Paraprofessional	10m	12,024	15,149+	6
3 West Milford	Paraprofessional - Special Ed.	10m	23,062	34,525+	14
3 West Milford	Secretary	12m	48,435	53,435	+6
3 West Milford	Security Officer	10m	43,343	43,343+	1

SALEM

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Mannington	Clerk	12m	27,505	30,005+	6
1 Mannington	Custodian	12m	34,946	38,903+	6
1 Mannington	Paraprofessional	10m	22,967	27,087+	7
2 Pennsville	Computer Technician	12m	53,610	53,610	1
2 Pennsville	Grounds	12m	43,318	62,997+	24
2 Pennsville	Maintenance	12m	43,318	62,997+	24
2 Pennsville	Maintenance - Head	12m	48,218	67,897+	24
2 Pennsville	Paraprofessional	10m	17,304	20,807+	9
2 Pennsville	Secretary	12m	45,000	58,660+	18
2 Salem Co Sp Sv	Secretary	10m	25,052	28,552	10
2 Salem Co Sp Sv	Secretary	12m	31,347	35,547	10

**SOMERSET**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Bedminster	Accounts Receivable/Payable	12m	73,512	73,512	1
1 Bedminster	Clerk	12m	25,989	25,989	1
1 Bedminster	Para. - Instructional	10m	16,310	26,100	11
1 Bedminster	Payroll	12m	69,710	69,710	1
1 Bedminster	Secretary	12m	43,245	43,245	1
1 Bedminster	Secretary - Principal	12m	53,207	53,207	1
4 Brgwtr-Rartn Rg	Administrative Assistant	12m	46,745	54,995+	10
4 Brgwtr-Rartn Rg	Cafeteria/Lunch Aide	Hrly	15.42	19.30	9
4 Brgwtr-Rartn Rg	Clerk	10m	28,054	33,184+	10
4 Brgwtr-Rartn Rg	Grounds - Head	12m	47,319	64,034+	9
4 Brgwtr-Rartn Rg	Library Assistant	Hrly	18.17	22.05	9
4 Brgwtr-Rartn Rg	Maintenance	12m	42,665	59,380+	9
4 Brgwtr-Rartn Rg	Maintenance - Black Seal	12m	44,670	61,385	+9
4 Brgwtr-Rartn Rg	Maintenance - CDL License	12m	42,999	59,714+	9
4 Brgwtr-Rartn Rg	Maint. - Night Supervisor	12m	45,422	62,137+	9
4 Brgwtr-Rartn Rg	Maint. - Pesticide License	12m	44,270	61,605+	9
4 Brgwtr-Rartn Rg	Para. - Instructional	Hrly	15.92	19.80	9
4 Brgwtr-Rartn Rg	Para. - Special Education	Hrly	19.92	23.80	9
4 Brgwtr-Rartn Rg	Secretary	10m	39,502	46,727+	10
4 Brgwtr-Rartn Rg	Secretary	12m	44,642	52,808+	10
4 Brgwtr-Rartn Rg	Transportation	10m	20,732	28,725	14
4 Brgwtr-Rartn Rg	Transportation	Hrly	19.09	26.45	14
4 Franklin	Paraprofessional	10m	11,000	23,569+	18
4 Franklin	Para. - 30 Credits	10m	12,000	24,642+	18
4 Franklin	Para. - 60 Credits	10m	13,250	25,985+	18
4 Franklin	Secretary	10.5m	27,695	45,820+	13
4 Franklin	Secretary	10m	26,376	43,638+	13
4 Franklin	Secretary	11m	29,013	48,011+	13
4 Franklin	Secretary	12m	31,651	52,365+	13
4 Hillsborough	Accounts Receivable/Payable	12m	47,562	58,612	17
4 Hillsborough	Bookkeeper	12m	50,773	61,823	17
4 Hillsborough	Bus Aide	Hrly	24.16	24.16	1
4 Hillsborough	Cafeteria/Lunch Aide	Hrly	18.70	21.07	5
4 Hillsborough	Clerical - Assistant	Hrly	24.65	24.95	3
4 Hillsborough	Computer Operator	12m	58,085	71,782	17
4 Hillsborough	Custodian	12m	34,900	58,175	21
4 Hillsborough	Custodian - ES	12m	38,200	61,475	21
4 Hillsborough	Custodian - High School	12m	42,800	66,075	21
4 Hillsborough	Custodian - Middle School	12m	42,200	65,475	21
4 Hillsborough	Driver	Hrly	30.47	33.09	10
4 Hillsborough	Maintenance	12m	42,200	65,475	21
4 Hillsborough	Mechanic	12m	42,200	65,475	21
4 Hillsborough	Para. - Instructional	10m	31,932	33,282	4
4 Hillsborough	Secretary	10m	38,193	47,198	17
4 Hillsborough	Secretary	12m	46,862	57,912	17
3 Montgomery	Bookkeeper	12m	46,610	55,235	11
3 Montgomery	Clerk	10m	30,250	39,019	11
3 Montgomery	Clerk	12m	36,301	46,825	11
3 Montgomery	Custodian	12m	36,800	49,865	12
3 Montgomery	Grounds	12m	42,480	55,545	12
3 Montgomery	Maintenance	12m	53,180	66,245	12
3 Montgomery	Paraprofessional	10m	21,296	24,590	8
3 Montgomery	Para. - Instructional	10m	24,700	27,994	8
3 Montgomery	RN	10m	35,207	39,207	5
3 Montgomery	Secretary	12m	46,610	55,235	11
3 Montgomery	Technology	12m	30,354	35,040	8
3 N Plainfield	Administrative Assistant	12m	49,120	63,070+	10
3 N Plainfield	Custodian	12m	41,040	52,635+	12
3 N Plainfield	Custodian - Head	12m	49,250	63,160+	12
3 N Plainfield	Grounds	12m	41,040	52,635+	12
3 N Plainfield	Maintenance	12m	49,250	63,160+	12
3 N Plainfield	Paraprofessional	Hrly	22.00	22.00+	1
3 N Plainfield	Secretary	10m	43,055	57,005+	10
3 N Plainfield	Secretary	12m	44,475	58,425+	10
3 N Plainfield	Secretary - Principal	12m	46,795	60,745+	10
3 N Plainfield	Transportation	Hrly	31.51	31.51+	1
2 Som Hills Reg	Clerk	12m	19,120	20,088	3
2 Som Hills Reg	Custodian	12m	42,135	49,885+	8
2 Som Hills Reg	Custodian - Black Seal	12m	43,341	51,091+	8
2 Som Hills Reg	Cust. - Head Elementary	12m	49,719	57,469+	8
2 Som Hills Reg	Cust. - Head High School	12m	51,473	59,223+	8
2 Som Hills Reg	Cust. - Head Middle School	12m	49,719	57,469+	8
2 Som Hills Reg	Maintenance	12m	45,950	59,950+	11

**SOMERSET (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Som Hills Reg	Maintenance - Black Seal	12m	47,156	61,156+	11
2 Som Hills Reg	Maintenance - Head	12m	59,482	73,482+	11
2 Som Hills Reg	Maintenance - HVAC	12m	50,952	64,952+	11
2 Som Hills Reg	Paraprofessional	Hrly	14.82	16.80	10
2 Som Hills Reg	Paraprofessional - Special Ed	Hrly	15.70	17.88	11
2 Som Hills Reg	RN	Hrly	36.00	37.82	3
2 Som Hills Reg	Secretary	12m	46,251	62,826+	18
2 Som Hills Reg	Technology	12m	49,900	66,475+	18

**SUSSEX**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Byram	Clerical - Assistant	Hrly	10.00	10.00	RG
1 Byram	Custodian	12m	26,000	26,000	RG
1 Byram	Cust. - Asbestos License	12m	26,775	26,775	RG
1 Byram	Custodian - Black Seal	12m	27,000	27,000	RG
1 Byram	Custodian - CDL License	12m	26,740	26,740+	RG
1 Byram	Paraprofessional	Hrly	10.00	10.00	RG
1 Byram	Para. - Instructional	Hrly	10.00	10.00	RG
1 Byram	Secretary	10m	25,000	25,000	RG
1 Byram	Secretary	12m	30,000	30,000+	RG
1 Frankford	Paraprofessional	10m	23,917	30,229+	11
1 Frankford	Paraprofessional - 20 credits	10m	24,097	30,409+	11
1 Frankford	Paraprofessional - 40 credits	10m	24,277	30,589+	11
1 Frankford	Paraprofessional - 60 credits	10m	24,457	30,769+	11
1 Frankford	Secretary	12m	39,566	45,417+	10
1 Frankford	Secretary - AA	12m	39,896	45,747+	10
1 Franklin	Paraprofessional	Hrly	13.38	13.38	1
1 Hampton	Paraprofessional	10m	18,826	25,156	14
5 High Point Reg	Custodian	12m	39,860	45,910+	12
5 High Point Reg	Custodian - 2nd Shift	12m	40,810	46,860+	12
5 High Point Reg	Custodian - Black Seal	12m	40,310	46,360+	12
5 High Point Reg	Custodian - Night Shift	12m	40,810	46,860+	12
5 High Point Reg	Paraprofessional	Hrly	14.42	19.63+	13
5 High Point Reg	Secretary	12m	37,330	52,975+	15
5 High Point Reg	Secretary	12m	35,463	42,818+	10
1 Lafayette	Paraprofessional	Hrly	10.70	13.62	10
1 Lafayette	Para. - 60 Credits	Hrly	11.20	14.12	10
1 Lafayette	Para. - Highly Qualified	Hrly	12.20	15.11	10
1 Lafayette	Para. - Instructional	Hrly	11.46	14.37	10
3 Sparta	Cafeteria/Lunch Aide	Hrly	11.72	11.72	1
3 Sparta	Paraprofessional	Hrly	12.67	12.67	1
3 Sparta	Secretary	10m	28,210	41,060+	18
3 Sparta	Secretary	12m	33,852	49,272+	18
3 Sparta	Secretary - Child Study Team	10m	30,305	43,155+	18
3 Sparta	Secretary - Child Study Team	12m	35,947	51,367+	18
3 Sparta	Secretary - Principal	10m	30,305	43,155+	18
3 Sparta	Secretary - Principal	12m	35,947	51,367+	18
1 Stillwater	Paraprofessional	10m	10,185	16,771+	15
1 Stillwater	Para. - 60 Credits	10m	10,685	17,271+	15
1 Stillwater	Paraprofessional - BA	10m	10,935	17,471+	15
1 Stillwater	Paraprofessional - Certified	10m	11,185	17,721+	15
1 Stillwater	Para. - Highly Qualified	10m	10,285	16,871+	15
1 Sussex Co Ed Sc	Custodian	Hrly	17.73	19.52	6
1 Sussex Co Ed Sc	Paraprofessional	Hrly	13.50	25.85	26
1 Sussex Co Ed Sc	Paraprofessional - Certified	Hrly	24.08	35.50	18
1 Sussex Co Ed Sc	RN	Hrly	24.12	33.31	16

**UNION**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Cranford	Attendance Officer	10m	22,363	26,894+	9
3 Cranford	Bookkeeper	12m	47,652	58,611+	10
3 Cranford	Clerk	10m	31,884	39,469+	10
3 Cranford	Clerk	12m	38,261	47,363+	10
3 Cranford	Custodian	12m	38,700	55,111+	18
3 Cranford	Custodian - 2nd Shift	12m	40,380	56,791+	10
3 Cranford	Custodian - Black Seal	12m	39,146	62,466+	18
3 Cranford	Cust. - Electrician License	12m	40,314	56,725+	10
3 Cranford	Cust. - Foreman Night Shift	12m	42,209	58,620+	10
3 Cranford	Custodian - Head ES	12m	41,039	57,450+	10
3 Cranford	Custodian - Head HS	12m	43,963	59,664+	10
3 Cranford	Custodian - Head MS	12m	41,039	57,450+	10

**UNION (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Cranford	Custodian - Night Shift	12m	41,122	57,533+	10
3 Cranford	Cust. - Plumbing Specialist	12m	40,314	56,725+	10
3 Cranford	Maintenance	12m	43,144	67,860+	18
3 Cranford	Maint. - Electrician License	12m	44,758	69,474+	10
3 Cranford	Maintenance - Head	12m	48,698	73,414+	10
3 Cranford	Maintenance - Night Shift	12m	45,566	70,282+	10
3 Cranford	Maint. - Plumbing License	12m	44,758	69,474+	10
3 Cranford	Maintenance 2nd Shift	12m	44,824	69,540+	10
3 Cranford	Paraprofessional	10m	18,000	20,625+	8
3 Cranford	Para. - Instructional	10m	25,539	29,399+	8
3 Cranford	Secretary	10m	35,774	44,003+	10
3 Cranford	Secretary	12m	42,929	52,803+	10
3 Cranford	Secretary - ES Principal	12m	48,082	59,139+	10
3 Cranford	Secretary - HS Principal	12m	51,516	63,363+	10
3 Cranford	Secretary - MS Principal	12m	48,082	59,139+	10
2 New Providence	Custodian	12m	40,682	70,745	18
2 New Providence	Custodian - CDL License	12m	41,747	71,810	18
2 New Providence	Cust. - Electrician License	12m	42,101	72,164	18
2 New Providence	Custodian - Head ES	12m	44,226	74,289	18
2 New Providence	Custodian - Head MS	12m	45,113	75,176	18
2 New Providence	Custodian - HVAC	12m	42,101	72,164	18
2 New Providence	Custodian - Night Shift	12m	41,215	71,278	18
2 New Providence	Cust. - Night Supervisor	12m	42,105	72,168	18
2 New Providence	Cust. - Plumbing Specialist	12m	42,101	72,164	18
2 New Providence	Maintenance	12m	41,407	71,138	18
2 New Providence	Maintenance - CDL License	12m	42,472	72,203	18
2 New Providence	Maint. - Electrician License	12m	42,826	72,557	18
2 New Providence	Maintenance - Head ES	12m	44,951	74,682	18
2 New Providence	Maintenance - Head HS	12m	45,838	75,569	18
2 New Providence	Maintenance - Head MS	12m	45,838	75,569	18
2 New Providence	Maintenance - HVAC	12m	42,826	72,557	18
2 New Providence	Maintenance - Night Shift	12m	41,940	71,671	18
2 New Providence	Maint. - Night Supervisor	12m	42,830	72,561	18
2 New Providence	Maint. - Plumbing License	12m	42,826	72,557	18
2 Roselle Park	Custodian	12m	39,328	39,328	1
2 Roselle Park	Custodian - Black Seal	12m	39,628	39,628	1
2 Roselle Park	Custodian - Night Shift	12m	41,597	41,597	1
2 Roselle Park	Maintenance	12m	45,571	45,571	1
2 Roselle Park	Maintenance - Black Seal	12m	45,871	45,871	1

**UNION (CONT.)**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Roselle Park	Maintenance - Night Shift	12m	47,840	47,840	1
2 Union Co Ed S C	Paraprofessional	10m	15,765	26,654	16

**WARREN**

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Belvidere	Administrative Assistant	12m	31,860	49,625+	21
2 Belvidere	Custodian	12m	38,718	49,523+	20
2 Belvidere	Paraprofessional	10m	17,800	21,830	12
1 Franklin	Paraprofessional	Hrly	14.30	16.33	8
1 Franklin	Paraprofessional - Certified	Hrly	14.80	16.83	8
1 Franklin	Para. - Highly Qualified	Hrly	14.63	16.66	8
1 Franklin	Para. - Instructional	Hrly	14.96	16.99	8
1 Franklin	Technology	10m	48,604	51,641	4
2 Hackettstown	Custodian	12m	40,468	48,918	14
2 Hackettstown	Paraprofessional	Hrly	14.88	17.52	7
2 Hackettstown	Secretary	12m	48,430	56,680	16
2 Hackettstown	Secretary - Principal	12m	51,525	59,775	16
1 Harmony	Paraprofessional	Hrly	12.61	17.20	12
1 Lopatcong	Cafeteria/Lunch Aide	Hrly	25.61	25.61	1
1 Lopatcong	Custodian	Hrly	30.04	30.04	1
1 Lopatcong	Custodian - Head	Hrly	30.39	30.39	1
1 Lopatcong	Para. - Instructional	Hrly	15.91	15.91	1
5 Warren Co Voc	Custodian	12m	27,049	39,019+	16
5 Warren Co Voc	Maintenance	12m	31,979	43,363+	16
5 Warren Co Voc	Secretary	12m	30,283	45,281+	14
5 Warren Hills Rg	Paraprofessional	10m	27,127	34,427	11
5 Warren Hills Rg	Para. - 60 Credits	10m	28,410	36,897	11
5 Warren Hills Rg	Paraprofessional - BA	10m	30,336	38,823	11
5 Warren Hills Rg	Secretary	10m	29,901	40,460	18
5 Warren Hills Rg	Secretary	12m	35,881	48,552	18
5 Warren Hills Rg	Secretary - AA	12m	38,399	51,070	18
5 Warren Hills Rg	Technology	12m	42,844	65,016	RG
1 Washington Boro	Custodian	12m	34,054	36,304	6
1 Washington Boro	Custodian - Black Seal	12m	36,054	38,304+	6
1 Washington Boro	Paraprofessional	Hrly	19.84	20.65	9
1 Washington Boro	Secretary	12m	35,134	35,716	4
1 White	Cafeteria/Lunch Aide	Hrly	12.07	16.93	16
1 White	Paraprofessional	Hrly	12.07	16.93	16
1 White	Paraprofessional - BA	Hrly	13.81	18.03	11



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# Proud Moments



The **WEST WINDSOR PLAINSBORO EDUCATION ASSOCIATION** (Mercer) is proud to have hosted a FAST Family Fun Day at Town Center Elementary School on June 10. NJEA FAST, or Families and Schools Work Together for Children, works to encourage families to be involved in their children's education, to enhance their academic progress, and to feel welcome in public schools. At West Windsor Plainsboro's Family Fun Day, families enjoyed storytelling and worked together with WWPEA members on games, art and science projects, puzzles and gardening among other activities.

The **MINE HILL TEACHERS ASSOCIATION** (Morris) is proud to have participated in several events during Mine Hill Day, an annual celebration that brings the town together. The day started with a 5K in which many MHTA members participated while others handed out water and granola bars. At an afternoon carnival, MHTA featured a display where residents tried to match teachers to their baby pictures. There the association handed out PRIDE-funded MHTA insulated lunch totes.



The **BURLINGTON COUNTY SPECIAL SERVICES EDUCATION ASSOCIATION** is proud to have participated in the Relay for Life, the signature fundraiser for the American Cancer Society on Oct. 14 at Rancocas Valley High School. At this noon-to-midnight event, BCSSEA debuted their new association PRIDE canopy and shirts. They honored three BCSSEA members lost to cancer this year: Joe DeMarco, Marlane DeMara, and Russell Austin. Worldwide, the Relay for Life is staffed and coordinated by volunteers in more than 5,200 communities and 27 countries.



The **NORTHFIELD EDUCATION ASSOCIATION** (Atlantic) is proud to have participated in the Connolly Mile, which was started in 1982 in memory of Frank Connolly, and this year netted a record turnout. The one-mile race is a community event held every year on the Fourth of July and is followed by the town's parade. Awards are given for overall finishers as well as individual age groups. Pictured from left are Jill Thomas, MaryLou Best, Tina Guetzlaff and her husband.



Submit your best local association PRIDE photo to [proudmoments@njea.org](mailto:proudmoments@njea.org). 🏠

# December & beyond

for more information go to [njea.org](http://njea.org)

## 12/11

Monday

**NJEA Executive  
Committee**

## 12/28

Thursday

**NJEA founded,  
1853**

## 1/5-6

Fri. & Sat.

**Winter  
Leadership  
Conference -  
Central**

## 1/13

Saturday

**MLK Human  
and Civil Rights  
Celebration**

## 1/19

Friday

**Executive  
Committee and  
County Presidents'  
Council meeting**

## 1/20

Saturday

**NJEA Delegate  
Assembly  
Meeting**

## 1/26-27

Fri. & Sat.

**Winter  
Leadership  
Conference -  
South**

## 2/2-4

Fri., Sat. & Sun.

**NJEA ESP  
Conference**

## deadlines

### 1/15

**NJEA ESP Conference Registration**

Event date: Feb. 3-5

### 1/20

**Winter Leadership Conference-North  
Registration**

Event date: March 2-4

### 1/30

**Legislative Conference Registration**

Event Date: Feb. 17

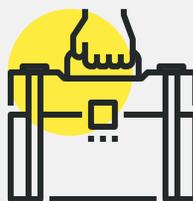
### 1/22

**Winter Leadership Conference-North  
Registration**

Event date: March 2-3

## Employment Opportunities at NJEA

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**njea**

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Human Resources office at  
609-599-4561.

NJEA is an equal  
opportunity employer.

# The election is over the campaign continues

Chances are your phone was ringing off the hook from August through November as the race for New Jersey governor and for the 120 seats in the state Senate and General Assembly heated up. If you lived in a competitive legislative district, your phone probably never stopped ringing. These interruptions are not always welcome, and more than a few of us screen our calls to avoid them.

But sometimes those calls yielded a pleasant surprise. The caller on the other end was not a hired political operative or a robocall, but a fellow NJEA member—a teacher, custodian, bus driver, secretary or nurse. You may even have been one of the members making those calls. Perhaps you were even greeted at your doorstep by NJEA members. Buried among the numerous impersonal election mailers you received, you may have also received a handwritten postcard from a colleague that shared his or her reasons to vote for NJEA PAC-endorsed candidates.

Since the summer, with support from NJEA staff and leadership, NJEA, NJREA and NJEA Preservice members logged over 200,000 phone calls and had 20,000 conversations with fellow members. They knocked on thousands of doors. They wrote over 25,000 postcards. The messages on those cards, and the content of those phone and doorstep conversations, were not only about a governor, an Assembly member or a senator; county

**For NJEA members, the campaign is not about Democrats or Republicans. It is not about liberal or conservative politics. It is not about an individual candidate. The campaign is about equity for our students. The campaign is about relief from Chapter 78. The campaign is about the security of our pensions. The campaign is about a fairer system of evaluation that is not tied to a single, standardized test. The campaign is about finally getting anti-privatization legislation that not only passes both houses of the Legislature, but that is signed into law by the governor.**

and local associations made endorsements in 16 counties for freeholder, board of education and town council candidates.

The result? Our endorsed candidate for governor, Phil Murphy, sailed to victory. Seventy-eight percent of NJEA PAC-endorsed candidates for the state Legislature won, and 61 percent of locally endorsed candidates were elected.

But winning elections is not an end in itself.

NJEA members do not make phone calls, knock on doors, and mail personal postcards just to win elections.

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Most importantly, the campaign is about fair school funding so that New Jersey's public schools are not again shortchanged as they have been for the last eight years, as the state failed to provide more than \$9 billion as required by the School Funding Reform Act (SFRA). That funding is the key

to nearly all of our priorities. Without a fully funded SFRA, the property tax relief New Jersey homeowners have been waiting for will not materialize. Without a fully funded SFRA, ensuring equitable distribution for resources for all students—regardless of ZIP code—is all but unattainable. Without a fully funded SFRA, relief from Chapter 78 is delayed. Without a fully funded SFRA, more local boards of education will seek to privatize the jobs of educational support professionals.

Fortunately, we finally have elected a governor who is committed to fully funding public education.

When he visited the NJEA Convention on Friday, Nov. 10, Governor-elect Phil Murphy was clear about prioritizing school funding: “For too long our educators, our students, and New Jersey property taxpayers have suffered from underfunding. We are going to stop the underinvestment in public schools—which is priority number one.”

This is the reason for the campaign. This is why NJEA invests its resources in supporting members who knock on your door, call you on the phone, or write you a postcard.

The election is over, but the campaign continues, because it is never about an election. It is about NJEA members working collectively and persistently to uphold and advance our values as leaders in public education. 🌱

# Graduate Studies for Educators



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