

REVIEW



an education and advocacy resource



MEET THE 2018-19 NJEA TEACHER OF THE YEAR

JENNIFER SKOMIAL

MONROE
TOWNSHIP EA
DEMONSTRATES
BARGAINING
EXCELLENCE

STUDENT-
CENTERED ART
INSTRUCTION

2018 NJEA
CONVENTION
HIGHLIGHTS

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I AM NJEA



LEFT: Members of the Essex County EA campaigned enthusiastically for their endorsed candidates, including Mikie Sherrill for Congress and NJREA member Terry Trigg Scales for the West Orange BOE. From left: ECREA Recording Secretary Ilene Greenfield, NJEA Delegate Assembly member Sharon Ortiz, Passaic County EA Secretary Brian Rock, ECREA Past-President Terry Trigg Scales, Montclair EA member Jennifer Bailey, West Orange EA member Amanda Best, Irvington EA Teacher Rep At-Large Lauren Greenfield, and West Orange EA President Mark Maniscalco.



LEFT: Jack Bertolino, a retired NJEA staff member who played an instrumental role in the passage of New Jersey's collective bargaining law on Sept. 13, 1968, shared that history at this year's NJEA Jim George Collective Bargaining Summit. From left: Pemberton EA Association Rep Stacey Williams, Bergenfield EA Vice President Tracy Jerue, Bertolino, and Burlington Township EA Grievance Chair Yolanda Boyd.

BELOW: Union County EA President Lisa Palin and Vice President James Frazier at the NJEA Safeguarding Our School Staff and Children Conference on Oct. 20 in Trenton.



ABOVE: Orange EA member Bonita Williams during an NJEA Convention workshop titled "Stress Management for Educational Support Professionals."



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



2018-19 State Teacher of the Year Jennifer Skomial (right) and several Morris County School of Technology students with children from the school's preschool program. Directly in front of Skomial is her daughter, who is part of the program.

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BY KATHRYN COULIBALY



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BY KATHRYN COULIBALY



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As they have done for more than 160 years, NJEA members gather to learn, collaborate and connect. Check out the highlights of this year's Convention and see how fast your fellow members moved in Boardwalk Run results.

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ON THE COVER: State Teacher of the Year Jennifer Skomial prepares high school students for careers in education and other child-related fields.

PHOTO BY
TARA M. BUCK,
JENNIFER C. MARSH

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NEW JERSEY EDUCATION ASSOCIATION

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Annual membership dues are: Active professional: \$928 (full time); \$464 (part time) \$464 (on leave). Active supportive \$451 (full time) \$225.50 (part time) \$225.50 (on leave). Retired: \$85; \$1,000 (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*.



UNITY AND STRENGTH

OFFICERS ONLINE

At this time of year, it is particularly important to reflect on the things for which we are grateful. One of the things that I am most grateful for throughout my career in public education has been the support, camaraderie and strength of my fellow educators.

In this issue, I think that you will find many examples of the ways in which we, as educators, encourage, inspire, support and advocate for each other.

In "Teaching and Mentoring the Next Generation of Educators," you will hear from 2018-19 New Jersey State Teacher of the Year and Morris County Teacher of the Year, Jennifer Skomial, whose passion for education began way back in the first grade. Hopefully, her story will remind you of the many reasons you had to choose a career in public education.

In "Stories of Exploration in a Student-Centered Learning Environment," art teacher and NJEA member Nicole Thomas broke away from step-by-step, cookie-cutter art projects to create a classroom environment where the students and their ideas are the inspiration for their art.

Our articles about the NJEA Convention highlight the many ways that educators encourage, inspire, support and advocate for each other. From a multitude of professional development workshops to networking opportunities by subject area, job category, county, and more, to inspirational events such as the Celebration of Excellence to advocacy opportunities for members where they can ask questions and voice

their concerns to the New Jersey Commissioner of Education and the State Board of Education, the NJEA Convention is uniquely representative of educators' interests.

Finally, the annual salary guide survey provides educators with an economic snapshot of school employees' salaries by district. Each and every one of those contracts was achieved through member training, extensive internal and external communications, community outreach, and—above all—unity. NJEA members know that their economic interests depend on their ability to stand together to ensure they receive fair compensation for the excellent work they provide.

We look at some of those success stories in-depth, and honor one contract as the "best of the best" at the annual NJEA Jim George Collective Bargaining Conference. Read about what other local associations are doing to support each other and fight for educators' economic interests, in "Monroe Township EA Wins Collective Bargaining Award."

There have always been people eager to divide our membership in order to benefit financially from their attempts to weaken the union. But, as always, I am grateful for the strength of this union and our ability to support each other as we do the important work of educating the future.

In Solidarity,

Marie Blistan



NJEA's officers congratulate this year's Award for Excellence winner at the NJEA Convention. From left NJEA Secretary-Treasurer Steve Beatty, NJEA President Marie Blistan, Paterson EA member Zellie "Imani" Thomas, and NJEA Vice President Sean M. Spiller.

MARIE BLISTAN

Facebook

NJEA Convention Teen Arts display: Our students' work is beautiful!! Thank you to our NJEA members who provide a WONDERFUL comprehensive education for our students!

NJEA President Marie Blistan shared dozens of photos over the course of the NJEA Convention. Photos from her visit to the Teen Arts display on the Exhibit Hall floor at the convention were among them.

SEAN M. SPILLER

Facebook

Spiller for NJEA: With Steve Adubato at our New Jersey Education Association Convention! Wonderful to see all our educators out for PD and overall professional growth.

NJEA Vice President Sean M. Spiller, as well as NJEA President Marie Blistan, NJEA Secretary-Treasurer Steve Beatty, 2018-19 Teacher of the Year Jennifer Skomial and others were interviewed by PBS broadcaster Steve Adubato onsite at the NJEA Convention. Sean posted a snapshot from his interview.

STEVE BEATTY

Facebook

SteveBeattyNJEA: Great day at the New Jersey Education Association Convention! Thousands of members engaging and training on important issues. Workshops, sessions, State BOE and Commissioner Repollet presenting. Fantastic keynote by Jacqueline Woodson, STEAM Tank awards, Patriots Alliance breakfast, SOGI lunch, and so much more!

AT the conclusion of each day of the NJEA Convention, NJEA Secretary-Treasurer Steve Beatty, posted photos from his experience of the convention.

KNOW. LEAD. ACT.

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 15-16. 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 15. 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.

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. If you know you wish to attend and are interested in a scholarship, ask Liz Rylak to send you the application form.

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 2019 and future elections.

New members who joined in the non-classroom teacher unit do not need to complete this form. Those already registered as non-classroom teachers who wish to change their classification

Go to njea.org to download the form; it must be received at the address provided on the form by Jan. 15.

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 Excel-

lence nomination, send the information described below to Janet L. Royal at jroyal@njea.org by Jan. 31. You can also mail the nomination to Janet L. 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.

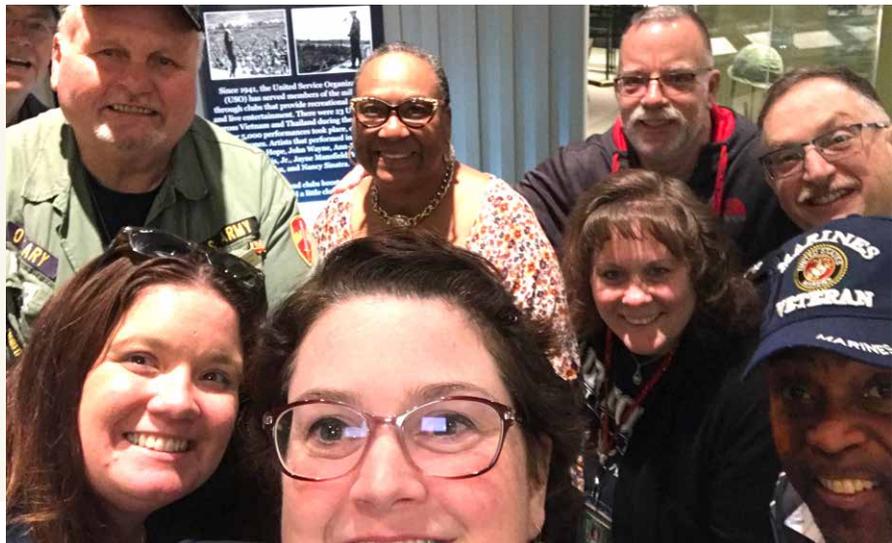
Nominations received after the Jan. 31 deadline will be considered for subsequent conventions.

SELFIE OF THE MONTH

Planning Board members from NJEA Patriots Alliance held their quarterly meeting at the New Jersey Vietnam Veterans Memorial and Foundation museum. Back, from left: Dan O'Leary (veteran and museum volunteer), Alnetta Price, Mark Eckert and LTC Rick Wasserman. Front, from left: Keri Giannotti,

Meredith Barnes, Cheryl Tunstall and Alphonso Harrell.

Working a PRIDE event? Send your selfies to njeareview@njea.org. Be sure to identify where the picture was taken and the members who appear in the photo. 📸



The Law and You

CONTRACTUAL, FAMILY AND MEDICAL LEAVES

BY KEITH WALDMAN, ESQUIRE*

I recently represented an NJEA member regarding her return to work from a Family and Medical Leave Act (FMLA) leave of absence. The member had a medical condition and recovered faster than her doctor and she originally expected. The member wanted to return to work from leave approximately two months early. The school district had contracted to hire a long-term substitute and told the member that it would not be possible for her to change her return-to-work date.

The school district did not take the provisions of the FMLA and its regulations into account. One of those regulations provides that an employee may not be required to take more leave than the medical condition requires and that when an employee's circumstances change, the employee may change the return-to-work date upon reasonable notice to the employer.

Fortunately, the school district had knowledgeable legal counsel and, when the issue was presented to the district's lawyer, the matter was resolved with the member's returning to work earlier than initially requested.

Leaves under the FMLA, the New Jersey Family Leave Act (NJFLA), contractually-available leaves and insurance payments under the New Jersey Paid Family Leave Insurance Act (NJPFLLIA) can present a confusing thicket for most people. Some employers entrust the processing of leave requests to human resources personnel without providing them adequate training.

The school district personnel may have been confused by the special rules that apply to K-12 instructional employees even though those rules did not apply to this member's situation. For example,

when an instructional employee begins a leave more than five weeks before the end of a term, an employer may require the employee to continue taking leave until the end of the term if the leave will last at least three weeks, **AND** the employee would return to work during the three-week period before the end of the term. For another example, special rules also apply to K-12 instructional employees giving birth, adopting or fostering during the five-week period before the end of a term when the leave will last more than two weeks, **AND** the employee would return to work during the two-week period before the end of the term. Yet other rules apply to K-12 instructional employees who begin certain leaves during the three-week period before the end of a term.

In requesting contractual and family and medical leaves, you should sit down and map out what dates you would like to take. In doing so, you should bear the following in mind:

- Contractual sick leave does not always have to run at the same time as FMLA leave. By contract and practice, in many school districts, contractual and FMLA leaves do not run at the same time.
- Depending upon how the leave is structured, a member who is out on medical and then family leave for child birth and then child care is usually entitled to more than 12 weeks of leave.
- Most members choose to use paid sick leave first, and it is a good idea to reserve a few sick days.

As an NJEA member, you have a team of people with years of experience behind you. You should reach out to your local leadership and to your UniServ Representative. They can review your leave plans with you and assist you in framing your leave requests. If needed, your UniServ Representative can refer you to an NJEA Network Attorney for further assistance.

It is your leave. Know your rights. 

Keith Waldman is shareholder at Mt. Laurel's Selikoff & Cohen, P.A., a NJEA approved network firm. If you believe you need legal representation in connection with a particular matter concerning your employment, please contact your NJEA UniServ Representative.

AS AN NJEA MEMBER, YOU HAVE A TEAM OF PEOPLE WITH YEARS OF EXPERIENCE BEHIND YOU. YOU SHOULD REACH OUT TO YOUR LOCAL LEADERSHIP AND TO YOUR UNISERV REPRESENTATIVE. THEY CAN REVIEW YOUR LEAVE PLANS WITH YOU AND ASSIST YOU IN FRAMING YOUR LEAVE REQUESTS

COOL STUFF

HOLOCAUST COMMISSION TO COORDINATE 2019 SUMMER SEMINAR IN EUROPE

PARTIAL SCHOLARSHIPS AVAILABLE FOR NJEA MEMBERS

The New Jersey Commission on Holocaust/Genocide Education coordinates an annual summer seminar in Europe for New Jersey educators to visit the sites of the Holocaust. The 2019 program will run from July 17 to Aug. 1, visiting Germany, the Czech Republic, Poland, and Holland. Maud Dahme, a member of the commission who survived the Holocaust as a hidden child, leads the tour.

Through an NJEA grant, partial scholarships are provided to NJEA members; however, all others are invited to participate. At this time, the estimated out-of-pocket cost of the trip will be \$3,500 for NJEA members and \$6,800 for all others who are interested in participating.

NJEA members who participate are expected use what they learn on the tour to teach about the Holocaust and other genocides in their schools, their communities, and their local and county associations.

Note that the trip will involve substantial walking and not all sites are handicapped accessible.

Visit njea.org for further details and to indicate your interest in the tour. For questions, write to holaocaust@doe.state.nj.us.

THEATER FOR CHILDREN WITH AUTISM: MADELINE AND THE BAD HAT

William Paterson University
Shea Center for Performing Arts
300 Pompton Road, Wayne, N.J.
April 16, 10:30 – 11:30 a.m.
Admission: \$10
RSVP by March 26

This amusing tale traces the adventures of a young Parisian girl who—despite starting off on the wrong foot with a mischievous new neighbor—eventually learns that first impressions aren't everything. Told with gentle humor, and featuring a beautiful musical score, this amusing tale of enemies-become-friends will charm and entertain children and adults alike.

To provide a supportive, autism-friendly environment for audience members, production lights and sounds will be adjusted, and various calming areas will be stationed throughout the theater's lobby, if any guest needs to leave during the performance. Also, a social narrative packet and study guide will be emailed to teachers once tickets have been reserved.

To reserve seats for your students and for additional information, contact Lavene Gass at gassyournansl@wpunj.edu or 973-720-3178.

NJEA DAY AT RUTGERS MEN'S BASKETBALL

Join Rutgers in celebrating NJEA on Saturday, Jan. 5, at 2 p.m. at the RAC as the Scarlet Knights take on the Maryland Terrapins in a pivotal Big Ten match up! Discounted single game tickets are available for family and friends of NJEA members starting at just \$15.

All NJEA members who purchase will also receive an opportunity for a post-game photo on the court.

To purchase tickets, simply follow this link and select the "Buy Tickets" button.

At checkout, you will receive a unique link to share with friends and family. When they purchase from that link, you will automatically be seated together at the game!

For additional questions please contact Nicole Collins at ncollins@scarletknights.com.

APPLY FOR AN ATHLETICS GRANT FROM CALIFORNIA CASUALTY

California Casualty is looking to help public school sports programs in need, with the 2019 Thomas R. Brown Athletics Grant program. Middle schools and high schools seeking funds for their program can apply at www.calcasathleticsgrant.com. Applications must be received by Jan. 15, 2019 for consideration for the 2018-19 academic year.

Qualifying teams can receive \$1,000 to \$3,000.

The grant is named for California Casualty Chairman Emeritus Tom Brown, an avid sportsman who believes that teamwork, confidence and sportsmanship help develop high achievers in academics and in life.

Last year, athletes at 79 public middle schools and high schools in 33 states benefitted from \$83,000 awarded to aid sports programs affected by tight budgets.

The 2018 Thomas R. Brown Athletics Grants helped:

- Crosby High School (Connecticut) purchase a tackling and blocking sled to increase football team player safety.
- Somersworth Middle School (New Hampshire) outfit the softball team with new uniforms.
- Red Bay High School (Alabama) provide uniforms and equipment for the baseball team.
- Santan Junior High School (Arizona) invest in soccer and track and field equipment for the school's ADAPTS sports activities for autistic students.
- Gervais Middle School (Oregon) provide the track and field team with sweat suits and a canopy to protect athletes during cold weather meets.
- Coalinga High School (California) supply balls, jerseys and shoes for the girls' basketball team.

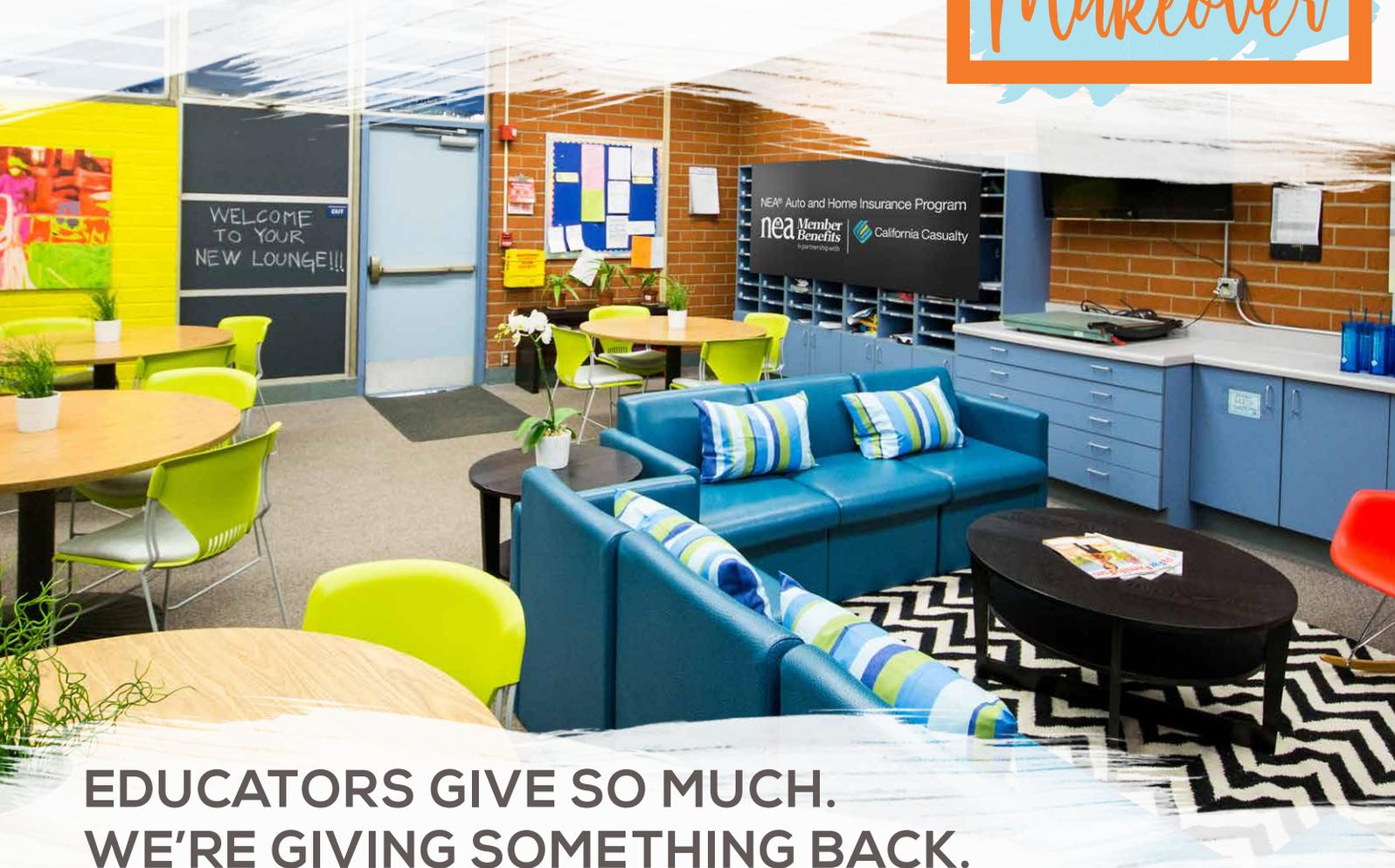
Since its inception in 2011, more than \$660,000 has been awarded to some 600 schools across the nation.

Headquartered in San Mateo, California, with Service Centers in Arizona, Colorado and Kansas, California Casualty provides auto and home insurance to educators, firefighters, law enforcement and nurses. Founded in 1914, California Casualty has been led by four generations of the Brown family. Learn more at www.calcas.com or by calling 800-800-9410. 🇺🇸

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NJEA REPORT

NJ STUDENTS VOLUNTEER AT MID-ATLANTIC EMMY AWARDS

Students and alumni from Absegami High School’s media studies program volunteered to raise funds for the National Academy of Television Arts and Sciences (NATAS) Youth Scholarship Fund at the 2018 Mid-Atlantic Emmy Awards, held at the Philadelphia Marriott on Oct. 13.

The students sold more than \$650 in raffle tickets and raised \$850 in a silent auction. The highest-earning item at the auction was a Philadelphia Eagles football signed by Nick Foles and Carson Wentz that went for more than \$500.

The scholarship fund benefits media students in the New Jersey, Pennsylvania and Delaware. The students compete for scholarships and student production awards judged by media professionals in the tri-state area. The students also attend a workshop conducted by college media students and professionals.

“This is a great opportunity for my students to meet and network with the best in the in-

dustry,” said Mike Piotrowski, media studies teacher at Absegami High School, located in Galloway Township. “We encourage them to pursue excellence with every project they take on. It’s important to see the beyond the shiny trophies; their future colleagues in media really respect and support each other and the stories they tell.”

“The reason the fundraising efforts were so successful is directly the result of the energy and enthusiasm of the students,” said Wanda Swanson, executive producer of NJEA’s “Classroom Closeup NJ,” which won its 16th Emmy® award at the event. Swanson also serves on the executive board of the Mid-Atlantic NATAS chapter and is the chair of the Youth Scholarship Committee. “These students give me hope for the future of broadcasting.”

For more information about the youth scholarship fund, and the high school and college production awards program, go to www.natasmid-atlantic.org.



BLISTAN RECOGNIZED AS POWERFUL VOICE FOR EDUCATORS

NJEA President Marie Blistan was ranked 21st out of 100 of the state’s most influential leaders on the Insider NJ “Power 100 List” and 13th out of 100 on the New Jersey Globe 2018 Power List. The lists can be found at bit.ly/insidernj100 and bit.ly/njglobe100 respectively.

Blistan’s high placement on these lists recognizes her outstanding leadership and the collective power of NJEA’s 200,000 members.

“This is about all NJEA members,” said Blistan. “There are more than 200,000 NJEA members throughout every corner of the state and it’s our commitment to public education that keeps pushing us forward. We understand that the working conditions of educators are the learning conditions for our students. Because of that, we will not settle for anything less than the very best.”



ABOVE: Absegami High School students and other young volunteers raised funds for the National Academy of Television Arts and Sciences Youth Scholarship Fund at the 2018 Mid-Atlantic Emmy Award Ceremony on Oct. 13. From left: NJEA associate director for Communications Kathryn Coulibaly, Arielle Gedeon, Christian Gunn-Saye, Lorna Mills, William Coulibaly, Aarsh Patel, Madison Burns (denim jacket), Spencer O’Brien (behind Madison), Absegami media studies teacher Mike Piotrowski, Sophie Cohen, Ayala Gedeon and Sima Popowski.

NEXT PAGE, LEFT: ALS students from Ocean City High School and their teacher came to support those testifying in support of Deaf education equity. From left: Kamryn Chisholm, teacher Amy Andersen, Kierstyn Keuhline, Ellen O’Brien, Sarah Zigner, Conrad Schmidt, Angel McDowell and Shane Kirby.

DEAF AND HARD-OF-HEARING STUDENTS TAKE LEAD IN EQUAL ACCESS ADVOCACY

THIS ARTICLE WAS SUBMITTED BY AMY ANDERSEN, 2017-18 TEACHER OF THE YEAR

“Today is a day that can never be taken back. Today is the day when others will see my disability as a culture. My name is Kierstyn Keuhlne. I am 15 years old and I am a part of the Deaf community and culture.”

Kierstyn, a freshman at Ocean City High School is a new ASL 1 student this year, and although I have only known her for two short months, she repeatedly surprises me with her maturity, leadership and conviction. Oct. 18 was no different. As she began her testimony, there it was—the tightening in my throat and welling in my eyes. I was overcome with emotion, sitting with my Deaf and hearing colleagues, friends and students in the New Jersey State House. We were all there to give testimony before the Assembly Education Committee in support of two bills that are currently moving through the New Jersey Legislature: A-1896, or the Deaf Child’s Bill of Rights and A-1893, or LEAD-K: Language Acquisition Equality for Deaf Babies.

Kierstyn was born Deaf in one ear but just recently discovered American Sign Language and the existence of a Deaf Community. Her family was never given any information about how to find Deaf mentors or learn about ASL when Kierstyn was growing up. When she found out four years ago that she was swiftly losing hearing in her other ear, she began to seek both out for herself. This led to her involvement with the Hearing Loss Association of America. Through her advocacy and fundraising, Kierstyn has raised over \$90,000 over the past three years to advance education about being Deaf and hard of hearing and provide hearing aids to families who cannot afford them. Kiki, as her friends call her, convinced her family to move to Cape May County so she could attend OCHS and join the ASL program. But as an 11-year-old, she had to seek out and make these connections herself.

Both bills will enable New Jersey’s early intervention and education system to expand the information and opportunities that new families with Deaf children receive so that children like Kierstyn and her family will not have to find it themselves. The bills

will also guarantee that a Deaf child’s educational placement is based not on proximity to home district, but the best possible environment for that child. The decision will take into account social/emotional opportunities, the right to direct instruction in the child’s native language, highly qualified educational interpreters, teachers of the Deaf and the inclusion of Deaf adult role models and mentors.

The right to an equitable educational placement is why two Deaf elementary students were next to sit in those big chairs, with the microphones pulled down far as they could go. Maria Maione, 12, and her brother Francesco, 10, looked into the eyes of 14 members of the New Jersey General Assembly. When Francesco spoke, Maria signed in ASL and then they switched with Francesco signing and Maria speaking.

“Please hear us,” they said. “Please understand what it is like being a Deaf child growing up in a hearing world. We deserve to have a say in our education.”

For the next hour, Deaf adults and hearing allies stood up and shared their personal experiences, emphasizing the need for both bills. At some point, I was able to regain my composure and speak as the 2018 NJ Teacher of the Year, using my voice to elevate what I believe is fair and just for every single child, regardless of race, ethnicity, language, country of origin or communication mode.

I knew that the impact of watching a collaborative group of colleagues, both Deaf and Hearing, working together toward a common goal of equity, social justice, and the human right to communicate is an experience I could never replicate inside my high school classroom, so, I invited the officers of this year’s ASL Club and three hard of hearing students from my ASL classes to come along and watch advocacy in action. They sat in the audience of that assembly hearing with Michelle Cline, treasurer of the National Association of the Deaf; Khanh Lao, the president of the N.J. Association of the Deaf; Christopher Sullivan, chair of L.E.E.D Leadership and Excellence in Education of the Deaf; and passionate Deaf adults from various countries of origin who discovered the incredible value of a shared language, ASL and shared community, Deaf Culture,

but often not until they were teenagers or adults.

In the middle of all of this excitement, or perhaps at the heart, was NJEA, with unconditional support—a support I experienced repeatedly over the past year. The strongest educators union in the country was right there advocating for ALL kids and supporting educators in their efforts to guarantee what is best for all children. You see, without me even asking or honestly even knowing, NJEA drafted a letter of support for both bills and shared it with the Assembly Education Committee prior to this hearing. Francine Pfeffer, associate director of Government Relations for NJEA, became my immediate ally and adviser helping me to navigate a system I had very little experience with. That sense of family, that sense of home I describe after each NJEA event returned again as I spoke to Fran. I shared her letter with our Deaf community who were instantly overwhelmed by this gesture from NJEA.

I am happy to report that both bills, A-1896 and A-1893, passed with a unanimous vote from the Assembly Education Committee. Last June, the Senate equivalent of both bills, S-2044 and S-2045, also passed with a unanimous vote. The Deaf Child Bill of Rights and the Language Equality and Accessibility Bill will now both advance to the Senate Appropriations and Assembly Appropriations committees before heading to the full Senate and full Assembly for a vote. If both pass, they go to Gov. Phil Murphy to be signed into law.

We aren’t there yet, but we are closer today than we were yesterday, and our group of supporters, allies and advocates has grown as well. I am not alone in my gratitude to Assemblyman Daniel Benson for his sponsorship and extensive support of this legislation. Thank you to every member of the state Senate and Assembly Education Committees for hearing us.

Thank you, NJEA, for being so much more than a union. I’ve learned that as part of NJEA what all New Jersey teachers and educational support professionals really have is an extended family, one that unites us in our commitment to every child, every voice and every battle for equity. A crusade that moves us closer to a time when all children have the educational opportunities they need to succeed, not as a version of anyone else, but as themselves.



I’VE LEARNED THAT AS PART OF NJEA WHAT ALL NEW JERSEY TEACHERS AND EDUCATIONAL SUPPORT PROFESSIONALS REALLY HAVE IS AN EXTENDED FAMILY, ONE THAT UNITES US IN OUR COMMITMENT TO EVERY CHILD, EVERY VOICE AND EVERY BATTLE FOR EQUITY.

THE NUMBER 116,056

ELECTION 2018: NJEA PAC-ENDORSED CANDIDATES WIN

MENENDEZ RE-ELECTED TO US SENATE; PUBLIC BALLOT QUESTION PASSES

Despite the months of hand-wringing by pundits around the state, U.S. Senator Bob Menendez sailed to re-election on Tuesday, defeating his opponent Bob Hugin, 53 to 44 percent. With unofficial voter turnout approaching 3 million, New Jersey saw unprecedented levels of midterm voter participation.

New Jersey's 12 congressional seats were on the ballot as well, and Democrats picked up four seats. In Congressional District 3 (CD 3), Andy Kim defeated Tom MacArthur by a narrow one-point margin. In CD 2, Jeff Van Drew won election to the seat formerly held by Frank LoBiondo, by a margin of 52 to 46 percent. In CD 7, Tom Malinowski defeated Leonard Lance, 50 to 48 percent. Mikie Sherrill marked yet another victory for the Democrats, overcoming Jay Webber for the District 11 seat, 56 to 43 percent. Van Drew, Kim and Sherrill were endorsed by NJEA.

These victories contributed to the Democrats taking control of the U.S. House of Represen-

tatives and putting New Jersey's congressional delegation at 11-1 for the Democrats.

Public Question Number 1, the Securing our Children's Future Bond Act, was successfully passed by a margin of 52 to 48 percent. This victory will result in hundreds of millions of dollars in new investments in school security, county college projects and drinking water improvements.

Several seats in the state Legislature were up in special elections, with those previously appointed to those seats securing election in all races. All of NJEA's endorsed legislative candidates were victorious.

NJEA and NJREA members around the state not only volunteered their time organizing their fellow members in support of these PAC-endorsed candidates, but they took the lead by volunteering directly in campaign offices and even helping run voter contact programs. Members spent countless hours organizing door-to-door canvasses, training volunteers, staffing phone banks, and ultimately, delivering victories for candidates who support public education.

AS OF NOV. 19, THE NUMBER OF NJEA MEMBERS WHO HAVE SIGNED THE PETITION TO DEMAND JOB JUSTICE FOR EDUCATIONAL SUPPORT PROFESSIONALS (ESP) AND CHAPTER 78 RELIEF FOR ALL MEMBERS THROUGH LEGISLATION.

CHAPTER 78 RELIEF: S-2606/A-4352 will cap premium sharing at a percentage of salary, not the cost of the premium. It will also allow districts to exempt the health benefits premium relief from the 2 percent property tax cap.

JUST CAUSE PROTECTIONS: S-3089/A-3664 would extend to non-teaching employees of local, county or regional school districts, boards or commissions the right to submit to binding arbitration any dispute regarding whether there is just cause for a disciplinary action up to and including dismissal.

PRIVATIZATION: S-296 and A-3185/A-3395 would protect the jobs of ESP members from privatization.

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LOCAL ENDORSEMENTS RESULT IN BIG WINS

Two-thirds of counties in New Jersey saw endorsements made by county and local associations, as NJEA continues to encourage our local leaders to get involved in local elections. Notable victories include a successful election to return Camden City Board of Education to a voter-elected board, a clean sweep for endorsed board of education candidates in Jersey City, and the election of at least seven endorsed NJEA members to county and local offices.

MEMBERS ON THE BALLOT

In races across New Jersey, NJEA members sought election to offices at all levels of government. Two hundred and seventy-three NJEA members were on the ballot on Tuesday, running for county freeholder, mayor and other municipal offices, as well as board of education. At press time, the results of those elections were not yet official, but all members who choose to involve themselves in this important process are to be commended, and NJEA encourages members to continue to run for offices in their communities.

COUNTY, MUNICIPAL AND BOARD OF EDUCATION RACES

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

ATLANTIC COUNTY

Frank Formica for Freeholder At-Large; Maureen Kern or **Maureen Leidy** for Freeholder District 2; Barbara Rheault* for Freeholder District 5; **Richard Norris***, Sharnell Morgan, **Jerome Page** for Pleasantville BOE

BERGEN COUNTY

Jim Tedesco for County Executive; **Steve Tanelli, Tracy Zur** for Freeholder; **David Bradler*** for Park Ridge BOE; **Matthew Capilli***, **John Ferguson** for Park Ridge Council

BURLINGTON COUNTY

Felicia Hopson for Freeholder

CAMDEN COUNTY

Vote NO on Camden School Board Proposal

CAPE MAY COUNTY

Jeffrey DeVico for Middle Twp Committee

CUMBERLAND COUNTY

James Quinn, Joseph Derella for Freeholder

ESSEX COUNTY

Joseph DiVincenzo for County Executive; **Nelson Barrera** for Belleville

BOE; **Jeremias Salinas***, Terry Trigg-Scales* for West Orange BOE

HUDSON COUNTY

Marilyn Roman, Joan Terrell-Paige, Mussab Ali for Jersey City BOE

MIDDLESEX COUNTY

Shanti Narra, Ron Rios for Freeholder; Ira Stern, Isaac Peng, Atif Nazir for Piscataway BOE; **Carrie Kenny***, Tom Biesiada, Bhumi Patel for Sayreville BOE; **Lisa Rodgers**, Mike Mitchell* for South Brunswick BOE; Sandra Doyon* for South Plainfield Mayor; Kristine Keefe*, Sherri Zwerko for South Plainfield Council; **Susan Bourdin, Ezio Tamburello, Daniel Harris** for Woodbridge BOE

MONMOUTH COUNTY

Larry Luttrell or **Gerry Scharfenberger** for Freeholder

MORRIS COUNTY

Michael Puzio for Rockaway Twp Mayor

OCEAN COUNTY

Christopher McManus, Brett Novick* for Stafford Board of Education; Christopher Raimann, **Jennifer Howe** for Toms River BOE; **Anna Polozzo** for Toms River BOE (South Toms River)

PASSAIC COUNTY

Danielle Ireland-Imhof for County Clerk; **Assad Akhter, John Bartlett, Cassandra Lazzara*** for Freeholder; **Vincent Arrington, Oshin Castillo, Eddy Pichardo, Manuel Martinez, Nakima Redmon** for Paterson BOE; **Eileen Albanese**, Brian Quintavella, **Stacey Scher*** for Wayne BOE

SALEM COUNTY

Jesse Stemberger*, **Ben Laury** for Freeholder; **Charles Miller** for Sheriff

UNION COUNTY

Al Mirabella, Rebecca Williams*, **Kim Mouded, Andrea Staten** for Freeholder; **Charlene Bathelus, Iliana Chevres, Stephanie Goncalves** for Elizabeth BOE; **Laquana Best, Pinchas Shapiro, Dennis Kobitz, Kimberly Cook, Joel Chapman** for Hillside BOE; **Rebecca Coniglio** for New Providence BOE; Melba Mullins*, Rebecca Perkins, Timothy Priano for Plainfield BOE

RIGHT: Franklin Lakes EA President Sharon Milano (left) and her members protest entering their second year without a contract.



FRANKLIN LAKES EA PROTESTS SECOND YEAR WITHOUT A CONTRACT

Members of the Franklin Lakes Education Association picketed with handmade signs in front of their schools on Oct. 30 before the start of their contractual day to gain the attention and support of parents and community members. This action is one of many recently taken by the association stemming from a labor dispute with the Franklin Lakes Board of Education.

Franklin Lakes EA members have been working under an expired contract since July 2017. The board and the association are in the “fact-finding” stage of negotiations, which was reached after the board and the association did not achieve a settlement with a mediator appointed by the New Jersey Public Employment Relations Commission (PERC). A formal hearing is scheduled with a PERC-appointed fact-finder in December. The parties have met twice previously with the fact-finder.

“We have been patient, and we have continued to provide an excellent education to our students,”

said Franklin Lakes EA President Sharon Milano. “However, it’s time for the board to show the teachers and school staff that they respect all of the hard work we do by settling this contract. If the school board is serious about every child’s future, they need to get serious about the teachers’ and school staff’s economic environment by reaching a contract resolution now.”

Association members—classroom teachers, noninstructional certificated staff, administrative assistants and paraprofessionals—have been bringing home less pay each year, in many cases making less than what they brought home in 2009 because of the high cost of living, stagnant wages and increased health care costs. Many members reside in Bergen county, which has the highest cost of living in the state. Staff members are finding it increasingly difficult to provide for their families.

Franklin Lakes EA members provide a valuable resource to the Franklin Lakes community inside

and outside their classrooms. They volunteer their time and talents during many community and school activities, well after school hours. Their care for their students and dedication to their education is vital to the district’s ability to thrive. The association says that the board of education is taking advantage of the association members’ dedication to their students.

Previous actions taken by the Franklin Lakes EA include attending board of education meetings where members shared the impact of soaring contributions to health benefits and stagnant salaries, engaging in informational picketing, and sharing informational fliers with parents and residents at community events.

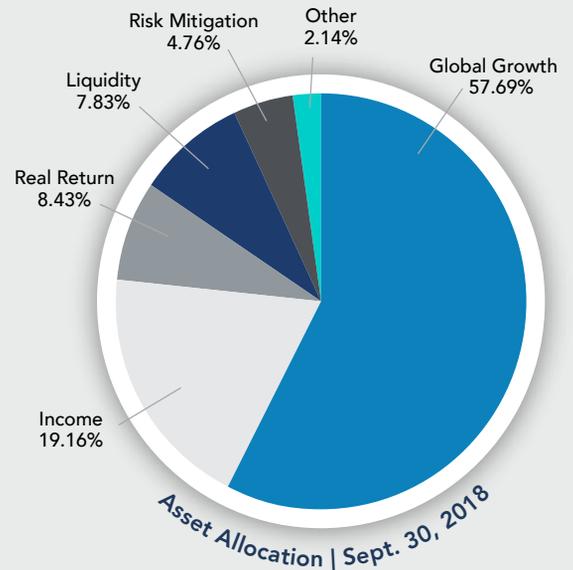
“We will continue to keep the pressure on the board until our members get the contract they deserve,” Milano stated. “They’ve more than earned it.”

PENSION UPDATE

TOTAL PENSION FUND: \$79.43 BILLION

The totals below reflect market values as of Sept. 30, 2018, and for comparison, May 31, 2018. 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.

	Sept. 30, 2018		May 31, 2018	
	Market Value (\$ billions)	Asset Allocation	Market Value (\$ billions)	Asset Allocation
Global Growth	\$45.82	57.69%	\$45.70	58.14%
Income	\$15.22	19.16%	\$15.20	19.34%
Real Return	\$6.69	8.43%	\$6.82	8.67%
Liquidity	\$6.22	7.83%	\$5.53	7.04%
Risk Mitigation/Capital Preservation	\$3.78	4.76%	\$3.42	4.35%
Other	\$1.69	2.14%	\$1.93	2.46%
Total	\$79.43	100%	\$78.60	100%



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



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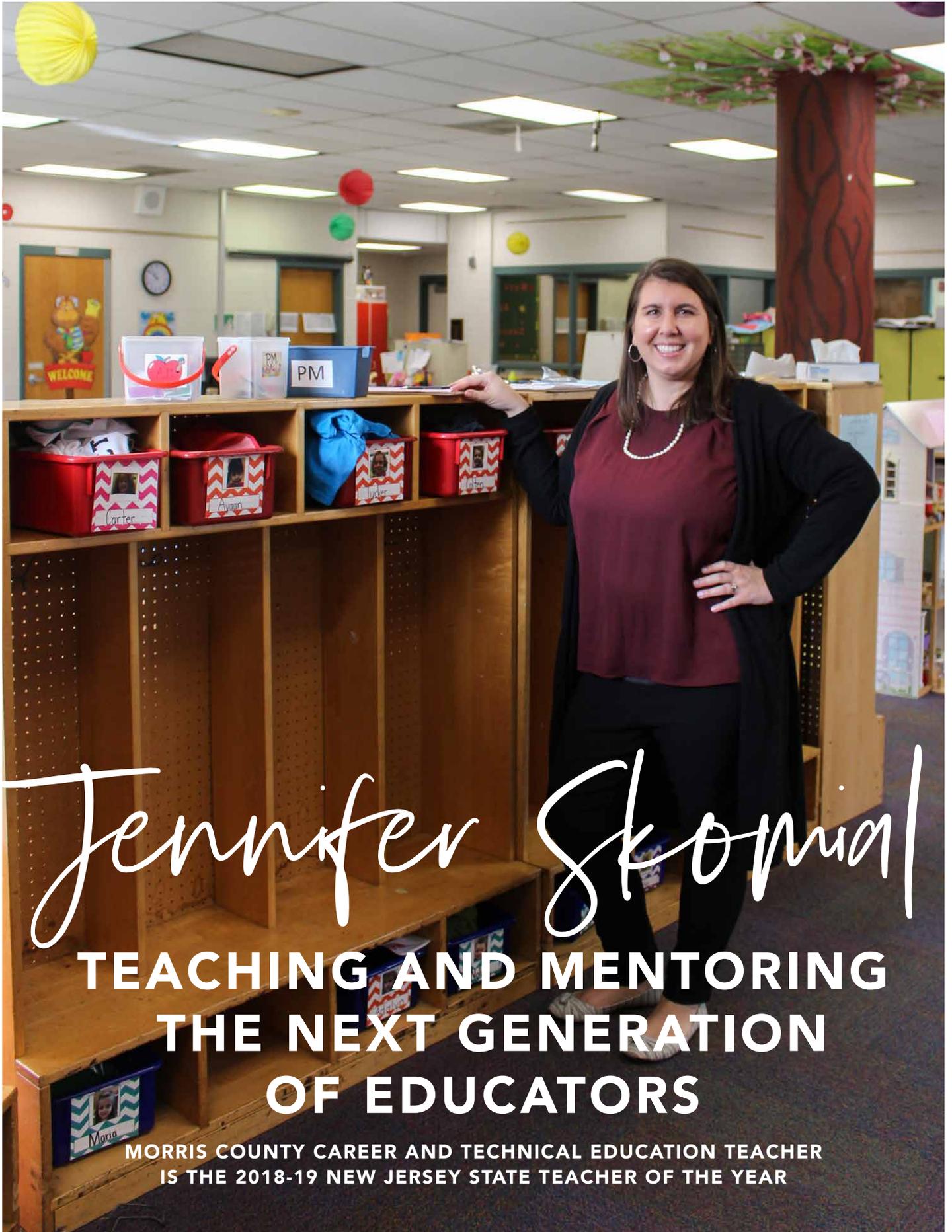


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Jennifer Skomial

TEACHING AND MENTORING THE NEXT GENERATION OF EDUCATORS

MORRIS COUNTY CAREER AND TECHNICAL EDUCATION TEACHER
IS THE 2018-19 NEW JERSEY STATE TEACHER OF THE YEAR

BY KATHRYN COULIBALY

JENNIFER SKOMIAL is obsessed with teaching, and she has been since the first grade.

"Every college or scholarship essay I have ever written, and every speech I have ever given, I have talked about the impact of Mrs. Lombardy, my first-grade teacher, and how she inspired me to go into education," says Skomial. "Mrs. Lombardy was so passionate and enthusiastic. I can still picture her classroom. She was always smiling. I thought, if someone looks so happy in her job, why wouldn't I want to do that?"

"I used to bribe my little brother to play school with me," Skomial told the crowd gathered at the October State Board of Education meeting when she was announced as the 2018-19 New Jersey Teacher of the Year. "Spare change, CDs, candy, whatever I could find to get him into my imaginary classroom. Not a day went by that I wasn't in our basement teaching math concepts to empty seats, correcting papers I had filled out myself, or reading aloud to an invisible audience."

Skomial's brother wasn't her only practice student. Her enthusiasm for education came at a cost to the children she babysat in high school.

"While I was in ninth grade, I used to babysit our family friends' daughters who lived right down the street from my high school," Skomial remembers. "They had a fantastic basement with actual school desks and a chalkboard and after I'd get them off the school bus, I would sit with them and teach them. I loved it, but their parents eventually asked me—in the nicest possible way—to give them a break! I'd spent all day in the classroom, just like them, but where I wanted more, they just wanted to play! To this day, that family still teases me about it."

Skomial says that from the time she was a little girl she idolized her teachers. They, in turn, encouraged her obsession with school, offering her cast-off textbooks and extra handouts to take home.

While Skomial knew she wanted to be a teacher, she didn't love math or science. So her seventh-grade language arts teacher, Ms. Toma, inspired her to pursue language arts.

"She had so much enthusiasm and was so passionate about her work," Skomial says. "That was evident in everything she did. She really let us into her personal life by talking about her love of the theater and inviting us to go to the shows that she was in. That really inspired me to share more of my life with my students once I began teaching the Academy for Education and Learning. I spend almost three hours a

day, every other day, for four years with my students. They're very special to me, and I love seeing them grow into young adults."

FAMILY ENRICHES PERSPECTIVE FOR TEACHING

Skomial and her husband, Chris, both attended Morris County School of Technology in Denville. Chris studied carpentry and Skomial was in the Child Related Careers program, but it was not until after Skomial finished college that they connected. The couple now have three daughters, Bradyn, 5, Kendall, 3, and Taylor, 7 months. Skomial was on her last day before starting her maternity leave when she learned she had been named the Morris County Teacher of the Year.

Now that Skomial's children have started school, she is enjoying the parent perspective of education. She's been a student and a teacher, but parenting is something else entirely.

"Every day, I tear through Bradyn's folder to see what she's doing in kindergarten," Skomial says. "I'm blown away by what she's learning. She idolizes her teacher and it gives me such joy to see how much she loves learning."

Bradyn recently started learning sight words and is excited to see those words on street signs while riding in the car.

"Being on this side of education is eye-opening and is giving me a different perspective that I can share with my students. I even misplaced a packet of work once and could not believe that I had become 'that' parent!" Skomial laughs.

"My daughter Kendall attends the prekindergarten class at Morris County School of Technology," Skomial adds. "Her teachers are my students!"

Skomial began her career in education at Costley Middle School in East Orange. From September through December 2007, she was a student teacher but in January 2008, she was hired full-time in the district as a language arts teacher.

A RETURN TO MORRIS COUNTY

In September 2008, Skomial moved over to the Morris County School of Technology. She started out as an English teacher for ninth through 11th grades. Skomial loved being back at her alma mater but reading her students' essays opened up a new career path for her.

"My students were writing about how much they loved their academy programs; in particular, the Child Related Careers program (now called the Academy for Education and Learning)," Skomial recalls. "I remember thinking how amazing it would be to teach and inspire future educators."

That dream became a reality when her for-

mer teacher and the Child Related Careers instructor Jean Constantine approached Skomial to discuss her retirement. Constantine felt that Skomial would be a wonderful replacement, but Skomial had just started a family and was concerned that the timing might not be right.

She needn't have worried. All the pieces fell into place and, beginning in 2013, Skomial began teaching the program that she had attended in high school.

"I love teaching no matter what, but teaching future educators is just a dream for me," Skomial says.

Morris County School of Technology students select from among 14 academy programs. There is an application process, and 16 new students are selected each year to enter the Academy for Education and Learning program.

TEACHING STUDENTS TO BECOME EDUCATORS

During their freshman year, students learn about the teaching profession, daily routines in an early childhood setting, lesson planning and classroom management. In addition, they begin teaching lessons in the preschool class, which is an integral part of the program.

During their sophomore year, students learn about child development, barriers to learning and tools for assessment. Near the end of school year, the focus is on the essentials for attaining employment, which is a unit that helps students prepare for getting their first jobs. In that unit, students also learn more about how to market themselves for their intended career path through the creation of a digital portfolio.

The students start teaching right away. They must prepare lesson plans, understand the standards and be aware of early childhood development and best practices for learning.

Every other day, Skomial's students work with the two preschool classes, a morning class and an afternoon class, during four rotations. At any given moment, four students are teaching the preschool class, four are observing the teaching and learning, four are working on lesson plans, and the remaining four are studying educational theory either through independent activities or collaborative projects.

Skomial and her students work closely with the lead teacher in the preschool, Nancy Kucinski, to ensure that the prekindergarten students are learning in a safe environment that takes their developmental needs into account.

Skomial is so enthusiastic about the program that her two older daughters have both attended the preschool class that her students teach.

By their junior year, students have gained the confidence and completed the foundational preparation to begin teaching in pairs or on their own. Typically, they're excited about

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

the opportunity to teach the class of about 15 preschoolers without much assistance from their peers. During this time, they also focus on instructional strategies for secondary classrooms and there is a strong focus on diverse learners.

“My favorite part about junior year is exploring special education,” Skomial shares. “The culminating project is for students to take part in a mock IEP meeting. Each student takes on a different role, and we host a meeting for a fictitious student. Several colleagues participate in the meeting to help guide and support the students. This past school year, the students blew us away with their preparedness and professionalism.”

Students also learn about the historical foundations of American education and the certification process for educators in New Jersey so that they can begin selecting a college major that fits their career goals. Near the end of junior year, students begin preparing for their senior year field experiences.

During their senior year, students in the program take classes through the County College of Morris or another area college and complete a 120-hour internship that Skomial coordinates. Students are placed in various education environments, according to their career interests. This year, some students are in elementary and middle school settings depending on their grade level and subject area preference, some are placed with speech pathologists at a school for children with developmental disabilities, and others are placed in more specialized settings.

Skomial monitors the internships and ensures the experience meets the needs and abilities of her students. The seniors come in for monthly “staff meetings” to discuss what they’re experiencing at their internship sites and to continue collaborating with one another. Skomial also works with her students on the college application

process and connects them with additional experiences outside of their internships.

“They’re gaining experience and confidence,” Skomial says, “and that will be a recipe for success on day one of their professional careers.”

SPEAKERS FROM THE FIELD

Throughout the year, Skomial introduces many guest speakers to give students an idea of the breadth of careers in education and child development. Some speakers return year after year, but many are new faces that have been suggested by students.

“One student asked if her aunt, a professor for the Graduate School of Education at University of Pennsylvania, could come and speak to our class,” Skomial says. “I said absolutely! She provided so much insight into the process of finding the right college as well as developing ourselves into the kind of people who will have a positive impact on our society. Each year, we discuss the students’ interests and plan guest speakers and field trips that will further their understanding of the field of education. It’s important to me that the students have a say in what they learn.”

Skomial notes that not all the students in the program want to become classroom teachers.

“We had a guest speaker who inspired several students to pursue careers as speech pathologists,” Skomial says. “Whether they plan to become teachers, child psychologists, social workers, or anything in between, one thing remains the same: they all need a teacher who will help guide them and believe in them.”

Skomial’s classes are almost three hours long, so she and her students spend a lot of time together. This provides Skomial with many opportunities to offer genuine guidance and support to her students.

“I really take a personal interest

SKOMIAL IS SO ENTHUSIASTIC ABOUT THE PROGRAM THAT HER TWO OLDER DAUGHTERS HAVE BOTH ATTENDED THE PRESCHOOL CLASS THAT HER STUDENTS TEACH.



Skomial works closely with lead preschool teacher, Nancy Kucinski (l). Careers in education run in Skomial's family. Here she holds the plaque her grandmother received after a 26-year career in education.



Morris County School of Technology students get firsthand experience working with preschool students.

**“I SPEND ALMOST
THREE HOURS A DAY,
EVERY OTHER DAY, FOR
FOUR YEARS WITH MY
STUDENTS. THEY’RE VERY
SPECIAL TO ME, AND I
LOVE SEEING THEM GROW
INTO YOUNG ADULTS.”**

in each of my students,” Skomial says. “They see me as a teacher and a mentor.”

AN OPPORTUNITY TO EXPLORE TEACHER PREPARATION STATEWIDE

As the New Jersey Teacher of the Year, Skomial will have a six-month sabbatical to tour the state and work with the New Jersey Department of Education. ETS, one of the sponsors of the state’s Teacher of the Year program, covers her salary and benefits. ETS also provides her with a new laptop computer.

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

“At first, I thought there was no way I could take the sabbatical,” Skomial admits. “When the announcement was made, I had just come off from maternity leave. But the parents at back to school night were so excited for me that I began to think about how this sabbatical could really benefit the program and my students.”

Skomial now has ambitious plans for her sabbatical.

“I want to explore what preservice teacher preparation is like at other high schools that offer it,” Skomial says. “I’m interested in finding ways to attract more students into this field, especially from areas where we need more diverse teachers. I also want to talk to principals about what they’re seeing from students who go through traditional and alternate route teacher preparation programs, and what teachers feel needs to be emphasized. This will be an amazing opportunity to network with educators who might come and speak to my students about their careers.

“I’m looking forward to meeting the amazing teachers we have in New Jersey and being able to learn from them. I hope to bring their great ideas and best teaching practices back to this program and my students.”

Going forward, Skomial is hopeful that she will be able to use her platform to create opportunities for those who coordinate teacher preparation programs for middle and high school students to get together twice a year to share ideas and make program decisions.

“Love is not a strong enough word for how I feel about teaching,” Skomial concludes. “I’ve always been obsessed with the idea of being a teacher. And there’s no greater feeling than getting to live out my dream.” 📚



Morris County School of Technology student conducts a rhythm lesson.



Skomial discusses the lesson above with the student who conducted it.



Lead preschool teacher Nancy Kucinski demonstrates a lesson.

MONROE TOWNSHIP EA WINS COLLECTIVE BARGAINING AWARD

MIDDLESEX COUNTY LOCAL ELIMINATES “NEGATIVE NET” FOR ALL MEMBERS

BY KATHRYN COULIBALY

NJEA has been a leader in the establishment of rights for school employees since its inception in 1853. But few measures, if any, have had the impact of the 1968 collective bargaining bill that created the Public Employment Relations Commission (PERC) and recognized the right of public employees to organize into exclusive bargaining units represented by a majority representative. During the 1968-69 school year, more than 400 bargaining units were recognized and negotiated their first contracts.

At the annual NJEA Jim George Collective Bargaining Summit, the association sets aside time to honor local associations that have made extraordinary achievements at the negotiations table. The Monroe Township Education Association (MTEA) in Middlesex County was singled out among six finalists to receive the 2018 NJEA Jim George Collective Bargaining Award.

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

A record-breaking 22 local associations had been nominated for the award. In addition to MTEA, local associations from Flemington-Raritan, Oceanport, Orange, Paterson and Pleasantville were honored as finalists. These associations were noted for their work in developing and settling contracts that:

- Bargained one or more new contractual provisions not already found in another affiliate.
- Conducted and extraordinary community-organizing effort that resulted in a settled agreement.
- Used the bargaining process to propel new members into association involvement and leadership.
- Achieved a particularly good settlement, in comparison to state averages, in salary increases and benefits.

MONROE TOWNSHIP EDUCATION ASSOCIATION

After almost a year working without a new contract, MTEA ratified a new agreement on May 9, 2018, that provided a 10 percent reduc-

tion in health care contributions for members making between \$49,999 and the top of the salary guide. Members at the top of the guide will receive a 20 percent reduction in contributions.

All staff received retroactive health care reductions and salary increases for the 2017-18 school year. In addition, staff members who crossed over a salary threshold that would have resulted in a percentage increase in health care premium contributions, did not have to pay that additional amount.

Through a 3.5 percent per year salary increase and a reduction in health care premium contributions they were able to eliminate “negative net” for all MTEA members. Negative net refers to the annual reduction in take-home pay that many members experienced as a result of rising insurance premiums and increasing percentage contributions outpacing salary increase.

Member and community outreach was key to MTEA’s success. Beginning in the summer of 2017, the association launched Pride in Public Education and Families and Schools Work Together for

Children (FAST) campaigns to promote, market and brand the association. MTEA developed a logo and distributed throughout the community lawn signs that were supportive of the association. Once the school year began, the association instituted a yearlong series of events and activities to inspire community support.

MTEA also worked to educate and motivate the members of the PTO by attending its meetings and providing information about the district and the contract. As a result, every PTO publicly announced its support of MTEA through its social media accounts.

The association also deftly used social media, including an “I Care” video series that was promoted online and that featured members sharing their stories of the devastating impact of Chapter 78 on them and their families.

In addition to MTEA, five local associations were honored as finalists.

OCEANPORT EDUCATION ASSOCIATION

On June 13, 2018, the Oceanport



ABOVE: The Monroe Township Education Association (Middlesex) won the 2018 NJEA Jim George Collective Bargaining Award. From left: NJEA Secretary-Treasurer Steve Beatty, MTEA Secretary Jamie Neues, MTEA Secretary Daniel Fields, Association Rep Agnes Carney, MTEA Vice President and Negotiations Chair Jackie Winters, MTEA Vice President Patrick Comey (behind Winters), MTEA President Bethanne Augsbach, MTEA Treasurer Barton Mix, NJEA UniServ Field Rep Thomas Bohnyak, NJEA President Marie Blistan and NJEA Vice President Sean M. Spiller.

Education Association (OEA) ratified a three-year agreement that provided new seniority provisions for educational support professionals (ESP), an increase in perfect attendance stipends for ESP, an increase in longevity for ESP, a 27.5 percent reduction in Chapter 78 contributions, and a reduction of the school year by one day, bringing the total number of teacher work days to 183.

In addition, salaries increased by 3.1 percent each year for ESP and certified staff. OEA won these improvements through improved communications and increased engagement among the members.

PLEASANTVILLE EDUCATION ASSOCIATION

On April 30, 2018, the Pleasantville Education Association (PEA) ratified a successor agreement to its contract, which had expired in 2016. The five-year deal codified the agreement that there would be no privatization of ESPs in the district for the duration of the contract. In addition, PEA negotiated a 15 percent reduction of the members' premium contributions and secured a minimum of four percent increase for all staff.

PEA members were motivated to take strong actions after the board of education dragged negotiations out over two years. By the 2017-18 school year, members had created their own picket signs and were marching in front of school buildings every morning and afternoon to protest their lack of a contract.

More than 300 members showed up for three board meetings, as requested by their leadership. At the last of the three meetings, the board had set up metal detectors for members to pass through on their way to the meeting. Unintimidated, the members continued to speak out and won the support of the community.

That activism is continued at the ballot box in November. PEA worked to become more involved in electing pro-public education board members.

FLEMINGTON-RARITAN EDUCATION ASSOCIATION

On October 2, 2017, the Flemington-Raritan Education Association (FREA) ratified a four-year agreement that meant that—for the first time in more than 12 years—the members would be returning to a

new school year with a tentative contract.

In another first, this time statewide, FREA was the first association in the state to negotiate Chapter 78 in both the current and a previous round of bargaining.

After intensive outreach to parents, FREA members were encouraged by more than 200 parents who attended board meetings wearing shirts that read, "You can't put students first when you put teachers last!"

One industrious parent with a background in finance took a close look at the district's financial records and pointed out hidden spending at a board meeting.

The association facilitated this trust and communication by hosting an open question-and-answer session with the negotiations team and community members. Through this event, community members became more comfortable approaching board members about issues such as Chapter 78, bargaining language, and negative net.

Thanks to these efforts, the members of the FREA felt a greater sense of pride, community, and unity. This, in turn, led to more members

attending union events, activities, and celebrations.

ORANGE EDUCATION ASSOCIATION

The Orange Education Association (OEA) negotiated a three-year agreement, from 2018-2021, and ratified in June 2018.

Twelve-month security staff will now be entitled to five additional vacation days after ten years of employment. Secretaries and security staff will realize salary increases of three percent per year. Teachers and paraprofessional salaries will increase five percent in year one, seven percent in year two, and six percent in year three, but agreed to an increased length of day. This was considered a worthwhile trade-off to members as they had previously had the shortest school day in the county.

Perhaps most importantly, premium sharing for all members was frozen at the current rate.

PATERSON EDUCATION ASSOCIATION

By July 2018, the Paterson Education Association (PEA) had ratified a five-year agreement that capped

employee health care contributions at 10 percent of employee's pensionable salary. Annual salary increases exceeded 3 percent for every year of the contract.

In addition, in a district where transfers are common, the association negotiated one non-student contact day for transferred staff members to pack up and move their materials. If the staff member is transferred to a different content area, between school levels, or more than two grade levels, the district now must provide the employees with seven hours of professional development outside of their lunch or prep period.

To achieve these victories, the PEA developed an action committee that included at least one member from each of the district's 52 work sites. Job actions culminated in a rally on the night of the final mediation date at which approximately 1,500 people demonstrated outside of the board offices. 🏠

**FREA MEMBERS
WERE
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WEARING SHIRTS
THAT READ,
"YOU CAN'T PUT
STUDENTS FIRST
WHEN YOU PUT
TEACHERS LAST!"**



From left: NJEA UniServ Field Rep Jennifer Larsen, NJEA Secretary-Treasurer Steve Beatty, FREA President Susan Vala, NJEA President Marie Blistan, NJEA Vice President Sean M. Spiller, FREA Treasurer Bob Jones, Association Rep Dawn Hlavska-Suk, and Association Rep Elizabeth Roll.



The Orange Education Association. From left: NJEA Secretary-Treasurer Steve Beatty, Orange EA member and leader Gloria Stewart and OEA former President Linda Siddiq, NJEA President Marie Blistan, NJEA Vice President Sean M. Spiller, Orange EA member Jaime Fonseca, Orange EA Secretary Stephanie Ross, Caneras Vice President Brian Caneres.



The Paterson Education Association. From left: UniServ field rep Sasha Wolf, NJEA Secretary-Treasurer Steve Beatty, PEA Vice President Lakresha Hodge, NJEA President Marie Blistan, PEA President John McEntee, Passaic County EA Vice President Javier Fresse, PEA Vice President Gennaro Tortoriello, NJEA Vice President Sean M. Spiller.

From left: Atlantic County Council of EAs Treasurer Elizabet Miller, NJEA Secretary-Treasurer Steve Beatty, Association Rep Trina Jenkins, NJEA President Marie Blistan, NJEA Vice President Sean M. Spiller, PEA member Kimberly Sparks, and NJEA UniServ Field Rep Stephanie Tarr.



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YOU CAN BE.**



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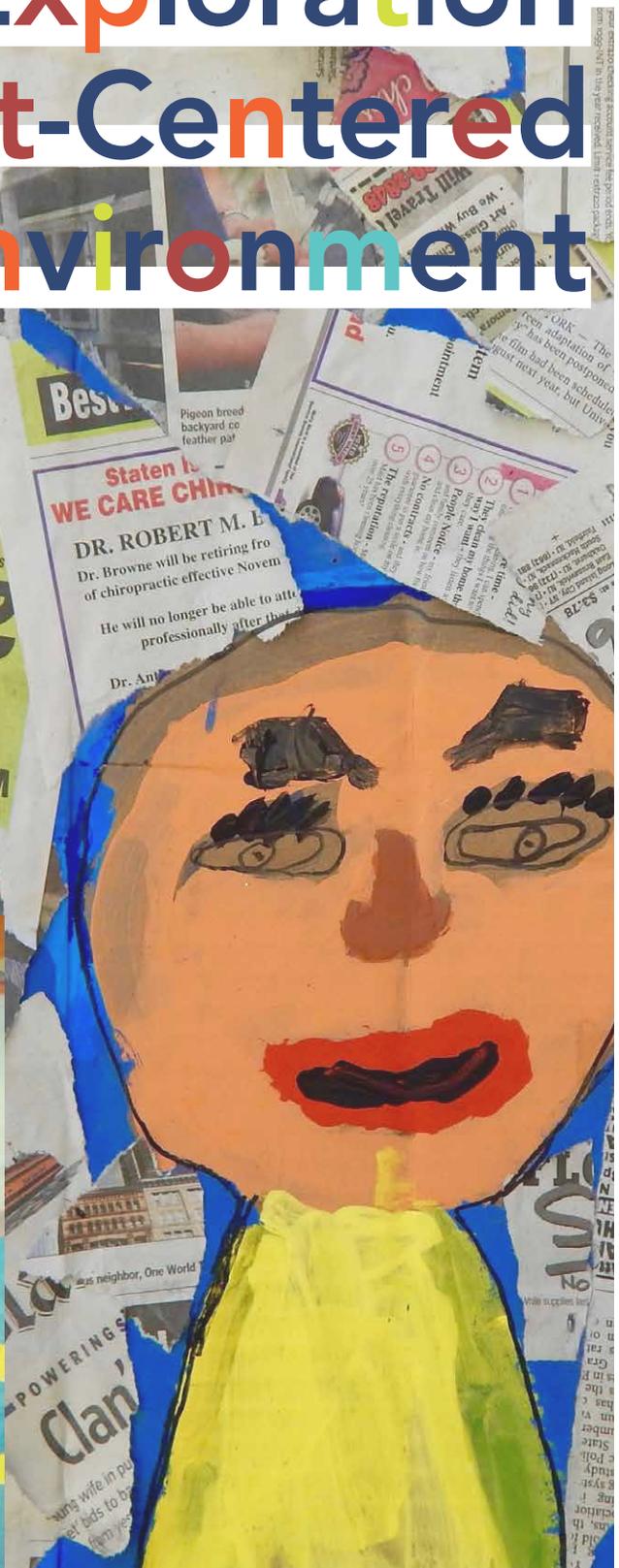
Stories of Exploration in a Student-Centered Learning Environment

BY NICOLE ELIZABETH THOMAS

This article appeared originally in the January 2017 edition of Art Education magazine, copyright © the National Art Education Association (www.arteducators.org) reprinted by permission of Taylor & Francis, Ltd (www.tandfonline.com) on behalf of the National Art Education Association.

Sometimes in art class it's like the same thing, you're using crayons or markers to color on regular white paper. I liked this project because it was different. You could paint on the cardboard, or collage, or do both! A project like this gave kids like me who have really great ideas a chance to use them.

—Julie, 4th-grader



A year earlier I had the same feeling Julie did and I began to wonder why I was teaching my students to create the same thing. I believed that with cookie-cutter, school-arts-styled projects and lessons inspired by the “great masters,” I was providing my students with a well-rounded art education. I speculated about why the curriculum allowed this and why it encouraged this, but I assumed that if it was done this way by art educators before me, then it must be the right way. Still, as my first-graders finished a fresh batch of yellow sunflower paintings I wrestled with my thoughts and wondered about this cookie-cutter approach and if there was a better way.

All of this wondering followed me to a new school as I started a new chapter in my teaching career. As I swung open the door to the art room I was met by a rush of hot, stale air, once again reminding me that I was unpacking art supplies in the heat of August. A poorly stacked pile of boxes greeted me in the center of my new art room. As I worked through each box, unpacking its contents and checking it against the supply list, I started mentally planning for the year ahead of me. With the start of this new school year, I made a commitment to myself and to my students.

I committed to creating a different type of learning environment in my elementary school art room. Transitioning to a new school pushed me to stop wondering if there was a better way and start searching for one. I no longer wanted my students confined to their tables, following step-by-step directions while assembling hollow meaningless art projects. I wanted to implement a learning environment centralized around student choice, rooted in exploration and powered by creativity and possibility (Gude, 2010). I was nervous about how this would be perceived by the school administration and scared to make the transition at such an early and pivotal time in my teaching career, but I had decided this year was time for change.

At my previous school, students received a formalist, discipline-based art education. Every lesson began with students, Pre-K to Grade 3, viewing a thoughtfully selected collection of paintings created by a famous artist. After viewing this carefully curated selection of art work, students would be presented with an expertly crafted teacher demonstration and given step-by-step instructions on how to create their own art projects to meet this idealist model. In my old art room, we created all of the latest and the greatest “home run” elementary school art projects. The oil pastel and watercolor Georgia O’Keeffe flowers, the painted Kandinsky bullseyes, the Picasso inspired self-portraits, each project curated and crafted using art materials and directions that lead to a perfect school arts-styled project (Neperud, 1995). While I appreciated the “oohs” and “ahhs” created by each new bulletin board display and felt validated when students spouted off a well-remembered art history fact, I slowly started to wonder if there was something more.

My students received an art education rich in art history and rooted in the elements and principles of design, but learned little about themselves during the artmaking process. Their curriculum provided no opportunities to connect with broader real world social issues and unofficially discouraged the inclusions of lessons rooted in cultural arts. Slowly, I recognized that I had joined a meticulously structured art program that produced careful students with impressive technical skills... the students churned out the same projects year after year, with little variations; they were compliant rule-followers. But when asked to make independent decisions, they were scared, uneasy, unwilling and sometimes unable. (Culp, 2015, p. 7)

After years of delivering formal modernist art lessons focused on

skills and techniques, I abandoned my discipline-based approach to art education and implemented a postmodern student-centered learning environment into my elementary school art room.

Dumping my hollow, bottled art lessons and deserting my step-by-step instructions, I began to create a learning environment where “the students and their ideas are the focus.” “The class begins with them and their artistic pursuits... choosing a medium that will best express their artistic goals and visions” (Henriksen, 2010, p. 3).

In this new learning environment, the students are the focus of their own learning and the directors of their art education. The art room serves as a safe place where students are encouraged to engage with their own ideas, experiment with new materials, and explore their own artmaking practice.

This was a huge transition for my students and me. Realizing this change in curricular approach would be an undertaking, I began slowly integrating student choice with my fourth-graders and then gently followed with each grade level. As the students became more comfortable, their artwork flourished. I felt the classroom environment become more balanced and observed that, rather than me providing the answers for my students, we now worked together to problem solve and brainstorm multiple creative solutions to one art-based problem. Making their own artistic decisions allowed students to become more involved in their artwork and engaged in their creations. I found that “through negotiation, our classroom culture was reshaped to provide each student with what they needed and what interested them. In turn, students became committed to their work, and to art as a vehicle for empowerment” (Pennisi, 2013, p. 1).

Creating this type of learning environment also shifted my role, the role of the students, and the way in which I viewed and interacted with them. As Stewart and Walker (2005) state, “The role of the teacher must shift from that of one who dictates information to one who is a fellow inquirer as students construct knowledge” (p. 15). Suddenly, I found myself serving as more of a consultant and less of a traditional teacher. Once I began working together with my students to solve problems and find answers, students who previously stared back at me cautiously, waiting for the right answer, began perceiving me as a guide. I was now someone who was there to learn with them and aid them in finding their own answers rather than giving them mine.

MY STORY

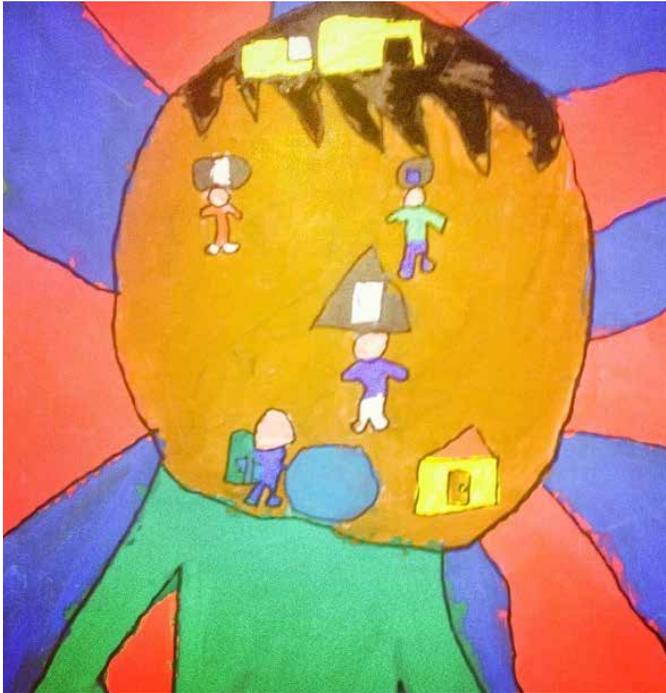
Three years earlier I had graduated with my BA in Art Education, and after working as a substitute art teacher in my hometown I landed my first full-time teaching position. A full year contract, with health benefits, just far enough away from home to make me move, this job was it. The dream job I had been waiting for.

While everyone tells you your first year of teaching will be the hardest, what I experienced felt different. While organizing my way through an art room packed with dusty outdated art supplies, rancid paint, and rock-hard boxes of clay, I worked to navigate my way through dismissive school administrators, absent supervisors, and overly demanding parents. The lack of supervision and support led to mounting feelings of fear, anxiety and confusion. That first year of teaching was the worst year I have ever had, but still when I found the contract for the following school year in my mailbox I signed it with a blue pen and promptly returned it to my school secretary.

Year two was even worse. Administrators demanded an organized art room filled with children quietly working at tables while also questioning why students created artwork that all looked the same. Supervisors advocated the idea of a modernist approach to art education while pushing for assessment results that gave data consistent with a postmodernist curriculum. I knew that an authentic and individualized artmaking experience did not come from children

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all creating the same yellow sunflower painting, but I struggled with how to explain this to my supervisors. Without even realizing it, I was caught in a conversation on the contemporary era of art education and a debate between modern and postmodern theories and practices (Neperud, 1995). Finally, I recognized that before I could educate my administration on the benefits of a postmodern art education, I first had to educate myself.



Aidán's Keith Haring inspired self-portrait.

That fall I decided to write a new chapter in the story of my life and began a personal and professional exploration of my identity as an artist and art educator. That winter I applied and was accepted to a low-residency graduate school program to earn my Master of Arts in Art Education. That spring I gave up my condo, left my full-time teaching position, and moved back into my childhood bedroom opting to once again return to the same K-4 substitute art teaching position in my hometown. In a perfect twist of irony and fate the same art teacher I had previously subbed for had her third child and decided to stay home for the full school year. I welcomed the change, the transition, and the promise of uncertainty for the opportunity to continue my exploration and better develop my skills as a contemporary art educator. While the substitute teaching position only offered the promise of a one-year contract returning to positive school community, understanding school administration and happy smiling students was exactly what I needed.

THE LESSON: MIXED-MEDIA SELF-PORTRAITS

The creativity was very high, that's the kind of art project I like to do the most.

— Jaime, fourth-grader

As 4th-graders sat with their legs crossed on the carpet, they stared wide-eyed at the TV screen as the movie trailer for "Wasteland" opened to an interview with Brazilian artist Vik Muniz.

"What I really want is to be able to change the lives of a group of people with the same materials they deal with every day," said Muniz.

The trailer then cuts to an image of Jardim Gramacho, and pans over the mountains of garbage that create the landscape of the world's largest landfill. Located on the outskirts of Rio de Janeiro, the landfill has no organized system for recycling and relies on workers called "pickers" to scavenge through the mountains of garbage picking out recyclable items. Born and raised in Brazil, Muniz's work focuses on the lives, hardships and stories of the pickers. The movie trailer brought students through Muniz's process of photographing the pickers and recreating their faces in large-scale collaged portraits made of garbage.

After viewing the movie trailer one fourth-grade boy asked, "Well if it's so bad, why don't they just leave?"

That question gave me the reassurance that I was onto something and introducing my students to an enduring idea that would inspire them to think deeper. The complexity of a society with no organized



Reya painting during open studio time.

system of trash disposal, the ambiguity of forming fine art from garbage, and the contradiction of creating a portrait of a person using the very material that rules their life were all new ideas for this group of fourth-graders.

Teaching students who live within a material culture filled with items of a high dollar value pushed me to develop a lesson that placed the intrinsic worth above the dollar value. Inspired by Stewart and Walker's (2005) concept of Big Ideas, I worked to design my first student-centered lesson around the idea of creating something from nothing. After outlining my expectations for students' behavior and our classroom goal of respecting the art supplies, tools and materials, I announced to students that their next project would be to create a mixed-media self-portrait using the art materials of their choice. I explained that the students were responsible for selecting and retrieving the art materials they needed, when they needed them and that after

finishing their preplanning worksheets they were free to use art class as open studio time.

Bubbling over with excitement, my fourth-graders sprung up from the carpet energetically grabbing a preplanning worksheet and returning to their seats. Students began enthusiastically whispering to friends about what art material they would use first and funneling their ideas into quick sketches and material lists. Over the course of the next 10 weeks, I watched as small collaged pieces came together to form faces and once worthless recycled items were formed into priceless works of art. More than their artwork, I noticed a theme emerging among my students. I observed specific patterns in the personalities of my students, their artmaking styles, and most importantly how they reinvented the materials they chose to represent their own ideas. From this theme emerged an unexpected chapter in this story of exploration. Without realizing it, my students had allowed the artwork they were creating to inspire their own stories.

THE STUDENTS

I like the idea of making a self-portrait because I can express myself, I don't really like expressing myself by talking, I like expressing myself by showing.

— Reya, 4th-grader

For the first time in my teaching career, I saw my expressive, abstract thinkers and engaged their ideas as possibilities rather than a chance to derail from a carefully placed direction. Another first for me was connecting with my safe and careful creators and feeling disappointment in their inability to explore new materials. Allowing students the opportunity to be the directors of their own art project gave me the chance to observe and engage with them in a new light.

After weeks of research, close observations and one-on-one conver-



Sarah's mixed media self-portrait.

sations, I noticed a thematic cycle in the studio practices, artmaking styles and material preference of my students. This prompted me to place my fourth-grade students into two categories. When provided with the freedom to work within a student-centered learning environment, fourth-grade students develop studio practices that mirror the characteristics of an “innovator” or a “farmer.”

Within society, innovators are people who create new methods, invent new ideas or design new products. Within the art room, innovators are students who take artistic chances, explore the possibilities of new materials, and view artistic failures as learning opportunities. Innovators are also risk takers who are energized by their ideas and quick to move past imperfections in their work. Often, innovators strive to choose art materials that add meaning to their work and stop to consider how their work will be perceived by the viewer throughout the creation process.

On the opposite end of the spectrum I observed the farmers. Within society, farmers are slow and careful masters of their trade. Returning to tried and true methods, farmers follow routines and cycles while consistently working toward an expected outcome. Within the art



David's collaged self-portrait.

room, farmers are students who work in rotations—returning to materials and processes they know. Farmers are cautious creators who tend to avoid change and work to collect specifically sourced materials at well-planned moments. Farmers generally fear imperfection and usually work off a strict plan to create artwork that is unified, balanced and aesthetically pleasing.

The dichotomy between the innovator and the farmer is that no single student is permanently placed in either category; rather, the goal of creating a great work of art, for any artist at any age, is to find a balance between the two. Identifying and celebrating my students for their differences gave me an opportunity to praise and appreciate them not just for their artistic talents, but also for their abilities to form an identity around their unique and individualized artmaking practice. Gaining an understanding for my students' personalized approach to creating art allowed me to view them in a new light. Understanding who they are and how they create pushed me to recognize them as more than a name on a seating chart. For the first time, I understood and respected my students as people. Within this student-centered learning environment, we had created a story where my students and I together were both personally invested in the artwork we were creating and excited to see where it would take us next.

THE INNOVATOR

I was thinking that I could show that people don't have to be who you think they are and express that using art would be a great way to show the world, kind of like Faith Ringgold.

— David, 4th-grader



Julie's painted self-portrait.

David is an innovator. Describing himself as a collage artist, he focused on conveying a message with his artwork and selecting materials that held meaning. After watching YouTube videos on Faith Ringgold and Vik Muniz, David took on their materials as his own and began creating a collaged mixed-media self-portrait. He used his artwork to make commentary on how “it’s OK to be different” and selected materials that supported his message. David’s artwork reflected his response to a contemporary art curriculum that focuses more on ideas, experiences, and materials and less on academic traditions (Gude, 2009, p. 5).

Sharing with me that he was not interested in using paint because it was “too messy,” David developed a plan to use a variety of mixed-media materials. David shared that “no one can know better than you what art material you would want to use.” This statement indicated his ability to flourish within a student-centered learning environment. Starting with a black-and-white photograph of himself, David pasted his picture into the center of a tri-folded piece of cardboard. Intentionally keeping the cardboard as one large tri-folded piece, he shared that he wanted to create a work of art that could stand alone on its own. After securing the photograph, he selected a pink gift bag adorned with hearts and began carefully tearing into the bag. Using the bag to fill in the negative space, David then went back to the pile of mixed-media items and continued his search for materials.

THE FARMER

When you collage you aren't showing people your ability, you're just showing that you can cut out garbage and paste it on. I didn't want to use garbage because I'm more of a painter. I like to paint.

—Julie, 4th-grader

Julie is a farmer. Describing herself as a painter, Julie spent weeks creating a balanced and unified self-portrait that focused on her standards of beauty and realism. After watching the YouTube video on Vik Muniz, Julie stood by paint as her medium of choice and created a

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The art room serves
as a safe place
where students are
encouraged to engage
with their own ideas,
experiment with new
materials, and explore
their own artmaking
practices.

painted self-portrait with a small application of mixed-media materials. Julie referenced the successes of self-portraits she had created in the past and used those experiences to aid her in developing a strict plan. While carefully designing her self-portrait, Julie chose art materials and processes she knew to be successful.

Stating that garbage was “too messy,” Julie theorized that collaging was not an effective way of showing the viewer your artistic abilities. Believing this, she stood by her declaration as a painter and worked diligently on a delicately painted self-portrait. Thoughtfully selecting all of her materials, Julie started with a light blue background and slowly moved to painting in the flesh tones of her face, neck and shoulders. While yielding to materials and processes she knew, Julie used brown yarn for hair, sharing that “we made a self-portrait in first grade and we used yarn for hair that time so I thought I should probably do that again.”

Committed to her work, Julie came into the art room during recess and free time on Friday afternoons to continue working. After individually cutting and gluing each piece of hair to ensure proper placement, she made the decision to add one more mixed-media material. Looking to give her artwork something that “popped,” she used large sequins to adorn herself with a necklace and give her background some “sparkle.”

STORIES OF THE FUTURE

For art educators, our jobs are different. We have multifaceted roles in and outside of the classroom. Many art educators do not just go to work. They instead see their role as investing in students and teaching as a way of life. To be an art educator means your career, life’s passion and livelihood are often all rolled into one. With the ties we have to

our school community and the financial and emotional commitments we make to loved ones and family, it’s difficult to consider leaving a position, even when it’s not working.

For some, rewriting their story does mean moving to a new school, but for others it means submerging yourself into a community of like-minded art educators and learning how to fight for what you believe in. Understanding the type of learning environment and curriculum you want for your students and educating yourself on how to advocate for this approach is an empowering experience. While most change comes slow and steady, educating yourself on how to achieve it is the first step.

After investigating what a contemporary and postmodern art curriculum can offer, I can confidently say that there is a better way. While my story as an art educator continues, my chapter on teaching elementary school art ended with my students that June. Now a middle school art teacher in a neighboring school district, I still work to facilitate a learning environment that allows my students to investigate and understand the usefulness of the arts. With each lesson, I work to give my students an authentic artmaking experience that fosters their ideas, encourages their growth, and gives them the art education they need to go out into the world and create.

So if the projects were all going to be hung up in the hall, mine would actually stand out more than most of the other kids because people would go paint, paint, paint... what did this person do? They would know I collaged but at first it would strike them off guard because they would realize there are different ways to do the same thing.

— David, 4th-grader 🎨



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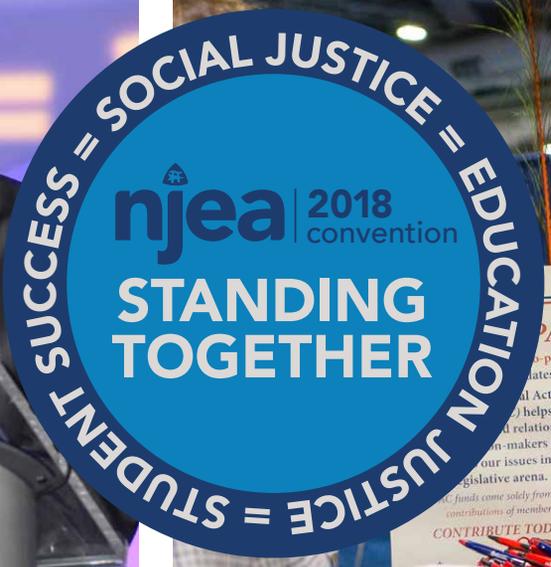
The 2018 NAEA Convention opens. From left: NJ Commissioner of Education Lamont Repollet, NAEA Executive Director Ed Richardson, NAEA Preservice President Daniela Ceballos, NAEA Secretary-Treasurer Steve Beatty, NAEA Asst. Executive Director Steve Swetsky, Atlantic City EA President Cassandra Montague, NAEA ESP of the Year Lynda Miller, NAEA President Marie Blistan, NAEA VP Sean M. Spiller, Bob Blistan, NAEA Convention Committee Chair Susan Davis, United Staff Association President Ed Stevens, NAEA Professional Staff Association President Lois Tarr, NJ Teacher of the Year Jennifer Skomial, and Atlantic County Council of EAs President Erland Chau.



Marquisa Daniel of the Irvington EA, in the "The Puppetry Arts: Bringing All Subjects Together"



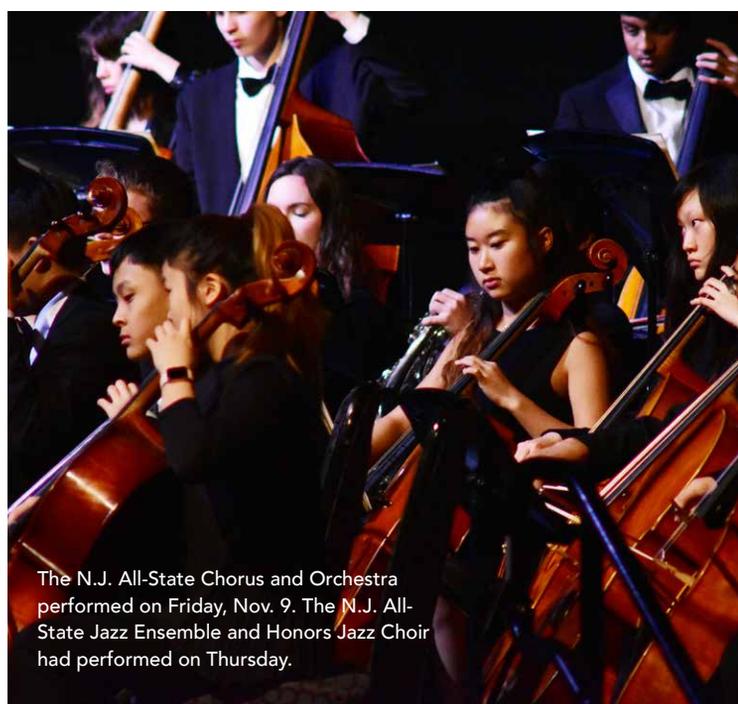
College of New Jersey professor Larry Fieber received the Ruthann Sheer Distinguished Service to Education Award. A complete story will follow in the January Review.



NAEA Government Relations Committee Chair Tina Dare discusses the value of political.



Educational Support Professionals were well represented at the NAEA Convention on the Exhibit Hall floor and in numerous workshops.



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

READING CHANGES US

WOODSON EMPOWERS WITH WORDS

Author **Jacqueline Woodson**'s keynote address was one of the highlights of the 2018 NJEA Convention. Woodson was the 2014 National Book Award Winner for her New York Times best-selling memoir, *Brown Girl Dreaming*. In addition to authoring award-winning books for young adults, Woodson was named the Young People's Poet Laureate from 2015 to 2017 and is currently the National Ambassador for Young People's Literature, an honor bestowed by the Library of Congress.

Woodson's books are taught throughout New Jersey's public schools, creating excitement teachers and ESPs who now had the opportunity to hear directly from her. She did not disappoint her audience.

Woodson spoke of the power of the written word. She reminded the gathering that reading changes lives, opens new worlds and can transform the human experience. She emphasized the role that reading should play in all areas of the curriculum. She encouraged educators to "deeply see" the children in the classrooms for all that they can and should be.

Woodson infused her own writing into the story she told of her journey to become an author. She discussed how educators and books transformed her life. She described her adolescent self as "struggling reader." As she overcame her challenges as a young reader, she eventually unlocked new worlds for herself.

"I would read the same story over and over and over," said Woodson. "I would get extra help at school. Ultimately, reading slowly is how I became a writer. I read slowly because I wanted to reach a deeper understanding of the text. I wanted to laugh and cry. I wanted to think."

Woodson held the audience in rapt attention as she read from *Brown Girl Dreaming*, walking the audience through her mind as a writer. She emphasized the power of story that educators must always maintain as they work with young people. Woodson talked about the role stories have played in her own life as she sought to understand her own family's personal history.

"We are all here because of the people who have come before us,"

said Woodson. "It's our stories that connect us across generations. It starts with letters, then sounds, and then words, sentences and stories. These stories change us."

As she emphasized the value of children's access books through their school libraries, Woodson lamented returning to a childhood public school to find it without a library.

Woodson insisted that educators must share their own stories with their students.

"Stories have power," Woodson said. "They have the ability to move us. **Your voice was stronger than it was before: use it.**"

Following her address, Woodson autographed copies of her book *Each Kindness*.



Author Jacqueline Woodson delivered the keynote address at the 2018 NJEA Convention.

HIPP CELEBRATION SPOTLIGHTS EXCELLENCE

At the annual Celebration of Excellence, NJEA hailed the successes of public education in New Jersey. The event featured the new state teacher of the year, a public school graduate who has gone on to a career of distinction, and the recipients of grants from the NJEA Frederick L. Hipp Foundation for Excellence in Education.

The event opened with a check presentation from Mike Mullen, co-owner of GenRenew, LLC. GenRenew, installs fully integrated solar energy systems. For every new NJEA customer, GenRenew donates a portion of its profits to the Hipp Foundation. Mullen presented a check for \$7,000 to the Hipp Foundation. In May, he presented a check for \$5,000 to the foundation.

"We're excited to be able to support the great work NJEA members are doing in their schools and communities," Mullen said.

TEACHER OF THE YEAR INTRODUCED

Jennifer Skomial gave one of her first speeches as the 2018-19 New Jersey Teacher of the Year. Skomial is a career and technical education teacher at Morris County School of Technology who always wanted to be a teacher. As a high school student, she attended the same program she currently teaches.

"Jennifer is driven to encourage more students to go into the teaching field that she holds so dear," said NJEA Vice President Sean M. Spiller. "While many of the students she works with may not become early-childhood teachers, she knows that the exposure she provides them through hands-on experience in the on-site preschool, field trips to a variety of other settings such as elementary schools and nonprofits, and a variety of guest speakers will make an impression on them and will help them

determine which path to take."

Skomial prepares her students to become teachers, child psychologists, social workers and school counselors.

"Now more than ever, our children deserve well-prepared, highly-effective, passionate educators," Skomial said. "What changed since the days when so many children wanted to be just like the teachers they adored? I'd venture to say that every single one of you could identify at least one teacher, family member, or friend who you've had as a mentor. In many ways, that's what my role has become as a high school career and technical education teacher. What I didn't know in those early days was that much of my time as a teacher wouldn't be at the front of the classroom writing on the board. Instead, it is filled with finding ways in which I can broaden my students' experiences so that they can discover the kind of educators they are meant to be."

HIPP GRANT RECIPIENTS HONORED

NJEA Secretary-Treasurer Steve Beatty introduced the 2018-19 Hipp Grant winners. The NJEA Frederick L. Hipp Foundation for Excellence in Education was established 25 years ago and the first grants were awarded in 1994. Since then, the Hipp Foundation has awarded over \$2.1 million to support hundreds of innovative programs in New Jersey's public schools. This year, \$97,036 was awarded to fund 16 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.

AWARD FOR EXCELLENCE CONFERRED

The Award for Excellence is one of NJEA's high-

est honors, presented annually to graduates of New Jersey public schools who have gone on to distinguish themselves in their chosen fields. This year's honoree was Zellie Thomas, known to most as Zellie "Imani." Imani means Faith.

A proud graduate of Paterson High School, Thomas earned his bachelor's degree in English from William Paterson University and went on to earn a Master's in Educational Leadership from Concordia University. He is an elementary school teacher in Paterson and an NJEA member.

"Zellie Imani embodies what it means to be an educator: he stands up for himself and for others and what's right," NJEA President Marie Blistan said. "He embodies the spirit of some of our history's most influential civil activists and leaders. He seeks to empower the children in his class through education, but his reach isn't confined to the walls of his classroom."

Thomas uses social media—he has more than 100,000 Twitter followers—to connect to and advocate for causes close to his heart. He was an organizer in Ferguson, Missouri after the death of Michael Brown in August of 2014. He co-founded #NJShutItDown and Black Liberation Collective, a coalition of college student groups that challenge racism in higher education. He also co-founded the Paterson chapter of Black Lives Matter, which is working to stop police violence not only in Paterson but across the New Jersey.

"We may not all agree on just how to end violence in our communities, but we know it must end," Thomas said. "And our greatest weapon in that fight isn't AK-47s or an atomic bomb, but our ability to love. And when things get hard to love, we must love harder."



This year, \$97,036 was awarded to fund 16 projects in school districts across the state.

GenRenew made a \$7,000 donation to the Hipp Foundation. From left, NJEA Exec. Dir. Ed Richardson, Assoc. Dir. for NJEA Member Benefits Assoc. Phil Lomonico, and GenRenew's Sean Vernon, TJ Fallon, Kristine McLachlin, and Mike Mullen.



N.J. Commissioner of Education Lamont Repollet (foreground) was joined by State BOE members Nedd Johnson, Mary Beth Berry and Kathy Goldenberg at the NJEA Convention.

AN INTRODUCTION TO NJDOE 2.0

REPOLLET, STATE BOARD SHOW COMMITMENT TO PROGRESSIVE VISION

New Jersey Commissioner of Education Dr. Lamont Repollet, joined three members of the State Board of Education at the NJEA Convention to discuss the complex issues facing the state's public schools and to hear from NJEA member working in those schools. Kathy Goldenberg, Mary Beth Berry and Dr. Nedd Johnson represented the State Board.

More than 30 NJEA members posed questions to the panel, which was moderated by NJEA Vice President Sean M. Spiller.

Repollet opened the discussion expressing his vision for public education in the New Jersey. He emphasized collaboration between stakeholders, a commitment to working with educators, and the common bond among advocates on all sides of various concerns: the students we all serve.

"Our schools are so successful here in New Jersey because of the educators in those buildings," Repollet said, as emphasized the role of the entire school team. "When I say educator, I mean every educator in the building—teachers, administrators, school bus drivers, paraprofessionals, custodians, health services worker, cafeteria worker, and every educator who contributes to the academic and social growth of a child."

Repollet discussed the importance of working with advocates of various interests.

"We are all on the same team," he reminded the room.

Rooting his vision for the New Jersey Department of Education (NJDOE) on his extensive history as a classroom educator and school administrator, he outlined his ideas for an "NJDOE 2.0," a department that he said would put educators first and that implements the agenda that Gov. Phil Murphy's set forth during his campaign.

"We've got to expand access to pre-K for everyone, we need to make community college free for all, and we must implement innovative curriculum for every student, regardless of their ZIP code," said Repollet on the direction of the new NJDOE. He reiterated that "we're on our way to ending PARCC."

Spiller helped moderate questions from NJEA members on a wide range of topics. Many focused on the future of funding for public school libraries and other areas of educational policy.

On a question regarding the continued use of PARCC in the current school year, Repollet emphasized the importance of getting the transition to a new system of standardized testing right.

"We do things deliberately," Repollet noted. "We must do all things with intention. It's a process to change a statewide standardized test, and we've begun that process."



NJEA Award for Excellence winner Zellie "Imani" Thomas speaks at the NJEA Convention.



Austin Barney, a member of the Lakewood EA, was among many runners who took part in the Dynamic Warm-ups workshop just prior to the run.



From left: Convention Committee Chair Susan Davis, first-place female Margie Muir Shylock, first-place male Peter Ianacone, and NJEA Executive Committee member Marilyn Weeks Ryan.



NJEA Convention 5K Boardwalk Run and Fun Walk results

The George M. Adams Boardwalk Run and Fun Walk is an annual highlight for early risers at the NJEA Convention. Runners Peter Ianacone and Margie Muir Shylock were the first male and female runners to cross the finish line. Ianacone is a teacher at Salome Long Memorial School in Saddle Brook and is a member of the Saddle Brook Education Association. Muir Shylock is a teacher at Franklin High School in Somerset County and is a member of the Franklin Township Education Association. 🏆

Fun walkers

Megan Zummo	45:16
Anna Szczucinska	45:21
Rebecca Thrower	45:32
Lynn McLaughlin	1:02:39
Edward McLaughlin	1:02:39

Order of finish

1	19:25	Peter Ianacone
2	21:47	Edwin Villhauer
3	21:52	Mark Maroldo
4	22:46	William Gaydoss
5	22:46	Margie Muir Shylock
6	23:48	Andrea Minster
7	24:10	Rob Hoelke
8	24:16	Jonathan Lyon
9	24:27	Roger Campbell
10	24:37	Tom Delisa
11	24:41	Darren Caracci
12	24:42	Michael Caracci
13	25:05	Mary Ruiz
14	25:24	Thomas Lynch
15	25:43	Mike Washakowski
16	25:46	Gary Mazurek
17	26:14	Julia Penizak
18	26:52	Chuck Salomom-Lowden
19	26:58	Pete Moran
20	27:24	Bridgit Valgenti
21	27:47	Faye Kurtis
22	28:26	Adam Szczucinski
23	28:42	Emily Whitehead
24	28:59	Stephen Whitehead
25	29:03	Bob Markow
26	29:18	Austin Barney
27	30:03	Stan Edelson
28	30:28	John Kuhl
29	30:38	Alex Dobrowolski
30	32:01	Gina Divincenzo
31	32:02	Benjamin Whitehead
32	32:21	Ted Tympanick
33	33:22	Alaina Chip
34	33:50	Stephen Thompson
35	34:58	Nicholas Galvin
36	35:00	Michael Bussow
37	35:17	Maria Galvin
38	35:20	Joseph Cozzi
39	35:31	Valerie Reynolds
40	36:39	Susan Mazzaroni
41	37:34	Ronald Burgess
42	37:35	Dan Staples
43	37:56	Pam Caucino
44	38:47	Ebony Kinder
45	40:24	Norma Morales
46	40:54	Felica Worobetz
47	41:55	Naomi Avner
48	41:56	Barbara Kase-Avner
49	43:17	Christine Sampson-Clark
50	43:34	Bill Indek
51	52:29	Anna McCarthy
52	52:37	Maria Folcarelli

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AVOIDING BUS IDLING

SAVES LIVES AND MONEY

BY DENISE PATEL

As buses drop off students or wait outside schools ready to take them home, they could be creating harmful air pollution and contributing to climate change. Idling school buses also waste fuel and money by causing unnecessary wear and tear on vehicles.

HOW DO IDLING BUSES AFFECT OUR HEALTH?

Diesel exhaust from idling school buses contains significant levels of particulate matter, specifically a class of particulates abbreviated as PM2.5. Exhaust contains over 35 toxic chemicals, including pollutants and carcinogens such as benzene and formaldehyde. The particles are small enough to become deeply embedded in the lungs and heart and can enter the bloodstream. Short-term exposure irritates the eyes, nose and throat and causes headaches, light-headedness and nausea. For students and school staff with allergies, asthma or other respiratory illness, these particles may cause coughing or an increase in the frequency or intensity of asthma attacks.

Long-term exposure to PM2.5 increases the risk of cardiovascular disease, stroke, decreased lung function, cancer and premature death. Children are more vulnerable than adults because they breathe faster and consume 50 percent more air per pound of body weight. Exposure to air pollution during pregnancy can damage a developing baby's vital organs including the brain, heart

Denise Patel holds a Master in Public Health from Columbia University. She is a consultant with the New Jersey Work Environment Council, which is a frequent partner with NJEA on school health and safety issues.

and lungs, and lead to a range of conditions including asthma, heart disease and cancers later in life. As children's bodies develop, PM2.5 exposure can continue to affect development, contributing to lower IQ and increased behavioral issues.

HOW DO WE KNOW IF WE ARE EXPOSED?

Unfortunately, air sampling does not provide reliable PM2.5 measurements. It often fails to represent true exposures, especially for substances that have no safe levels, such as carcinogens. With older buses, exhaust odors experienced inside the school or in or around the buses, indicate exposure. Newer buses emit less or no odor, but still produce particulates. A bus that sits idling for more than three minutes emits more PM2.5, carbon monoxide, nitrogen oxides and other pollutants than a bus that is restarted after parking.

Exposure time is also an important factor to assess risk. Students typically spend one-half to two hours a day on the school bus and bus drivers are exposed for several hours each day. Diesel exhaust can travel from the tailpipe into bus cabins, into school buildings, and along the entire bus route through air intakes, open windows and doors.

HOW CAN WE REDUCE EXPOSURE AND SAVE ON COSTS?

Fortunately, New Jersey has passed laws to restrict bus idling time to protect the health of students and school staff, as described below. The New Jersey Department of Environmental Protection's (NJDEP) Mandatory Diesel Retrofit Program succeeded in retrofitting the oldest, most polluting school buses manufactured before 2007.



ASTHMA AFFECTS
6.1 MILLION
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EDUCATION.

After 2007, buses were made with a closed crankcase ventilation system (CCVS), designed to capture fuel vapors that escape from the engine and feed them back into the combustion process. Most pre-2007 school buses in the state were converted by 2013, unless a district or contractor purchased a pre-2007 bus.

While retrofitting greatly reduces emissions, it does not completely eliminate them. Asthma affects 6.1 million children and is the most common long-term childhood disease in America. Making newer, cleaner buses an urgent priority can have a positive impact on health and education. In 2013, nearly half of all school-aged children missed at least one day of school due to asthma.

Earlier this year, state Sens. Linda Greenstein and Patrick J. Diegnan Jr. introduced legislation (S-723) to make it easier for school districts to eliminate diesel buses in favor of electric buses. New Jersey law currently restricts school buses to 96 inches in width. If passed, the bill will increase the permissible width to 102 inches, which is the size of most available electric buses. Electrifying school buses will also help reduce environmental pollution that causes ozone pollution, acid rain and climate change.

HOW CAN LOCAL ASSOCIATIONS ELIMINATE BUS AND OTHER VEHICLE EXHAUST?

Local associations are encouraged to work with their UniServ field representatives to stop bus and other vehicles from idling. Measures to take include:

A. Resist district attempts to privatize transportation services. There is typically less staff turnover among school board employees compared to private transportation firms. Moreover, school boards have direct oversight of district staff rather than depending on a private transportation service to enforce no-idling regulations. Local association

leaders, particularly those who are bus drivers, can play a positive role in endeavors to make no-idling a universal practice.

- B. Work with the school district to order “No Idling” signs from NJDEP and post them outside the school. This will also remind automobile drivers in pick-up loops to follow what most school bus drivers already do, turn off their vehicles. Available for order at nj.gov/dep/stopthesoot.
- C. Encourage school districts and school bus contractors to take the NJDEP “No Idling Pledge,” promising to:
 - D. Turn off engines while waiting to load and unload students.
 - E. Use newest school buses for longest routes.
 - F. Maintain buses to eliminate any visible exhaust.
 - G. Complete school bus driver training on eliminating idling.
- H. Retrofit older school buses with emission controls, idle reduction technologies or newer engines that use cleaner fuels and factor in emissions when purchasing new school buses. The EPA has developed a Diesel Emissions Quantifier (DEQ) (bit.ly/dequantifier) to help school districts calculate how much reducing idling can reduce your fuel costs.
- I. Identify your allies. Enlist school bus drivers, students and parents in your campaign. The Jersey Renews Coalition, of which both NJEA and the NJ Work Environment Council are members, advocates for the electrification of transportation, including school buses.
- J. If buses are parked overnight alongside a school, ensure they warm up away from the school. Most school bus engines only need three to five minutes to warm up. Running an engine at low speed burns fuel and creates twice as much wear on internal parts as driving the bus at regular speed. 🚗



WHAT DOES THE BUS IDLING LAW SAY?

With a few exceptions, diesel school buses are prohibited from idling for more than three minutes. They are allowed to idle, however, for 15 minutes in any 60 minutes while actively loading and unloading passengers—even though NJDEP recommends no idling. Violations of the idling rules can result in fines of from \$250 to \$1,000 per bus per day, on the bus owner. The driver is not fined unless the driver owns the bus.

Local associations should consult with their UniServ field reps and work with their districts to ensure that school district transportation policies are in alignment with the law and that all school bus drivers are properly trained. If violations occur, local association officials can report them to the local health department.

PERSON-CENTERED PLANNING APPROACH

BY CAMY KOBYLINSKI, NJEA STAFF

Educators are always considering and planning for the future hopes of their students. Schools are continually selecting programming and curricula with these positive student outcomes in mind. Special education goes a step further by highly individualizing and tailoring programs for students' specific needs. Additional assessments are conducted to help guide a complex decision-making process. Although we gather and maintain a lot of evaluative information for students with disabilities, this information may be clinical and not user-friendly for families and students. While necessary, the information reported may tend to highlight the disability and deficits over the human needs, preferences and interests of the student.

One mindset that leads to a more holistic method for planning is a person-centered approach. Person-centered approaches have been used successfully in medical, professional and educational settings. In schools, the approaches may be used in a variety of situations including instructional design and assessment, program planning and during individual planning for students with disabilities. Person-centered approaches are particularly useful in planning for students preparing to transition from school to community life, because of the focus on building upon the strengths, interests and abilities of the individual rather than on weaknesses or remediation. Participants in person-centered planning consider the individual's lived experience and their dreams for the future. Common language is emphasized as opposed to clinical or educational jargon. These approaches elevate the voice of the student and of families. Indeed, they may make it possible for the student to facilitate discussion at their own planning meeting.

In preparing for a person-centered planning meeting, information is gathered in answer to questions such as:

- Who are the important people in this person's life?
- What are the person's special qualities, capabilities, talents, etc.?

Camy Kobylinski is an associate director in the NJEA Professional Development and Instructional Issues Division. She can be reached at ckobylinski@njea.org.

- What are the person's preferences in day-to-day life; their interests, hobbies, likes, dislikes?
- What is their vision for their future in terms of employment, living arrangements and participation in their community?

The questions should be simplified and broad-based to include all participants. Responses to the questions may be captured in a planning document. The resulting plan or personal profile is a concise, positive snapshot of the individual. It should be easily understood by those outside of the school setting. The plan is used as a springboard for discussion at a meeting. The team members listen deeply for understanding. Discussion in a person-centered planning session is solutions-oriented and looks to use all resources including natural supports in the home and community. The team identifies what the person needs to perform at their optimal level. Educators may use the plan to inform goal writing, transition planning and even the entire IEP process.

An IEP resulting from a person-centered planning approach may look very different from one that is planned using a more traditional process. Instead of choosing only academic goals from a curriculum sequence that may not have meaning for the student, goals would address skills and knowledge that are needed in real world settings such as the home or worksite.

Teachers and other school employees who work with students with disabilities may consider advocating for more person-centered approaches within their school community. In New Jersey, the Department of Education has partnered with The Bogg's Center at Rutgers-Robert Wood Johnson Medical School to encourage and support schools and families to use person-centered approaches, especially for students of transition age. The project, Person Centered Approaches in Schools and Transition (PCAST), is described in detail on the department's special education page under Learning Opportunities. For more information about how your district might be selected to participate in the PCAST project, contact Bob Haugh at Robert.haugh@doe.nj.gov. There is no cost to the school district to participate in the project. 📍

SAMANTHA is 17-year-old student who enjoys crafts, music and animals. She lives with her mother and younger brother who find her to be kind, funny and hard-working. She may be unsure of herself in new surroundings but does well when she has support from a familiar person. She hopes to work in a retail store in the future. Samantha is job sampling at a local dollar store with the support of a job coach.

A TRADITIONAL IEP GOAL MIGHT LOOK LIKE THIS:

When presented with 10 addition problems with sums from 5 to 20, Samantha will answer 80 percent correctly in three out of four trials by the end of the 18/19 school year.

WHILE A GOAL DERIVED FROM A PERSON-CENTERED PLANNING PROCESS MIGHT LOOK LIKE THIS:

When presented with a carton of merchandise, a visual model and verbal prompts, Samantha will place merchandise on shelving correctly in three out of four trials by the end of the first semester.

Both sample goals are specific, measurable, attainable and time-limited. However, the second goal is more relevant to Samantha's current job placement and her desire to work in a retail store. After the first semester, the goal might be modified with an emphasis on increased independence and accuracy. The team is hoping to find a craft store for Samantha's second semester job experience. Without a person-centered planning approach, some of Samantha's wishes may not have been fully recognized.

A CLOSER LOOK

monthly highlights

Classroom Close-up completes its 25th season with exciting stories from the Teen Arts Festival and the American Revolution. We'll join an Oktoberfest in Collingswood, watch kindergartners learn how to code, and hear students in Secaucus find their voice. Make sure you tune in for these exciting stories on NJTV every Sunday.

watch

DECEMBER 2

Somerville High School students honor Rolling Thunder, a motorcycle group that advocates for veterans' rights. The veterans explain to the high school students what it's like to be drafted, how they felt coming back from combat, and the sacrifices they made for their country.

DECEMBER 9

Secaucus Middle School educator Toni-Ann Palmisano teaches math but her involvement with extracurricular activities is what made her a Milken Award Winner. She is year-book and student government adviser in addition to bringing math lessons to an exciting level with the help of music.

DECEMBER 16

Henry Snyder High School art teacher Carolyn Frazier (left) works with Nancy Uslan, the founder of Books and Beyond USA, to produce books designed to help preschoolers in Rwanda learn English. The Jersey City art students create illustrations that help children learn colors and the alphabet.



DEC. 2



DEC. 9



DEC. 16



classroomcloseup.org

AIR TIMES

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

Visit classroomcloseup.org to watch individual segments, 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:

SHOWCASE

+ MENTAL HEALTH FIRST AID FOR YOUTH

Teachers and educational support professionals (ESP) of all grade levels are invited to attend “Mental Health First Aid for Youth” on Jan. 19 in Haddonfield. Mandi Dorrell, a nationally certified QPR (Question, Persuade and Refer) and Mental Health First Aid Trainer will facilitate the workshop. Dorrell brings to the program her many years of experience working with a variety of students with suicidal ideation, addiction and mental illness issues as she works to empower all staff to know how to move these students to safety more quickly.

The cost to attend is \$75 and provides eight hours of professional development credit. The registration deadline is Jan. 5.

To register, or for additional information, contact Dorrell at dorrellmandi@yahoo.com or 609-202-7822.

♀ EXAMINING POWER, PRIVILEGE, GENDER AND RACE IN A GLOBAL CONTEXT

Nobis World is sponsoring “Building Global Connections: Examining Power, Privilege, Gender and Race in a Global Context,” a six-day program in the village of Cabarete in the Dominican Republic, July 16-21, 2019. This professional development opportunity is open to teachers of all grades.

Explore the small Caribbean beach village of Cabarete in the Dominican Republic and experience another culture, learn about its history and build relationships with people from the community. Nobis World engages in service-learning with an organization whose work centers on the education, health and welfare of Dominican and Haitian immigrant families living in poverty. Leave with the tools, knowledge and confidence to engage your students in social-justice thinking as well as globally focused, service-learning projects.

The cost for this program is \$1,875, which includes shared accommodations, all meals, excursions and activity fees. Additional costs include airfare and pertinent insurance. Contact Christen Clougherty at 912-403-4113 or christen@nobisproject.org or visit nobisworld.org for more information. The registration deadline is Feb. 1.

🕒 PRESERVING AFRICAN-AMERICAN AND GULLAH HISTORY

Nobis World is sponsoring “Savannah: Race, Power and Preservation of African-American History and Gullah-Geechee Culture,” a five-day program in Savannah, Georgia, July 28-Aug. 1. This professional development opportunity is open to teachers of all grades.

Explore the preservation of African-American and Gullah-Geechee history and culture in historic Savannah and Georgia’s coastal islands. Through a service-learning project and cultural immersion, learn how different museums and heritage organizations preserve the history of African-Americans in the Lowcountry. Leave with the tools, knowledge and confidence to engage your students in social-justice thinking as well as globally focused, service-learning projects.

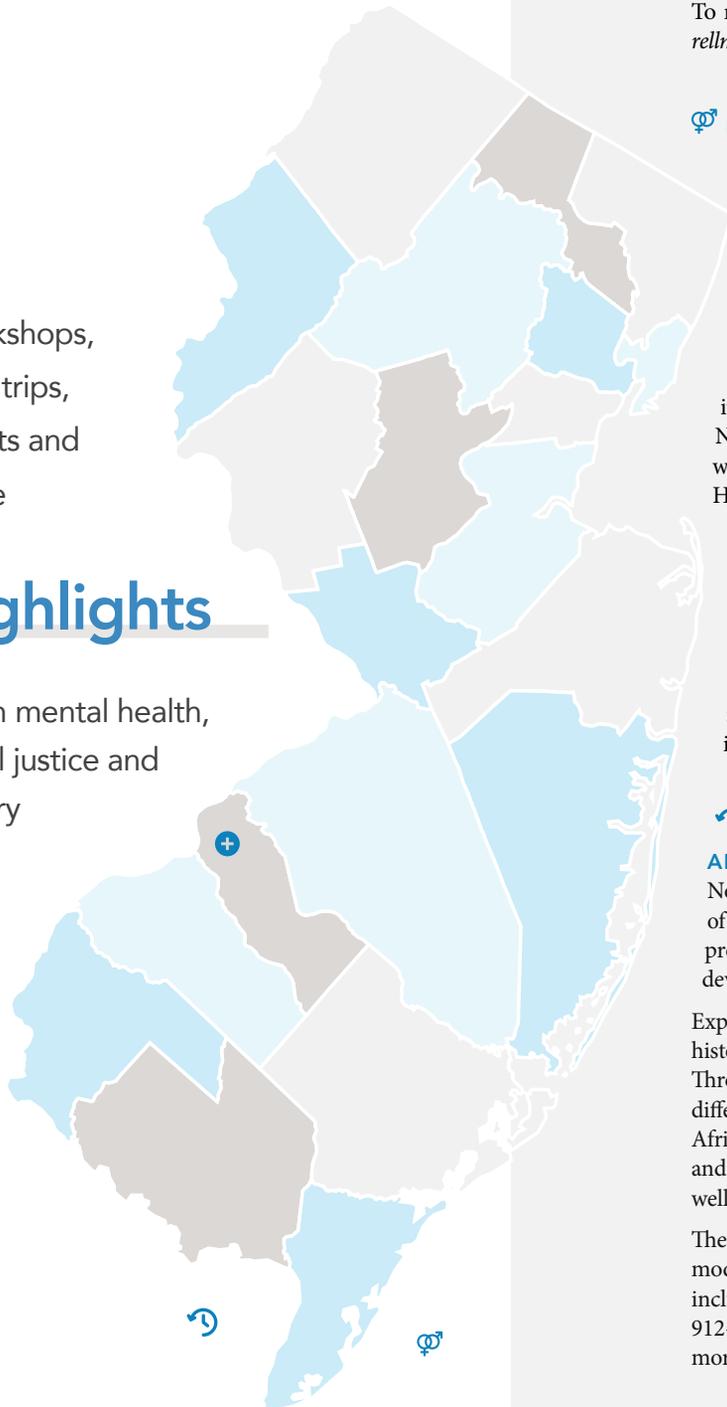
The cost for this program is \$1,250, which includes shared accommodations, all meals, excursions, and activity fees. Additional costs include airfare/travel to Savannah. Contact Christen Clougherty at 912-403-4113 or christen@nobisproject.org or visit nobisworld.org for more information. The registration deadline is Feb. 1.

These experiences have been endorsed by NJEA’s Professional Development Institute and are also posted on NJEA.org. Providers seeking endorsement should call NJEA’s Professional Development Division at 609-599-4561.

Workshops,
field trips,
grants and
more

highlights

Youth mental health,
social justice and
history



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 February through May can be reviewed at the indicated websites.

HIGH SCHOOL WORKSHOPS

- Monday, Jan. 7. Nothing but Desmos, Grades 8-12
- Tuesday, Jan. 15. Reinventing and Reimagining the High School Mathematics Classroom, Grades 9-12
- Tuesday, Jan. 17, SAT and CCS, Grades 6-12
- Wednesday, Jan. 30, Algebra: An Equity Issue, Grades 3-12
Registration and information: tinyurl.com/AMTNJ-DIMACS-HS-2018-19

MIDDLE SCHOOL WORKSHOPS

- Monday, Jan. 7. Nothing but Desmos, Grades 8-12
- Tuesday, Jan. 17, SAT and CCS, Grades 6-12
- Wednesday, Jan. 23, A Visual-Spatial Approach to Achieving Success in Algebra, Grades 7-8

- Wednesday, Jan. 30, Algebra: An Equity Issue, Grades 3-12
Registration and information: tinyurl.com/AMTNJ-DIMACS-MS-2018-19

ELEMENTARY SCHOOL WORKSHOPS

- Friday, Jan. 4. Rethinking Word Problems in Elementary School, Grades 2-5
- Friday, Jan. 18. Standards for Mathematical Practice, Grades 2-5
- Wednesday, Jan. 30, Algebra: An Equity Issue, Grades 3-12
Registration and information: tinyurl.com/AMTNJ-DIMACS-Elem-2018-19

Felician University New Master's Degrees

Master of Arts in Education

- With Licensure in Special Education and Autism Studies
- Teacher as Leader or ABA - course and internship leading toward becoming a Board Certified Behavior Analyst (BCBA)

Master of Arts in Education

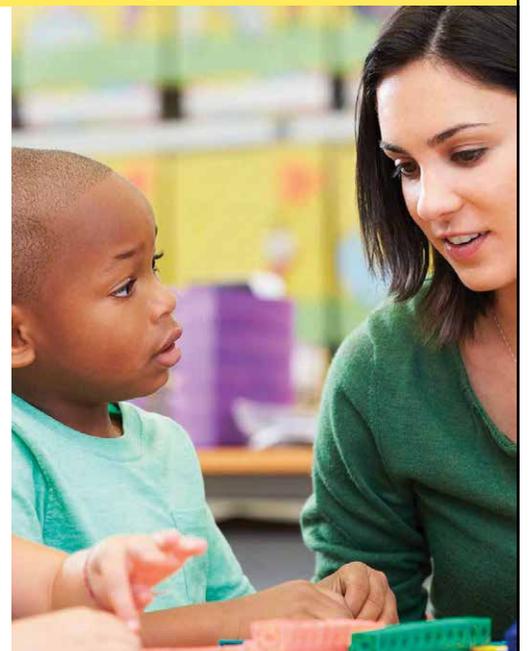
- With Dual Licensure in General and Special Education

Learn more at an Open House

CHECK OUR WEBSITE FOR DATES



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201.355.1465
admissions@felician.edu





DISCOVER YOU

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- Ed.D./Ph.D. in Educational Leadership – K-12, Special Education, and Higher Education Leadership Specializations
- M.A. in Curriculum and Instruction – Supervisor, Principal, ESL Certificate and TOSD Endorsement Options
- M.A. in Educational Administration (on campus and online) – Principal and Supervisor Certification
- M.A. in Higher Education (online)
- M.A. in Literacy Instruction (Reading Specialist Certificate)
- M.A. in Special Education (TOSD Endorsement, LDT-C Certification and ABA Course Option)
- Off Campus Leadership Development (OCLD); Fast Track M.A. in Educational Administration
- Post-Master LDT-C Certification
- Post-Master Superintendent Certification
- Post-Master Principal Certification (on campus and online)
- Post-Master Supervisor Certification (on campus and online)

JOIN US AT OUR NEXT
INFORMATION SESSION
FEBRUARY 27 • 6:30 P.M.

RSVP caldwell.edu/visit

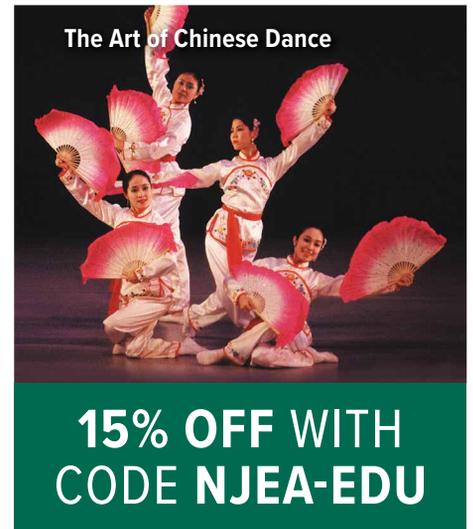


CALDWELL
 UNIVERSITY

Caldwell, NJ



Center for the **arts**
 NJCU



**15% OFF WITH
 CODE NJEA-EDU**

Tales from the Garden

Tuesday, April 9, 2019

9:45 a.m. | \$8

A fun-filled journey through the rich history of the Garden State, from its original settlers, to its many legends — as well as some of the more unique roles New Jersey has played in American history. This production meets NJ State Department of Education Core Standards. A great way to enhance your curriculum unit on New Jersey.

The Art of Chinese Dance

Tuesday, May 14, 2019

9:45 a.m. | \$8

A multi-cultural, interactive dance program with dazzling costumes and fantastic props. The dancers bring young people on a journey to explore one of the most ancient cultures in the world.

Margaret Williams Theatre

New Jersey City University
 2039 John F. Kennedy Boulevard
 Jersey City, NJ 07305-1597

Reservations and tickets:

201-200-2463 or boxoffice@njcu.edu

www.njcu.edu/arts



NOT YOUR AVERAGE FIRST-YEAR TEACHER ARTICLE

BY KIERSTEN PERKS

Hundreds of thousands of articles have been written for and about new teachers, but I have yet to find an article that correlates with my first-year experiences. The advice articles I have read make my eyes roll because I just cannot relate to them.

For example, nearly every article for new teachers says to get rest, exercise and eat well. They all say to take care of your body.

I wish they didn't say that.

I never exercised before I became a teacher, and I am a stress eater, especially when it comes to sugar. The only rest I'm getting is when I collapse at the end of the day. That's how I've always been. This kind of advice makes me feel pressured to do something that I never did before becoming a teacher.

Somewhere in an article, it should say: "Don't try to do everything that first-year advice articles suggest, especially if you never did such things before you were a teacher. Your first year of teaching will probably not be the year that you become a vegan and run your first marathon."

Kiersten Perks is a first-year teacher at the LEAP Academy University Charter School and a member of the Leap Academy Teachers Association. She was previously the vice president of NJEA Preservice.

The next item on the list of things I wish I had read about somewhere is advice about my certification and the importance of my collective bargaining agreement. A first-year teacher feels the urge to volunteer for everything, including things that aren't in your contract. Contracts are written the way that they are for a reason and your fellow members who came before you negotiated the contract to protect you and your teaching license.

The worst advice I ever saw in a teaching article was, "Be naïve and idealistic." Getting a teaching license in New Jersey is very difficult and you must protect that certificate. Do not be naïve! Fight the impulse to throw yourself into something before thinking it through and getting sound advice from seasoned colleagues.

Naiveté leads me into another tip that can make or break your teaching career. Have a representative present with you if you ever have to meet with an administrator regarding disciplinary action concerning you. Know who your building representative is—sometimes called an association representative, or AR. If you find you need to email or write to an administrator over an issue

Don't try to do everything that first-year advice articles suggest, especially if you never did such things before you were a teacher. Your first year of teaching will probably not be the year that you become a vegan and run your first marathon.

that raises any concerns for you, talk to your AR first. Cover your bases from the beginning so that if for any reason you need assistance, your situation is well-documented.

My final thoughts on being a first-year teacher? It is nothing like student teaching. Student teaching is about following the direction and guidance of your collaborating teacher and your college adviser.

As a first-year teacher you have more autonomy. It is mostly about just doing the very best that you can. There will be days where you wonder what you were thinking when you chose this profession, but you'll be in good company because nearly all teachers have asked themselves the same question at many points in their careers. Sometimes you'll feel like you climbed a huge mountain only to find yet another mountain, and it's bigger than your first one.

Climb it.

Get annoyed, get frustrated, but climb it.

This is your career. You made it this far and you deserve to admire the view from the tallest mountain you can find. The scenery will make it all worthwhile. 🏠

NJREA

PAST, PRESENT
AND FUTURE

2019-21 NJREA ELECTION REGULATIONS AND GUIDELINES

This spring NJREA members will elect officers, NJEA Delegate Assembly (DA) members and NJEA DA alternates. In addition, members will elect delegates to the NEA-Retired Conference (NEA-R) and NEA Representative Assembly (NEA-RA). NJREA's Delegate Council recently reviewed the election policy and approved changes in May.

To provide voters with candidate information, the March NJREA Newsletter will contain a color 2-inch by 2-inch passport photo and statement from each candidate—this applies to both NJREA officer and NJEA DA candidates. As per approved election policy, candidates must supply the required size and style photograph and a brief statement (50 words or less) before Jan. 15. If a candidate does not supply a color 2-inch by 2-inch passport photo and statement, only the candidate's name and office will be printed. If an office or position is not contested, no biographical information or statements will appear.

OFFICER NOMINATIONS

NJREA's constitution requires that a person running for an NJREA office must be a unified member of NJREA (national, state, and county) and have actively participated in a county REA and/or the NJREA for a minimum of two years.

Candidates interested in running for NJREA offices must get both signatures and phone numbers from at least 15 unified NJREA members, excluding the candidate.

Signatures on petitions for NJREA officers and NJEA DA and DA Alternate candidates must match the name as it appears on your NJEA membership card to be valid.

Association officers' terms run from Sept. 1, 2019 – Aug. 31, 2021. Offices include:

- President*
- First Vice President*
- Second Vice President*
- Treasurer*
- Secretary*
- NJEA DA Delegate
- NJEA DA Alternate

**All NJREA officers are automatically elected as delegates to NEA-RA and the NEA-Retired Conference in 2019 and 2020.*

NOTE: The constitution permits officers to serve two consecutive two-year terms.

Completed officer petitions must be received in NJREA's office no later than 5 p.m. on Jan. 15. Forms may be hand-delivered, mailed, or faxed. **Candidates are responsible for verifying that petitions have been received by the deadline.**

NATIONAL DELEGATES

Candidates for delegate to the NEA-R and NEA-RA may self-nominate. Individuals may run as a delegate, ethnic-minority concerns delegate or both. Petition forms are available at the NJREA office and on the NJREA website only. **ALL** forms (whether hand-delivered, faxed, or mailed) must be received in NJREA's office no later than 5 p.m. on Jan. 15.

A candidate's name on self-nominating forms must reflect the name that appears on his/her NJEA/NJREA membership card.

Individuals elected will serve as delegates to the 2019 and 2020 conventions. Delegates to NEA-R must also attend the NEA-RA that follows.

Candidates who run for both categories (delegate and minority-concerns delegate) and are elected in both categories when election results are made public, but who cannot be contacted within 48 hours following the announcement of the results, will be declared elected in the category in which they received the greater number of votes. Successor delegates shall be chosen in order of the number of votes received after delegates have been determined by NJREA's Elections Committee.

Candidates may mail or fax completed forms to NJEA at 609-278-0688. Again, candidates are urged to call to confirm receipt of their petitions before Jan. 15.

Balloting commences March 15; all ballots must be received at the address provided on the business-reply envelope before the March 29 deadline. Watch for candidate statements and balloting details in the *March NJREA Newsletter*.

For a complete description of officers' duties, a self-nominating form, or a petition for NJREA officer, call Cathy Raffaele at 609-599-4561, ext. 2300, or visit njea.org/njrea.

Around the counties

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

CUMBERLAND COUNTY REA's holiday meeting/luncheon will be held on Wednesday, December 12 at the Greenview Inn in the Eastlyn Golf Club in Vineland. The Petway School will perform. The cost is \$25. To attend, call Linda Ward at 856-455-3873.

GLOUCESTER COUNTY REA welcomes you to its holiday social on Thursday, December 13 at Nicolosi Catering in Woodbury. The cost is \$25. To attend, call Candy Zachowski at 856-228-6854.

MONMOUTH COUNTY REA invites you to its holiday meeting/luncheon on Tuesday, December 11 at the Shadowbrook in Shrewsbury. The cost is \$30. To attend, call Sue Shrott at 732-995-7754.

MORRIS COUNTY REA's holiday meeting/luncheon will be held on Wednesday, December 12 at the Hanover Manor in East Hanover. The Harmonium Choral will provide the entertainment. The cost is \$30. To attend, call Cheryl Doltz at 973-818-1353.

Join **OCEAN COUNTY REA** for its holiday meeting/luncheon on Thursday, December 13 at the Days Hotel by Wyndham in Toms River. The cost is \$28. To attend, call Janice Sovinee at 732-477-1711. 

Get your money's worth

MEMBERBENEFITS.NJEA.ORG

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

WAYS TO SAVE IN DECEMBER

DO YOU NEED AN EYE EXAM AND/OR EYEWEAR?

Save at Optical Academy's full service vision services during its annual visit to NJEA's Headquarters.

FRIDAY, DEC. 7, 9 A.M. TO 4 P.M.

Register online at:

bit.ly/dec7opticalacademy

SATURDAY, DEC. 8, 9 A.M. TO 3 P.M.

Register online at:

bit.ly/dec8opticalacademy

For either date, you may also call 800-530-2730 to register.

WINTER VACATION GIVEAWAY

If you are planning a trip and/or car rental, be sure to go to memberbenefits.njea.org/travel. Local Hospitality* will be refunding one member's travel expenses between now and March 31, 2019. You will see the Summer Vacation Giveaway winner below.

NEW DISNEY PRICING AT ACCESS DISCOUNTS

By going to the ACCESS Discounts link at memberbenefits.njea.org, you will find a new type of pricing that has opportunities for lower pricing at off-peak times. Once on the ACCESS site, click on the "Travel" tab on the grey bar. Click "Walt Disney World Resort" under "Popular Things to

Do" just under the booking section. From there, you will be directed to select the dates that you will be visiting the parks. After your date selection, you will be able to select the number of days, how many tickets you'll need, ticket type (adult or child, Park Hopper, etc.). Once you have made your selection, you will be able to pay. Your confirmation information will give you all the instructions you will need to pick up your tickets at Will Call. Please note that there is a minimum 4-day advance purchase required. All tickets and options are nontransferable and nonrefundable.

BE SURE TO VISIT THE MEMBER BENEFITS SECTION AT MEMBERBENEFITS.NJEA.ORG.

DECEMBER WEB GIVEAWAYS

In **DECEMBER**, one member will win:

\$100 voucher toward vision services/eyewear at Optical Academy*.

NJEA members can schedule Optical Academy full-day visits to schools by calling 800-530-2730. NJEA members may also visit one of Optical Academy's locations for vision services/eyewear:

- Clifton, N.J. at 1430 Main Ave.
- Fairview, N.J. at 222 Bergen Blvd.
- Jackson Heights, N.Y. at 75-37 31st Ave.

RECENT WINNER:

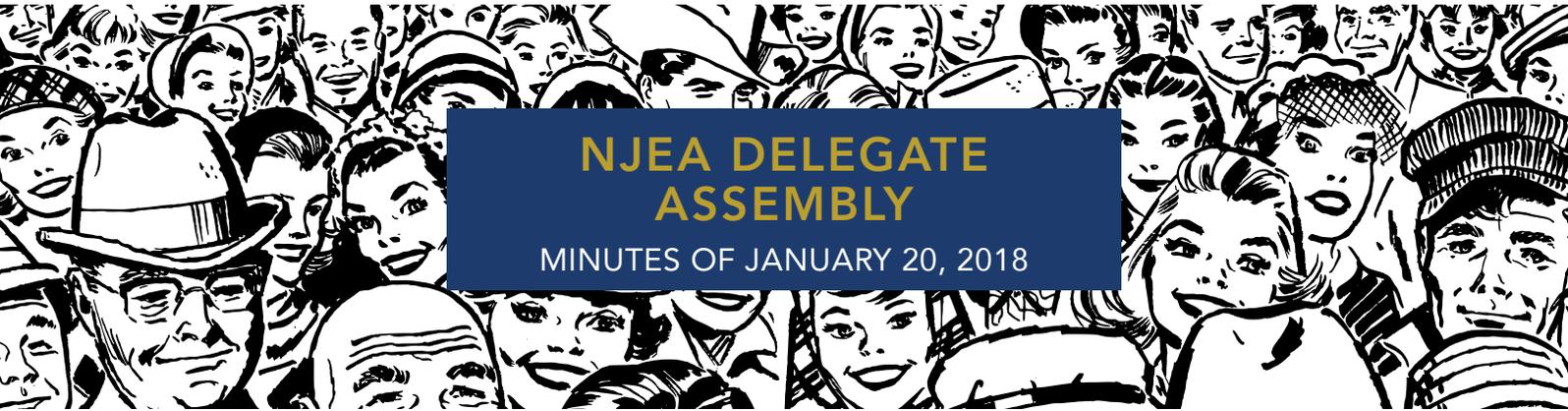
JANELLE STOKES from Orange EA won a \$100 voucher toward vision services/eyewear at Optical Academy* and a BOSE Soundlink color Bluetooth II speaker from Buyer's Edge, Inc**.

MARGARET ARNOLD from Saddlebrook EA won the Summer Vacation Giveaway from Local Hospitality*.

MAKE SURE TO **REGISTER ONLINE** EACH MONTH FOR THE WEB GIVEAWAY!

*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.

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



NJEA DELEGATE ASSEMBLY

MINUTES OF JANUARY 20, 2018

The NJEA Delegate Assembly met on Jan. 20, 2018, at the Marriott Forrestal, Princeton, N.J., at 9:30 a.m. NJEA President Marie Blistan presided.

Roll call was taken. There were 117 out of 127 present. Alternates were seated as follows: Montague for Elias and Tomlinson for Steineder (Atlantic); Rizzo for Steinhauer (county president) and Sundaram-Walters for Rizzo (Burlington); Clark for Reagle (Camden); Rhue for Middlebrooks (Hudson); Hicks for Ogintz (Mercer); Strzykalski for Comey (Middlesex); Tortoriello for McEntee (Passaic); Sherman for Mesogianes (Salem); Boyd for Jones (Union); and Ceballos for Elia (Preservice).

Absent was representative Rheault (Atlantic), Schorno (Morris) and Ryan (Ocean).

Judy Perkins (Retired) delivered the inspirational message and led the flag salute.

Brenda Brathwaite (Atlantic), Kathy Parker (Cape May) and Frank Toth (Cape May) presented a memorial for Paul Schirmer, who had passed recently, which was followed by a moment of silence.

The chair also noted the passing of Penny Burke, and a moment of silence was observed in her memory.

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

PRESIDENT'S REPORT

Blistan began her report by acknowledging the work of the Human and Civil Rights Committee to prepare for the recent NJEA Martin Luther King Jr. Human and Civil Rights Celebration.

She then conducted a year in review of 2017, noting that New Jersey began 2018 with a new governor, Phil Murphy. She noted that, under Gov. Chris Christie, NJEA played a lot of defense, and was successful in stopping many of the former governor's policies over eight years, including:

- Christie's "Toolkit" proposals to undermine public employee pension and benefits.
- Efforts to undermine collective bargaining and paid sick leave.

- Attempts to eliminate tenure and seniority.
- Private school voucher proposals.
- A regulatory proposal to significantly relax charter school accountability.
- A budget deal that would have cut school funding to over 100 school districts and raided \$300 million from the Horizon Blue Cross-Blue Shield reserve.

In addition, she noted that during the "lame duck" legislative session, NJEA succeeded in stopping legislation to expand the Urban Hope Act and to shift all community college employees from the School Employees Health Benefits Program to the State Employees Health Benefits Program.

In addition to playing defense, Blistan noted that NJEA succeeded in getting legislation approved requiring quarterly pension payments, extending the maximum length of collective bargaining agreements to five years, and creating a new bid process for the state prescription plans that saved billions of dollars.

Looking ahead, Blistan described NJEA's legislative priorities, including, relief from Chapter 78, a fairer mechanism for employer contributions into PERS, a higher education promise bill to allow students to attend community college tuition-free, and anti-privatization and due process legislation for ESP members. In addition, she indicated NJEA would work with the Murphy Administration to increase state education funding and transition back to the school aid law, and to develop a new state assessment program to replace PARCC.

She reported on the completion of the Governor's Transition Team reports, including the education team for which she and Gayl Shepard served as co-chairs, and several other NJEA members and partners served as team members. While the reports were not yet released, she summarized the major policies submitted by NJEA for the education transition report.

Blistan reported that Lamont Repollet, superintendent of the Asbury Park School District, was named as commissioner of education-designee, and NJEA expressed support for his selection based on an extension review of his background.

At the national level, she discussed enactment of federal income tax reform. While NEA opposed the legislation,

its lobbying, including from NJEA members, resulted in addressing a pension concern in the legislation and preserving the deduction for educators' spending on supplies.

Blistan noted that the following grant were awarded by NEA:

- \$30,000 to the Montclair EA for a restorative justice program.
- \$14,000 to NJEA to expand its Read Across America program.
- \$20,000 to Woodbridge Township EA for the second year of Impact: Together We Can, which received \$90,000 last year.

She reported on the following good news:

- Two NJEA members who received the prestigious Milken Award, accompanied by \$25,000 for each.
- State Teacher of the Year, Amy Andersen, being named one of four finalists for the national honor.
- NJEA submitting three nominees for the NEA Human and Civil Rights Awards.
- Linda Miller being named NJEA ESP of the Year.
- Dana Zimbicki being honored by the East Brunswick Education Foundation.
- Several members selected to attend NEA conferences.
- The four schools winning visits from the Mighty Fingers project promoted at the NJEA Convention.
- The reappointment of all four of NJEA's representatives on the State Teacher Leader Advisory Board.
- New Jersey's public schools being ranked second in the nation by Kids Count.

Finally, Blistan referred to the goals created by every NJEA committee, which were distributed to the body.

SECRETARY-TREASURER'S REPORT

NJEA Secretary-Treasurer Steve Beatty presented the financial and fiscal achievements of the previous fiscal

year. He emphasized that, while NJEA is in a relatively strong financial position with positive cash flow to maintain essential member programs and services, the uncertain future, related to an expected decision from the U.S. Supreme Court in *Janus v. AFSCME*, poses significant challenges.

He noted that NJEA's fiscal strength enabled the association to engage in many successful member-engagement strategies, quality programs, and important political battles.

He introduced Steve Mazur, of Novak and Francella, NJEA's public accounting firm, to present the 2016-17 Audited Financial Statements, after which Mazur responded to questions, through the chair.

The body suspended business at 11 a.m. for comments from nondelegate members wishing to address the body.

John Coniglio (Morris) spoke about his local association's contract impasse, and thanked NJEA Vice President Sean M. Spiller for visiting his local. He also discussed the conclusion of the Dues Task Force, particularly the finding that few members were aware of the previous two-year dues freeze or knew the amounts of their national, state, county and local dues. He suggested a dues freeze would be a good way of showing members good faith as the *Janus* decision approaches.

Lori Lalama (Passaic) thanked Sean Spiller, Steve Beatty and Sue Butterfield for attending Clifton EA's recent Pride event. She also expressed concern about the *Janus* decision, and asked that NJEA provide basic talking points to local association leaders to use with their members.

Sheri Mendelson (Bergen) spoke about her request at a previous meeting that NJEA create electronic voting for the DA. She spoke in favor of a dues freeze; while acknowledging it represented a small amount of money in each paycheck, she felt it would be a positive gesture in the context of the *Janus* decision.

Tom Falocco (staff and retired life member) expressed his thanks to the officers, DA, NEA directors for working with him in his role as staff liaison. He noted how the body had grown over the years, as the membership grew, and that NJEA is regarded as a model by other NEA affiliates. Blistan thanked him for his years of service to NJEA.

Business resumed with questions to Mazur on the NJEA audit, through the chair.

EXECUTIVE DIRECTOR'S REPORT

As part of his report, Richardson asked Communications Director Steve Baker to review a new text service with the delegates.

Richardson then presented information on NJEA's campaign to obtain legislative relief from Chapter 78 and the association's participation in an independent expenditure issues advocacy effort to support the governor's policy agenda.

He then called on Assistant Executive Director Steve Swetsky to do a presentation on NJEA's preparation for the expected U.S. Supreme Court decision in *Janus vs. AFSCME*.

Following a recess for lunch, the body reconvened, at which time Richardson and Swetsky responded to questions on their reports.

Beatty reported on findings and recommendations from the Dues Study Task Force, including data from special member-opinion research conducted at the request of the task force. Following comments from several members of the task force, Beatty then answered questions regarding the report.

Beatty presented the Budget Committee report with one recommendation. Michael Kruczek (Warren) moved to approve the recommendation in the report. The motion was properly seconded. The motion carried.

Alan Kaufman, committee chairperson, presented the Higher Education Committee report with recommendations. Michael Frank (Higher Education) moved to approve all three recommendations in the report. The motion was properly seconded. The motion carried.

Melissa Tomlinson (Atlantic) presented the Working Conditions Committee report with recommendations. Tomlinson moved to approve all six recommendations in the report. The motion was properly seconded. The motion carried.

Kruczek (Warren) moved New Business Item #1: That a budget transfer of \$1,600,000 from Net Assets into cost center 0471 Organizational Projects be approved. This transfer will supplement \$900,000 that exists in the current year budget for spending, as needed, on independent expenditures to fund an organization that advocates in support of the governor's agenda on issues that align with NJEA. The motion was properly seconded. Paul Eschelbach (Monmouth) moved to refer this item to the Budget Committee; the motion to refer was properly seconded. The motion was defeated. Following continued discussion of the main motion, Anthony Rosamilia (Essex) moved to close debate. The motion was properly seconded. The motion carried. The main motion carried.

Tomlinson (Atlantic) moved New Business Item #2: That NJEA join the national call for Black Lives Matter at School Week, to be held Feb. 5-11, 2018, to help mark the celebration of Black History Month. In support of this motion, NJEA will:

- Create and prominently publish content that informs members and the public at large about the racial disparities in discipline that exist in schools throughout our state and the power of restorative practices to help address these disparities.
- Convene a task force as a joint effort between the Human and Civil Rights Committee and the Professional Development Committee to develop a program that will assist members in advocating for the full implementation of the Amistad curriculum in their

districts, as well as informing and educating community members about the Amistad Law.

- Survey local presidents to determine which districts are currently implementing the Amistad curriculum resources developed by the NJDOE and what types of support or resources are most needed to assist locals in advocating for increased implementation.
- Write to the State Board of Education and NJDOE to urge the strengthening of accountability for compliance with the Amistad Law.
- Advocate for research on the impact of charter proliferation, school closures, ACHIEVE NJ, and high stakes standardized testing on the pushout of teachers of color.
- Actively advocate for the development of programs and supports that are purposefully designed to increase and retain the number of black teachers and teachers of color that may include such programs as expanded pathways to certification, specific mentoring programs, and the development of new and targeted recruiting methods.
- Publish an article in the NJEA Review and on the njea.org website highlighting the work of those districts that actively participated in the National Black Lives Matter at School Week of Action.
- Publish by Feb. 1, 2018, a statement on the njea.org website announcing that the Association is joining the call for a National Week of Black Lives Matter at School, along with a description of the work that will be undertaken in support of this effort, as outlined above.

The motion was properly seconded. Sue Clark moved to refer this item to the appropriate committee. The motion was properly seconded. The motion to refer was defeated. The main motion carried.

Peter Helff (Higher Education) asked the leadership to consider holding a Chapter 78 rally in the spring.

Carrie Odgers-Lax (Passaic) inquired about progress on a prior new business item dealing with charter schools. Government Relations Director Ginger Gold Schnitzer indicated the legislation was being drafted.

Ron Greco (Hudson) reported on the contract impasse in Jersey City and invited delegates and their members to an upcoming demonstration.

Erin Wheeler (Monmouth) spoke about an Item for Committee Study she submitted, requesting a review of the LAFAP formula.

Clark (Gloucester) moved to adjourn at 3:42 p.m.

Submitted by:

Edward Richardson

Executive Director



2018-19 TEACHER SALARY SURVEY

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

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

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

SUMMARY OF TEACHER SETTLEMENT INFORMATION

	Average \$ Increase	Average settlement rate (Includes increment)
2018-19 average teacher settlements - newly bargained plus previously bargained/344 settlements	\$2,077	2.95%
Newly bargained 2018-19 teacher settlements - 59 districts	\$2,102	3.06%
Contracts to date covering 2019-20 - 219 districts	\$2,128	2.99%

2017-18 average teacher's salary-full time = \$72,911
2017-18 average years of experience = 12.18 years

KEY

<p>DISTRICT GROUPING Number...Enrollment</p> <p>1 Elementary districts</p> <p>2 K-12, below 3,000</p> <p>3 K-12, 3,000-5,999</p> <p>4 K-12, 6,000 & over</p> <p>5 Secondary districts</p>	<p>DEGREE</p> <p>B Bachelors</p> <p>B+ Bachelors +30/32</p> <p>B+++ Bachelors +60/64</p> <p>M Masters</p> <p>M+ Masters + 30/32</p>
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ATLANTIC

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
4 Atlantic City	B	51,219	96,879 +	15	B+	54,280	100,082+	15	M	55,811	101,683+	15	M+	58,871	104,884 +	15	
5 Atlantic Co Voc-Tech	B	51,634	79,159	13					M	53,226	80,751	13	M+	54,778	82,303	13	2,283
2 Atlantic Co Special Serv	B	58,301	85,776 +	14	B+	61,323	89,980 +	14	M	63,603	93,153 +	14	M+	65,577	95,898 +	14	2,278
1 Brigantine City	B	51,659	86,923 +	15	B+	52,821	88,879 +	15	M	54,035	90,921 +	15	M+	55,192	92,869 +	15	2,441
1 Egg Harbor City	B	50,804	82,888 +	14	B+	52,504	84,545 +	14	M	53,446	85,463 +	14	M+	54,702	86,687 +	14	2,119
4 Egg Harbor Twp	B	52,010	87,000 +	13	B+	54,260	89,250 +	13	M	55,260	90,250 +	13	M+	57,260	92,250 +	13	
1 Galloway Twp	B	49,501	81,130 +	15	B+	51,850	83,479 +	15	M	53,025	84,654 +	15	M+	55,374	87,003 +	15	
5 Greater Egg Harbor Reg	B	47,278	82,075 +	13	B+	49,778	84,575 +	13	M	51,028	85,825 +	13	M+	53,528	88,325 +	13	
1 Hamilton Twp	B	51,910	79,285 +	16	B+	54,168	82,734 +	16	M	55,310	84,478 +	16	M+	57,672	88,086 +	16	2,142
1 Linwood City	B	50,250	81,379 +	20					M	53,315	86,344 +	20	M+	56,657	91,755 +	20	
5 Mainland Regional	B	44,352	84,662 +	14	B+	46,862	87,162 +	14	M	48,362	88,662 +	14	M+	50,862	91,162 +	14	
1 Northfield City	B	49,785	80,510 +	16	B+	51,856	83,859 +	16	M	53,335	86,250 +	16	M+	55,844	90,308 +	16	
1 Port Republic City	B	53,102	75,327 +	12	B+	55,492	78,717 +	12	M	56,341	79,922 +	12	M+	58,412	82,860 +	12	2,191
1 Somers Point City	B	48,462	81,962	14					M	51,562	85,062	14	M+	54,062	87,562	14	

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BERGEN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Allendale Boro	B	55,380	87,525	+ 17	B+	59,180	95,425	+ 18	M	62,980	101,415	+ 18					
1 Alpine Boro	B	50,300	89,854	17	B+	51,640	91,307	17	M	54,940	94,885	17	M+	58,940	99,222	17	
2 Bergen Co Special Service	B	54,901	89,567	+ 15					M	63,651	98,978	+ 15	M+	67,901	103,709	+ 15	2,976
5 Bergen County Voc-Tech	B	52,159	96,880	+ 19	B+	55,210	104,548	+ 19					M+	57,244	110,010	+ 19	2,795
2 Bogota Boro	B	49,888	83,804	+ 14					M	57,888	91,804	+ 14	M+	63,888	97,804	+ 14	2,155
1 Carlstadt Boro	B	53,214	93,478	+ 16					M	60,091	103,712	+ 16	M+	68,345	114,431	+ 16	2,399
1 Closter Boro	B	49,544	80,305	+ 14	B+	53,786	92,597	+ 17	M	58,074	96,885	+ 17	M+	63,791	102,602	+ 17	2,305
1 Demarest Boro	B	50,000	78,317	+ 16	B+	53,950	82,808	+ 16	M	57,003	85,928	+ 16	M+	61,040	91,637	+ 16	2,046
1 Edgewater Boro	B	50,177	90,527	+ 16					M	56,178	96,723	+ 16	M+	60,679	104,554	+ 16	1,831
2 Emerson Boro	B	50,000	87,250	+ 19					M	54,000	98,000	+ 19	M+	58,000	106,544	+ 19	
3 Englewood City	B	54,690	87,630	16					M	54,690	87,630	16	M+	69,690	104,808	16	
1 Englewood Cliffs Boro	B	53,765	75,390	16	B+	57,515	79,140	16	M	61,265	82,890	16	M+	65,015	86,640	16	2,176
3 Fair Lawn Boro	B	52,705	95,260	19					M	59,305	101,860	19	M+	66,005	108,560	19	2,286
3 Hackensack City	B	55,620	89,510	14					M	63,465	102,275	14	M+	73,185	115,040	14	1,133
2 Leonia Boro	B	52,805	93,075	+ 22					M	55,605	98,442	+ 22	M+	58,405	103,216	+ 22	
1 Little Ferry Boro	B	49,392	89,166	+ 19					M	54,661	95,725	+ 19	M+	59,929	100,024	+ 19	
3 Mahwah Twp	B	49,006	93,061	+ 21	B+	52,736	99,661	+ 21	M	54,601	102,561	+ 21	M+	58,331	108,361	+ 21	2,434
1 Maywood Boro	B	49,454	67,050	+ 16					M	51,000	79,300	+ 16	M+	53,500	101,700	+ 16	
2 Midland Park Boro	B	47,500	91,000	+ 22					M	49,500	101,300	+ 22	M+	54,000	112,000	+ 22	
2 New Milford Boro	B	54,995	88,810	+ 17					M	57,350	94,310	+ 17	M+	62,070	104,310	+ 17	
1 Northvale Boro	B	51,765	77,435	+ 15	B+	57,460	596,980	+ 15	M	60,307	91,283	+ 15	M+	66,001	98,850	+ 15	2,224
1 Norwood Boro	B	46,773	71,088	+ 15	B+	49,980	75,588	+ 15	M	52,702	81,088	+ 16	M+	56,811	86,738	+ 16	2,202
1 Old Tappan Boro	B	48,249	74,446	+ 14					M	52,851	89,203	+ 15	M+	59,754	96,833	+ 16	2,307
2 Palisades Park	B	50,443	86,750	+ 14					M	53,558	92,350	+ 14					
3 Paramus Boro	B	53,250	94,750	21	B+	54,750	100,400	21	M	55,600	105,750	21	M+	57,700	112,650	21	
2 Park Ridge Boro	B	56,471	87,779	18	B+	58,146	91,864	18	M	59,821	97,792	18	M+	63,171	103,501	18	2,311
5 Pascack Valley Regional	B	51,500	90,750	+ 17					M	55,500	107,250	+ 17	M+	62,000	114,250	+ 17	2,921
3 Ramsey Boro	B	52,558	85,493	16					M	55,588	96,400	16	M+	58,874	102,985	16	
2 Ridgely Boro	B	48,767	88,208	+ 21					M	50,957	101,753	+ 22	M+	55,250	109,908	+ 22	
5 River Dell Regional	B	48,992	88,806	+ 15					M	54,142	97,621	+ 16	M+	59,194	106,441	+ 17	
1 Rochelle Park Twp	B	50,830	82,565	+ 16	B+	55,830	87,565	+ 16	M	59,580	91,315	+ 16	M+	64,580	96,315	+ 16	
2 Rutherford Boro	B	50,049	79,096	+ 17					M	55,784	90,219	+ 18	M+	63,324	100,203	+ 18	1,711
1 South Hackensack Twp	B	49,852	89,180	+ 18					M	55,826	93,930	+ 18	M+	66,396	103,672	+ 18	2,059
3 Teaneck Twp	B	54,500	76,250	+ 13					M	60,000	98,000	+ 16	M+	65,000	111,000	+ 16	
1 Upper Saddle River Boro	B	56,600	100,400	18					M	58,600	103,400	18	M+	60,600	106,400	18	
2 Waldwick Boro	B	52,630	84,455	+ 16	B+	56,130	90,455	+ 16	M	57,880	93,155	+ 16	M+	61,830	99,069	+ 16	
2 Westwood Regional	B	51,630	87,860	14	B+	53,280	89,510	14	M	58,280	94,510	14	M+	63,330	99,560	14	
2 Wood Ridge Boro	B	49,980	83,900	+ 17					M	53,230	90,650	+ 17	M+	57,730	102,500	+ 17	2,357
1 Woodcliff Lake Boro	B	49,911	83,901	19	B+	52,556	89,105	19	M	55,196	94,545	19	M+	60,486	102,020	19	
1 Wyckoff Twp	B	51,425	89,072	17					M	56,331	94,072	17	M+	61,331	99,072	17	2,194

BURLINGTON

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
3 Burlington Twp	B	53,800	79,041	+ 13	B+	55,279	80,520	+ 13	M	57,370	82,611	+ 13	M+	59,476	84,717	+ 13	
2 Cinnaminson Twp	B	56,408	87,479	19	B+	59,301	90,372	19	M	60,113	91,184	19	M+	62,549	93,620	19	2,412
2 Delran Twp	B	53,660	78,249	+ 16					M	56,160	80,749	+ 16	M+	57,560	82,149	+ 16	
2 Florence Twp	B	52,591	78,648	+ 16	B+	54,591	80,648	+ 16	M	56,391	82,448	+ 16	M+	58,416	84,473	+ 16	
5 Lenape Regional	B	56,955	96,369	18	B+	59,355	98,769	18	M	61,755	101,169	18	M+	64,155	103,569	18	2,688
1 Lumberton Twp	B	52,561	86,776	+ 17	B+	55,111	89,326	+ 17	M	55,961	90,176	+ 17	M+	58,511	92,726	+ 17	2,234
1 Mansfield Twp	B	51,346	85,236	+ 15					M	53,846	87,736	+ 15					
2 Maple Shade Twp	B	55,718	91,700	+ 17	B+	57,758	93,740	+ 17	M	59,798	95,780	+ 17	M+	61,838	97,820	+ 17	2,535
2 Palmyra Boro	B	52,222	74,042	16	B+	55,097	76,917	16	M	56,097	77,917	16	M+	58,547	80,367	16	1,762
2 Riverside Twp	B	58,025	83,469	19													2,314
1 Shamong Twp	B	50,045	84,820	14	B+	52,711	87,486	14	M	54,044	88,819	14	M+	56,710	91,485	14	
1 Tabernacle Twp	B	53,987	85,920	+ 15	B+	56,344	88,277	+ 15	M	58,140	90,073	+ 15	M+	61,058	92,991	+ 15	
1 Westampton	B	54,034	93,000	+ 18	B+	56,272	95,100	+ 18	M	57,391	96,150	+ 18	M+	59,630	98,250	+ 18	2,244
3 Willingboro Twp	B	51,435	82,100	+ 18	B+	53,893	82,697	+ 18	M	57,253	87,058	+ 18	M+	58,744	89,667	+ 18	2,036
1 Woodland Twp	B	44,149	81,674	17					M	47,149	84,674	17	M+	48,149	85,674	17	1,606

CAMDEN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Bellmawr Boro	B	50,467	89,967 +	12	B+	54,470	91,360 +	12	M	55,763	92,769 +	12	M+	59,567	94,179 +	12	
1 Brooklawn Boro	B	51,400	82,250	18	B+	53,800	84,650	18	M	54,400	85,250	18	M+	56,400	87,250	18	
1 Camden Co Ed Serv Comm	B	58,450	77,292	13					M	59,450	78,292	13					
2 Collingswood Boro	B	50,500	83,100 +	16	B+	51,950	84,550 +	16	M	52,750	85,350 +	16	M+	53,750	86,350 +	16	2,097
5 Eastern Camden County Reg	B	48,614	91,270	16	B+	51,166	93,822	16	M	52,905	95,561	16	M+	55,690	98,346	16	2,475
2 Gloucester City	B	50,891	82,194	15	B+	52,270	83,573	15	M	53,649	84,952	15	M+	56,751	88,053	15	
2 Haddon Twp	B	50,410	81,679 +	16	B+	53,610	84,879 +	16	M	55,010	86,279 +	16	M+	58,010	89,279 +	16	2,039
2 Haddonfield Boro	B	52,507	85,922 +	15	B+	54,123	87,538 +	15	M	55,739	89,154 +	15	M+	57,355	90,770 +	15	2,122
1 Lawnside Boro	B	53,568	77,339 +	15					M	55,968	79,739 +	15					
1 Mount Ephraim Boro	B	52,075	81,909 +	16	B+	54,275	84,109 +	16	M	55,375	85,209 +	16	M+	57,975	87,809 +	16	
1 Stratford Boro	B	51,640	82,198 +	14	B+	53,840	84,398 +	14	M	55,240	85,798 +	14	M+	57,140	87,698 +	14	
1 Voorhees Twp	B	50,050	93,601	15	B+	52,685	96,236	15	M	53,845	97,396	15	M+	56,163	99,714	15	2,656
3 Winslow Twp	B	53,062	85,729	13	B+	54,662	87,329	13	M	55,462	88,129	13	M+	57,062	89,729	13	

CAPE MAY

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Avalon Boro	B	52,300	83,326 +	13	B+	55,231	86,257 +	13	M	56,120	87,146 +	13	M+	57,700	88,726 +	13	
5 Lower Cape May Regional	B	54,415	95,210	30	B+	56,415	97,210	30	M	57,415	98,210	30	M+	59,415	100,210	30	2,186
1 North Wildwood City	B	53,500	65,940 +	13	B+	55,150	67,705 +	13	M	56,240	69,790 +	13	M+	58,425	70,790 +	13	
2 Ocean City	B	49,577	82,645 +	13	B+	55,080	90,875 +	14	M	57,856	93,651 +	14	M+	63,359	101,930 +	15	
1 Stone Harbor Boro	B	52,300	83,326 +	13	B+	55,231	86,257 +	13	M	56,120	87,146 +	13	M+	57,700	88,726 +	13	
1 Upper Twp	B	54,647	90,571	22	B+	56,956	92,880	22	M	58,118	94,042	22	M+	60,443	96,367	22	
1 Woodbine Boro	B	53,590	82,104	20	B+	54,890	83,404	20	M	55,690	84,204	20	M+	56,926	85,404	20	1,446

CUMBERLAND

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Commercial Twp	B	54,450	84,460	17					M	55,450	85,460	17	M+	55,750	85,760	17	2,031
1 Deerfield Twp	B	51,898	72,423	14					M	55,698	76,223	14					1,888
1 Downe Twp	B	58,125	74,634 +	18	B+	59,075	75,584 +	18	M	59,525	76,034 +	18	M+	60,725	77,234 +	18	1,723
1 Greenwich Twp	B	54,027	76,438	22	B+	54,627	77,038	22	M	54,927	77,338	22	M+	55,527	77,938	22	
1 Stow Creek Twp	B	54,027	76,438	22	B+	54,627	77,038	22	M	54,927	77,338	22	M+	55,527	77,938	22	

ESSEX

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
3 Bloomfield Twp	B	46,250	83,353 +	14	B+	84,353	84,353 +	14	M	49,500	89,353 +	14	M+	53,500	94,851 +	14	
2 Caldwell-West Caldwell	B	50,500	65,741	14					M	55,000	73,701	14	M+	59,500	77,441	14	2,197
2 Cedar Grove Twp	B	50,868	78,164	14	B+	52,868	80,164	14	M	54,868	85,402	16	M+	56,868	91,552	17	1,887
5 Essex Co Voc-Tech	B	54,000	79,155 +	16					M	56,000	81,000 +	16					
4 Irvington Township	B	55,474	94,863	15					M	56,471	101,860	15					
3 Livingston Twp	B	52,515	89,307 +	15	B+	56,802	93,815 +	15	M	59,624	96,784 +	15	M+	65,326	110,998 +	16	2,435

GLOUCESTER

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
Clayton Boro	B	48,529	79,219	13	B+	50,411	81,101	13	M	51,248	81,938	13	M+	52,921	83,611	13	1,704
Gateway Regional	B	51,616	83,126	15	B+	53,216	84,726	15	M	54,016	85,526	15	M+	55,616	87,126	15	1,606
Glassboro	B	48,873	83,473 +	18	B+	51,673	86,273 +	18	M	54,473	89,073 +	18	M+	57,273	91,873 +	18	1,978
Greenwich Twp	B	50,366	85,370 +	17	B+	51,738	86,742 +	17	M	52,424	87,428 +	17	M+	53,796	88,800 +	17	1,867
Harrison Twp	B	50,535	78,535 +	12	B+	51,995	79,995 +	12	M	52,725	80,725 +	12	M+	54,185	82,185 +	12	2,388
Logan Twp	B	53,087	80,019 +	16	B+	54,087	81,019 +	16	M	55,287	82,219 +	16	M+	55,787	82,719 +	16	1,741
Mantua Twp	B	50,031	76,553 +	14					M	51,531	78,053 +	14	M+	53,031	79,553 +	14	2,576
Paulsboro Boro	B	45,647	79,894	15	B+	46,847	81,094	15	M	48,047	82,294	15	M+	49,247	83,494	15	2,532
Pitman Boro	B	47,497	83,502	17	B+	49,973	85,978	17	M	51,774	87,779	17	M+	53,237	89,242	17	1,685
Delsea Regional	B	52,551	85,744 +	13	B+	53,471	86,664 +	13	M	54,301	87,494 +	13	M+	55,551	88,744 +	13	2,097
Swedesboro-Woolwich	B	49,682	76,124 +	15	B+	51,082	77,524 +	15	M	51,782	78,224 +	15	M+	53,182	79,624 +	15	1,756
Washington Twp	B	53,090	81,830 +	16	B+	55,000	83,740 +	16	M	55,955	84,695 +	16	M+	58,015	86,755 +	16	2,160
Wenonah Boro	B	49,404	73,946 +	17					M	52,004	76,546 +	17	M+	53,104	77,646 +	17	1,169
Westville Boro	B	54,210	80,355 +	16	B+	55,210	81,355 +	16	M	56,210	82,355 +	16	M+	57,210	83,355 +	16	1,920

HUDSON

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Hoboken City	B	51,198	90,631 +	12	B+	54,196	93,620 +	12	M	57,673	97,087 +	12	M+	59,881	99,288 +	12	2,790
5 Hudson Co Voc-Tech	B	55,758	100,411	20					M	60,239	105,055	20	M+	64,721	109,699	20	
2 Secaucus Town	B	58,959	109,325+	21	B+	61,329	111,695+	21	M	62,654	113,020+	21					1,972
2 Weehawken Twp	B	52,710	73,386 +	15	B+	54,920	75,596 +	15	M	56,140	76,816 +	15	M+	58,920	79,596 +	15	2,181
4 West New York Town	B	58,563	94,589 +	19	B+	61,163	97,189 +	19	M	63,563	99,589 +	19	M+	66,563	102,589+	19	2,745

HUNTERDON

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Clinton Town	B	53,905	86,562	16	B+	55,625	88,282	16	M	57,380	90,037	16	M+	58,730	91,387	16	2,200
1 Flemington-Raritan Reg	B	53,520	82,260	15					M	56,770	85,510	15	M+	57,770	86,510	15	
5 Hunterdon Central Reg	B	57,477	84,322 +	16	B+	60,925	89,380 +	16	M	62,650	91,910 +	16	M+	66,100	96,970 +	16	2,101
1 Kingwood Twp	B	53,705	74,915 +	19	B+	56,305	77,515 +	19	M	56,905	78,115 +	19	M+	58,905	80,115 +	19	1,705
1 Lebanon Twp	B	55,850	72,275	15	B+	57,500	73,925	15	M	58,325	74,750	15	M+	59,975	76,400	15	1,991
1 Milford Boro	B	44,872	75,232 +	19	B+	46,972	77,332 +	19	M	48,022	78,382 +	19					1,651

MERCER

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Robbinsville Twp	B	54,780	81,245 +	17	B+	56,845	83,310 +	17	M	58,530	84,995 +	17	M+	60,580	87,045 +	17	2,607
4 Windsor-Plainsboro Reg	B	54,500	88,450 +	16					M	56,500	91,340 +	16	M+	58,000	93,575 +	16	2,345

MIDDLESEX

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
3 Carteret Boro	B	53,443	94,443 +	14					M	55,443	96,443 +	14					3,165
1 Cranbury Twp	B	54,860	83,860 +	19					M	55,360	89,060 +	19	M+	55,760	92,960 +	19	
2 Dunellen Boro	B	47,500	72,800 +	16	B+	48,600	73,900 +	16	M	49,700	74,990 +	16	M+	52,000	77,300 +	16	1,806
2 Highland Park Boro	B	55,865	85,908 +	14					M	58,655	88,698 +	14	M+	61,445	91,488 +	14	2,080
2 Metuchen Boro	B	50,718	87,442	13	B+	51,986	89,628	13	M	53,254	91,814	13	M+	54,522	94,000	13	
2 Middlesex Co ESC	B	48,563	74,753	20					M	49,563	75,753	20	M+	50,563	76,753	20	1,860
3 North Brunswick Twp	B	54,603	76,865 +	10	B+	56,153	78,415 +	10	M	57,503	79,765 +	10	M+	58,853	81,115 +	10	
4 Old Bridge Twp	B	47,243	88,662	17					M	51,917	95,676	17	M+	54,586	101,725	17	
3 South Plainfield Boro	B	52,735	93,255 +	19					M	55,385	95,905 +	19	M+	57,585	98,105 +	19	2,238
2 South River Boro	B	50,860	77,650 +	14					M	52,860	79,650 +	14	M+	53,660	80,450 +	14	1,854

MONMOUTH

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
2 Bayshore Jointure Comm	B	49,905	57,525	10	B+	51,305	58,925	10	M	55,515	63,135	10	M+	57,555	65,175	10	
1 Belmar Boro	B	52,750	83,800 +	17					M	53,750	85,500 +	17	M+	54,750	87,000 +	17	2,106
1 Bradley Beach Boro	B	50,395	86,575 +	16					M	53,095	89,275 +	16	M+	55,795	91,975 +	16	1,861
1 Deal Boro	B	50,010	80,150 +	16					M	53,260	83,400 +	16					2,216
1 Fair Haven Boro	B	52,218	90,368 +	18	B+	53,418	91,568 +	18	M	54,618	92,768 +	18	M+	55,818	93,968 +	18	
1 Farmingdale Boro	B	47,000	78,371 +	18					M	51,000	82,371 +	18	M+	53,000	84,371 +	18	1,401
1 Freehold Boro	B	49,002	82,662	14					M	51,352	85,012	14	M+	53,702	87,362	14	2,701
5 Freehold Regional	B	64,000	75,590 +	10	B+	67,000	78,590 +	10	M	69,000	80,590 +	10	M+	72,000	83,590 +	10	2,196
3 Hazlet Twp	B	53,700	94,990	19					M	56,250	97,540	19	M+	58,825	100,115	19	2,271
3 Holmdel Twp	B	52,675	88,500 +	14	B+	57,075	92,900 +	14	M	61,475	97,300 +	14	M+	65,875	101,700 +	14	
1 Howell Twp	B	52,800	100,634+	21	B+	53,800	101,634+	21	M	54,300	102,134+	21	M+	55,300	103,134 +	21	2,432
2 Keyport Boro	B	52,051	85,152	16	B+	53,907	87,008	16	M	55,763	88,864	16	M+	57,619	90,720	16	2,174
1 Marlboro Twp	B	59,365	85,670 +	14	B+	60,765	87,070 +	14	M	62,165	88,470 +	14	M+	64,965	91,270 +	14	
1 Monmouth Beach Boro	B	53,305	87,900 +	18	B+	54,755	89,350 +	18	M	55,605	90,200 +	18	M+	56,555	91,150 +	18	
2 Monmouth-Ocean ESC	B	47,085	65,935	15					M	48,485	67,335	15					
3 Neptune Twp	B	53,850	95,686	19	B+	54,350	96,186	19	M	55,350	97,186	19	M+	55,580	97,686	19	
5 Rumson-Fair Haven Reg	B	57,490	95,865	20	B+	58,845	97,220	20					B++	60,200	98,575	20	
1 Union Beach	B	47,249	85,089 +	19	B+	48,417	86,257 +	19	M	53,829	91,669 +	19	M+	56,057	93,897 +	19	1,889
2 Upper Freehold Regional	B	58,400	106,586	22	B+	59,750	107,936	22	M	61,100	109,286	22	M+	62,450	110,636	22	2,162

MORRIS

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Boonton Twp	B	52,604	86,363	+ 17	B+	55,804	91,015	+ 17	M	57,404	93,338	+ 17	M+	60,604	98,376	+ 17	2,126
3 Sch Dist Of The Chathams	B	56,353	84,775	+ 17	B+	58,598	91,685	+ 17	M	59,718	99,595	+ 17	M+	61,963	106,410	+ 17	2,114
1 Hanover Twp	B	55,201	87,781	18	B+	59,201	91,781	18	M	60,501	93,081	18	M+	64,001	96,581	18	
1 Harding Township	B	49,735	78,710	18	B+	53,135	82,110	18	M	56,535	85,510	18	M+	59,935	88,910	18	1,763
2 Kinnelon Boro	B	52,267	79,602	+ 14	B+	56,267	83,602	+ 14	M	59,767	87,102	+ 14	M+	65,767	93,102	+ 14	2,220
1 Lincoln Park Boro	B	54,260	86,245	+ 15	B+	57,260	89,245	+ 15	M	60,260	92,245	+ 15	M+	63,260	95,245	+ 15	1,910
2 Madison Boro	B	53,083	87,916	+ 16					M	57,933	94,718	+ 16	M+	67,383	102,216	+ 16	5,310
1 Mine Hill Twp	B	53,910	89,475	+ 19	B+	55,285	90,850	+ 19	M	58,035	93,600	+ 19	M+	60,098	95,663	+ 19	1,671
1 Morris Plains Boro	B	53,005	93,167	24					M	56,029	101,806	24	M+	59,052	107,285	24	1,618
1 Mount Arlington Boro	B	53,495	87,270	+ 18	B+	56,895	90,670	+ 18	M	58,525	92,300	+ 18	M+	61,925	95,700	+ 18	
3 Mount Olive Twp	B	52,918	80,013	+ 16	B+	57,218	84,313	+ 16	M	61,518	88,613	+ 16	M+	65,818	92,913	+ 16	2,129
2 Pequannock Twp	B	55,005	88,955	20	B+	59,005	92,955	20	M	61,005	94,955	20	M+	65,005	98,955	20	1,996
1 Riverdale Boro	B	52,622	72,990	+ 17	B+	55,022	75,390	+ 17	M	55,822	76,190	+ 17	M+	58,222	78,590	+ 17	1,912

OCEAN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
3 Barnegat Twp	B	50,739	95,039	+ 27					M	53,239	97,952	+ 27	M+	54,839	99,939	+ 27	1,790
1 Berkeley Twp	B	49,890	85,290	+ 19	B+	51,990	87,390	+ 19	M	53,490	88,890	+ 19	M+	54,290	89,690	+ 19	
5 Central Regional	B	51,544	91,488	+ 17	B+	52,544	92,488	+ 17	M	53,544	93,488	+ 17	M+	55,044	94,988	+ 17	
1 Eagleswood Twp	B	49,000	65,070	+ 17	B+	49,500	65,570	+ 17	M	49,750	65,820	+ 17	M+	50,250	66,320	+ 17	1,960
1 Island Heights Boro	B	44,365	61,100	+ 13	B+	45,076	61,810	+ 13	M	45,482	62,216	+ 13	M+	45,786	62,521	+ 13	2,136
4 Jackson Twp	B	52,327	85,202	+ 16	B+	53,627	86,502	+ 16	M	54,927	87,802	+ 16	M+	56,727	89,602	+ 16	2,055
1 Lakehurst Boro	B	53,449	77,559	22					M	55,059	79,619	22	M+	55,559	79,669	22	1,774
1 Long Beach Island	B	57,404	89,604	+ 15					M	58,994	91,194	+ 15					1,935
5 Ocean Co Voc-Tech	B	54,818	86,400	18	B+	55,848	87,430	18	M	57,618	89,200	18	M+	58,558	90,140	18	
1 Ocean Gate Boro	B	52,045	80,470	16	B+	53,045	81,470	16	M	53,545	81,970	16	M+	54,045	82,470	16	1,979
3 Point Pleasant Boro	B	50,876	85,481	23	B+	51,376	85,981	23	M	52,376	86,981	23	M+	52,926	87,531	23	1,940
1 Seaside Heights Boro	B	50,280	82,654	+ 18	B+	51,180	83,554	+ 18	M	51,780	84,154	+ 18	M+	52,580	84,954	+ 18	2,002
5 Southern Regional	B	59,725	99,999	21	B+	60,725	100,999	21	M	62,725	102,999	21	M+	64,725	104,999	21	2,419
4 Toms River Regional	B	53,600	91,745	22	B+	55,100	93,245	22	M	56,500	94,645	22	M+	57,500	95,645	22	1,858
1 Tuckerton Boro	B	50,812	70,012	+ 17					M	52,312	71,512	+ 17					1,908

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	54,425	84,150	14					M	59,425	89,150	14					
1 Haledon Boro	B	52,580	83,485	+ 17					M	55,580	86,685	+ 17	M+	58,760	89,885	+ 17	
5 Lakeland Regional	B	51,270	78,460	16					M	54,780	85,660	16	M+	58,780	96,160	16	1,871
1 Little Falls Twp	B	50,000	76,120	13					M	57,000	83,594	13	M+	61,500	88,258	13	
2 Passaic Co ESC	B	53,583	69,253	12					M	56,733	72,403	12	M+	61,583	77,253	12	
5 Pas Co Manchester Reg	B	55,795	86,820	+ 17					M	59,535	90,560	+ 17	M+	63,995	95,020	+ 17	1,806
5 Passaic Valley Regional	B	52,750	99,950	+ 19	B+	56,272	107,677	+ 19	M	60,450	118,335	+ 19	M+	62,450	121,961	+ 19	
1 Ringwood Boro	B	55,000	93,375	+ 17					M	58,500	98,275	+ 17	M+	62,000	103,650	+ 17	3,307

SALEM

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Alloway Twp	B	52,317	74,534	18					M	54,171	76,388	18	M+	56,011	78,228	18	1,859
1 Mannington Twp	B	55,795	70,510	+ 14					M	57,795	72,510	+ 14					2,251
1 Oldmans Twp	B	57,762	82,661	+ 17					M	59,862	84,761	+ 17					1,952
2 Penns Grv-Carney'S Pt Reg	B	56,815	89,975	20	B+	58,515	91,675	20	M	59,365	92,525	20	M+	61,065	94,225	20	1,813
2 Pennsville	B	49,500	82,200	17	B+	50,848	83,548	17	M	52,141	84,841	17	M+	53,435	86,135	17	1,567
1 Quinton Twp	B	54,966	73,566	+ 15	B+	56,366	74,966	+ 15	M	57,066	75,666	+ 15	M+	58,466	77,066	+ 15	1,836
2 Salem Co Special Service	B	51,991	63,709	+ 13	B+	53,601	65,319	+ 13	M	55,211	66,929	+ 13	M+	56,821	68,539	+ 13	1,501
5 Salem Co Voc-Tech	B	53,299	72,099	18					M	54,499	73,299	18	M+	55,099	73,899	18	1,469
2 Woodstown-Pilesgrove Reg	B	51,434	81,017	+ 15	B+	53,125	82,708	+ 15	M	54,766	84,349	+ 15	M+	56,432	86,015	+ 15	2,041

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	56,125	82,345	16	B+	60,550	88,935	16	M	61,490	90,330	16	M+	62,830	92,325	16	
3 Bernards Twp	B	50,812	83,517 +	21	B+	54,226	89,231 +	21	M	57,195	94,000 +	21	M+	61,180	100,445 +	21	2,248
1 Green Brook Twp	B	54,175	84,115 +	17					M	56,590	86,530 +	17	M+	57,855	87,795 +	17	1,989
4 Hillsborough Twp	B	56,925	76,215 +	14	B+	59,025	78,315 +	14	M	61,125	80,415 +	14	M+	65,325	84,615 +	14	
1 Warren Twp	B	57,995	82,170	17					M	63,795	90,570	17	M+	69,594	98,970	17	
1 Watchung Boro	B	53,290	82,325 +	17	B+	54,940	83,975 +	17	M	59,340	88,375 +	17	M+	60,990	90,025 +	17	1,767
5 Watchung Hills Regional	B	56,115	93,440	16					M	60,035	97,360	16	M+	63,955	101,280	16	2,130

SUSSEX

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	DEGREE	MIN	MAX	STEPS	AVG INCR
1 Byram Twp	B	54,150	89,220	19	B+	56,150	91,220	19	M	57,250	92,320	19	M+	59,450	94,520	19	997
1 Frankford Twp	B	55,088	84,888 +	16					M	59,068	91,103 +	16	M+	63,053	97,323 +	16	2,135
1 Fredon Twp	B	55,452	84,837	17	B+	56,852	86,237	17	M	58,252	87,637	17					1,584
1 Green Twp	B	57,057	79,057 +	12	B+	60,057	82,057 +	12	M	63,057	85,057 +	12	M+	66,057	88,057 +	12	1,652
1 Hampton Twp	B	50,312	96,160	28	B+	51,988	98,388	28	M	52,930	99,304	28	M+	54,921	101,236	28	1,760
5 Lenape Valley Regional	B	54,075	91,750 +	18					M	55,675	99,050 +	18	M+	61,575	100,750 +	18	2,046
1 Ogdensburg Boro	B	50,600	81,635 +	18	B+	52,600	83,635 +	18	M	54,600	85,635 +	18	M+	56,600	87,635 +	18	
1 Stanhope Boro	B	55,855	79,025 +	13	B+	57,855	81,025 +	13	M	59,355	82,525 +	13					1,803
3 Vernon Twp	B	53,246	86,960 +	15	B+	55,546	89,260 +	15	M	59,076	95,750 +	15	M+	61,466	98,140 +	15	

UNION

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
2 Clark Twp	B	52,690	95,505	18					M	56,490	102,805	18	M+	59,890	106,605	18	1,749
1 Garwood Boro	B	50,932	82,352 +	18					M	55,232	86,652 +	18	M+	59,532	90,952 +	18	1,786
1 Mountainside Boro	B	53,141	88,556 +	18					M	56,203	91,317 +	18	M+	57,942	93,182 +	18	1,674
4 Plainfield City	B	52,210	91,600 +	16	B+	53,210	92,600 +	16	M	53,710	93,100 +	16	B++	54,760	94,150 +	16	2,097
													M+	55,110	94,500 +	16	
2 Springfield Twp	B	55,478	71,857	15					M	60,212	77,277	15					1,836
4 Westfield Town	B	65,500	76,804 +	14					M	68,339	79,853 +	14	M+	70,958	83,006 +	14	
1 Winfield Twp	B	52,918	68,205 +	16					M	56,458	72,376 +	16					2,004

WARREN

DISTRICT GROUPING	DEGREE	MIN	MAX	STEPS	AVG INCR												
1 Alpha Boro	B	48,940	82,350	20	B+	52,540	85,950	20	M	54,340	87,750	20	M+	57,940	91,350	20	1,743
1 Blairstown Twp	B	51,680	87,500 +	18	B+	52,720	88,540 +	18	M	54,280	90,100 +	18	M+	55,320	91,140 +	18	1,786
1 Franklin Twp	B	50,205	63,405	13	B+	53,705	66,905	13	M	55,455	68,655	13	M+	58,955	72,155	13	1,820
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	2,158
1 Greenwich Twp	B	49,359	62,092 +	14	B+	52,859	65,592 +	14	M	54,609	67,342 +	14	M+	56,359	69,092 +	14	1,453
1 Hope Twp	B	52,850	79,498 +	17	B+	54,600	81,248 +	17	M	56,350	82,998 +	17					1,808
1 Mansfield Twp	B	56,051	56,051 +	1	B+	57,563	57,563 +	1	M	58,639	58,639 +	1	M+	60,530	60,530 +	1	1,730
3 Phillipsburg Town	B	60,990	72,033 +	11	B+	62,090	73,133 +	11	M	62,640	74,583 +	12	M+	63,740	75,683 +	12	1,779
2 Warren Co Special Service	B	54,040	69,600	12	B+	55,940	71,500	12	M	56,740	72,300	12	M+	58,740	74,300	12	

2018-19 EDUCATIONAL SUPPORT PROFESSIONAL SALARY SURVEY

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

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

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

SUMMARY OF EDUCATIONAL SUPPORT PROFESSIONAL SETTLEMENT INFORMATION

	Average \$ Increase	Average settlement rate (Includes increment)
20118-19 average educational support professional settlements - newly bargained plus previously bargained/554 settlements	\$1,163	2.96%
Newly bargained 2018-19 educational support professionals contracts - 57 settlements	\$1,150	3.1%
Contracts to date covering 2019-20 - 345 settlements	\$1,233	3.02%

2017-18 ESP average salary (full time) = \$37,540
2017-18 average years of experience = 10 years

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



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ATLANTIC

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Atl Co Sp Sv	Custodian	12m	30,945	39,833+	12
2 Atl Co Sp Sv	Custodian - Black Seal	12m	31,895	40,783+	12
2 Atl Co Sp Sv	Food Service	Hrly	14.50	20.79 +	15
2 Atl Co Sp Sv	Food Service - Cook	Hrly	15.50	21.79 +	15
2 Atl Co Sp Sv	LPN	10m	50,871	61,190+	13
2 Atl Co Sp Sv	Maintenance	12m	39,871	50,137+	12
2 Atl Co Sp Sv	Maintenance - Black Seal	12m	40,821	51,087+	12
2 Atl Co Sp Sv	Paraprofessional	10m	22,294	34,789+	14
2 Atl Co Sp Sv	Para. - 60 Credits	10m	23,124	35,619+	14
2 Atl Co Sp Sv	Para. - 90 Credits	10m	23,953	36,448+	14
2 Atl Co Sp Sv	Paraprofessional - BA	10m	24,783	37,278+	14
2 Atl Co Sp Sv	Para. - Certified Special Ed	10m	22,042	33,155+	14
2 Atl Co Sp Sv	Paraprofessional - Special Ed	10m	19,828	30,941+	14
2 Atl Co Sp Sv	RN	10m	52,596	62,915+	13
2 Atl Co Sp Sv	Secretary	12m	48,653	55,236+	13
4 Atlantic City	Bookkeeper	12m	49,363	73,538	12
4 Atlantic City	Computer Operator	10m	36,141	58,056	12
4 Atlantic City	Custodian	12m	33,606	55,544	12
4 Atlantic City	Custodian - Black Seal	12m	34,266	56,204	12
4 Atlantic City	Custodian - Night Shift	12m	35,036	56,974	12
4 Atlantic City	Maintenance	12m	35,698	58,073	12
4 Atlantic City	Maintenance - Black Seal	12m	36,358	58,733	12
4 Atlantic City	Maintenance - Night Shift	12m	37,128	59,503	12
4 Atlantic City	Paraprofessional	10m	16,769	25,766	12
4 Atlantic City	Para. - Highly Qualified	10m	19,301	36,407	12
4 Atlantic City	Payroll	12m	49,363	73,538	12
4 Atlantic City	Secretary	12m	33,619	59,682	12
4 Atlantic City	Security Officer	10m	26,533	39,395	12
4 Atlantic City	Security Officer - Night Shift	10m	37,963	40,825	12
4 Atlantic City	Technology	12m	48,482	72,030	12
5 Atlantic Co Voc	Custodian	12m	31,100	43,933	11
5 Atlantic Co Voc	Custodian - Black Seal	12m	31,950	44,783	11
5 Atlantic Co Voc	Food Service	10m	22,452	27,224	10
5 Atlantic Co Voc	Maintenance	12m	43,336	56,625	10
5 Atlantic Co Voc	Maintenance - Black Seal	12m	44,186	57,475	10
5 Atlantic Co Voc	Mechanic	12m	53,336	66,625	10
5 Atlantic Co Voc	Paraprofessional	10m	24,000	34,750	11
5 Atlantic Co Voc	Secretary	12m	36,723	46,386	10
5 Atlantic Co Voc	Security Officer	10m	32,452	37,224	10
1 Brigantine	Clerk	10m	24,209	35,458+	11
1 Brigantine	Custodian	12m	25,589	39,652+	12
1 Brigantine	Custodian - Black Seal	12m	27,589	41,652+	12
1 Brigantine	Para. - Instructional	Hrly	23.82	31.43+	3
1 Brigantine	Secretary	12m	39,889	52,737+	11
1 Brigantine	Security Officer	10m	25,779	54,487+	11
2 Buena Reg	Custodian	Hrly	12.49	16.94	17
2 Buena Reg	Custodian - Head	Hrly	17.60	20.08	12
2 Buena Reg	Grounds	Hrly	14.18	17.11	11
2 Buena Reg	Mechanic	Hrly	16.03	19.13	13
2 Buena Reg	Paraprofessional	Hrly	13.95	18.31	19
2 Buena Reg	Para. - 30 Credits	Hrly	15.57	18.91	14
2 Buena Reg	Para. - 60 Credits	Hrly	16.12	19.22	13
2 Buena Reg	Secretary	10m	14	19	22
2 Buena Reg	Secretary	12m	14	19	22
2 Buena Reg	Security Officer	Hrly	14.70	19.05	12
1 Egg Harbor City	Clerk	12m	26,211	30,298+	4
1 Egg Harbor City	Custodian	12m	32,490	48,969+	9
1 Egg Harbor City	Paraprofessional	10m	20,125	25,468+	6
1 Egg Harbor City	Para. - 60 Credits	10m	21,998	27,341+	6
1 Egg Harbor City	Paraprofessional - BA	10m	24,776	30,119+	6
1 Egg Harbor City	Secretary	12m	35,281	52,807+	11
4 Egg Harbor Twp	Clerk	12m	22,000	29,032+	9
4 Egg Harbor Twp	Custodian	12m	33,778	45,688+	9
4 Egg Harbor Twp	Custodian - Black Seal	12m	34,755	46,665+	9
4 Egg Harbor Twp	Cust. - Electrician License	12m	34,778	46,688+	9
4 Egg Harbor Twp	Food Service	Hrly	12.94	12.94+	1
4 Egg Harbor Twp	Grounds	12m	43,500	55,760+	8
4 Egg Harbor Twp	Interpreter	10m	40,331	48,544+	9
4 Egg Harbor Twp	Maintenance	12m	47,000	61,000+	7

ATLANTIC (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Egg Harbor Twp	Maintenance - Black Seal	12m	47,977	61,977+	7
4 Egg Harbor Twp	Maint. - Electrician License	12m	48,000	62,000+	7
4 Egg Harbor Twp	Mechanic	12m	50,937	62,830+	5
4 Egg Harbor Twp	Paraprofessional	10m	23,560	31,500+	8
4 Egg Harbor Twp	Secretary	10m	30,015	36,739+	7
4 Egg Harbor Twp	Secretary	12m	36,033	44,105+	7
1 Galloway	Custodian	12m	35,778	39,378+	10
1 Galloway	Custodian - Black Seal	12m	36,178	39,778+	10
1 Galloway	Food Service	Hrly	11.61	13.71+	9
1 Galloway	Food Service - Manager	Hrly	16.88	19.34+	9
1 Galloway	Interpreter	10m	36,544	39,344+	8
1 Galloway	Maintenance	12m	49,810	53,760+	10
1 Galloway	Maintenance - Black Seal	12m	50,210	54,160+	10
1 Galloway	Paraprofessional	10m	32,344	35,844+	8
1 Galloway	Paraprofessional - BA	10m	33,261	36,761+	8
1 Galloway	Paraprofessional - Certified	10m	35,098	38,598+	8
1 Galloway	Secretary	10m	34,409	41,109+	13
1 Galloway	Secretary	12m	44,709	51,906+	13
5 Grtr Egg Har Rg	Computer Operator	12m	43,871	58,646	21
5 Grtr Egg Har Rg	Custodian	12m	32,540	54,910	24
5 Grtr Egg Har Rg	Grounds	12m	32,540	54,910	24
5 Grtr Egg Har Rg	Maintenance	12m	46,348	58,123	16
5 Grtr Egg Har Rg	Painter	12m	72,745	72,745	1
5 Grtr Egg Har Rg	Paraprofessional	10m	20,383	29,960	15
5 Grtr Egg Har Rg	Paraprofessional	Hrly	14.77	21.71	15
5 Grtr Egg Har Rg	Secretary - High School	12m	43,871	58,646	21
5 Grtr Egg Har Rg	Secretary - Principal	12m	45,206	58,615	20
1 Hamilton	Administrative Assistant	12m	33,269	49,124+	11
1 Hamilton	Computer Operator	10m	55,700	58,700+	7
1 Hamilton	Courier	10m	32,895	38,186+	10
1 Hamilton	Courier	12m	38,700	44,925+	10
1 Hamilton	Custodian	10m	32,895	38,186+	10
1 Hamilton	Custodian	12m	38,700	44,925+	10
1 Hamilton	Custodian - Black Seal	10m	33,645	38,936+	10
1 Hamilton	Custodian - Black Seal	12m	39,450	45,675+	10
1 Hamilton	Food Service	Hrly	14.48	16.68	7
1 Hamilton	Food Service - Head Cook	Hrly	19.28	21.48	7
1 Hamilton	Maintenance	12m	48,200	55,300+	9
1 Hamilton	Maint. - Electrician License	12m	53,200	60,300+	9
1 Hamilton	Network Specialist	12m	64,930	72,199+	7
1 Hamilton	Paraprofessional	10m	22,025	29,075	9
1 Hamilton	RN	10m	52,803	52,803	1
1 Hamilton	Secretary	12m	31,469	47,324+	11
1 Hamilton	Technology	10m	47,200	50,200+	7
1 Hamilton	Transportation	10m	42,200	46,700	10
1 Northfield	Custodian	12m	25,200	43,270+	15
1 Northfield	Maintenance	12m	27,468	36,120+	12
1 Northfield	Paraprofessional	Hrly	13.02	17.67+	12
1 Northfield	Para. - 60 Credits	Hrly	14.79	20.07+	12
1 Northfield	Paraprofessional - BA	Hrly	17.95	25.50+	12
1 Northfield	Secretary	12m	52,183	58,178+	12
1 Somers Point	Paraprofessional	Hrly	11.21	12.34	8
1 Somers Point	Para. - Instructional	10m	20,599	24,191	14
1 Somers Point	Secretary	12m	40,445	44,045+	13



Be Part of the Buzz!



FEBRUARY 1-3, 2019

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

Come honor the 2019 NJEA ESP of the Year and county nominees!

- | | | |
|---|--|---|
| 1. NEW - 2019: One Year into a New Administration in Trenton | 8. You & Your Pension | 17. PERC Law for ESP |
| 2. What Would You Do?* | 9. Combating Privatization | 18. What have you done for Me Lately |
| 3. Organize Your Local | 10. Para Power* | 19. De-escalation Techniques: Keeping the Peace While Keeping Your Cool & ID Theft & Cyber Security: Threat Detection & Response* |
| 4. Preparing for Your Evaluation* | 11. ESP Power* | 20. NEW – Salary Guide Development for ESP |
| 5. Understanding Your Union and Its Importance to You* | 12. Your Money: Your Life* | 21. NEW – Lessons for Today's Unions |
| 6. Grievance & Contract Enforcement | 13. Social Media for ESPs*
<i>Limited to 20 participants (computer class)</i> | 22. NEW – Integrated Pest Management* |
| 7. Negotiations & Basic Bargaining | 14. So You're a "Blue," and What It Says About You | |
| | 15. School Law and the Anti-Bullying Law* | |
| | 16. NEW – Health & Safety for ESPs* | |

* (Offered Cycle 1 Only)
* (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 9 a.m. – 3:30 p.m.
Cycle 2 seminars are held beginning Saturday 4 p.m., through Sunday
Due to safety concerns and lack of childcare provisions, no children are permitted

To participate in the professional development seminars listed above. **Preregistration is required by Jan. 9.** For more information and registration form, visit njea.org/esp.

BERGEN

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Allendale	Custodian	12m	42,676	54,786+	13
1 Allendale	Custodian - Black Seal	12m	43,176	55,285+	13
1 Allendale	Secretary	12m	45,326	54,783+	8
2 Bergen Co Sp Sr	Interpreter	10m	43,132	48,439	6
2 Bergen Co Sp Sr	Interpreter	12m	47,378	52,945	6
2 Bergen Co Sp Sr	Network Specialist	12m	54,132	64,896	10
2 Bergen Co Sp Sr	Paraprofessional	10m	28,027	42,005	14
2 Bergen Co Sp Sr	Para.I - 120 Credits	10m	28,777	42,755	14
2 Bergen Co Sp Sr	Paraprofessional - 60 Credits	10m	28,377	42,355	14
2 Bergen Co Sp Sr	Paraprofessional - MA	10m	28,777	42,755	14
2 Bergen Co Sp Sr	RN	10m	45,990	57,669	11
2 Bergen Co Sp Sr	RN	12m	54,907	68,723	11
2 Bergen Co Sp Sr	Secretary	12m	49,286	60,612	9
2 Bergen Co Sp Sr	Technology	10m	50,879	65,046	12
1 Carlstadt	Custodian	12m	55,495	65,933	5
1 Carlstadt	Custodian - 2nd Shift	12m	56,395	66,833	5
1 Carlstadt	Custodian - Night Shift	12m	57,295	67,733	5
1 Carlstadt	Paraprofessional	10m	26,488	34,104	8
1 Carlstadt	Paraprofessional - Certified	10m	26,988	34,604	8
1 Closter	Custodian	12m	39,800	54,915+	11
1 Closter	Custodian - Black Seal	12m	39,900	55,015+	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	18.03	20.21+	5
1 Closter	Secretary	12m	40,556	54,363+	10
2 Emerson	Custodian	12m	22,500	32,592+	10
2 Emerson	Custodian - Black Seal	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	Custodian Head - CDL	12m	23,600	33,692+	10
2 Emerson	Custodian Head - CDL	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
1 Englewood Cliffs	Custodian	12m	37,000	59,590	RG
1 Englewood Cliffs	Paraprofessional	10m	29,000	43,200	RG
1 Englewood Cliffs	Secretary	10m	34,646	45,482	13
1 Englewood Cliffs	Secretary	12m	41,578	54,578	13
3 Fair Lawn	Bus Driver	12m	60,381	67,989+	9
3 Fair Lawn	Cafeteria/Lunch Aide	Hrly	33.05	33.05	1
3 Fair Lawn	Clerk	12m	41,801	49,918+	11
3 Fair Lawn	Custodian	12m	58,793	65,993+	9
3 Fair Lawn	Custodian - Head HS	12m	66,855	75,175+	9
3 Fair Lawn	Custodian - Head MS	12m	62,952	70,784+	9
3 Fair Lawn	Grounds	12m	60,381	67,989+	9
3 Fair Lawn	Grounds - Head	12m	64,316	72,380+	9
3 Fair Lawn	Maintenance	12m	60,381	67,989+	9
3 Fair Lawn	Maint. - Electrician License	12m	66,855	75,175+	9
3 Fair Lawn	Maintenance - HVAC	12m	68,026	76,772+	9
3 Fair Lawn	Maint.- Plumbing License	12m	66,855	75,175+	9
3 Fair Lawn	Matron	12m	46,343	51,623+	9
3 Fair Lawn	Mechanic	12m	62,305	69,985+	9
3 Fair Lawn	Media Assistant	Hrly	18.60	19.13+	4
3 Fair Lawn	Para. - Special Education	Hrly	26.40	28.20	1
3 Fair Lawn	Payroll	12m	58,523	69,887+	11
3 Fair Lawn	Purchasing Agent	12m	62,305	69,985+	9
3 Fair Lawn	Secretary	10m	43,682	52,166+	11
3 Fair Lawn	Secretary	12m	50,161	59,901+	11
3 Fair Lawn	Secretary - Child Study Team	12m	50,788	60,651+	11
3 Fair Lawn	Secretary - Elementary Principal	10m	45,564	54,411+	11
3 Fair Lawn	Secretary - HS Principal	12m	57,687	68,889+	11
3 Fair Lawn	Technology	12m	66,047	78,871+	11
3 Hackensack	Paraprofessional	10m	36,788	39,733	5
3 Hackensack	Paraprofessional - BA	10m	41,188	44,133	5
3 Hackensack	Paraprofessional - Certified	10m	38,988	41,933	5
2 Leonia	Cafeteria/Lunch Aide	Hrly	21.42	23.18+	3
2 Leonia	Para. - Instructional	Hrly	23.61	25.38+	3
2 Leonia	Secretary	12m	37,780	61,170+	22

BERGEN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Mahwah	Attendance Officer	10m	31,019	42,283+	9
3 Mahwah	Bus Driver	Hrly	21.01	34.77	8
3 Mahwah	Custodian	12m	34,077	51,648+	12
3 Mahwah	Custodian - Black Seal	12m	34,977	52,548+	12
3 Mahwah	Custodian - Head Elementary	12m	37,906	55,554+	12
3 Mahwah	Custodian - Head HS	12m	39,809	57,495+	12
3 Mahwah	Custodian - Head MS	12m	38,408	56,066+	12
3 Mahwah	Maintenance	12m	38,877	56,559+	12
3 Mahwah	Maintenance - Black Seal	12m	39,777	57,459+	12
3 Mahwah	Paraprofessional	10m	29,700	38,500+	9
3 Mahwah	RN	10m	47,055	64,620	12
3 Mahwah	Secretary	10m	29,700	38,500+	9
3 Mahwah	Secretary	12m	38,434	52,834+	9
3 Mahwah	Transportation	10m	47,007	63,727+	9
1 Maywood	Custodian	12m	36,565	43,250+	RG
1 Maywood	Custodian - Black Seal	12m	37,415	44,100+	RG
1 Maywood	Paraprofessional	Hrly	19.24	26.26	13
1 Maywood	Paraprofessional - Special Ed	Hrly	23.90	26.55+	RG
1 Maywood	Secretary	10m	21,000	44,700+	RG
1 Maywood	Secretary	12m	25,000	55,861+	RG
2 Midland Park	Custodian	12m	31,500	44,000+	15
2 New Milford	Custodian	12m	36,000	37,000	2
2 New Milford	Custodian - Black Seal	12m	36,500	37,500	2
2 New Milford	Custodian - ES Night Foreman	12m	37,330	38,330	2
2 New Milford	Custodian - Head	12m	3,700	38,000	2
2 New Milford	Custodian - Head Elementary	12m	39,330	40,330	2
2 New Milford	Custodian - Head HS	12m	40,080	41,080	2
2 New Milford	Custodian - Head MS	12m	39,830	40,830	2
2 New Milford	Cust. - HS Night Foreman	12m	38,630	39,630	2
2 New Milford	Custodian - HVAC	12m	42,330	43,330	2
2 New Milford	Cust. - MS Night Foreman	12m	38,630	39,630	2
2 New Milford	Custodian - Night Shift	12m	37,730	38,730	2
2 New Milford	Custodian - Night Supervisor	12m	37,000	38,000	2
2 New Milford	Driver	12m	33,000	34,000	2
2 New Milford	Grounds	12m	3,700	38,000	2
2 New Milford	Maintenance	12m	40,000	41,000	2
2 New Milford	Maintenance - Black Seal	12m	40,500	41,500	2
2 New Milford	Maint. - Electrician License	12m	46,330	47,330	2
2 New Milford	Maint. - Plumbing License	12m	46,330	47,330	2
2 New Milford	Secretary	10m	28,000	30,000+	2
2 New Milford	Secretary	12m	33,000	35,000+	2
2 New Milford	Secretary - Child Study Team	12m	36,495	38,495+	2
2 New Milford	Secretary - HS Principal	12m	37,095	39,095+	2
2 New Milford	Secretary - MS Principal	12m	36,495	38,495+	2
1 Northvale	Paraprofessional	10m	36,436	36,436	1
1 Northvale	Para. - Instructional	10m	43,621	43,621	1
1 Norwood	Clerk	10m	29,505	29,505	1
1 Norwood	Library Assistant	10m	29,505	29,505	1
1 Norwood	Para. - Instructional	Hrly	17.85	17.85	1
1 Norwood	Paraprofessional - Special Ed	Hrly	17.85	17.85	1
1 Norwood	Secretary - Child Study Team	12m	41,898	41,898	1
1 Norwood	Secretary - Principal	12m	50,446	50,446	1
1 Old Tappan	Library Assistant	Hrly	18.73	18.73	1
1 Old Tappan	Maintenance	12m	62,198	62,198	1
1 Old Tappan	Secretary	Hrly	18.73	18.73	1
1 Old Tappan	Secretary - Child Study Team	12m	43,526	43,526	1
1 Old Tappan	Secretary - Elementary	12m	48,604	48,604	1
1 Old Tappan	Secretary - Middle School	12m	43,537	43,537	1
2 Palisades Park	Secretary - BA	12m	45,785	51,285+	8
3 Paramus	Clerk	10m	36,500	51,180	9
3 Paramus	Secretary	12m	43,200	60,350	9
3 Paramus	Secretary - Elementary Principal	10m	39,500	55,810	9
3 Paramus	Secretary - HS Principal	12m	46,000	64,160	9
3 Paramus	Secretary - Middle School	12m	43,500	61,600	9
2 Park Ridge	Secretary	10m	27,461	31,003	6
2 Park Ridge	Secretary	12m	46,943	53,518	6
3 Ramsey	Clerk	10m	36,744	41,304+	7
3 Ramsey	Clerk	12m	41,758	47,098+	7
3 Ramsey	Secretary	10m	39,444	44,424+	7
3 Ramsey	Secretary	12m	43,301	48,881+	7
3 Ramsey	Secretary	12m	46,001	52,001+	7

BERGEN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Ramsey	Secretary - Principal	12m	44,458	50,218+	7
1 Rochelle Park	Custodian	12m	40,314	50,383	12
1 Rochelle Park	Paraprofessional	Hrly	19.80	19.80	1
1 Rochelle Park	Paraprofessional - Certified	Hrly	20.30	20.30	1
1 Rochelle Park	Secretary	12m	48,994	59,664	10
2 Rutherford	Administrative Assistant	12m	42,000	56,641+	13
2 Rutherford	Bus Driver	Hrly	25.39	27.62+	6
2 Rutherford	Clerical - Assistant	Hrly	18.81	21.84+	5
2 Rutherford	Custodian	12m	37,674	54,636+	13
2 Rutherford	Cust. - Foreman Night Shift	12m	38,674	55,636+	13
2 Rutherford	Custodian - Head Elementary	12m	40,074	57,036+	13
2 Rutherford	Custodian - Head HS	12m	41,374	58,336+	13
2 Rutherford	Custodian - Head MS	12m	40,074	57,036+	13
2 Rutherford	Maintenance	12m	46,284	66,819+	13
2 Rutherford	Paraprofessional	Hrly	19.26	22.17	5
2 Rutherford	Secretary	10m	30,270	44,356	14
2 Rutherford	Secretary	11m	33,518	48,494+	14
2 Rutherford	Secretary	12m	36,221	52,642+	14
2 Saddle Brook	Paraprofessional	Hrly	18.38	21.63	7
1 Upper Saddle Rv	Custodian	12m	43,937	52,067+	8
1 Upper Saddle Rv	Custodian - Head	12m	47,437	55,567+	8
1 Upper Saddle Rv	Custodian - Night Shift	12m	44,782	52,912+	8
1 Upper Saddle Rv	Grounds	12m	44,782	52,912+	8
1 Upper Saddle Rv	Maintenance	12m	44,782	52,912+	8
1 Upper Saddle Rv	Paraprofessional	10m	15,846	21,581+	12
1 Upper Saddle Rv	Secretary	12m	36,680	50,215+	11
2 Waldwick	Bookkeeper	12m	51,583	57,151+	5
2 Waldwick	Bookkeeper - Head	12m	60,686	67,237+	5
2 Waldwick	Clerk	10m	45,515	50,428+	5
2 Waldwick	Clerk	12m	51,583	57,151+	5
2 Waldwick	Custodian	12m	47,775	55,415+	7
2 Waldwick	Custodian - Black Seal	12m	48,195	55,835+	7
2 Waldwick	Custodian - Head Elementary	12m	49,575	57,215+	7
2 Waldwick	Custodian - Head HS	12m	50,375	58,015+	7
2 Waldwick	Custodian - Night Shift	12m	48,595	56,235+	7
2 Waldwick	Grounds	12m	47,775	55,415+	7
2 Waldwick	Maintenance	12m	57,330	66,498+	7
2 Waldwick	Maintenance - Black Seal	12m	57,750	66,918+	7
2 Waldwick	Maint. - Head Elementary	12m	59,130	68,298+	7
2 Waldwick	Maintenance - Head HS	12m	59,930	69,098+	7
2 Waldwick	Maintenance - Night Shift	12m	58,150	67,318+	7
2 Waldwick	Paraprofessional	Hrly	26.37	26.37+	1
2 Waldwick	Secretary - Child Study Team	12m	48,549	53,790+	5
2 Waldwick	Secretary - Principal	12m	48,549	53,790+	5
2 Westwood Reg	Custodian	12m	32,250	61,870	RG
2 Westwood Reg	Custodian - Black Seal	12m	33,450	63,070	RG
2 Westwood Reg	Custodian - Head Elementary	12m	37,750	67,370	RG
2 Westwood Reg	Custodian - Head HS	12m	40,750	70,370	RG
2 Westwood Reg	Custodian - Head MS	12m	37,750	67,370	RG
2 Westwood Reg	Custodian Head - CDL	12m	33,450	63,070	RG
2 Westwood Reg	Maintenance	12m	37,750	67,370	RG
2 Westwood Reg	Secretary	10.5m	35,132	49,280	9
2 Westwood Reg	Secretary	10m	33,299	46,494	9
2 Westwood Reg	Secretary	12m	39,979	56,050	9
2 Westwood Reg	Secretary - HS Principal	12m	43,977	61,655	9
2 Wood-Ridge	Custodian	12m	48,970	56,470+	6
2 Wood-Ridge	Library Assistant	Hrly	20.75	20.75	1
2 Wood-Ridge	Maintenance	12m	52,690	60,190+	6
2 Wood-Ridge	Paraprofessional	10m	21,616	26,316	11
2 Wood-Ridge	Secretary	12m	45,500	62,750+	13
2 Wood-Ridge	Secretary	Hrly	19.68	19.68	1
1 Wyckoff	Administrative Assistant	12m	52,995	63,201	11
1 Wyckoff	Custodian	12m	55,786	55,786	1
1 Wyckoff	Custodian - Asbestos License	12m	57,021	57,021	1
1 Wyckoff	Custodian - Black Seal	12m	56,370	56,370	1
1 Wyckoff	Custodian - Electrician License	12m	57,021	57,021	1
1 Wyckoff	Cust. - Plumbing Specialist	12m	57,021	57,021	1
1 Wyckoff	Maintenance	12m	64,546	64,546	1

BERGEN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Wyckoff	Maint. - Asbestos License	12m	65,781	65,781	1
1 Wyckoff	Maintenance - Black Seal	12m	65,130	65,130	1
1 Wyckoff	Maint. - Electrician License	12m	65,781	65,781	1
1 Wyckoff	Maint. - Plumbing License	12m	65,781	65,781	1
1 Wyckoff	Para. - Instructional	10m	25,216	31,571	10
1 Wyckoff	Secretary	10m	44,195	53,001	11
1 Wyckoff	Secretary	12m	44,745	53,551	11

BURLINGTON

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Bass River	Custodian	12m	33,899	34,699	6
1 Bass River	Custodian - Black Seal	12m	18,981	64,776	6
1 Bass River	Custodian - Night Shift	12m	18,681	64,476	6
1 Bass River	Paraprofessional	10m	14,891	21,460	1
1 Bass River	Paraprofessional - BA	Hrly	15.00	15.00	1
1 Bass River	Paraprofessional - Certified	Hrly	17.00	17.00	1
1 Bass River	Secretary	12m	42,680	45,812	3
3 Burlington Twp	Administrative Assistant	12m	33,169	50,000+	10
3 Burlington Twp	Clerk	12m	27,989	33,688+	10
3 Burlington Twp	Paraprofessional	10m	34,743	45,149+	10
3 Burlington Twp	Paraprofessional	Hrly	14.97	21.82+	8
3 Burlington Twp	Para. - Instructional	10m	20,305	26,310+	6
3 Burlington Twp	Paraprofessional - Special Ed	Hrly	14.89	18.56+	8
3 Burlington Twp	Paraprofessional - Special Ed	Hrly	14.97	21.82+	8
3 Burlington Twp	RN	10m	44,568	65,543+	10
3 Burlington Twp	Secretary	12m	32,819	49,500+	10
3 Cinnaminson	Bookkeeper	12m	49,662	52,039	7
2 Cinnaminson	Cafeteria/Lunch Aide	10m	8,630	11,672	13
2 Cinnaminson	Clerk	12m	40,220	42,597	7
2 Cinnaminson	Custodian	12m	36,667	44,385	8
2 Cinnaminson	Custodian - Black Seal	12m	37,267	44,985	8
2 Cinnaminson	Custodian - Elementary School	12m	37,917	45,635	8
2 Cinnaminson	Custodian - High School	12m	38,667	46,385	8
2 Cinnaminson	Custodian - Middle School	12m	38,417	46,135	8
2 Cinnaminson	Grounds	12m	41,602	54,916	8
2 Cinnaminson	Library Assistant	10m	37,975	40,352	7
2 Cinnaminson	Maintenance	12m	41,602	54,916	8
2 Cinnaminson	Maintenance - Black Seal	12m	42,202	55,516	8
2 Cinnaminson	Maint. - Elementary School	12m	42,852	56,166	8
2 Cinnaminson	Maintenance - High School	12m	43,602	56,916	8
2 Cinnaminson	Maintenance - MS	12m	43,352	56,666	8
2 Cinnaminson	Media Assistant	10m	37,975	40,352	7
2 Cinnaminson	Paraprofessional	10m	17,452	23,496	13
2 Cinnaminson	Paraprofessional - Instructional	10m	24,338	32,903	13
2 Cinnaminson	Paraprofessional - Special Ed	10m	25,161	35,297	13
2 Cinnaminson	Secretary	12m	43,483	45,860	7
2 Delran	Clerk	12m	25,729	35,375+	12
2 Delran	Custodian	12m	37,000	51,574+	12
2 Delran	Custodian - Black Seal	12m	38,075	52,649	12
2 Delran	Library Assistant	10m	24,527	41,212+	12
2 Delran	Maintenance	12m	53,185	67,782	12
2 Delran	Maintenance - Black Seal	12m	54,260	68,857	12
2 Delran	Paraprofessional	10m	16,270	22,819+	12
2 Delran	Secretary	12m	32,000	50,451+	12
1 Eastampton	Custodian - Black Seal	12m	38,493	53,180+	14
2 Florence	Accounts Receivable/Payable	12m	47,270	67,343	13
2 Florence	Bus Aide	10m	12,130	13,591	6
2 Florence	Bus Driver	10m	14,038	18,088	10
2 Florence	Cafeteria/Lunch Aide	10m	6,710	7,772	8
2 Florence	Custodian	12m	34,928	49,590	10
2 Florence	Custodian - Black Seal	12m	35,508	50,170	10
2 Florence	Custodian - Head	12m	36,669	51,331	10
2 Florence	Maintenance	12m	55,653	66,840	8
2 Florence	Maintenance - Black Seal	12m	56,233	67,420	8
2 Florence	Para. - Instructional	10m	19,142	22,885	7

BURLINGTON (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Florence	Payroll	12m	47,605	68,822	13
2 Florence	Secretary	12m	36,192	47,642	10
2 Florence	Sign Language Interpreter	10m	62,510	82,002	10
2 Florence	Technology	10m	46,959	51,792	8
5 Lenape Reg	Administrative Assistant	12m	38,805	57,864+	16
5 Lenape Reg	Custodian	12m	38,935	57,675+	11
5 Lenape Reg	Custodian - Black Seal	12m	39,235	57,975+	11
5 Lenape Reg	Custodian - Head	12m	42,035	60,775+	11
5 Lenape Reg	Custodian - HVAC	12m	39,635	58,375+	11
5 Lenape Reg	Custodian Head - Black Seal	12m	42,335	61,075+	11
5 Lenape Reg	Custodian Head - CDL	12m	39,235	57,975+	11
5 Lenape Reg	Custodian Head - CDL	12m	42,335	61,075+	11
5 Lenape Reg	Custodian Head - HVAC	12m	42,735	61,475+	11
5 Lenape Reg	Driver	12m	42,035	60,775+	11
5 Lenape Reg	Health Assistant	10m	40,378	48,600+	10
5 Lenape Reg	Interpreter	10m	40,378	48,600+	10
5 Lenape Reg	Maintenance	12m	43,585	62,325+	11
5 Lenape Reg	Maintenance - Black Seal	12m	43,885	62,625+	11
5 Lenape Reg	Maintenance - CDL License	12m	43,885	62,625+	11
5 Lenape Reg	Maintenance - HVAC	12m	44,285	63,025+	11
5 Lenape Reg	Mechanic	12m	40,485	59,225+	11
5 Lenape Reg	Paraprofessional	10m	28,778	36,900+	10
5 Lenape Reg	Secretary	12m	31,405	52,164+	15
1 Lumberton	Custodian	12m	30,825	42,806+	17
1 Lumberton	Custodian - Black Seal	12m	31,575	43,556+	17
1 Lumberton	Grounds	12m	35,232	45,745+	11
1 Lumberton	Grounds - Black Seal	12m	35,982	46,495+	11
1 Lumberton	Maintenance	12m	38,275	57,590+	17
1 Lumberton	Maintenance - Black Seal	12m	39,025	58,340+	17
1 Lumberton	Paraprofessional	Hrly	15.56	17.89	7
1 Mansfield	Cafeteria/Lunch Aide	Hrly	13.10	13.10	1
1 Mansfield	Clerk	Hrly	13.10	13.10	1
1 Mansfield	Custodian	Hrly	16.40	16.40	1
1 Mansfield	Paraprofessional	Hrly	13.10	13.10	1
1 Mansfield	RN	Hrly	50	50	1
1 Mansfield	Secretary	Hrly	17.70	17.69	1
2 Maple Shade	Clerk	Hrly	11.50	17.13+	4
2 Maple Shade	Custodian	12m	40,691	63,457+	10
2 Maple Shade	Custodian - Head Elementary	12m	41,289	66,020+	10
2 Maple Shade	Custodian - Head HS	12m	41,889	66,809+	10
2 Maple Shade	Custodian - Head MS	12m	41,289	66,020+	10
2 Maple Shade	Maintenance	12m	47,872	67,226+	10
2 Maple Shade	Maintenance - Head	12m	50,572	69,926+	10
2 Maple Shade	Secretary	12m	37,277	54,782+	15
1 Medford Twp	Clerk	Hrly	14.05	19.42+	16
2 Palmyra	Secretary	12m	29,384	44,788	15
3 Pemberton Twp	Bus Aide	10m	12,477	13,527	5
3 Pemberton Twp	Bus Driver	10m	16,045	22,450	11
3 Pemberton Twp	Mechanic	12m	52,083	67,284	10
2 Riverside	Administrative Assistant	12m	46,089	53,089+	8
2 Riverside	Clerk	12m	41,397	46,397+	6
2 Riverside	Custodian	12m	42,867	47,867+	6
2 Riverside	Maintenance	12m	52,621	54,221+	3
2 Riverside	Para. - Instructional	10m	32,151	32,151+	1
2 Riverside	Secretary	12m	45,560	51,560+	7
1 Shamong	Custodian	12m	32,822	46,220+	10
1 Shamong	Maintenance	12m	36,758	50,708+	10
1 Shamong	Paraprofessional	10m	20,184	26,078+	10
1 Shamong	Para. - Instructional	10m	21,599	34,064+	10
1 Shamong	Secretary	12m	36,939	50,649+	10
1 Tabernacle	Bus Driver	10m	9,628	21,007+	15
1 Tabernacle	Clerk	12m	22,292	24,824+	10
1 Tabernacle	Computer Operator	12m	24,506	26,232+	11
1 Tabernacle	Custodian	10m	30,115	37,876+	10
1 Tabernacle	Custodian	12m	36,140	45,453+	10
1 Tabernacle	Custodian Head - CDL	12m	44,387	49,659+	10
1 Tabernacle	Interpreter	10m	48,705	48,705+	1
1 Tabernacle	Library Assistant	10m	14,223	21,325+	11

BURLINGTON (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Tabernacle	Maintenance	12m	49,707	56,130+	10
1 Tabernacle	Maintenance - CDL License	12m	44,387	49,659+	10
1 Tabernacle	Mechanic	12m	51,147	58,396+	10
1 Tabernacle	Paraprofessional	10m	8,331	11,644+	11
1 Tabernacle	Paraprofessional - Special Ed	10m	15,509	22,134+	11
1 Tabernacle	Paraprofessional - Special Ed	Hrly	18.66	18.66+	1
1 Tabernacle	Secretary	10m	31,275	39,832+	10
1 Tabernacle	Secretary	12m	37,530	47,799+	10
1 Tabernacle	Technology	10m	42,115	42,115+	1
1 Westampton	Custodian	12m	36,916	53,150+	20
1 Westampton	Paraprofessional	10m	22,576	27,158+	12
3 Willingboro	Accounts Receivable/Payable	12m	40,047	57,337	12
3 Willingboro	Administrative Assistant	12m	35,200	58,153	12
3 Willingboro	Carpenters	12m	29,147	48,344	18
3 Willingboro	Clerk	10m	22,257	37,747	18
3 Willingboro	Clerk	12m	26,508	44,066	18
3 Willingboro	Custodian	12m	23,276	36,707	18
3 Willingboro	Custodian - Black Seal	12m	23,914	37,345	18
3 Willingboro	Cust. - Electrician License	12m	29,147	48,344	18
3 Willingboro	Cust. - Plumbing Specialist	12m	29,147	48,344	18
3 Willingboro	Maintenance	12m	25,874	44,441	18
3 Willingboro	Maintenance - Black Seal	12m	26,512	45,079	18
3 Willingboro	Maint. - Electrician License	12m	29,147	48,344	18
3 Willingboro	Maint.e - Plumbing License	12m	29,147	48,344	18
3 Willingboro	Mechanic	12m	29,147	48,344	18
3 Willingboro	Paraprofessional	10m	16,534	21,099	18
3 Willingboro	Payroll	12m	40,047	57,337	12
3 Willingboro	Secretary	12m	30,111	49,324	18
3 Willingboro	Security Officer	10m	18,387	28,674	18
1 Woodland	Administrative Assistant	12m	25,411	50,000	25
1 Woodland	Bus Driver	Hrly	14.50	32.00	25
1 Woodland	Custodian	12m	30,993	56,005	25
1 Woodland	Food Service	10m	14,480	32,895	25
1 Woodland	Food Service	Hrly	12.11	27.50	25
1 Woodland	Paraprofessional	10m	14,855	32,000	25
1 Woodland	Paraprofessional	Hrly	12.42	26.76	25
1 Woodland	Para. - Certified Substitute	10m	15,355	32,500	25
1 Woodland	Para. - Certified Substitute	Hrly	12.84	27.17	25

CAMDEN

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Bellmawr	Custodian - Black Seal	12m	40,271	48,491	16
1 Bellmawr	Sign Language Interpreter	10m	26,006	35,583	10
1 Brooklawn	Paraprofessional	10m	25,980	32,430	4
2 Collingswood	Courier	10m	29,460	46,009	20
2 Collingswood	Custodian	12m	29,982	47,061	20
2 Collingswood	Grounds	12m	31,838	49,817	20
2 Collingswood	Maintenance	12m	40,023	62,041	20
2 Collingswood	Paraprofessional	10m	17,740	31,050	12
2 Collingswood	Secretary	10m	25,500	40,200	12
2 Collingswood	Secretary	12m	29,500	47,500	12
5 E Camden Co Reg	Custodian	12m	28,605	53,241	16
5 E Camden Co Reg	Custodian - Black Seal	12m	30,137	54,773	16
5 E Camden Co Reg	Custodian - Head	12m	32,483	57,119	16
5 E Camden Co Reg	Maintenance	12m	33,605	57,808	16
5 E Camden Co Reg	Maint. - Asbestos License	12m	36,505	60,710	16
5 E Camden Co Reg	Maintenance - Black Seal	12m	35,137	59,340	16
5 E Camden Co Reg	Maint. - Electrician License	12m	36,505	60,710	16
5 E Camden Co Reg	Maintenance - Head	12m	37,483	61,686	16
5 E Camden Co Reg	Maintenance - HVAC	12m	36,505	60,710	16
5 E Camden Co Reg	Maint. - Plumbing License	12m	36,505	60,710	16
5 E Camden Co Reg	Para. - Instructional	10m	18,731	29,138	16
5 E Camden Co Reg	Para. - Instructional	Hrly	13.50	21.00	16
5 E Camden Co Reg	Paraprofessional - Special Ed	10m	21,159	31,566	16
5 E Camden Co Reg	Paraprofessional - Special Ed	Hrly	15.25	22.75	16

CAMDEN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 E Camden Co Reg	Secretary	12m	38,921	52,166	16
2 Gloucester City	Attendance Officer	10m	62,447	62,447	1
2 Gloucester City	Paraprofessional	10m	31,509	33,351	RG
2 Gloucester City	Paraprofessional	Hrly	19.43	19.43	1
2 Gloucester City	Security Officer	10m	34,854	34,854	1
2 Haddon Twp	Custodian	12m	33,870	52,878	18
2 Haddon Twp	Custodian - Black Seal	12m	34,820	53,828	18
2 Haddon Twp	Cust. - Electrician License	12m	34,520	53,528	18
2 Haddon Twp	Custodian - HVAC	12m	34,520	53,528	18
2 Haddon Twp	Custodian - Pesticide License	12m	34,520	53,528	18
2 Haddon Twp	Cust. - Plumbing Specialist	12m	34,520	53,528	18
2 Haddon Twp	Grounds	12m	30,917	44,960	12
2 Haddon Twp	Maintenance	12m	37,575	63,618	12
2 Haddon Twp	Maintenance - Black Seal	12m	38,525	64,568	12
2 Haddon Twp	Maint. - Electrician License	12m	38,225	53,528	12
2 Haddon Twp	Maintenance - HVAC	12m	38,225	53,528	12
2 Haddon Twp	Maint. - Pesticide License	12m	38,225	53,528	12
2 Haddon Twp	Maint. - Plumbing License	12m	38,225	53,528	12
2 Haddon Twp	Mechanic	12m	37,575	63,618	12
2 Haddon Twp	Paraprofessional	Hrly	15.90	17.25	3
2 Haddon Twp	Paraprofessional - Special Ed	10m	32,533	37,283	9
2 Haddon Twp	Secretary	10.5m	32,084	47,167	12
2 Haddon Twp	Secretary	12m	36,592	53,311	12
2 Haddon Twp	Technology	10m	32,533	37,283	9
2 Haddonfield	Bus Driver	Hrly	26.05	26.05+	1
2 Haddonfield	Clerical - Assistant	12m	36,824	40,375+	7
2 Haddonfield	Custodian	12m	36,319	47,604+	12
2 Haddonfield	Custodian - Head	12m	45,973	53,041+	12
2 Haddonfield	Grounds	12m	42,193	54,993+	12
2 Haddonfield	Grounds - Head	12m	45,973	53,041+	12
2 Haddonfield	Library Assistant	10m	13,918	26,197+	15
2 Haddonfield	Maintenance	12m	57,918	66,916+	12
2 Haddonfield	Maint. - Asbestos License	12m	58,618	67,616+	12
2 Haddonfield	Maintenance - Black Seal	12m	58,618	67,616+	12
2 Haddonfield	Maint. - Electrician License	12m	58,618	67,616+	12
2 Haddonfield	Maintenance - HVAC	12m	58,618	67,616+	12
2 Haddonfield	Maint. - Pesticide License	12m	58,618	67,616+	12
2 Haddonfield	Paraprofessional	10m	13,418	25,697+	15
2 Haddonfield	Paraprofessional - Special Ed	10m	13,918	26,197+	15
2 Haddonfield	Secretary	12m	51,632	59,648+	9
2 Haddonfield	Secretary - Child Study Team	11.5m	52,482	60,498+	9
2 Haddonfield	Secretary - Elementary Principal	11.5m	52,482	60,498+	9
2 Haddonfield	Secretary - HS Principal	12m	52,682	60,698+	9
2 Haddonfield	Secretary - MS Principal	12m	52,682	60,698+	9
2 Haddonfield	Technology	12m	57,918	66,916+	12
1 Lawnside	Clerk	12m	19,275	26,154+	12
1 Lawnside	Custodian	12m	25,484	32,508+	12
1 Lawnside	Paraprofessional	10m	17,906	24,428+	12
1 Lawnside	Secretary	12m	22,575	31,349+	12
1 Lawnside	Security Officer	10m	30,404	32,162+	1
1 Stratford	Maintenance	12m	38,856	41,430	7
1 Stratford	Maintenance - Black Seal	12m	39,706	42,190	7
1 Stratford	Paraprofessional	Hrly	16.20	16.20	1
1 Stratford	Secretary	12m	46,570	50,265	8
1 Voorhees	Maintenance	12m	43,283	61,157	10
1 Voorhees	Maintenance - Black Seal	12m	43,283	61,407	10
1 Voorhees	Mechanic	12m	48,383	66,318	10
1 Voorhees	Paraprofessional	10m	16,989	25,707	9
1 Voorhees	Paraprofessional - 60 Credits	10m	27,198	43,713	8
1 Voorhees	Paraprofessional - 90 Credits	10m	29,149	45,665	8
1 Voorhees	Paraprofessional - BA	10m	39,665	47,366	6
1 Voorhees	Para. - Instructional	10m	30,589	38,021	7
1 Voorhees	Secretary	12m	31,283	55,602	13
1 Voorhees	Secretary - AA	12m	32,033	56,352	13
1 Voorhees	Secretary - BA	12m	32,783	57,102	13
3 Winslow	Bus Driver	10m	19,001	31,041	11
3 Winslow	Clerical - Assistant	12m	25,103	43,766	15
3 Winslow	Custodian	12m	23,675	46,053	15

CAMDEN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Winslow	Custodian - Black Seal	12m	24,550	46,928	15
3 Winslow	Cust. - Electrician License	12m	25,492	47,870	15
3 Winslow	Custodian - Night Shift	12m	24,302	46,680	15
3 Winslow	Cust. - Pesticide License	12m	25,492	47,870	15
3 Winslow	Cust. - Plumbing Specialist	12m	25,492	47,870	15
3 Winslow	Grounds	12m	40,567	52,843	14
3 Winslow	Health Assistant	10m	50,411	50,411	1
3 Winslow	Maintenance	12m	40,567	52,843	14
3 Winslow	Maintenance - Black Seal	12m	41,442	53,718	14
3 Winslow	Maint. - Electrician License	12m	42,384	54,660	14
3 Winslow	Maintenance - Night Shift	12m	41,194	53,470	14
3 Winslow	Maint. - Pesticide License	12m	42,384	54,660	14
3 Winslow	Maint. - Plumbing License	12m	42,384	54,660	14
3 Winslow	Mechanic	12m	44,737	60,237	14
3 Winslow	Paraprofessional	10m	15,450	25,400	10
3 Winslow	Secretary	12m	31,882	56,436	15

CAPE MAY

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Lwr Cape May Rg	Custodian	12m	28,375	42,575	16
5 Lwr Cape May Rg	Custodian - Black Seal	12m	29,475	43,675	16
5 Lwr Cape May Rg	Custodian - Head	12m	32,100	44,800	16
5 Lwr Cape May Rg	Cust. - Pesticide License	12m	29,475	43,675	16
5 Lwr Cape May Rg	Custodian Head - Black Seal	12m	33,200	45,900	16
5 Lwr Cape May Rg	Cust. Head - Pesticide License	12m	33,200	45,900	16
5 Lwr Cape May Rg	Food Service	10m	20,045	23,645	16
5 Lwr Cape May Rg	Food Service	Hrly	18.22	21.50	16
5 Lwr Cape May Rg	Food Service - Cook	10m	23,330	28,055	16
5 Lwr Cape May Rg	Food Service - Cook	Hrly	17.95	21.58	16
5 Lwr Cape May Rg	Maintenance	12m	40,400	51,250	16
5 Lwr Cape May Rg	Maintenance - Black Seal	12m	41,500	52,350	16
5 Lwr Cape May Rg	Maint. - Pesticide License	12m	41,500	52,350	16
5 Lwr Cape May Rg	Paraprofessional	10m	18,664	26,734	16
5 Lwr Cape May Rg	Paraprofessional - Certified	10m	19,049	27,119	16
2 Middle Twp	Accounts Receivable/Payable	12m	35,837	35,837	1
2 Middle Twp	Bus Aide	Hrly	16.91	16.91	1
2 Middle Twp	Bus Driver	Hrly	23.94	23.94	1
2 Middle Twp	Clerk	12m	25,600	30,720	7
2 Middle Twp	Computer Operator	12m	49,316	49,316	1
2 Middle Twp	Custodian	12m	28,505	34,500	7
2 Middle Twp	Custodian - Head	12m	30,555	38,310	7
2 Middle Twp	Grounds	12m	28,505	34,500	7
2 Middle Twp	Health Assistant	10m	31,560	31,560	1
2 Middle Twp	Library Assistant	10m	21,162	25,508	7
2 Middle Twp	Maintenance	12m	32,347	39,297	7
2 Middle Twp	Maintenance - HVAC	12m	56,898	56,898	1
2 Middle Twp	Mechanic	12m	57,012	57,012	1
2 Middle Twp	Mechanic - Lead	12m	59,467	59,467	1
2 Middle Twp	Payroll	12m	45,395	45,395	1
2 Middle Twp	Secretary	12m	31,842	38,370	7
2 Middle Twp	Secretary - Child Study Team	12m	41,646	41,646	1
2 Middle Twp	Security Officer	10m	12.85	12.85	1
2 Middle Twp	Technology	12m	64,159	64,159	1
1 North Wildwood	Custodian	12m	31,550	35,200+	7
1 North Wildwood	Custodian - Black Seal	12m	31,950	35,700+	7
1 North Wildwood	Paraprofessional	10m	10,556	30,576	40
1 North Wildwood	Paraprofessional	Hrly	7.75	21.50	40
1 North Wildwood	Paraprofessional - BA	10m	18,200	30,576	28
1 North Wildwood	Paraprofessional - BA	Hrly	13.00	21.50	28
1 North Wildwood	Secretary	12m	30,700	32,700+	5
1 Upper Twp	Bus Aide	Hrly	11.97	12.66	5
1 Upper Twp	Bus Driver	Hrly	14.47	15.33	5
1 Upper Twp	Custodian	Hrly	14.84	17.40	7
1 Upper Twp	Custodian - Night Shift	Hrly	12.39	14.42	7
1 Upper Twp	Interpreter	10m	41,077	42,077	5
1 Upper Twp	Maintenance	Hrly	19.23	21.10	5

CAPE MAY (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Upper Twp	Paraprofessional	Hrly	13.17	16.62	14
1 Upper Twp	Secretary	10m	29,021	39,750	14
1 Upper Twp	Secretary	12m	34,825	47,700	14

CUMBERLAND

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Commercial	Maintenance	12m	38,658	54,868	9
1 Commercial	Paraprofessional	10m	25,186	37,094	9
1 Commercial	Secretary	10m	34,638	48,260	12
1 Commercial	Secretary	12m	40,436	59,103	13
1 Downe	Bus Aide	Hrly	16.93	19.43	6
1 Downe	Custodian	Hrly	20.97	23.24	6
1 Downe	Driver	Hrly	17.78	20.28	6
1 Downe	Food Service	Hrly	18.19	20.69	6
1 Downe	Paraprofessional	12m	16,950	25,128	13
1 Downe	Paraprofessional - 15 Credits	10m	17,295	25,473	13
1 Downe	Paraprofessional - 30 Credits	10m	17,641	25,819	13
1 Downe	Paraprofessional - 45 Credits	10m	17,986	26,164	13
1 Downe	Paraprofessional - 60 Credits	10m	18,332	26,510	13
1 Downe	RN	Hrly	26.46	28.96	6
1 Downe	Secretary - Principal	12m	44,426	44,426	1

ESSEX

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Belleville	Secretary	10m	28,688	49,349+	16
3 Belleville	Secretary	12m	34,426	59,219+	16
3 Bloomfield	Secretary	10m	27,957	41,958+	14
3 Bloomfield	Secretary	12m	30,290	49,611+	14
2 Cedar Grove	Administrative Assistant	10m	40,275	47,793+	11
2 Cedar Grove	Administrative Assistant	12m	48,330	59,615+	10
2 Cedar Grove	Bookkeeper	10m	39,408	47,525+	11
2 Cedar Grove	Bookkeeper	12m	47,290	57,030+	11
2 Cedar Grove	Paraprofessional	10m	19,421	19,421	1
2 Cedar Grove	Secretary	10m	39,408	47,525+	11
2 Cedar Grove	Secretary	12m	47,290	57,030+	11
2 Cedar Grove	Secretary - Principal	10m	40,275	47,793+	11
2 Cedar Grove	Secretary - Principal	12m	48,330	59,615+	10
5 Essex Co Voc	Bus Driver	10m	31,515	42,100+	12
5 Essex Co Voc	Maintenance	12m	37,865	54,275+	15
5 Essex Co Voc	Paraprofessional	10m	26,000	34,700+	15
5 Essex Co Voc	Secretary	12m	41,750	54,350+	15
5 Essex Co Voc	Security Officer	10m	31,515	42,100+	12
5 Essex Co Voc	Technology - Network	12m	44,000	66,000+	22
3 Livingston	Bus Aide	10m	11,865	13,560+	3
3 Livingston	Bus Driver	10m	20,531	29,636+	11
3 Livingston	Cafeteria/Lunch Aide	10m	14,495	15,176	+3
3 Livingston	Clerk	10m	38,819	52,064+	11
3 Livingston	Custodian	12m	40,023	57,778+	11
3 Livingston	Maintenance	12m	46,302	64,161+	11
3 Livingston	Paraprofessional	10m	34,733	36,367+	3
3 Livingston	Para. - Instructional	10m	29,533	34,467+	6
3 Livingston	RN	10m	47,364	75,143+	8
3 Livingston	Secretary	10m	38,819	52,064+	11
3 Livingston	Secretary	12m	46,581	62,477+	11
3 Livingston	Security Officer	10m	37,893	51,150+	11
4 Newark	RN	10m	53,000	95,531	18
3 Nutley	Custodian	12m	33,045	63,035+	19
3 Nutley	Custodian - Black Seal	12m	33,545	63,535+	19
3 Nutley	Cust. - Head Elementary	12m	35,997	67,887+	19
3 Nutley	Custodian - Head HS	12m	39,720	70,907+	19
3 Nutley	Custodian - Head MS	12m	38,124	68,426+	19
3 Nutley	Custodian - Night Shift	12m	35,045	65,035+	19
3 Nutley	Custodian - Night Supervisor	12m	33,795	63,785+	19
3 Nutley	Grounds	12m	33,045	63,035+	19

ESSEX (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Nutley	Grounds - Head	12m	39,720	70,907+	19
3 Nutley	Maintenance	12m	38,231	71,335+	19
3 Nutley	Maintenance - Black Seal	12m	38,731	71,835+	19
3 Nutley	Maintenance - Night Shift	12m	40,231	73,335+	19
3 Nutley	Maint. - Night Supervisor	12m	38,981	72,085+	19
3 Orange	Paraprofessional	10m	18,546	30,083+	17

GLOUCESTER

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Clayton	Secretary	10m	29,693	33,395	10
2 Clayton	Secretary	12m	34,560	38,903	10
5 Delsea Reg	Driver	Hrly	16.13	22.19+	11
5 Delsea Reg	Paraprofessional	Hrly	14.29	15.10	2
5 Delsea Reg	Paraprofessional - 60 Credits	Hrly	15.38	16.19	2
5 Delsea Reg	Paraprofessional - BA	Hrly	18.38	19.19	2
1 Franklin	Attendance Officer	10m	8,031	12,605	10
1 Franklin	Bus Aide	Hrly	11.87	16.58	10
1 Franklin	Bus Driver	Hrly	17.30	23.86	10
1 Franklin	Clerical - Assistant	12m	14,306	23,017	10
1 Franklin	Custodian	12m	33,099	43,194	10
1 Franklin	Custodian - Black Seal	12m	34,452	44,668	10
1 Franklin	Custodian Head - Black Seal	12m	35,952	46,168	10
1 Franklin	Grounds	12m	33,099	43,194	10
1 Franklin	Library Assistant	10m	18,871	24,001	10
1 Franklin	Maintenance	12m	37,920	47,694	10
1 Franklin	Maintenance - Head	12m	39,420	49,194	10
1 Franklin	Mechanic	12m	37,920	47,694	10
1 Franklin	Mechanic Assistant	12m	33,099	43,194	10
1 Franklin	Secretary	12m	31,866	39,124	10
5 Gateway Reg	Paraprofessional - 60 Credits	10m	25,468	26,068	3
5 Gateway Reg	Paraprofessional - BA	10m	26,268	26,868	3
5 Gateway Reg	Paraprofessional - Certified	10m	27,768	28,368	3
2 Glassboro	Bus Aide	Hrly	17.16	20.85	4
2 Glassboro	Bus Driver	Hrly	21.09	26.61+	5
2 Glassboro	Clerk	10m	24,831	41,794+	12
2 Glassboro	Clerk	12m	29,797	50,153+	12
2 Glassboro	Mechanic	Hrly	42.51	42.51+	1
2 Glassboro	Secretary	10m	27,048	45,550+	12
2 Glassboro	Secretary	12m	32,458	54,660+	12
1 Greenwich	Custodian	12m	31,422	41,763	19
1 Greenwich	Custodian - Black Seal	12m	32,047	42,388	19
1 Greenwich	Maintenance	12m	43,303	58,076	19
1 Greenwich	Maintenance - Black Seal	12m	43,928	58,701	19
1 Greenwich	Paraprofessional	10m	32,726	32,726	1
1 Greenwich	Secretary	12m	40,281	42,281	6
1 Harrison	Custodian	12m	32,340	43,626	13
1 Harrison	Custodian	Hrly	13.81	15.06	6
1 Harrison	Health Assistant	Hrly	28.63	29.03	3
1 Harrison	Paraprofessional	Hrly	11.90	12.91	6
1 Harrison	Para. - Instructional	Hrly	18.94	19.96	6
1 Harrison	Paraprofessional - Special Ed	Hrly	18.94	19.96	6
1 Harrison	RN	Hrly	36.35	36.35	1
1 Logan	Bus Aide	Hrly	13.68	20.24	15
1 Logan	Clerk	Hrly	13.68	20.24	15
1 Logan	Custodian	12m	38,425	46,436	15
1 Logan	Food Service	Hrly	11.69	19.31	18
1 Logan	Health Assistant	Hrly	28.02	28.02	1
1 Logan	Library Assistant	Hrly	13.68	20.24	15
1 Logan	Paraprofessional	Hrly	11.69	19.31	18
1 Logan	Paraprofessional	Hrly	18.15	19.45	4
1 Logan	Para. - Instructional	Hrly	21.46	25.67	10
1 Logan	Paraprofessional - Special Ed	Hrly	13.68	20.24	15
1 Mantua	Paraprofessional	Hrly	14.05	20.91	17
1 Mantua	Para. - Instructional	10m	24,279	24,816	6
1 Mantua	Para. - Instructional Part-Time	10m	22,696	23,196	6
1 Mantua	Secretary	10.5m	31,175	40,946	14

GLOUCESTER (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Mantua	Secretary	10m	29,691	38,996	14
1 Mantua	Secretary	12m	35,629	46,795	14
1 Mantua	Secretary	Daily	31,924	41,928	14
2 Paulsboro	Bus Aide	Hrly	11.55	11.61	2
2 Paulsboro	Bus Driver	Hrly	24.07	24.24	3
2 Paulsboro	Computer Technician	10m	50,935	50,935	1
2 Paulsboro	Custodian	12m	28,310	35,393	9
2 Paulsboro	Custodian - Black Seal	12m	29,004	36,087	9
2 Paulsboro	Cust. - Pesticide License	12m	29,004	36,087	9
2 Paulsboro	Food Service	Hrly	15.16	17.11	9
2 Paulsboro	Grounds	12m	28,310	35,973	9
2 Paulsboro	Maintenance	12m	32,428	37,916	6
2 Paulsboro	Maintenance - Black Seal	12m	33,122	38,610	6
2 Paulsboro	Maint. - Pesticide License	12m	33,122	38,610	6
2 Paulsboro	Paraprofessional	10m	12,387	18,205	12
2 Paulsboro	Paraprofessional - 60 Credits	10m	23,813	23,935	3
2 Paulsboro	Secretary	10m	32,725	39,663	10
2 Paulsboro	Secretary	12m	39,270	47,596	10
2 Paulsboro	Custodian	12m	31,936	49,668	17
2 Pitman	Custodian - Black Seal	12m	32,436	50,168	17
2 Pitman	Custodian - Head	12m	32,686	50,418	17
2 Pitman	Library Assistant	Hrly	12.59	15.14	10
2 Pitman	Maintenance	12m	41,129	55,057	15
2 Pitman	Maintenance - Black Seal	12m	41,629	55,557	15
2 Pitman	Maintenance Foreman	12m	41,879	55,807	15
2 Pitman	Paraprofessional - 60 Credits	Hrly	12.79	15.34	10
2 Pitman	Paraprofessional - BA	Hrly	12.99	15.54	10
2 Pitman	Para. - Instructional	Hrly	12.59	15.14	10
2 Pitman	Secretary	10m	41,127	44,127	10
2 Pitman	Secretary	12m	49,352	52,952	10
1 Swdsboro-Wlwich	Paraprofessional	10m	15,853	23,024+	10
1 Swdsboro-Wlwich	Para. - Instructional	10m	16,353	23,369+	10
4 Washington	Administrative Assistant	12m	50,343	57,766	8
4 Washington	Clerk	10m	40,391	46,503	8
4 Washington	Secretary	10m	42,515	48,627	8
4 Washington	Secretary	12m	47,794	55,217	8

HUDSON

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Hoboken	Bus Mechanic	12m	42,245	61,104+	14
2 Hoboken	Clerk	12m	31,506	54,995+	12
2 Hoboken	Payroll	12m	55,415	70,193+	12
2 Hoboken	Technology	12m	31,801	46,673+	11
2 Hoboken	Technology - Network	12m	40,806	56,963	11
2 Hoboken	Transportation	10m	38,971	57,830+	14
5 Hudson Co Voc	Paraprofessional	10m	32,900	35,260	8
4 North Bergen	Attendance Officer	10m	26,010	60,000+	15
4 North Bergen	Custodian	12m	39,950	52,910+	8
4 North Bergen	Custodian - Black Seal	12m	40,550	53,510+	8
4 North Bergen	Cus. - Electrician License	12m	43,650	56,610+	8
4 North Bergen	Cust. - Plumbing Specialist	12m	43,650	56,610+	8
4 North Bergen	Maintenance	12m	45,260	58,070+	8
4 North Bergen	Maintenance - Black Seal	12m	45,860	58,670+	8
4 North Bergen	Maint. - Electrician License	12m	48,960	61,770+	8
4 North Bergen	Maint. - Plumbing License	12m	48,960	61,770+	8
4 North Bergen	Security Officer	10m	31,180	49,750+	10
4 North Bergen	Technology	12m	45,380	58,180+	8
2 Secaucus	Custodian	12m	46,922	59,004+	12
2 Secaucus	Custodian - Head Elementary	12m	49,422	61,504	12
2 Secaucus	Custodian - Head HS	12m	49,822	61,904	12
2 Secaucus	Cust. - Night Supervisor	12m	48,722	60,804	12
2 Secaucus	Maintenance	12m	57,555	68,432+	11
2 Secaucus	Maintenance Foreman	12m	66,881	81,540	12
2 Secaucus	Para. - Instructional	10m	32,760	35,000	3
2 Secaucus	Secretary	12m	42,877	66,550	15
2 Weehawken	Clerk	10m	34,132	56,250	17
2 Weehawken	Clerk	12m	37,110	67,903	16

HUDSON (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Weehawken	Custodian	12m	27,644	46,600	14
2 Weehawken	Custodian - 2nd Shift	12m	29,146	48,100	14
2 Weehawken	Custodian - Head HS	12m	35,346	54,300	14
2 Weehawken	Cust. - HS Night Foreman	12m	36,846	55,800	14
2 Weehawken	Custodian - Night Shift	12m	29,146	48,100	14
2 Weehawken	Maintenance	12m	41,800	42,600	5
2 Weehawken	Maintenance - Night Shift	12m	43,300	44,100	5
2 Weehawken	Maintenance 2nd Shift	12m	43,300	44,100	5
2 Weehawken	Paraprofessional	10m	21,189	41,962	18
2 Weehawken	Paraprofessional - Certified	10m	31,189	51,962	18
2 Weehawken	Para. - Instructional	10m	25,189	45,962	18
2 Weehawken	Paraprofessional - Special Ed	10m	28,189	48,962	18
4 West New York	Bus Aide	10m	13,125	13,225+	3
4 West New York	Bus Driver	10m	27,299	47,656+	22
4 West New York	Custodian	12m	27,185	54,671+	23
4 West New York	Custodian - Black Seal	12m	28,535	56,021+	23
4 West New York	Custodian - Head Elementary	12m	32,335	59,821+	23
4 West New York	Custodian - Head HS	12m	32,925	60,411+	23
4 West New York	Custodian - Head MS	12m	32,335	59,821+	23
4 West New York	Maintenance	12m	31,101	60,216+	22
4 West New York	Maintenance - Black Seal	12m	32,451	61,566+	21
4 West New York	Paraprofessional	10m	20,796	36,074+	22
4 West New York	Secretary	10m	46,345	54,467+	4
4 West New York	Secretary	12m	40,866	61,247+	15

HUNTERDON

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Clinton Town	Para. - Instructional	10m	25,617	34,596	6
1 Flmghton-Rtan Rg	Administrative Assistant	12m	58,013	64,613+	6
1 Flmghton-Rtan Rg	Cafeteria/Lunch Aide	Hrly	16.24	17.29+	4
1 Flmghton-Rtan Rg	Library Assistant	10m	29,696	33,545+	6
1 Flmghton-Rtan Rg	Secretary	10m	43,949	48,949+	6
1 Flmghton-Rtan Rg	Secretary	12m	52,739	58,739+	6
5 Huntrdn Cen Reg	Custodian	12m	36,385	55,160	19
5 Huntrdn Cen Reg	Custodian - Black Seal	12m	37,685	58,460	19
5 Huntrdn Cen Reg	Cust. - Electrician License	12m	37,685	58,460	19
5 Huntrdn Cen Reg	Cust. - Plumbing Specialist	12m	37,685	58,460	19
5 Huntrdn Cen Reg	Maintenance	12m	47,685	65,960	14
5 Huntrdn Cen Reg	Maintenance - Black Seal	12m	48,985	67,260	14
5 Huntrdn Cen Reg	Maint. - Electrician License	12m	48,985	67,260	14
5 Huntrdn Cen Reg	Maint. - Plumbing License	12m	48,985	67,260	14
5 Huntrdn Cen Reg	Mechanic	Hrly	30.92	40.92	11
5 Huntrdn Cen Reg	Paraprofessional	10m	23,350	31,560	15
5 Huntrdn Cen Reg	Secretary	12m	38,030	58,770	18
5 Huntrdn Cen Reg	Technology	12m	49,915	69,515	15
1 Lebanon Twp	Custodian	12m	35,385	35,385	1
1 Lebanon Twp	Custodian - Black Seal	12m	36,114	36,114	1
1 Lebanon Twp	Custodian - Head	12m	37,540	37,540	1
1 Lebanon Twp	Custodian Head - Black Seal	12m	38,269	38,269	1

MERCER

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 East Windsor Rg	Administrative Assistant	12m	46,356	52,716	10
3 East Windsor Rg	Attendance Officer	10m	62,694	62,964	1
3 East Windsor Rg	Bookkeeper	12m	37,560	46,554	1
3 East Windsor Rg	Bus Aide	Hrly	15.16	16.16	6
3 East Windsor Rg	Bus Driver	12m	62,351	68,826	8
3 East Windsor Rg	Bus Driver	Hrly	29.14	30.34	4
3 East Windsor Rg	Clerk	10m	30,484	37,855	11
3 East Windsor Rg	Computer Operator	12m	59,645	59,645	1
3 East Windsor Rg	Courier	12m	36,425	36,425	1
3 East Windsor Rg	Custodian	12m	34,905	44,655	14
3 East Windsor Rg	Custodian - Black Seal	12m	39,124	49,804	13
3 East Windsor Rg	Custodian - Head	12m	49,802	58,052	12

MERCER (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 East Windsor Rg	Custodian Head - Black Seal	12m	52,302	60,552	12
3 East Windsor Rg	Custodian Head - CDL	12m	37,405	47,155	14
3 East Windsor Rg	Maintenance	12m	62,351	68,826	8
3 East Windsor Rg	Maintenance - CDL License	12m	64,851	71,326	8
3 East Windsor Rg	Mechanic	12m	62,351	68,826	8
3 East Windsor Rg	Paraprofessional	10m	25,759	32,129	11
3 East Windsor Rg	Secretary	10m	30,484	37,855	11
3 East Windsor Rg	Secretary	12m	36,582	45,426	11
3 East Windsor Rg	Technology	12m	92,054	92,054	1
3 Ewing	Administrative Assistant	12m	42,267	63,139+	RG
3 Ewing	Bookkeeper	12m	39,629	60,879+	RG
3 Ewing	Clerical - Assistant	12m	30,952	49,720+	RG
3 Ewing	Custodian	12m	34,365	55,649+	RG
3 Ewing	Custodian - Black Seal	12m	35,328	56,612+	RG
3 Ewing	Custodian - Night Shift	12m	35,490	56,774+	RG
3 Ewing	Food Service	10m	14,927	26,901+	RG
3 Ewing	Food Service - Cook	10m	16,928	30,473+	RG
3 Ewing	Food Service - Manager	10m	24,699	39,767+	RG
3 Ewing	Maint. - Electrician License	12m	54,835	78,653+	RG
3 Ewing	Maintenance - Head	12m	38,531	55,671+	RG
3 Ewing	Maint. - Head Elementary	12m	52,880	68,173+	RG
3 Ewing	Maintenance - Head HS	12m	54,835	78,653+	RG
3 Ewing	Maintenance - Head MS	12m	52,880	68,173+	RG
3 Ewing	Maintenance - HVAC	12m	49,889	69,392+	RG
3 Ewing	Maint. - Plumbing License	12m	54,835	78,653+	RG
3 Ewing	Paraprofessional	Hrly	14.00	26.00+	RG
3 Ewing	Payroll	12m	44,629	65,879+	RG
3 Ewing	Purchasing Agent	12m	43,129	64,379+	RG
3 Ewing	Secretary	10m	29,934	48,395+	RG
3 Ewing	Secretary	12m	36,046	58,225+	RG
2 Robbinsville Twp	Bus Aide	Hrly	17.56	17.56+	1
2 Robbinsville Twp	Bus Driver	Hrly	32.40	32.40+	1
2 Robbinsville Twp	Cafeteria/Lunch Aide	Hrly	17.56	17.56+	1
2 Robbinsville Twp	Clerk	10m	30,123	30,123+	1
2 Robbinsville Twp	Custodian	12m	45,896	45,896+	1
2 Robbinsville Twp	Maintenance	12m	60,526	60,526+	1
2 Robbinsville Twp	Maintenance - HVAC	12m	71,038	71,038+	1
2 Robbinsville Twp	Network Specialist	12m	73,924	73,924+	1
2 Robbinsville Twp	Para. - Instructional	10m	26,738	26,738+	1
2 Robbinsville Twp	Secretary	10m	32,410	39,910	7
2 Robbinsville Twp	Secretary	12m	38,890	47,890	7
2 Robbinsville Twp	Technology	12m	60,526	60,526+	1

MIDDLESEX

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Carteret	Custodian	12m	35,170	62,170+	10
3 Carteret	Custodian - Black Seal	12m	35,420	62,420+	10
3 Carteret	Custodian - Head	12m	40,670	67,670+	10
3 Carteret	Cust. - Pesticide License	12m	36,670	63,670+	10
3 Carteret	Grounds	12m	37,170	64,170+	10
3 Carteret	Maintenance	12m	40,170	67,170+	10
3 Carteret	Paraprofessional	10m	25,904	36,904+	7
3 Carteret	Paraprofessional - 60 Credits	10m	26,404	37,404+	7
3 Carteret	Paraprofessional - BA	10m	26,904	37,904+	7
3 Carteret	Paraprofessional - Certified	10m	26,404	37,404+	7
3 Carteret	Secretary	11m	33,167	53,167+	10
3 Carteret	Secretary	12m	37,147	59,547+	10
3 Carteret	Secretary - AA	11m	33,667	53,667+	10
3 Carteret	Secretary - AA	12m	37,447	60,047+	10
3 Carteret	Secretary - BA	11m	34,167	54,167+	10
3 Carteret	Secretary - BA	12m	38,147	60,547+	10
3 Carteret	Technology	12m	37,170	62,170+	10
3 Carteret	Technology - AA	12m	37,670	62,670+	10
3 Carteret	Technology - BA	12m	38,170	63,170+	10
2 Dunellen	Paraprofessional	10m	19,250	23,750	10
2 Dunellen	Secretary	10m	37,100	40,600	8

MIDDLESEX (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Dunellen	Secretary	12m	44,250	48,720	8
2 Highland Park	Administrative Assistant	12m	46,060	57,746+	12
2 Highland Park	Bookkeeper	12m	47,360	58,849+	12
2 Highland Park	Custodian	12m	66,950	66,950+	1
2 Highland Park	Custodian - Black Seal	12m	67,700	67,700+	1
2 Highland Park	Maintenance	12m	92,700	92,700+	1
2 Highland Park	Maintenance - Black Seal	12m	93,450	93,450+	1
2 Highland Park	Paraprofessional	Hrly	14.76	22.51+	15
2 Highland Park	Secretary	12m	40,260	54,360+	12
2 Metuchen	Paraprofessional	Hrly	17.55	22.00	11
2 Metuchen	Secretary	12m	42,230	42,230	RG
2 Midd Co Ed S C	Paraprofessional	10m	18,137	25,651	12
5 Middlesex Co Vc	Bookkeeper	12m	37,422	53,322+	12
5 Middlesex Co Vc	Clerk	12m	34,087	43,209+	12
5 Middlesex Co Vc	Payroll	12m	37,422	53,322+	12
5 Middlesex Co Vc	Purchasing Agent	12m	37,422	53,322+	12
5 Middlesex Co Vc	Secretary	12m	35,418	47,659+	12
5 Middlesex Co Vc	Secretary - Principal	12m	37,422	53,322+	12
3 North Brunswick	Bus Aide	Hrly	10.67	14.91	11
3 North Brunswick	Bus Driver	Hrly	17.88	21.81	6
3 North Brunswick	Cafeteria/Lunch Aide	Hrly	10.67	14.91	11
3 North Brunswick	Clerical - Assistant	Hrly	11.32	15.86	11
3 North Brunswick	Clerk	10m	25,608	44,494+	16
3 North Brunswick	Clerk	12m	31,954	51,796+	16
3 North Brunswick	Computer Operator	10m	33,516	45,030	10
3 North Brunswick	Custodian	12m	28,900	49,570+	11
3 North Brunswick	Cust. - Asbestos License	12m	29,761	50,431+	11
3 North Brunswick	Custodian - Black Seal	12m	29,687	50,357+	11
3 North Brunswick	Custodian - Head	12m	35,686	56,356+	11
3 North Brunswick	Cust. - Night Supervisor	12m	32,542	53,212+	11
3 North Brunswick	Cust. - Pesticide License	12m	29,539	50,209+	11
3 North Brunswick	Custodian Head - CDL	12m	29,299	49,969+	11
3 North Brunswick	Grounds	12m	32,197	52,867+	11
3 North Brunswick	Health Assistant	Hrly	38.43	39.63	4
3 North Brunswick	Maintenance	12m	37,647	58,317+	11
3 North Brunswick	Paraprofessional	Hrly	11.67	17.29	11
3 North Brunswick	Para. - Instructional	Hrly	12.09	17.34	11
3 North Brunswick	Secretary	10m	28,008	47,387+	16
3 North Brunswick	Secretary	12m	33,256	56,067+	16
3 North Brunswick	Secretary - HS Principal	12m	38,472	64,551+	16
3 North Brunswick	Technology	12m	45,266	56,780	10
4 Old Bridge	Administrative Assistant	12m	33,832	57,287	15
4 Old Bridge	Attendance Officer	10m	44,628	44,628	1
4 Old Bridge	Bookkeeper	12m	35,873	59,238	15
4 Old Bridge	Clerk	10m	28,361	47,517	15
4 Old Bridge	Clerk	12m	29,547	50,053	15
4 Old Bridge	Computer Operator	12m	42,758	62,896	10
4 Old Bridge	Custodian	10m	16,998	23,545	11
4 Old Bridge	Custodian - Head	12m	33,415	56,026	14
4 Old Bridge	Grounds	12m	34,743	54,719	12
4 Old Bridge	Maintenance	12m	45,741	65,274	10
4 Old Bridge	Mechanic	12m	43,425	60,988	11
4 Old Bridge	Mechanic - Lead	12m	45,772	66,696	11
4 Old Bridge	Paraprofessional	10m	15,132	24,312	14
4 Old Bridge	Paraprofessional - 15 Credits	10m	15,469	24,571	14
4 Old Bridge	Paraprofessional - 30 Credits	10m	15,996	25,239	14
4 Old Bridge	RN	10m	35,159	48,642	10
4 Old Bridge	Secretary	10m	30,624	51,459	15
4 Old Bridge	Secretary	12m	32,585	54,702	15
4 Old Bridge	Security Officer	Hrly	22.21	22.21	1
4 Old Bridge	Technology	12m	59,108	84,204	10
4 Old Bridge	Technology - Network	12m	58,046	83,137	10
4 Old Bridge	Transportation	10m	23,120	37,348	10
3 So Plainfield	Bus Driver	Hrly	22.14	26.94	4
3 So Plainfield	Computer Technician	10m	61,798	61,798+	1
3 So Plainfield	LPN	10m	40,000	60,000	15
3 So Plainfield	Network Specialist	12m	68,101	68,101+	1
3 So Plainfield	Paraprofessional	10m	24,346	29,695+	10
3 So Plainfield	Paraprofessional	Hrly	17.93	21.87+	10

MIDDLESEX (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 So Plainfield	Paraprofessional - Part-Time	10m	20,868	25,453+	10
3 So Plainfield	RN	10m	45,000	65,000	15
3 So Plainfield	Secretary	10m	36,005	54,755+	11
3 So Plainfield	Secretary	12m	38,066	56,816+	11
2 South River	Attendance Officer	10m	15,931	15,931	1
2 South River	Custodian	12m	43,364	55,639+	11
2 South River	Maintenance	12m	60,080	72,160+	7
2 South River	RN	10m	46,941	60,901	15
2 South River	Secretary	12m	36,115	47,500	17

MONMOUTH

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Bayshore Joint. Comm.	Paraprofessional	10m	19,296	24,216	10
1 Fair Haven	Secretary	12m	40,166	48,356	12
1 Freehold Boro	Custodian	12m	28,065	46,245+	15
1 Freehold Boro	Custodian - Black Seal	12m	28,515	46,695+	15
1 Freehold Boro	Cust. - Electrician License	12m	33,065	51,245+	15
1 Freehold Boro	Custodian - Head	12m	29,565	47,745+	15
1 Freehold Boro	Custodian - Night Shift	12m	28,865	47,045+	15
1 Freehold Boro	Maintenance	12m	40,333	46,245+	11
1 Freehold Boro	Maintenance - Black Seal	12m	40,783	46,695+	11
1 Freehold Boro	Maint. - Electrician License	12m	45,333	51,245+	11
1 Freehold Boro	Maintenance - Head	12m	41,833	47,745+	11
1 Freehold Boro	Maintenance - Night Shift	12m	41,133	47,045+	11
1 Freehold Boro	Paraprofessional	10m	20,895	31,115+	14
1 Freehold Boro	Secretary	12m	46,475	49,975+	15
5 Freehold Reg	Administrative Assistant	12m	47,940	53,900+	10
5 Freehold Reg	Bus Aide	Hrly	15.62	16.07+	2
5 Freehold Reg	Clerk	12m	44,590	50,550+	10
5 Freehold Reg	Computer Operator	12m	32,750	43,765+	10
5 Freehold Reg	Computer Technician	12m	51,585	57,085+	10
5 Freehold Reg	Custodian	12m	36,250	49,540	12
5 Freehold Reg	Custodian - Black Seal	12m	37,100	50,390	12
5 Freehold Reg	Grounds	12m	36,500	49,790	12
5 Freehold Reg	Grounds - Black Seal	12m	37,350	50,640	12
5 Freehold Reg	Maintenance	12m	38,850	52,140	12
5 Freehold Reg	Maintenance - Black Seal	12m	39,700	52,990	12
5 Freehold Reg	Para. - Instructional	10m	30,683	40,642+	3
5 Freehold Reg	Secretary	10m	37,158	42,125+	10
5 Freehold Reg	Secretary	12m	46,265	52,225+	10
3 Hazlet	Secretary	12m	36,585	54,294	16
3 Holmdel	Bus Aide	Hrly	12.52	28.95	14
3 Holmdel	Bus Driver	Hrly	20.11	36.37	12
3 Holmdel	Clerical - Assistant	10m	19,750	42,385	20
3 Holmdel	Custodian	12m	26,790	54,999	16
3 Holmdel	Custodian	Hrly	13.75	13.75	1
3 Holmdel	Custodian - Black Seal	12m	26,790	54,999	16
3 Holmdel	Custodian - Black Seal	12m	26,990	55,199	16
3 Holmdel	Cust. - Foreman Night Shift	12m	35,400	70,101	20
3 Holmdel	Custodian - Head	12m	34,000	68,210	20
3 Holmdel	Cust. - Pesticide License	12m	26,790	54,999	16
3 Holmdel	Cust. - Pesticide License	12m	26,990	55,199	16
3 Holmdel	Food Service	Hrly	10.95	21.45	13
3 Holmdel	Grounds	12m	29,200	63,320	20
3 Holmdel	Maintenance	12m	41,000	69,415	16
3 Holmdel	Maintenance - Black Seal	12m	41,200	69,615	16
3 Holmdel	Maintenance - Night Shift	12m	42,250	70,665	16
3 Holmdel	Maint. - Pesticide License	12m	41,200	69,615	16
3 Holmdel	Mechanic	12m	37,000	67,900	17
3 Holmdel	Media Assistant	10m	19,750	42,385	20
3 Holmdel	Paraprofessional - Special Ed	10m	25,750	35,640	10
3 Holmdel	Secretary	12m	34,500	64,300	20
2 Keyport	Custodian	12m	34,565	55,392+	22
2 Keyport	Custodian - Black Seal	12m	35,240	56,067+	22
2 Keyport	Cust. - Pesticide License	12m	35,065	55,892+	22
2 Keyport	Grounds	12m	36,565	55,392+	22

MONMOUTH (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Keyport	Maintenance	12m	36,565	55,392+	22
2 Keyport	Paraprofessional	10m	18,348	18,348	1
2 Keyport	Para. - Instructional	10m	22,913	22,913	1
2 Keyport	Secretary	12m	38,050	53,723	19
1 Marlboro	Accounts Receivable/Payable	12m	47,555	53,974+	RG
1 Marlboro	Bookkeeper	12m	49,140	60,009+	RG
1 Marlboro	Bus Aide	12m	16.15	16.15	1
1 Marlboro	Bus Driver	Hrly	24.27	28.19	5
1 Marlboro	Computer Operator	12m	52,179	59,139	5
1 Marlboro	Computer Technician	12m	63,324	63,324	1
1 Marlboro	Courier	10m	50,908	50,908	1
1 Marlboro	Para. - Instructional	Hrly	17.91	20.56+	3
1 Marlboro	RN	10m	53,744	53,744	1
1 Marlboro	RN	10m	53,744	53,744	1
1 Marlboro	Secretary	12m	40,000	66,886+	RG
1 Marlboro	Secretary	12m	39,500	65,448+	RG
1 Marlboro	Technology - Network	12m	79,140	79,140	1
5 Monmouth Reg	Custodian	12m	34,041	66,319	39
5 Monmouth Reg	Custodian - Black Seal	12m	34,891	67,169	39
5 Monmouth Reg	Cust. - Electrician License	12m	34,891	67,169	39
5 Monmouth Reg	Cust. - HS Night Foreman	12m	36,541	68,819	39
5 Monmouth Reg	Custodian - Pesticide License	12m	34,891	67,169	39
5 Monmouth Reg	Maintenance	12m	38,041	70,557	39
5 Monmouth Reg	Maintenance - Black Seal	12m	38,891	71,407	39
5 Monmouth Reg	Maint. - Electrician License	12m	38,891	71,407	39
5 Monmouth Reg	Maint. - Pesticide License	12m	38,891	71,407	39
3 Neptune Twp	Custodian	12m	49,357	53,557	15
3 Neptune Twp	Custodian - Black Seal	12m	50,159	54,359	15
3 Neptune Twp	Cust. - Head Elementary	12m	51,566	55,766	15
3 Neptune Twp	Custodian - Head HS	12m	52,169	56,369	15
3 Neptune Twp	Custodian - Head MS	12m	52,169	56,369	15
3 Neptune Twp	Cust. - HS Night Foreman	12m	51,566	55,766	15
3 Neptune Twp	Cust. - MS Night Foreman	12m	51,566	55,766	15
3 Neptune Twp	Interpreter	10m	46,591	47,871	5
3 Neptune Twp	Paraprofessional	10m	23,185	23,985	5
3 Neptune Twp	Secretary	12m	41,470	46,165	15
3 Neptune Twp	Security Officer	10m	35,190	36,390	5
3 Neptune Twp	Technology	10m	45,091	53,091	5
5 Red Bank Reg	Para. - Instructional	10m	36,321	61,192+	6
5 Rumsn-Fr Hvn Rg	Maintenance	12m	38,000	45,000	RG
5 Rumsn-Fr Hvn Rg	Maintenance Foreman	12m	39,900	46,900	25
5 Rumsn-Fr Hvn Rg	Secretary	12m	43,814	67,634	15
1 Union Beach	Bus Aide	Hrly	12.65	14.58	8
1 Union Beach	Cafeteria/Lunch Aide	Hrly	12.65	14.58	8
1 Union Beach	Custodian	12m	36,730	48,455	17
1 Union Beach	Custodian - Black Seal	12m	37,520	49,245	17
1 Union Beach	Paraprofessional	10m	13,087	19,042	15
1 Union Beach	Para. - Instructional	10m	15,370	18,455	9
1 Union Beach	Secretary	11.5m	26,065	40,560	17
2 Upr Freehold Rg	Custodian	12m	32,070	37,449	7
2 Upr Freehold Rg	Paraprofessional	10m	27,323	46,800	19
2 Upr Freehold Rg	Secretary	10m	29,541	62,088	19
2 Upr Freehold Rg	Secretary	12m	35,503	74,563	19
2 Upr Freehold Rg	Security Officer	10m	26,770	50,791	17
2 Upr Freehold Rg	Security Officer - Night Shift	10m	37,750	55,205	11
2 Upr Freehold Rg	Technology	10m	38,042	69,340	17
2 Upr Freehold Rg	Technology	12m	69,384	73,036	2

MORRIS

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Boonton Twp	Paraprofessional	Hrly	24.63	24.63	1
2 Butler	Custodian	12m	36,822	52,967+	12
2 Butler	Custodian - Asbestos License	12m	37,655	53,800+	12
2 Butler	Custodian - Black Seal	12m	38,087	38,287+	12
2 Butler	Maintenance	12m	45,732	62,392+	10
2 Butler	Maint. - Asbestos License	12m	46,565	63,225+	10
2 Butler	Maintenance - Black Seal	12m	46,565	63,657+	10

MORRIS (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Butler	Maintenance - Head	12m	47,756	64,416+	10
2 Butler	Paraprofessional	10m	14,943	14,943	1
3 Chatham, D Of	Paraprofessional	10m	32,355	35,650	4
3 Chatham, D Of	Para. - Highly Qualified	10m	35,090	38,385	4
3 Chatham, D Of	Para. - Instructional	10m	38,755	42,050	4
3 Chatham, D Of	Secretary	10m	31,754	47,625+	15
3 Chatham, D Of	Secretary	12m	38,105	57,150+	15
3 Chatham, D Of	Secretary - Executive	12m	43,182	64,765+	15
1 Denville	Bus Aide	Hrly	15.59	18.02	10
1 Denville	Bus Driver	10m	9,387	11,327	10
1 Denville	Cafeteria/Lunch Aide	Hrly	15.59	18.02	10
1 Denville	Computer Technician	12m	72,052	81,672	10
1 Denville	Custodian	12m	40,383	53,213	12
1 Denville	Custodian - Head	12m	42,933	55,763	12
1 Denville	Head Mechanic	12m	72,542	82,927	10
1 Denville	Library Assistant	10m	22,891	27,071	10
1 Denville	Maintenance	12m	44,463	57,293	12
1 Denville	Mechanic	12m	68,972	79,357	10
1 Denville	Paraprofessional - BA	10m	23,091	27,271	10
1 Denville	Para. - Instructional	10m	22,891	27,071	10
1 Denville	Secretary	12m	50,144	57,704	14
1 Denville	Technology - Network	12m	76,282	85,902	10
5 Hanover Park Rg	Bus Driver	Hrly	33.23	34.78	6
1 Hanover Twp	Cafeteria/Lunch Aide	10m	16,309	23,404+	14
1 Hanover Twp	Custodian	12m	36,790	50,900+	14
1 Hanover Twp	Driver	10m	25,801	33,546+	14
1 Hanover Twp	Grounds	12m	51,849	68,399+	14
1 Hanover Twp	Maintenance	12m	49,624	59,974+	10
1 Hanover Twp	Maintenance - Head	12m	56,824	67,274+	10
1 Hanover Twp	Mechanic	12m	53,419	70,814+	14
1 Hanover Twp	Paraprofessional - Special Ed	10m	20,359	29,727+	14
1 Hanover Twp	Secretary	12m	43,385	57,050+	10
1 Harding	Secretary	12m	48,931	62,541	18
2 Kinnelon	Administrative Assistant	12m	52,555	57,555+	6
2 Kinnelon	Clerk	12m	43,796	47,962+	6
2 Kinnelon	Custodian	12m	35,736	53,161+	12
2 Kinnelon	Maintenance	12m	35,736	53,161+	12
2 Kinnelon	Paraprofessional	Hrly	20.32	23.75+	6
2 Kinnelon	Secretary	12m	56,065	61,065+	6
1 Lincoln Park	Clerical - Assistant	10m	6,699	7,149	5
1 Lincoln Park	Custodian	12m	44,675	54,128	7
1 Lincoln Park	Custodian - Black Seal	12m	44,875	54,328	7
1 Lincoln Park	Custodian - Head	12m	46,225	55,474	7
1 Lincoln Park	Paraprofessional	10m	27,298	28,819	6
1 Lincoln Park	Paraprofessional - Certified	10m	27,851	29,371	6
2 Madison	Paraprofessional	10m	22,579	24,915+	3
2 Madison	Secretary	12m	53,946	64,231+	15
1 Morris Plains	Clerical - Assistant	12m	26,419	38,044	RG
1 Morris Plains	Custodian	12m	26,419	49,668	RG
1 Morris Plains	Maintenance	12m	36,458	59,707	RG
1 Morris Plains	Secretary - Child Study Team	12m	30,119	51,254	RG
1 Morris Plains	Secretary - Principal	12m	31,175	52,311	RG
3 Morris Sch Dist	Custodian - Black Seal	12m	32,867	59,014+	23
3 Morris Sch Dist	Custodian - Black Seal	12m	35,696	64,357+	23
3 Morris Sch Dist	Cust. - Elementary School	12m	31,952	58,099+	23
3 Morris Sch Dist	Custodian - HS	12m	35,052	63,908+	23
3 Morris Sch Dist	Custodian - Middle School	12m	35,052	63,908+	23
1 Mount Arlington	Custodian	12m	41,280	47,871+	16
1 Mount Arlington	Custodian - Black Seal	12m	42,266	48,857+	16
1 Mount Arlington	Custodian - Night Shift	12m	42,016	48,607+	16
3 Mount Olive	Bus Aide	Hrly	13.41	16.68+	11
3 Mount Olive	Custodian	12m	34,982	50,906+	16
3 Mount Olive	Custodian - Black Seal	12m	36,040	51,964+	16
3 Mount Olive	Cust. - Electrician License	12m	36,010	51,934+	16
3 Mount Olive	Custodian - Head	12m	36,444	52,368+	16
3 Mount Olive	Custodian - HVAC	12m	36,010	51,934+	16
3 Mount Olive	Cust. - Plumbing Specialist	12m	36,010	51,934+	16
3 Mount Olive	Maintenance	12m	51,475	65,875+	10
3 Mount Olive	Maintenance - Black Seal	12m	52,533	66,933+	10

MORRIS (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Mount Olive	Maint. - Electrician License	12m	52,503	66,903+	10
3 Mount Olive	Maintenance - HVAC	12m	52,503	66,903+	10
3 Mount Olive	Maint. - Plumbing License	12m	52,503	66,903+	10
3 Mount Olive	Mechanic	12m	46,310	57,412+	11
3 Mount Olive	Paraprofessional	Hrly	13.28	19.28+	12
3 Mount Olive	RN	10m	51,918	79,013+	16
3 Mount Olive	Secretary	10m	36,195	43,992+	10
3 Mount Olive	Secretary	12m	41,118	49,112+	10
3 Pequanock	Bus Driver	10m	29,801	41,921	13
2 Pequanock	Computer Technician	12m	53,150	64,700	12
2 Pequanock	Custodian	12m	36,865	54,390	13
2 Pequanock	Cust. - Head Elementary	12m	38,729	56,254	13
2 Pequanock	Custodian - Head HS	12m	39,544	57,069	13
2 Pequanock	Custodian - Head MS	12m	39,544	57,069	13
2 Pequanock	Paraprofessional	10m	17,565	30,490	18
2 Pequanock	Paraprofessional - Special Ed	10m	18,565	31,490	18
2 Pequanock	Secretary	12m	36,615	51,540	14
2 Pequanock	Technology	12m	62,612	74,612	10
4 Prspny-Troy Hls	Bookkeeper	12m	46,253	57,259+	10
4 Prspny-Troy Hls	Paraprofessional	10m	23,553	23,553+	1
4 Prspny-Troy Hls	Para. - Instructional	10m	31,032	31,032+	1
4 Prspny-Troy Hls	Purchasing Agent	12m	46,253	57,259+	10
4 Prspny-Troy Hls	Secretary	12m	45,228	56,234+	10
4 Prspny-Troy Hls	Secretary - High School	12m	45,228	56,234+	10
4 Prspny-Troy Hls	Secretary - Middle School	12m	45,228	56,234+	10
4 Prspny-Troy Hls	Secretary - Principal	12m	45,228	56,234+	10
5 West Morris Reg	Secretary	12m	39,600	63,320+	19

OCEAN

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
3 Barnegat	Attendance Officer	10m	14,749	14,749	1
3 Barnegat	Bus Aide	Hrly	12.51	24.96	27
3 Barnegat	Cafeteria/Lunch Aide	Hrly	12.17	18.28	16
3 Barnegat	Courier	Hrly	9.47	13.55	16
3 Barnegat	Custodian	12m	26,580	38,255	22
3 Barnegat	Custodian	Hrly	11.78	15.76	18
3 Barnegat	Custodian - Black Seal	12m	26,980	38,655	22
3 Barnegat	Cust. - Foreman Night Shift	12m	27,980	39,655	22
3 Barnegat	Custodian - Head	12m	29,580	41,255	22
3 Barnegat	Driver	Hrly	16.88	30.25	27
3 Barnegat	Grounds	12m	27,048	39,773	22
3 Barnegat	Library Assistant	10m	16,817	31,537	30
3 Barnegat	LPN	10m	28,071	38,107	16
3 Barnegat	Maintenance	12m	27,948	33,708	13
3 Barnegat	Maint. - Asbestos License	12m	55,060	55,060	1
3 Barnegat	Maintenance - Black Seal	12m	55,060	55,060	1
3 Barnegat	Maint. - Carpenter License	12m	55,060	55,060	1
3 Barnegat	Maint. - Electrician License	12m	55,060	55,060	1
3 Barnegat	Maintenance - HVAC	12m	55,060	55,060	1
3 Barnegat	Maint. - Plumbing License	12m	55,060	55,060	1
3 Barnegat	Paraprofessional	10m	16,817	31,537	30
3 Barnegat	RN	10m	36,453	51,038	16
3 Barnegat	Secretary	12m	28,684	57,014	21
3 Barnegat	Secretary - Principal	12m	29,684	58,014	21
3 Barnegat	Security Officer	10m	22,681	35,636	16
3 Barnegat	Technology	10m	32,304	44,854	20
3 Barnegat	Technology	12m	38,765	53,825	20
5 Central Reg	Bus Driver	Hrly	16.80	28.95	15
5 Central Reg	Clerk	12m	35,445	40,885	10
5 Central Reg	Custodian	12m	27,615	52,740	20
5 Central Reg	Maintenance	12m	35,160	60,842	20
5 Central Reg	Paraprofessional	10m	23,999	31,401	10
5 Central Reg	Paraprofessional - 30 Credits	10m	24,249	31,651	10
5 Central Reg	Paraprofessional - 60 Credits	10m	24,499	31,901	10
5 Central Reg	Paraprofessional - 90 Credits	10m	24,749	32,151	10
5 Central Reg	Paraprofessional - BA	10m	24,999	32,401	10
5 Central Reg	Secretary	12m	30,993	50,320	20

OCEAN (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Central Reg	Technology	12m	35,789	65,789	16
1 Eagleswood	Custodian	12m	17,254	25,015+	15
1 Eagleswood	Paraprofessional	10m	15,845	21,800+	25
4 Jackson	Interpreter	10m	44,534	49,534+	13
4 Jackson	LPN	10m	14,637	14,637	1
4 Jackson	Paraprofessional	10m	30,641	32,301+	9
4 Jackson	Secretary	12m	34,513	60,408+	19
1 Lakehurst	Media Assistant	10m	25,036	29,661+	13
1 Lakehurst	Paraprofessional	10m	24,019	28,734+	13
1 Long Beach Is	Bus Driver	10m	15,395	19,875	13
1 Long Beach Is	Custodian	12m	44,529	53,254+	13
5 Ocean Co Voc	Custodian	12m	40,450	51,700	16
5 Ocean Co Voc	Custodian - Black Seal	12m	41,100	52,350	16
5 Ocean Co Voc	Grounds	12m	42,950	54,200	16
5 Ocean Co Voc	Maintenance	12m	47,950	59,200	16
5 Ocean Co Voc	Secretary	10m	28,898	42,231	17
5 Ocean Co Voc	Secretary	12m	34,585	50,585	17
5 Ocean Co Voc	Secretary - Child Study Team	12m	36,285	52,825	17
5 Ocean Co Voc	Secretary - Principal	12m	36,285	52,825	17
3 P Pleasant Boro	Bus Driver	10m	20,385	29,745	15
3 P Pleasant Boro	Mechanic	12m	79,718	79,718	1
3 P Pleasant Boro	Para. - Instructional	12m	11.70	24.35	26
3 P Pleasant Boro	Secretary	10m	30,568	40,708	14
3 P Pleasant Boro	Secretary	12m	36,682	47,550	14
1 Seaside Heights	Paraprofessional	10m	25,180	29,930+	4
5 Southern Reg	Attendance Officer	10m	43,533	47,531	11
5 Southern Reg	Bus Aide	10m	17,966	21,156	10
5 Southern Reg	Bus Driver	10m	18,766	29,351	13
5 Southern Reg	Custodian	12m	34,574	55,795	22
5 Southern Reg	Custodian - 2nd Shift	12m	35,792	57,013	22
5 Southern Reg	Custodian - Black Seal	12m	36,123	57,344	22
5 Southern Reg	Cust. - Electrician License	12m	36,205	57,426	22
5 Southern Reg	Custodian - HVAC	12m	36,205	57,426	22
5 Southern Reg	Custodian - Night Shift	12m	35,983	57,204	22
5 Southern Reg	Cust. - Pesticide License	12m	35,662	56,883	22
5 Southern Reg	Interpreter	10m	56,142	57,742	5
5 Southern Reg	Maintenance	12m	40,575	61,796	22
5 Southern Reg	Maintenance - Black Seal	12m	42,124	63,345	22
5 Southern Reg	Maint. - Electrician License	12m	42,206	63,427	22
5 Southern Reg	Maintenance - HVAC	12m	42,206	63,427	22
5 Southern Reg	Maintenance - Night Shift	12m	41,984	63,205	22
5 Southern Reg	Maint. - Pesticide License	12m	41,663	62,884	22
5 Southern Reg	Maintenance 2nd Shift	12m	41,793	63,014	22
5 Southern Reg	Mechanic	12m	44,878	47,898	6
5 Southern Reg	Paraprofessional	10m	26,738	30,983	12
5 Southern Reg	Paraprofessional - 60 Credits	10m	28,238	32,483	12
5 Southern Reg	Para. - Instructional	10m	41,312	54,325	10
5 Southern Reg	Para. - Instructional 60 credits	10m	42,812	55,825	10
5 Southern Reg	Paraprofessional - Special Ed	10m	35,788	39,999	12
5 Southern Reg	Security Officer	10m	42,033	46,031	11
5 Southern Reg	Technology	12m	59,660	64,660	6
4 Toms River	Administrative Assistant	12m	33,908	52,191+	11
4 Toms River	Attendance Officer	10m	34,300	42,800+	7
4 Toms River	Interpreter	10m	36,500	43,300+	7
4 Toms River	Paraprofessional	10m	14,091	14,091+	1
4 Toms River	Para. - Instructional	12m	19,470	30,400+	12
4 Toms River	Secretary	10m	24,518	39,918+	13
4 Toms River	Secretary	12m	28,420	47,902+	13

PASSAIC

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Clifton	Paraprofessional	10m	22,743	23,924+	5
5 Lakeland Reg	Administrative Assistant	10m	32,413	41,956	22
5 Lakeland Reg	Administrative Assistant	12m	38,876	50,326	22
1 Little Falls	Paraprofessional	10m	16,750	21,290	11
1 Little Falls	Paraprofessional - Special Ed	10m	17,750	22,290	11
1 Little Falls	Secretary	12m	49,275	49,275	1
5 Passaic Vly Reg	Custodian	12m	37,169	52,400	6

PASSAIC (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Passaic Vly Reg	Custodian - Black Seal	12m	37,504	52,735	6
5 Passaic Vly Reg	Cust. - Foreman Night Shift	12m	37,951	53,182	6
1 Ringwood	Paraprofessional	Hrly	15.00	19.00+	9
1 Ringwood	Secretary	12m	45,500	70,264+	15
4 Wayne	Custodian	12m	44,015	53,310	7
4 Wayne	Custodian - Black Seal	12m	44,615	53,910	7
4 Wayne	Cust. - Electrician License	12m	46,415	55,710	7
4 Wayne	Custodian - Head ES	12m	45,315	54,610	7
4 Wayne	Custodian - Head HS	12m	47,615	56,910	7
4 Wayne	Custodian - Head HS	12m	46,830	56,125	7
4 Wayne	Custodian - Head MS	12m	46,465	55,760	7
4 Wayne	Custodian - HVAC	12m	46,415	55,710	7
4 Wayne	Cust. - Plumbing Specialist	12m	46,415	55,710	7
4 Wayne	Grounds	12m	44,015	53,310	7
4 Wayne	Maintenance	12m	47,615	56,910	7
4 Wayne	Maintenance - Black Seal	12m	48,215	57,510	7
4 Wayne	Maint. - Electrician License	12m	50,015	59,310	7
4 Wayne	Maintenance - Head ES	12m	48,215	58,210	7
4 Wayne	Maintenance - Head HS	12m	51,215	60,510	7
4 Wayne	Maintenance - Head MS	12m	50,065	59,360	7
4 Wayne	Maintenance - HVAC	12m	50,015	59,310	7
4 Wayne	Maint. - Plumbing License	12m	50,015	59,310	7
4 Wayne	Paraprofessional	Hrly	16.61	19.63+	8
3 West Milford	Cafeteria/Lunch Aide	Hrly	11.79	11.79	1

SALEM

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Mannington	Clerk	12m	27,505	30,005	6
1 Mannington	Custodian	12m	36,113	40,070	6
1 Mannington	Paraprofessional	10m	23,612	27,732	7
2 Pennsville	Computer Technician	12m	54,950	54,950	1
2 Pennsville	Grounds	12m	44,925	63,925+	21
2 Pennsville	Maintenance	12m	44,925	63,925+	21
2 Pennsville	Maintenance - Head	12m	49,925	68,925+	21
2 Pennsville	Paraprofessional	10m	17,912	21,242+	8
2 Pennsville	Secretary	12m	45,120	60,000+	19
2 Pn Grv-Crnys Pt	Clerical - Assistant	12m	38,853	49,010	17
2 Pn Grv-Crnys Pt	Computer Operator	12m	51,323	61,723	17
2 Pn Grv-Crnys Pt	Computer Operator	12m	51,323	61,723	17
2 Pn Grv-Crnys Pt	Custodian	12m	44,383	55,983	17
2 Pn Grv-Crnys Pt	Custodian - Head	12m	47,383	58,983	17
2 Pn Grv-Crnys Pt	Driver	10m	14.44	14.44	1
2 Pn Grv-Crnys Pt	Food Service	10m	13.98	13.98	1
2 Pn Grv-Crnys Pt	Food Service - Head Cook	Hrly	14.69	14.69	1
2 Pn Grv-Crnys Pt	Food Service - Manager	Hrly	14.91	14.91	1
2 Pn Grv-Crnys Pt	Grounds	12m	46,883	58,383	17
2 Pn Grv-Crnys Pt	Grounds - Head	12m	48,949	49,883	17
2 Pn Grv-Crnys Pt	Maintenance	12m	51,323	61,723	17
2 Pn Grv-Crnys Pt	Paraprofessional	Hrly	11.64	14.54	10
2 Pn Grv-Crnys Pt	Para. - Instructional	10m	18,421	22,401	10
2 Pn Grv-Crnys Pt	Paraprofessional - Special Ed	10m	22,235	26,115	10
2 Pn Grv-Crnys Pt	Secretary	12m	43,732	55,732	17
2 Pn Grv-Crnys Pt	Technology	12m	55,883	70,183	17
2 Salem	Clerical - Assistant	10m	17,000	17,000	1
2 Salem	Clerk	10m	20,000	20,000	1
2 Salem	Library Assistant	10m	10,500	10,500	1
2 Salem	Paraprofessional	10m	17,632	25,700+	15
2 Salem	Paraprofessional - 30 Credits	10m	18,132	26,200+	15
2 Salem	Paraprofessional - 60 Credits	10m	18,832	26,900+	15
2 Salem	Paraprofessional - BA	10m	20,832	28,900+	15
2 Salem Co Sp Sv	Secretary	10m	25,052	28,552	10
2 Salem Co Sp Sv	Secretary	12m	31,950	36,150	10
5 Salem Co Voc	Administrative Assistant	12m	28,408	35,408	15
5 Salem Co Voc	Cafeteria/Lunch Aide	Hrly	10.07	10.07	1
5 Salem Co Voc	Custodian	12m	22,987	32,377	15
5 Salem Co Voc	Custodian	Hrly	11.79	13.20	6
5 Salem Co Voc	Maintenance	12m	23,987	33,987	15
5 Salem Co Voc	Maintenance - Head	12m	24,987	38,787	15

SALEM (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Salem Co Voc	Paraprofessional	Hrly	10.07	10.07	1
5 Salem Co Voc	Secretary	10m	27,408	34,382	15
5 Salem Co Voc	Secretary	12m	27,908	34,882	15
5 Salem Co Voc	Technology	10m	31,455	38,402	14
2 Woodstn-Pilesgr	Paraprofessional	10m	19,493	36,939	14
2 Woodstn-Pilesgr	Secretary	10m	29,160	44,577	14
2 Woodstn-Pilesgr	Secretary	12m	34,798	50,298	14
2 Woodstn-Pilesgr	Technology	10m	29,907	45,334	14
2 Woodstn-Pilesgr	Technology	12m	35,665	51,176	14

SOMERSET

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Bedminster	Accounts Receivable/Payable	12m	75,349	75,349	1
1 Bedminster	Clerk	12m	26,639	26,639	1
1 Bedminster	Para. - Instructional	10m	16,878	26,668	11
1 Bedminster	Payroll	12m	71,453	71,453	1
1 Bedminster	Secretary	12m	44,326	44,326	1
1 Bedminster	Secretary - Principal	12m	54,537	54,537	1
3 Bernards	Paraprofessional	Hrly	18.50	18.50	1
3 Bernards	Para. - Instructional	Hrly	21.50	21.50	1
3 Bernards	Secretary	12m	48,501	57,501	9
1 Branchburg	Custodian	12m	36,046	42,370	12
1 Branchburg	Custodian	Hrly	17.33	20.37	12
1 Branchburg	Custodian - Black Seal	12m	36,721	43,045	12
1 Branchburg	Driver	Hrly	28.22	30.21	12
1 Branchburg	Para. - Instructional	10m	17,753	21,412	10
1 Branchburg	Para. - Instructional	Hrly	15.09	18.20	10
1 Branchburg	Paraprofessional - Special Ed	10m	21,503	25,935	10
1 Branchburg	Paraprofessional - Special Ed	Hrly	15.09	18.20	10
1 Branchburg	Secretary	10m	48,828	51,656	6
1 Branchburg	Secretary	12m	59,651	62,439	6
1 Branchburg	Secretary	Hrly	25.04	26.49	6
1 Branchburg	Secretary	Hrly	30.59	32.02	6
4 Brgwtr-Rartn Rg	Transportation	10m	21,753	28,996	14
4 Brgwtr-Rartn Rg	Transportation	Hrly	20.03	26.70	14
1 Green Brook	Bus Aide	Hrly	19.22	21.30	6
1 Green Brook	Custodian	12m	42,630	54,635+	11
1 Green Brook	Custodian - Black Seal	12m	43,280	55,285+	11
1 Green Brook	Custodian - CDL	12m	42,840	54,845+	11
1 Green Brook	Para. - Instructional	Hrly	20.73	23.15+	6
1 Green Brook	Secretary	12m	50,115	65,389+	10
4 Hillsborough	Accounts Receivable/Payable	12m	48,742	59,607	17
4 Hillsborough	Bookkeeper	12m	51,953	62,818	17
4 Hillsborough	Bus Aide	Hrly	24.76	24.76	1
4 Hillsborough	Cafeteria/Lunch Aide	Hrly	19.21	21.46	5
4 Hillsborough	Clerical - Assistant	Hrly	25.27	25.57	3
4 Hillsborough	Computer Operator	12m	59,548	73,015	17
4 Hillsborough	Custodian	12m	34,915	58,675	21
4 Hillsborough	Cust. - Elementary School	12m	38,215	61,975	21
4 Hillsborough	Custodian - High School	12m	42,815	66,575	21
4 Hillsborough	Custodian - Middle School	12m	42,215	65,975	21
4 Hillsborough	Driver	Hrly	31.14	33.77	10
4 Hillsborough	Maintenance	12m	42,215	65,975	21
4 Hillsborough	Mechanic	12m	42,215	65,975	21
4 Hillsborough	Para. - Instructional	10m	32,731	34,081	4
4 Hillsborough	Secretary	10m	39,154	48,009	17
4 Hillsborough	Secretary	12m	48,042	58,907	17
1 Warren	Library Assistant	10m	19,685	29,935	17
1 Warren	Para. - Instructional	10m	21,985	32,235	17
1 Warren	Secretary	10m	41,886	49,886	9
1 Warren	Secretary	12m	48,797	58,117	9
5 Watchung Hls Rg	Administrative Assistant	12m	51,755	64,245	10
5 Watchung Hls Rg	Custodian	12m	39,905	49,905	11
5 Watchung Hls Rg	Custodian - Black Seal	12m	40,405	50,405	11
5 Watchung Hls Rg	Custodian - Head	12m	40,255	50,255	11
5 Watchung Hls Rg	Custodian - Night Shift	12m	40,105	50,105	11
5 Watchung Hls Rg	Grounds	12m	42,045	54,045	11

SOMERSET (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
5 Watchung Hls Rg	Maintenance	12m	48,535	63,285	11
5 Watchung Hls Rg	Maintenance - Black Seal	12m	49,035	63,785	11
5 Watchung Hls Rg	Maintenance - Head	12m	48,885	63,635	11
5 Watchung Hls Rg	Maintenance - Night Shift	12m	48,735	63,485	11
5 Watchung Hls Rg	Paraprofessional	10m	39,594	47,434	8
5 Watchung Hls Rg	Secretary	10m	39,209	48,669	10
5 Watchung Hls Rg	Secretary	12m	47,050	58,405	10
5 Watchung Hls Rg	Security Officer	10m	45,109	53,964	8

SUSSEX

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Frankford	Paraprofessional	10m	24,331	30,643+	11
1 Frankford	Paraprofessional - 20 Credits	10m	24,511	30,823+	11
1 Frankford	Paraprofessional - 40 Credits	10m	24,691	31,003+	11
1 Frankford	Paraprofessional - 60 Credits	10m	24,871	31,183+	11
1 Frankford	Secretary	12m	40,520	46,371+	10
1 Frankford	Secretary - AA	12m	40,850	46,701+	10
1 Hampton	Paraprofessional	10m	18,901	25,672	14
2 Hopatcong	Secretary	12m	35,463	42,818+	10
5 Lenape Vly Reg	Custodian	12m	36,185	46,200	15
5 Lenape Vly Reg	Custodian - Head	12m	41,885	51,900	15
5 Lenape Vly Reg	Maintenance	12m	37,885	47,900	15
5 Lenape Vly Reg	Secretary	12m	39,610	52,250	15
3 Vernon	Administrative Assistant	12m	42,026	55,048	16
3 Vernon	Custodian	12m	39,048	56,245	13
3 Vernon	Custodian	Hrly	22.00	22.18	4
3 Vernon	Maintenance	12m	40,600	53,600	13
3 Vernon	Paraprofessional	10m	20,731	27,257+	12
3 Vernon	Paraprofessional	Hrly	16.17	16.69+	4
3 Vernon	Security Officer	10m	35,439	37,779+	6
3 Vernon	Security Officer	Hrly	25.13	26.59+	4

UNION

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Berkeley Hghts	Bus Driver	Hrly	16.67	18.00	RG
2 Berkeley Hghts	Custodian	12m	40,685	52,000	18
2 Clark	Clerical - Assistant	Hrly	17.23	20.10	4
2 Clark	Computer Operator	12m	48,531	68,335	9
2 Clark	Maintenance	12m	65,724	78,915	9
2 Clark	Paraprofessional	10m	15,752	23,212	12
2 Clark	Para - Instructional	10m	17,752	25,212	12
2 Clark	Secretary	12m	44,937	63,070	9
1 Mountainside	Custodian	12m	38,850	63,053+	6
1 Mountainside	Custodian - Black Seal	12m	39,350	63,553+	6
1 Mountainside	Paraprofessional	Hrly	22.72	24.91+	3
1 Mountainside	Secretary	12m	43,255	58,398+	4
4 Plainfield	Administrative Assistant	12m	53,934	68,746+	10
4 Plainfield	Carpenters	12m	61,152	72,869+	9
4 Plainfield	Clerical - Assistant	10m	39,224	53,360+	10
4 Plainfield	Custodian	12m	41,362	55,229+	9
4 Plainfield	Custodian - Black Seal	12m	47,350	61,217+	9
4 Plainfield	Custodian - Head ES	12m	51,803	65,970+	9
4 Plainfield	Custodian - Head HS	12m	63,658	77,525+	9
4 Plainfield	Custodian - Head MS	12m	56,126	70,293+	9
4 Plainfield	Grounds	12m	47,350	61,217+	9
4 Plainfield	Maintenance	12m	57,841	69,558+	9
4 Plainfield	Maintenance - Black Seal	12m	59,041	70,758+	9
4 Plainfield	Maint. - Electrician License	12m	66,698	78,115+	9
4 Plainfield	Maint. - Plumbing License	12m	66,698	78,115+	9
4 Plainfield	Paraprofessional	10m	28,865	31,265+	5
4 Plainfield	Para. - Instructional	10m	33,605	36,405	5
4 Plainfield	Secretary	10m	40,574	54,710+	10
4 Plainfield	Secretary	12m	47,629	62,141+	10
4 Plainfield	Secretary - Elementary	12m	49,684	64,496+	10
4 Plainfield	Secretary - High School	12m	52,109	66,921+	10
4 Plainfield	Secretary - Middle School	12m	49,684	64,496+	10

UNION (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
4 Plainfield	Security Officer	10m	37,675	54,462+	8
3 Rahway	Accounts Receivable/Payable	12m	41,919	48,142	10
3 Rahway	Attendance Officer	10m	39,391	47,240	10
3 Rahway	Computer Technician	10m	49,664	70,575	10
3 Rahway	Custodian	12m	44,593	53,701	10
3 Rahway	Custodian - Black Seal	12m	34,924	43,015	10
3 Rahway	Custodian - Head ES	12m	49,073	60,613	10
3 Rahway	Custodian - Head HS	12m	53,598	94,457	10
3 Rahway	Custodian - Head HS	12m	52,098	64,855	10
3 Rahway	Custodian - Head MS	12m	52,293	92,820	10
3 Rahway	Custodian - Head MS	12m	50,793	63,258	10
3 Rahway	Cust. - HSNight Foreman	12m	53,598	94,457	10
3 Rahway	Cust. - MS Night Foreman	12m	52,293	92,820	10
3 Rahway	Maintenance	12m	56,793	70,498	10
3 Rahway	Paraprofessional	Hrly	13.86	17.63	9
3 Rahway	Paraprofessional - 60 Credits	Hrly	15.58	19.89	9
3 Rahway	Payroll	12m	41,919	48,142	10
3 Rahway	Secretary	10m	30,933	37,968	10
3 Rahway	Secretary	12m	36,520	41,513	10
3 Rahway	Secretary - High School	12m	41,170	47,302	10
3 Rahway	Secretary - Middle School	12m	39,700	45,916	10
2 Springfield	Administrative Assistant	12m	37,812	43,443	8
2 Springfield	Bookkeeper	12m	39,764	45,486	8
2 Springfield	Bus Driver	Hrly	19.28	20.08	3
2 Springfield	Clerk	12m	30,607	35,059	8
2 Springfield	Custodian	12m	41,679	48,056	10
2 Springfield	Custodian - Head HS	12m	44,239	50,616	10
2 Springfield	Custodian - HVAC	12m	42,293	48,670	10
2 Springfield	Custodian - Night Shift	12m	43,148	49,525	10
2 Springfield	Cust. - Pesticide License	12m	42,293	48,670	10
2 Springfield	Maintenance	12m	43,933	50,446	10
2 Springfield	Maintenance - Head HS	12m	46,493	53,006	10
2 Springfield	Maintenance - HVAC	12m	44,547	51,060	10

UNION (CONT.)

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
2 Springfield	Maintenance - Night Shift	12m	45,402	51,915	10
2 Springfield	Maint. - Pesticide License	12m	44,547	51,060	10
2 Springfield	Paraprofessional	Hrly	18.28	19.08	3
2 Springfield	Secretary	10.5m	31,715	36,382	8
2 Springfield	Secretary	12m	34,568	39,713	8

WARREN

DISTRICT GROUPING	POSITION	RATE	MIN	MAX	STEPS
1 Franklin	Paraprofessional	Hrly	14.43	16.46	8
1 Franklin	Paraprofessional - Certified	Hrly	14.93	16.96	8
1 Franklin	Para. - Highly Qualified	Hrly	14.76	16.79	8
1 Franklin	Para. - Instructional	Hrly	15.09	17.12	8
1 Franklin	Technology	10m	49,180	53,319	4
1 Hope	Custodian	12m	42,026	51,026	10
3 Phillipsburg	Custodian	12m	40,497	51,697+	15
3 Phillipsburg	Custodian - 2nd Shift	12m	41,087	52,287+	15
3 Phillipsburg	Custodian - Black Seal	12m	41,418	52,618+	15
3 Phillipsburg	Cust. - Carpenter License	12m	41,359	52,559+	15
3 Phillipsburg	Custodian - CDL	12m	40,997	52,197+	15
3 Phillipsburg	Cust. - Electrician License	12m	41,359	52,559+	15
3 Phillipsburg	Custodian - HVAC	12m	41,359	52,559+	15
3 Phillipsburg	Custodian - Night Shift	12m	41,269	52,469+	15
3 Phillipsburg	Maintenance	12m	42,263	53,463+	15
3 Phillipsburg	Maintenance - Head	12m	44,814	56,014+	15
3 Phillipsburg	Paraprofessional	10m	24,253	30,628+	16
3 Phillipsburg	Paraprofessional	10m	13,084	16,518+	16
3 Phillipsburg	Secretary	10m	31,657	37,757+	10
3 Phillipsburg	Secretary	12m	37,723	45,863+	11
2 Warren Sp. Serv	LPN	10m	40,668	51,168	13
2 Warren Sp. Serv	Paraprofessional	10m	20,033	26,688	13
1 Washington Twp	Paraprofessional	Hrly	12.70	17.80	15

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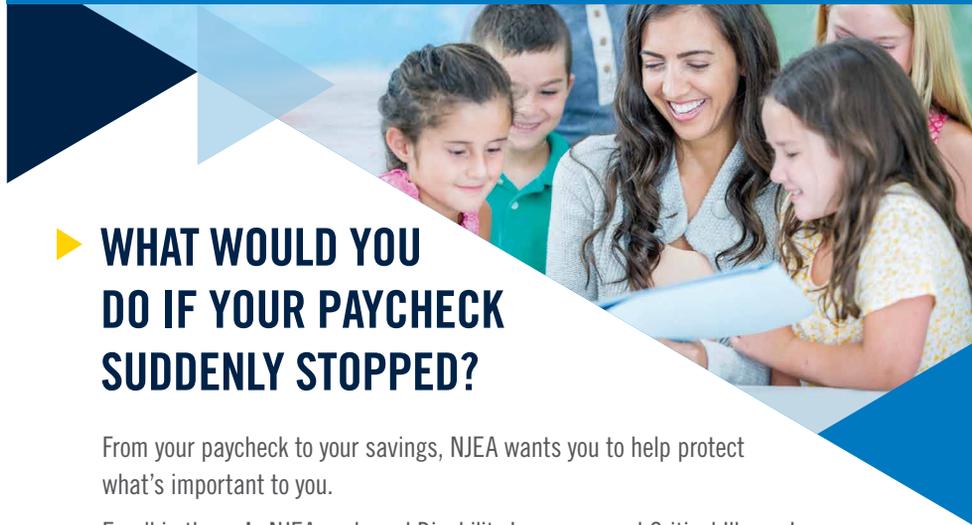
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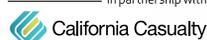
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Brenda Brathwaite '05, '07, '11 is an eighth grade teacher at Pennsylvania Avenue School in Atlantic City and a student in the Ed.D. in Organizational Leadership Program.

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DECEMBER & beyond

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12/12

Wednesday

NJEA
Executive
Committee

12/28

Friday

NJEA
founded, 1853

1/4

Friday

NJEA Executive
Committee and
County Presidents'
Council meetings

1/5

Saturday

NJEA
Delegate
Assembly
Meeting

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1/11-12

Fri. & Sat.

NJEA Equity
Alliance
Conference

1/25-26

Fri. & Sat.

Winter
Leadership
South

2/1-3

Fri. to Sun.

NJEA ESP
Conference

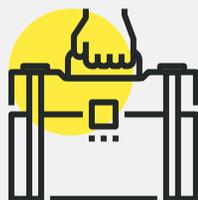
2/13

Wednesday

NJEA Executive
Committee
meeting

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deadlines

12/7

Winter Leadership Conference-South
Event date: Jan. 25-26

1/11

Educational Support Professionals
Conference
Event date: Feb. 1-3

1/22

Winter Leadership Conference-North
Event date: March 1-2

2/15

Winter Leadership Conference-Central
Event date: March 22-23

116,000 Signatures

THE START OF A MOVEMENT

Throughout October, more than 116,000 NJEA members from every corner of the state signed a petition. It's hard to overstate the importance of the organizing power of gathering by hand—not online—the handwritten signatures of a majority of the membership.

The words of the petition are simple and direct. It reads:

As education professionals in New Jersey's public schools, we are proud that our experience, expertise, and dedication have ensured our schools rank amongst the top three in the country. We care as deeply for our students as we do for our own families. As professionals, we deserve job security without the constant threat of privatization. As professionals, we deserve quality, affordable health care. We cannot sustain bringing home less money annually that is the result of Chapter 78 legislation. We stand united that job security and affordable, high-quality health care are basic rights of hard working people—including educational professionals.

Job security and affordable health care are the bedrock of education policy that works best for children. There are no shortcuts to providing a high-quality education; schools need dedicated and committed staff members and they need consistency over time. Many politicians change during every election cycle, and with those election cycles comes new education proposals. As educators, however, we remain year after year, election cycle after election cycle, faithful to the profession and devoted to our students.

Signatures are more than just letters on a page, they represent our commitment to one another and to the future of public schools. They demonstrate solidarity. These signatures reveal the pain that educators have been feeling over the course of the past seven years. NJEA members who penned their names to the petition testified to our frustration and our determination to work for change.

These signatures are a good first step, but they are only the beginning of a movement.

Whether it has been from fighting off misguided privatization attempts or rising payroll deductions because of rising health care premiums, educators have been hurting.

In 2011, Gov. Chris Christie signed his infamous law known by most NJEA members as Chapter 78. It was also during his first term that he vetoed both ESP Job Justice bills that had been passed by the Legislature. But gone are the Christie days and, with them, these disastrous policies should be gone as well.

Voters were clear in November 2017 and 2018: they want a New Jersey that supports the middle class—including educators—and that's exactly what these bills will do: support the middle class.

Gov. Phil Murphy respects educators and has declared his support for legislative relief to Chapter 78 and to both ESP Job Justice bills. But, he can't pass them alone. It's time for NJEA members to speak with legislators and move them to action.

Educators don't do this work for the

money; we never have. But educators shouldn't have to pay a price for their passion. Our dedication to our students shouldn't demand two and three jobs to support our own families. We shouldn't have to foot the bill for the state's past economic transgressions. The more than 116,000 signatures show just how ready educators are to fight for progress.

Behind every signature is a story—including your story. Your story has power. Most legislators do not fully understand what's been happening to your paycheck. Most legislators think of privatization as a mere cost-saving strategy. It's our duty, and our responsibility as union members, to share our stories and shed light on the realities of being a public-school employee in New Jersey.

If we don't, we risk the future of our profession. We risk creating a job market that cannot attract new talent. We risk the destabilization of our schools most essential school personnel. There is no other option; your signature must lead to action.

All members whose jobs have been threatened with privatization must share their stories with their representatives in Trenton. NJEA members who have watched their paychecks go down year after year should show that reduction to our state representatives, so they can see the damage that's been done.

Let these signatures spark a movement. 

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