Legislature Adopts $28 Billion State Budget
Schools Receive Increased State Aid Coupled with Strict Spending and Administrative Caps
by Debra Bradley, Esq.

After months of legislative wrangling, the New Jersey State Legislature adopted a $28 billion state budget, representing the highest spending increase in a state budget in 13 years (16.7%). The budget was passed essentially along party lines with three Democrats failing to support the proposed budget.

The budget is funded on the revenue side by $1.8 billion in new taxes including the so-called Millionaire’s Tax, which is expected to generate $830 million in FY ’05. Other revenue sources include 17 additional taxes and fees. For example, the budget contains new and/or increased fees on billboards, cigarettes, cosmetic surgeries, HMO insurance premiums, gas/electric surcharges, realty transfer fees on certain homes, tires (including spares!), phone service, certain actions in Municipal Court, and mandatory car registration fees for the first four years of car ownership at the time of purchase.

In addition, the budget relies on the controversial practice of borrowing $1.9 billion through the sale of bonds through the Economic Development Authority. Although the practice of such bonding has been utilized in state budgets since the Whitman Administration, this budget borrows funds to pay for the operating expenses of state government, a practice dubbed “credit card budgeting” by the Republicans in the Legislature. The Republicans have already taken steps to bring their challenge concerning the constitutionality of this practice to court. Superior Court Judge Linda Feinberg has already ruled that she will hear the Republicans’ case for an injunction to stop the sale of the bonds once the Governor signs the budget bill. The Governor signed the budget into law on June 30th.

A critical theme espoused by the Democrats in crafting and debating this budget proposal has been the theme of property tax relief in the short and long-term. The validity of their approach remains to be seen.

continued on p. 7

Register for the FEA/NJPSA/NJASCD Fall Convention on page 6.
MEMBERSHIP

Welcome, New Members!

Bergen County
Ronald Bligh
Danielle DaGiau
Holly Falcone
Dennis Novak
Kathryn Padovano
Karen Poretzky
Ellen Swihart
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JoAnn Lynch
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Dorothy Banyas
Jennifer Ferraioli
Michael LoRicco

New members who joined NJPSA between May 4 and June 29, 2004.

Income Tax Info.

IRS regulations permit you to deduct a portion of your professional dues. That portion of your dues that is used for activities such as lobbying must be excluded when taking such a deduction. Currently, the NJPSA spends approximately 8% of your dues money on such activity. This should not be considered tax advice. NJPSA cautions all its members who deduct a portion of their dues that they should first speak with their accountant to determine the amount that can be deducted.


Student Leadership Scholarships Awarded at May Ceremony

Ten high school seniors have been selected as the 2004 Student Leadership Schoolship Award winners. The scholarships are given by PLATO LEARNING, Inc. formerly known as Lightspan, Inc. and the New Jersey Principals and Supervisors Association in their Student Leadership Scholarship Awards, a state recognition program. New Jersey’s top honorees each received a $2,000 scholarship and gift during a May 27, 2004 ceremony at the Holiday Inn in Monroe Township.

All secondary school principals in New Jersey were invited to submit the name of a high school senior who demonstrated leadership by participation in co-curricular activities other than athletics. A one page essay about the Importance of Student Involvement in School Activities, as well as a resume and letters of recommendation, were also among the criteria for the award.

The 2004 Student Leadership Scholarship Award Winners

• Christopher Brooks, New Egypt High School (Gerald North, Principal)
• Jonathan Feldman, Warren Hills Regional High School (Thomas O’Brien, Principal)
• Jessica Ferrara, Freehold Township High School (Anthony Procopio, Principal)
• Robert Kraemer, Jr., Delran High School (John Fricke, Principal)
• Kenneth Kroog, Kearny High School (Frank Digesere, Principal)
• Allison Lukaesy, Clearview Regional High School (Robert Bennette, Principal)
• Dipal Patel, Arthur L. Johnson High School (Robert Taylor, Principal)
• Erika Sensbach, Northern Burlington Regional High School (Eric Barnett, Principal)
• Jay Teitelbaum, Middlesex High School (Freeman Freeman, Principal)
• Darla Bunting, Bridgeton High School (Irving Marshall, Principal)

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Meet the 2004 New Jersey Principals of the Year

GAIL CROPPER
Principal
Washington Elementary School
Trenton

“As the educational leader of Washington Elementary School since 1994, I have been committed to having a school where teachers teach and happy students come to school every day to learn,” says Gail Cropper, principal. “I’m obligated to provide students with a safe environment in which learning can take place.” Washington Elementary School is a Trenton neighborhood school with over 300 students in grades pre-kindergarten through six. Last year, the Trenton Times described Washington Elementary as a “gold star in education.” Earning a Governor’s School of Excellence Award, Washington Elementary is a place where the diverse student population, motivated parents, hard working staff and a supportive business community join forces to create an academically achieving urban school.

High achievement levels on the ESPA, NJ ASK4 and Terra Nova tests are especially notable because 29% of the students at Washington do not speak English as their first language. Discipline and innovation are imperatives which drive Washington School’s success.

In 2000-2001, Washington Elementary School won the New Jersey Education Commissioner’s Parent Participation Award for a comprehensive Parent Outreach Program. Funds received from this award enabled Cropper to establish a Parents’ Resource Room/Library which offers parents and relatives written, audio, and visual materials to help their children further develop their literacy skills at home. The Trenton business community has been actively involved with students at Washington Elementary by providing incentives for academic excellence, donating new books and initiating Career Day programs.

Cropper earned her associate’s degree from Mercer County Community College and went on to earn her undergraduate, master’s degree and administrative and supervisory certificates from Trenton State College. She has served as a teacher, guidance counselor, Youth Corps Program Advisor, Teacher Specialist for Career Development, Director of a private nursery school, assistant principal and principal. She is a member of the Alpha Kappa Alpha Sorority, Trenton Chapter and the Mercer County Chamber of Commerce. The NJPSA member is also a member of NEA.

“Mrs. Cropper is extraordinarily determined and her determination has much to do with the school’s improvement,” said Superintendent James Lytle, Ed.D. “The key to her success is simple. In her own words, “Failure is not acceptable.” Whether she is speaking of a struggling student or a struggling new teacher, Mrs. Cropper moves to communicate high expectations for that individual and surround the individual with every sort of support.”

JOSEPH RAMOS, ED.D.
Principal
Dr. Michael Conti Elementary School #5, Jersey City

“When I became the principal of Dr. Michael Conti School, it was known as a good school,” said Dr. Ramos. “I was determined to set even higher standards and expectations. In fact, my vision for the school at that time was to make it the best school in the district.” Dr. Michael Conti Elementary School (P.S. #5) is a bilingual magnet school. The school is a project based learning school that fosters the use of technology. Dr. Ramos met with staff and developed initiatives and strategies for improvement: guided reading was implemented; looping was implemented in grades 1 & 2 and 3 & 4; a math extension teacher was assigned to the fourth grade to support teachers and provide assistance to students; and a Dual Language Program was implemented to comply with the World Language mandate and meet the needs of limited English proficient students. Because of the achievement of their students, Conti School was selected by Co-net as one of ten Co-net National Demonstration Schools.

Dr. Ramos and his staff have reached out to parents and made their involvement in school a priority. Conti is the only school in the district with a Parent Literacy program and an active Parent Council. Dr. Michael Conti School is a Professional Development School affiliated with Fairleigh Dickinson University.

Dr. Ramos earned his bachelor’s degree from Montclair State University, master’s degree from Teachers’ College, Columbia University and received his certification as Principal and Supervisor from New Jersey City University. He earned a second master’s degree and a doctorate from Teachers’ College, Columbia University. He began his career as an ESL teacher in 1976. He was the ESL Teacher/Coordinator at Dickinson High School and was an adjunct professor at New Jersey City University. He also worked as a Supervisor of Elementary Education, Language Arts and Bilingual/ESL in the Central Office before accepting the position as Principal of Dr. Michael Conti School #5 in 1999.

Dr. Ramos is a member of the International Reading Association, ASCD, NJPSA, ASA, NAESP, New Jersey Teachers of English to Speakers of Other Languages/New Jersey Bilingual Education (NJTESOL-BE), National Association for Bilingual Education and National Teachers of English to Speakers of Other Languages Association (TESOL).

“In his few short years as principal of the Conti School, Dr. Joseph Ramos has taken a school that was functioning as mediocre, at best, to one that is the showcase of the school district,” said Dr. Charles Epps, Jr., Superintendent of Schools. “His proven ability to plan and implement programs resulting in high student achievement brings him the respect of his staff, students and parents.”

BARBARA TEDESCO
Principal
Harrison Avenue Elementary School
Roselle

“My passion is fairness for students,” says Barbara Tedesco, principal of Harrison Avenue Elementary School in Roselle. “As many as twenty-one different languages have been represented by families at our school. Integrating this diverse population takes creativity.” Tedesco has been very active with the NJ Teachers of English to Speakers of Other Languages and Bilingual Educators. For the past twelve years, she and a colleague have been trainers in Bilingual Special Education. In 2002, they were invited by representatives from the Office of Special Education and the Office of English Language Acquisition to present at a Conference for Educators of Newcomer students in Washington, D.C. In 1996, she was presented with the Honorary Equity Award, New Jersey Equity Hall of Fame from the NJ Career Equity Assistance Center.

Tedesco instructs her staff in the application of the New Jersey Core Curriculum Content Standards and their link to the Cross Content Workplace Readiness Standards by reviewing lesson plans, conducting formal and informal teacher observations, aligning assemblies and field trips with the standards and reviewing and analyzing test data. Her thirty one years in the district and her ability to speak fluent Spanish and converse in French/Creole and Polish have established a welcoming atmosphere for English language learners and their families.

She installed a telephone directory system for parents, offers rewards to students who have shown academic achievement and was instrumental in the institution of school uniforms to reduce conflicts and keep students focused on learning. “Harrison School is all about teamwork,” said Tedesco. “We are here to create the best learning environment for our students.”

Tedesco earned her bachelor’s degree from Jersey City State College, master’s degree from Fairleigh Dickinson University and principal’s certificate from Kean University. She was a teacher of Spanish and ESL and was the Department Chair for Bilingual/ESL, K-12 and World Language. In 1990, she served as the Director of Curriculum and Instruction before accepting the principalship at Harrison Elementary in 1997. She holds professional memberships in NJPSA, NAESP, ASCD, NABE (National Association for Bilingual Education), NJTESOL/NJBE (NJ Teachers of English to Speakers of Other Languages/ NJ Bilingual Educators) and FLENJ (Foreign Language Educators of NJ).

“Barbara Tedesco is a dedicated and committed professional who continuously strives to provide students, staff and parents with the educational tools needed for success,” said Superintendent of Schools Darlene Roberto. “She is a valuable member of the Roselle administrative team and an asset to our diverse community.”

www.njpsa.org

Summer 2004
NJPSA Announces Golden Lamp Award Winners

Dr. Gerry Archuleta
Beverly Hutton
Dr. Ann Powell

One Bergen County and two Burlington County vice/assistant principals have been selected as the recipients of the prestigious 2004 Golden Lamp Awards for Excellence in Educational Leadership. They are Dr. Gerry Archuleta of Shawnee High School in Medford; Beverly Hutton of the Burlington County Institute of Technology, Westminster Campus; and Dr. Ann Powell of Tenafly Middle School, Tenafly.

The three Golden Lamp winners will be honored at a special Awards ceremony at the FEA/NJPSA/NJASCD Fall Convention in November.

-Dr. Gerry Archuleta-

Dr. Gerry Archuleta, the Assistant Principal/Supervisor at Shawnee High School since 1994, is responsible for all of the Humanities programs in the school. This includes English, Social Studies, Art, Music, World Languages, Media and Nurses. She also is responsible for observations and daily operations of all the programs. Dr. Archuleta oversees the National Honor Society, Teacher of the Year, Employee and Student of the Month and Freshmen orientation programs. She is the school’s Middle States Chairperson and the school’s Affirmative Action officer.

“I find Dr. Archuleta to be an accomplished administrator who provides both excellent service to her students, teachers and parents,” said Principal Charles Fleischman. “We are an excellent high school due to the work ethic and accomplishments of Dr. Archuleta and an incredible teaching staff.”

Dr. Archuleta earned her undergraduate degree from the University of Utah, her master’s degree from Georgian Court College and her doctorate from Nova Southeastern University. She began her career as a teacher in Wyoming in 1971. She served as a teacher and assistant principal/supervisor at Pemberton High School before coming to Shawnee in 1994. She is a member of the NJPSA Convention and Professional Development committees as well as a state Council representative. She is the President of the Burlington County Secondary Principals and Supervisors Association and holds professional memberships in NASSP, ASCD and FLENJ. Dr. Archuleta also works with the Lumberton Historical Society and was actively involved with the Girl Scouts for over ten years.

-Beverly Hutton-

Beverly Hutton began her career in education as a teacher at Burlington City High School. In 1990, she was named the vice principal of Eastern Regional High School and was there for four years before accepting a principal position at Pemberton Township High School. Ms. Hutton also worked for the Houghton-Mifflin Publishing Company as an educational consultant. In 2000, she accepted the assistant principal’s position at BCIT.

Hutton is a graduate of the NJ ELITE program and has shared her growth in technology with her staff and students. She also attends monthly staff meetings not only to address specific concerns of teachers, but also to provide professional development relevant to the needs and issues raised at these meetings.

As part of an active Parent Advisory Committee, Hutton devised monthly course offerings such as child care, pet grooming, tutoring and culinary arts that could be offered by the school to parents. This initiative has created a positive partnership for the school and the community.

Continued on page 5
Golden Lamp Winners
(continued from page 4)

Hutton was part of the school team that initiated discussion groups to examine instructional strategies that could be used to increase HSPT scores. Specific HSPT writing, reading and comprehension strategies using examples that were relevant to students were devised. The effort was so successful with reading scores, that the math department decided to concentrate its efforts on the next administration of the test.

A graduate of Douglas College, Ms. Hutton earned her master’s degree from Rutgers University. She also earned a bachelor’s degree from Vision International University. Hutton volunteers on three NJPSA Committees and is an active member of the Burlington County Principals and Supervisors Association. She also belongs to ASCD and NASSP. A member of Alpha Kappa Alpha Sorority, Inc., Hutton is on the Board of Directors for Reality Sports Group. She served on the Strategic Vision Council of the Burlington County Family Y and worked with the Living Faith Christian Center and the Mt. Moriah Baptist Church.

“During her tenure as an administrator in our district, she has distinguished herself among her peers as an outstanding and dynamic leader,” said Principal Daniel Money. “Her commitment to the profession of educating our next generation for tomorrow’s challenges is solidified in the manner in which she approaches her responsibilities on a daily basis.”

-Dr. Ann Powell-

Dr. Ann Powell is the vice principal at Tenafly Middle School. She has been in the Tenafly district since 1971, having first served as a teacher, counselor and coordinator of guidance. She became the vice principal of the Middle School in 1996.

“My role as a middle school administrator enables me to share responsibility for creating a community of learners where respect and responsibility are the norm,” said Powell. She chaired the middle school Differentiation Committee and implemented differentiated instruction into the curriculum with the help of the gifted and talented coordinator, special education facilitator and the facilitators of language arts and social studies. She also chairs the Futures Committee, which is charged with examining the needs of the middle school because of an expanding student population. As the vice principal, Powell is responsible for maintaining a safe, calm environment for the students and staff, working on the Intervention and Referral Service Committee, administering the Peer to Peer Program, and supervising all aspects of student services. She utilizes a team approach and seeks input from teachers, parents and outside agencies.

Powell earned her bachelor’s degree from Westminster College, and her master’s and doctorate from Teachers College, Columbia University. She belongs to NAESP and NASSP as well as NJPSA, ASCD, New England League of Middle Schools, the Bergen County Elementary and Secondary Administrators Association and the Tenafly Administrators and Supervisors. She is a founding member of the Tenafly/Alpine Community Chemical Awareness Program and served as a coach and a volunteer at the Dumont Mental Health Center.

“In all that she does, Dr. Ann Powell is the consummate professional,” said Principal William Belluzzi. “For over 30 years, she has worked with students, both younger, older, and now those in between, always with a sense of dedication, wonder and excitement.”

Critical Issues Committee Meets with DYFS Staff

In order to get the message out about the new DYFS reform plan, develop professional development opportunities in the area of children’s safety and participate in future DYFS regulatory and legislative reforms, the NJPSA Critical Issues Committee met with Donna Younkin, Assistant Director of the Division of Youth and Family Services and Candace Mueller, Special Assistant in the office of Children’s Services.

Because school leaders “man the front lines” in efforts to educate and safeguard children, the committee developed some initial recommendations to share with the DYFS officials.

1. Communication - It is critical to “get the word out” to the field on the reorganization of DYFS and related agencies, new protocols and the new tools for school leaders such as the new hotline information.

2. Professional Development – Our members will need assistance in learning and understanding the new law and especially the protocols for working with DYFS. DYFS staff, especially new hires, will need to understand school law and procedures.

3. Regulations and protocols – NJPSA is interested in providing input on the development of the regulations implementing the plan.

-Members of the Critical Issues Committee-

-Co-Chairperson: Herbert Ammerman, Principal, Northern Valley Regional High School, Demarest
-Co-Chairperson: Maria Corso, Principal, Lyncrest Elementary School, Fair Lawn
-Vito D’Alonzo, Principal, Boonton High School
-Dr. Virginia Gittelman, Assistant Superintendent, Hillsborough Board of Education
-Deborah Harvest, Principal, Cochran Academy, East Orange
-Kathleen McDonnell, Principal, Memorial Elementary School, Laurence Harbor
-Edward Murphy, Director, Northern Burlington County Regional High School, Columbus
-Richard Smith, Assistant Principal, Burlington County Institute of Technology, Westampton
-Dolores Szymanski, Assistant Superintendent, Burlington County Institute of Technology, Westampton
-Dr. Pamela Vaughan, Principal, Ocean City Intermediate School
-Ruth Hernandez-Vega, Assistant Principal, Elementary School #3, Jersey City
-Joanne Walls, Principal, Ocean City High School
-Dr. Michael A. Wanko, Principal, Piscataway High School
-Leslie Woodward, Assistant Principal, Lindenwold High School

Honor State & National Award Winning Members at the FEA/NJPSA/NJASCAD Fall Convention

Wednesday, November 3
7:00 p.m. - 10:00 p.m.

Guest Speaker: New Jersey Commissioner of Education Dr. William L. Librera
-2004 FEA/NJPSA/NJASCD Fall Convention Registration-

**Professional Development: The Building Blocks of Change**

**NOVEMBER 3, 4, 5, 2004, Bally’s Park Place, Atlantic City, NJ**

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- [ ] NJASCD member  
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**CONVENTION REGISTRATION** - $50 ADDITIONAL FEE FOR ON-SITE REGISTRATION

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<th>Includes all professional development sessions &amp; educational exhibits</th>
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First Name/M.I./Last Name  
Spouse’s Name

School

School Address (street/city/state/zip)

School Phone  
Ext.  
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County  
School District

**HOTEL PACKAGE PLANS** * Does not include registration fee

| TWONIGHT HOTEL: | WED., NOV. 3 & THURS., NOV. 4: Includes hotel, all meals, convention gift & recreational facilities | [ ] $475 - SINGLE  
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[ ] $550 - DOUBLE | TOTAL $ ____________ |

* NO ON-SITE REGISTRATION AVAILABLE FOR HOTEL PACKAGE PLANS

**DAY PACKAGE MEALS:** (NO hotel accommodations)  
Does not include registration fee

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<th>WED., NOV. 3: Includes President’s Reception &amp; awards dinner</th>
<th>[ ] $60 RECEPTION &amp; DINNER per person</th>
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| THURS., NOV. 4: Continental breakfast available  
URBAN BREAKFAST: 7:30 a.m.-8:30 a.m. (You MUST reserve a seat) | [ ] $50 - KEYNOTE LUNCH per person | TOTAL $ ____________ |
|  | [ ] FREE - URBAN BREAKFAST: # OF PEOPLE: _____ (RESERVATION REQUIRED FOR SEATING) |  |
| FRI., NOV. 5: Includes Buffet Breakfast | [ ] $30 – BUFFET BREAKFAST per person | TOTAL $ ____________ |

**Meal tickets and name badges will be issued upon registration check-in.**

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**PAYMENT:** Make all checks payable to FEA (The Foundation For Educational Administration)

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Certificates for Professional Development will be available at the end of each session.
NJEXCEL Selected as Case Study for Best Practices Guide

The NJEXCEL Program has been selected as a case study for the best practices guide on school leadership being developed by WestEd for the U.S. Department of Education’s Office of Improvement and Innovation. NJEXCEL has been identified as one of six case study sites out of a pool of almost 50 leadership initiatives nationally. It was selected because of its promising practices in the areas set as criteria by the school leadership advisory panel, including: efforts to recruit non-traditional candidates in non-traditional ways, comprehensive induction work, and innovative integration of theory and practice. During the summer, a team of WestEd researchers will spend one to two days conducting interviews and collecting data from the program. The guide will be published in November of 2004 and disseminated widely (50,000 copies) and free of charge to districts across the nation. The areas that will frame the School Leadership Innovation Guide include:

- Vision of High-Quality School Leadership
- Innovative Strategies to Identify and Recruit Potential School Leaders
- Instructional Design and Practical Learning Experiences
- Evaluative Strategies Used to Determine Program Effect
- Long Term Sustainability

A nonprofit research, development, and service agency, WestEd strives to enhance and increase education and human development within schools, families, and communities.

Located in 17 offices throughout the country, the WestEd staff includes some of the preeminent leaders in the field of education and human development. Among its specialties are education assessment and accountability; early childhood and youth development; program evaluation; community building; and policy analysis.

WestEd’s origins stretch back to 1966 when Congress created a network of Regional Educational Laboratories (RELs) two of which joined in 1995 to become WestEd. WestEd continues to serve the states of Arizona, California, Nevada, and Utah as one of the nation’s 10 regional laboratories. The quality of their assessment work has earned them designation as the U.S. Department of Education as the nation’s leading REL in assessment. While WestEd’s regional work remains central, their work has extended more widely across the United States and abroad. They work with a wide array of clients and partners, from individual schools to state agencies and national associations.

Budget (cont. from p. 1)

A key component of the property tax relief aspect of the budget is the enhancement of the Homestead Rebate Program. As passed, seniors, age 65 and over, will receive increased property tax rebates ranging from $500 to $1200 depending upon their income (up to $200,000). Others eligible for a rebate (property tax payers with incomes of $200,000 or less) will receive rebates ranging from $500 to $800. In a last minute change, tenants will also see an increase in their Homestead rebates.

Other aspects of the Democratic approach to property relief include increased aid to local and municipal governments including school districts, the enactment of legislation establishing a Citizens’ Task Force to recommend the structure, mission and composition of a future Constitutional Convention on property tax relief, and strict spending caps on schools and municipalities.

The Impact on Education

The Appropriations Act (FY ’05) does contain some good news for public schools. The total education budget, an investment of $8.9 billion, including state aid payments to districts, grants-in-aid and aid for direct services increased a total of 9.5% over last year. (Visit www.njpsa.org in the Legislative section for a detailed State Budget Summary.) Additionally, the budget contains increases in certain key areas sought by NJPSA and other statewide education organizations. The adopted budget contains:

- An additional $12 million to provide aid to districts experiencing rapid enrollment increases;
- An additional $17 million to assist the so-called “Abbott-rim” districts (low income districts adjacent to Abbott districts);
- Funding for preschool education in both Abbott and non-Abbott districts;
- An appropriation of $2.5 million for teacher mentoring;
- A $15 million investment in after school programs (NJ After 3);
- A $10 million appropriation to NJ STARS (Student Tuition Assistance Reward Scholarship) program; and
- Increased funding for post-retirement medical benefits and pensions.

Despite our lobbying efforts, the State Budget does not contain the increases sought to meet the extraordinary costs of providing special education in this state. The budget maintains last year’s funding levels which are equivalent to a 26% reduction in light of current costs and needs.

Budget and Administrative Caps

Despite the positive aid increases to schools detailed above, the FY ’05 budget will have a devastating impact on New Jersey school districts due to the restrictive spending caps and budgetary limitations imposed in accompanying legislation.

S-1701 (Lesniak, D20, Bryant, D5) and A-99 (Cryan, D20, formerly Roberts, D5) was passed by the Legislature on June 21 and June 24 with a vote of 29 to 6 with 5 members not voting in the Senate and 42 to 35 with 3 members not voting in the Assembly.

continued on p. 16
NJPSA thanks the Cabinet, Council, Committee chairs, Committee members, volunteers and the hundreds of NJPSA members who made the 2003-2004 school year successful. Names of Committee chairpersons are in bold type.

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Ronald Batistoni
Dorian Dorsey
Robert Gavin
Ann Kagdis
Robert Kramer
Kenneth Noland
Arthur Ranges
Anne Rogers
Barbara Sachs
Harry Scelover
Frank Volpe

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Vito D’Alconzo
John W. Fricke
Alyce Hunter
James Kennedy
Lorraine Lotowycz
Barbara McMorrow
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Get involved in Association activities by joining a committee. Use the Committee Volunteer Form on page 17 to sign up.
LEGAL MEMORANDUM

Your Effective Resignation Date is Your Decision
by Robert Schwartz, Esq.

After years of service, an employee decides that its time to leave and submits a letter of resignation. The letter specifies the effective date of the resignation. This seems simple enough. The board then receives it, considers it, and decides on its own, without any discussion with the employee, to change the date. Seem farfetched? It isn’t.

In the matter of Bloomfield Education Association v. Bloomfield Board of Education, the petitioner, a 40-year employee of the Bloomfield School District, gave notice on July 9, 2001 that he intended to retire on September 30, 2001. The board approved the resignation on July 17, 2001. Then, the board met again on August 28, 2001. This time the board unilaterally changed the petitioner’s resignation date from September 30 to September 1 to accommodate a replacement teacher it had hired who was available on September 5. The petitioner challenged the decision by filing a petition of appeal with the Commissioner of Education. Not wanting to be without any income, the petitioner notified the Division of Pensions to move up his retirement date from October 1 to September 1.

The petitioner pointed out that his July 9, 2001 notice was in accordance with the 60 day notice requirement found in N.J.S.A.18A:28-8. The statute requires that employees give boards of education sixty (60) days written notice of their intention to relinquish their position.

It provides for the following:

Any teaching staff member, under tenure of service, desiring to relinquish his position should give the employing board of education at least sixty (60) days written notice of his intention unless the board shall approve of a release on shorter notice and if he fails to give such notice, he shall be deemed guilty of unprofessional conduct and the Commissioner may suspend the certificate for not more than one year.

Although there was no question that the petitioner had met the sixty (60) day statutory notice requirement, the board contended that it was free to shorten the notification period because of the need to maintain continuity of classroom instruction. Stating its position, the board argued that “…Continuity of classroom instruction was a compelling educational interest, and this was maintained by hiring a replacement for [petitioner] to begin at the commencement of the school year, in September, rather than having [petitioner] teach the class for one month and then to immediately replace him as of October 1 with a new teacher. The board’s goal of maintaining educational continuity in the classroom was in the best interest of the children and was not an attempt to benefit the board in any way, in its capacity as an employer.”

While agreeing with the need for educational continuity, the Commissioner said that the board’s argument would have been “more compelling” had they not accepted the petitioner’s original retirement date. Instead, the Commissioner said that the Bloomfield Board first accepted the notice of retirement and then, once it had found a replacement for the petitioner, it “unilaterally” altered the agreement, with “not even the slightest consideration of how the alteration would affect the petitioner.” The Commissioner saw “little to refute the argument that this conduct… was patently unfair.” In the Commissioner’s view, to unilaterally move up a retirement date falls into the category of “ludicrous.”

In finding in favor of the petitioner, the Commissioner held that by unilaterally altering the retirement date on the pretext of preserving educational continuity, the board had not only acted beyond its authority, but it also deprived the petitioner of his full salary for the month of September. Accordingly, the Commissioner ordered the board to pay the petitioner the difference between the pension payment he received for the month of September and the full month’s salary he should have received.

In another matter, also involving the Bloomfield Board of Education, entitled Victoria Carrelle v. Bloomfield Board of Education, a non-tenured teacher submitted a resignation on November 1, 2002 with an effective date of January 1, 2003. Initially, the board accepted the resignation. However, as in the earlier matter, subsequently the board unilaterally moved up the resignation to December 10, 2002.

Here, too, the petitioner contended that her obligation was to meet the sixty (60) day statutory notice requirement. The Commissioner pointed out that the statute imposed a “one-sided” obligation. “Because the school laws obligate a teacher to give at least sixty (60) days notice of an intended resignation… it does not automatically follow that the school board has a mutual obligation… To the contrary, if the Legislature had wanted to impose a corresponding duty on school boards, it could easily have done so. …the one sided nature of the statute indicates that the underlying legislative purpose is to prevent disruption of the children’s education.”

In defending its action in this matter, the board contended that the collective bargaining agreement did not have any procedures for ending employment relationships during the course of a school year. Not having any language in the collective bargaining agreement prohibiting it from changing a teacher’s retirement or resignation date, the board said that it was free to act as it had.

The Commissioner disagreed. The Commissioner said the rights and remedies of non-tenured teachers are not only governed by a collective bargaining agreement, they are also governed by the annual contract of employment. In this case, the individual employment contract contained a mutual sixty (60) day notice provision specifying that termination may be accomplished “by either party giving the other sixty (60) days notice in writing…” Moreover, referring to the earlier Bloomfield decision, the Commissioner said that the board’s action was simply “equitably wrong” and “patently unfair.”

As with the earlier Bloomfield decision, the Commissioner ordered that the teacher be paid her salary for the month of December.

The net effect of both these cases is that a letter of resignation, once accepted, stands as a contract not subject to unilateral change by any party.

What if a board unilaterally changes the resignation date upon its initial acceptance of the letter of resignation or termination? Even if the board does not agree with the resignation date, it cannot change it unilaterally. The employee’s obligation is to abide by the required notice provision set by contract or statute. The board’s obligation is to accept the resignation date or negotiate a different one. However, it can’t simply on its own choose a different resignation or retirement date from that chosen by the employee. To unilaterally shorten an employee’s employment career as was done in both of these cases not only prematurely ends an employee’s compensation, but it also constitutes a summary termination, which for tenured employees is expressly prohibited by the tenure law.

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FEATURE: LEGAL MEMORANDUM
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Prudential Spirit of Community Awards

Prudential Financial and the National Association of Secondary School Principals recently honored the 2004 Spirit of Community State Honorees at a ceremony in Washington, D.C. The State Honorees each received $1,000 and a four day tour of the Capitol. Ten National Honorees were also chosen.

The awards program was established in 1995 to encourage youth volunteerism and identify and honor young role models. The four day ceremony recognized top youth volunteers from each state, the District of Columbia and Puerto Rico for their outstanding acts of community service.

Todd Stoner and Leah Wolsten are New Jersey’s top two State Honorees. Todd Stoner of Colts Neck High School organized two summit meetings of high school student leaders to discuss ways to combat racism and violence. With the support of his adviser and school administration, Todd created an agenda, drafted invitation letters, raised money to hire a motivational speaker, persuaded his school’s drama club to present an anti-violence play and trained volunteer facilitators. More than 100 students from 20 high schools participated in the first summit and developed action plans for dealing with violence and racism.

Leah Wolsten of Churchill Junior High School in East Brunswick, organizes birthday parties for children living in homeless shelters. After forming the Happy Birthday Foundation, Leah organized a series of car washes, bake sales and other events to raise money to purchase gifts, cakes and supplies for her parties. She purchases supplies, trains volunteers and supervises each party.

Top Ten Reasons for Attending the FEA/NJPSA/NJASCD Fall Convention

1. Attend over 15 professional development workshops at which you can update your skills.
2. Visit the expanded Exhibit Showcase.
3. Join your colleagues in honoring our state and national award winning members at our Awards Ceremony on Wednesday, November 3.
4. Special Spouse Program - Registered spouses will receive free transportation to City Walk outlets and a preferred customer discount card worth over $150.
5. Relax and network with colleagues and friends.
6. Get fresh ideas to bring back to your district at the Goldmine of Ideas.
7. Take part in the special legislative session about issues that will impact you and your school.
8. Sign up for the Urban Breakfast, our annual event that features issues that are important to urban educators.
9. Earn a chance to win valuable prizes. Visit our Exhibitors and find out how you could be a winner!
10. The FEA/NJPSA/NJASCD Fall Convention is the best professional development opportunity of the year. Register on page 6.

Sharing The Wealth: Youth in Philanthropy Program

Since its inception in 1994, AFP’s (Association of Fundraising Professionals, New Jersey Chapter) (AFP-NJ) Youth In Philanthropy program for children in grades K-8 has introduced more than 24,000 New Jersey students and their teachers to the concept and practice of philanthropy/volunteerism. The program is linked to the state Department of Education’s Core Curriculum, thanks to a special project challenge grant from FleetBoston Financial, a supporter since the program’s inception. ETHICON and Johnson & Johnson have provided important financial and in-kind support since 2000.

YIP volunteers are AFP-NJ chapter members who train teachers and visit classrooms to speak to the students about philanthropy and its context in our world today. Volunteers help teachers engage the children in community service and/or fundraising projects for the common good. According to Katherine Falk, chair of the annual New Jersey program and AFP’s International YIP Task Force, “As young as these children are, they can make a difference. It’s important they know that.”

The Association of Fundraising Professionals (AFP) represents 26,000 members in 174 chapters throughout the world, working to advance philanthropy through advocacy, research, education and certification programs. It is the leading professional organization for executives who work for not-for-profit and philanthropic organizations. The New Jersey Chapter’s more than 500 members work to promote the advancement, growth and ethics of philanthropy and volunteerism.

In 1998, AFP, formerly the National Society of Fund Raising Executives (NSFRE), bestowed its National Founders’ Award for Public Service to New Jersey’s Youth In Philanthropy program.

For additional information on YIP in New Jersey, contact Katherine Falk, Chairperson, 215-860-4453 or kfalk@voice.net. The YIP web address is www.yipweb.org.

Top Honors to Gateway Students

Students Take Top Honors in 2004 Buffalo Bill Cody & the American West Contest

The winners of the 2004 Buffalo Bill Cody American West Contest, a national competition for 6th through 8th graders sponsored by the five museums of the Buffalo Bill Historical Center in Cody, Wyoming, have been chosen! The contest was held to stir interest in the American West.

Students from Gateway Regional High School took top prize. Their entry was chosen from among entries from over 700 schools. Their entry, “Gators Go West,” was a fictitious account of a trip taken by the Barlow sisters to Yellowstone in 1872. The Gateway students were Elizabeth Hiddemen, Katheryn Nicolle and Lauren Sheppard. Their advisor is Mrs. Janet Coates and the principal is Dr. Ron Davis. The students, their families and teacher won an expense-paid trip to Cody and Yellowstone.

Their team’s challenge was to:
• Imagine themselves as writers or adventurers, artists or scientists travelling through the Old West
• Research Buffalo Bill Cody, the American West and Yellowstone Park
• Work together as a team to solve problems and overcome obstacles along the trail to reach your destination
• Write weekly journal entries to share the story of your encounters along the route

OUTSTANDING ACHIEVEMENT THE BUFFALO BILL CODY PRIZE “Unbroken Spirit” Logan Middle School Logan Township, New Jersey

The Logan Middle School contestants were Samantha Tamurri, Tim Lex, Jake Neary and Lacey Smith. Their advisor is Mrs. Michelle McDonald and the Principal is Mr. Fred Cuddy.

Congratulations!
It’s Only Money!!! A Detailed Explanation Of The Retirement System’s Financial Condition

Article 1 of a 2 part series by Mort Reinhart

(Occasionally, to emphasize a point, I write a column in the first person that contains information that I have experienced during my over thirty years of retirement consulting. The current stock market turmoil and its resulting impact on the financial condition of the State’s retirement systems is a subject that requires an historical perspective requiring first person recollections.)

I have received a number of phone calls recently from retirees inquiring about the solvency of the retirement systems and the safety of their retirement checks and health benefits. Even a number of active educators who are preparing to retire this year or in the near future have called or contacted me about the safety of the systems. With today’s newspaper headlines screaming about pension fund losses in the last two years and darkly hinting at taxpayers being faced with large bills to shore up the public retirement systems, who can blame these callers for their concern.

But, first, a little history is in order. From the late 1960’s through the mid1980’s, I was employed by the New Jersey Education Association as Associate Director/ Field Representative in the area of employee benefits. One of my major responsibilities was to be the “watchdog” of the pension systems. In that role, I often met with William Joseph, Director of the Division of Pensions, to discuss the benefit structure of the retirement system and to suggest changes (improvements) in the system that NJEA was seeking. Bill would always listen to the suggestions and would point out that, for the most part, they were good ideas. The only thing lacking, he would point out, was the funding necessary to implement the changes. He made it very plain that a retirement system, regardless of the benefit structure, was really nothing more than a huge pool of money, and that to improve the system ...or keep it solvent...required more money. His expression, “It’s only money,” has become an indelible part of my view of all retirement systems, for without assets to back the promises of the retirement plan, there will be no monthly pension checks.

Now, let’s return to the current situation and try to put things in perspective.

The first point to be made is that the pensions of all retirees are safe and secure!!!

The retirement systems of the State have billions of dollars in assets. The Teachers’ Pension and Annuity Fund (TPAF), by itself, had total assets of over $31.3 billion dollars at the close of the 2001 fiscal year on June 30, 2001. The number of TPAF retirees and beneficiaries receiving annual pensions in 2001 totaled 53,784. (The other State retirement systems, which cover public employees employed by the State, by counties and by municipalities, police and fire personnel, prison guards, and judicial personnel, also have significant assets to provide for their retirees.) No one, therefore, who is currently retired need be concerned about receiving his or her pension check.

Current educators should also feel secure about their future pensions.

The various statutes providing retirement benefits for public employees require public employers (State, county, agency or municipality) to make contributions annually to each retirement system covering their employees. That contribution amount is determined every year by the actuary of each system after an evaluation of the various components that make up a retirement system. Some of the components included in the evaluation are the value of the system’s assets, the number of retirees, assumed growth of the assets, assumed salary growth of active participants, the accrued pension credit of the active participants, health benefit issues, cost-of-living data, and estimates of expected retirements. After reviewing all this information and breaking it down into monetary value, the actuary recommends the amount of contribution that must be made by the employer. (With the exception of certain military veterans, the State of New Jersey is considered the employer of members of the TPAF for both pension and Social Security purposes, and, therefore, is responsible for making the employer’s contribution to the TPAF. The local school district is considered the employer of those school personnel who are members of the Public Employees Retirement System (PERS) and is responsible for the employer’s pension and Social Security contributions to PERS.)

What is important in this brief funding explanation is that the State and the local school district will continue to make contributions to the pension systems in order to keep them solvent and able to provide retirement benefits far into the future for all currently active and all currently retired employees.

The financial markets will rebound and provide additional asset growth for the retirement systems.

New Jersey pension plan assets grow in three ways: (1) Employees contribute a portion of their salaries every pay day; (2) employers contribute annually, based on actuarial evaluations (More later on this point); (3) the assets of the fund grow through investment in stocks, bonds and other money instruments.

•Employer contributions are determined through actuarial valuations of the systems each year. Undoubtedly, with the losses in value of the assets of the funds, employers (State for TPAF and local school board for PERS) will be required to increase their contributions to the systems.

•Asset growth through investment depends upon the movement of the financial markets. Currently, these markets are moving sideways. They are up one day and down the next. No one seems to be able to predict a trend in the short term. There are, however, many reasons to believe that over the long term the markets will trend upward and the investments of the retirement systems will show growth. Studies show that for over 65 years the stock market has averaged 8% to 10% annual growth. That does not mean the market will grow at that rate every year. Some years the market has gone up at a much greater rate; other years it has gone down at a much greater rate. (Note that in the last two years the market has dropped over 25%.) A pension fund bases its assumed average growth on a 40 to 50 year time horizon. With that long term approach, it seems virtually certain that the markets will trend upward and the retirement systems assets will grow, providing a secure floor for all current and future retirees. (Next month’s article will continue the discussion of the funding of the retirement systems and will provide a historical account of many of the actions that preceded the current difficulties.)

www.njpsa.org

Editor’s Note:

This article is a reprint of a September 2002 article explaining the financing of the TPAF and past actions of State government to use pension funds to balance budgets. It may be used along with a copy of Mort Reinhart’s article from the June 2004 NJPSA Newsletter entitled, “Press Reports of Pension System Funding Sending Wrong Message to Educators and Retirees.”
Reporting the Death of a TPAF Member by Richard Klockner

Regardless of the time or circumstance of death, the loss of a loved one is traumatic. The person responsible for handling the affairs of the decedent should be aware of the required notifications that must be made with the New Jersey Division of Pensions and Benefits. Certain survivor benefits may be paid based upon the pension fund’s eligibility factors, decedent’s membership status at the time of death (active or retired), service and insurance benefits. Information from the Division of Pensions will detail the specific entitlements payable to the beneficiary.

Upon the death of an enrolled member in the retirement system, the Division of Pensions must be notified at 609-292-7524. A pension counselor will ask for the name, date of death, and Social Security or membership/retirement number of the deceased. To ensure the proper delivery of the necessary forms, the Division of Pensions will request the current address and a telephone contact number of the last named beneficiary on file or the person handling the affairs of the deceased. Your beneficiary should expect to receive claim forms within two weeks of notification. Any uncashed pension checks must be returned to be reissued in the name of the beneficiary or estate. Once the Division of Pensions receives all necessary forms and documentation, two to three weeks of processing time is required for the issuance of any insurance, pension benefit, and/or return of undistributed pension contributions to the beneficiary.

The Division of Pensions recommends that you keep retirement system membership records, membership and/or retirement number, and a record of your date of birth with your important papers. Always keep your beneficiary designations current and review this information each time your family changes through a birth, death, marriage or divorce, etc. The Designation of Beneficiary form is available on the Division’s website or by calling (609) 777-1931.

Retired State Health Benefits Program coverage for eligible dependents ends the last day of the month the retiree dies. Information regarding paying for continued medical and prescription coverage under the SHBP will be outlined in the reenrollment package. Coverage will be retroactive 60 days.

NJPSA can assist the surviving spouse or family by notifying the Division of Pensions of the death of a retiree or employee for the processing of any pension and insurance benefits. Keep a copy of this article with your final directives to assist your surviving spouse and/or beneficiaries.

To learn more about this topic visit the Division’s website (www.state.nj.us/treasury/pensions) and select Fact Sheet #10- Reporting a Death.

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The Department of Education honored the 2003-2004 Best Practices/Star Schools at a recognition ceremony/luncheon in early June at The Ramada Inn Conference Center in East Windsor, NJ. The Best Practices/Star Schools program highlights outstanding classroom practices and model schools of excellence throughout New Jersey. The ceremony honored seven Star Schools and 54 Best Practices selected from a field of approximately 700 applications.

### Star Schools
- **Camden County**
  - Clara Barton Elementary School
  - Harriet Beckerman, Principal
- **Middlesex County**
  - Frost Elementary
  - Patricia Wright, Principal
- **Monmouth County**
  - Pine Brook Elementary School
  - Thomas Sherman, Principal
- **Passaic County**
  - Haskell Elementary School
  - GeorGianna Gongora, Principal
  - Roberto Clemente Elementary School
  - Lourdes Rodriguez, Principal
- **Union County**
  - Early Childhood Center – Hamilton
  - Terry Elementary School
  - Mary Kay McMillin, Principal
  - Union County Magnet High School
  - Jim Stefanikiewicz, Principal

### Best Practices
- **Arts Visual and Performing**
  - Brigantine Elementary School
  - Ventnor Middle School
- **Bilingual Education**
  - Lafayette-Pershing School
- **Citizenship/Character Education**
  - Brigantine Elementary School
- **Atlantic County**
  - Yearville Elementary School
- **Monmouth County**
  - H.W. Mountz School
- **Somerset County**
  - Harrison School
  - Stony Brook School
- **Union County**
  - Cranford High School

### Educational Technology
- **Morris County**
  - Pequannock Valley School
- **Monmouth County**
  - Cedar Drive Middle School

### Gifted and Talented Programs
- **Monmouth County**
  - Swimming River School

### Guidance and Counseling Programs
- **Burlington County**
  - Stafford Intermediate School

### Health and Physical Education
- **Gloucester County**
  - Delsea Regional High School

### Language Arts Literacy
- **Bergen County**
  - Woodcliff Middle School

### Mathematics
- **Mercer County**
  - Perry L. Drew School

### Professional Development
- **Camden County**
  - Joyce Kilmer Elementary School
  - Public Engagement

### Safe Learning Environment
- **Burlington County**
  - Clara Barton School

### Science
- **Middlesex County**
  - Colonia Middle School

### Social Studies
- **Hudson County**
  - Secaucus High School
- **Monmouth County**
  - Marine Academy of Science and Technology
- **Union County**
  - Cranford High School

### Special Education
- **Hudson County**
  - Bayonne High School
- **Morris County**
  - Montville Township Public School

### Student Support Services
- **Middlesex County**
  - Edward J. Patten School
- **Mercer County**
  - Yardville Heights Elementary School

### Technical Education
- **Sussex County**
  - High Point Regional High School

### Vocational-Technical Education
- **Hunterdon County**
  - Hunterdon Central Regional High School

### World Languages
- **Mendham County**
  - Princeton Charter School

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New discounts exclusive to NJPSA members!

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www.njpsa.org

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Summer 2004
As amended, S-1701/A-99:

The Bill Provisions

ment Relations Department.
effect by emailing or contacting the NJPSA Govern-
you and your district as the legislation goes into
vote on this critical legislation. We also ask that you
your legislator now to voice your views of his/her
opposed this legislation! We urge you to contact
and a coalition of education organizations strongly
www.njpsa.org in the Legislative section.) NJPSA
ported the bill and four Democratic Senators and six
nine Republican Senators and one Assemblyman sup-

Future Action

NJPSA will continue its review of this legislation and its efforts to change the legislation. As noted above, the Commissioner of Education has been au-
ized to enact “emergency” regulations to implement
means that there will be no pub-
formal process for input into

NEW TAXES

Cigarettes 35 cents/pack
New Tires $1.50/tire
Vehicle Registration Fees Four (4) years up front ($224)
Cosmetic Surgery 6% tax
HMO Premiums 1% tax
Millionaire’s Tax Income over $500,000 taxed at 8.97%
Phones 90 cent surcharge on all bills, cell phones and land lines

REBATES

Homeowners Rebates up to $800 (for households with incomes under
$200,000)
Homeowners – Senior Citizens Rebates up to $1,200

BUDGET

Total State Budget FY ’05 - $28,427 billion
Education Budget (State Aid) FY ’04 - $24,257 billion
Abbott Pre-School Expansion Aid FY ’05 - $8.969 billion
Abbott RIM Districts FY ’04 - $8.190 billion
Non-Abbott Additional Formula Aid $40 million
After School Programs (NJ After 3) $17 million
Non-Abbott Additional Formula Aid $90 million
After School Programs (NJ After 3) $15 million
Please indicate those committees on which you would like to serve and NUMBER THEM in order of preference.

Generally, we only request your services on one committee.

_____Awards
To be responsible for screening the nominations of candidates for NJPSA and national awards. Committee weighs achievements of each candidate and makes recommendations to the Cabinet.

_____Constitution Review (Ad Hoc Committee)
To identify, review and update areas of the NJPSA Constitution that need revision and present these changes to the Cabinet and Council for approval.

_____Critical Issues (Ad Hoc Committee)
To review, explore and analyze emerging issues impacting the profession of school leaders and public education in general, and to develop NJPSA’s strategic response to these critical issues.

_____Curriculum and Assessment
To monitor implementation of the Core Curriculum Content Standards and the development of new and modified state tests related to the standards. To develop strategies to assist members in meeting the new standards.

_____Editorial
To plan issues of Educational Viewpoints, decide on topics and select articles. Plan publication format, purposes and goals in conjunction with Association policy.

_____Elementary Level Education
To discuss issues and concerns of elementary school administrators and supervisors. To suggest programs for professional development for elementary school personnel which would be provided by the Association.

_____English Language Learners
To review current and emerging issues related to the instruction of students who are English language learners. To recommend statewide policies and NJPSA activities that will maintain and/or enhance the quality of instruction for English language learners.

_____Fall Convention Program
To recommend convention program, speakers and format. Has on-site responsibilities and conducts follow-up analysis of evaluations. Selects theme for next year.

_____Guidance and Counseling
To provide leadership and support for the implementation of the goals and objectives of N.J.A.C 6A-3.2, “No Child Left Behind” and the Family Involvement Act in order to meet the academic, personal/social and career developmental needs of all students.

_____Legal Aid
To develop policy recommendations with respect to all legal issues involving the Association. Review cases handled by Association counsel(s). Decide upon financial assistance in the event that member(s) seek private counsel.

_____Legislative
To develop recommendations for association policy on pending legislative issues. Examine and analyze legislation and code proposals. Recommend positions to be taken by the Association.

_____Membership
To provide input to membership campaign and recruitment strategies. To help identify potential members.

_____Middle Level Education
To determine specific services needed by middle school administrators and supervisors. To suggest programs for professional development for middle school personnel which would be provided by the Association.

_____Retirement
To proactively explore all issues and services related to retirement. These are to include but not be limited to: financial planning, insurance, the protection of benefits, transitions to second careers and other critical and emerging issues. To develop specific programs for the general membership in the broad areas of preparation for retirement and provide volunteer services for the Association.

_____Secondary Level Education
To discuss issues and concerns of secondary school administrators and supervisors. To suggest programs for professional development for secondary school personnel which would be provided by the Association.

_____Sensitivity Issues (Ad Hoc Committee)
To provide an avenue which would assist membership in dealing with the improving upon issues regarding sensitivity toward student image concerns.

_____Special Education
To be responsive to the developments in the area of special education. The committee will consider proposed special education code revisions and recommend positions to be taken by the Association.

_____Student Activities
To explore the development of an NJPSA student activities program in affiliation with other appropriate organizations at the state and national levels.

_____Supervisors
To determine specific services for supervisors. To suggest programs for professional development for supervisory personnel which would be provided by the Association.

_____Technology
To increase the knowledge and use of technology among K-12 school leaders. To implement association sponsored technology programs and materials.

_____Urban Education
To respond to the Supreme Court decision in Abbott v. Burke. To address the special needs of urban school administrators.

_____Vocational Education
To determine specific services needed by vocational education administrators and supervisors. To suggest programs for professional development which would be provided by the Association.

Name_________________________Position_________________________
School_________________________Address_________________________
Street_________________________City_________________________State_________________________Zip_________________________
County_________________________Phone_________________________Fax_________________________Email_________________________

Please mail completed volunteer form to NJPSA, 12 Centre Drive, Monroe Township, NJ 08831-1564.
Phone: 609-860-1200    Fax: 609-860-2999    Email: njpsa@njpsa.org
“Becoming a part of the Seton Hall family has had a positive effect on my life personally and professionally. The professors are extremely knowledgeable and talented. The class schedule is completely pre-arranged for the two-year program. With advance planning, I have been able to travel to Seton Hall at very reasonable rates. I feel very fortunate to have been part of Seton Hall’s Executive Ed.D. Program.”

Duncan Klussmann
Asst. Superintendent, SBISD
Houston, Texas
Anticipated Graduation Date, May 2004

Our accelerated Ed.D. program allows you to complete your doctoral studies in just 10 weekends and two four-week summer sessions over a two-year period.

This rigorous program is designed exclusively for K-12 education administrators who need a flexible schedule that will not interfere with career responsibilities. Our cohort approach builds on shared experiences and the expertise of seasoned faculty and nationally recognized authorities in the educational field.

Now accepting applications for the April 2005 cohort

Financial aid loans cover the entire program cost, regardless of financial need.
**FEA Professional Development Fall Preview**

**September 2004**

09/27 Communicating Important Ideas in the World Languages Classroom Through Content-Based Instruction: Part I (Register at www.state.nj.us/njded/aps/cccs/wl)

09/29 Overcome Achievement Gaps: Powerful Strategies That Will Improve Student Performance on State Tests

09/30 Workshop Series for Special Education Directors and Supervisors of Special Services Session I: Preparing and Transmitting Mandated Federal and State Reports for Special Education

**October 2004**

10/04 School Law Series - Legal or Not Legal: That is the Question Session I: Student Discipline Issues

10/05 Preparing Your Students for the New SAT I

10/07 Once Upon a Time: Building Student Literacy Through Storytelling (FEA/NJPSA Headquarters)

10/07 New Administrators Workshop Session I: What Matters Most in Schools

10/08 Facilities Planning From Soup to Nuts

10/13 Beyond Basic Skills: Promoting and Measuring Higher Order NJ Standards

10/14 New Administrators Workshop Session II: Supporting Teacher Growth Through the Observation Process

10/19 Confronting Hatred in Our Schools and Communities: A Conference for Teachers, Administrators and Supervisors (Busch Campus, Rutgers University)

10/20 Supervision Series: Making a Difference Through Supervision Session I: Look Sharp, Feel Sharp, Be Sharp: Sharpening your Observation

10/21 New Administrators Workshop Session III: The Nuts and Bolts of Understanding and Administering Your District’s Professional Collective Bargaining Agreements

10/21 Workshop Series for Special Education Directors and Supervisors of Special Services Session II: Budget Development and Grants Management

10/22 Observing World Languages Teachers: Expectations for the Standards-Based Classroom (Register at www.state.nj.us/njded/aps/cccs/wl.)

10/27 Bullying: Not in My School!

10/28 Breaking Ranks II! Strategies for Leading High School Reform

**November 2004**

11/03, 04, 05 FEA/NJPSA/NJASCD Fall Convention

11/12 Supervision Series: Making a Difference Through Supervision Session II: Different Strokes for Different Folks: Differentiating Supervision

11/16 Teacher Leadership Capacity to Support Teaching and Learning

11/18 School Law Series - Legal or Not Legal: That is the Question Session II: Special Education

**December 2004**

12/01 Once Upon a Time: Building Student Literacy Through Storytelling (NJEA Headquarters)

12/02 Supervision Series: Making a Difference Through Supervision Session III: Improving Teachers and Teaching Practice Through Coaching

12/10 Communicating Important Ideas in the World Languages Classroom through Content-Based Instruction: Part II (Register at www.state.nj.us/njded/aps/cccs/wl.)

12/13 Workshop Series for Special Education Directors and Supervisors of Special Services Session III Monitoring and Evaluating Staff Performance

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**Student Activities Workshops**

10/01 The Principal and Student Activities

10/12 Legal Issues and Liability for the Advisor

12/14 National Honor Society

01/12 Student Publications

TBA Student Leadership Conference

**Preparing Your Students for the NJASK, GEPA & HSPA Workshop Series**

(All workshops are scheduled for 8:30 a.m. to 12:30 p.m.)

**Location: FEA/NJPSA Headquarters**

10/06 NJASK Language Arts Literacy

10/14 NJ ASK Mathematics

10/26 Open-Ended Mathematics

11/17 HSPA Mathematics

11/19 GEPA Language Arts Literacy

12/01 NJASK Science

12/08 HSPA Language Arts Literacy

01/11 GEPA Science

01/13 HSPA Science

01/19 GEPA Mathematics

**Location: Gloucester County Office of Education, Sewell**

10/08 NJASK Language Arts Literacy

10/21 Open-Ended Mathematics

11/09 HSPA Mathematics

11/22 NJASK Mathematics

12/03 GEPA Mathematics

12/15 GEPA Language Arts Literacy

01/07 HSPA Language Arts Literacy

Call NJASCD at 609-860-8991 to register for any of the NJASK, GEPA and HSPA workshops.

**REGISTRATION FEES:**

NJASCD & NJPSA Member Discounted Fee: $ 90

Nonmember Fee: $140

(includes one year complimentary membership in

**Questions?**

Call the Professional Development Department at 609-860-1200, Monday through Friday, between 8:30 a.m. and 4:30 p.m.

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New Jersey Principals and Supervisors Association is a registered provider by the New Jersey Department of Education for the 100 hour professional development requirements. Upon request, a Certificate of Attendance will be provided for you to present to your local Professional Development Committee if you choose to use any of these seminars for your Continuing Education Plan.
NJPSA Vision Statement

The New Jersey Principals and Supervisors Association recognizes that strong leadership is essential to educational excellence in New Jersey. NJPSA is dedicated to assisting school leaders promote effective teaching and student learning. NJPSA asserts itself on the local, county, state and national levels to address school quality and the professional leadership needs of school administrators and supervisors.

2000-2005 Goals

I. To maintain and enhance the recognition of NJPSA throughout the state as the pre-eminent organization for elementary, middle, secondary and district level administrators.

II. To increase membership and active participation by expanding and improving group and individual services.

III. To be proactive in addressing critical and emerging issues relevant to the profession.

IV. To provide comprehensive professional development programs.

V. To maintain and establish mutually beneficial relationships with business, higher education and financial communities.

Approved unanimously by the NJPSA Cabinet June 27, 2000


NJPSA Leadership

President • Daniel Money
President Elect • Gloria Tunstall
Vice President • Timothy O’Halloran
Treasurer • Joseph Pompeo, Ed.D.
Recording Secretary • Elene Van Noy
Past President • Joseph Pizza
NAESP Representative • JoAnn Susko, Ed.D.
NASSP State Coordinator • Michael A. Wanko, Ph.D.

Council Representatives to the Cabinet
• Bert Ammerman
• James Burke
• Maria Corso
• Vito D’Alconzo
• Peter Fedorchak
• Georgiann Gongora
• Deborah Harvest
• Joseph Jones, III
• Mary Orr, Ed.D.

-In Case of Inclement Weather-

In the event we need to cancel any NJPSA/FEA program, Council or Cabinet meeting, please tune to the following radio stations for information:

WCBS Newsradio 88 (880 on your AM dial) every 30 minutes.
NJ 101.5 Radio, 97.3 FM in South Jersey and WBUD 1260 AM
KYW AM 1060

Answering Machine: Information regarding the cancellation of meetings will be available on the answering machine after 7:00 a.m.