

SCHOOL BOARD notes

Update: NJSBA's New Headquarters



Dear NJSBA Member,

Our Association is moving closer to a milestone—the construction of a new headquarters building and conference center. We anticipate that in the near future we will complete the purchase of land in central New Jersey.

Last March, the Board of Directors authorized the purchase of land for construction of a new headquarters. As reported previously in *School Board Notes*, its decision followed months of research by an 8-member ad hoc Facilities Committee. That study examined the capacity, structural conditions and major systems of our current headquarters and its three remote field locations.

Cost Effective The facilities committee determined that renovations necessary to

keep our existing headquarters in operation would not be a cost-effective use of Association funds and that our current locations could not meet the Association's future membership service needs. (Please visit our special Web page, www.njsba.org/newfacility, for more information about the decision to construct a new facility).

Field Offices NJSBA is committed to maintaining the high-quality direct services now available through our Field Service Department. Still to be determined is whether or not the Association will close its three field offices and combine all staff at one central location. The Board of Directors has reserved that decision. Whatever the final outcome, let me assure you that direct services to school boards will grow, not diminish.

Money for Project Funding for land pur-

chase and construction will come from a capital reserve account authorized by the Board of Directors in September 2005 and built through sound, efficient financial practices. The board's discussion has focused on completing the new headquarters without relying on changes in the dues structure.

Construction Oversight With land purchase imminent, the Board of Directors on Sept. 15 approved the appointment of a 10-member Construction Review Task Force. This panel will approve building design, contracts and cost estimates. At each stage through construction, the task force will monitor progress and report to the board.

The panel is chaired by Raymond Wiss, a member of the Northern Valley

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Special Session Continues



The four joint legislative committees charged with devising recommendations to ease New Jersey's property tax crunch still are in the midst of fact-finding and deliberation.

Although no substantial action has taken place, the appointed committees have until Nov. 15 to conclude their meetings. At that point, they are expected to devise recommendations to be considered by the Legislature.

Tangibles Elusive The committees have a shared goal: To come up with tangible ways to cut New Jersey property taxes, which average \$6,000 per household. Still in the mix is a half-billion dollars in the state's reserves that is expected to be used for property tax relief. The money resulted from the 1-cent sales tax increase that went into effect in July. No decision has been made about how that money would be used.

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Reminder: Oct. 7 Consolidation and Shared Services Forum

NJSBA and its County Association Leadership will convene a panel of experts in government and education for an open discussion of "Consolidation and Shared Services."

Michael Aron of New Jersey Network will moderate the event, which will take place from 9:15 a.m. to 11:30 a.m. (registration at 8:45 a.m.) Saturday, Oct. 7 at Monroe Township High School, Middlesex County.

Register online at www.njsba.org/consolidation. (There is no charge for attendance.)

New Headquarters
continued

Regional Board of Education and Bergen County's representative to the NJSBA Board of Directors.

Conference Center Located near major highways, our new headquarters will give members a level of access to NJSBA's services and resources not possible at our present sites. Notably, the new facility will include a training center that will host nearly every NJSBA program and meeting that must now take place at costly conference centers and hotels. The training center will also provide an additional revenue source through rentals to outside organizations.

I am confident that you will share my

enthusiasm as we enter an exciting stage in our Association's history. 🍷

Sincerely,
Kevin E. Ciak
President

NJSBA Construction Review Task Force

Raymond R. Wiss, Northern Valley Regional Board of Education (Bergen), *chairman*

John Bulina, NJSBA vice president for finance, Tabernacle Township (Burlington)

Kevin E. Ciak, NJSBA president, Sayreville (Middlesex)

Harry J. Delgado, NJSBA vice president for county activities, South Brunswick (Middlesex)

Robert Iannacone, Galloway Township (Atlantic)

Everett J. Jennings, East Orange (Essex)

Patrick D. McGuinness, Alexandria Township (Hunterdon)

Eva M. Nagy, NJSBA vice president for legislation/resolutions, Franklin Township (Somerset)

Patti J. Pawling, NJSBA immediate past president, Barrington (Camden)

Michael R. McClure, Maple Shade (Burlington), non-voting liaison from the NJSBA Audit Committee 🍷



Notice: NJSBA Executive Committee Meeting

In accordance with the Open Public Meetings Act, notice is hereby provided of a meeting of the New Jersey School Boards Association's Executive Committee. The meeting will be held at 6:30 p.m. Wednesday, Oct. 4, 2006 at NJSBA Headquarters, 413 West State St., Trenton.

The meeting is open to the public.

The agenda, to the extent known at this time, will include discussion and/or approval of the open and closed session minutes of the Sept. 6, 2006 meeting, vouchers past 60 days, ratification of officers' vouchers, report of the Audit Committee, officer attendance at county meetings, update from the Construction Review Task Force, School Funding Formula Ad Hoc Committee, follow-up to Board of Director discussion of remote location options, and plans for the Oct. 14, 2006 Board of Directors retreat.

The Executive Committee will enter into closed session to consider the Executive Director's contract.

For further information, contact Mary Alice Durham at (609) 278-5206.

Legislative Committee Openings

Do you want to help shape NJSBA's legislative agenda and advocacy action plan?

If so, there are several openings left on NJSBA's Legislative Committee for board members who want to volunteer their time to communicate with state and federal lawmakers about issues critical to New Jersey's school districts.

The committee meets approximately six times a year to review and to adopt positions on proposals affecting boards of education. The committee also is responsible for promoting grassroots advocacy.

Committee members are often called upon to testify at hearings before the Legislature and the New Jersey State Board of Education.

NJSBA needs your support more than ever as it tackles tough issues like school regionalization, property tax reform, administrative cost caps and unfunded mandates.

Members are needed in District 4 – parts of Camden and Gloucester counties, District 9 – parts of Atlantic, Burlington and Ocean counties, and District 27 – Essex County.

Alternate members are needed in District 9 – parts of Atlantic and Ocean counties, District 10 – parts of Ocean and Monmouth counties, District 15 – Mercer County, District 27 – Essex County, District 31 – Hudson County, and District 34 – Essex and Passaic counties.

For further information, contact Katy Hague at (609) 278-5215 or khague@njsba.org.

Outgoing Members Honored

NJSBA's Board of Directors honored its retiring members during its Sept. 15 meeting held in Mercerville.

Plaques were presented to Barbara Para of Mullica Township, who represented Atlantic County; Linda O'Connor of Hillsdale, Bergen County; Evert Ford of Salem County Vocational, Salem County; and Madeline Wollner of Bloomfield, Essex County. Other retiring members, who were unable to attend the meeting, include Robert Brandt of North Warren Regional, Warren County; Rita Sweeney of Ocean Township, Ocean County; and Beverly Holland of Neptune Township, Monmouth County.



*Edwina M. Lee,
Linda O'Connor and
Kevin E. Ciak*



Barbara Para



Madeline Wollner



Evert Ford

Is Your District Feeling the Squeeze?



In these difficult economic times, your district's negotiations team could be faced with contentious issues and a tough round of bargaining. Whether your district is self-represented or utilizes the services of a professional negotiator, NJSBA's bargaining conferences will help your board be knowledgeable and effective.

Learn to Negotiate Effectively in Tight Times at NJSBA's Bargaining Conferences.

Intermediate Bargaining

September 30 • 9:00 a.m. - 4:15 p.m.

RWJ Hamilton Conference Center,
Mercerville

This program focuses on what actually happens at the bargaining table; how to begin, what to expect and how to respond. Topics include:

- The Mechanics of Bargaining (ground rules, timing, procedures)
- Analyzing Union Demands
- Using Comparative Data
- At-the-Table Techniques
- Impasse Procedures

Academy Credits: 2 • Core Area for CBM: Labor Relations •
Core Areas for MBM: Labor Relations, School Law

Advanced Bargaining

November 18-19 • Saturday, 8:30 a.m. — Sunday noon

The Sheraton Parsippany, Parsippany

This weekend workshop gives you a unique hands-on opportunity to plan your bargaining strategies and engage in face-to-face bargaining. The weekend includes:

- **An All-Day Bargaining Simulation**
Where, as a member of a bargaining team in a mock school district, you apply and practice your bargaining skills in a risk-free environment.
- **An Evaluation of Your Bargaining Effectiveness**
Where the professional negotiator assigned to your team evaluates your progress and provides constructive advice that will be invaluable in your real district's negotiations.

Academy Credits: 5 • Core Areas for CBM: Labor Relations, Relationships • Core Areas for MBM: Group Dynamics, Labor Relations



Cancellation Policy: A fee will be charged for cancellations made within 10 working days of the program. \$25 fee for Preparing or Intermediate Bargaining; \$50 for Advanced Bargaining. Cancellations made within 72 hours and no-shows will be charged the full fee. For possible program cancellations due to inclement weather, call 609-392-2000.

To Register: Call NJSBA's Labor Relations Department at 609-278-5224, fax: 609-695-0413; or complete the coupon below.

Please register me for the following **Bargaining Conferences:**

- Intermediate Bargaining** September 30, 2006 @ \$125 (\$250 each for non-members)
- Advanced Bargaining** November 18-19, 2006
- Single occupancy @ \$395 each Double occupancy @ \$355 each Commuter @ \$315 each
- Fees include hotel accommodations, all meals, refreshments, and materials.
- Payment enclosed Bill Board (P.O. must accompany registration form)

NAME: _____ TITLE: _____

DISTRICT: _____ COUNTY: _____

ADDRESS: _____

PHONE: (h) _____ (b) _____

FAX: _____ E-MAIL: _____

Return to: New Jersey School Boards Association, Labor Relations Department
413 W. State Street, P.O. Box 909, Trenton, New Jersey 08605-0909 or FAX: 609-695-0413

*If you wish to be billed and a voucher is required for your records, please send it with your registration to avoid duplication. Travel directions will be provided when your registration is confirmed.



Workshop 2006 Badge and Bag Info

For all districts that pre-paid by check or credit card on or before Sept. 29, 2006, Workshop badges will be mailed to the district's board secretary/school business administrator. The envelope will be marked "Attention: Workshop Badges Enclosed." The board secretary/business administrator should distribute these badges to the appropriate individuals.

Pre-Registration with Badge Upon arrival at the Atlantic City Convention Center, registrants should bring their badge to the desks marked "Pre-Registration-With Badge," located at the second-floor registration area. There they will receive a badge holder and Workshop bag containing the program book and other items. Only one Workshop bag will be given to each board member and administrator. Therefore, each registrant must present his or her own badge at the "Pre-Registration-With Badge" desk to receive a bag.

Pre-Registration without Badge Individuals and school districts that registered *after* Sept. 29 will need to pick up their badges, badge holders and Workshop bags at the "Pre-Registration-No Badge" desk in the convention center registration area.

Individuals who have pre-registered or paid, but who do not have a badge in their possession, must also go to the "Pre-Registration-No Badge" desk. Please note that, since this will involve the creation of a new badge, it will contribute to waiting time at that desk.

Urban Boards Luncheon Prepaid tickets for the Urban Boards Luncheon must be

picked up at the registration area marked "Urban Board Lunch Tickets." Individuals interested in attending the luncheon who have not paid may purchase tickets at this location as well. Ticket sales will end at 10:30 a.m. Thursday.

Workshop 2006 registration hours will be from noon to 5 p.m., Tuesday; 8:30 a.m. to 5 p.m., Wednesday and Thursday; and 8:30 a.m. to 11 a.m., Friday.

Make Connections on Exhibit Floor

Whether you are a veteran Workshop attendee or a first-timer, the exhibit floor is a must-see. There will be vendors to visit, computers to try out, interactive displays, great giveaways, student performances and a free lunch.

Here are some highlights:

Park Area New for this year, treasure chest bingo drawings will take place in the Park Area, located across from the Cyber Café in the 2000 Aisle. The prizes are donated by many of the exhibitors. Student groups, from several of the exhibiting school districts, will perform before and after the drawings. If your district would like to be considered for a performance slot, contact Lynn Anderson at (609) 278-5223 or landerson@njsba.org.

Cyber Café While on the exhibit floor, visit the Cyber Café where you'll be able to surf the Internet, e-mail other workshop participants, post notes on bulletin boards and engage in distance learning. The Cyber Café is sponsored by Transnet, Hewlett Packard and Cisco Systems. It will be in a *new* location, at the front of the 2000 Aisle.

Interactive Displays Experience the thrill of being a pilot right on the Exhibit Floor! The National Talent Network of EIRC and the FAA William J. Hughes Technical Center will provide online flight simulations using laptop computers. Stop by the 2300 Aisle and take a supersonic "ride."

Teen Arts Display Don't forget to check out the Teen Arts Display located near the entrance of Exhibit Hall C. Review a remarkable display of artwork from exceptional New Jersey students.

Network on Wheels Cisco Systems is bringing back its "Network on Wheels" demonstration van, which will be located at Booth 1447.

County Association Leadership Café Take a load off your feet, sip a cup of coffee, have a pastry, get your county ribbon, and chat with fellow board members and NJSBA Field Service staff members. The café is located in the 400 Aisle.

Association Central The newly-designed booth will house Workshop's sponsors—NJSBA, NJASA, and NJASBO. Located across from the CAL Café in the 500 Aisle, this is the place to meet your Association officers and NJSBA staff, and get a sticker for your treasure chest bingo card. Be one of the first 250 board members there each day to receive a valuable prize.

There is Such a Thing as a Free Lunch On Wednesday, the exhibitors will sponsor a box lunch. Between 11:30 a.m. and 1 p.m., you can meet our exhibitors, without worrying about programming conflicts.

For further information, visit www.njsba.org/workshop.

Special Session Continues *continued*

The concepts discussed by the committees to date, include:

- Merge the state's local school districts into 21 county units.
- Consolidate local school board functions, such as pupil transportation or purchasing, into the county superintendents' offices.
- Create a maximum percentage of income per household that could go toward property taxes.
- Tax only a percentage of total property value.

- Eliminate funding disparities between poor school districts and others.
- Give newly hired public workers 401(k)-type retirement plans instead of public pensions.

Looking Ahead Upcoming joint committee meetings include:

Constitutional Reform and Citizens Property Tax Constitutional Convention, 5 p.m. Thursday, Sept. 28, Ballroom and Theatre at Collingswood. Public testimony invited.

Public School Funding Reform, 1 p.m. Tuesday, Oct. 3, Committee Room 11,

4th Floor, Statehouse Annex, Trenton. NJSBA and other organizations have been invited to comment on special education costs and placement.

Government Consolidation and Shared Services, 10 a.m. Wednesday, Oct. 4, Committee Room 11, 4th Floor, Statehouse Annex.

Public Employee Benefits Reform: No meeting scheduled.

For information, visit www.njsba.org/govrel/specialsession. 🍎

Superintendent Pay Linked to District Size

The size of a school district has a greater effect on a superintendent's salary than other variables—even experience—according to a recent survey conducted by the Educational Research Service in Arlington, Va.

The average salary for a superintendent in a district with more than 25,000 students was \$184,928—nearly 80 percent higher than the \$103,388 paid to an average superintendent in a district with fewer than 2,500 students, according to the survey of 2005-2006 earnings in more than 600 districts nationwide.

Female and minority superintendents out-earned their white male counterparts. The report found black and Hispanic

superintendents earned an average of \$143,706 and \$139,354, respectively, as compared to \$115,356 for white chief school administrators.

Female superintendents earned more than \$9,000 more than their male counterparts. The highest earning category was minority female superintendents, making an average of \$155,574 annually.

However, years of experience did not play a major role in determining superintendent pay. A superintendent with at least a decade of experience earned only 4 percent more than a typical first-year superintendent.

Location Matters Superintendents in the Mideast states from Maryland and Dela-

ware to New York earned an average of \$136,231, outpacing the \$100,802 average pay of their counterparts in the Rocky Mountain states.

Superintendents in districts that spend more than \$9,000 per student earned nearly 15 percent more than districts that spent less than \$6,000 per student.

But the report, which also looked at more than 20 other school jobs, uncovered an even greater differential in teacher salaries—teachers in the highest-spending districts earned nearly 31 percent more than those in the lower-spending districts.

Report details can be found at www.edweek.org/salary. 🍏

Superintendent Turnover Continues to Decline

Just five years ago, *Education Week* decried the high turnover rate among school superintendents as “the most recent educational crisis” in the nation. Education specialists said schools could not bring about needed reforms without stability in the superintendent's office.

New Jersey public schools faced similar obstacles in retaining school administrators, with more than one in five school districts changed superintendents in the 2001-2002 school year alone.

But this school year, the state's school superintendent turnover rate, soaring at 21 percent four years ago, has been nearly halved to 11.4 percent.

Critical Decision “Hiring a superintendent is, far and away, the most important decision a school board will make,” said Edwina M. Lee, NJSBA executive director. The Association conducts more than half of the state's superintendent searches annually.

“The school board sets the goals for the district, but the superintendent is the person working in the district on a day-to-day basis who is in charge of achieving those goals,” Lee said.

“It is impossible for schools to improve unless communities can attract

and retain quality leaders.”

Trends Over the past two school years, 28 percent of superintendent vacancies were filled by internal candidates, as opposed to only 14 percent in 2000-2001. NJSBA, which provides training programs to school boards, has developed a “Board-Superintendent Institute” where school boards learn to work effectively and strengthen the relationship with their chief school administrator.

Retirement Factor An aging school workforce remains a major factor in superintendent turnover, as retirements continue to account for the largest number

of superintendent vacancies. Last year, 57 percent of the superintendent turnover in New Jersey was due to retirements.

Other factors include better teacher pay, which might reduce the incentive for teachers to enter into administration to increase their salaries; and the challenges that come with a demanding, year-round position of a school administrator.

In addition, superintendents who want to work in New Jersey need to take tests and go through a year of mentoring—a process that may discourage experienced out-of-state administrators from applying for New Jersey positions. 🍏

Superintendent turnover in New Jersey: Five-year trend

School Year	Number of school districts hiring new superintendents*	Percentage of districts hiring new superintendents*
2001-02	124	21
2002-03	115	18.2
2003-04	73	12.5
2004-05	84	14.4
2005-06	67	11.4

* Numbers and percentages refer to the hiring of permanent superintendents, not to the retaining of interim superintendents.

Source: New Jersey School Boards Association



Mary Carmichael, former Commercial Township board member, is presented with a plaque recognizing her for 27 years of service by Joe Deluca, president of Cumberland County School Boards Association, during the group's Sept. 20 fall dinner. Carmichael also is a former Cumberland SBA president and former member of the NJSBA Board of Directors.

C A L E N D A R

Oct. 4

- ✓ Executive Committee Meeting, NJSBA Headquarters, Trenton, 6:30 p.m.
- Ocean County SBA, Central Regional High School Presentation Room, Bayville, 6:30 p.m.
- Warren County SBA Fall Dinner Meeting, Charlie Brown's, Hackettstown, 6:30 p.m.

Oct. 5

Hunterdon County SBA, Holiday Inn Select, Clinton, 6:30 p.m.

Oct. 6

- ✓ Urban Boards Committee Meeting, Trenton Board of Education, Trenton, 6:30 p.m.

Oct. 7

- ✓ CAL - Consolidation and Shared Services Forum, Monroe Twp. High School, Monroe Twp., 8:30 a.m. (see page 1).
- ✓ Resolutions Subcommittee Meeting, Monroe Twp. High School, Monroe Twp., 12:30 p.m.

Oct. 9

Passaic County SBA General Membership Dinner, The Brownstone, Paterson, 6 p.m.

For more information about county school boards association activities, visit www.njsba.org and click on the name of the appropriate county association.



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