



New Jersey School Boards Association

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DEPARTMENTAL REPORTS TO NJSBA EXECUTIVE COMMITTEE

May 2, 2017

Business Development

Future Ready Schools NJ – The certification program continues to move forward with plans to recognize the first certified schools Workshop. The final “Is your District Future Ready?” workshop will be held at NJSBA on May 4. Over 260 board members, administrators and district staff have attended these programs this year.

Charter Schools – The Charter School Conference, held on March 2 at Mercer County College, drew 52 attendees, more than last year. Revenue from the program was almost \$17,000.

NJSBA Technology Conference was held on March 21, 2016 at Mercer County College. We had 113 paid attendees. The conference raised a net amount of over \$26,000.

NJSBA Sustainability Conference – The first Sustainability Conference will be held at Mercer County College on May 21.

NJSBA School Security Conference will be held on June 2 at Mercer County College

New Policy Services – Board Docs continues to exceed budget goals. At this time we have 45 districts participating in the program.

NJSBA TEC – NJSBA added three new products: ISchool Initiative Consulting Services; Fusfoo, and CrosStar. We are also going out to bid for E-Rate Consulting, 21st Century Classroom products and services, and Cybersecurity products.

NJSBA New Sponsor Meet and Greet was held with 10 new companies attending to learn more about working with NJSBA. We also held a Meet and Greet on April 24 with the Army to talk about ways that companies can support our STEAM initiatives.

NJSBA Webinar Series – The monthly NJSBA At Your Service Webinar series continues to highlight Association dues- and fee-based services. Participation in these webinars has been outstanding. We are also having many people watch the webinars which are all posted on our website.

Policy Manual Writing Services – We currently have seven manual contracts at different phases of the production process.

Call Center – Billie and Lisa continue to work with IT to update census member data. This will be critical to implementing 21 county badge printing at Workshop this year.

Communications

Publications

The May-June issue of *School Leader* will focus on school security in anticipation of the Association's annual School Security and Student Safety Conference.

We completed editing and updating of all references for the *Final Report of the NJSBA Task Force on Student Achievement*. The 107-page report includes more than 83 recommendations for action by local boards of education, communities and NJSBA. It can be accessed at www.njsba.org/student-achievement2017.

Annual School Public Relations Forum

The April 7 conference received excellent evaluations. More than 55 school board members and administrators attended the session. Program topics included Essential Tools for School Communications, Working with the News Media, and Communicating During Negotiations.

Media Relations

Topics addressed with the news media from late March through April include the following: accumulated sick leave payouts (*NJ Spotlight*); ESSA State Plan (*Wall Street Journal*); Final Report of the Study Group on Later School Start Times (WBGO/PBS); school property taxes (NJTV); special education costs (*PoliticoNJ*); state aid to education/tax levy cap (*NJ Spotlight*); strategic planning (*NJ Herald*); and superintendent searches (*Easton Express*).

Special Education Week 2017

Special Education Week will take place May 14-20. All activities are co-sponsored with ASAH, which represents private special education schools.

NJSBA coordinated the judging of the 2017 Innovations in Special Education program. NJSBA staff, local board members, and representatives of the N.J. Department of Education and ASAH served as judges. Eight programs were selected for recognition at a May 8 program, which will include musical performances by student groups from special education programs and a luncheon underwritten by corporate sponsors.

Our graphics staff designed the 2017 Special Week poster, which was based on artwork by Victor Vera, a student at the Holmstead School in Ridgewood. NJSBA distributes the poster to local school districts.

We expect that the Governor will once again issue a proclamation, declaring May 14-20, 2017 as "Special Education Week in New Jersey."

Graphics Support

Our graphics team continues to provide essential design services to all units of the Association. Projects include the Governance 2, 3 and 4 *Program Books*; promotional materials for Workshop 2017; the Workshop website; and artwork for numerous various ads and marketing materials.

County Activities and Member Engagement

County Activities

- Many of the county meetings during the month of March and April have been student programs, either 8th Grade dialogues or Unsung Heroes programs. They have received

positive responses from the membership and the school staff that are in attendance. Some of the stories of the unsung heroes are very inspiring, and it is always insightful for the adults to hear the insights of eighth graders.

- The meetings during the month of May will be the Spring Dinners, and we will be giving out the milestone awards along with board member training awards. We will also be electing new county officers in many counties.

BlogTalkRadio/Education Matters

- We have broadcast two “School Law Today” podcasts. One addressed what districts can do proactively to reduce the amount of time they spend in court. The other program will be a discussion of the recent appellate court ruling on the Rice Notice procedures.
- In a BlogTalkRadio program, April 27th, we interviewed Deborah Rigsby of NSBA on the impact of the Trump Administration on federal education policy.
- On the video front, we are working on a feature that will explain the role of the Board of Directors. In addition, we are creating videos promoting upcoming programs including the annual Legislative Conference the Sustainability Conference. We are also producing a video for the STEAM Tank Challenge.

Field Services

- Mary Walter is our newest Field Service Representative. We are now fully staffed in Field Services. Mary has extensive experience as a board member, county president, and small group leader. She will serve the counties of Atlantic, Cape May, and Cumberland.
- The Field Services Committee for the Charter Trustee Self Evaluation has been meeting with DOE representatives. Our task is to create a self-evaluation which more adequately stresses the components necessary to pass the five-year renewal mark for charter schools. We will be meeting with the New Jersey Charter Schools Association later this month. This has been a significant achievement; we have created a form which will be used by charters throughout the state.
- Field Services is finalizing the development of a new CSA Evaluation in collaboration with NJASA. It will be ready for use in 2018, and we will roll it out during the fall.
- Following up on the Leadership theme which began on February 4, we will be having regional Leadership programs during the summer and a Leadership track on Monday at Workshop.
- Field Services participated at the NSBA Annual Conference in March. Kathy Winecoff has been invited again next year for the Boot Camp portion, which precedes the regular programming. Gwen Thornton also presented.

Finance

- March's year-to-date financial results are tracking favorably versus the budget.
- We are aware of several possible needs to replace or upgrade equipment and facilities.
 - e.g., chiller, IT equipment.

These requests are currently under review, and we will be mindful of the impact to our financial condition, i.e., fund balance, as we complete our evaluations to determine if we will seek Board approval for any of these purchases. (Board-approved funds are available from the Strategic Plan fund to pay for the IT switch replacements.)

General Council

DELEGATE ASSEMBLY

The cutoff date to receive resolutions was March 7.

11 resolutions were received: nine reaffirmed existing policy; five were withdrawn by the districts and four were removed from the agenda by the RSC.

Two resolutions are on the agenda: Edison (Middlesex) seeks to adopt a belief statement that charters erode the programs of high-quality suburban districts. Waterford (Camden) seeks to provide for flexibility when contracting for shared superintendent in an emergent situation.

Three committee reports have policy recommendations: School Finance, Special Education and Student Achievement.

MANDATED TRAINING

The NJSEC issued orders to show cause to Charter Trustees who had not completed their training by June 30, 2015.

NOMINATING COMMITTEE

Nominating Committee slate was published; there were no petitions filed.

NJSBA TEC

NJSBA signed three contracts for TEC services that do not require competitive bidding. These contracts involved telecom billing review; PD through the iSchool Initiative, and digital website platform. Issued RFP for E-Rate consulting, and we are preparing an RFP involving 21st Century Classroom products. Additional procurement under NJSBA's cooperative pricing system (CPS) will include Cyber Security products.

ACES

RFP issued to manage the new electric energy aggregation contract that was bid on April 18th.

Human Resources

Facilities:

- Coordinated specification and RFP process for the chiller replacement
- Spring clean-up – outdoor yard/garden; paint touch up, power wash
- Fence repair from excessive snow
- Special Education posters mailed to 500+ school districts (approx. 2500)
- Delegate Assembly Handbook being printed and mailed

Human Resources:

- Director of Legal and Labor Relations
- Call Center interviews being conducted
- New FSR, Mary Walter
- Annual Staff Performance Appraisal process has begun
- Worker's Compensation – reduced experience rating resulting in lower premiums
- Sgt. Johnson, going away reception with staff, May 18 at 2:30 p.m.
- Implementation of milestone years of service pins for member
- Serve on IT committee to upgrade switches
- Ongoing follow-up/implementation of internal Staff Technology Committee recommendation

Information Technology

- Set up new website hosting environment and migrated the site from MightyBytes to the new server hosted at Bluehost.com
- 2017 Workshop Online Registration setup. Registration opened on April 3rd.
- Scope and design the new online meeting registration and product purchase process to bring users better interface and more efficient process by dropping steps down to three and less.
- Helped to define the transcript credit type needed to award board member certificates ISTEAM/Sustainability certificates.
- Certification module setup for New Board Member Certificate, ISTEAM Certificate and Sustainability Certificate.
- Work with vendors to obtain quotes to replace network switches throughout the building.

Governmental Relations

STATE LEGISLATURE

The Legislature is temporarily in recess while budget hearings with cabinet head are underway. A Department of Education hearing took place on April 24th (Assembly). The Senate hearing is scheduled for May 2nd.

School Funding scenarios are still being debated in advance of the Governor's "100 Day" ultimatum issued to legislators during his budget address. Despite several different versions of possible school aid

allocations being circulated, the most likely scenario is school aid distribution based on the Governor's Budget proposal on February 28.

Proposal to divert proceeds from lottery funds to address state pension underfunding continue in discussion framework.

The next significant item will be finalization of revenues from the gross income tax for fiscal 2017. The Office of Legislative Services projected that a modest shortfall (\$220 M) will impact current year and fiscal 2018 as well.

NJSBA will host joint legislative conference with the NJPTA on May 25th at the Trenton War Memorial.

MISCELLANEOUS

The federal budget for current fiscal year is based on a continuing resolution that expires on April 28th. House and Senate negotiators of both parties are racing to reach agreement on a spending package to prevent a government shutdown on April 28.

Members of the House and Senate Appropriations committees intend to have a bill ready the week of April 24, just days before the current stopgap funding for federal agencies is set to expire. The timeline is especially tight because lawmakers have a light schedule between now and the midnight April 28 deadline.

President Trump has complicated their work by sending over a controversial emergency request for \$30 billion in extra funding for defense programs and \$3 billion for border security, including \$1.5 billion for his proposed wall on the U.S.-Mexico border. He would partially offset the cost with \$18 billion in unspecified cuts to domestic programs — a trade-off that Democrats and some Republicans oppose.

Training & Professional Development/Educator-in-Residence

May Conferences:

- **Opioid Crisis: School Districts' and Communities Call to Action; May 3 @ NJM**
As the research reports, schools are reflective of the communities they serve. Regardless of its Zip Code, every NJ community has been impacted by the opioid crisis. The goal of this conference is to tell a story that begins with the definition of the problem, the INTERVENTIONS that schools can implement, law enforcement's view of the epidemic as a health crisis, and the PREVENTATIVE measures that families and communities can implement to give youth the strength to make healthy decisions.
- **Student Achievement through Different Lenses – May 30 @ Mercer CC**
The NJSBA Task Force on Student Achievement Report included the identification of 83 Recommendations in eleven areas of study in addition to teaching and learning for Boards of Education to consider as they address the achievement challenges of all students.
Equity & Excellence are the overarching themes of all SA presentations. In this conference, participants will learn about the overall findings of the TF on SA plus benefit from more comprehensive discussions of the impact of the following topics on student achievement and learning: long and short term benefits of early childhood education, the diversification of our state including increasing areas of poverty and

structures to address the achievement associated with those challenges, Social-Emotional Learning,

iSTEAM

- NJSBA's Annual Trip to NASA Goddard Space flight Center took place on April 28th. Close to 80 people registered to attend.
- In July, NJSBA, NJ DoE and the NJTEEA will host an **Are you I-STEAM Ready** two- day workshop.
- In August, NJSBA, NJ DoE and the NJTEEA will host a **Makerspace** two-day workshop
- Mercer County Institute of Technology has contracted NJSBA to provide staff professional development and consultation to design their new Integrative STEAM Lab.
- NJSBA is a partner in a National Science Foundation (NSF) grant with Rowan University for the development of Computational and Systems thinking imbedded in a game like platform. It is anticipated that \$20K will go to NJSBA over 3 years.
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- NJSBA is a partner in a grant with PSE&G of which \$30K from PSEG has been designated for STEAM TANK prize money.

Rutgers School of Labor & Management Project: The NJ Public Schools Labor – Management Collaborative

- Feedback from the NSBA Denver presentation has been positive; unfortunately, a literal last-minute room change negatively impacted the attendance for this session
- The first meeting of Cohort #2 was conducted on scheduled for April 3rd. Dr Feinsod welcomed the 17 districts who learned about the research from Dr. Rubenstein and the school impact from the Montgomery team, Mark Stanwood of NJASA and the educator-in-residence.
 - Atlantic County Institute of Technology
 - Bergenfield
 - Clearview
 - East Brunswick
 - Evesham
 - Hamilton (Mercer)
 - Hawthorne
 - Lower Cape May Regional
 - Milltown
 - New Brunswick
 - Pompton Plains (Passaic)
 - Ocean City
 - Plainfield
 - Secaucus
 - South River
 - Teaneck Community Charter Milltown
 - Wanaque

US ARMY

- Sgt. Johnson's Joint Base retirement ceremony is June 1. Prior to that date, there will be a mini-celebration of appreciation for his service at NJSBA Headquarters.

- Due to the retirement of Sgt. Johnson, the transition has begun with his successor, Sgt. Joshua Simpson. In addition to Sgt. Johnson's strong skillset, Sgt. Simpson has additional technical expertise that will enhance our iSTEAM resources.
- STEAM Tank had 200 student inventions/concepts were submitted of which 90 were selected for Regional Competition. Regionals begin on May 5th (Blackwood), May 12 (Hamilton-Mercer) and May 13 at NJIT. Three competitions total will be held. Two hundred student inventions/concepts were submitted. Ninety were selected to compete in the regionals. Finals will be held at NJSBA workshop in October.
- On June 9th, NJSBA and the US Army will host a real world Makerspace at CERDEC adjacent to the Joint Base.

Legal and Labor Relations

Legal and Labor Relations Services Department staff members provided the following **direct/onsite dues-based services** to boards of education:

- 2/15 – Maria Velasco Charter School – HIB – Carl Tanksley
- 2/21 – Egg Harbor Township – Affirmative Action – Carl Tanksley
- 2/23 – Edgewater Park – Contract Analysis – Pat Duncan
- 2/28 – Atlantic City – Rob Greitz
- 3/7 – Pine Hill – Contract Analysis – Rob Greitz
- 3/9 – Ridgefield – Pat Duncan
- 3/13 – Glen Rock – Ethics – Mike Kaelber w/ Matt Lee
- 3/13 – Westfield – Preparation for Negotiations - Pat Duncan
- 3/14 – Delanco – Rob Greitz
- 3/15 – Woodstown-Pilesgrove – Contract Analysis – Pat Duncan
- 4/4 – Bogota – Ethics – Mike Kaelber w/Matt Lee
- 4/10 – Fredon – HIB – Mike Kaelber w/ Kathy Helewa
- 4/18 – Montague – Ethics – Mike Kaelber w/ Kathy Helewa
- 4/24 – Livingston – Board – Superintendent relationship – Charlene Peterson w/ Mike Kaelber

Dues-based **consultative services** included the following:

- Over 165 contacts on Legal issues with school districts – John Burns, Carl Tanksley, Mike Kaelber
- Labor Relations received 36 school district contacts for comparative data during the February 14 to May 2 time period, 126 for the 2016-2017 fiscal year to date. – Sandy Raup
- Labor Relations has received 16 dues based salary guide analysis requests during the February 14 to May 2 time period, 62 for the 2016-2017 fiscal year to date. We have analyzed 52 dues based salary guides during the 2016-2017 fiscal year.
- Labor Relations has received 9 new requests for contract analysis and consultations for the February 14 to May 2 time period; 84 for the 2016-2017 fiscal year to date. 70 have been completed to date.

Fee-based service activities include:

- Labor Relations salary guide billings for July \$ 2,497.50; August \$ 5,051.25; September \$ 3,117.90; October \$ 712.30; November \$ 6,670.74; December \$ 3,225.00; January \$4,674.77; February \$ 4,127.44; March \$ 6,174.94; Total 2016 – 2017 fiscal year \$ 36,312.04; Budget for 2016-2017 – \$ 40,000.00.
- 5/2, 5/10, 6/7, 6/22, 8/16, 9/14, 11/1, 11/14, 11/21 – Somers Point, Negotiations/Mediation – Pat Duncan
- 1/11, 1/23, 2/21, 3/1 – Oldmans Township – Negotiations – Pat Duncan
- 1/19, 2/8, 3/16, 4/6, 4/27 – Dennis Township – Negotiations – Pat Duncan
- 3/7 – Greater Egg Harbor – Negotiations – Pat Duncan

The Department's activities in **training and programming** include the following:

- NJLERA – Kurt Rebovich, Pat Duncan, Rob Greitz, Carl Tanksley, Mike Kaelber 2/6
- 2/23 – Burlington County ASBO – Labor Update – Rob Greitz
- 2/23 – Hunterdon County SBA – Kurt Rebovich
- 2/28 – School Law Conference – School Security Presentation - Carl Tanksley
- 3/7 – Ocean County SBA – 1st Amendment, Ethics - Carl Tanksley
- 3/10 – 3/12 – Governance I NBMO – Chauncey Center – Carl Tanksley, John Burns, Rob Greitz
- 3/13 – Leadership Podcast – Labor Relations issues – Pat Duncan w/ Ray Pinney
- 3/16 – Hudson County SBA – Kurt Rebovich
- 3/17 – New Jersey Association of Gifted Children Conference – ESSA and Gifted Education – Mike Kaelber
- 3/18 – Analyzing and Constructing Salary Guides - Pat Duncan, Rob Greitz, Sandy Raup, Kurt Rebovich, Jr., Barbara Deveney, Mike Kaelber
- 3/21 – NJSBA Charter School Conference – Pat Duncan, Mike Kaelber
- 3/31 - Analyzing and Constructing Salary Guides - Pat Duncan, Rob Greitz, Sandy Raup, Kurt Rebovich, Jr., Barbara Deveney, Mike Kaelber
- 4/7 – NJSBA Public Relations Forum – Pat Duncan
- 5/3 – Governance II, III, IV – Hammonton – Carl Tanksley, Rob Greitz

Services to the Association include the following:

- 4/19, 5/23, 6/10, 9/9, 10/13, 11/29, 12/12, 1/11, 2/16, 3/21 – Teacher Leader Advisory Committee – John Burns
- Amicus collaboration with the General Counsel – Carl Tanksley, John Burns, Pat Duncan, Rob Greitz
- 2/14 – Executive Committee – Mike Kaelber
- 12/13, 2/2, 2/16, 3/2, 3/9, 3/22, 4/10, 4/20 – Staff Task Force – Changes to the Business Plan – Kurt Rebovich, Jr.
- 3/3 – Board of Directors – Mike Kaelber
- 3/8 – Spring School Law Forum Planning Committee – Cindy Harrison, Carl Tanksley, John Burns, Mike Kaelber
- 3/13 – Atlantic County PBA – NJ Supreme Court Oral Argument – Pat Duncan
- 3/22 – Joint Committee on the Public Schools – John Burns
- 3/23 – Town Hall Advocacy Seminar – John Burns
- 3/30, 4/27 – PERC Meeting – Pat, Kurt

- 4/20 – Rutgers University Gifted Education Advisory Committee – Mike Kaelber
- 4/21 – PERC Conference – Rob Greitz
- 4/21 – PAA – Pat Duncan, Sandy Raup, Kurt Rebovich, Gina Cuciti
- 4/25 – Special Education Summit – John Burns
- 5/2 – PAA – Pat Duncan, Rob Greitz, Sandy Raup, Kurt Rebovich, Gina Cuciti, Mike Kaelber
- 5/5 – Gifted Education Certification Meeting w/ DOE, Rutgers – Mike Kaelber