



DELEGATE ASSEMBLY HANDBOOK

May 10, 2025 • Annual



Conference Center at Mercer



ANNUAL DELEGATE ASSEMBLY

The Conference Center at Mercer
1200 Old Trenton Road
West Windsor, New Jersey

May 10, 2025

Agenda

8:00- 10:00 a.m.	REGISTRATION/ FULL BUFFET BREAKFAST	
9:00 a.m.	CALL TO ORDER Presiding: Karen Cortellino, M.D.	
	PLEDGE OF ALLEGIANCE	Delegates
	RECOGNITION OF COMMITTEE CHAIRS	Karen Cortellino, M.D.
	REPORT OF THE PRESIDENT	Karen Cortellino, M.D.
	REPORT OF THE EXECUTIVE DIRECTOR	Dr. Timothy J. Purnell
	ADOPTION OF THE RULES FOR THE CONDUCT OF THE DELEGATE ASSEMBLY	Karen Cortellino, M.D. David White, Parliamentarian

-over-

MINUTES OF THE MEETING OF
December 7, 2024

Karen Cortellino, M.D.

REPORT OF THE NOMINATING
COMMITTEE

Irene LeFebvre

Election of Officers

Irene LeFebvre

REPORT OF THE V. P. FOR
LEGISLATION/RESOLUTIONS

Chanta Jackson

Resolutions Subcommittee Report

CONSIDERATION OF RESOLUTIONS

Chanta Jackson

INSTALLATION OF OFFICERS

Irene LeFebvre
Karen Cortellino, M.D.

ADJOURNMENT

Karen Cortellino, M.D.

TABLE OF CONTENTS

DELEGATE CERTIFICATION FORM	1
SUMMARY OF DELEGATE ACTION	3
OFFICERS & BOARD OF DIRECTORS/ALTERNATES	5
PROCEDURAL SUGGESTIONS FOR DELEGATES.....	9
RULES OF CONDUCT OF THE DELEGATE ASSEMBLY	11
MINUTES OF DECEMBER 7, 2024 DA	13
COMMITTEE REPORTS	
Financial Report.....	27
Legislative Committee	33
Nominating Committee.....	43
RESOLUTIONS SUBCOMMITTEE REPORT	55
RESOLUTIONS	
#1 Woodbury (Gloucester) Esports	61
#2 Franklin Township (Warren) School Nurse Certification	67
#4 Kittatinny Regional (Sussex) Excused Absences	77

**New Jersey School Boards Association
413 West State Street
Trenton, New Jersey 08618
(609) 695-7600**

DELEGATE CERTIFICATION FORM

I, the undersigned, hereby certify that I am a regular voting member of the _____ Board of Education in the County of _____; that to the best of my knowledge, said Board of Education is a member in good standing of the New Jersey School Boards Association, and that I am duly appointed and authorized to act as the Delegate from said Board of Education at the Annual Delegate Assembly on May 10, 2025.

SIGNATURE

ADDRESS

CITY/STATE/ZIP

**NEW JERSEY SCHOOL BOARDS ASSOCIATION
ANNUAL DELEGATE ASSEMBLY
May 10, 2025**

Summary of Delegate Action

Enclosed for your convenience to report to your board of education.

ACTION TAKEN

ELECTION OF OFFICERS

*President – Tammeisha Smith,
Knowlton Township Board of Education (Warren)*

*Vice President for County Activities – Barry Walker,
Bridgewater-Raritan Regional Board of Education (Somerset)*

*Vice President for Finance – Dr. Tom Connors
Piscataway Township Board of Education (Monmouth)*

*Vice President for Legislation/Resolutions – Chanta L. Jackson,
Neptune Township Board of Education (Monmouth)*

RESOLUTION NO. 1 – Woodbury Board of Education (Gloucester County) proposes **new** policy language to NJSBA’s *Manual of Positions and Policies on Education* (P&P). The resolution seeks to promote student participation in interscholastic esports activities and encourages local boards to award varsity letters for such participation.

RECOMMENDATION:

The Resolutions Subcommittee recommends approval of this resolution with the following substitute language which would create **new** policy language to be included in NJSBA’s *Manual of Positions and Policies on Education* in File Code 6145.2 – Interscholastic Competition.

The NJSBA believes that local boards of education should exercise existing statutory authority to revise existing interscholastic competition policies to support the inclusion of esports as a valuable interscholastic competition and to award varsity letters to esports high school participants to the extent they deem appropriate.

Summary of Delegate Action

Enclosed for your convenience to report to your board of education.

ACTION TAKEN

RESOLUTION NO. 2 – Franklin Township Board of Education (Warren County) proposes new policy language supporting the belief that the State should modify the criteria for the school nurse (non-instructional) endorsement to eliminate the requirements of holding a bachelor’s degree and completing a New Jersey Department of Education (“NJDOE”) approved college curriculum for the preparation of school nurses, with a minimum of 15 semester hour credits. In lieu of the 15 semester hour credits in an NJDOE approved college curriculum, Franklin Township proposes requiring a candidate to complete three classes related to school specific operations within the first eighteen months of beginning employment in a school district.

RECOMMENDATION: The Resolutions Subcommittee recommends approval of the proposed resolution with the following substitute language that would create additional policy language to be included in NJSBA’s *Manual of Positions and Policies* in File Code 4111:

The NJSBA believes that all necessary and appropriate steps should be pursued to address the school nurse shortage and to increase the number of candidates who are eligible for the school nurse/non-instructional endorsement from the NJDOE.

RESOLUTION NO. 4 - Kittatinny Board of Education (Sussex County) proposes **new** language to NJSBA's *Manual of Positions and Policies on Education* (P&P) supporting the belief that attendance regulations should include state-excused absence(s) for students who are completing steps necessary to enter the skilled trades profession/union. The resolution indicates that entry into these trades by high school students is paramount to the continuation of a diverse, independent, and self-reliant society. As such, students should have the opportunity to complete these requirements without the fear of violating local school attendance and graduation requirements resulting from necessary absences to pursue skilled trades after high school.

RECOMMENDATION: The Resolutions Subcommittee recommends approval of this resolution with the following substitute language which would create additional policy language to be included in NJSBA’s *Manual of Positions and Policies on Education* in File Code 5113:

The NJSBA believes students should be permitted a limited number of state-excused absences for participation in activities related to pursuing a skilled trade post-graduation.

NEW JERSEY SCHOOL BOARDS ASSOCIATION
BOARD OF DIRECTORS 2024-2025
(As of 4/14/25)

OFFICERS/EXECUTIVE COMMITTEE

<i>President</i>	Karen Cortellino, M.D. Montville Township Board of Education
<i>Vice President for County Activities</i>	Barry Fitzgerald Lenape Regional Board of Education
<i>Vice President for Finance</i>	Dr. Tom Connors Piscataway Board of Education
<i>Vice President for Legislation/Resolutions</i>	Chanta L. Jackson Neptune Township Board of Education
<i>Immediate Past President</i>	Irene LeFebvre Boonton Town Board of Education
EX OFFICIO	Timothy J. Purnell, Ed.D. <i>Executive Director</i> New Jersey School Boards Association

MEMBERS & ALTERNATES

ATLANTIC COUNTY

Louis Della Barca, Egg Harbor Township Board of Education
Theresa Hudson, Absecon Board of Education (Alt.)

BERGEN

Michael Sprague, Norwood Board of Education
Behrooz Pasdar, Emerson Board of Education (Alt.)

BURLINGTON

Michael McClure, Maple Shade Board of Education
Carlye Lamarca, Burlington Township Board of Education (Alt.)

CAMDEN

Karen Sorbello, Magnolia Board of Education
Vacancy (Alt.)

CAPE MAY

Jacqueline McAlister, Ocean City Board of Education
Vacancy (Alt.)

CUMBERLAND

Cedric Holmes, Vineland Board of Education
Erica Williams-Mosley, Bridgeton Board of Education (Alt.)

ESSEX

Benjamin Morse, Bloomfield Board of Education
Kasey Dudley, Bloomfield Board of Education (Alt.)

GLOUCESTER

Rena' Morrow, Monroe Township Board of Education
Crystal Greene, Clayton Board of Education (Alt.)

HUDSON

Hector Gonzalez, Jr., Bayonne Board of Education
Enrico Bolognino, Secaucus Board of Education (Alt.)

HUNTERDON

Robert Imhoff, High Bridge Board of Education
Nickolas Moustakas, Holland Township Board of Education (Alt.)

MERCER

Dana Krug, West Windsor-Plainsboro Board of Education
Addie Lane, Trenton Board of Education (Alt.)

MIDDLESEX

Liwu Hong, East Brunswick Board of Education
Diana Jaquez, New Brunswick Board of Education (Alt.)

MONMOUTH

Kathy Winecoff, Millstone Township Board of Education
Mark Patterson, Oceanport Board of Education (Alt.)

MORRIS

Diane Morris, Mine Hill Township Board of Education
Joseph Daughtry, Montville Township Board of Education (Alt.)

OCEAN

Vacancy
Victoria Pakala, Brick Township Board of Education (Alt.)

PASSAIC

Alan Paris, Clifton Board of Education
Valdo Panzera, Jr., Manchester Regional Board of Education (Alt.)

SALEM

Eileen Miller, Woodstown-Pilesgrove Regional Board of Education
Timothy Hack, Pittsgrove Township Board of Education (Alt.)

SOMERSET

Barry Walker, Bridgewater-Raritan Board of Education
Jean Trujillo, Hillsborough Township Board of Education (Alt.)

SUSSEX

Vacancy
Ronald Hoffman, Hardyston Township Board of Education (Alt.)

UNION

J. Brendan Galligan, Westfield Board of Education
 Brittany Kirkland, Roselle Park Board of Education (Alt.)

WARREN

Scott Nodes, Greenwich Township Board of Education
 Jaclyn Rowbotham, Harmony Township Board of Education (Alt.)

COUNTY ASSOCIATION LEADERSHIP

Michael Jacobs, Ridgefield Board of Education
 Tammeisha D. Smith, Knowlton Township Board of Education (Alt.)

URBAN BOARDS

Rita Martin, Winslow Township Board of Education (Camden)
 Marsha Hershman, Lindenwold Board of Education (Camden) (Alt.)

Rosa E. Moreno-Ortego, Elizabeth Board of Education, (Union)
 Cynthia Atkins, Roselle Board of Education (Union) (Alt.)

Diane Johnson, Pennsauken Board of Education (Camden)
 Sheri Lowery, Pemberton Township Board of Education (Burlington) (Alt.)

VOCATIONAL BOARDS

Jon-Henry Barr, Union County Vocational Board of Education
 Ruth Hands, Cumberland County Vocational Board of Education (Alt.)

NSBA REPRESENTATIVE (Non-Voting)

Vacancy
(Exclusive to NSBA Officer or NSBA BOD member)

4/14/2025



PROCEDURAL SUGGESTIONS FOR DELEGATES

Action in delegate meetings is sometimes prolonged when parliamentary procedure has not been properly followed in difficult situations. To speed the meeting, delegates might consider the following procedures:

Making Motions

To be discussed, a resolution must be moved by a delegate, preferably from the sponsoring board. The Vice President for Legislation/Resolutions does not move the resolution but merely reads a summary of the objectives sought in the resolution and the Resolutions Subcommittee's recommendation for delegate action as sent to all boards of education.

The recommendations proposed to the Delegate Assembly at the end of the discussion pages in this Delegate Handbook are made by the Resolutions Subcommittee. The Subcommittee is authorized by the NJSBA Bylaws to review all resolutions to come before the Delegate Assembly for policy consideration. Research on the issues presented in these resolutions sometimes leads the Resolutions Subcommittee to offer an alternative solution to the objectives sought with the Subcommittee recommending a substitute resolved clause for delegate approval. If a board delegate so chooses, the substitute resolved clause may be moved as the original motion for delegate approval.

When moving a resolution as originally presented by the sponsoring board of education, please say:

I move Resolution No. ____ as originally submitted.

When moving a resolution with the substitute resolved clause recommended in the discussion pages, please say:

I move Resolution No. ____ with the substitute resolved clause and recommended policy language for NJSBA'S Manual of Positions and Policies on Education.

Making Amendments

Any motion to amend a resolution or committee report recommendations must be submitted in writing to the Chair and official reporter before or at the time the motion is made on the floor.

An amendment form can be obtained at the Legal Table in the meeting room. You can consult with a staff attorney if you want help writing an amendment. The Legal Table is located in the front of the meeting room to your right.

When moving to amend a motion, please clarify your intent by saying one of the following:

- I move to strike on page ____, line ____ the word(s)
_____.
- I move to strike on page ____, line ____ the word(s)
_____ and insert the word(s)
_____.
- I move to insert the word(s) _____ between
_____ and _____ on
page ____, line ____.
- I move to add at the end of line ____ on page ____ the word(s)
_____.

Postponing or Referring a Motion

When delegates wish to defer action in order to develop more information, they should move to refer a resolution to a committee for study or refer a report back to the original committee for further study.

Close Votes

Whenever a delegate doubts the result of a vote as inconclusive or a tie, he/she may move that the vote be recast. If this motion is seconded, a majority vote is required to order a recount.

RULES FOR THE CONDUCT OF THE DELEGATE ASSEMBLY MEETING

1. **Credentials:** (a) The credential cards of all voting delegates shall be kept visibly displayed during the meeting. Voting shall be by electronic device. (b) The delegate to the Delegate Assembly must be either the delegate of record or alternate of record, or show proof of designated representation by the local board. A signed statement by the school business administrator on school district letterhead must be provided to show proof of designated representation by the local board. The delegate must show proof of identity at time of registration. (c) The registration desk shall close during the voting process in any contested election and no credentials shall be issued during such period. (d) An official count of all registered delegates shall be prepared and submitted to the President for announcement at the meeting just prior to the distribution of ballots in a contested election.
2. **Parliamentary Procedure:** (a) *Robert's Rules of Order Newly Revised, current edition*, shall govern the proceedings unless otherwise inconsistent with these rules. (b) There shall be an official parliamentarian to whom questions may be directed only through the Chair.
3. **Seating:** (a) All voting delegates, officers, members of the Board of Directors, county school board association representatives and staff shall be seated in front sections for easy access to the microphones for speaking privileges. (b) All others shall be seated in the rear of the meeting room.
4. **Recognition by Chair:** (a) An eligible speaker shall use a microphone and gain recognition of the Chair before speaking. (b) He/she shall give his/her full name and local board or official capacity. (c) Speakers shall state, at the outset, if they are speaking for or against a motion.
5. **Written Amendments:** (a) All motions to amend a resolution or committee report shall be submitted by the maker in writing to the Chair before or at the time the motion is made. The Chair has discretion to require any other motion to be submitted in writing. A majority vote is needed to pass the motion.
6. **Time Limitations on Speakers:**
 - (a) The first presentation of a delegate moving a question shall be limited to three minutes. Subsequent presentations shall be limited to two minutes each. No authorized speaker shall speak a second time on the same question until all persons seeking the floor shall have had an opportunity to speak once.*
 - (b) The first presentation of a delegate moving an amendment to a question shall be limited to two minutes. Subsequent presentations shall be limited to one minute each. No authorized speaker shall speak a second time on the same amendment until all persons seeking the floor shall have had an opportunity to speak once.
 - (c) Discussion on a committee report shall be limited to 15 minutes with the provision that, if continuation is desired, a motion may be passed by a two-thirds vote of the delegates present and voting to extend discussion time for a period of not more than five minutes, with a separate motion being required for each such extension.*

Rules For The Conduct Of The Delegate Assembly Meeting (continued)

- (d) Discussion on a proposed amendment to the *Bylaws* shall be limited to 15 minutes with the provision that, if continuation is desired, a motion may be passed by a two-thirds vote of the delegates present and voting to extend discussion time for a period of five minutes, with a separate motion being required for each such extension.*
- (e) Discussion on a resolution shall be limited to 15 minutes with the provision that, if continuation is desired, a motion may be passed by a two-thirds vote of the delegates present and voting to extend discussion time for a period of not more than five minutes, with a separate motion being required for each such extension.*
- (f) If a motion to amend the main motion is made, time will be suspended on the main resolution or committee report and five minutes will be allowed for discussion of the proposed amendment with the provision for extension as noted above (d). At the conclusion of a vote on the proposed amendment, time will be resumed on the main resolution or committee report.*

* Time clocks will be stopped when questions on parliamentary procedure are discussed and while proposed amendments are being prepared for presentation.

- 7. **Straw Poll:** There shall be no straw poll vote while the meeting is in session.
- 8. **A Motion to Call the Question:** (a) May not be made by a delegate at the conclusion of his/her remarks; (b) Will be deemed out of order if there are delegates waiting to speak **and** if discussion on the matter has not exceeded five minutes. A two-thirds vote of the delegates present and voting is needed to pass the motion.
- 9. **Motion to Reconsider:** Notwithstanding any provisions to the contrary in *Robert's Rules of Order Newly Revised, current edition*, once a resolution or *Bylaws* amendment has been voted upon, the delegates may not reconsider the vote on that resolution or *Bylaws* amendment.
- 10. **Breach of Order:** In debate a member's remarks must be germane to the question before the assembly—that is, his statements must have bearing on whether the pending motion should be adopted. If a member commits only a slight breach of order—such as addressing another member instead of the chair in debate, or in a single instance, failing to confine his remarks to the merits of the pending question—the chair will advise the member to avoid it. The member can then continue speaking if he commits no further breaches. If the offense is more serious as when a member persists in speaking on completely irrelevant matters in debate, the chair will warn the member; but with or without such a warning the president or any delegate can “call the member to order.” If the chair does this, he says, ‘The member is out of order and will be seated.’ Another member wishing to call a member to order shall rise and say, without waiting to be recognized, ‘Mr. [Chair], I call the member to order,’ and then resumes his seat. If the chair finds this point of order well taken, he declares the offender out of order and directs him to be seated.
- 11. **Suspension of Rules:** These rules may be overridden by a two-thirds vote of the delegates present and voting.

NOTE: These Rules of Conduct for the Delegate Assembly will sunset at the conclusion of the Delegate Assembly.



NJSBA Semiannual Delegate Assembly

December 7, 2024

The Semiannual Delegate Assembly of the New Jersey School Boards Association (NJSBA) was held at the Conference Center at Mercer County Community College on December 7, 2024. President Karen Cortellino, M.D., and Vice President for Legislation/Resolutions Chanta L. Jackson, presided over the meeting. Executive Director Dr. Timothy J. Purnell provided a written report to the members. There were 73 delegates present, representing 17 counties.

President Karen Cortellino, M.D. called the meeting to order at 9:00 a.m. She reminded everyone in attendance that only certified delegates have the right to speak and vote on pending matters. She indicated that voting tallies and policy amendment language will be visible on the screen.

President Cortellino also reminded the delegates that members of the staff, NJSBA Board of Directors members who are not serving as delegates, past presidents of the Association, and county school board presidents or their designees are afforded speaking privileges but do not have voting privileges.

She also noted that non-voting board of education members who do not have speaking privileges and guests are viewing this meeting through the NJSBA online conference platform.

President Cortellino announced that adequate notice of the meeting had been provided to three major newspapers and filed with the New Jersey Secretary of State and posting of notice in the first-floor lobby of NJSBA headquarters located at 413 West State Street in Trenton. The Association provided notices in the following ways: a preview of the agenda was published on the NJSBA website and a news advisory highlighting agenda items of interest to the news media was sent to all daily newspapers in the state; the Resolutions Subcommittee report was placed on the NJSBA website to allow boards of education time to discuss these items before today's meeting.

She reported that the Delegate Assembly Handbook and other materials related to the December 7 agenda were mailed on November 26 to delegates who requested a Handbook by November 6. An electronic copy was also posted on the NJSBA website.

President Cortellino led the delegates in the Pledge of Allegiance.

She acknowledged the following officers for their contributions to the Association.

President

Karen Cortellino, M.D., Montville Township (Morris)

VP for County Activities

Barry Fitzgerald, Lenape Regional (Burlington)

VP for Finance

Dr. Tom Connors, Piscataway (Middlesex)

VP for Legislation/Resolutions

Chanta L. Jackson, Neptune Township (Monmouth)

Immediate Past President

Irene LeFebvre, Boonton Town (Morris)

Dr. Cortellino also acknowledged the special contributions of those who have chaired the Association's standing and *ad hoc* committees:

Audit Committee

Scott Nodes, Greenwich Township (Warren)

Standards and Assessment Committee

Eileen Miller, Woodstown-Pilesgrove Regional (Salem)

Special Education Committee

Lisa J. Marshall, Warren Hills Regional (Warren)

Urban Boards Committee

Marsha Hershman, Lindenwold (Camden)

School Finance Committee

Paula Colbath, Fort Lee (Bergen)

NJSIAA Representatives

Tammy Wagner, Stafford Township (Ocean)

Barry Fitzgerald, Lenape Regional (Burlington)

Howard Krieger, Upper Freehold Regional (Monmouth)

Steve Shohfi, Lavallette (Ocean)

Barry Walker, Bridgewater-Raritan (Somerset)

NJSIG Board of Trustees

Irene LeFebvre, Boonton Town (Morris)

Richard Casey, Ocean Gate (Ocean)

Josephine Sharp, Wildwood City (Cape May)

President's Report – In addressing you this morning I want to focus on welcoming newly elected board members about to take their seats.

I ask veteran members to lend a helping hand to new members as they learn what it means to be an effective school board member. I encourage you to share with them the extraordinary number of training opportunities NJSBA has to prepare them for their new role.

New members will be receiving a New Board Member Kit, which includes a membership services and benefits guide, the code of ethics for school board members, and a copy of the publications, "Public School Governance: Who Does What in Public Education" and "Basic Parliamentary

Procedure: An Introduction of Robert’s Rules of Order.” NJSBA also offers an entire website page of resources geared specifically to new school board members.

I encourage new members to participate in NJSBA’s in-person training programs – the 3 R’s, the New Board Member Orientation Weekend, and the Association’s flag ship training program the annual Workshop conference.

You should know that the staff at NJSBA are experts in their respective fields of Governmental Relations, Legal and Labor Relations, Policy and are available for consultation whenever you need it. The Field Services Department is available to provide in-district training on a multitude of subjects as well as conducting strategic planning sessions and superintendent searches.

I cannot stress enough the importance of attending county school board meetings, and I would like to see veteran members bringing a new member to a county meeting.

Finally, a reminder that veteran members should also partake in all of these resources and programs and that your presence at these training programs serves as an example for new members.

In conclusion, on behalf of the NJSBA officers, I wish you all happy holidays and best wishes for the New Year. Thank you to the NJSBA staff for your hard work and assistance and the board members attending today for your commitment to the students of New Jersey.

Executive Director’s Report - This morning you will participate in one of the most important functions of the New Jersey School Boards Association. You will represent your local board of education in deciding NJSBA’s policies and positions. Those policies and positions guide us in determining what we will advocate for and against at the State House, in Congress, in the courts, and in the court of public opinion. This morning you will hear presentations on resolutions submitted to the Association by boards of education on a variety of topics. Then you will discuss, consider and vote on those resolutions.

I thank you in advance for carefully considering these decisions. But before we begin those deliberations, I want to report to you on recent developments at NJSBA. I will focus on what I see as the three pillars of our support for board members: content, connection and advocacy.

Content:

New NJSBA Website - The redesigned website that NJSBA launched on October 1 is the result of a year-long process. We did a deep-dive analysis of website user patterns so that we could design the navigation based on usage rather than just designing it how we thought might work best. We believe the result is a website that is more intuitive to use and based on what members need and are looking for.

Staff members individually reviewed about 6,000 pages from the existing website for relevance before including them in the new site. New features and an enhanced search function were added. As with any website, this new one is constantly evolving and being improved. If you have suggestions or come across a glitch, don’t hesitate to reach out and contact us through the website contact form!

New and Improved Board Self-Evaluation Tool - In January we will debut a new and improved Board Self-Evaluation tool. Currently we are testing it in-house. This is the first revision in 15 years, and we believe it will better reflect the changing role of board members and the changing role of the board’s work. Two of the changes are boards looking more closely at their own goals

and assessing the contributions that individual board members have made to the board working together as a team.

New Board Member Orientation Weekend - NJSBA will also introduce its revamped training program in January. Among the changes are additional small group opportunities, revised content to reflect changes in the educational landscape and more opportunities to network with NJSBA's subject area experts in clinics that will be held during the day.

Number of Certified Boards - This year, we have seen a sharp increase in the number of boards earning Board Certification. The number of certifications has increased from 14 to 25 – which works out to a 79% increase. As you know, board certification reflects the full board's commitment to effective governance and continuous improvement through extensive training as a group. This is an achievement that requires dedication and hard work.

Eight of those boards are receiving the Carole E. Larsen Master Board Certification, the Association's highest level of board certification. And congratulations to the boards that have earned certification in 2024.

I want to thank the field services staff for the time they have put into this. Our FSRs are instrumental in conducting the board training sessions that lead to certification.

- **NJSBA Partnerships** - NJSBA prides itself on maintaining solid and productive relationships with other educational stakeholders in New Jersey. The work of building these ties is ongoing and is key to our strength and influence in the state. Some of the groups we regularly partner with are:
 - The **LEE Group** – The New Jersey Leadership for Educational Excellence group includes the major ed groups in the state—NJSBA, NJASA, NJASBO, NJPSA, NJEA and NJPTA. We meet regularly to talk about matters of mutual interest, and often we meet with other educational policymakers. Recently we met with the acting commissioner of education, Kevin Dehmer and discussed the concerns of the different education stakeholders with him.
 - The **New Jersey State League of Municipalities and the NJ Association of Counties** - We are currently working with these two groups to try to get the Legislature to enact legislation that would provide local governing agencies the opportunity to electronically publish legally required notices rather than in a print publication. This comes after several newspapers in NJ have announced they will be discontinuing their print editions or closing entirely.
 - **NJPTA-NJSBA** – I hold regular get-togethers with the leaders of the New Jersey PTA. One of the things NJSBA has in common with the PTA is that we are the only major education groups that do not represent a group of employees.
 - **NJDOE** - We work cooperatively with the NJDOE on several projects throughout the year. Here are just two examples of how we work with them. At their annual Special Education Advisory Council celebration each year in June, they invite and celebrate the winners of our Innovations in Special Education Awards. And each year, when the County Teachers of the Year are chosen, NJSBA develops a video highlighting each one. Those videos are used in the promotion of the program, in the announcement of the Teacher of the Year — and NJDOE

notified us recently that they are continuing to display them on their Teach.Inspire.New Jersey (nj.gov) webpage, which encourages young people to go into the teaching profession.

- **Sustainable Jersey for Schools** – As you know, NJSBA was a founding partner in Sustainable Jersey for Schools, and we remain active in the organization. About 67% of the school districts in the state voluntarily participate in Sustainable Jersey, which provides tools, training and financial incentives to pursue critical sustainability initiatives. Paul Williams of Harmony Twp Board of Ed and I both sit on the Board of Trustees, and last spring NJSBA was recognized with a Sustainable Jersey Sponsor Recognitions Award.

NJSBA Connection - our online platform for connecting and sharing knowledge with other board members. We have 4,900 members of the Active Board Members and Charter Trustees group alone. Later next month we will be adding groups for: board presidents, new board members and certified board leaders. We have also added a regular blog to NJSBA Connection and Ray Pinney is posting on timely education topics.

Workshop 2024 - We had 8,752 registrants, 415 vendors on the exhibit floor, and more than 250 training programs. Members took advantage of those training programs. There were 3,114 Board Member Academy credits awarded to members for attending sessions that carried credit, and 378 members who completed their mandated training at Workshop. All of that, plus three dynamic keynote speakers and a full house at the School Law Forum.

Advocacy

Legislation - In 1914 the Association was founded so that New Jersey's local boards of education could address state leaders with a united voice...so that local school boards could join together to support all movements for the advancement of public education...or in other words, to enable us to advocate effectively.

Today, NJSBA's Advocacy efforts mean that the concerns of local boards are heard by legislators and regulators. A few examples of recently enacted education measures that reflect those efforts include:

- Student literacy.
- Authorization for school districts to submit proposals for additional spending for the next budget year at special school elections.
- Extended terms for lease and purchase contracts for electric school buses.
- Teacher shortages.
- School bus driver shortages.
- Changes to the school funding formula.

Bringing Board Members and Legislators Together - NJSBA is always looking at ways to bring local board members together with legislators. Legislators understand that board members represent a large constituency in their districts, and they want to hear about the concerns of educational stakeholders. In recent months we have welcomed Assemblywoman Tennille McCoy, Assemblywoman Andrea Katz, Assemblywoman Michelle Drulis and Assemblyman Roy Freiman to our Legislative Committee meetings.

At Workshop, our Legislative Panel discussion included: Senate Majority Leader Teresa Ruiz, Chair of the Senate Education Committee Vin Gopal, Senator Jon Bramnick, Assemblywoman Pam Lampitt, and Assemblyman Erik Simonsen.

We also had six members of the State Board of Education at the State Board panel discussion. Several county meetings have also featured visits by state legislators.

NJSBA's Capitol Watch Newsletter – NJSBA is preparing to introduce a new quarterly email newsletter, NJSBA Capitol Watch. It will summarize what's happening with important legislation and share other advocacy news. Look for Capitol Watch to appear in your inbox in early 2025!

Keeping Boards of Education Nonpartisan - New Jersey's school board elections are nonpartisan by design –and that contributes to our state's strong system of public education. Rather than being constantly reminded of political differences, board members can focus on the community's children. I have broadcast this message in my columns, and in interviews with reporters. In early November I was interviewed by a reporter for NJ Spotlight News, who quoted me talking about the importance of nonpartisanship. That quote was picked up by Insider NJ. NJSBA will continue to emphasize this message— which I believe is very much needed in today's divided political landscape.

Following his "State of the Association" Dr. Purnell introduced Dr. Nicholas Diaz, NJSBA's new deputy director and provided a brief summary of his background and credentials. Dr. Diaz briefly addressed the membership.

Dr. Purnell concluded with a few words about celebrating School Board Recognition Month held annually in January. No other public officials have a greater impact on the lives of children than school board members, who dedicate themselves to improving public education for all students. I would like to be the very first to tell all of you thank you for your service to your communities and to the greater cause of public education in New Jersey.

Rules for Conduct of the Delegate Assembly - President Cortellino announced participants will be using an electronic voting card for the meeting today. When a call for a vote is announced, wait for the overhead screen to indicate the polling is open. After the poll is open, enter your vote. Firmly press the corresponding number on the device, then press GO at the lower left of the device. When the little red/green light flashes on your device, your vote has been entered. Once you vote, you cannot vote again. Once the polling is closed, the tally of the vote will be shown on the screen. The procedure for voting will remain the same whether it is for a resolution, amendment, or any other procedure.

President Cortellino pointed out that there are two stationary microphones stationed in the aisles and are numbered. If you wish to speak at any time, please walk to the nearest microphone and you will be recognized in the order you come to the microphone. Once you are recognized, you must identify yourself by name, board, and state if you are the voting delegate and if you are speaking for or against the motion so that the official reporter can keep accurate minutes. In order to facilitate the smooth running of the meeting, you must position yourself at a microphone to make a motion. Seconders need only raise their electronic voting device, which we are using today as the voting credential.

Three time clocks are going to be used to time the deliberations. One clock will time discussion on the main motion; another will time discussion on proposed amendments; and the third clock will time speakers.

Proposed amendments from the floor will be shown on the overhead screen. All deletions will be highlighted and [bracketed] and additional language will be underlined. It is required that amendments

be submitted in writing when the motion is made. Amendments must be written before being presented at the microphone. After the amendment is proposed, the person making the motion will retain a copy – and give the other copies to a staff member who will collect and deliver one copy to the amendment typist and the other to the parliamentarian.

President Cortellino introduced the Delegate Assembly’s parliamentarian, David White, whose role is not to issue decisions or rulings but to advise the Association on parliamentary procedure and who was prepared to address any questions on the rules. Mr. White stated that the *Rules and Procedures for the Delegate Assembly*, which are included in the handbook, and the 12th edition of *Robert’s Rules of Order* will be adhered to. All decisions, whether it is a majority vote or 2/3 vote – are determined by those present and voting. Abstentions do not count as affirmative votes. Only the delegates can vote. A quorum constitutes 50 delegates from 11 counties. There were 73 delegates from 17 counties which represented a quorum. When the parliamentarian issues a decision, it will prevail, and the meeting continues.

Adoption of the rules for the conduct of the DA was moved by George Babula, Harmony (Warren) and duly seconded.

*With no further discussion, the motion to adopt the rules for the conduct of the December 7, 2024, Delegate Assembly was **APPROVED**.*

Minutes of the May 18, 2024, Delegate Assembly - Hearing a correction the minutes of the May 18, 2024, Delegate Assembly, *President Cortellino declared the minutes approved as amended.*

Committee Reports - President Cortellino announced that the following reports were published in the delegate handbook and do not require any action: Audit Committee, Legislative Committee and Special Education Committee.

Report of the Vice President for Legislation/Resolutions – Chanta L. Jackson, Neptune Township (Monmouth) presented the Emergency Resolutions Subcommittee report. The cutoff for Emergency Resolutions was Nov. 26, 2024. The Association received no Emergency Resolutions.

Ms. Jackson presented the report of the Resolutions Subcommittee. The Association received nineteen resolutions prior to the Oct. 3 cutoff date. One resolution was not accepted for filing as it was not consistent with NJSBA filing requirements. Two resolutions were voluntarily withdrawn by the sponsoring district. Of the sixteen resolutions considered by the Resolutions Subcommittee, seven resolutions were removed from the Delegate Assembly agenda pursuant to Article V Section 5 of the NJSBA *Bylaws*; two other resolutions were voluntarily withdrawn by the sponsoring district. Of the sixteen resolutions considered by the Resolutions Subcommittee, seven resolutions were removed from the Delegate Assembly agenda pursuant to Article V Section 5 of the NJSBA *Bylaws*; two other resolutions were combined with similar resolutions filed by other districts. The Resolution Subcommittee recommended support of six resolutions and declined to support one resolution. However, pursuant to the *Bylaws*, that resolution was also forwarded to the Delegate Assembly for consideration.

Discussion of the Seven Resolutions

Resolution No. B1 - Lopatcong Township (Warren)

The Lopatcong resolution proposes revised language to the NJSBA Bylaws, setting forth a specific timeframe within which the Resolution Subcommittee report must be submitted to local boards of education.

RECOMMENDATION: The Resolutions Subcommittee recommends approval of the resolution with the following substitute resolved clause for inclusion in the NJSBA Bylaws, that would create additional language to be included in Article V, Section 3, Paragraph a.:

As long as permitted by business demands, the Resolutions Subcommittee shall prepare a report and submit it no less than 21 days in advance of each meeting of the delegates to each local board of education.

A motion was made by Pamela Thomas, Lopatcong Township Board of Education (Warren) to move the resolution. Motion was duly seconded.

Before discussion, staff discussed the background and research that was involved in the write-up, and the subsequent recommendation from the Committee.

Discussion by Delegates ensued.

Proposed Resolution as Originally Amended – Passes (vote of 90/10)

Resolution No. 2 - Lopatcong Township (Warren)

The Lopatcong resolution proposes new policy language to be incorporated into the NJSBA *Manual of Positions and Policies on Education* supporting the publication of board meeting notices electronically, rather than publication in two newspapers as is currently required by law.

RECOMMENDATION: The Resolution Subcommittee recommends approval of this resolution with the following substitute resolved clause which would create additional policy language to be included in NJSBA’s Manual of Positions and Policies on Education at File Code 9321:

The NJSBA believes that boards should be permitted to publish all public meeting notices and requisite reference materials through electronic media in lieu of publication in physical newspapers as required pursuant to the Open Public Meetings Act or any other law or regulation requiring public notification of a meeting of the board, including but not limited to, regular meetings, special meetings and public hearings.

A motion was made by Pamela Thomas, Lopatcong Township Board of Education (Warren), to move the resolution. Motion was duly seconded.

Before discussion, staff discussed the background and research that was involved in the write-up, and the subsequent recommendation from the Committee. There is pending legislation that attempt/seek to address this issue.

Discussion by Delegates ensued.

Proposed Resolution as Originally Amended – Passes (vote of 82/18)

Resolution No. 3 – Kittatinny Regional (Sussex)

The Kittatinny resolution proposes new language to the NJSBA’s *Manual of Positions and Policies on Education* supporting the belief that attendance regulations should include a state-excused absence for students who are completing procedural steps necessary for enlistment in the United States Military.

RECOMMENDATION: The Resolutions Subcommittee recommends approval of the proposed resolution with the following substitute language that would create new policy language to be included in NJSBA’s *Manual of Positions and Policies on Education* in File Code No. 5113:

The NJSBA believes the New Jersey Department of Education student attendance regulations should include a limited number of state-excused absences per school year for students who seek to participate in activities related to military enlistment that require absence from classroom instruction.

A motion was made by Louis Sylvester, Kittatinny Regional Board of Education (Sussex), to move the resolution. Motion was duly seconded.

Before discussion, staff discussed the background and research that was involved in the write-up, and the subsequent recommendation from the Committee.

Discussion by Delegates ensued.

Proposed Resolution as Originally Amended – Passes (vote of 95/5)

Resolution No. 4 – Verona (Essex)

The Verona resolution proposes additional language to NJSBA’s *Manual of Positions and Policies on Education* File Code No. 3210 – Local Funds, indicating: The NJSBA believes that municipalities should be required to include the board of education in the consideration and development of any payment-in-lieu of taxes (“Pilot”) agreement that has the potential to increase student enrollment.

RECOMMENDATION: The Resolutions Subcommittee recommends adoption of the following substitute resolved clause that would create additional language at File Code No. 3210 – Local Funds, as follows: (“PILOT”) The NJSBA believes that municipalities should be required to include the board of education in the consideration and development of any payment-in-lieu of taxes agreement (“PILOT”) agreement that has the potential to increase student enrollment. The NJSBA further believes that the board of education should be a member of the municipal negotiation committee with equal rights and decision-making authority to provide input and receive appropriate portions of community benefits.

A motion was made by Diana Ferrera, Verona Board of Education (Essex), to move the resolution. Motion was duly seconded.

Before discussion, staff discussed the background and research that was involved in the write-up, and the subsequent recommendation from the Committee.

Discussion by Delegates ensued.

Proposed Resolution as Originally Amended – Passes (vote of 97/3)

Resolution No. 14 – Plainfield (Union)

The Plainfield resolution proposes revised language to be added to NJSBA’s *Manual of Positions and Policies on Education*, File Code No. 6142 – Subject Fields, expanding financial literacy curriculum requirements to include education on generational wealth, focusing on strategies for wealth creation, preservation, and transfer to future generations, as well as addressing historical barriers to wealth accumulation.

RECOMMENDATION: The Resolutions Subcommittee recommends approval of this resolution with the following substitute language which would create additional policy language to be included in NJSBA’s *Manual of Positions and Policies on Education* in File Code No. 6142 – Subject Fields, under Curriculum – General:

The NJSBA believes that local boards of education should exercise existing statutory authority to develop curricula that are aligned to educational standards and reflect the diversity and distinct needs of all students residing in their communities.

A motion was made by Sarah Virgo, Plainfield Board of Education (Union), to move the resolution. Motion was duly seconded.

Before discussion, staff discussed the background and research that was involved in the write-up, and the subsequent recommendation from the Committee.

Discussion by Delegates ensued.

Proposed Resolution as Original Amended - Passes (vote of 81/19)

Resolution No. 15 – Plainfield (Union)

The Plainfield resolution proposes new policy language for codification in the Community Relations section of the NJSBA’s *Manual of Positions and Policies on Education* expressing the belief that the New Jersey Department of Education, in collaboration with local school districts, should conduct a comprehensive review of all public schools named after individuals who owned slaves or supported slavery and initiate the process of renaming those schools in favor of names that reflect values of inclusivity, equality and historical justice.

RECOMMENDATION: The Resolutions Subcommittee recommends this resolution be opposed.

Notwithstanding the recommendation of the Resolutions Subcommittee, the bylaws require the resolution to be placed on the agenda for consideration by the delegates. Therefore, Ms. Jackson asked for a motion on the resolution.

A motion was made by Sarah Virgo, Plainfield Board of Education (Union), to move the resolution. Motion was duly seconded.

Before discussion, staff discussed the background and research that was involved in the write-up, and the subsequent recommendation from the Committee.

Sarah Virgo, representing the Plainfield Board of Education, presented testimony on the Resolution.

Discussion by Delegates ensued.

Proposed Resolution as Originally Proposed – Fails (vote of 13/87)

Resolution No. 16 – Plainfield (Union)

The Plainfield resolution proposes that new policy language be added to NJSBA’s *Manual of Policies and Procedures of Education* – File Code No. 6142 – Curriculum – providing that the state should establish state-funded programs dedicated to reparative education in urban districts, with a focus on addressing historical injustices affecting marginalized communities.

RECOMMENDATION: The Resolutions Subcommittee recommends approval of this resolution with the following substitute resolved clause that would create additional policy language to be included in NJSBA’s *Manual of Positions and Policies on Education* in File Code No. 6142:

The NJSBA believes that local boards of education should exercise existing statutory authority to develop curricula that reflects the diversity and distinct needs of all students residing in their communities and supports state educational standards while allowing districts the flexibility to address student developmental needs, including local history and other community-specific issues into the learning experience aimed at fostering academic success, social equity and emotional well-being.

A motion was made by Sarah Virgo, Plainfield Board of Education (Union), to move the resolution. Motion was duly seconded.

Proposed resolution as originally amended - Passes (vote of 57/43)

Adjournment

Vice President Jackson thanked everyone for taking the time to attend the Delegate Assembly. Having no further business, a motion was made to adjourn the meeting. The motion was duly seconded and carried; the meeting was adjourned at 11:37 a.m.

Respectfully submitted,



Carl Tanksley, Esq.
General Counsel

December 7, 2024 Delegate Assembly

County	District	Last Name	First Name
Atlantic	Galloway Twp Bd of Ed	Chester	Belinda
Bergen	Ramsey Bd of Ed	Augello	Michael
Bergen	Bergen County Special Services Bd of Ed	Barnaskas	William
Bergen	Cresskill Bd of Ed	Barrs	Sarah
Bergen	Dumont Bd of Ed	DeWald	Robert
Bergen	Garfield Bd of Ed	Focarino	Allan
Bergen	Demarest Bd of Ed	Holzberg	Diane
Bergen	Norwood Bd of Ed	Sprague	Michael
Bergen	Glen Rock Bd of Ed	Stephenson	Karyn
Bergen	Teaneck Bd of Ed	Williams	Clara
Burlington	Southampton Bd of Ed	Bodine	Irving
Burlington	Northern Burlington Bd of Ed	Bucs	Joseph
Burlington	Westampton Township Bd of Ed	Caldwell	Dr. Ashlee
Burlington	Lumberton Bd Of Ed	Colling	Thomas
Burlington	Lenape Reg Bd of Ed	Fitzgerald	Barry
Burlington	Edgewater Park Bd of Ed	Holley	Lester
Burlington	Pemberton Twp Bd of Ed	Knox	Wanda
Burlington	Delran Bd of Ed	Rafanello	Amy
Burlington	Maple Shade Bd of Ed	Richek	Jason
Burlington	Burlington Twp Bd of Ed	Riggi	Velina
Burlington	Chesterfield Bd of Ed	Rochester	Andrew
Camden	Gibbsboro Bd of Ed	Alexander	Geoff
Camden	Clementon Bd of Ed	Freiling	Randall
Camden	Haddon Twp Bd of Ed	Kendall	John
Camden	Winslow Bd of Ed	Martin	Rita
Camden	Pennsauken Bd of Ed	McDevitt	Matthew
Camden	Magnolia Bd of Ed	Sorbello	Karen
Essex	Verona Bd of Ed	Ferrera	Diana
Essex	So Orange-Maplewood Bd of Ed	Meyer	William
Gloucester	Woodbury Bd of Ed	Pegues	Joseph
Gloucester	Logan Twp Bd of Ed	Russell	John
Hunterdon	Kingwood Bd of Ed	Bloom	Kevin
Hunterdon	Clinton Twp Bd of Ed	Blumfeld	Michael
Hunterdon	Hunterdon Central Reg. Bd of Ed	Gong	Sandra
Mercer	East Windsor Reg Bd of Ed	Bourjolly	Jeanne
Mercer	Lawrence Twp Bd of Ed - Mercer	Groeger	Jo Ann
Mercer	West Windsor-Plainsboro Regional	Krug	Dana
Mercer	Mercer Co Special Services Bd of Ed	Morgan Santo	Stacy
Middlesex	Piscataway Bd of Ed	Connors	Thomas
Middlesex	East Brunswick Twp Bd of Ed	Herrick	Laurie
Middlesex	South Plainfield Bd of Ed	Miller	Sharon
Middlesex	South Brunswick Bd of Ed	Mitchell	Mike
Middlesex	Middlesex Boro Bd of Ed	Schueler	Sharon

Monmouth	Neptune Twp Bd of Ed	Jackson	Chanta
Monmouth	Red Bank Reg Bd of Ed	Noble	Patrick
Monmouth	Manalapan Englishtown Bd of Ed	Tossetti	Jesse
Morris	Morris Hills Reg Bd of Ed	Bertram	Michael
Morris	Wharton Boro Bd of Ed	Breda	Paul
Morris	Riverdale Bd of Ed	Ferrara	Lisa
Morris	Rockaway Twp Bd of Ed	Mezik	Lisa
Morris	Town of Dover Bd of Ed	Miller	Scott
Morris	Jefferson Twp Bd of Ed	Stewart	Michael
Morris	Washington Twp Bd of Ed - Morris	Waskis	Robert
Ocean	Ocean Gate Bd of Ed	Casey	Richard
Ocean	Barnegat Bd of Ed	Churney	Sandra
Ocean	Lavallette Bd of Ed	Shohfi	Steve
Passaic	Manchester Reg Bd of Ed	Gonzales	Kathleen
Passaic	West Milford Bd of Ed	Lockwood	Claire
Passaic	Clifton Bd of Ed	Mejia	Richard
Salem	Alloway Twp Bd of Ed	Dennison	Michael
Somerset	Montgomery Twp Bd of Ed	Filak	Joanna
Somerset	Bridgewater-Raritan Bd of Ed	Pepe	Michael
Somerset	Somerville Bd of Ed	Van Horn	Denise
Sussex	Sparta Twp Bd of Ed	Collier	Lauren
Sussex	Kittatinny Reg Bd of Ed	Sylvester	Louis
Union	Scotch Plains-Fanwood Bd of Ed	Boroff	Amy
Union	Garwood Bd of Ed	Guerriero	Christine
Union	Rahway Bd of Ed	Robson	Bernard
Union	Plainfield Bd of Ed	Virgo	Sarah
Warren	Harmony Bd of Ed	Babula	George
Warren	Franklin Twp Bd of Ed - Warren	DiGilio	Rudolph
Warren	Warren Hills Reg Bd of Ed	Fraumeni	Molly
Warren	Washington Twp Bd of Ed - Warren	Knittel	Jennifer
Warren	Lopatcong Bd of Ed	Thomas	Pamela
Warren	Knowlton Twp Bd of Ed	Wittreich	Ronni



MEMORANDUM

To: NJSBA DELEGATES AND ALTERNATES
From: DR. TOM CONNORS, VICE PRESIDENT FOR FINANCE
Date: MAY 10, 2025
Re: FINANCIAL REPORT

The *Bylaws* of the New Jersey School Boards Association require that a “detailed report of the financial condition of the Association” be presented at each annual meeting of the Delegates. The financial reports through February 28, 2025 are enclosed. Included are the 2024-2025 year-to-date revenues and expenses and a balance sheet as of February 28, 2025.

The audit for fiscal year 2024-2025 will be completed in August and will be included in the annual report distributed at the November 2025 Board of Directors meeting.

Enclosures

NEW JERSEY SCHOOL BOARDS ASSOCIATION
 STATEMENT of REVENUES and EXPENSES
 For the Eight Months Ending Friday, February 28, 2025

	Month ended February			Year-To-Date Ended February			FULL-YEAR	FULL-YEAR
	BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE	BUDGET	2024-2025
MEMBERSHIP DUES	\$646,774	\$646,775	\$1	\$5,174,199	\$5,174,199	\$0	\$7,761,300	\$7,606,382
MEMBERSHIP PROGRAMS	0	4,697	4,697	402,964	414,055	11,091	402,964	362,102
TOTAL MEMBERSHIPS	646,774	651,472	4,698	5,577,163	5,588,254	11,091	8,164,264	7,968,484
MEMBERSHIP EXPENSES:								
COMMITTEES	4,804	5,359	(555)	50,698	20,989	29,709	82,409	43,267
CONFERENCES- DUES BASED, NET	3,146	3,385	(239)	26,731	9,060	17,671	40,875	47,616
MEMBERSHIP SERVICES & PROGRAMS	8,525	955	7,570	58,200	11,953	46,247	92,299	41,901
PUBLICATIONS INCLUDED WITH MEMBERSHIPS, NET	3,019	1,379	1,640	17,672	22,132	(4,460)	27,610	(479)
TRAVEL & LIAISON	14,275	17,378	(3,103)	124,200	79,799	44,401	181,287	115,480
TOTAL MEMBERSHIP EXPENSES	33,769	28,456	5,313	277,501	143,933	133,568	424,480	247,786
OVERHEAD:								
SALARIES	521,116	519,098	2,018	4,559,768	4,560,990	(1,222)	6,800,566	6,117,619
PERSONNEL ADMINISTRATION & TRAINING	224,666	219,413	5,253	1,900,231	1,707,324	192,907	2,840,054	90,675
HEADQUARTERS HOUSING	37,645	25,558	12,087	283,660	240,390	43,270	434,244	834,798
INSURANCE	11,871	10,976	895	94,968	78,748	16,220	142,441	113,111
OFFICE EXPENSE	42,948	33,327	9,621	351,084	330,783	20,301	522,897	421,357
TOTAL OVERHEAD EXPENSES	839,246	808,372	29,874	7,189,711	6,918,236	271,475	10,740,202	7,577,560
NET MEMBERSHIPS	(225,241)	(185,356)	39,885	(1,890,049)	(1,473,915)	416,134	(3,000,416)	143,139
WORKSHOP REVENUE	0	(2,407)	(2,407)	2,581,000	3,151,102	570,102	2,581,000	2,902,884
WORKSHOP EXPENSES	0	2,124	(2,124)	1,181,000	1,094,461	86,539	1,181,000	1,035,013
NET WORKSHOP	0	(4,530)	(4,530)	1,400,000	2,056,641	656,641	1,400,000	1,867,871
FEE BASED SERVICE REVENUE	56,411	19,075	(37,336)	348,289	378,875	30,586	573,925	660,555
FEE BASED SERVICE EXPENSES	1,797	1,200	597	21,826	21,450	376	29,000	8,994
NET FEE BASED SERVICES	54,614	17,875	(36,739)	326,463	357,425	30,962	544,925	651,561
CONFERENCE REVENUE	833	(136)	(971)	19,039	19,125	86	121,305	122,938
CONFERENCE EXPENSES	6,417	1,099	5,318	22,934	2,358	20,576	71,783	45,643
NET CONFERENCES	(5,584)	(1,237)	4,347	(3,895)	16,767	20,662	49,522	77,295
NET PUBLICATIONS	373	256	(117)	2,984	8,061	5,077	4,475	3,463
NET ISTEAM & SUSTAINABILITY	2,500	739	(1,761)	20,000	28,525	8,525	30,000	10,389
NET MISC. REVENUE INCLUDING INVESTMENT INCOME	35,126	36,610	1,484	281,008	656,489	375,481	421,500	688,471
FREE BALANCE SURPLUS							550,000	
NET REVENUE OVER EXPENSES	(139,212)	(135,642)	2,570	136,511	1,649,994	1,513,483	0	3,442,189

NEW JERSEY SCHOOL BOARDS ASSOCIATION
BALANCE SHEET
For the Eight Months Ending Friday, February 28, 2025

	2025	2024	Prior year YTD June30
Assets and Deferred Outflow of Resources			
Current Assets:			
Cash and short-term investments	\$12,446,500	\$11,779,638	\$8,889,199
Accounts Receivable	224,846	144,230	572,552
Allowance For Doubtful Accounts	(15,000)	(15,000)	(15,000)
Prepaid Expenses	258,865	150,167	297,361
Deferred Compensation			
Total Current Assets	12,915,210	12,059,035	9,744,112
Fixed Assets:			
Land- HQ	1,686,534	1,686,534	1,686,534
Land	139,040	139,040	139,040
Building and Building Improvements	10,656,633	10,656,633	10,656,633
Furniture and Fixtures	1,150,829	1,146,803	1,146,803
Computer Hardware and Software	1,604,834	1,300,226	1,429,147
Telephone System	47,026	47,026	47,026
Automobiles	103,218	62,235	62,235
Total Fixed Assets	15,388,115	15,038,498	15,167,418
Less Accumulated Depreciation and Amortization	(8,537,891)	(8,085,463)	(8,537,891)
Total Fixed Assets - Net	6,850,224	6,953,035	6,629,527
Non-current Assets			
Right of Use Asset - Leases	63,438	83,057	83,057
Total Non-current Assets	63,438	83,057	83,057
Deferred Outflow of resources:			
Deferred Outflow of Resources - Pension Related	1,124,627	1,705,420	1,124,627
Deferred Outflow of Resources - OPEB Related	11,423,282	11,152,806	11,423,282
Total Deferred Outflow of Resources	12,547,909	12,858,226	12,547,909
Total Assets and Deferred Outflow of Resources	32,376,780	31,953,353	29,004,604

NEW JERSEY SCHOOL BOARDS ASSOCIATION
BALANCE SHEET
For the Eight Months Ending Friday, February 28, 2025

	2025	2024	Prior year <u>YTD June30</u>
Liabilities, Deferred Inflow of Resources and Fund Balance			
Current Liabilities:			
Accounts Payable & Accrued Liability	894,393	886,102	245,436
Prepaid Revenue	2,782,521	2,782,231	1,640,215
Accrued Vacation	558,089	583,744	607,551
Total Current Liabilities	4,235,003	4,252,077	2,493,202
Net Long-Term Liabilities:			
Net Pension Liability	8,737,102	10,058,959	8,737,102
Net OPEB Liability	10,692,760	10,031,321	10,692,760
Lease Liability	63,438	83,057	83,057
Total Net Long-Term Liabilities	19,493,300	20,173,337	19,512,919
Deferred Inflow of resources :			
Pension Related	2,048,347	2,651,715	2,048,347
OPEB Related	11,735,790	13,056,385	11,735,790
Total Deferred Inflow of Resources	13,784,137	15,708,100	13,784,137
Fund Balances:			
Operating Fund Net Investment in facilities	6,850,224	6,953,035	6,629,527
Operating Fund Surplus Beginning Balance	6,571,267	5,070,713	3,249,078
Operating Fund Surplus Fiscal Year 2024-2025	1,649,994	2,047,680	3,442,189
Operating Fund Surplus Ending Balance	8,221,261	7,118,394	6,691,267
Unrestricted Fund - Net Pension Liability	(9,660,823)	(11,005,255)	(9,660,823)
Unrestricted Fund - OPEB Liability	(11,005,268)	(11,934,900)	(11,005,268)
Capital Fund - AMS	0	0	0
Capital Fund - Strategic Plan	277,067	318,050	318,050
Capital Fund - Building	181,879	370,513	241,592
Capital Fund - IT Replacement	(5,135,659)	(8,180,162)	(6,785,653)
Total Fund Balances	32,376,780	31,953,353	29,004,604
Total Liabilities, Deferred Inflow of Resources and Fund Balances			



REPORT OF THE LEGISLATIVE COMMITTEE

By

Chanta L. Jackson

Vice President for Legislation/Resolutions

Prepared for the May 10, 2025 Delegate Assembly

As Vice President of Legislation/Resolutions, I would like to report the Legislative Committee's activities since the December 7 Delegate Assembly.

CHARGE:

1. The Committee shall encourage, promote and assist in the development of local, county and Statewide legislative networks.
2. The Committee may initiate legislative policy recommendations for consideration by the Board of Directors or the Delegate Assembly.
3. The Committee shall review issues and NJSBA's advocacy agenda and offer input on these matters.
4. The Committee shall clarify existing positions on legislation by analyzing bills pending in the Legislature.
5. The Committee shall recommend a biannual legislative agenda.
6. The Committee members may be called upon to testify at meetings and hearings of the State Legislature on issues.
7. The Committee shall serve as a membership base for the Resolutions Subcommittee.
8. The Committee members may participate in NJSBA's legislative training activities.
9. The Committee shall review federal legislation and other initiatives that affect local school boards and offer input on these matters.
10. The Committee shall serve as a united voice for the needs of all children by testifying, initiating local resolutions, writing/meeting/telephoning legislators, and communicating with local board members at county functions.

At the heart of the Committee's charge is its crucial service as a link between local boards of education and the New Jersey School Boards Association on current legislative and administrative code issues. Committee members encourage, promote and assist in the development of local, county and Statewide legislative networks.

The Legislative Committee consists of 80 members and alternates who represent their respective legislative districts. Having members from all legislative districts ensures that each legislator is

contacted on a regular basis by board members who advocate and champion the needs of 1.4 million public school children. Having active Committee members and alternates ensures a stronger and more consistent message to ALL legislators. Please look at the vacancy list below. If you know of any board members in your district who would be great in our advocacy efforts, let us know.

Legislative Committee Vacancies (as of April 8, 2025)

<u>LD #</u>	<u>County</u>		
4-alt	Atlantic, Camden and Gloucester	28-alt	Essex, Union
5-alt	Camden, Gloucester	30-mem	Monmouth, Ocean
6-alt	Burlington, Camden	30-alt	Monmouth, Ocean
12-alt	Burlington, Middlesex, Monmouth Ocean	32-alt	Hudson
16-alt	Hunterdon, Mercer, Middlesex, Somerset	33-alt	Hudson
17-alt	Middlesex, Somerset	34-alt	Essex
19-alt	Middlesex	38-alt	Bergen

Since the last report, the Committee met on December 14, 2024 and March 15, 2025 during which it heard from invited guest speakers, received updates from the governmental relations staff, and held discussions on various timely educational and legislative issues.

December 14, 2024

OPENING REMARKS

Ms. Jackson opened the meeting by thanking the committee members for their continued efforts in promoting advocacy and wished the committee a happy holiday season. Ms. Jackson stated that guest speakers Assemblywoman Carmen Theresa Morales and Assemblywoman Lisa Swain would be speaking later.

Dr. Timothy Purnell, Executive Director / CEO, also delivered opening remarks. He stated his sincere appreciation to the committee for participating on a Saturday morning during the busy holiday season. Dr. Purnell also informed the members of an opportunity to provide input on New Jersey’s school funding law, with additional information to be provided by the Governmental Relations team during the morning’s presentation. Dr. Purnell mentioned he will be speaking at one of the hearings on behalf of the NJSBA. Dr. Purnell then introduced Dr. Nicholas Diaz, newly hired to join the Association as Deputy Director. Dr. Diaz provided a background of himself, and stated how he looks forward to working alongside the committee in advocating for effective policies in creating more opportunities for students. Karen Cortellino, M.D., NJSBA’s president, also thanked the members by acknowledging their contributions as committee members and wished everyone a joyous holiday season.

A quorum count and recognition of members who will be departing the committee followed. The NJ PTA was also represented.

Guest Speakers

Ms. Jackson welcomed and provided an introduction of the meeting’s guest speakers:

- Assemblywoman Carmen Theresa Morales, Legislative District #34
- Assemblywoman Lisa Swain, Legislative District #38

Mr. Jonathan Pushman, Senior Director of Advocacy, then moderated a very robust and lively discussion for about 45 minutes. The Assemblywomen explained what motivated them to become members of the Assembly and responded to questions from the committee members. Issues discussed included:

- Various bills aimed at enhancing teacher recruitment and retention, including:
 - A-5075 (Swain): Establishes School Supervisor Mentorship Pilot Program; appropriates \$500,000.
 - A-5077 (Morales): Extends statutory pause on collection of student growth objective data.
- The potential for school funding reforms before the FY2026 budget cycle begins.
- Student social media and cell phone use policies.
 - A-4882 (Morales co-prime): Requires cell phone and social media policy to be developed by DOE and adopted in schools.
- A-3873 (Morales): Allows certain public high school student-athletes to substitute study hall for physical education during their athletic seasons.
- Student achievement and the literacy bill package sponsored by Asw. Morales that was recently signed into law:
 - P.L.2024, c.52: Requires DOE to establish working group on student literacy; mandates universal literacy screenings for kindergarten through grade three students; requires professional development for certain school district employees.
 - P.L.2024, c.53: Establishes Office of Learning Equity and Academic Recovery in DOE.

LEGISLATIVE UPDATES

Mr. Pushman referred to the agenda and various meeting materials that were sent to attendees in advance of the meeting that highlight some of the most significant legislative developments and advocacy activities of the Association since the last committee meeting. The materials included:

- A Governmental Relations Update that provides a detailed summary of recent legislative and Murphy administration activity.
- Invitation for Public Comment on School Funding in New Jersey
- Bios for Assemblywoman Carmen Theresa Morales and Assemblywoman Lisa Swain

The Governmental Relations staff of Mr. Pushman and Mr. Harrison Silver, Legislative Advocate, then led a PowerPoint presentation and discussed various new education-related laws, pending legislation, and various actions taken by the Murphy Administration since the last committee meeting. The PowerPoint included:

- Recently signed education laws.
- Education-related legislation that has been considered by the Legislature since the October 2024 committee meeting.
- Newly introduced legislation, S-3917 (Gopal), that would modify the School Funding Reform Act (SFRA).

- Discussion on the “Invitation for Public Comment on School Funding in New Jersey” from the NJ Department of Education with scheduled hearing dates:
 - December 17, 2024, 2:00pm - 4:00pm, NJ Department of Education, Trenton NJ
 - January 8, 2025, 6:00pm - 8:00pm, Somerset County Government Office, Somerville NJ
 - January 14, 2025, 10:00 am - noon, NJ Department of Education, Trenton NJ
 - January 16, 2025, 6:00pm - 8:00pm, Camden County Regional Emergency Training Center, Blackwood NJ
- Freedom to Read Act, A-3446/S-2421, <https://www.njleg.state.nj.us/bill-search/2024/S2421>.
 - The law will go into effect one year from the date of signing.
- Status of legislative attempts to resolve the public notice requirements issue triggered by the recent announcement that various NJ newspapers will be discontinuing their print editions early next year.

Throughout and after the presentation, the Governmental Relations staff responded to member inquiries and questions that were submitted via the Chat function. A copy of the presentation has been provided to committee members, along with an unedited copy of the chat transcript and a summary of the meeting.

A meeting summary can also be found in the December 17, 2024 edition of School Board Notes:

<https://www.njsba.org/news-information/school-board-notes/two-assemblywomen-speak-at-njsbas-legislative-committee-meeting/>

DISCUSSION AND COMMITTEE SHARING

A member inquired about students completing the FAFSA forms. He mentioned there is hesitation by some students, especially those with undocumented immigration parents, if there is any monitoring by federal and local officials with the form being completed. Some students are also concerned their personal information may be shared. Mr. Pushman responded the form can be completed, and no explanation needs to be provided.

Upcoming 2024-2025 Legislative Committee Meeting Dates

- Saturday, March 15, 2025 (Virtual)
- Saturday, May 31, 2025 (In-person, NJSBA Headquarters)

Committee meetings will take place Saturdays at 9 a.m. The proposed meeting formats are subject to change, and committee members will be notified accordingly.

March 15, 2025

OPENING REMARKS

Ms. Jackson opened the meeting by thanking the committee members for their continued efforts in promoting advocacy and continuous tireless work in advocating for the board members and students across the state. Ms. Jackson stated that guest speaker Assemblyman Cody D. Miller would be speaking later.

Dr. Timothy Purnell, NJSBA Executive Director / CEO, and Dr. Karen Cortellino, NJSBA President, also provided opening remarks and thanked the members for their continued advocacy efforts. Dr. Purnell mentioned several NJSBA staff members and board members had the opportunity to participate in a recent virtual forum with NJ Attorney General Matthew J. Platkin, which included representatives from other associations. The forum focused on the multiple executive orders issued by President Trump and their impacts across the state, and most notably for boards of education. Dr. Purnell noted other NJSBA leaders will remain in close contact with AG Platkin, as well as with members of the LEE Group, on how these decisions by the Trump Administration may impact the state's public schools.

A quorum count and announcements of newly appointed committee members, and recognition of a member who departed the committee, followed. The NJ PTA was also represented.

Guest Speaker

Ms. Jackson welcomed and provided an introduction of the meeting's guest speaker:

- Assemblyman Cody D. Miller, Legislative District #4

Mr. Jonathan Pushman, Senior Director of Advocacy, then moderated a very robust and lively discussion for about 45 minutes. In his opening remarks, the Assemblyman noted his personal story of serving on the Monroe Board of Education for three years before his election to the Legislature. The guest legislator discussed his legislative priorities and responded to questions from committee members. Issues discussed included:

- S-3695/A-4882 (Miller): As amended, this bill requires the Commissioner of Education to develop guidelines concerning student use of cell phones and social media and requires a board of education to adopt a policy concerning student use of cell phones and social media. Cell phone policies were one of the focal points of the Assemblyman's discussion with committee members.
- School funding formula, including the challenges of navigating larger-than-expected cuts.
- Federal funding and the Assemblyman's opposition in the discussion of cutting special education or school meal programs. Assemblyman Miller urged the members to continue their advocacy efforts by contacting their U.S. senators and congressional representatives.

LEGISLATIVE UPDATES

Mr. Pushman referred to the agenda and various meeting materials that were sent to attendees in advance of the meeting that highlight some of the most significant legislative developments and advocacy activities of the Association since the last committee meeting. The materials included:

- A Governmental Relations Update that provides a detailed summary of recent legislative and Murphy administration activity.
- Bio for Assemblyman Cody D. Miller
- A copy of the "The State of NJ Fiscal Year 2026 Budget in Brief"

The Governmental Relations staff of Mr. Pushman, Mr. John Burns, Senior Legislative Counsel, and Mr. Harrison Silver, Legislative Advocate, then led a PowerPoint presentation and discussed various new education-related laws, pending legislation, and various actions taken by the Murphy Administration since the last committee meeting. The PowerPoint included:

- A comprehensive rundown of the education highlights of the governor’s proposed state budget for Fiscal Year 2026.
- Recently signed education laws.
- Education-related legislation that has been considered by the Legislature since the December 2024 committee meeting.
- Discussion on the “Senate and General Assembly Legislative Public Hearings for the FY 2026 State Budget” with the scheduled hearing dates:
 - Senate Budget and Appropriations Committee
 - March 26, 2025, 10:00am, NJ Institute of Technology Campus Center Atrium, 150 Bleeker Street, Newark NJ
 - April 10, 2025, 10:00am, Remote
 - Assembly Budget Committee
 - March 19, 2025, 9:30am, State House Annex, Trenton NJ
 - March 25, 2025, 9:30am, State House Annex, Trenton NJ

A copy of the PowerPoint presentation and a meeting summary has been provided to the committee members. The Governmental Relations staff responded to member inquiries and questions that were submitted via the Zoom chat and Q&A function during the meeting, and an unedited copy of the public chat has been provided as well to the members.

A meeting summary can also be found in the March 18, 2025 edition of School Board Notes:

<https://www.njsba.org/news-information/school-board-notes/legislative-committee-march-15/>

DISCUSSION AND COMMITTEE SHARING

Upcoming 2024-2025 Legislative Committee Meeting Dates

- Saturday, May 31, 2025 (In-person, NJSBA Headquarters)

Committee meetings will take place Saturdays at 9 a.m. The proposed meeting formats are subject to change, and committee members will be notified accordingly.

Staff

Jonathan Pushman, Senior Director of Advocacy
Carl Tanksley, Esq., General Counsel
Raymond Pinney, Chief Membership Engagement Officer
Charles Muller, Business Administrator in Residence
John Burns, Esq., Senior Legislative Counsel
Harrison Silver, Legislative Advocate
Anette Airey, Administrative Assistant



LEGISLATIVE COMMITTEE ROSTER

5-10-25 *

State District	Name	Title	Board of Education
1	Michele Barbieri	Member	Upper Township (Cape May)
	Josephine Sharpe	Alternate	Wildwood City (Cape May)
2	Patrick Ireland	Member	Egg Harbor Township (Atlantic)
	Amy Hassa	Alternate	Greater Egg Harbor Reg. (Atlantic)
3	Carolyn Kegler	Member	Logan Township (Gloucester)
	Cheryl Potter	Alternate	Elk Township (Gloucester)
4	John Shaw	Member	Winslow Township (Camden)
	Vacancy	Alternate	
	Maryjo Dintino	Resource	Gloucester Township (Camden)
5	Naomi Davidson	Member	Runnemede (Camden)
	Vacancy	Alternate	
6	Joyce Miller	Member	Gibbsboro (Camden)
	Vacancy	Alternate	
7	Lester Holley	Member	Edgewater Park (Burlington)
	Sean Toner	Alternate	Palmyra (Burlington)
8	Janet DiFolco	Member	Mount Holly (Burlington)
	Janis Knoll	Alternate	Evesham (Burlington)
9	Richard Casey	Member	Ocean Gate (Ocean)
	Regina Tarnowski	Alternate	Barnegat (Ocean)
10	Steve Shohfi	Member	Lavallette (Ocean)
	John Henry	Alternate	Brick (Ocean)
11	Giuseppe Grillo	Member	Asbury Park (Monmouth)
	Paul Savoia	Alternate	Red Bank (Monmouth)
12	Tara Rivera	Member	Jackson (Ocean)
	Vacancy	Alternate	

13	Matthew Kitchen	Member	Keansburg (Monmouth)
	Dr. Paul Christopher	Alternate	West Long Branch (Monmouth)
14	Kate Rattner	Member	Monroe (Middlesex)
	Stacy Morgan Santo	Alternate	Mercer County Spc Svcs (Mercer)
15	Jo Ann Groeger	Member	Lawrence Township (Mercer)
	Larry Traylor	Alternate	Trenton (Mercer)
16	Karyn Gove	Member	High Bridge (Hunterdon)
	Vacancy	Alternate	
17	Shantell Cherry	Member	Piscataway (Middlesex)
	Vacancy	Alternate	
18	Sharon Miller	Member	South Plainfield (Middlesex)
	Laurie Herrick	Alternate	East Brunswick (Middlesex)
19	Daniel Harris	Member	Woodbridge (Middlesex)
	Vacancy	Alternate	
20	Jerry Jacobs	Member	Elizabeth (Union)
	Dr. Courtney Washington	Alternate	Roselle (Union)
21	Robin McKeon	Member	Bernards Township (Somerset)
	Sharon Schueler	Alternate	Middlesex Borough (Middlesex)
22	William Hulse	Member	Cranford (Union)
	Bernard Robson	Alternate	Rahway (Union)
23	Teresa Kane	Member	Milford (Hunterdon)
	Lisa Marshall	Alternate	Warren Hills (Warren)
24	Robert Carlson	Member	Wallkill Valley Regional (Sussex)
	Raymond Morris	Alternate	Newton (Sussex)
25	Michael Bertram	Member	Morris Hills Regional (Morris)
	Christopher Natale	Alternate	Jefferson Township (Morris)
26	Alison Cogan	Member	Parsippany Troy (Morris)
	Dino Cappello	Alternate	Denville (Morris)
	Charles Caraballo	Resource	Bloomington (Passaic)
27	Judy Bassford	Member	Clifton (Essex)
	Pamela Chirls	Alternate	Livingston (Essex)
28	Dawn Haynes	Member	Newark (Essex)
	Vacancy	Alternate	

29	Hasani Council	Member	Newark (Essex)
	Arthur Pettigrew	Alternate	Harrison (Hudson)
30	Vacancy	Member	
	Vacancy	Alternate	
31	Dr. Christopher Tisdale	Member	Jersey City (Hudson)
	Sam Maggio	Alternate	Bayonne (Hudson)
32	Antonio Grana	Member	Hoboken (Hudson)
	Vacancy	Alternate	
33	Adam Parkinson	Member	Hudson Cnty Schools of Tech (Hudson)
	Vacancy	Alternate	
34	Jill Fischman	Member	Bloomfield (Essex)
	Vacancy	Alternate	
35	Lucia DeNova	Member	North Haledon (Passaic)
	Liliana Baez-Molena	Alternate	Manchester Reg (Passaic)
36	Dr. Letizia Pantoliano	Member	Cliffside Park (Bergen)
	Lori Hoffman	Alternate	Ridgefield (Bergen)
37	Paula Colbath	Member	Fort Lee (Bergen)
	Clara Williams	Alternate	Teaneck (Bergen)
38	John Walsh	Member	Oradell (Bergen)
	Vacancy	Alternate	
39	Dr. Jeffrey Pollack	Member	Dumont (Bergen)
	Mary Ellen Nye	Alternate	Ho-Ho-Kus (Bergen)
40	Pamela Priscoe	Member	Verona (Essex)
	Alexander Clavijo	Alternate	Hawthorne (Passaic)

***Note: Roster is current as of April 8, 2025. It may not include any changes or new appointments approved by the Board of Directors at its May 2, 2025 meeting.**



REPORT OF THE NJSBA NOMINATING COMMITTEE

By
Irene LeFebvre, CHAIR

Prepared for the Annual Delegate Assembly
May 10, 2025

The NJSBA Nominating Committee met pursuant to Article VII, Section 5 of the *Bylaws* of the Association to interview candidates for NJSBA offices. Eight applications were received. Five candidates interviewed for the office of NJSBA president, one candidate for vice president for county activities, one candidate applied for vice president of finance and one candidate applied for vice president for legislation/resolutions.

The Nominating Committee submits the following candidates to serve as Association Officers for the 2025-2027 term:

- ***President – Tammeisha Smith, Knowlton Township Board of Education (Warren)***
- ***Vice President for County Activities – Barry Walker, Bridgewater-Raritan Regional Board of Education (Somerset)***
- ***Vice President for Finance – Dr. Tom Connors, Piscataway Township Board of Education (Middlesex)***
- ***Vice President for Legislation/Resolutions – Chanta Jackson, Neptune Township Board of Education (Monmouth)***

Additional Information for Filling Officer Positions According to NJSBA bylaws, candidates for all positions may also be nominated by petition, signed by at least ten members from at least five different boards of education, filed with the NJSBA Executive Director, on or before March 28th at 5:00 p.m. There was no nomination by petition filed.

The following Nominating Committee members were present at the meetings for selection of candidates:

- Irene LeFebvre, Chair, Immediate Past President, NJSBA
- Diane Morris, Mine Hill Board of Education, Morris County
- Michael Sprague, Norwood Board of Education, Bergen County
- Victoria Pakala, Brick Board of Education, Ocean County
- Marsha Hershman, Lindenwold Board of Education, Camden County
- Jennifer Knittel, Washington Township Board of Education, Warren County
- Dr. Courtney Washington, Roselle Board of Education, Union County
- Donna Iacone, Cinnaminson Board of Education, Burlington County
- Patrick Ireland, Egg Harbor Twp. Board of Education, Atlantic County
- Ray Morris, Newton Board of Education, Sussex County
- Alan Paris, Clifton Board of Education, Passaic County

- JoAnn Groeger, Lawrence Twp. Board of Education, Mercer County
- Jacqueline McAlister, Ocean City Board of Education, Cape May County
- Karen Cortellino, M.D., Montville Township Board of Education, Morris County
(president non-voting)

STAFF

- Carl Tanksley, Jr., Esq., General Counsel
- Cynthia Harrison, Legal Researcher

Four Experienced Candidates Seek Positions as NJSBA Officers

In accordance with New Jersey School Boards Association bylaws, a proposed slate of officers selected by the Nominating Committee will be presented to the delegates for their vote at the annual Delegate Assembly on May 10, 2025.

The Nominating Committee selected the following school board members for election by the delegates to serve as NJSBA officers from 2025-2027:

- President – Tammeisha Smith, Knowlton Township Board of Education (Warren)
- Vice President for Finance – Dr. Tom Connors, Piscataway Township Board of Education (Middlesex)
- Vice President for County Activities – Barry Walker, Bridgewater-Raritan Regional Board of Education (Somerset County)
- Vice President for Legislation/Resolutions – Chanta L. Jackson, Neptune Township Board of Education (Monmouth)

NJSBA bylaws also provide a process for candidates to be nominated by petition, but this year no candidates filed a petition by the deadline. According to guidelines set by the NJSBA board of directors, candidates for NJSBA officer positions are to receive publicity in School Board Notes. The information below is provided by the candidates.



Tammeisha D. Smith, President

Candidate's Statement

With over 15 years in school board leadership at local, county and state levels, I bring a deep understanding of governance, policy and advocacy essential for advancing NJSBA's mission. As a Certified Board Leader, current County Association Leadership representative, and ELFNJ Treasurer, I have consistently championed equity, strategic planning and innovative education initiatives. My passion for empowering school boards aligns with my proven track record in fostering collaboration, driving impactful change and serving as a voice for diverse communities. As President, I am eager to leverage my expertise to enhance NJSBA's statewide impact.

Local Board Activities

- Board President: 2014 – Current: Finance Committee, Facilities Committee, Contract Negotiations Committee, Community Outreach Committee and Governor Teacher of the Year Committee.
- Board Vice President: 2012 – 2013: Finance Committee, Policy Committee, Contract Negotiations Committee, Delegate Assembly, Representative and Teacher of the Year Committee.
- Board Member: 2010 – 2011 – Policy Committee

County Activities

- Warren County SBA Vice President for Legislation, 2023-current
- Warren County SBA Vice President, 2017-2019, formed the Legislative Committee

NJ School Boards Association Activities

- Board of Directors County Association Leadership (Alt), 2024-Current
- 2019-2023 – Vice President for Finance, Executive Finance Committee
- 2019 – 2023 – Non-College Bound Learner Ambassador
- 2024 – Current – New Board Member Orientation Group Leader
- 2017-2019 – Legislative Committee, Finance Committee & Non-College Bound Learner Ambassador
- Director Search Committee (2022)
- Dues Assessment Committee Chair (2022-2023)
- 2022-2024 Equity Council

National School Boards Association Activities

- 2019-2023 Delegate Assembly (Alt)
- 2022-2023 Beliefs and Resolutions Committee

Educational Leadership Foundation of NJ Activities

- Treasurer, 2024-Current
- Trustee, 2019 -2023

NJ School Boards Association Training/Certification

- Certified Board Member – May 2018

- Master Board Member – April 2020
- Certified Board Leader – April 2021

Community Activities

- African American Chamber of Commerce of New Jersey (AACCNJ) – Vice Chair, Board of Directors
- New Jersey Department of Health – Office on Minority and Multicultural Health (OMMH) • Governor Appointed Board Member
- St Luke’s University Hospital Network – Board of Trustees
- Star Community Health – Board of Trustees
- Family Healing Center – Board of Directors
- New Jersey Small Business Development Center (NJ SBDC) – Essex County Vice Chair
- National Association for the Advancement of Colored People (NAACP) – NJ Economic Development Committee
- National Forum for Black Public Administrators (NFBPA) – National Corporate Advisory Council
- United Negro College Fund (UNCF) – NJ Leadership Council
- Women’s Political Caucus of New Jersey (WPC-NJ) – Member
- Project Re-Direct/Youth & Family Services, Inc. – Advisory Board member

Employment

- Insurance Consultant/Broker, LLP – Foundation Risk Partners
- Chief Executive Officer – Dunbar Center, Inc.

Education / Certifications

- Diversity, Equity and Inclusion Certification, Cornell University, 2024
- Bachelor of Science in Business Administration (BSBA), 2000, Trinity College & University
- Coursework, Business Administration, 1990-1995, Fairleigh Dickinson University
- Coursework Marketing/Management, 1989-1990, Allentown Business School
- Licensures – Life, Accident & Health, Property & Casualty • NJ, NY, PA, CT, IL, CA, SC, NC, NV, MA, CO, GA, DC, DE, VA, TX

- Certified Employee Benefits Specialist, CEBS
- Medicare Advantage, AHIP
- Certified Long-Term Care
- NJ Hospital Association Board Trustee



Dr. Tom Connors, Vice President for Finance

Candidate's Statement

I'm currently the 2023 to 2025 NJSBA Vice President for Finance. At this time, I believe I can best be of service and value to NJSBA by staying in this position for another two-year term. I have a unique local and NJSBA fiscal knowledge base. Locally, I've served on the Fiscal Planning & Operations Committee for the Piscataway Township Board of Education for the past 13 years and have chaired it for the past 10. I have years of experience putting together budgets and overseeing audits. Our annual budget in Piscataway is about \$150 million dollars. For the past seven consecutive years, we've received a certificate of excellence in Financial Reporting from the Association of School Business Officials (ASBO) for our annual comprehensive financial report. In my time at NJSBA, specifically as chairperson of the School Finance committee for five years, I've tried to help districts understand one of the most important issues facing public education, which is school funding. I've helped school board members from all over the state understand the state funding formula law that impacts all types of New Jersey school districts. Also, in my time at NJSBA, I've developed a unique fiscal experience that will help provide a critical view of the association's operations. It's vitally important to ensure that NJSBA maintains the proper financial resources to support services for our membership. For example, I served on our 2022 Dues Assessment committee. The committee was charged with finding a method which distributes dues costs equitably across all districts while meeting the financial needs of the Association to provide current and future services. During the 2023-2024 fiscal year, we implemented our "Base Dues Plus Percentage of Current Expense

Method” with much success. NJSBA’s independent audit for this past year reflected positively on the Association’s business and financial operations and was unanimously approved by the Board of Directors. Lastly, I like to ask a lot of questions. I’ve come to be known as “the numbers guy.” I think this is because of my science background.

Local Board Activities

- Piscataway Township K-12 Board of Education, 16 years.
- Board President, 2019 and 2022
- Board Vice President, 2013, 2023, and 2024.
- Committees: (served as chair in some cases): Fiscal Planning & Operations; Policy/Legislation; Negotiations; Curriculum & Programs; Community Relations; Food Service Debt Ad hoc.
- Board liaison service includes Children’s Corner Preschool; Randolphville Elementary; Arbor Intermediate; Piscataway High School.
- NJSBA Board Certification, 2024.
- Term expiration: January 2028.

County Activities

- Middlesex 2nd Vice President for Legislation (resigned when elected NJSBA VP for Finance), May 2023.
- Middlesex Alternate Delegate, NJSBA Board of Directors, 2011 to 2014.

NJSBA Activities

- Executive State Officer, Vice President for Finance, 2023 to 2025.
- Board Member Academy: Certified Board Member, 2013; Master Board Member, 2016; Certified Board Leader, 2018.
- Board of Directors, 2011 to 2014.
- Trustee, Educational Leadership Foundation of New Jersey (ELFNJ), 2023 to 2025.
- Trustee, New Jersey School Insurance Group (NJSIG), 2015 to 2020.
- Delegate, Delegate Assembly.
- Committees (served as chair in some cases): Executive; School Finance; Finance; Audit; Legislative; Resolutions Subcommittee; Resolutions Emergency Subcommittee; Nominations; Bylaws Review; Governance Task Force; Dues Assessment.

NSBA Activities

- Magna Award for Piscataway School's "You, I, We INSPIRE" program, Denver, Colorado, 2016.
- Advocacy & Equity Institute, and "Day on Capitol Hill," Washington DC, January 2024 and February 2025.

Education

- Harold Spencer Schwenk Postdoctoral Fellow, University of Connecticut Institute of Water Resources, Connecticut State Department of Health Laboratory Bureau, Hartford, CT – 1987
- Ph.D. Analytical Chemistry, University of Connecticut, Storrs, CT – 1986
- M.Sc. Analytical Chemistry, University of Connecticut, Storrs, CT – 1983
- B.A. Molecular Biology, Eastern Connecticut State College, Willimantic, CT – 1980

Employment

I am retired from the Technology Division of the Colgate-Palmolive Company, a Fortune 500 Consumer Products Company. I worked at their Corporate Technology Center in Piscataway. During my career, I did global Research and Development and managed multimillion-dollar projects. I worked as a Ph.D. analytical chemist, a formulator, product developer and project manager. I patented and developed new formulations and commercialized many new products. I've been a member of the American Chemical Society (ACS) and the American Association for the Advancement of Science (AAAS) since 1982. I hold 41 formulation patents and in my academic and corporate research careers, I've authored/coauthored 33 scientific peer-reviewed publications and am an academic "Google Scholar" listed as Thomas F. Connors Ph.D. In the end, it was all about establishing relationships and trust. It was a fast paced, cross functional environment. It was all about training, planning, networking, exchanging information and ideas, initiating action, and being accountable. It was essential to know how to manage time, resources, and money.

Community Activities

I'm a former Piscataway Soccer Club executive board member and USSF licensed coach. I was also a youth sports coach in Little League and middle school recreation basketball. I was a coach when Piscataway Township received the Sports Illustrated "Sports Town USA" Award in 2003. I'm also a former member of the High School Athletic Booster Club and was on the executive board of the Superchief Band Parents Association. I was also a former member of the Piscataway Township Mayor's Environmental Advisory and Open Space committees.



Barry Walker, Vice President for County Activities

Candidate's Statement

It is with enthusiasm and honor that I am running for the NJSBA Vice President for County Activities. The opportunity to contribute to the growth and success of the NJSBA and, ultimately, our students is one that deeply resonates with my passion for educational leadership.

My experience serving on the Bridgewater-Raritan Regional Board of Education has provided me with a unique and comprehensive understanding of the challenges and opportunities facing public education today. I have been dedicated to creating collaborative opportunities that empower leaders. By identifying paths for involvement, I aim to facilitate an environment where every member feels inspired to contribute, engage, and lead.

I am deeply inspired by the exemplary leadership demonstrated by the current officers. Their invaluable guidance and dedication have set a strong foundation, and I am eager to build upon the momentum they have created. As we collectively navigate the evolving landscape of our educational system, I am committed to cultivating an inclusive and supportive environment where all members can flourish. Through collaborative partnerships and strategic vision, I am confident that we can fortify our shared mission and advance a vision for the future of education in New Jersey.

Thank you for your thoughtful consideration of my candidacy. I am excited about the opportunity to serve as Vice President for County Activities and to contribute meaningfully to the advancement of our organization and the betterment of our students' educational experiences.

Local Board Activities

Bridgewater-Raritan Board of Education

- Eleven-year member.
- Served as Vice President and President

- Member of personnel, community relations, finance, academic and negotiations committees in my tenure
- Liaison to Delegate Assembly, Bridgewater-Raritan Educational Foundation, Council of Schools and NJQSAC

Somerset County Educational Services Commission

- Local Board Representative for seven years
- Executive Committee Member
- Vice President, President and Chair Negotiations Committee

County Activities

- Vice President
- President
- Alternate Board of Directors Delegate
- Board of Directors Delegate

State Level Activities and Training

- NJSIAA NJSBA – At-Large Representative
- Governance 1 Task Force
- New Board Member Small Group Leader
- Strategic Planning Committee Member
- NJSBA Board Member Academy: Certified Board Member, Master Board Member; Certified Board Leader.

Education

- BS Degree in Physics – Carnegie Mellon University
- Graduate Studies in Electrical Engineering – Loyola University Maryland

Current Employment

- Self Employed – Consultant, Community and Church Volunteer



Chanta L. Jackson, Vice President for Legislation/Resolutions

Candidate's Statement

As a veteran journalist/communications professional, I have been trained to be objective and accurately represent the views of others. I also have worked with all levels of government, have been a Registered Parliamentarian with the National Association of Parliamentarians since 2020, and understand the delicate balance that should exist. For the past biennium, I have served as Vice President for Legislation/Resolutions working alongside NJSBA staff to advocate for policies and legislation designed to provide a fair and equitable education for all students. I would be honored to continue to serve and navigate through the current challenging educational landscape.

Local Board Activities

- Neptune Township 2/2012-12/18, 1/20-Present
- President 2021-Present
- Vice President 2013-17
- Superintendent Search Chair 2015
- Former Operations, Personnel Chairs

County Activities

- Monmouth County Vice President Legislation 2016-2017
- Monmouth County Vice President 2017-2018

NJSBA Activities

- Urban Boards 2012-2023
- Accountability Regulations Task Force 2015-2017
- Bylaws Committee 2015
- Nominating Committee/Certified Board Leader 2016

- Urban Board Alternate Delegate BOD 2021-2023
- NJSBA Vice President for Legislation/Resolutions 2023-Present

Education

- University of Maryland College Park B.A. Communications (RTVF)
- Northwestern Maynard Management at Kellogg Fellowship

Employment

- Communications Media Specialist Hackensack Public Schools

Community Activities

- Monmouth County Youth Services Commission 2016-Present
- University of Maryland New Jersey Alumni Network Board 2022-Present
- Monmouth County Alumnae Chapter Delta Sigma Theta Sorority, Inc.



REPORT OF THE RESOLUTIONS SUBCOMMITTEE

by

**Chanta L. Jackson
Vice President for Legislation/Resolutions**

**Prepared for the Annual Delegate Assembly
May 10, 2025**

The Resolutions Subcommittee met virtually on Tuesday, April 1, 2025 via Webex, to review the resolutions that will come before the Annual Delegate Assembly on May 10, 2025.

The Association received six (6) resolutions prior to the official cutoff date of March 6 for the Annual Delegate Assembly. Two of the resolutions were not properly formatted and one district withdrew their resolution as of March 28, 2025. Three resolutions were forwarded to the Resolution Subcommittee for action. Of these, all three resolutions were adopted by the Resolution Subcommittee and forwarded to the Delegate Assembly for consideration.

Pursuant to Article V, Section 6, action taken by the Resolutions Subcommittee may be overridden by the delegates in attendance at the Delegate Assembly upon prior notice, a motion, and simple majority vote. The motion to override must state specifically the remedy sought by the moving party. The motion to override shall not be subject to debate except that both the maker of the motion and the chair of the Resolutions subcommittee shall be given three minutes to address the delegates concerning the motion.

Enclosed are the resolutions admitted to the Annual Delegate Assembly agenda by the Resolutions Subcommittee.

Enclosures



RESOLUTIONS SUBCOMMITTEE OF THE LEGISLATIVE COMMITTEE

JANUARY--DECEMBER 2025

CHAIR Chanta L. Jackson, NJSBA VP for Legislation/Resolutions

REGION A - MEMBERS

District 1	Michele Barbieri,	Upper Twp. BOE (Cape May)
District 6	Joyce Miller,	Gibbsboro BOE (Camden)
District 7	Lester Holley,	Edgewater Park BOE (Burlington)
District 10	Steve Shohfi,	Lavalette BOE (Ocean)

REGION B – MEMBERS

District 11	Giuseppe Grillo,	Asbury Park BOE (Monmouth)
District 13	Dr. Paul Christopher,	West Long Branch (Monmouth)
District 15	Jo Ann Groeger,	Lawrence Twp. BOE (Mercer)
District 20	Jerry Jacobs,	Elizabeth BOE (Union)

REGION C – MEMBERS

District 21	Sharon Schueler,	Middlesex Borough BOE (Middlesex)
District 23	Lisa Marshall,	Warren Hills BOE (Warren)
District 24	Robert Carlson,	Walkkill Valley Regional BOE (Sussex)
District 27	Judy Bassford,	Clifton (Essex)

REGION D – MEMBERS

District 34	Jill Fischman,	Bloomfield (Essex)
District 36	Dr. Letizia Pantoliano,	Cliffside Park (Bergen) NEW
District 37	Paula Colbath,	Fort Lee BOE (Bergen)
District 39	Mary Ellen Nye,	Ho-Ho-Kus BOE (Bergen)

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REGION A – ALTERNATES

District 2	Patrick Irelend,	Egg Harbor Twp. BOE (Atlantic)
District 3	Carolyn Kegler,	Logan Twp. BOE (Gloucester)
District 8	Janet DiFolco,	Mount Holly BOE (Burlington)
District 9	Richard Casey,	Ocean Gate (Ocean)

REGION B – ALTERNATES

District 13	Matthew Kitchen,	Keansburg BOE (Monmouth)
District 14	Kate Rattner,	Monroe Twp. BOE (Middlesex)
District 18	Sharon Miller,	So. Plainfield BOE (Middlesex)
District 19	Daniel Harris,	Woodbridge Twp. BOE (Middlesex)

REGION C – ALTERNATES

District 22	William Hulse,	Cranford BOE (Union)
District 24	Raymond Morris,	Newton BOE (Sussex)
District 25	Michael Bertram,	Morris Hills Regional BOE (Morris)
District 27	Pamela Chirls,	Livingston BOE (Essex)

REGION D – ALTERNATES

District 35	Lucia DeNova,	North Haledon (Passaic)
District 37	Clara Williams,	Teaneck (Bergen)
District 38	John Walsh,	Oradell BOE (Bergen)
District 39	Dr. Jeffrey Pollack,	Dumont (Bergen)

EX-OFFICIO: **Karen Cortellino, M.D.,** NJSBA President, Montville Twp. BOE (Morris)

STAFF: Carl Tanksley, Esq., General Counsel **E-mail:** ctanksley@njsba.org
Cindy Harrison, Senior Legal Assistant to General Counsel **E-mail:** charrison@njsba.org

New Jersey School Boards Association
413 West State Street
Trenton, New Jersey 08618
Phone: (609) 695-7600 **Fax:** (609) 695-0413 **800 #:** 1-888-88NJSBA

G:DA\May 10, 2025\Resolutions Subcommittee\CommitteeRoster

RESOLUTIONS REMOVED FROM THE AGENDA (May 10, 2025)

Sponsor	Objective Sought/NJSBA Policy #	Status Report/Activities
<p>Delaware Valley Regional (Hunterdon) Vocational School Programs</p>	<p>Proposed new policy language for inclusion in NJSBA’s <i>Manual of Positions and Policies on Education</i> (“P&P”) to address the funding of county vocational school districts. More specifically, the resolution seeks a “more equalized standard” that will ease the financial burden on those resident school districts that send their students to county vocational school districts and believes that consideration should be given to its two proposed solutions.</p>	<p>Voluntarily withdrawn.</p>

RESOLUTION NO. 1

SYNOPSIS

Resolution No. 1 from the Woodbury Board of Education (Gloucester County) (“Woodbury”) proposes **new** policy language to NJSBA’s *Manual of Positions and Policies on Education* (P&P). The resolution seeks to promote student participation in interscholastic esports activities and encourages local boards to award varsity letters for such participation.

BACKGROUND

Woodbury has timely filed a resolution seeking to add new language to the P&P. While the resolution, as filed, did not specify a specific file code, File Code No. 6145.2 Interscholastic Competition appears to be an appropriate location for inclusion in the P&P. The operative clause of the filed resolution reads as follows: “The NJSBA believes in supporting the inclusion of scholastic esports as a valuable interscholastic competition that fosters student engagement, teamwork, and academic success. The NJSBA encourages school boards to implement and support esports programs within their schools and to award varsity letters to esports high school participants. Recognizing these students' achievements and contributions not only celebrates their efforts but also ensures they have equitable opportunities to compete for college scholarships and other post-secondary opportunities, similar to their peers in traditional extracurricular activities.”

Woodbury has recently passed a resolution to provide varsity letters for the Spring season for four (4) of its esports teams and will participate with the Garden State Esports organization.

In support of this resolution, Woodbury believes that the growing recognition of emerging activities such as scholastic esports offers a valuable addition to the extracurricular experience and provides significant opportunities for students, as numerous colleges and universities offer scholarships and pathways to higher education and careers. Woodbury contends that over 100 school districts currently offer varsity letters in scholastic esports. Finally, the district believes that providing varsity letters for school-sponsored interscholastic extracurricular esports participants provides a framework for recognizing achievements beyond traditional athletics. Garden State Esports is a non-profit organization that supports and organizes esports competitions throughout the State. This organization was founded during the COVID Pandemic by educators in order to promote all students to grow socially, emotionally and academically. According to Esports, 275 high schools compete with Garden State Esports.

[Home - Garden State Esports](#)

Over 300 school districts have esports programs. For example, Edison Twp., Manasquan High School, Mainland Regional High School, and Morris Hills Regional High School report having very successful esports programs. Additionally, Barnegat School District provides varsity letters for esports, as do many other districts.

RELEVANT STATUTORY AND REGULATORY PROVISIONS

Current law supports the concept that students may be eligible to earn a varsity letter for participation in a school-sponsored interscholastic extracurricular activity. In theory, esports competitions would meet the criteria for students in grades 9 through 12 - if the district creates a policy for such an activity and that activity meets the definition of a “school-sponsored interscholastic extracurricular activity.” The definition in *N.J.S.A. 18A:42-7* indicates that the activity must be a competition in which students compete against other students in districts outside of their district.

The statute makes clear that the intention of the law is not to mandate that a district create or implement such a program or to award varsity letters for same.

N.J.S.A. 18A:42-7 provides:

- a. A school district that includes any grades 9 through 12 shall adopt a policy to provide that a student enrolled in those grades who participates in any school-sponsored interscholastic extracurricular activity that includes competitions in which the student competes against students enrolled in schools outside of the district may be eligible to earn a varsity letter awarded by the district.
- b. Nothing in this act shall be construed to require a school district to award a varsity letter or to establish any school-sponsored, interscholastic extracurricular activity.

RELEVANT NJSBA MANUAL OF POLICIES AND PROCEDURES CODE PROVISION

There are no current provisions in NJSBA’s *Manual of Positions and Policies on Education* that directly reference the topic of school sponsored interscholastic extracurricular **esport** competitions, the provision of varsity letters for esports or for any particular activity. However, the overall concept supporting the issuance of awards for student performance exists at File Code 6145.2 Interscholastic Competition. The P&P does not address the specific areas in which school districts should award varsity letters but rather encourages districts to recognize students as they deem appropriate.

DISCUSSION

It is well settled that esports is an important and continually emerging area offering significant benefits to students in middle and high school, the trades and higher education. The benefits of esports programs are far-reaching and well-documented throughout New Jersey and beyond. According to Garden State Esports, the esports community provides a genuinely inclusive environment for students, allowing them to feel valued and provides equal opportunities. For example, Garden State Esports reports that 97% of its participants report making at least one new friend and 93% report now having a sense of belonging at school because of esports. More than 75% of students report coming to school more often and trying harder in class because of esports.

It is worthy to note that in December, 2024, the Department of Education issued a Notice of Grant Opportunity for the release of the Esports Industry Career Exploration Grant offered to

districts that create new esports programming at the middle grades level. This grant opportunity recognized the popularity of esports and was offered to increase middle school student awareness. [Date Broadcast Memo; 25-AG49-G06_NGO.docx](#). This grant program was also recognized in NJSBA’s updated report on Educational Opportunities for the Career and Technical Learners, dated February 2025. [Report-Committee-on-Educational-Opportunities-for-the-Career-Focused-Learner-2025.Feb..12.pdf](#)

The resolution submitted by Woodbury seeks to insert narrow language into the current P&P File Code, 6145.2 by specifying support for one particular school-sponsored extracurricular activity and supporting the awarding of varsity letters for this activity.

STATEMENT OF REASONS

1. The proposed resolution calls for action that is already permitted by statutory authority.
2. It is well-settled that esports is a worthwhile and beneficial concept in today’s educational and career settings.

RECOMMENDATION

- 1 The Resolutions Subcommittee recommends approval of this resolution with the following
2 substitute language which would create **new** policy language to be included in NJSBA’s *Manual*
3 *of Positions and Policies on Education* in File Code 6145.2 – Interscholastic Competition.
4
- 5 **The NJSBA believes** that local boards of education should exercise existing statutory authority
6 to revise existing interscholastic competition policies to support the inclusion of esports as a
7 valuable interscholastic competition and to award varsity letters to esports high school
8 participants to the extent they deem appropriate.

NEW JERSEY SCHOOL BOARDS ASSOCIATION

**413 West State Street
Trenton, NJ 08618**

1-888-886-5722

**ANNUAL DELEGATE ASSEMBLY
May 10, 2025**

**The following resolution was received from the
Woodbury Board of Education (Gloucester):**

- WHEREAS, There is a growing recognition that traditional extracurricular activities alone may not fully engage or meet the diverse interests of all students, and there is a need to expand opportunities to include emerging activities like scholastic esports that align with students' skills and interests, offering a valuable addition to the extracurricular experience by promoting engagement, inclusivity, and academic achievement; and
- WHEREAS, Scholastic esports provide significant opportunities for students, as numerous colleges and universities have established esports programs that offer scholarships and pathways to higher education and careers, and the roles of both esports coaches and players demand a high level of expertise, time commitment, and effort; and
- WHEREAS, Garden State Esports, the governing body for scholastic esports in New Jersey, recommends that school districts adopt policies to provide varsity letters for esports participants, recognizing their contributions and achievements whether esports is seen as a sport or as an extracurricular activity, and noting that over 100 school districts currently award varsity letters under these criteria; and
- WHEREAS, New Jersey Senate Bill S2398, passed in 2017, allows school districts to award varsity letters for school-sponsored, interscholastic extracurricular activities, including competitions against other schools, providing a framework for recognizing achievements beyond traditional athletics; and
- WHEREAS, Providing varsity letters for esports participants can create a more inclusive and equitable school culture, offering all students the pride and recognition of being part of a team, and aligning with similar criteria used for other performance - based competitive activities such as cheerleading and marching band; and

WHEREAS, The Delegate Assembly is the official policy making body of the New Jersey School Boards Association; and

WHEREAS, Education-related policies resulting from prior Delegate Assembly and Board of Directors actions are codified in the NJSBA's *Manual of Positions and Policies on Education*; now, therefore, be it

RESOLVED, That the Woodbury Board of Education proposes the following new policy language for adoption by the Delegate Assembly and inclusion in NJSBA's *Manual of Positions and Policies on Education*:

The NJSBA believes in supporting the inclusion of scholastic esports as a valuable interscholastic competition that fosters student engagement, teamwork, and academic success. The NJSBA encourages school boards to implement and support esports programs within their schools and to award variety letters to esports high school participants. Recognizing these students' achievements and contributions not only celebrates their efforts but also ensures they have equitable opportunities to compete for college scholarships and other post-secondary opportunities, similar to their peers in traditional extracurricular activities, and, be it further

RESOLVED, That this resolution be placed on the agenda for consideration at the May 10, 2025 Delegate Assembly.

Adopted at a regular meeting of the
Woodbury Board of Education
on February 19, 2025

Nancy L. McCabe
Business Administrator/
Board Secretary

RESOLUTON NO. 2

SYNOPSIS

Resolution No. 2 from the Franklin Township Board of Education (Warren County) proposes new policy language supporting the belief that the State should modify the criteria for the school nurse (non-instructional) endorsement to eliminate the requirements of holding a bachelor's degree and completing a New Jersey Department of Education ("NJDOE") approved college curriculum for the preparation of school nurses, with a minimum of 15 semester hour credits. In lieu of the 15 semester hour credits in an NJDOE approved college curriculum, Franklin Township proposes requiring a candidate to complete three classes related to school specific operations within the first eighteen months of beginning employment in a school district.

BACKGROUND

In New Jersey, a board of education is required to employ at least one certified school nurse. *See N.J.S.A. 18A:40-1; N.J.A.C. 6A:16-2.3(b).*

Certified School Nurses

A "certified school nurse" is defined as "a person who holds a current license as a registered professional nurse from the State Board of Nursing *and* an educational services certificate, school nurse or school nurse/non-instructional endorsement from the NJDOE." N.J.A.C. 6A:16-1.3.

The NJDOE's current requirements for the school nurse/non-instructional endorsement are:

- New Jersey registered professional nurse license
- Bachelor's Degree
- Cardiopulmonary Resuscitation and Automated External Defibrillators certification
- Training in airway management and the use of nebulizers
- Completion of an NJDOE-approved program for school nurses with 15 semester-hour credits that include the following topics:
 - 6 credits in school nursing
 - Health assessment
 - Special education
 - Public health
 - Guidance and counseling
 - School Law
- 20 hours of professional development on the following topics:
 - Human growth and development
 - Substance abuse and dependency
 - Human and intercultural relations

See N.J.A.C. 6A:14-4.4; N.J.S.A. 18A:40-3.8.

An “emergency certificate” is available for the school nurse/non-instructional endorsement, but the issuance of this certificate requires approval by the Executive County Superintendent and expires on July 31st of every school year, regardless of when it was issued. See N.J.A.C. 6A:9B-5.12. To be eligible for an “emergency certificate,” the requirements are the same as the school nurse/non-instructional endorsement, with the exception of completing the 15 semester-hour credits in an NJDOE-approved program and the professional development hours. Instead, the person must only provide evidence of study in public health nursing and child/adolescent growth and development. *See* N.J.A.C. 6A:14-4.4(e).

Through its regulations regarding health services personnel, the NJDOE provides a certified school nurse with authority to do the following:

- Carry out written orders of the medical home and standing orders of the school physician;
- Conduct health screenings (height, weight, blood pressure, hearing, vision, and scoliosis);
- Monitor vital signs and general health status for emergent issues for students suspected of being under the influence of alcohol/controlled dangerous substances;
- Maintain student health records;
- Recommend students who shall not be admitted to or retained in the school building due to the lack of immunization evidence;
- Annually review student’s immunization records;
- Recommend the exclusion of students who show evidence of communicable disease;
- Direct and supervise the emergency administration of epinephrine and glucagon, and training staff to serve as delegates;
- Administer asthma medication;
- Direct and supervise the health services activities of any staff member who has an assigned nursing task;
- Review health and medical information regarding a student for child study team meetings;
- Annually write and update students’ individualized health care plans and emergency health care plans;
- Annually revise and update any written health care provisions required under Section 504;
- Assist in the development of and implementation of healthcare procedures for students in the event of an emergency;
- Instruct teachers on communicable disease and other health concerns; and
- Review health history questionnaires and share with the athletic trainer.

See N.J.A.C. 6A:16-2.3(b)3.

Noncertified Nurses

A “noncertified nurse” is defined as a person “who holds a current license as a professional nurse from the State Board of Nursing and is employed by a district board of education or nonpublic school, and who is not certified as a school nurse by the NJDOE.” N.J.A.C. 6A:16-1.3. In other

words, a “noncertified nurse” is a registered nurse (“RN”) who works in a school district, absent the requirements of the noninstructional endorsement.

In New Jersey, an RN license requires the following:

- Diploma from a 4-year high school
- Completion of a course of professional nursing study in an accredited school of professional nursing
- Passing score on a written examination for the license

See N.J.S.A. 45:11-26.

In comparing the eligibility requirements for a school nurse/non-instructional endorsement vs. an RN license, the main difference is the completion of nursing studies through a program that results in a bachelor’s degree (certified school nurse) vs. the completion of nursing studies through a program that results in an associate’s degree (RN).

A school district is authorized to “supplement the services provided by the certified school nurse with noncertified nurses, provided that the noncertified nurse is assigned to the same school building or school complex as the certified school nurse.” *N.J.S.A. 18A:40-3.3.* The New Jersey Appellate Division has confirmed that the certified school nurse is not required to be present at all times when a noncertified nurse is providing services. *See Ramsey Teachers Association v. Board of Education of Ramsey*, 382 N.J. Super. 241 (January 2006).

The noncertified nurse/RN is also limited to providing services only as permitted under the license issued by the State Board of Nursing. *See N.J.A.C. 6A:16-2.3(c)2.* The State Board of Nursing defines these services as “diagnosing and treating human responses to actual or potential physical and emotional health problems, through such services as:”

- Casefinding;
- Health teaching;
- Health counseling;
- Provision of care supportive to or restorative of life and well-being;
- Executing medical regimens as prescribed by a licensed physician; and
- Identifying and discriminating between physical and psychosocial signs and symptoms.

See N.J.S.A. 45:11-23.

Current Requirement of Advanced Schooling for Certified School Nurses

As discussed above, in New Jersey, a candidate for a school nurse/non-instructional endorsement must obtain a bachelor’s degree and complete 15 credit-hours in various school/nursing areas. In review of the school nurse certification eligibility criteria in some surrounding states, Pennsylvania, Maine, Massachusetts, and Delaware also require a bachelor’s degree; however, New York and New Hampshire do not.

The NJDOE issued a broadcast in December 2023 that is consistent with its advanced schooling requirement for the school nurse/non-instructional endorsement. In the broadcast, the NJDOE confirmed that school nursing is “a separate and distinct specialty” from RNs.¹ The NJDOE further explained that the credentials of a certified school nurse “signify a registered professional nurse (RN) with *advanced professional nursing knowledge and clinical skills specific to the school setting*”² (emphasis added).

With respect to the specific bachelor’s degree issue, the National Association of School Nurses’ (“NASN”) position is that “every school-age child should have access to a registered professional school nurse who has a *minimum* of a baccalaureate degree in nursing from an accredited college or university and is licensed as a registered nurse through a board of nursing. These requirements constitute minimal preparation needed to practice at the entry level of school nursing.”³ And, according to the U.S. Bureau of Labor Statistics, the majority of RNs do have a baccalaureate degree. Specifically, as of 2022, 71.7% of the RN workforce earned a baccalaureate or higher degree as their highest level of nursing education⁴.

School Nurse Shortage

In its resolution, Franklin Township cited a federal report completed by the Health Resources and Services Administration in November 2024, which projected that New Jersey will have a shortage of almost 25,000 nurses by the year 2036⁵. This projection referred to RNs generally and was not specific to certified school nurses. However, because an RN license is one of the requirements to be a certified school nurse, the data is still relevant. As for data specific to school nurses, according to a 2021 survey conducted by NASN, approximately one-third of schools nationwide do not have access to a full-time nurse on site⁶.

An article reposted by the New Jersey School Nurses Association explores various factors related to the school nurse shortage⁷. One of the cited reasons is that school districts cannot compete with the salaries and benefits that hospitals offer, noting that the national median for school nurses is \$55,000/year, while a registered nurse can make nearly \$85,000/year at a hospital. The article also mentioned that the COVID-19 pandemic complicated school nurses’ roles, leading to an “extreme load of work” and “interact[ions] with parents who are angry.” It is also worth noting that the staffing shortage in school districts is not unique to school nurses. In November 2022, Governor Murphy issued Executive Order 309 to establish the Task Force on Public School Staff Shortages to develop recommendations to address teacher and educational support professionals in school districts across the state⁸.

¹ See

<https://www.nj.gov/education/broadcasts/2023/dec/13/DelegationofMedicationAdministrationinSchoolSettings.pdf>

² See *Id.*

³ See <https://www.nasn.org/nasn-resources/professional-practice-documents/position-statements/ps-education#:~:text=It%20is%20the%20position%20of,university%20and%20is%20licensed%20as>

⁴ See <https://www.aacnnursing.org/news-data/fact-sheets/nursing-workforce-fact-sheet#:~:text=Most%20registered%20nurses%20today%20enter,highest%20level%20of%20nursing%20education>

⁵ See <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/nursing-projections-factsheet.pdf>

⁶ See <https://njsna.org/a-third-of-schools-dont-have-a-nurse-heres-why-thats-a-problem/>

⁷ See *Id.*

⁸ See <https://nj.gov/infobank/eo/056murphy/pdf/EO-309.pdf>

Franklin Township has advised that their district, along with other local school districts, is having a hard time finding substitute nurses and/or filling vacancies for certified school nurses. Because of the limited pool and high demand for qualified candidates, the district explained that some agencies charge up to \$400/day for a certified school nurse, as compared to a teacher's average rate of \$115/day.

In 2013, in response to a school nurse shortage⁹, the NJDOE reduced the semester-hour requirements and prerequisite study areas for the school nurse/non-instructional endorsement “*to ease recruitment for school nurses while not posing a risk to student health.*” See 45 N.J.R. 152(a) (emphasis added). Specifically, the NJDOE decreased the semester-hour requirements from 21 to 15 and removed three subject areas from these requirements (human growth and development; substance abuse and dependency; and human and intercultural relations). However, the NJDOE added those subject areas to professional development requirements; therefore, although the classes were no longer prerequisites for the endorsement, the content was still required once employed by a school district. See *Id.*; See also N.J.A.C. 6A:9B-14.4. Following the NJDOE's amendments to the school nurse endorsement, the Legislature introduced and adopted A1256 in 2017 for consistency with NJDOE's regulations. See *N.J.S.A. 18A:40-3.8*.

NJSBA has also weighed-in on school nurses in the context of easing staffing restrictions for school districts. In supporting an interpretation of *N.J.S.A. 18A:40-3.3* that would permit school districts to provide certain services by a noncertified nurse (who would be under the general supervision of a certified school nurse, but not necessarily *directly* supervised by the certified school nurse while providing the services), NJSBA highlighted the health and safety of students, while also advocating for a district's flexibility. Specifically, in an amicus brief that NJSBA filed in connection with the *Ramsey Board of Education* case cited earlier, NJSBA argued that the “legislative intent of *N.J.S.A. 18A:40-3.3* establishes a public policy that recognizes that there are ways to provide for the health and safety of students while still working within today's fiscal constraints.” Again, as mentioned earlier, the New Jersey Appellate Division agreed with NJSBA and concluded that a certified school nurse is not required to be present at all times when a noncertified nurse is providing services. In reaching this decision, the court explained that *N.J.S.A. 18A:40-3.3* and the related statutes demonstrate the intent to strike “a balance between the competing goals of providing enhanced nursing services and allowing local school districts flexibility in their personnel and budgetary decisions.” See, 382 *N.J. Super.* 241 at 250.

RELEVANT NJSBA POLICY

The proposed resolution seeks to add position and policy that is not currently contained within *NJSBA's Positions and Policies (P&P) on Education*. Although Franklin Township did not initially cite a specific P&P file code where it would seek to add the proposed resolution language, in a follow-up conversation, the district proposed adding the language to File Code

⁹ In support of its amendments decreasing the endorsement requirements for school nurses, the NJDOE noted that there was an increase in the number of requests for emergency certificates for the school nurse/non-instructional endorsement and interpreted this data as indicative of a school nurse shortage. See, 45 N.J.R. 152(a).

4112.2, “Certification,” as a new section. There are also several relevant P&P file codes which relate generally to the substantive content of the proposed resolution. For example:

1. NJSBA P&P, File Code 4111 indicates the belief that continuous efforts to improve and increase the supply of qualified candidates for school employment are beneficial as long as those efforts do not compromise the quality of the applicant pool and do not result in state mandated intrusions into the authority of local boards of education, including but not limited to their right to: determine their local budgets and deliver an instructional program that best meets the needs of their students and their local communities.
2. NJSBA P&P, File Code 4111 also indicates the belief that incentives, such as grants and loans, should be made available to attract outstanding students to the teaching profession, particularly in those areas of critical shortage. Loans to students who agree to teach a certain number of years in areas of critical shortage should be forgiven.
3. NJSBA P&P, File Code 4141 indicates the belief that, in order to provide quality health services to public school children in a cost efficient manner, local school districts should be authorized to hire licensed practical nurses to augment, assist or substitute for its certified nurses, at a pay scale comparable to teacher aides, but not defining them as teaching staff.

DISCUSSION

Through current P&P policies, NJSBA recognizes the flexibility that school districts need in staffing for health services, while also ensuring the quality of the health services.

Additionally, the NJDOE, through a rule-making that decreased the requirements for the school nurse endorsement to address a school nurse shortage, explained that any changes to the eligibility criteria must balance the health and safety of students. The decreased requirements were also minimal – 21 to 15 semester credit-hours and the removal of three classes that became professional development requirements. In a broadcast (December 2023), the NJDOE has also emphasized that, in comparison to an RN, a certified school nurse has “advanced professional nursing knowledge and clinical skills specific to the school setting.” This broadcast demonstrated that NJDOE values the advanced schooling that is currently in place for the school nurse/non-instructional endorsement. The NASN also maintains that all school nurses should have a bachelor’s degree.

Franklin Township’s proposed resolution is to modify the school nurse endorsement requirements to an RN license (which only requires an associate’s degree), plus three additional classes in school operations to be completed within eighteen months of employment by a school district. This solution assumes that the underlying cause of the school nurse shortage in New Jersey is the requirement of a bachelor’s degree; however, there is data demonstrating that most RNs have a bachelor’s degree.

Further, as NJDOE contains the school licensing entity in the state (the State Board of Examiners) and has addressed nursing shortages before by slightly decreasing the pre-requisite classes (in amount and content), NJDOE may determine that there are alternative modifications to the school nurse/non-instructional endorsement and/or other solutions to this issue that are more appropriate.

STATEMENT OF REASONS

1. In order to provide quality health services, local school districts should have flexibility in staffing, while also ensuring the health and safety of their students.
2. However, without additional research and feedback from the NJDOE regarding whether or not the benefits of a bachelor's degree are essential to providing quality health services and ensuring the health and safety of students, the endorsement criteria in Franklin Township's proposed resolution may be overly narrow.
3. Accordingly, the suggested modified resolution language below captures the spirit of Franklin Township's resolution, while also broadening the circumstances under which steps may be taken to address the school nurse shortage.

RECOMMENDATION

- 1 The Resolutions Subcommittee recommends approval of the proposed resolution with the
- 2 following substitute language that would create additional policy language to be included in
- 3 NJSBA's *Manual of Positions and Policies* in File Code 4111:
- 4
- 5 **The NJSBA believes** that all necessary and appropriate steps should be pursued to address the
- 6 school nurse shortage and to increase the number of candidates who are eligible for the school
- 7 nurse/non-instructional endorsement from the NJDOE.

NEW JERSEY SCHOOL BOARDS ASSOCIATION

**413 West State Street
Trenton, NJ 08618**

1-888-886-5722

**ANNUAL DELEGATE ASSEMBLY
May 10, 2025**

**The following resolution was received from the
Franklin Township Board of Education (Warren):**

WHEREAS, Public school districts in the State of New Jersey are required to employ or contract for the services of a certified school nurse; and

WHEREAS, It is anticipated that New Jersey will have a shortage of almost 25,000 nurses by the year 2036, according to a federal report by the Health Resources and Services Administration/U.S. DHHS; and

WHEREAS, An RN certification may be obtained with only an Associates Degree, which typically requires 60-75 credit hours of study, as compared to a School Nurse Certification, which requires a Bachelor's Degree, inclusive of specific courses related to the school environment; and

WHEREAS, The time and cost related to the additional courses necessary to move from the RN certification to the School Nurse certification seldom results in a salary elevation that would make a public employee's compensation in a school district more lucrative than one in the private sector health industry; and

WHEREAS, School districts in the State of New Jersey are already experiencing difficulties in finding qualified candidates to fill vacant Certified School Nurse positions; and

WHEREAS, The Delegate Assembly is the official policymaking body of the New Jersey School Boards Association; and

WHEREAS, Education-related policies resulting from prior Delegate Assembly and Board of Directors actions are codified in the NJSBA's Manual of Positions and Policies on Education; now, therefore, be it

RESOLVED, That the Franklin Township Board of Education proposes the following additional policy language for adoption by the Delegate Assembly and inclusion in NJSBA's Manual of Positions and Policies on Education:

The NJSBA believes that the State of New Jersey should modify the existing requirements for a School Nurse certification to consist of the following:

1. An RN certification
2. Three additional classes in school specific operations, as determined appropriate by the State of New Jersey, to be completed within the first 18 months following the commencement of employment at a public school. Prior to completion of said courses, the candidate would be able to operate under a provisional certification, provided that their RN certification remains current.
3. That all current guidelines for continuing education remain the same as they currently exist, and, be it further

RESOLVED, That this resolution be placed on the agenda for consideration at the May 10, 2025 Delegate Assembly.

Adopted at a regular meeting of the
Franklin Township Board of Education
on February 19, 2025

Timothy Duryea
Board Secretary

RESOLUTON NO. 4

SYNOPSIS

Resolution No. 4 from the Kittatinny Board of Education (Sussex County) proposes **new** language to NJSBA's *Manual of Positions and Policies on Education* (P&P) supporting the belief that attendance regulations should include state-excused absence(s) for students who are completing steps necessary to enter the skilled trades profession/union. The resolution indicates that entry into these trades by high school students is paramount to the continuation of a diverse, independent, and self-reliant society. As such, students should have the opportunity to complete these requirements without the fear of violating local school attendance and graduation requirements resulting from necessary absences to pursue skilled trades after high school.

BACKGROUND

New Jersey compulsory education laws, *N.J.S.A.* 18A:38-28 through 31, require that all children between the ages of six and sixteen regularly attend school. For students to learn and achieve, attendance in school is critical. The New Jersey Department of Education (Department) indicates that chronic absenteeism, defined by *N.J.A.C.* 6A:32-8.6 as a student's absentee rate being equal to or greater than 10 percent, is a primary cause of low academic achievement and a powerful predictor of a student's risk of dropping out of school. See [Guidance for Reporting Student Absences and Calculating Chronic Absenteeism](#)¹.

Accordingly, the Department has promulgated regulations, available at *N.J.A.C.* 6A:16-7.6, that require each district board of education to develop, adopt, and implement policies and procedures regarding student attendance.

The regulations prescribe specific types of absences that are deemed state-excused absences. State-excused absences are not counted as either a day in attendance or as an absence for the purpose of chronic absenteeism calculations. Pursuant to *N.J.S.A.* 18A:36-33.1 and *N.J.A.C.* 6A:32-8.4(e), there are currently seven permissible reasons for a state-excused absence. They are:

- (1) Religious observance;
- (2) College visit(s), up to 3 days per school year for students in grades 11 and 12;
- (3) "Take Our Children to Work Day";
- (4) Participation in observance of Veterans Day;
- (5) Participation in district board of election membership activities;
- (6) Closure of a busing district that prevents a student from having transportation to the receiving school; and
- (7) Participation in one "civic event" for students in grades 6-12 – which can only be applied to an event sponsored by a government entity, a community-based organization, or a nonprofit entity. The civic event is required to incorporate an element of service learning and address a public issue or concern.

The state-excused absence, excusing an absence for attendance at certain “civic events,” is recent, having been signed on January 16, 2024, by Governor Murphy. This new law, codified at *N.J.S.A. 18A:36-33.1, et. seq.*, promotes the belief that student attendance at civic events creates an opportunity for students to engage in democracy, be educated outside of a classroom, and support student interest in public service and community work.

Kittatinny seeks state-excused absences to permit students to complete/satisfy requirements to enter a skilled trade profession. In drafting a response to this resolution, NJSBA consulted with Kittatinny and conducted independent research to determine that the following may be necessary activities for high school students pursuing skilled trades. However, NJSBA was unable to determine a consistent duration to complete necessary activities. The activities identified are representative of career or technical requirements that may require time away from school as follows:

- (1) Trade School or Technical College Visit: students may need to tour a vocational/technical school to explore various skilled trade programs.
- (2) Apprenticeship or Job Shadowing: students may be invited to spend time shadowing a skilled tradesperson.
- (3) Industry Expos & Career Fairs.
- (4) Hands-on Workshop or Training Program: students may have opportunities to participate in a hands-on workshop at a community college or trade school.
- (5) Union or Trade Organization Events: local unions may have events where students can learn about apprenticeships and/or attend union offered seminars.

RELEVANT NJSBA POLICY

NJSBA's P&P File Code 5113 states:

The NJSBA believes that local districts should adopt attendance policies and regulations with clear incentives and sanctions to reduce the amount of time lost through student absenteeism, tardiness and class cutting.

The NJSBA believes the New Jersey Department of Education student attendance regulations should include a limited number of state-excused absences per school year for students who seek to participate in activities related to military enlistment that require absence from classroom instruction.

Additionally relevant is File Code 6142.12 which states, in pertinent part:

The NJSBA believes that local boards of education should place emphasis on career awareness and supports integrating career education throughout the curriculum.

The NJSBA believes that students should have access to a wide array of programs that promote career awareness and develop workplace readiness skills as well as trade and technical skills for specific career paths. Local boards of education, county vocational school boards of education and representatives from business and industry should work

collaboratively to plan and develop and deliver programs that meet the needs of students in the most effective and efficient manner.

DISCUSSION

Consistent with P&P File Codes 6142.12, NJSBA believes school districts should emphasize career awareness and ensure that students have access to diverse programs that promote career exploration, workplace readiness, and trade and technical skills. Accordingly, by enabling students to explore skilled trades without negatively impacting attendance or graduation requirements, school districts help students make informed decisions about their futures.

Moreover, current state-excused absences for college visits and “take your child to work” day further demonstrate support for students in career related activities and post-secondary educational exploration. This support, however, should not be limited to college-bound learners.

On October 2, 2018, NJSBA issued a report from the Task Force on Educational Opportunities for the Non-College-Bound Learner. The [report](#)¹, in addition to other recommendations, determined that district schools must raise student awareness of all careers and the broad variety of career pathways through meaningful experiences and exposure. See Task Force on Educational Opportunities for the Non-College Bound Learner Report, available [here](#)², at page 81.

The skilled trades activities indicated above can be analogized to college visits and/or military enlistment activities and therefore should be given similar support as it is a serious and significant post-graduation option for non-college bound learners. Students who are dedicated to this path may require time outside of the classroom to determine the type of trade they wish to pursue whether it be through trade or technical college visits, apprenticeships or job shadowing, expos or career fairs, or even hands on workshops or training.

NJSBA recently [supported](#)³ a December 2024 [bill](#)⁴ that permits excused absence for students participating in college visits, visits to post-secondary technical institutions, and military recruitment-related activities, indicating that the state should promote equitable treatment of graduating students by not limiting state-excused absences to college-bound post-secondary education opportunities.

Permitting state-excused absences for this purpose demonstrates support for students who wish to plan their individual futures, whether it be attending college, enlisting in the military, or preparing for a skilled trade career, without jeopardizing academic standing. NJSBA policies support all students in their post-graduation endeavors.

However, understanding the importance and correlation between school attendance and student achievement, there should be a balance in the number of days which are state-excused. This

¹ Available at <https://www.njsba.org/wp-content/uploads/2018/10/07-Non-College-Bound-Learner-FR.pdf>

² Available at <https://www.njsba.org/wp-content/uploads/2018/10/07-Non-College-Bound-Learner-FR.pdf>

³ Available at https://www.njsba.org/wp-content/uploads/2025/03/NJSBA_Position_S-3902-3-3-25.pdf

⁴ Available at https://pub.njleg.state.nj.us/Bills/2024/S4000/3902_R1.PDF

balance is likewise reflected in the cap placed upon the number of state-excused college visits, currently set at three per school year. Accordingly, while support for this resolution is consistent with NJSBA's historical beliefs, as well as the State's support for student interests in skilled trades, consideration should be given to a cap or other limit on the number of days that are state-excused for skilled trade career exploration.

STATEMENT OF REASONS

The NJSBA supports the recognition of students' civic duties and exploration of post-secondary opportunities. As such, the NJSBA supports state-excused absences which support student efforts to pursue skilled trades post high school. State-excused absences for this purpose will:

1. Acknowledge the importance of career awareness and integration of career education by allowing excused absences for skilled trade related activities indicated above.
2. Improve retention and graduation rates as students feel supported in exploration of future career paths.
3. Promote equitable treatment by not limiting state-excused absences to college-bound post-secondary education opportunities, civic activities, or family/religious obligations.

However, the excused absence should have some limits, similar to those for college visits. Limiting the number of excused days for this purpose recognizes the correlation between attendance and achievement, while also supporting non-college bound students.

RECOMMENDATION

- 1 The Resolutions Subcommittee recommends approval of this resolution with the following
- 2 substitute language which would create additional policy language to be included in NJSBA's
- 3 *Manual of Positions and Policies on Education* in File Code 5113:
- 4
- 5 **The NJSBA believes** students should be permitted a limited number of state-excused absences
- 6 for participation in activities related to pursuing a skilled trade post-graduation.

NEW JERSEY SCHOOL BOARDS ASSOCIATION

**413 West State Street
Trenton, NJ 08618**

1-888-886-5722

**ANNUAL DELEGATE ASSEMBLY
May 10, 2025**

**The following resolution was received from the
Kittatinny Regional High School Board of Education (Sussex):**

WHEREAS, The school to work pipeline is an important and significant path to creating opportunities for qualified and interested applicants to become familiar with and knowledgeable about the opportunities presented by the skilled trades professions for the young women and men of New Jersey and is essential to the preservation of building a strong, self reliant multi-talented democratic society; and

WHEREAS, The decision by these young women and men forgo secondary education opportunities and directly enter the workforce in a skilled trades profession strengthens our nation and diversifies our workforce to better address the challenges ahead for our great nation for the good of their communities and our country should be supported by public schools; and

WHEREAS, The requirements needed for their successful transition from High School into the The Skilled Trades Profession or Skilled Trades Union will require them to be absent from school; and

WHEREAS, Unexcused absences count negatively on a student’s record and could put them in jeopardy of losing academic credit for graduation and School Districts with high levels of chronic absenteeism can be negatively impacted and identified in the annual NJ School Performance Report; and

WHEREAS, There is no legal provision in law or administrative code excusing required absences from school for young women and men who have chosen to enter a Skilled Trades Profession and are absent from school due to these obligations; and

WHEREAS, The Delegate Assembly is the official policy making body of the New Jersey School Boards Association; and

WHEREAS, Education related policies resulting from prior Delegate Assembly and Board of Directors actions are codified in the NJSBA’s Manual of Positions and Policies on Education; now, therefore, be it

RESOLVED, That the Kittatinny Board of Education proposes the following new language for adoption by the Delegate Assembly and inclusion in the Manual of Positions and Policies on Education and referred to the New Jersey Department of Education:

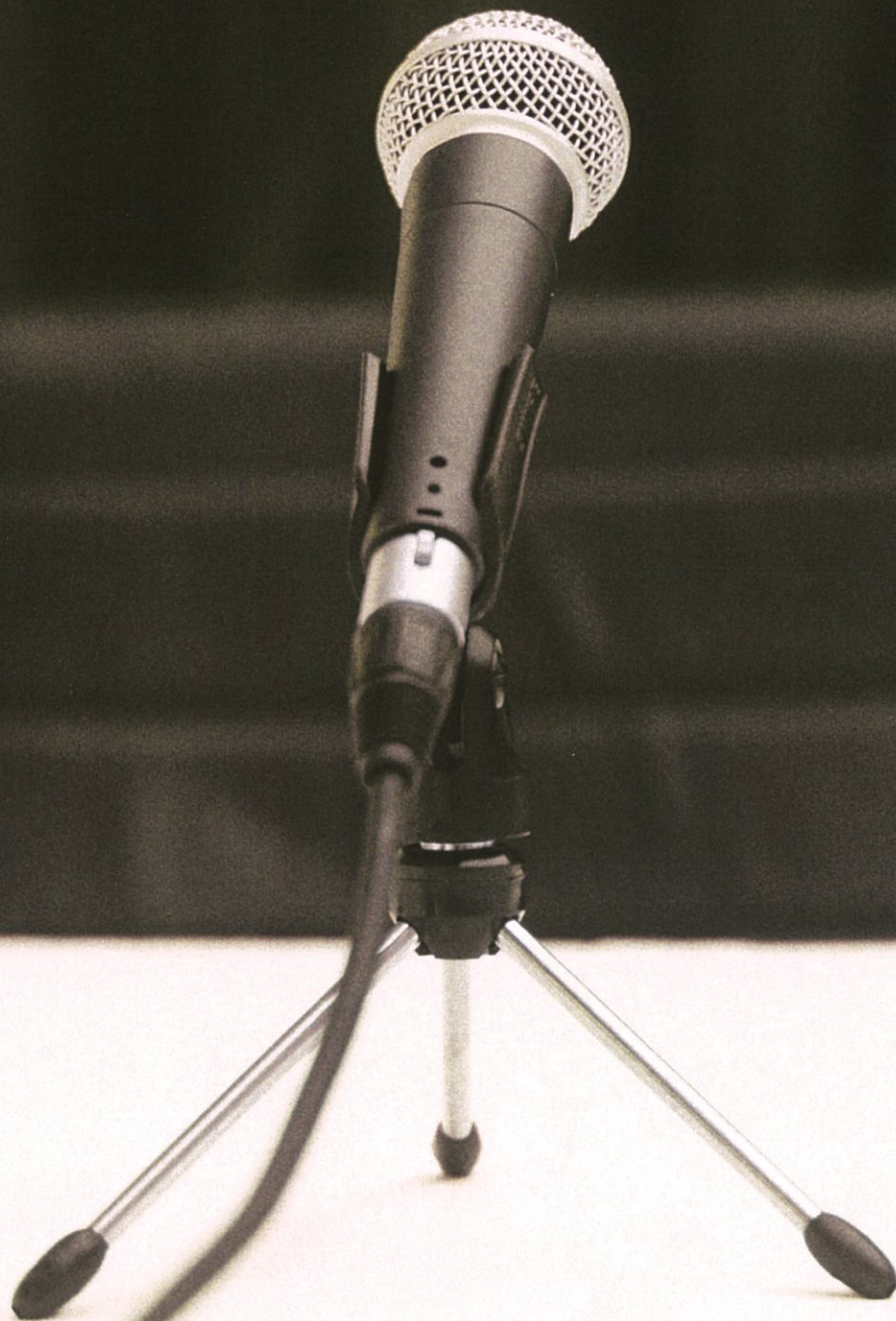
The NJSBA believes entering the Skilled Trade professions by the young women and men of New Jersey is paramount to the continuation of a diverse, independent and self reliant society and an additional state-approved excused absence category should be added to the State’s regulations affording students the opportunity to complete the procedural steps mandated and required for enrollment in the Skilled Trades Professions or Skilled Trades Unions; and, be it further

RESOLVED, That this resolution be placed on the agenda for consideration at the May 10, 2025 Delegate Assembly.

Adopted at a regular meeting of the
Kittatinny Regional School Board of Education
on February 20, 2025



Kathleen Kane
Interim Business Administrator/
Board Secretary

The Delegate Assembly is the policymaking body of the New Jersey School Boards Association. These materials are submitted for consideration by the delegates at the Annual Meeting on May 10, 2025.



New Jersey School Boards Association

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