

APEA REPORTER

A MESSAGE FROM PRESIDENT NAPOLITANI

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2007-2009 Exec. Committee

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To say that this year has been a challenge is a complete understatement. The most serious and challenging aspect of this year was dealing with the RIF situation that occurred this month. There are a few points that need to be clarified, as many rumors and innuendo have surfaced in regard to this matter.

First and foremost, no one in any unit is "nonessential". This statement never came from any Executive Committee member. Everyone in the APEA, whether professional or Support Staff are all **ESSENTIAL**. We fought and will continue to fight for every person that is presently employed in the district. This includes lobbying the Superintendent and State Monitor to give special consideration to any non tenured employee who was RIF'd, the opportunity to receive a position if one opens in the near future.

For the record, the APEA, along with the administration, Central Office Staff and the

State Monitor worked in conjunction to see to it that every policy, rule and regulation were followed to the letter of the law. To even insinuate that anyone on this Executive Committee "cut a deal" to save someone over another person is completely outrageous and insulting. Sean Hamilton and I spent countless hours, including taking time during spring break, to sit down with all parties to see to it that we could get the original number that exceeded 60 professional and support staff members down to nothing. This was an arduous task and with many discussions and negotiations, we were able to get that number down to 16 regular elementary education non tenured staff members and 7 paraprofessionals. In the end, I can not thank Sean enough for all his efforts, as well as the administration headed by Howard Mednick, in their assistance to me during this challenging negotiation. We worked as a team to get the job done.

As you have been made aware, in any RIF situation, there is Board Policy #3146, Conduct of Reduction in Force, 18A:28-8 to 18A:28-14 Termination of Employment, and 6A:32-5.1, Seniority, which **MUST and WILL** be followed. No one can circumvent the law. Pat Errico, Website manager, loaded all of these documents on asburyparkea.net for your perusal right after our first RIF meeting that was held.

In being proactive with the RIFs, the Executive Committee held a General Membership meeting in April and then followed up with 4 individual building meetings. Our General Membership meeting, held in the High School, had a dismal 65 people in attendance. It's hard to believe that we did not pack the room when so many jobs were on the line. Our Association is only as strong as the members that support it. Just because non tenured are the only members that were *(continued on page 3, column 1)*



Linda Mayer and Barry Seaman are all smiles while volunteering at the annual Math Fair held in April.



Patricia Joyner, Jackie Leonard, Keri HennessyWilson, and Ellen Adelson take a picture break at the Math Fair.



Math Fair coordinators Kim Filoso and Rosemarie Penta finally sit down and take a break. Great Job!!!

Don't forget to buy tickets for the End of the Year Bash

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**“Be the
change you
wish to see in
the world”**

-Ghandi

PEN BEN AGAIN: YOUR BENEFITS UNDER ATTACK

According to an April 15, 2008 Star Ledger article, legislators are considering reviving certain aspects of the Special Legislative Session. In particular, the article referenced:

- No pension credit for part time employees;
- Increasing the salary threshold for PERS/TPAF eligibility to \$15,000;
- Changing the pension formula back to N/60 (currently N/55); and
- Raising the retirement age to 62 (it is currently age 60).

Other proposals under consideration:

- No employer-sponsored health benefits for part time public employees; and
- Elimination of defined benefit retirement plans for all new hires.

We anticipate that once the legislation has been drafted, the Senate will move quickly. We are asking you to call, write, fax, and email the members of the Senate Budget and Appropriations Committee, Senate President Dick Codey.

NJEA is organizing lobby days that will be held in Trenton. Visit NJEA.org for more information.

SCHOOL VOUCHER BILL MOVES AHEAD

S-1607 will seek to establish the first voucher law in the history of New Jersey. It would create a 5 year pilot program that would strip 360 million in tax revenue from the state budget during that time period. This money would compensate a “Corporate Tax Credit Scholarship Fund”. In other words, the state would give a tax credit to contributing corporations dollar for dollar up to 360 million dollars. However, the fact is it would actually be the state funding this bill.

The five year program would contribute 75 percent of the money to students currently enrolled in public schools. Twenty-five percent would go to students already attending private and religious schools. This means tax dollars would be sent to private and religious schools. The students receiving the money in the private sector may not exceed a household income of 2.5 times the federal poverty level. However, a 4 person household where both parents are making slightly more than \$25,900 a year would “not be able” to receive this money.

This bill would be a five year pilot program only for the students in Camden, Elizabeth, Jersey City, Lakewood, Newark, Orange, Paterson, and Trenton. It will take \$360 million dollars of taxpayer money for this program. The corporation would literally pay nothing since their contribution will become a tax credit. More importantly, \$90 million will go to students in private and religious schools and “out of district” public schools willing and able to accept them.

2007- 2009 APEA BUILDING REPRESENTATIVES

Doug Cobb	Bradley School	Tony Mallory	A.P.H.S.
Maureen Casey	Bradley School	Don Cleaves	A.P.H.S.
Pedro Morales	A.P.H.S.	Donna Puryear	T.M.S.
Judy Daly	A.P.I.S.	Lynn Librizzi	A.P.I.S.
John Venino	A.P.H.S.	Deborah Burns	Bradley
Sue Hayes-Stasio	A.P.I.S.	Marlena Bryant-Tirrell	T.M.S.
Michael Zajac	A.P.H.S.	Tracy Caprioni	A.P.I.S.
Meg Watkins	Bradley	Casey Miles	A.M.S.

(Continued from page 1)

RIF'd, doesn't mean you're not effected. It certainly does. As we lose staff, and class sizes increase, your job load also increases. Less staff always means more work.

In closing, I cannot stress to all our membership that we have been extremely proactive in attempting to save **EVERY** job. Although we did not save all non tenured staff, we were able to save every tenured staff member as well as any non tenured staff member that is in a specialized field such as Phys. Ed., Special Ed., CST, highly qualified and certificated staff and any area where you need a special certification, provided you have used that certification in the Asbury Park School District. Positions such as elementary science teachers and technology coordinators are under regular elementary education and treated as such. Unfortunately, in this situation, any regular elementary teacher can fill that position. In these cases, tenured staff can "bump" into one of those slots. We will continue to stay on top of all positions that are filled from within. It is our hope that some of our non tenured staff will be called back to continue their employment here in Asbury Park in the near future.

In Solidarity,

John Napolitani
President

To contact John:

Call - (732)776-6888
Cell - (732)996-2114
Fax - (732) 776-6884

WHAT'S HAPPENING??????????

May 30-31, 2008 - NJEA Minority Leadership & Recruitment Conference in New Brunswick

June 4, 2008 - "Splash Into Summer" 6:00 - 7:30 p.m. at Bradley. Event is geared towards Preschool & Kindergarten aged children.

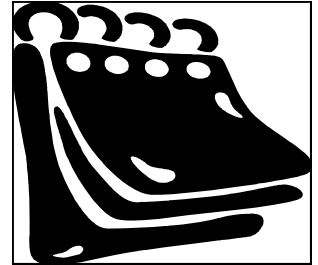
June 9, 2008 - Rep. Council Meeting. (Please note the change in date and time which is 3:45pm: same place)

June 13, 2008 - End of the Year Bash @ The Beach Bar in the Convention Hall in Asbury Park. Event starts at 3:00pm

June 17, 2008 - Last day of school. Enjoy your summer!

July 1-6, 2008 - NEA Convention, Washington, DC.

August 2-8, 2008 - NJEA Summer Leadership Conference in New Brunswick. Most have signed up for August 4-6, 2008.



[TRY TO ATTEND OUR BOARD OF EDUCATION MEETINGS](#)

BOARD MEETINGS WILL BE HELD AT **BRADLEY ELEMENTARY**. WE ENCOURAGE AS MANY MEMBERS AS POSSIBLE TO ATTEND THESE MEETINGS TO BE INFORMED OF WHAT IS GOING ON IN OUR DISTRICT.

[Wednesday, May 28, 2008 @ 6:30pm](#)

[Wednesday, June 25, 2008 @ 6:30pm](#)

[Wednesday, July 23, 2008 @ 6:30pm](#)

[Wednesday, August 27, 2008 @ 6:30pm](#)

[Wednesday, Sept. 24, 2008 @ 6:30pm](#)

[Wednesday, October 22, 2008 @ 6:30pm](#)

[Wednesday, Nov. 26, 2008 @ 6:30pm](#)

[Wednesday, Dec. 17, 2008 @ 6:30pm](#)

[Wednesday, January 28, 2009 @ 6:30pm](#)

[Wednesday, February 25, 2009 @ 6:30pm](#)

[Wednesday, March 25, 2009 @ 6:30pm](#)

[Tuesday, April 14, 2009 - BOE Elections](#)

2009 - 2012 Contract Negotiations: Preliminary Update

The APEA has taken a proactive step this year with setting up our Negotiations Committee well in advance of the expiration of our 2006-2009 contract with the APBOE. We met two times to create a survey that your representatives have just finished collecting. We will be sending these surveys to NJEA so that they can compile the results for our preparations to begin negotiating the new contract. The Negotiating Committee will meet within the next two months to create a negotiations package for the Negotiating Team to present to the BOE. It is our intent to begin these negotiations in the beginning of the Fall. We will keep you up to date with any new details.

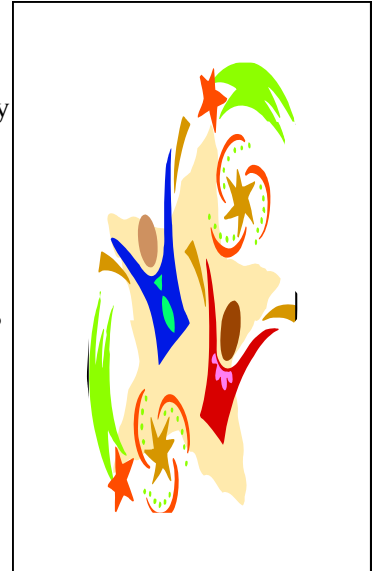
***Do you have any suggestions for the newsletter?
Feel free to give us any ideas you may have! Send them to Hadiyah Lysko at the Board Office.***

APEA MEMBERS' HAPPENINGS



- Gena & Marcus Proctor had a baby—ITC & Board Office
- Robert Hansen had surgery and he is finally back—Maintenance
- April Sanders is feeling better after battling an illness—TMS
- Janet Lerie had a death in the family—Bradley
- Felecia Smith had a death in the family—APIS
- Shirley Thompson had a death in the family—Bradley
- Sue Gripenberg is back after a long illness—APIS
- Shelley Sanders is back after a long illness—APIS
- Jeff Firsichbaum had surgery—APHS
- Richard Byers is back after a long illness—TMS
- Cinderella Negron is back from medical leave—TMS
- Robert Perez had a death in the family—TMS
- Margaret Morgan had been out sick—TMS
- Letty Sloan had a death in the family—APIS
- Barbara Shafter had surgery and is back—ITC
- Mozelle Philpart has been out sick—APIS
- Bob Ragan had a death in the family—ITC
- Nancy Aumack had surgery—CST
- Marianne Clanton had surgery—Bradley
- Mike Zajac is lost in the Flemish Cap—APHS

Please make sure that you contact Maureen Casey at Bradley to get into "Members' Happenings."



From Births to Weddings to Graduations to Retirements or the passing of a loved one, we want to know what's up with our members!

PROFESSIONAL DEVELOPMENT

- MAY 28, 2008: "NJ SCHOOLS TO WATCH PROGRAM" GLOUCESTER COUNTY OFFICE OF EDUCATION, SEWELL, NJ.
- MAY 28, 2008: "SOCIAL-EMOTIONAL AND CHARACTER DEVELOPMENT (SECD) FOR TEACHERS" ONLINE WORKSHOP.
- MAY 30, 2008: "NEW JERSEY SCHOOLS TO WATCH PROGRAM" PSE&G TRAINING & DEVELOPMENT CENTER, EDISON, NJ.
- JUNE 4, 2008: "TURN AROUND SCHOOL LEADER REGIONAL CONFERENCE" THE COLLEGE OF NEW JERSEY, EWING, NJ.
- JUNE 10, 2008: "CULMINATING PROFESSIONAL DEVELOPMENT FOR 2008" RUTGERS UNIVERSITY—BUSCH CAMPUS, PISCATAWAY, NJ.
- JULY 22, 2008: "21ST CCLC PROJECT DIRECTOR NETWORK MEETINGS (ALL GRANTEES)" RWJ HAMILTON CENTER FOR HEALTH & WELLNESS, MERCERVILLE, NJ.
- OCTOBER 30, 2008: "CISCO NETWORK ACADEMY INSTRUCTOR PROFESSIONAL DEVELOPMENT" NJDOE, TRENTON, NJ.

Scenes from the annual Support Staff Breakfast held at Old Man Rafferty's on Sat, May 3, 2008. (Above)

Paul Murphy, Mike Zajac, and Eunice Clark share a moment at Market in the Middle in April.

Social Chair, Lynn Librizzi, is all smiles at Market in the Middle. Thanks for a great job this year!!!

Retirees Kathy Ahl and Jan Green join John Napolitani at Market in the Middle for happy hour in April.