



KEYPOST

A PUBLICATION OF THE NEW JERSEY ASSOCIATION OF SCHOOL BUSINESS OFFICIALS



NEW YEAR, NEW YOU: A RESOLUTION FOR HEALTH AND WELLNESS IN THE WORKPLACE

As we usher in the new year, it's a great time to make health and wellness a top priority in our schools. But this year, there are even more urgent reasons to focus on our employees' health and wellness. The education profession in New Jersey, like much of the country, is at a crossroads. Increasing demands, compounded

by staffing shortages, and unsteady community support have created a wellness crisis for educators that cannot be ignored. The crisis is affecting current staff and discouraging prospective educators and potential school business officials from entering the field. It is no exaggeration to say that the well of prospective candidates at our colleges and universities, previously a cash-cow of sorts, has dried up. Recruitment and retention of staff sits near the top of every school leader's concerns, but not enough leaders are tackling this issue with creative and effective solutions.

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DEREK JESS APPOINTED TO ASBO INTERNATIONAL BOARD OF DIRECTORS



What's new for 2025? New Jersey has a representative on the ASBO International Board of Directors. Let us introduce you to – Derek Jess, School Business Administrator for Summit Public Schools in Union County.

Derek ran for one of two ASBO Board of Directors positions and was elected in August 2024. His term runs for three years and at the end of his term, Derek can run for the vice-president position. So, who is Derek and why did he run for the ASBO Board of Directors?

For the past three years, Derek has served as the School Business Administrator/Board Secretary for Summit Public Schools, a district with 4,000 students, nine schools and a budget of \$86,000,000. Prior to

taking that position, Derek was the School Business Administrator/Board Secretary for the Perth Amboy Board of Education, a former Abbott District, that had 11,500 students, 17 schools, a budget of \$300,000,000 and served a population where 87% of students came from low-income families. Prior to that, Derek served the Spotswood Board of Education in the same capacity.

Before entering the world of education, Derek worked in municipal and public accounting. Derek attained his Certified Municipal Finance Officer License in 1998, his School Business Administrator License in 2002, and his Qualified Purchasing Agent License in 2003.

Derek is a past president of the Middlesex County Association of School Business Officials (2004/2005), past president of the New Jersey Association of School

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DEREK JESS APPOINTED TO ASBO INTERNATIONAL BOARD OF DIRECTORS

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Business Officials (2012/2013), and the winner of the NJASBO Distinguished Service Award and School Business Administrator of the Year Award in 2016. Derek also earned the ASBO International Pinnacle of Achievement Award in 2011.

Derek and his wife Jeaneen are the proud parents of two daughters, Ashlyn, who is an Emmy Award-winning associate producer with MLB Network, and Kaleigh, who works for the AccorHotels Group Fairfield Orchid Resort on the Kohala Coast, HI in their Manager-in-Training Program.

Derek ran for the board for several reasons. He believes that ASBO should provide better professional development opportunities for all members.

“Often times, ASBO provides seminars that are generic in nature and repetitive,” said Jess. “ASBO should be providing member-specific PD, which focuses on the issues that are current and most important to our members.”

He also feels ASBO should better communicate its budget so that members understand where their dues are going. In recent years, ASBO approved budgets that were not balanced. Working with the new executive director and current board, balanced budgets are now prepared, discussed, and approved. Furthermore, Derek believes ASBO should be fighting to get its members more federal funding for security issues.

“Tragedy makes schools reactive,” he said. “Funding in local budgets normally focuses on staffing, benefits, and maintenance issues. To keep our students and staff safe, we need to provide increased security. Partnering with the federal and state governments could help us to do that. The government keeps pointing out what we do wrong – let’s partner with them to do it right.”

Lastly, he’d like to increase grant funding in the areas of IDEA, SEMI and the entitlement grants. “We continually receive less funding for these federal grants than we should,” said Jess. “ASBO has been able

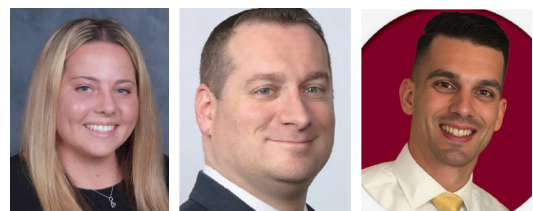
to meet with federal legislators more frequently and express what our needs are. We need to continue that dialogue to ensure that our voice is heard because we do all the work, we provide the services, yet we get less funding.”

Derek also wants to ensure that the Meritorious Budget Award Program and the Certificate of Excellence Program continue. These programs provide valuable recognition not only to NJASBO members, but to all ASBO International members who continue to show their excellence daily.

“Congratulations to all the NJASBO recipients of these awards, Emerging Scholarship winners, and SFO recipients,” said Jess. “You make New Jersey proud and show the rest of the nation why our educational system is number one.”



NEW JERSEY’S ASBO INTERNATIONAL EMERGING LEADER SCHOLARSHIP RECIPIENTS



Samantha Katz, Accounts Payable
 Ken Londregan, School Business Administrator
 Matthew Whitford, School Business Administrator

NEW JERSEY’S ASBO INTERNATIONAL MERITORIOUS BUDGET AWARD RECIPIENTS

Middle Township Public Schools
 Newark Board of Education
 West Windsor-Plainsboro Regional School District

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DEREK JESS APPOINTED TO ASBO INTERNATIONAL BOARD OF DIRECTORS

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NEW JERSEY’S ASBO INTERNATIONAL CERTIFICATE OF EXCELLENCE RECIPIENTS

Area Vocational-Technical Schools of
 Mercer County School District
 Belleville Board of Education
 Bogota Board of Education
 City of Summit Public Schools
 Union City Public Schools
 Clifton Board of Education
 Denville Township Board of Education
 East Brunswick Public Schools
 Eastampton Township School District
 Eatontown Public Schools
 Hillsdale Board of Education
 Hopewell Valley Regional School District
 Manchester Township School District
 Marlboro Township Board of Education
 Mercer County Special Services School District
 Middletown Township Board of Education
 Mine Hill Township Board of Education
 Morris Hills Regional District

Newark Board of Education
 North Haledon Board of Education
 Parsippany-Troy Hills Township School District
 Piscataway Township Board of Education
 Red Bank Borough Public Schools
 Red Bank Regional High School District
 Rockaway Township School District Board of Education
 Tinton Falls School District
 Toms River Regional School District
 Wall Township Public Schools
 Wayne Township Public Schools
 West Windsor-Plainsboro Regional School District
 Wyckoff School District

NEW JERSEY’S ASBO INTERNATIONAL SCHOOL FINANCE & OPERATIONS CERTIFICATE RECIPIENTS

James Sekelsky, SBA, Newton Public Schools
 Lamont Zachary, ABA, Orange Public Schools
 John Marmora, SBA, Oradell Public School District
 Patricia Sewak, ABA, School District of the Chathams

NEW YEAR, NEW YOU *continued from page 1*

The Wellness Crisis and Leadership’s Role

As districts compete for staff, the workplace environment is increasingly important criteria to applicants comparing job options. In his book *Leaders Eat Last*, Simon Sinek makes the case that great leaders foster environments where employees thrive because they feel valued and supported - not because workplace stress doesn’t exist. Taking a cue from this text, for our schools to function effectively and sustainably, leaders must prioritize the well-being of their most critical asset: their people. A proactive approach to employee wellness can mitigate some of the stresses inherent in our profession and create a supportive environment that has the power to transform school culture, while fostering employee well-being across physical, mental, and emotional domains. Supporting employee well-being holistically is critical to the future success of the educational community.

Recognizing and Understanding the Challenges

School employees face unprecedented stressors, including:

- **Increased Responsibilities:** They are tasked with addressing diverse student needs, integrating new technologies, and meeting rigorous academic standards.
- **Mental Health Strain:** The emotional toll of supporting students’ well-being, especially in the aftermath of the pandemic, has led to burnout.
- **Attracting New Talent:** With working in education perceived as a demanding and underappreciated profession, fewer individuals are pursuing careers in education.

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NEW YEAR, NEW YOU *continued from page 3*

Administrative Blueprint for Staff Wellness

A staff health and wellness initiative should be anchored by core principles:

- **Affordability:** Offer low-or no-cost activities to ensure accessibility and sustainability for the district.
- **Adaptability:** Provide options that accommodate all fitness levels and experience.
- **Inclusivity:** Programs should welcome everyone, from seasoned athletes to first-timers.
- **Community Partnership:** Collaborating with local businesses fosters long-term wellness journeys.

Effective wellness programs often begin with simple, high-impact activities. Examples include:

- **Group Walks:** Organize morning or afternoon walks that encourage social connections and reduce stress.
- **Yoga Classes:** Offer regular sessions to promote physical and mental relaxation.
- **Wellness Workshops:** Provide education on nutrition, mindfulness, and stress management.

Wellness has a broad definition and can include impactful employee supports like:

- **Mental Health Resources**
- **Gym Memberships or Wellness Stipends**
- **Employee Assistance Programs (EAPs) for confidential counseling**
- **Professional Development Focused on Time Management, Stress Reduction, and Work-life Balance**

Driving Participation & Building a Culture of Wellness

Engagement begins with leadership. To avoid initiative overload, and potentially the sense among staff that wellness programming is yet another burden, leaders have to clearly establish and articulate a purpose for this initiative and why staff should consider becoming involved. This is a great opportunity to lead well - by your own example. Administrators who actively participate in wellness programming communicate to employees that their wellness is a top priority for the district. Experience has shown us that valuable relationships can be formed during interactions at health and wellness events. Sweating on the pickleball court together, walking side by side around the block, or even enjoying a laugh at a communal healthy meal bonds staff members in a shared purpose - to improve our enjoyment at work and in our lives overall. All of these interactions nourish a better culture and a healthier work environment and build morale, strengthen relationships, and require minimal financial investment. You're creating a healthier culture with little to no money. That is time well spent!

While your initiative will evolve organically, additional strategies to encourage participation include:

- **Incentives:** Offer school-branded gear, raffle prizes, or financial rewards to participants.
- **Flexible Timing:** Schedule activities during work hours and accommodate evening or second-shift staff.
- **Staff-Led Initiatives:** Empower employees to propose and lead activities, such as fitness challenges or healthy potlucks.

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**“The new year stands before us, like a chapter in a book, waiting to be written.
We can help write that story by setting goals.”**

- Melody Beattie



NEW YEAR, NEW YOU *continued from page 4*

A mix of tangible and intrinsic rewards can turn reluctant participants into enthusiastic advocates. The key is to recognize participation over achievement level. In other words, when it comes to staff wellness programming, participation trophies are strongly encouraged! Start small, but with persistence and commitment, your health and wellness initiative can easily grow to several wellness activities a month, with all activities free to staff.

Financial Wellness: How to Fund Your Program and Possible Incentives

Starting a wellness initiative doesn't have to strain budgets. The health and wellness journey can begin with low-cost and low-impact events. As the initiative grows, your health and wellness budget may need to grow as well. There are a few funding options that can be utilized to get the program up and running and sustain it over the years.

The State of New Jersey's Health Benefits Program is a good source of funding and can continue to assist in the funding of the health and wellness initiative. New Jersey State Health Benefit Program (NJSHBP) Member districts can receive a 1% premium discount if 25% of eligible staff members meet NJWELL's established points goal. Additionally, each member and spouse/significant other can receive an additional \$250 each if they meet the points goal.

Yet another valuable financial incentive offered to eligible staff members under the NJSHBP is the ActiveFit program. The ActiveFit program monitors healthy activities and rewards members and dependents over the age of 18 with a \$20 monthly incentive for recording 12 activities. Activity choices are broad and include going to the gym, taking a bike ride, walking 10,000 steps in a day, and even walking your dog! (Dr. Savage's dogs Jetty and Sailor love that incentive.)

There are also other private health insurance providers and health insurance funds (HIFs) around the state that offer health and wellness grants to school

districts. In addition, some of these health providers will sponsor wellness fairs and other healthy option programs. As your renewals approach, it would be a good time to negotiate additional health and wellness benefits for your district.

Other funding options worth exploring include private donations, sponsorships, and discounts from local vendors. Many local businesses are excited to participate and provide financial support for your healthy journey. Additionally, grants exist that provide funding to support workplace wellness efforts.

Measuring Success: Lessons from Six Years Prioritizing Staff Wellness

Over a third of our employees participated in at least 10 of our 84 wellness events last year, with many participating in 30, 40, and even 50 events. Overall, annual participation averages over nine events per staff member. We know that these results have led to:

- Early detection of serious health conditions
- Financial incentives for participants
- Kickstarting major lifestyle/health transformations for individual staff members
- Increased satisfaction in the workplace as communicated in surveys
- Introductions to alternative medical options
- Instruction in unfamiliar recreational activities

Participation rates, staff surveys, and health outcomes tell part of the story of our success. Improved morale, better retention, and a stronger sense of community are intangible, but no less important, indicators of a thriving wellness culture.

A Call to Action

As we welcome another year, let's commit to making wellness a priority. The challenges facing New Jersey educators are real and significant, but they are not insurmountable. By prioritizing the wellness of our staff, school leadership can create a more supportive and appealing profession. Investing in the health and

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NEW YEAR, NEW YOU *continued from page 5*

well-being of school employees is not just an act of care—it is a strategic move to ensure the future of education in New Jersey.

Let’s make “New Year, New You” not just a mantra, but a movement—starting with our schools.

Where will you begin?

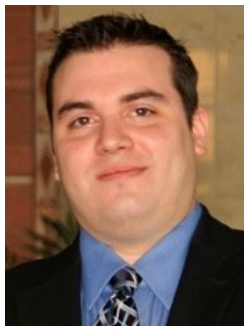
Brian F. Savage, Ed.D.
School Business Administrator
Point Pleasant Beach School District

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Point Pleasant Beach School District

Portions of this article previously appeared in ASBO International’s *School Business Affairs*

GETTING TO KNOW YOUR COUNTY PRESIDENTS

Taking an active role in the county ASBO chapters is something that requires a lot of time and commitment. We understand the level of collaboration and support that it takes for these groups to operate successfully, and it wouldn’t be possible without the leadership of devoted school business officials. We want to help members get to know the county presidents who do so much to help their county colleagues by stepping up to the plate as leaders.



Dennis J. Nettleton – Mercer County

Mercer County ASBO President
Dennis J. Nettleton has been the Business Administrator for Ewing Public Schools for the past ten-and-half years and previously spent time in Mount Holly and Mercer County Special Services/

VoTech. Prior to that, he worked for the New Jersey Department of Education and did public accounting. His father was a School Business Administrator for the second half of his career, so Dennis was no stranger to the field. It was actually Dennis’ childhood best friend’s father who got his dad (and him!) interested and involved in the profession. For someone who enjoys the operational side of things and long-term planning, Dennis loves the problem solving required for the job and finds fulfilment in supporting the staff members who give their all to the students.

Dennis was awarded the ASBO Bridges to the Future Award in 2011 and has a Bachelor of Science in Accounting, and an MBA. In addition, he is a CPA, RSBA, SFO, and QPA. While he is currently a successful

business official, Dennis started his college career as a jazz and vocal music performance major. He eventually switched majors but still pursued his passion for music as a hobby. In fact, Dennis was in a small jazz combo that performed at Harrah’s Resort in Atlantic City in the late 90s!



Sacha Pouliot – Bergen County

Hillsdale Public Schools’ Business Administrator Sacha Pouliot is the president of Bergen County ASBO. In addition to holding a Master of Science in Accounting, Sacha is an RSBA and SFO and is a three-time recipient of

the Certificate of Excellence in Financial Reporting. He previously worked for the Norwood Board of Education and the Learning Center for Exceptional Children, an Approved Private School for Students with Disabilities.

Sacha started his career in education in the classroom as a general education fifth and sixth grade teacher.

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GETTING TO KNOW YOUR COUNTY PRESIDENTS *continued from page 6*

It was that experience that gave him valuable insight into how schools operate. When an opportunity arose to move into the business office, he decided to make the change and contribute to education in a new and impactful way. Sacha loves day-to-day problem-solving and handling different issues and challenges as they arise. He says it's the relationships with colleagues, administrators, and stakeholders that make his role deeply rewarding. Outside of work, Sacha enjoys being a dad, reading, and playing the guitar.



**Damaris Gurowsky -
Morris County**

Damaris Gurowsky has been with the Denville Township Board of Education for the last nine-and-a-half years and is the Morris County ASBO President. She holds a master's degree in accounting and has received

the Certificate of Excellence in Financial Reporting for the last four years running through 2023. During her career as a staff accountant, Damaris got introduced to the world of school business while conducting audits at several school districts. Those experiences helped her decide to become a school business official. She was looking for a position that offered a good work-life balance as a working mother (with summers off) but quickly realized there's not a lot of down time in this line of work! Damaris has also previously worked for school districts in Mendham Township, Prospect Park, and Hopatcong Borough.

What Damaris loves most about her job is the opportunity for collaboration between school leaders, teachers, support staff, colleagues, and stakeholders to keep things running smoothly. She says it's rewarding to know she plays a major role in ensuring the financial stability of her district, which directly impacts student learning. When she's not at work, you can find Damaris running, hiking, or enjoying time with her family.



**Amy Doherty -
Monmouth County**

Monmouth County ASBO President Amy Doherty has been with the Middletown Township School District for the past 14 years. Prior to that, she was an Assistant Business Administrator in Piscataway Township and North

Brunswick Township. Amy holds a Bachelor of Science in Accounting, is a CPA and QPA. While working in public accounting, she audited school districts and had several of her colleagues leave to become school business officials, which piqued her interest in the field. She thought the job would entail much more than just accounting and would allow her to wear many hats – and she wasn't wrong!

Amy loves that each day is different – never a dull moment. Beyond loving the diversity of the role, like evaluating health insurance programs one minute and discussing a turf field the next, she loves knowing that every day she's doing something that will positively impact students. Did you know that Amy is a lifelong musician? She currently plays the clarinet in a community wind ensemble and says she'd spend her last dollar on concert tickets or a good trip.



**Nancy L. McCabe -
Gloucester County**

Gloucester County ASBO President Nancy L. McCabe spent five years with the Wenonah School District before moving to the Woodbury City School District, where she's been for the past seven years. A CPA

and QPA, Nancy was an auditor for school districts for many years before she became a school business

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GETTING TO KNOW YOUR COUNTY PRESIDENTS *continued from page 7*

official. When she was ready for a change, she knew it would be an easy transition. Like many Business Administrators, Nancy loves that every day brings a new challenge. It’s certainly not a boring job! She loves spending her time outside of work with her family, traveling as much as possible, and trying new restaurants. Reading, cooking, walking, and gardening are other pastimes Nancy enjoys outside of school.



Tricia Duell – Hunterdon County

Hunterdon County ASBO President Tricia Duell is the Business Administrator of the Lebanon Borough School District, where she’s been for 11 years total, but planted a seed in the field of business

administration decades prior. While working as an assistant to the Business Administrator in East Amwell Township School District, they encouraged her to apply for her certification – even if she didn’t want to move into the career right away. And that’s exactly what happened. Tricia took time off to raise her children and then earned an Associate Library Media Specialist certification. After two years in the library, she was recruited by the school auditor to return to the business office in Lebanon Borough to help the district make some necessary changes. She was the Board Secretary for the first two years and worked with an Interim Business Administrator that mentored her along the way, before she was appointed as the School Business Administrator in 2015.

Tricia is currently pursuing a Master of Arts in Educational Leadership to go along with her other degrees and certifications (SBA, QPA and Bachelor of Arts in Accounting). When not at work, she loves to travel and learn about other cultures – she even ate “Cuy” in Peru (that’s barbecued guinea pig!) and loves scrapbooking as a way to memorialize her journeys.



Chris DeStratis – Salem County

Chris DeStratis is the Salem County ASBO President and Business Administrator for Penns Grove-Carneys Point Regional School District. He previously worked in school districts in Swedesboro-Woolwich, Winslow, Camden City, and Willingboro.

Chris holds a Bachelor of Science in Accounting, a master's degree in public administration and is a QPA. Jumping from corporate accounting to school business felt like an instant fit for Chris, who knew right away he was making a difference. As he settled into the job, he quickly learned that if he put in the effort, he could grow and advance in this field.

Chris says the top three things he loves about his job are his colleagues at NJASBO, his district business office teams (current and former), and helping bolster the communities where he works. Outside of work you can catch him playing the drums at his church on Sundays or having fun with his family on weeknights at soccer, baseball, and musical activities. He also loves spending his summers traveling to different baseball parks – 23 so far and counting!

SBA OF THE YEAR RECOGNIZED BY STATE BOARD OF EDUCATION



School Business Administrator of the Year Dr. Diane Fox from Middle Township Public Schools was recognized for her achievement at the Dec. 4 New Jersey State Board of Education meeting. Diane was selected for the honor by the NJASBO executive committee due to her “long-term, continuous, exemplary service” in the profession.



IS THE 2% CAP ON ITS LAST LEGS?

By Kevin O’Shea, Central Regional School District

The famous 2% property tax cap, which was signed into law by Governor Chris Christie in the aftermath of the great recession in the early 2010s, has had a great impact on the budget process for the schools and municipalities that it affected. And for the most part, until recently, the law has accomplished its primary goal of slowing the increase of property taxes around the state. But with the state of the economy that is now upon us, some serious amendments to this law are inevitable.

Although Governor Christie tends to get the credit for the 2% cap, the original property tax cap law originated under Governor Jon Corzine in 2007. And it was...a 4% cap! The first iteration of the law had more exemptions including one for the loss of state aid. For the S2 districts, how helpful would that exemption have been for you these last six years?

The early 2010s saw a period of low inflation, low interest rates, high unemployment, and stagnant wages. But this is no longer the case. With the baby boomer generation retiring more and more each year and insufficient younger workers to replace them, the norm for the next decade or so will be employee shortages – including teacher shortages. I am sure that many of you are already experiencing this in your districts.

To combat this, schools are increasing their starting pay and offering signing bonuses and other perks to attract employees and fill openings. This will decrease the amount of “breakage” that districts benefit from when an employee at the top of the salary guide retires and is replaced by a new employee at the bottom of the salary guide. This breakage has been a cornerstone of how School Business Administrators are able to balance their budgets within the 2% cap year after year.

Now enter inflation. You don’t need me to tell you about

inflation and the impact it has had on all of us when we go to the grocery store. Supply chain disruptions, corporate greed, and turmoil overseas have all played a part. Although inflation does seem to have cooled, there is enough uncertainty right now that I do not think we should assume it will return to the way it was last decade. It is simply not realistic to think over the next 10 to 15 years that inflation will remain at or below 2%.

Settlement rates for teacher contracts are currently around 3.43% according to New Jersey School Board Association. School employees have encountered inflation just as everyone else has, so we should expect they will demand higher salaries to keep up. Because school budgets are mostly salaries and benefits, this is going to come to a head.

As if that wasn’t enough, we have special education. When we have out-of-district placements, we not only have to pay tuition for the student to attend their school, we also are responsible for transporting them. When I first started as a BA, I would worry about the tuition costs whenever there would be a new out-of-district placement. Now, I worry just as much about their transportation costs. Bus routes that cost \$300 - 400 PER DAY (\$50,000 - 75,000 annually) have become routine. I have heard horror stories of districts that had bids come in over \$1,000 per day in certain situations. Bus driver shortages and other transportation mandates make these costs continue to increase well beyond 2% year over year.

A few other costs that, in any given budget year, can increase by more than 2% and are (mostly) out of our control:

- Workers’ comp, liability, and property insurance increases
- Facility repairs – prevailing wage work



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IS THE 2% CAP ON ITS LAST LEGS? *continued from page 9*

- Transportation (this year’s CPI is 5.81%)
- Loss of state aid - budget gaps/recovery from S2 funding losses
- Loss of federal aid
- Fuel & energy
- Substitutes – minimum wage increases
- Homeless, state facility, and charter school tuition
- Non-public transportation

New Funding formula?

Some legislators have called for a new funding formula to replace the School Funding Reform Act (SFRA). However, doing so will take time and be very difficult to pull off. For better or worse, the SFRA has been blessed by the New Jersey Supreme Court. Getting a new formula that everyone can agree on AND which gets the blessing of the New Jersey Supreme Court could take three to five years or more. Recall the litigation in the 1980s and 1990s over the former “Abbott” districts, and then subsequent “Bacon” districts. Any new formula that departs in any material way from the SFRA could face similar court challenges.

For the 2024-25 budget cycle, certain districts that were severely impacted by S2 funding losses were

permitted to increase their tax levy up to 9.9%. The fact that lawmakers passed a law which allowed this shows us that Trenton is starting to budge on the 2% cap. I think we will see the dam burst soon.

If the legislators are listening to the issues we are facing, the easier legislative solution for us would be not to change the state funding formula, but simply to increase the 2% cap (i.e. back to 4% or another figure), or pass legislation allowing for additional exemptions. Or both!

If we propose additional exemptions, here are a few that I would suggest we consider:

- Tuition (including special education, state facilities, homeless, and charter)
- Transportation (when CPI is above 2%)
- Loss of state aid (as per original 2007 law)

There will always be folks who complain about their property taxes. The law worked (for the most part) for more than a decade. It worked during a time of low inflation, higher unemployment, and low interest rates. But we have moved into a new era now, and market forces are coming for it. The only question is how and when will we adjust to our new reality?

RECOGNITION OF THE PROFESSION

NJASBO has been busy sharing knowledge of the School Business Administration profession across the state to garner greater respect and acknowledgement of the career. Our new Software Support Administrator, Nick Peteya, has been instrumental in helping us create multiple videos [A Day in the Life of the SBA](#), [Job of the SBA](#), and an [SBA Career Ad](#) for various platforms. Our website has also been updated and refreshed with information on becoming an SBA. NJASBO also now has a

[LinkedIn presence](#). [Paper brochures](#) have also been created for our old-school folks. Additionally, Sue Young, Matt Clarke, Phil Nisonoff, and Neil Cramer presented about the profession at the NJSBA/NJASA/NJASBO workshop to help spread awareness. We encourage you to share any of these videos or materials with your students, board members, members of the community, or anyone else you'd like to give a look inside your role as an SBA.



THAT'S A WRAP!

This year's Toys for Tots donation drive was a huge success thanks to the generosity of our members. Through donations of toys and funds, our NJASBO elves stuffed nearly 30 giant boxes with gifts for those in need this holiday season. A big thank you to all who helped us make this donation possible, including the members of the New Jersey Building and Grounds Association, who always contribute a large donation of toys to our annual drive. It truly is better to give than to receive!



CONGRATULATIONS ON A JOB WELL DONE!

Happy Retirement! Thank you for your time, talent, dedication and commitment to your school districts and the children they serve. Know you have made a difference. Congratulations!

Karen Dunn
Executive County School Business Administrator for the New Jersey Department of Education

Joanne Black
SBA, Sparta Township Public School District

Sean Boyce
SBA, Freehold Regional School District

Robert Clark
SBA, Robert Treat Academy Charter School

Theresa Linskey
SBA, Kittatinny Regional High School

Peter Leonard
SBA, Neptune Township School District

Doug Pechanec
SBA, West Morris Regional High School District

Michael Petrizzo
SBA, Holmdel Public Schools

Peter Starrs
SBA, Bridgewater-Raritan Regional School District

"You are never too old to set another goal or to dream a new dream."

- C.S. Lewis