A Centennial Celebration of Commitment, Service, and Leadership



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100 Years of Excellence - NJASBO Through the Years, 1923 - 2023





1920s

- The New Jersey Association of Public School Business Officials (NJAPSBO) is formed.





1960s

- NJAPSBO becomes affiliate of ASBO International.
- First issue of *KeyPost* published.
- Bylaws revised; name changed to New Jersey Association of School Business Administrators (NJASBA).
- School Business Administrator position originated.

1970s

- NJASBA opened first official headquarters.
- NJASBA changed name to New Jersey Association of School Business Officials (NJASBO).
- NJASBO joined Princeton Group, predecessor to LEE Group.
- NJASBO moved headquarters to Carriage House, West State Street, Trenton.
- *Key Notes* first issued: paper predecessor to electronic *Key Alerts*.





1980s

- *Abbott v. Burke* enacted.
- Ed Meglis appointed Executive Director.
- NJASBO created official tie, uniform, and badge for members.
- NJASBO headquarters moved to Craddock Professional Building in Bordentown.

1990s

- New Jersey BOE adopted SBA certification requirements which included a bachelor's degree.
- Generally Accepted Accounting Principles (GAAP) required.
- NJASBO changed Board term of office from 8 years to 5; eliminated regional trustees.
- CEIFA funding formula implemented.
- NJASBO signed reciprocity agreement with ASBO International for RSBA, RSBO, RSBS certifications.



2000s

- NJASBO moved to new offices at 4 AAA Drive.
- NJDOE increased SBA Certificate eligibility requirement to master's degree or CPA license; increased class hours from 135 to 145.
- Richard Dorow hired as Executive Director in 2004.
- John Donahue hired as Executive Director in 2007.
- SFRA funding formula implemented.
- Assistant Business Administrator becomes recognized title.



2010s

- QPA Certificate instituted.
- NJASBO assumed certification program from NJDOE.
- Susan Young hired as Executive Director.





2020s

- NJASBO formed Diversity, Equity, and Inclusion Committee.
- Annual Conference (2020, 2021) held virtually due to COVID.
- NJASBO celebrates 100th Anniversary.





A Mission and Purpose
Carried Throughout the Century



In July 1923, the association was formed under the name the New Jersey Association of Public School Business Officials (NJAPSBO). The Constitution and Bylaws introduced the association with these objectives:

- "…to encourage, within the State of New Jersey, the exchange of ideas between Secretaries of Boards of Education, District Clerks and Business Managers for the general betterment of the business end of the Public Schools."
- "The adoption of an orderly and efficient system of purchase, storage, distribution, and accounting for school supplies and equipment."
- "A comprehensive and progressive study of school house requirements to the end that future school plants shall be planned and constructed in accordance with the best obtainable scientific knowledge on the subject."
- "That business methods and practices in the public schools of this State, shall be improved to the point of equality with those in use in the best managed and economically conducted business offices."

NJASBO adopted the following in December 2004: "The mission of New Jersey Association for School Business Officials (NJASBO) is to promote the highest standards of ethics and efficiency, provide its membership with professional development and support, and collaborate with entities that affect public education."

In December of 2022, the mission was readopted to append a statement reflecting the work of the association's Diversity, Equity, and Inclusion Committee:

- "The New Jersey Association of School Business Officials (NJASBO) is committed to embracing, respecting, and supporting all of our members' unique characteristics. Our actions as leaders in education will promote equity, diversity and inclusion."

> "Our actions... will promote equity, diversity, and inclusion.

The statement was presented to the Trustees and adopted to reflect the association's current vision.



Affiliations and Name Changes

In 1963, the NJAPSBO became an affiliate of the Association of School Business Officials International (ASBOI) which had been formed in 1910. ASBOI began to encourage the formulation of state chapters in the 1940s. New Jersey was among the first 20 official "affiliates" and consistently ranked in the top tiers of membership in ASBOI. New Jersey continues its affiliation agreement with ASBO International today.

In April of 1968, NJAPSBO members voted to revise the Constitution and Bylaws of the association to change its name to the New Jersey Association of School Business Administrators (NJASBA). It was not until July 1973, that the association had an official headquarters and the services of an Executive Secretary.

In 1977, NJAPSBO changed to the current name of the New Jersey Association of School Business Officials (NJASBO). It had been organized as a 501(c) 6 organization. Then, in 1987, NJASBO revised its Bylaws and Certificate of Incorporation to be included in ASBO International's application to the IRS for a 501 (c) 3 group exemption letter, which was approved in 1988. Its 1987 Certificate of Incorporation stated, in part, that the corporation "shall be administered and operated to receive, administer and spend funds for charitable and educational purposes..."







Membership Composition

Although School Business Administrators currently maintain and operate their own independent associations in all 21 counties in New Jersey, their evolution took place over several decades. Each county currently elects a President to serve as a Trustee to NJASBO.

These 21 County Presidents, the five-member Executive Committee, and the (non-voting) Executive Director, make up NJASBO's governing body. The Executive Committee includes the President, President-Elect, First Vice President, Second Vice President, and the Immediate Past President.

The membership of the association comprises various tiers: Active, Associate Education, Associate Business, Honorary, Retired, and Emeritus. In total, 2023 membership is just under 1,500.

The Active and Associate Education members are School Business Administrators and others employed in the profession of education. Associate Business members include business firms, engineers, architects, attorneys, certified public accountants, and other business-related professionals interested and actively engaged in the field of school business management in the state of New Jersey.

- The Associate Business Members have been a valuable part of the history of NJASBO, consistently providing technical expertise and advice to our members.

A MESSAGE FROM THE EXECUTIVE DIRECTOR



Susan Young, Executive Director

One hundred years! It is almost overwhelming.

We can readily appreciate the change in our profession from using pencils and ledger sheets to computerized systems, but the purpose of our association has changed little since NJASBO began in 1923. The mission of our members to conduct efficient and effective business operations for the betterment of the educational system for our students remains unchanged.

The means and methods to get there, however, are radically different. We certainly discovered it during the COVID-19 pandemic; navigating through a pandemic seemed overwhelming and endless. The technology we relied upon makes our profession of 1923, seem like ancient history.

Although a worldwide pandemic is not the best of circumstances in which to operate a school system, it did much to showcase the commitment, dedication, and significance of our School Business Administrators. Historically, our members are the unsung heroes behind the scenes. NJASBO always has recognized the importance and dedication of our members, but the pandemic made the community, including legislators and state government, sit up and take notice. They are more aware and appreciative.

NJASBO is celebrating its 100th Anniversary this year because we have grown and evolved, not fallen under the weight of challenging times. NJASBO has not stood still. We have responded, reshaped, and evolved as an organization. We have learned from these challenges. Over the last 100 years, our response has not been to merely carry on, but to find new paths and travel new roads. NJASBO has led the way in ensuring our members have the necessary resources, training, and support to move forward and continue to succeed.

> "NJASBO has not stood still. We have responded, reshaped, and evolved as an organization.

We are defined by the commitment, perseverance, and dedication of our members. We cannot forget the partnership with Associate Business Members who have stood by our side ready to assist whether with day-to-day events or through calamities. Your efforts too, have shaped and defined this organization. Thank you!

NJASBO is proud of who we are and what we do. We are grateful for those who have built upon the last 100 years to lead us to this anniversary celebration. We pledge to continue to work to ensure those who follow us will be proud as well.

Having the opportunity to lead this organization at this momentous point in time is an indescribable honor. Thank you, and I hope you enjoy our walk through time.

Susan Young
Executive Director

Staff



Matthew Clarke, Assistant Executive Director



Loretta Hill, Professional Development Coordinator



Lisa Dekovitch, Office Manager



Jamie Bentz, Finance/ Certification Manager

A MESSAGE FROM THE PRESIDENT



Richard Kaz, President

For one hundred years, New Jersey Association of School Business Officials has been dedicated to the profession of school business administration. I am grateful to be the President of NJASBO during this momentous 100th Anniversary celebration. I cherish the commitment, engagement, support, and camaraderie NJASBO offers.

The advances of the last 100 years are extraordinary. If we went back to 1923 and explained today's world to someone, they would be astounded!

So much has changed in school business administration. We have gone from ledgers to computers, from pens and spreadsheets to sharing documents electronically in nanoseconds – from our phones! The world of 2023, is not the world of 1923! But that is good, because we all must evolve, grow, and change, to survive and to flourish.

By learning from history, we gain a greater understanding and appreciation of the present and are better prepared for the future. We hope this publication offers an historical perspective of NJASBO; we believe it demonstrates NJASBO has provided vital support to the education of students in New Jersey schools throughout its 100 years.

NJASBO's history has highlighted its commitment to promoting the highest standards of ethics, sponsoring programs of education for self-improvement, engaging in research concerning school business management, and advocating on behalf of its members to the elected leadership of the state.

> "NJASBO's history has highlighted its commitment to promoting the highest standards of ethics...

I am proud to be a member of NJASBO and proud of its history. A century of work has formed this organization. I want to extend my gratitude to the members who have gone before us. These are the people who have helped grow, develop, and evolve this organization. Thanks for the hard work, not just in creating NJASBO, but for the contributions made to shaping our profession. We stand on their collective shoulders.

So much has changed in 100 years. NJASBO has changed, but at its core, this organization remains stalwart in its mission. NJASBO continues its efforts to elevate the profession of School Business Administrator, prepare and certify new BAs, educate about current issues, and above all, support its members. Congratulations to all our members on 100 years of NJASBO!

Richard Kaz
President
Long Strange Trip – 100th Year

Executive Committee



Gail Libby, President-Elect



Katherine Attwood, First Vice President



Chandra Anaya, Second Vice President



Robert Colavita, Immediate Past President

A MESSAGE FROM
ASSOCIATE BUSINESS MEMBERS PRESIDENT



Dana Pawlak, President

The 100th Anniversary of NJASBO enabled us to reflect on how far we have come as an association. The past century exemplified our ability to grow and adapt to cultural, economic, and technological changes – all impacting education. I could not help but think, however, that the role of our Associate Business Partners also evolved to meet the demands of the schools we serve.

School Business Officials and the Associate Business Members have partnered together to build young minds and brighter futures.

> "School Business Officials and the Associate Business Members have partnered together to build young minds and brighter futures.

Today, our ABM Executive Board comprises six prestigious positions: President, President-Elect, Vice President, Secretary, Membership Chair, and Immediate Past President. We also have a Professional Development Committee. Each position acts in the best interests of our ABMs as they support the School Business Officials. Our ABMs are experts in their fields, providing resources, advice, and helping schools provide a top-notch education.

Through the years, ABMs have recognized those who excelled in their profession, providing exemplary services or goods to our School Business Officials with the "Above & Beyond Award", created in 2006; the name was changed in 2017-18 to the "Business Partner of the Year Award". The name change highlights that our ABMs truly are "partners" working alongside the School Business Officials to achieve excellence.

As we emerged from the pandemic in 2021, our Executive Board wanted to recognize a special colleague and Past President (2012-2014), William "Bill" Pappalardo, who had passed away after a heroic battle against cancer earlier that year. Bill was integral to our ABM culture, mentoring new members and always upholding the integrity of the ABM role. We created the "Bill Pappalardo Dedicated Services Award" which recognizes ABMs who capture Bill's spirit of honor, integrity, and dedication to NJASBO.



William "Bill" Pappalardo

Our 2022/23 Executive Board and Professional Development Committee continue to demonstrate leadership for current and upcoming ABMs. As we begin the next 100 years of NJASBO, I am certain we have created an ABM legacy. It has not only been a privilege, but my honor to represent our current membership on this commemorative occasion. I wish you, our future leaders, ABMs, and School Business Officials success as you strive for the best resources our future generations of students deserve!

Cheers,

Dana M. Pawlak, President
Associate Business Members

ABM Executive Committee



Noelle Baglivo, President-Elect



Greg Burns, Vice President



Phaedra Laird, Secretary



Lindsay Becker, New Member Chair



Shannon Balken, Immediate Past President

Conference Professional Development - 1970s

Freight Damages, Shortages & Trucking ICC Regulations

The Uncertain Future - Stresses & Strains

Keeping Your Cool on the Job

HVAC Equipment & Maintenance

How Do We Compete with McDonald's?

You're Not Going to be Liked by Everyone



Henny Youngman entertained at the annual banquet

> "My advice to new presidents: use your opportunity…to make a difference, an impact, change for the good of our association, its members, and society.
>
> – Dr. Philip Nisonoff, Past President, 2020-2021

NJASBO Executive Directors

John I. Mahone	1973 – 1977
Harold Y. Bills	1977 – 1982
Alfred W. Freeland	1982 – 1982 (Acting)
Edward Meglis, Jr.	1982 – 2004
Richard R. Dorow	2004 – 2007
John F. Donahue	2007 – 2019
Susan Young	2019 - Present

Unsung Heroes of Education:
School Business Administrators

Although public education is a mainstay of life in America, the inner workings of its business aspects are little understood. Most School Business Administrators (SBAs) must explain their occupation to the public, family, and friends. Yet, this 'unknown' and little understood educational career path also is one cherished by those who serve in the role.



An Evolution

The current School Business Administrator role has evolved over the last 100 years from a (typically male) secretarial position who paid bills, to the current (majority female) Business Administrator position requiring technical education, advanced degrees, certifications, and continuing education.



At the turn of the previous century, a school district's business needs usually were managed by officials in municipal government or board members. In fact, it was common for board members to personally provide materials such as coal for heat, chalk, etc.

> "...SBA is to perform, oversee, and manage all the business aspects of...a school district.

Things have changed in today's educational community. The role of the SBA is to perform, oversee, and manage all the business aspects of running a school district. Little thought, however, is given to those efforts behind the scenes to ensure that financial and operational elements of a school district run smoothly.

Breadth of Responsibility

The responsibilities of an SBA are broad and typically encompass all financial tasks such as budgeting, accounting, managing payroll, purchasing, investing, managing grants, and financial reporting. Additionally, the SBA generally is responsible for managing transportation, food service, construction, maintenance, custodial, and technology. The size of the school district influences the depth to which the SBA is involved in a hands-on capacity as opposed to maintaining a management and/or oversight role. In either case, the breadth of knowledge required to successfully navigate this occupation is immense.

As if all of that was not enough, with few exceptions, School Business Administrators also serve as the Secretary to their Boards of Education (BS). This role involves ongoing management of board and committee meetings as well as taking minutes, creating agendas, training board members, conducting reorganization meetings, managing Open Public Records Act requests – the list goes on.

Although the 1920s commanded a firm hand with green ledger paper, today's SBA position entails massive amounts of regulatory reporting and compliance, often via a multitude of computerized applications and systems.

> "...knowing they have a part in making sure students are getting the best education they can provide....



Dedicated, Committed, and Loving the Job

Despite the current demands of these SBA/BS combined positions, in a recent survey where NJASBO asked members to identify the best aspect of their job, some indicated they thrive on the diversity and accomplishment of the tasks within their sphere of influence. Specifically, they identified:

- Overseeing so many departments and have everything running smoothly.
- Working with wonderful people; getting to see and be a part of all the operations within a school district.
- No two days are ever the same and the challenging problem-solving aspects of most of what we do to support the school.
- The variety of the work, with each day bringing something new.

Overwhelmingly, the majority of respondents cited the 'feel good' aspect of serving the students of their districts:

- Aiding students' education by making a positive impact on them and the community by maintaining school buildings and through the financial decisions we made.
- Knowing the small role you play in making an experience happen for the students in the classroom or afterschool activity.
- Giving back to the students – even from 'behind the scenes'.
- Knowing you make a difference in students' lives.
- Providing students with the resources they need to be successful.

Above all, for most NJASBO members, it is knowing they have a part in making sure students are getting the best education they can provide them and hoping it makes a difference.

Another interesting statistic from the recent survey? The average age for individuals to become a School Business Administrator was 40!

- In the transition from previous careers, one SBA may have said it best: "In my other life, I worked for my shareholders, but here my shareholders are kids."

Although it may be a 'hidden' career, those who have discovered its rewards become a close-knit, supportive community. Or, as one BA said, the best part of the job is "knowing we have the support of every BA that we work with."

Professionalization of the School Business Administrator

"The School Business Administrator/Board Secretary position evolved from the requirement issued by the State Board of Education that each individually named school district employing 25 or more full-time teachers must have a School Business Administrator."

The School Business Administrator/Board Secretary position evolved from the requirement issued by the State Board of Education that each individually named school district employing 25 or more full-time teachers must have a School Business Administrator. The State Board individually named and established the positions by district.

In October 1959, the State Board established a certificate position for School Business Administrator to be issued only in cases where they would grant permission to a local board of education to create that position. The positions could only be abolished if the local board went back to the County Superintendent, the Commissioner, and then the State Board, which was rare.





Initial Certification Requirements

The minimum requirement for the initial certificate was acceptable business training and experience, and 12 semester hours in courses in school business administration, school building, school finance, school law, and accounting. To make this certificate permanent, the applicant was required to present three years of acceptable experience as a School Business Administrator and 18 additional semester hour credits in courses in educational administration, curriculum study, and foundations of education. At this time, some individuals were grandfathered in their existing district if they were employed full-time. If they moved districts however, they would need to complete the 12 credits to make their certificate permanent.

In 1965, the limited certificate was replaced by provisional and permanent certificates. The provisional would be issued based on required experience and the 12 semester hours of previously described topics. The permanent certificate would be issued after obtaining the entire 30 credit hours of education.

Degree Requirements

In 1967, the regulations were revised to require a bachelor's degree and the 30 hours of education in the specified content areas. The provisional certification was still made available to those who only had 12 of the 30 credits. The bachelor's degree requirement only applied to persons who were new to positions as Board Secretary or School Business Administrator after September 1967.

New certification requirements went into effect in September 1991. The candidate for an SBA certificate of eligibility (CE) was then, and is now, required to hold a master's degree or higher from a regionally accredited college or university, or be in possession of a certified public accountant license. Additionally, they had to complete 18 credits of study in the areas of economics, law, accounting, organization theory, management or administration, and finance for their CE.

Professionalization of the School Business Administrator

> “23% of our active and associate education members are Certified Public Accountants.



Once the CE was issued and the individual obtained employment in a position requiring an SBA endorsement, they were required to complete a one-year residency program and an additional 135 clock hours of formal instruction in the areas of:

- School Financial Accounting/Reporting – GAAP Double Entry
- Economic and Legal Ramifications – School Law
- Labor Relations and Personnel
- Insurance and Risk Management
- School Plant Planning, Construction, and Administration
- Pupil Transportation
- Food Services

This instruction is provided solely by NJASBO and its instructors. The residency program is also offered solely by NJASBO through an agreement with the NJ Department of Education. Currently, the same requirements exist, but the instructional hours were increased to a minimum of 145 and the content area of Core Curriculum was added in 2004.

Transitioning from Other Positions

At the present time, 23% of NJASBO’s active and associate education members are Certified Public Accountants. Additionally, based on a recent survey, the average age an individual attains the position of SBA is 40 years old, with the majority transitioning into the career from another path. The majority of previous job titles include auditor, accountant, finance director/analyst, CFO, banking, investment banking, and a few teachers. The demands and knowledge base required for these positions is immense, however, the background, work experiences, education and training of these individuals is a key component in the efficient and effective operation of the business of education.

In January 2009, the Qualified Purchasing Agent (QPA) law was enacted, to be effective January 2011. This statute provides higher bid and quote purchasing limits for districts with an SBA certified as a QPA. It is a desirable designation and typically expected that an SBA have this certification which requires a minimum of three years of purchasing experience as well as annual continuing education.

A number of SBAs also have pursued certification as School Safety Specialists (SSS) and Certified Educational Facilities Managers (CEFM).

Ongoing Education

As noted previously, NJASBO conducts the certification instructional courses as well as the residency program. Additionally, the association currently conducts monthly half-day professional development sessions, monthly one-hour Lunch and Learn sessions, periodic Academy sessions for newer Business Administrators, and an annual conference packed with three to four days of Professional Development.

NJASBO is approved by the State Board of Accountancy to award CPE credits and by the New Jersey Division of Local Government Services to award QPA continuing education credits. Certified Public Accountant Members and Qualified Purchasing Agents are required to participate in specific levels of continuing education credits to maintain their licenses. Our county association affiliates also offer continuing education credits from time-to-time at their monthly county meetings.

NJASBO encourages much of this professional development to be in-person given the value of networking opportunities. SBAs are the only individual typically in their districts with their skills, experience, and training. Having the ability to network with their colleagues is invaluable.

NJASBO is proud of its members and the work they do, and is committed to providing them with the best resources possible to support them in their stewardship roles!





Advocating for the Profession and the Students



The uniqueness and diverse, often complicated responsibilities of the School Business Administrator makes it imperative they share their knowledge and expertise with others who are not as close to the details.

Over the years, NJASBO has operated as a conduit between its members and outside parties who can benefit from that information. From 1989 to 2007, NJASBO had a formal full-time Government Relations position with the responsibility of attending State Board of Education meetings and pertinent legislative sessions, developing legislative positions and testimony, providing legislators with accurate information, coordinating with ASBO International on federal issues, chairing the Legislative conference session, etc. More recently, this was re-established as a part-time consultant position.

Regardless of the structure, the association interacts with legislators and various government departments including the Department of Education, Department of Agriculture, Department of Labor, etc.

NJASBO conducts surveys, compiles data, coordinates ad hoc committees, holds frequent meetings with key legislators, writes position statements, and testifies before the legislature as needed.

Working in Collaboration

NJASBO also is an active member of the LEE Group (Leaders of Educational Excellence) which comprises the Executive Directors of NJASA, NJEA, NJPSA, NJPTA, NJASBO, and NJSBA. The purpose of the organization is to collaborate with each other on critical issues affecting New Jersey school districts.

Additionally, NJASBO works collaboratively with its Associate Business Members on issues relevant to the effective operation of its members' school districts. The association also participates on task forces and working groups on such issues as teacher/staff shortages, COVID-19, food insecurity, etc., providing its unique insight into district operations.

NJASBO also disseminates resources such as periodic legislative updates, sample resolutions, etc., to its members to keep them informed. Although always important, these updates were critical during the COVID-19 pandemic.



NJASBO's Early Years (1923-1950)

County ASBOs

Essex County

Essex County has a long history of involvement in ASBO, providing officers in ASBO International since 1922 (Samuel Gazer), and in NJASBO since 1947 (Frank Hochstuhl).

Bergen County

The Bergen County ASBO dates from 1948, with the first official meeting held at Hackensack's Red Lion Inn. BCASBO's first President, John Ranges, led the association in post-war Bergen County.





The New Jersey Constitution was amended in 1875, to provide for a "thorough and efficient" system of free public schools for children between the ages of 5 and 18. A compulsory attendance law followed in 1885.

In the Shadow of the Roaring 20s

The year was 1923. Jazz was king. The first issue of *Time* magazine was published. King Tut's burial chamber was opened in Egypt. Roy and Walt Disney founded the Walt Disney Company, and the organization now known as the New Jersey Association of School Business Officials began its first 100 years.

New Jersey's population increased dramatically in the roaring 20s. In that strong economy, students, teachers, and school districts received steady funding throughout the decade. More children were attending schools – and more teachers were hired to meet that demand.

The New Jersey Association of Public School Business Officials is Born

The New Jersey Association of Public School Business Officials was so named in the organization's Constitution and Bylaws of July 1923. According to that Constitution, the association's first objective was to:

- "…encourage, within the State of New Jersey, the exchange of ideas between Secretaries of Boards of Education, District Clerks, and Business Managers for the general betterment of the business end of the Public Schools."

The organization's second objective was to adopt an "orderly and efficient" system of purchasing, storing, distributing, and accounting for school supplies and equipment. Additionally, the association was charged with providing a "comprehensive and progressing study of schoolhouse requirements" to ensure that future schools' plans and construction are guided by the "best obtainable scientific knowledge on the subject."

The New Jersey Association of Public School Business Officials also sought to align itself with accepted business standards. The organization was charged with improving business methods and practices in the public schools of the state to equal those of the "best-managed and economically conducted business offices."

The association made a pledge to "assume the duty of raising the standards and advancing the interests of the men and women engaged in all branches of business administration in the public schools" in New Jersey.

Managing Schoolhouse Requirements

As the state welcomed more students in the 1920s, school buildings grew larger and more complex. It is easy to see how the "study of schoolhouse requirements" was included in the New Jersey Association of Public School Business Officials' constitution. The requirements for school buildings in the 1920s were very specific, as noted in the New Jersey Department of Education Building Code, dated July 1, 1925. The specifications covered everything from the number and placement of outhouses and/or water closets to the number and placement of windows:

- "The windows in all classrooms shall be so arranged that the light shall come from the pupils' left."

These instructions go on for 41 pages.



Impact of the Great Depression

The Stock Market Crash of 1929 and the ensuing Great Depression impacted everyone, including school districts in New Jersey. According to information from New Jersey School Boards Association (NJSBA), in 1933, many New Jersey municipalities were bankrupt, and half of the taxes were not paid. Keeping schools open became difficult.

Nationally, by the beginning of 1934, nearly 20,000 schools had been closed. The national per pupil expenditure declined from a high of $90.22 for the 1929-1930 school year to a national average of $66.53 in the 1933-1934 school year.

The 1930s also saw the growth of the school lunch program through President Roosevelt's New Deal initiative. President Roosevelt bought surplus food from farmers and hired thousands of out of work women to prepare, cook, and serve hungry students in schools. By 1941, every state and Washington, D.C. had a lunch program in place.

NJASBO Presidents of ASBO International

1923	Herbert N. Morse
1937	John S. Mount

The 1950s Provide the Backdrop for Growth

NJASBO Presidents

1923-27	Unknown
1927-28	J.M. Gardner
1928-30	J. J. Turner
1930-32	John F. Lewis
1932-33	Jerome E. Graves
1933-36	Unknown
1936-37	Edmund Stevenson
1937-38	Unknown
1938-39	A. Clyde Baldwin
1939-40	Colin Lynn
1940-42	Unknown
1942-43	John Anderson
1943-45	Harold N. West
1945-46	Herbert R. McCullough
1946-47	Ruel E. Daniels
1947-48	Frank J. Hockstuhl
1948-49	Henry W. Huston
1949-50	John Kollmar



World War II

The advent of World War II in 1941, enabled the U.S. to rise out of the Depression, but greatly impacted education in New Jersey and throughout the nation.

Teachers and students left to enlist in the war effort – either as soldiers or working in munitions plants, naval yards, etc. School enrollments dropped, particularly in high schools, decreasing from 6.7 million in 1941, to 5.5 million by 1944.

The war highlighted the Depression's impact on American youth. As young men joined up to fight, about one-third were considered unfit for service because of malnutrition. As a result, President Truman signed the National School Lunch Act in 1946, which used federal subsidies to provide low- or no-cost school lunches to children.

In 1947, The President's Committee on Civil Rights condemned the practice of separate education for blacks and whites. A year later, in 1948, New Jersey desegregated its public schools, enabling black and white students to study together.

The New Jersey Department of Education was established in 1945, through the merger of the office of the Commissioner of Education, the State Board of Education, the former Board of Regents, and the former Department of Public Instruction.

The 1950s. The era of McCarthyism, color television, the beginnings of the space race, the discovery of the polio vaccine, and the Eisenhower years. It also heralded more Civil Rights activities, including a landmark Supreme Court decision that ruled separate public schools for black and white students and denying black children equal educational opportunities was unconstitutional.

NJASBO Grows in the 1950s

On April 27, 1954, a regular meeting of New Jersey Association of Public School Business Officials was called to order at the Hotel Hildebrecht in Trenton.

- Membership totaled 221 members in 1955, and had grown to 352, by 1957.

Executive Committee and Directors

A resolution at that meeting was approved to change the Association's Executive Committee to include President; First, Second, and Third Vice Presidents; Secretary; and Treasurer. Each office would be held for one year, beginning July 1. Three Directors would hold the office for three years; one each selected from among the county (a, b, c) groupings:

(a) Atlantic	(b) Passaic	(c) Somerset
Burlington	Essex	Mercer
Camden	Hudson	Monmouth
Cape May	Sussex	Ocean
Cumberland	Warren	Hunterdon
Gloucester	Bergen	Middlesex
Salem	Morris	Union

The Executive Committee would comprise the President, three Vice Presidents, Secretary, Treasurer, retiring President, and the Directors.

Seeking A Minimal Salary for Board Secretaries

In the mid-1950s, NJASBO sought legislation to establish a minimum salary of $5,500 per year for full-time Secretaries of Boards of Education in New Jersey. The Bergen County Association of Public School Business Officials played an instrumental role in NJASBO's efforts. A resolution adopted by the Bergen County Organization and presented to NJASBO said, in part:

- "THEREFORE BE IT RESOLVED: the Bergen County Public School Business Officials Association urge the New Jersey Association of Public School Business Officials to take the necessary steps to seek legislation establishing a minimum salary of $5,500 per annum for full-time Secretaries of Boards of Education in New Jersey in districts employing 25 teachers or more…."

County ASBOs

Middlesex County Association of School Business Officials

Although no records are available, MCASBO likely formed in about 1954, at the suggestion of Everett Zabriskie (then of Nutley) as a vehicle for School Business Officials to exchange ideas of mutual concern.

Hunterdon/Warren Association of School Business Officials

An association comprising Board Clerks in Hunterdon County first organized in December 1957. The first meeting was at Franklin Township School in Quakertown. Arnold Hess, business manager of the Newark School District and Everett Zabriskie, Secretary of the Nutley Board of Education, spoke on the value of such an organization of School Board Clerks.

NJASBO Presidents of ASBO International

1950	Francis R. Shearer
1955	Frank J. Hockstuhl, Jr.
1957	A.C. Hutson, Jr.

NJASBO in the 1960s



NJASBO Presidents

1950-51	Adrian Patmos
1951-53	Irma Schaefer
1953-54	Everett Zabriskie
1954-55	Edmund D. Bowman
1955-58	Albert J. Ciccone
1958-60	John Courtney

FAST FACT

"We have had to handle the education of 850,000 boys and girls in this state; by 1960, it will be one million

– Fred Raubinger, Commissioner of Education, 1955

Bergen County had conducted a salary survey among part-time and full-time secretaries in its jurisdiction. At the 1955 annual meeting, it was decided a five-person committee would be appointed to spearhead a similar effort, state-wide. By 1957, the survey had been completed, but it was "impossible" to find a common denominator in all the districts. In some, full-time secretaries were making $1,200 per year, where in others, part-time secretaries were making $5,300 per year. Some districts were adequately staffed, while others were not. No legislation resulted from these efforts.

Standards and Certification

A question from the floor at the 1955 annual meeting brought up the issue of certification. President Bowman said the Committee on Standards and Certification was working directly with the Commissioner of Education.



The 1955 officers of the Association of School Business Officials of the United States and Canada (left to right): Secretary-Treasurer, Hatler W. Anderson, Kalamazoo; President, Frank J. Hochstedt, Bloomfield; Executive Committee Member, S. C. Joyner, Los Angeles; First Vice-President, J. W. Wall, Omaha; Second Vice President, Andrew C. Haines, Jr., Knoxville.

School Business Officials Meet in Los Angeles

A professional convention, which gained outstanding stature of its location in Los Angeles where local and state leadership gave point to the discussion of school-business management problems as these are seen and met in our most rapidly growing state of California, was held October 12-16, by the Association of School Business Officials of the United States and Canada. Under the careful guidance of President S. C. Joyner, the convention speakers probed into the underlying principles and discussed the best current techniques in practically every aspect of school-business management.

General Sessions

The Los Angeles convention enabled President Joyner to bring forward a large number of men who are doing outstanding jobs of local school administration in California cities, and who ordinarily would not have an opportunity to be heard by the Association. California has many unique school situations due to its geographic and climatic conditions, the tremendous population growth has made necessary new and effective means of financing schools, planning buildings, and operating them, as well as distinctive local curriculum problems. These and other unusual educational challenges that are constantly shaping up for school executives from the conservative west. The convention program was extremely refreshing for all who went to it to contribute from the greatest growth in education and to business administration are immediately shared.

Dr. Samuel Brownell, U. S. Commissioner of Education, in making a favorable progress report on education for the individual citizen and for the nation, called attention to the fact that we are spending only 4.4 per cent of our national income for schools. He urged the immediate solution of these two major problems. There is at present a shortage of 135,000 classrooms and a further need for 70,000 additional classrooms annually to meet increased enrollments. There is presently a shortage of 135,000 properly certificated elementary teachers. We must actively solve the problem of functional illiteracy which shows up in the heavy numbers of young men in the Army. The dangers of subversive activities, and the need for a clear understanding of our free schools point to a better program of schools which are responsible for the potential which will exert power in action programs in our areas and affect the national economy and well-being. The existence of education above the end of the war were not always best met in their details in the form of better efforts for instructional efficiency, economy, and greater diversity to accelerate the democratic ends of schools. Dr. Brownell described the state educational conferences which are to be held next year under federal auspices. There are to be conferences in a White House Conference before November, 1955, for emphasizing educational needs of local school administrators.

Four addresses which were well calculated to pull together the multifarious activities of various school business officials with the professional school administrators were delivered on Wednesday afternoon. Dr. D. Roy Holmes, of the University of South California, stated how every an school business official, as a matter of avoiding abuse and heart attacks. Dr. W. J. Reed, Economist, Calif. urged a professional approach to school business management and recognition of the importance of educational values. Dr. James M. Mallock, Fresno, discussed in a well-balanced paper, the promotional and political aspects of the business manager's job and the demands which the board of education has a right to make on his school-business operations.

Presidential Address

In his presidential address, Mr. Schuyler C. Joyner called attention to the fact that the tremendous growth of the Association and the increasing complexity of its problems officially is brought to the required point where a period of consolidation, of organization, of the organization, and refinement of office services is necessary. The research projects which have been initiated much of more aspects of school building construction and maintenance, purchasing, school finance and taxation, accounting, and personnel work that a central office located in a strategic city and manned with a technically trained staff will directly be necessary.

The Association has been remarkably successful in interesting millions of educators in the workings of school business officials. Through its national organization and through the many state associations, much has been done to improve the efficiency of school business administration.

Dr. Joyner's general suggestions from the leaflet in a series of proposed constitutional changes which were referred a year ago for the decision to empower the executive committee to appoint the necessary secretary. The office has been elected.

It is reported that a revised professional

- It also was noted at the meeting that Mr. Kilpatrick and Mr. Robbins had conducted "a rather successful course" for Board Secretaries in New Brunswick at Rutgers under sponsorship from the state. President Bowman said the Association also had an "equally successful" course in South Jersey and Camden.

Education Commissioner Fred Raubinger, a speaker at that meeting talked about the importance of the courses to New Jersey school districts. Raubinger offered the opportunity of "organizing credit courses, both through the university or any of our [the state's] teachers' colleges for school business people." Raubinger said continuing and expanding the courses to develop standards is a path "that leads most surely to professional recognition and all things that go with it."



The 1960s was a decade marked by the growth of suburbia, the development and expansion of social programs, a man walking on the moon, and social, cultural, political, and Civil Rights unrest. The 60s were more than the Beatles, bell bottoms, and long hair. Everything was changing, including the New Jersey Association of Public School Business Officials.

Gaining Professional Status

The 1960s saw the further professionalization of the position of school business administrator. P.L. 1962, C. 212 stated:

"A board of education, under rules and regulations prescribed by the State Board of Education, [can] appoint a school business administrator by a majority vote of all the members of the board, define his duties, which may include serving as secretary of the board of education, and fix his salary, whenever the necessity for such appointment shall have been agreed to by the county superintendent of schools and approved by the Commissioner of Education and the State Board of Education. No school business administrator shall be appointed except in the manner provided in this section. The appointee shall be a suitable person who holds an appropriate certificate as prescribed by the State Board of Education. He shall be considered a member of the professional staff of the district. No person shall act as school business administrator or perform the duties of a school business administrator, as prescribed by the rules and regulations of the State Board of Education, unless he holds such a certificate."

This decade saw revisions to the initial regulations, including the addition of a requirement for a bachelor's degree with some protections for incumbents in authorized positions.

FAST FACT

First issue of *KeyPost* was published in October

1967

NJASBO Presidents of ASBO International

1963	Everett V. Zabriskie

NJASBO Presidents

1960-62	Arnold M. Hess
1962-63	Dillman B. Cole
1963-64	Daniel DeGennaro
1964-66	William R. Walsh, Jr.
1966-67	C. Edward Walker
1967-68	Rudolph A. Schober
1968-69	Robert B. Hopkins
1969-70	Frank L. Witman

Presidents, Associate Business Members

1965-66	James Mulhern
1966-68	Harry Ackerson
1968-69	Lloyd D. Pain
1969-70	Tyler Groseclose



Affiliation with the National Organization

In 1963, the NJAPSBO Executive Committee discussed affiliating with the national association, the Association of School Business Officials (ASBO); membership from New Jersey was among the highest top three states in the country. In November, the Executive Committee agreed NJAPSBO should approve affiliation with ASBO.

The Executive Committee was notified the International Convention of ASBO would be hosted by New Jersey in three years. A special Committee was appointed comprising strong business officials "willing to work" and with a "genuine interest in national affairs."

6th Annual Conference 1968

Held at the Cherry Hill Inn in Cherry Hill. Registration was the highest on record:

School Business Officials – 237
Board Members – 7
Superintendents/Other School Personnel – 12
State Department Officials – 12
Guests – 65
Vendors – 88



FAST FACT

Average cost of new elementary school in December

1967

$18.10/sq. ft;
secondary school $18.03/sq. ft.

FAST FACT

Dues for the

1967-68

school year were
$10 for full members
$2 for associates
$50 for vendors
$100 for a life membership

Adopting a New Name

At the annual meeting in October 1967, several changes were proposed including changing the organization's name to "The New Jersey Association of School Business Administrators". The name revision was approved and went into effect on July 1, 1968.

Other changes governed "Other Associate Membership" and would provide membership to Business Administrators of private and parochial schools and colleges, although these members would not be able to vote or hold office. Dues for these members would be half the annual dues of a full member.

Welcoming Associate Business Members

The Vendors Committee appears in the early 1960s, and likely is the precursor to the Associate Business Members of today.

A report by the Vendor Committee noted that it would again sponsor a breakfast for members at the annual meeting in 1967. Mr. Alfred Freeland, Chairman of the Committee, noted eight new vendors had joined the Committee.

County ASBOs

Cumberland County

The Cumberland County Association of School Business Officials was organized in April 1960, to share knowledge, information, and ideas with colleagues.

Passaic County

The Passaic County Association of School Business Officials was organized May 2, 1962. The organizational meeting of the Passaic County Association of School Business Officials was held on May 24, 1962.

Burlington County Association of School Business Officials

Sometime between 1966 and 1968, the Burlington County School Business Officials held its first meeting in Mount Holly. Mr. Arthur Cooper, Business Manager of Burlington City Board of Education, was elected President.

NJASBO
in the 1970s

NJASBO Presidents

1970-71	Alexander R. Meissner
1971-72	H. Millard Chew
1972-73	Alfred W. Freeland
1973-74	John Totin, Jr.
1974-75	Robert A. Lachenauer
1975-76	Vera M. Sullivan
1976-77	Joy Ruby
1977-78	John R. Pacifico
1978-79	Harry Simon
1979-80	H. Ronald Smith





The Vietnam War ended, but the nation was rocked by the Watergate scandal, the resignation of President Richard Nixon, and the Arab Oil Embargo. The 70s also introduced 8-track tapes, disco, pet rocks, Steven Spielberg's "Jaws", and Billy Jean King's defeat of Bobby Riggs.

New Jersey lost heavy industry to foreign countries and U.S. sunbelt states, and the unemployment rate soared to levels not seen since the Depression.

Growth and Change for NJASBA

The 1970s brought about significant changes for the New Jersey Association of School Business Administrators.

FAST FACT

Vendors' category is changed to Associate Business Members in

1971

During the ninth annual conference in March 1971, NJASBA members voted to raise dues - $10 for all members – a minimum of 80% to 380%. The new rates were scaled: members earning less than $6,000 per year would pay $18; those earning between $6,000 and $10,000 would pay $24; those with salaries falling between $10,000 and $14,000 would pay $30; members making a salary between $14,000 and $18,000 would pay $36; those with salaries between $18,000 and $22,000 would pay $42; and the dues would be $48 for any member whose salary exceeded $22,000 per year.

- The proposal to raise the dues was linked to increasing services, including establishing a central office and employing an administrative assistant.

In December 1971, however, an ad hoc committee charged with recommending hiring a part-time executive secretary for NJASBA said membership dues had fallen below expectations. Despite the earlier increases, the budget for the position would be inadequate. The Committee recommended the Office of Executive Secretary be established as of July 1, 1972, to ensure the salaries necessary would be available a year in advance.

In spring 1973, New Jersey's four major school administrator organizations at the time (NJASBA, NJASA, NJAESP, NJASSP) moved into a combined headquarters at 407 West State Street in Trenton. Then in September, John L. Mahone filled the position of Executive Secretary. His background was in military service, business, and he had served in public school business administration.



Impact of *Robinson v. Cahill* Decision

Section IV of the New Jersey State Constitution states " The Legislature shall provide for the maintenance and support of a thorough and efficient system of free public schools for the instruction of all the children in the State between the ages of five and eighteen years." Since then, crafting school funding formulas has proved a challenge.

One of the most significant events in New Jersey education in the 1970s was the *Robinson v. Cahill* decision of 1973. The State Supreme Court decision said the existing state aid formula, with a heavy reliance on local property taxes, was not providing students with the mandated "thorough and efficient" public education and had to be replaced. The decision required a significant increase in state aid for poorer school districts.

Governor Brendan Byrne proposed an income tax to raise the funding, but it failed. In June 1976, the New Jersey Supreme Court ordered all public schools to close on July 1, until the legislature approved a means of raising the revenue.

The Public School Education Act of 1975 passed in July 1976. It included caps on spending increases by all levels of government; increased oversight of local school performance; and added an annual return of revenues via homestead rebates to taxpayers.

Presidents, Associate Business Members

1970-71	Joe Bell
1971-72	Frank Lindsay
1972-73	Dick Schuler
1973-74	Carl Johnson
1974-75	Clifford O'Connell
1975-76	L. Thomas Seely
1976-77	Peter J. Clancy
1977-78	Maureen Cashner
1978-79	V. Christene Bauman
1979-80	Michael E. Kelly

FAST FACT

The Monroe BA/BS position advertised for 1979-80 was for

$25-30,000

in Medford Lakes it was advertised at

$13-16,000



Certification and Code of Ethics

By the Spring of 1975, the NJASBA Board of Trustees had approved a list of eight association goals related to certification to be presented to members at the spring conference in Cherry Hill. The goals included adding courses in management theory and science; changing requirements for the Assistant Superintendent-Business to include a master's degree and three years' experience in any certified school business position, rather than teaching experience; and including someone from the profession on the State Board of Examiners.

FAST FACT

NJASBO's budget for 1975 was

$38,755

FAST FACT

NJASBO had

448

active members in 1978

Additional goals included having one chief fiscal officer in each school district, who would be certified as a School Business Administrator or Assistant Superintendent-Business; establishing graduate and undergraduate programs leading to certification in geographical areas convenient to interested students; encouraging colleges to allow non-matriculated students to enroll in as many courses as needed for certification; and assigning the Commissioner of Education to verify certification requirements are met by all Boards of Education.

A Code of Ethics developed in the Professionalization Committee also was presented and adopted at the spring conference in 1975. There were nine points that included, among others, performing duties morally, ethically, and professionally; upholding laws, regulations and court orders; making decisions in the best interests of children regardless of sex, race, creed, ability or national origin; maintaining confidentiality; and respecting the legacies of the past, using effectively the tools and methods of the present, and building for the future from experiences, education, association, and research.

Name Changed, Executive Director Appointed

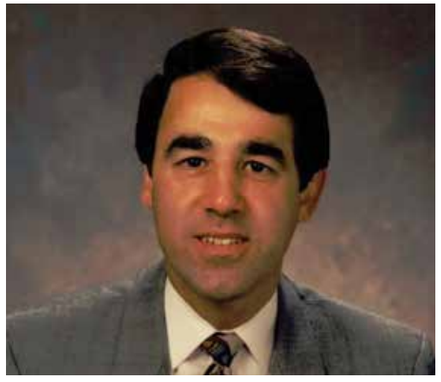
At the annual meeting in May 1977, the membership voted to change the organization's name to New Jersey Association of School Business Officials, effective July 1, 1977.

It was a big year for NJASBO. The first Executive Director, Harold Y. Bills, was appointed in the fall of 1977. Bills had been an educator since 1941, in addition to teaching math, he also held the position of school principal and was the Superintendent of Monmouth County Schools. He worked as the Director of School Finance and Auditing at the Department of Education. Additionally, he served for two years as the Acting Assistant Commissioner of Administration and School Finance. Bills had been a member of NJASBA and ASBO International since the early 1960s.

NJASBO in the 1980s



The 1980s brought "big hair", MTV, the space shuttle, Nintendo, the opening of EPCOT, Bruce Springsteen's "Born in the U.S.A.", the Exxon Valdez oil spill and the fall of the Berlin Wall. It also marked the beginning of a greater reliance on technology with the advent of the internet and computers with IBM's introduction of its first PC.



New Jersey's Education Landscape

School finance issues were dominant in the 1980s, but New Jersey also implemented numerous reforms to produce a "sweeping change" in response to national reports the U.S. was a "nation at risk"; most focused on teachers.

- New Jersey was the first state to create a program enabling an alternative route to certification; college graduates could become teachers without traditional teacher preparation programs.

Other reforms focused on ensuring local districts were meeting state and federal standards by creating school monitoring systems and implementing state certification for districts.

Supreme Court Decision

The 1980s brought an historic lawsuit, *Abbott v. Burke*, which upended the existing Public School Education Act of 1975 and its "T & E or Chapter 212" law. After a few years, the disparities between property-rich and property-poor districts began to grow under that law. The Education Law Center Inc. filed a complaint in New Jersey Superior Court challenging the constitutionality of the existing school funding on behalf of a number of districts. Through much of the 80s, the case wound its way through the court system, ultimately finding that the Public School Education Act of 1975's system of school financing was unconstitutional as it related to the 28 poorer urban districts. The state was then charged with addressing the disparities found by the Abbott Court. Its answer, the Quality Education Act (QEA), was signed into law in July 1990, less than a month after the Supreme Court decision.

FAST FACT

As of March 1982, NJASBO had

530

active and 100 emeritus members

NJASBO Presidents

1980-81	Barbara N. Brown
1981-82	Clara B. Sheppard
1982-83	Andre J. Montagne
1983-84	Dr. Peter Mazurak
1984-85	Joyce D. Goodman
1985-86	Donald A. Fusco
1986-87	J. Raymond Ganim
1987-88	David L. Rinderknecht
1988-89	Guy Vander Vliet
1989-90	Nancy Park

The Advent of Double Entry Bookkeeping

In 1980, NJASBO began talking about the Department of Education's push for double entry bookkeeping in noting that the account manual had been completed but an important fly sheet was not printed. This lapse was significant because the fly sheet explained double entry bookkeeping was not yet required, although all training would be conducted in double entry and new Board Secretaries would be trained in double entry, should they ask for advice.

A change in the state Board rule allowed County Superintendents to exempt a district from meeting the deadline for double entry bookkeeping for the 1982-83 school year. The DOE, however, would pressure the County Superintendents to deny permission for a district to delay the move to double entry without a "sufficient and reasonable cause."

Raising Bid Thresholds

During the 1980s, bid thresholds increased. In November 1980, the Governor signed a bill that became P.L. 1980, C. 144, enabling school boards to make purchases of up to $4,500 without advertising for bids. This was an increase from $2,500.

In May 1983, P.L. 1983, C. 171, increased the bid threshold from $4,500 to $7,500. It also increased the quotation price to 20% of the bid threshold or, currently at the time, $1,500.

FAST FACT

As of January

1980

smoking was prohibited in schools, auditoriums, and public meeting areas

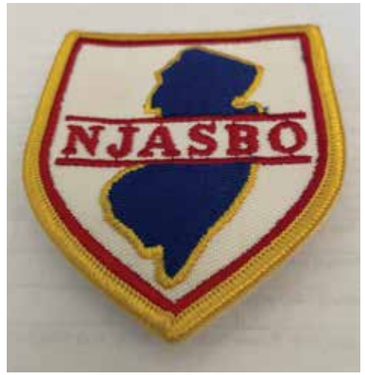


NJASBO Continues Growth, Professionalization

In December 1981, the Board of Trustees accepted the resignation of Executive Director Harold Bills, as of February 28, 1982. Bad weather in January cancelled several meetings, but after conducting a poll of officers and retired members of NJASBO, it was recommended Alfred W. Freeland be appointed Acting Executive Director. Freeland was to be employed for the equivalent of three days per week to perform those duties.

At the regular board meeting held in December 1982, the Board of Trustees unanimously voted to approve Edward Meglis, Jr. as Executive Director of NJASBO. Meglis had served for more than 19 years in public education, including 4 years as the Board Secretary/ School Business Administrator for the Manville Board of Education. Active in NJASBO, he served as the Legislation Committee chairman for three years.

Tom D'Ambola was hired as the first Assistant Executive Director in 1984. In 1989, NJASBO hired Dr. Eugene Keyek as the Assistant Executive Director replacing D'Ambola.



A Role on the National Stage

For the first time since 1963, a member of NJASBO was elected a director of the Association of School Business Officials of the United States and Canada – today known as ASBO International. Ronald Smith was elected to the national board at the 66th Annual Meeting of ASBO International in November 1980.

At the 69th Annual ASBO International Conference in October 1983, members were voting for Smith again, who was seeking the office of Vice President, at the time. Smith became ASBO International President in 1986.



FAST FACT

In

1983

embroidered logos were approved for blazer pockets and an "official" uniform was adopted for meetings, conferences, etc.: tan slacks or skirt with a navy blazer

Presidents, Associate Business Members

1980-81	Ira K. Ackerson
1981-82	Harold Steidl
1982-83	Frank Brennan
1983-84	Maurice I. Yoffee
1984-85	Raymond A. Cassetta
1985-86	Donald Goldman
1986-87	Margaret Cane
1987-88	Louis E. Della Penna
1988-89	Robert Campana
1989-90	Michael Leddy

Annual Conferences Grow, Move to Atlantic City

The annual spring conference was held again in Cherry Hill in 1981, but it would be for the last time; the first spring conference was held there in 1964. In 1982, the spring conference moved to Harrah's in Atlantic City.

At the last conference in Cherry Hill, 265 members attended. Highlights of the conference included an address by Sen. Matthew Feldman on the restoration of state aid to education. Dr. Samuel D. Proctor provided the Keynote, speaking on "Competence, Creativity, and Confidence." The conference closed with an "inspirational" address by Commissioner Fred G. Burke, who spoke of the achievements in education over the past year, and the plans for direction and assistance to local school districts in the coming year.

NJASBO Presidents of ASBO International

1986 H. Ronald Smith



Additionally, Deputy Commissioner Gustav H. Ruh shared ways in which the Department of Education was prepared to work with business officials in local school districts, including expanding the services of County School Business Officials and regionalizing services for purchasing, transportation, and reporting.

Workshop sessions were conducted on such timely topics as pensions, computers, conduct of board meetings, developing business forms, insurance, custodial and maintenance services, investments, legal issues, and fiscal reporting.

Associate Business Members were said to have played a "vital role in making the conference a success" by discussing mutual concerns about advertising, bidding, and purchasing.

Legal Services Expand

In February 1984, NJASBO announced it was expanding its legal assistance to members by hiring Paul E. Griggs on a retainer. Griggs would be able to assist with several employment-related issues, including breach of employment contract, tenure rights, credentialing issues, and dismissal, demotions, or suspension related to the performance of professional duties.

Griggs would be able to represent a member before the local Board of Education, Commissioner of Education, or State Board of Education at no cost to members for eligible legal services. Requests for legal assistance had to be made in writing to the Legal Assistance Committee through NJASBO's headquarters.

NJASBO in the 1990s



In the 1990s, the U.S. was involved in the Gulf War in Iraq and Americans watched the beating of Rodney King in Los Angeles, the Columbine High School shooting, and the deadly Oklahoma City bombing in horror. But they also danced the Macarena and sang "Hakuna Matata" from the "Lion King". The 1990s also saw the launch of the Hubble telescope, and the "birth" of the internet and the ubiquitous search engine, Google!

FAST FACT

More than

850

people attended the annual conference in 1992

Education Legislation

Significant legislation was signed into law during the 1990s.

- The Quality Education Act (QEA) of 1990 was intended to increase spending for poor and middle-income school districts; reduce or eliminate aid to wealthy districts; and increase income taxes by $1.1 billion. This formula was created as a solution to the *Abbott v. Burke* Supreme Court decision. However, the State Supreme Court ruled it unconstitutional in 1994, because it failed to ensure parity among the districts. The Court gave the State until the 1997-98 school year to achieve parity in school funding. The State's solution was the Comprehensive Education Improvement and Financing Act of 1996 (CEIFA).

NJASBO Presidents

1990-91	Nicholas C. Puleio
1991-92	Ronald Piliere
1992-93	Dr. Rita M. Hanna
1993-94	Richard R. Dorow
1994-95	Robert A. Peddle
1995-96	James H. Cummings
1996-97	Arlene Lampert
1997-98	Dr. Ann E. Timmons
1998-99	James H. Strimple, Jr.
1999-2000	Jerome F. Bohnert

- In 1991, the enactment of N.J.S.A. 18A:17-20 ended "dual control" in school districts, making the Superintendent the Chief Executive Officer responsible for all functions of the district, including finances. The School Business Administrator/ Board Secretary maintained statutory responsibilities.
- In 1996, the CEIFA formula required 28 low income, urban school districts to spend at a level "substantially equivalent" to more affluent districts. CEIFA comprised a minimum foundation grant program and 24 other aid programs, including the court-ordered "Abbott v. Burke Parity Remedy Aid" from Abbott IV (1997).

FAST FACT

KeyPost lead story in October

1994

was on "Using the Internet"

Presidents, Associate Business Members

1990-91	Jane LePori
1991-92	Stephen Lance
1992-93	Vincent West
1993-94	Larry Ullman
1994-95	Louis Della Penna Jr.
1995-96	Nathanya Simon
1996-97	Gene Hollowniczky
1997-98	Nancy O'Neill
1998-99	Tana Cannon
1999-2000	Joseph Strode



Greater Focus on Certification, Training, Professional Development

ASBO International created a Professional Recognition program in 1964, designed to raise professional standards, encourage continuing professional development, identify acceptable knowledge levels, and recognize outstanding service. At the time, NJASBO was the only state with a reciprocal agreement with ASBO International for one-stop registration.

FAST FACT

NJASBO expended

$721,815

in 1995

When initiated in 1997, NJASBO's reciprocal professional registration program had interest from more than 140 members. By 1998, nearly 50 had worked to achieve RSBA, RSBO, or RSBS status. To maintain the registration, they had to accumulate 20 points by participating in professional activities and leadership roles. The designations at that time – and today – include:

- **Registered School Business Administrator (RSBA)**: holds a master's degree and has responsibility for overseeing all administrative aspects for the school system's business functions.
- **Registered School Business Official (RSBO)**: has attained an undergraduate degree and has responsibility for one area in the school system's business functions.
- **Registered School Business Specialist (RSBS)**: does not hold a college degree and has responsibility for one area in the school system's business functions.

Although ASBO International replaced its program with a School Finance and Operations certificate, NJASBO continues to award the Professional Recognition titles to qualified candidates and requires continuing education to maintain the certificate.

In the 1990s, NJASBO continued to work diligently for professional recognition for School Business Administrators. In February 1998, NJASBO President Dr. Ann Timmons asked members for support in "addressing our colleagues as 'School Business Administrator' in formal and informal settings." Timmons noted if the designation for Board Secretary was necessary, the address should be 'School Business Administrator/Board Secretary'.

Despite concerns over legal ramifications, NJASBO Executive Director Ed Meglis backed up Timmons' request saying, "it is a courtesy being requested, and certainly the responsibility of the position deserves this professional courtesy."



Meritorious and Distinguished Service Awards

NJASBO President James Cummings initiated the recognition and scholarship programs – the Meritorious and Distinguished Service Awards – during his term of office in 1995-96.

- The Meritorious Service Award included specific projects the nominee undertook in one of several categories: service to the profession, service to the school district, or service to the work or residential community.

Distinguished Service Awards were made to a member in each of NJASBO's three regions: north, central, and south.

- The criteria were career service-based: worked in the profession for 15 years with at least 10 in their current district, or worked for 20 years with at least 5 years in the current district.

NJASBO Presidents of ASBO International

1995 Andre J. Montagne

NJASBO Embraces New Technology

In 1996, Executive Director Ed Meglis reported NJASBO had purchased new personal computers and was using Windows 95, as well as Microsoft Word and Excel. "Additionally," said Meglis, "we are offering training programs in conjunction with Burlington County Institute and Raritan Community College. The program is designed for all school district personnel and encompass the Internet, Excel, and Word."

- "As we enter the latter stages of the decade and century, we must continue to embrace technology and hone our skills in this ever-changing field," said Meglis.

FAST FACT

GAAP was adopted in

1993

NJASBO 1995 Committees

- Bylaws/Policy
- Budget Finance
- Chart of Accounts/Double Entry
- College/University
- Ethics
- Facilities
- In Service
- Commission on Business Efficiency
- Administrative Code
- Editorial Review
- Past Presidents
- Purchasing/Specifications
- Research and Development
- School Funding
- Spring Conference
- Transportation

As The Decade Draws to a Close

No one knew the impact of January 1, 2000, on computer systems. There were concerns systems would read the date as January 1, 1900, throwing off data relying on dates for calculations such as employee pension benefits or time locking systems opening secured doors over the holiday!

School districts needed to be ready by the end of 1998, so everything could be tested and prepared. NJASBO provided information on who could help, directing members to Tech Corps New Jersey's regional workshops on compliance being held throughout the state.

By NJASBO's 75th Anniversary in 1998, the organization had grown to more than 1,000 Active, Retired, Emeritus, and Associate Business Members.

1998 NJASBO Membership Survey

As of June 30, 1998,
NJASBO membership included:

Active 640
Associate Education 72
Retired 15
Emeritus 210
Honorary 4
Associate Business 190

At the time, nearly half of the members were between the ages of 46 and 55; more than half of the total membership held master's degrees.

FAST FACT

Changes to the Bylaws approved at the Annual Conference in

1996

included: reducing NJASBO Board term of office from 8 to 5 years, eliminating Regional Trustees and floor nominations. Trustees replaced by Regional Representatives, formal election procedures established

Every school district in New Jersey was represented in NJASBO.

To mark the anniversary, NJASBO, aided by its historians, Dr. Peter Mazurak and John Pacifico, created a commemorative book and a special pin. NJASBO also was recognized by the New Jersey Senate and Assembly, each passing a resolution honoring the anniversary.

In 1999, the Alliance for Competitive Energy Services (ACES) was created to provide energy savings to New Jersey school districts through the competitive purchase of electricity. NJASBO partnered with the NJ School Boards Association and the NJ Association of School Administrators to provide these bidding opportunities for members.

A new century that brought American Idol, Myspace, iPods, and Survivor, also brought a subprime housing crisis and bubble, corporate fraud, Ponzi schemes, and a stock market crash. Natural disasters, such as Hurricanes Katrina and Rita, also took a toll. But these events were eclipsed by the horrifying terror attacks of September 11, which brought about the war in Iraq and helped fuel a global recession.

The New Jersey legislature was busy in the early 21st Century, enacting numerous laws governing school districts, its public employees, and their impact on taxpayers.

FAST FACT

NJASBO exceeded

1,000

members for the first time in 2002. By July 2003, NJASBO had 1,031 members, including 26 new Associate Business Members, an 11% increase



Educational Facilities Construction and Financing Act

In July 2000, Governor Christie Whitman signed the Educational Facilities Construction and Financing Act to address the inadequacies in the quality, utility, and safety of public educational facilities by providing state funding of approximately $12 billion. It was considered the most far-reaching school construction program in the country and created the School Construction Corporation to oversee the process.

The Act provided funding to school districts without regard for wealth as a constitutional mandate to provide a thorough and efficient education. It specifically delineated an application process and funding formula, as well as other fundamental provisions related to bidding requirements; the creation of special demonstration projects; the provision of grants to vocational education districts; and the creation of an apprenticeship program.

Legislation in July 2008, provided $1 billion more in funding for RODs, including $50 million for vocational schools.

NJASBO Presidents

2000-01	Marilyn L. Prado
2001-02	Bruce M. Quinn
2002-03	Frank Buono
2003-04	Mark A. Ritter
2004-05	Dr. Joan Saylor
2005-06	L. Douglas Pechanec
2006-07	Anthony M. Del Sordi
2007-08	Christopher J. Russo
2008-09	Debra Naley-Minenna
2009-10	James W. Edwards, Jr.

> "NJASBO truly has the most talented group of individuals in all of education.
>
> – James W. Edwards, Jr., Past President, 2009-2010



NJASBO Takes a Stand on P.L. 2004, C. 73 (S1701)

NJASBO joined the New Jersey Association of School Administrators, New Jersey Education Association, New Jersey Principals and Supervisors Association, New Jersey School Boards Association, and the Garden State Coalition of Schools, in saying P.L. 2004, C. 73 (S-1701) "imposes restrictions on school district budget and financial practices."

The coalition said restrictions would result in property tax hikes by 2006, inadequate supervision of classroom instruction, and reduction of educational programming and staff. The statement also said restrictions would jeopardize hazardous-route transportation and postpone needed facility projects; it asked for a repeal.

The law was enacted and reduced surplus levels to 2%, created administrative spending limits, eliminated several spending growth limitations, and imposed restrictions on budget transfers.

School District Accountability

In March 2007, P.L. 2007 C. 53 was enacted to require various school district accountability measures governing:

- Conditions for State Funds
- Mandatory Refinancing
- Plain Language
- Key Employee Contracts
- Benefit Evaluation
- Loss of Professional Certification
- Audits
- Travel Regulations
- Training

This law resulted in voluminous associated fiscal accountability regulations still in effect in 2023.



FAST FACT

Following Hurricane Katrina, NJASBO members traveled to New Orleans for

3

summers to assist with cleanup

"I got to work with a lot of wonderful, knowledgeable people. They gave me a perspective on how the whole state looked at issues.

– Marilyn L. Prado
Past President, 2000-2001

The 4 Percent Tax Levy Cap

As part of P.L. 2007 C. 62, a 4% tax levy cap was signed into law in April 2007. The legislature capped the increase in the adjusted tax levy of 4%, subject to certain adjustments. The 4% tax levy increase limitation could be adjusted for growth in enrollment based on a statutory formula and a reduction in total unrestricted state aid from the pre-budget year. The law also provided that a school district could request approval from the Commissioner for a waiver to increase its adjusted tax levy by more than the allowable amount to address extraordinary costs, which could include, but was not limited to, costs described in the statute.

"My advice to anyone who chooses to become an officer is to enjoy your term of office. Attend as many events as your job permits, meet as many business administrators [as you can] throughout the state and have a good time.

– Joan Saylor,
Past President, 2004-2005

FAST FACT

active member dues

1%

of salary capped at $990; no increase since 2009

Pension Changes Abound

In 2007, two pieces of legislation – Chapter 92 and Chapter 103 – changed the retirement picture for New Jersey public employees initially enrolling in the Teachers' Pension and Annuity Fund (TPAF) and the Public Employees Retirement System (PERS) after July 1, 2007. The legislation made significant changes in contribution rates, loan interest, and health benefit choice, for employees who had been in the system for many years. Long-time NJASBO consultant Mort Reinhart wrote extensively on the topic in *KeyPost*.

Then, in September 2008, Governor John Corzine signed Chapter 89, creating a third level of pension benefits for public employees hired on or after November 1, 1998. Although the law was for "new hires", there was a provision relating to purchased credit that impacted members already enrolled.

Presidents, Associate Business Members

2000-01	Guy C. Vander Vliet
2001-02	Ed Rajsteter
2002-03	Ronald J. Ianoale
2003-04	Dina Murray
2004-06	Patricia F. Morris
2006-08	Douglas Bacher
2008-10	Ronni L. Leddy

FAST FACT

2007

NJASBO introduced a new logo and tagline: "Leaders in the Business of Education"

School Funding & Budgets

P.L. 2007, C. 260 – the 2008 School Funding Reform Act – introduced another school funding formula. This one distributed funds through a foundation formula that reflected educational costs per student. The concept of an adequacy budget was introduced to represent what districts should be spending to allow each student to attain New Jersey's educational standards. Despite a lengthy court battle, the formula was found constitutional by the New Jersey Supreme Court and implemented for the 2008-2009 school year. With the national recession in 2008, the State used more than $1 billion from the American Recovery and Reinvestment Act (ARRA) to help fund school aid that year. State funding deficits required districts to tap reserves to supplement their 2009-2010 budgets. State aid funding levels essentially were frozen until 2019-2020.

While districts were managing these funding cuts, PL 2010, C. 44 was enacted, which reduced the school district, county, and municipal property tax levy cap from 4% to 2%. It also permitted unused school district, county, and municipal increases to be banked for three succeeding years. This was followed by P.L. 2011, C. 202, which eliminated the school budget vote for districts that generally do not exceed a 2% tax levy cap.



NJASBO Member Surveys

NJASBO began the century by gathering information from members through surveys. The first was a general survey to generate a profile of certified Business Administrators and gauge their opinions on specific issues. The second survey was among recent candidates for certification and their instructors to examine the certification and mentorship program.

One of the assumptions made based on the survey replies was that BAs seem to be taking on more responsibilities in their districts, including buildings and grounds, transportation, and technology. The survey also revealed significant support for a mandatory Professional Development Program and for including a master's degree requirement for certification.

FAST FACT

NJASBO expended $1,198,369 in

2006

Recognizing the growth of the Associate Business Members group, the Executive Committee conducted a survey among ABMs to better meet their needs and interests. The results demonstrated support from members for programs aimed at how school business occurs, including such topics as bid laws, purchasing procedures, and the budget process.

NJASBO Initiates a New Program

Bruce N. Rodman of Monmouth/Ocean Educational Services Commission, who was SBA of the Year in 2001, began the Alliance for Competitive Telecommunications (ACT), a cooperative purchasing program for telecommunications services for school districts in Ocean and Monmouth counties. The program was then proposed to NJASBO as a statewide venture.

The program later was incorporated by the state into statute and code through P.L. 2007, C. 53. To receive state aid, school districts had to maximize the district's participation in the federal universal service Program (E-rate) and the ACT telecommunications program offered through NJASBO.

New Facility

In February 2002, NJASBO moved into its new – current – building at 4 AAA Drive in Hamilton Township. NJASBO purchased 4,672 square feet on the first floor of a 24,000-square-foot, two-story building as its new headquarters.

> "What I recall the most is the comradery within the Executive Board. The experience broadened my professional abilities and formed some great friendships.
>
> – Doug Pechanec,
> Past President, 2005-2006

FAST FACT

The Assistant Business Administrator position became a recognized title in

2009

Master's Degree Requirement Moves Closer to Fruition

Requiring a master's degree as the entry point for School Business Administrators was moving closer in April 2002, and became mandatory in January 2004.

NJASBO had ratified the requirement as a goal in its strategic plan in 1999, believing it would "go a long way in enhancing our profession and the image of the School Business Administrator as an integral part of the management team."

NJASBO Management Changes

In the summer of 2004, NJASBO welcomed Richard Dorow as its new Executive Director. Then, in 2007, a new Executive Director and Assistant Executive Director were installed: John Donahue and Bruce Quinn, respectively. Donahue had previously held the position of Assistant to the Executive Director. Upon Quinn's departure in 2009, Dr. Michele Roemer joined NJASBO as Assistant Executive Director.

In his first message as Executive Director in *KeyPost*, Donahue wrote:

- "We certainly have our challenges cut out for us. This past year has simply been incredible. Never have we seen such a broad array of legislation that has and will change the way we prepare school budgets, how we negotiate and make public personal employment contracts, changes in pension laws and benefits, new restrictions on travel for board members and employees, and all of this is punctuated by sanctions if we should fail to comply. And probably one of our greatest challenges is facing and dealing with this matter of consolidation and the sharing of services. Make no mistake, we will face them, and we will act in the best interest of the public we serve and the membership we represent."

> "The ability to bring together and work with various BAs from throughout the State on important issues related to our profession, was one of my most memorable moments as President.
>
> – Anthony Del Sordi
> Past President, 2006-2007

The Foundation
for NJASBO's Next 100 Years (2011-2023)

The second and third decades of the 21st century were life changing: the first Apple iPad, ice bucket challenges, Superstorm Sandy, the Paris Agreement on global climate change, the U.S. leaving Afghanistan, overturning Roe vs. Wade, more school shootings, and Hurricanes Sandy and Ida.

But one of the most notable events of the century so far was the COVID-19 pandemic. The world collectively went home, closed its doors, and stayed inside! Schools, shops, businesses – everything closed, and the world learned what it could do via technology, and the importance of health care workers, supermarket employees, and school district teachers and employees.



Presidents, Associate Business Members

2010-12	Latonya Jackson
2012-14	William J. Pappalardo
2014-15	Nancy Riccio
2015-16	Christine Messina
2016-17	Alan Walker
2017-18	Susan Thames
2018-19	Tony Solimine
2019-20	Laura Bishop
2020-21	Giovanni Mancini
2021-22	Shannon Balken
2022-23	Dana Pawlak

Events Drive New Jersey Education Legislation

An horrific New Jersey school bus accident in 2018, triggered laws requiring new school buses to include shoulder restraints and three-point seat belts for students, mandated safety classes for school bus drivers, demanded proof of physical fitness for drivers aged 70 or older, and required the state Department of Education to notify local authorities when a bus driver's license is revoked or suspended.

New Jersey school districts were rocked by the school shootings in Sandy Hook, CT, Parkland, FL, and Uvalde, TX, among too many others. Districts spent millions of dollars on tightening security with door buzzers, surveillance cameras, secured vestibules, and even bulletproof glass.

Detroit's issue with lead in its water spurred the New Jersey Department of Education to adopt new rules governing lead testing of water used for drinking or food preparation in public schools in July 2016. All outlets where water might be consumed – water fountains, ice machines, kitchen faucets, etc. – had to be tested by July 13, 2017.

In 2017, news of the deaths of a New Jersey couple in their music studio spurred New Jersey's Department of Community Affairs to adopt regulations requiring carbon monoxide detectors in all public buildings, including schools, where there is a fuel-burning appliance or an attached garage, by September 3, 2017.

FAST FACT

With the

2020

Annual Conference cancelled due to COVID, NJASBO leadership honored DSA recipients at a celebratory luncheon – pandemic style – at the Grounds for Sculpture

School Finances

Changes to the New Jersey State Aid Formula – P.L. 2018 C. 67 (S2) – significantly impacted districts and NJASBO; some districts receive additional aid, while others lost funding. Chapter 67/S2 was signed in 2018. It phased out – over a six-year period – the "overfunding" of certain districts to provide more funds to those consistently underfunded, beginning in the 2019-2020 school year.

The Securing Our Children's Future Bond Act (SOCFBA) – approved by voters in 2018 – issued a total of $500 million in state bonds to expand county college and vocational school CTE programs, enhance K-12 security, and support water infrastructure improvements in New Jersey schools.



In July 2020, Governor Phil Murphy signed P.L. 2020, C. 44 to encourage a shift to lower-cost insurance plans and re-establish cost-sharing requirements. It was supposed to reduce costs for districts and employees. Under the law, school districts were required to offer two new health benefit plans, one as of January 1, 2021, the other as of July 1, 2022, for all employees new to a district. The law changed the employee's health benefit contribution for the new plans to a percentage of salary rather than a percentage of premiums resulting in a shift of overall health benefit costs from employees to districts.

In 2022 ,PL 2022, C. 18 appropriated $1.9 billion from the "New Jersey Debt Defeasance and Prevention Fund" for the New Jersey Schools Development Authority to fund school facilities projects, emergent needs, and capital maintenance in school districts. Of the amount appropriated, $1.55 billion was appropriated for school facilities projects, emergent needs, and capital maintenance in SDA districts; $350 million was appropriated for school facilities projects, emergent needs, and capital maintenance in all other districts.

> "I was impressed by how…we were able to keep everyone informed, hold our meetings, and even do professional development virtually.
>
> – Dr. Diane S. Fox,
> Past President, 2019-2020

The End of an Era as a New One Begins

Executive Director John Donahue retired in 2019. He had joined NJASBO after spending 30+ years as a BA and Assistant Superintendent. Donahue started at NJASBO by running the in-service program, then became Assistant Executive Director; he became Executive Director when Richard Dorow retired in 2007. In final advice to members, Donahue said, "Embrace the profession. It's challenging. It's interesting… Embrace the camaraderie… if you embrace it, that can make you more successful and happier to get up in the morning and go to work."

Assistant Executive Director Michele Roemer, who held the position for 10 years, retired in 2019. Roemer was known as knowledgeable, collaborative, and dedicated. She also upgraded professional development programs.

With Donahue's retirement, former School Business Administrator Susan Young became Executive Director. Young, an SBA for more than 21 years, had been on the NJASBO Executive Committee and was President in the 2017-18 school year. She headed up and participated in numerous Committees and served as a County officer.

At the September 2019 trustee meeting, Young welcomed recent Distinguished Service Award (DSA) recipient Loretta Hill as NJASBO's new Assistant Executive Director, effective January 1, 2020. In January 2022, Hill became NJASBO's part-time Professional Development Coordinator, and former NJASBO President (2018-19) Matthew Clarke joined the team as Assistant Executive Director. Clarke was an SBA for more than 25 years and served in county associations as well as with NJASBO.

Mike Vrancik joined NJASBO as Legislative Advocate Consultant in 2020. He had spent 14 years with New Jersey School Boards as the Director of the Government Relations Department and chief lobbyist.

In 2021, benefits consultant Mort Reinhart retired after serving NJASBO for 38 years. Reinhart had worked to ensure NJASBO members understood their health care and pension benefits.



FAST FACT

Incentive Grants Available

2012

NJASBO will pay application fees for active members pursuing professional certifications and recognitions such as Meritorious Budget Awards, SFO credentialling and Certificates of Excellence in Financial Reporting through ASBO International on a first-come, first-served basis

Then the World Shut Down

The impact of COVID-19 will be felt for decades, having changed the processes and established ways of doings things forever.

On March 15, 2020, states began shutdowns to prevent the spread of COVID-19, including schools. There were seemingly infinite examples in every district of BAs going above and beyond, even as schools closed, to ensure students were fed, technology was distributed to ensure uninterrupted learning, BOE meetings were held via live streaming or even outdoors with proper social distancing, and budgets still were submitted on time.

NJASBO participated in seemingly endless meetings, conference calls, etc. with the Department of Health, Department of Education, Department of Agriculture, New Jersey School Boards Association, the LEE Group, New Jersey Association of School Administrators, New Jersey Principals and Supervisors Association, New Jersey Education Association, and ASBO International. It also worked with certification instructors, conference providers, and professional development hotels and presenters to identify the best ways to continue to provide professional development, education, and collaboration during the crisis.

FAST FACT

NJASBO Membership in

2023

Active 680
Associate Education 165
Associate Business 178
Retired 18
Emeritus 385



Of course, the crisis produced a flurry of proposed state and federal legislation, summaries of which NJASBO posted on its website. NJASBO analyzed the legislation, discussed it with members, government relations staff, and legislative personnel to determine its support or opposition.

A significant piece of legislation, the Elementary and Secondary School Emergency Relief Fund (ESSER), was established as part of the Coronavirus Aid, Relief, and Economic Security (CARES) Act in March 2020. CARES provided direct funding to states and districts to address the impact of COVID-19 on schools. In December 2020, ESSER II was created to provide direct money to states and districts to address the areas most impacted by the disruption and closure of schools.

In March 2021, The American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER) Fund directed aid to states and districts to help safely reopen and sustain the safe operation of schools and address the impact of COVID-19. In total, more than $4.4 billion was allocated to NJ schools for pandemic aid.

> "NJASBO put me outside of my comfort zone…My advice for other officers would be to listen more than you speak. Your colleagues have a wealth of knowledge.
>
> – Tom Fanuka,
> Past President, 2013-2014

NJASBO Presidents

2010-11	Kateryna Bechtel
2011-12	Anthony N. Dragona
2012-13	Derek J. Jess
2013-14	Thomas J. Fanuka
2014-15	Frank Ceurvels
2015-16	Louis J. Pepe
2016-17	Teri Weeks
2017-18	Susan Young
2018-19	Matthew Clarke
2019-20	Diane S. Fox
2020-21	Dr. Philip Nisonoff
2021-22	Robert Colavita
2022-23	Richard Kaz, Jr.

NJASBO Presidents of ASBO International

2017	Dr. Anthony N. Dragona

A New Curriculum in 2022

While the world turned into a maze of virtual zoom meetings, the training of new SBAs and the professional development of all SBAs continued. NJASBO immediately pivoted to a long-term goal: hybrid methods. NJASBO coordinated with NJPSA/FEA to use their existing online Canvas platform. Members recorded and uploaded training videos and other resources which instructors used, along with Zoom platforms, to continue instruction and training. As part of this pivot, recently retired and former NJASBO President Frank Ceurvels performed a comprehensive review and update of the entire certification curriculum.



> "My advice for an incoming President: Get out and meet the members of each region. Listen to their concerns and do what you can to get them addressed…
>
> – Robert Colavita,
> Past President, 2021-2022

FAST FACT

As of

2020

NJASBO has initiated a DEI (Diversity, Equity, and Inclusion) Committee

June 2020 and June 2021 saw NJASBO's first, second, and hopefully last, virtual conferences. As a result of pandemic physical spacing concerns, NJASBO also surveyed alternate conference venues and contracted with Ocean Resort in Atlantic City for its 2022-2025 conferences. This venue hosted NJASBO's 2023 Annual Conference to celebrate its 100th Anniversary!

> "My accomplishment... was inspiring our members to recognize the 'value-add' they possess and encouraging them to share it....
>
> – Louis Pepe,
> Past President, 2015-2016

Sponsors

We would like to thank NJASBO's Associate Business Members for their assistance in sponsoring the 100th Anniversary Celebration. Your partnership over the years has always been invaluable and has helped us reach this milestone. We are grateful to those who have gone the extra mile is providing these sponsorships.

Speakers/Fireworks

AmeriHealth New Jersey
Brown & Brown
Equitable Advisors
Solutions Architecture

Candy Bars

Systems 3000, Inc

Friday Prize Raffle

AllRisk Property Damage Experts
Arthur J. Gallagher & Co.

Scholarships

ABMM Financial
ATRA Janitorial Supply Co., Inc.
CDK Systems Inc.
Equitable Advisors

FVHD Architects-Planners
Maschio's Food Services, Inc.
Parette Somjen Architects, LLC
Schneider Electric

Scoles Systems
Systems 3000 Inc.
Tremco Roofing & Building Maintenance

Photobooth

Acacia Financial Group
Balken Risk Management Services

Parette Somjen Architects, LLC
Scoles Systems

Gift Bags

ATRA Janitorial Supply Co., Inc.
Kelly Education
Maschio's Food Services, Inc.

McClure Company
New Road Construction Management Co.
Rapid Recovery Services, LLC

SPELLJIF
Valley National Bank

Massages

BSS Architects, Landscape Architects & Engineers
Cedar Risk Management & Insurance Inc.
ESS
H2M architects + engineers, Inc.

Integrity Consulting Group
McManimon Scotland & Baumann, LLC
OpenGov Inc.
Schneider Electric



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