



Missteps Lead to Group Grievances Year Ends with Errors Galore

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For the last few years, the closing of the school year has proven to be an extremely hectic time for everyone in the school district. 2009-10 was no different, but was, in light of the high hopes of the District staff in September, even more disappointing.

Under the Glascoe administrations three horrendous years, the threats and actuality of massive transfers kept staff members on the edge of their seats for the entire summer, up to, and including the first day of school. Much of the chaos at the time was blamed on Glascoe, Deputy Supt. Michael Rush, and Eileen Shafer. It was clear that the administration hoped to “force” senior staff out of the district by transferring them around, even after many had spent their entire careers in one school, and their ratings were superb.

When Glascoe walked away from the District, his interim replacement announced in the Fall of the school year that he wanted staff members to “loop” from one grade to the next or back. No mention was made again until perhaps May, when chaos erupted again. Even though the directive was made voluntary, rather than mandatory, many staff members were moved around, making the schools and the summer chaotic once again.

This year, the District has found itself once again in a state of turmoil, this time caused by the action of Governor Chris “The Bully” Christie’s draconian state aid reductions which resulted in Reductions in Force (RIF) letters being sent to all non-tenured (391) and some tenured (265) staff members.

The letters were sent in two batches, the first batch going out on May 17. All non-tenured staff were supposed to have received RIF letters in that mailing. However, the Association

discovered that there were errors made by those who had been placed in charge of the cuts. Non-tenured staff members, including, in one case a staff member hired in April, were missed. Allegations that administrators at Eastside High School were trying to “hide” non-tenured staff, or re-hire them for the new “schools” ran rampant. Additionally, those who had been placed in charge of the Reductions applied a faulty “accountant” style to the RIF’s, developing a one-size fits all RIF list which placed everyone into one group rather than complying with the law. P.E.A. objected to this misguided “assembly worker” mentality rather than sorting staff based upon their position and certification.

At this point, Superintendent Evans turned to Assistant Superintendent for Operations Marysol Berrios to straighten the situation out. She apparently discovered additional staff members who should have been notified in May, but for one reason or another, were not and in June sent out a second group of RIF letters

However, while those letters were going out, someone in the administration sent out letters rescinding the May letters to some of the people previously notified. The “left-hand, right-hand” approach to administering these issues resulted in staff members being brought back who had less seniority than some of the people who had recently been notified.

Since that time, the Association has been receiving literally hundreds of call, emails and letters questioning the displacement of staff. Preferred Eligibility Lists (PEL’s) have been developed, but with each attempt, new problems have arisen as staff reported seniority questions.

(See MISSTEPS, Page 8)

Pete's Pitch

by Peter A. Tirri,
President



Once again the specter of transfers and “reorganizations” looms over the school system, only this time these moves are added to the harsh and hurtful reductions in force created by the Bully of State Street, Chris Christie. Some administrators in the District gleefully insist that No Child Left Behind, one of the dumber moves of the Bush administration, requires mandates that the reorganizations at the Dr. Frank Napier School of Technology/School # 4 (DFN/4), the Academy for the Performing Arts/School # 6 (APA/6), and Eastside High School.

We disagree.

This system doesn’t need more upheavals. We have had enough drama to last most school systems the proverbial lifetime!

The disastrous “leadership” of the Glascoe administration brought, at a minimum 1286 staff transfers over a **fourteen (14) month period!** There was no common sense involved here. Glascoe and his Central Administrative Cronies wanted only to force out our most experienced teachers, leaving a void in both leadership and knowledge.

Whether he was just evil, or got bad advice from his inner circle, the results were a disaster. At DFN/4, 28 staff members were transferred either from class to class, or out of the school during that time period. 34 were transferred in. At APA/6 that happened to 56, with 46 entering or changing classes.

Nothing in these moves made things better at the school. At DFN/4, a Technology theme was started under one principal and blossomed under another. The program using technology was working. Kids and staff voluntarily came to school early, produced a school news report and ran the televised program each home room period. The theme was working. A next principal totally shut it down. We don’t know what happened to the thousands of dollars of equipment that was purchased; yet another wasteful curricular decision.

DFN/4 is on its fifth principal since the theme was adopted. There has not been a consistent parent outreach program. DFN/4’s reputation precedes itself, and while the staff morphed in and out of the building, the central community problems remained.

At School # 6, Glascoe moved 56 people in and out of classrooms and the school even though it exists in

another of the most hard core areas of the district. Gang involvement in the schools was constantly reported among students as low as second grade! The Glascoe administration refused to allow episodes of violence to be reported. Then Dr. Clancy decided to make the school into a mini-Rosa Parks; forgetting that every student might not be talented, or even interested in music or art. The major thrust was to bring in the kids from APA so that their higher test scores would boost the sagging scores of # 6. Educational excellence had nothing to do with anything!

And what can be said about Eastside? While staff struggled with student on student, and student on staff violence, extreme heat and cold, rats on the run, and even more problems, they (the problems) were rarely voiced. “What goes on at Eastside stays at Eastside” became the motto of the Mighty Ghosts. The administration established an environment of fear and retaliation that goes to this day.

And now, Dr. Evans has decided to change the schools yet again. Staff members have been required to “apply” for their jobs. A demeaning and insulting procedure. Most have indicated they want to remain in their respective buildings; a credit to their concern for their students.

Eastside’s administrators are trying to overcome seniority rights by “hiding” as we have been told, non-tenured teachers. Themes for the schools are, as of the printing of this *Advocate* not in place, nor are the thematic curricula necessary. Physical changes at EHS have barely been started. Staff at DFN and APA is not in place. The administration has not provided lists of the staff to the Association.

It would appear that short a miracle, these changes are not going to provide the stability of transition we so desperately need, and there is a glaring need to review not the teaching staff, but the administrative side of the equation. It is clear to us that **what we need in Paterson is common sense, leadership and stability. CSLS, because “What we Have Heah is a Failure to Administrate!”**

And so it goes ...

The "Final Performances"??

School # 10 Arts Exhibition Swan Song??

The title of the exhibition this year was *Places, Spaces, and Faces, Music & Art From Around the World*. The theme for School Ten's Art Exhibit was Social Studies through Art. The aim was to expose the students to the rich diversity of the world beyond Paterson in hopes that one day they might be eager to venture farther out into it. The show was a reflection of many types of art from a variety of regions worldwide. The yearlong pursuit of study with both subjects was divided for display by regions-under the banner of the seven continents.

As I watched and listened to the School Ten's Chorus perform for our students the selected pieces for the spring concert, an underlying sadness overcame the joy of the music. Suddenly it hit me that the staff members responsible for the spring concert and transforming the first floor of our school into a museum will no longer be a part of our students' lives. It was a devastating feeling that our children would not have an opportunity to express through the arts, what they have learned this year.



Public knowledge is that many music, art, and instrumental teachers have been RIF'd this year. The few remaining staff members could never possibly spread themselves throughout all of the schools. We all have a bit of art and musical abilities in us but, if you are anything like myself- it's doodling on paper and the off key tune to attempt to sing a song. Is it possible for me to teach my class next year art and music? Perhaps, but never with the underlying love and heart, knowledge and skill that our members give to each individual student.

A personal thank you is extended to Ms. Foote, Ms. Goldwire and Mr. Kornegay along with all the other staff members in the District that fill our students with art, music and the feeling that they can be great artists and musicians.

These cuts affect all of us but the strongest impact will be on our students and what they will miss as part of their educational process. Without talented staff they may never know if they could be the future Picasso's or be part of a symphony orchestra or chorus.

Submitted by Vera Schemly, Kindergarten Teacher, School # 10



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Opposition to the "voucher bill" (S1872, packaged as "scholarships") is growing throughout the Garden State. More and more parents, educators and taxpayers have decided that giving away \$360 million in public funds to private and religious schools, without strict accountability

for the use of those funds, is a bad deal for public schools and the State Treasury. Two newspapers have weighed in, reaching the same conclusion:

Press of Atlantic City:

"We have long been opposed, for both philosophical and practical reasons, to using public money to fund education at private, mostly religious schools. And we believe it remains the wrong approach to reforming education."

In a recent [editorial](#), the Press of Atlantic City voiced opposition to S1872, which the newspaper called "a back-door approach to vouchers." Noting that the bill would divert \$360 million from the State Treasury in the form of one-to-one tax credits for corporations "at a time when the state is financially squeezed and can't afford to fully fund public schools," the editorial recommends that poorly-performing schools be "reformed and improved."

The Philadelphia Inquirer:

"If it quacks like a duck . . . Right, so why is Gov. Christie trying to camouflage his school vouchers plan as a 'scholarship' program? The misnomer doesn't make what he calls a 'first step' to a 'final solution' any more palatable."

On May 21, the Philadelphia Inquirer, also noting the insanity of removing \$360 million from the State budget when aid to schools is being cut by \$1.2 billion, used harsh language to express the editorial board's opinion that S1872 is no good for public schools. The [editorial](#) states that "alternatives shouldn't punish the children left behind in failing schools" and predicts that S1872 "could have a devastating financial impact on poor school districts," while calling the bill "a sham arrangement that allows the state to pay for vouchers using middlemen."

(See VOUCHERS Opposed, page 12)

P.E.A. Celebrates Staff Appreciation Week

School # 12 Staff Appreciated

Staff appreciation day was turned into a week of activities again this year at Public School # 12. On Monday, a continental breakfast was provided by Ms. Anna Carino, Vice Principal. Tuesday was a catered hot and cold buffet lunch provided by Principal Hector Montes for all the staff to enjoy. On Wednesday staff members were given a tree courtesy of the New Jersey Tree Foundation and the School # 12 Environmental Club of which Mr. Joseph Mazur and Ms. Penny Nichols are co-advisors. On Thursday Mr. Montes provided staff members with a 15 minute massage to relieve stress through the offices of Wolke Chiropractic and Rehabilitation, North Haledon. On Friday, Mr. Montes provided Hot Dogs for lunch bar-b-qued by the School # 12 Environmental Club, as well as ice cream for dessert which was provided by 7th grade math teacher Mr. Paul Lake. At the conclusion of the week a Certificate of Appreciation was presented to all staff members for contributing to the academic success of our students.

Submitted by: Joe Mazur



The Paterson Education Association helped staff celebrate Staff Appreciation Day on Friday, May 7 with a party at the Brownstone House in Paterson. Several hundred P.E.A. members joined together to celebrate the event and their accomplishments during the 2009-10 school year.



P.E.A. Philanthropic Fund Awards Scholarships Five High School Seniors Capture Awards

The P.E.A. Philanthropic Fund is pleased to announce that five Paterson Public School High School Seniors are recipients of the Mildred L. Wright Scholarship.

The Mildred L. Wright Scholarship is presented to seniors pursuing a career in education.

The Philanthropic Committee sent flyers and applications to all the high school and academies in January. The deadline for submitting the applications were in April and the he interviews were conducted in May.

Applications were received from John F. Kennedy High School, HARP Academy and Paterson Pre-Collegiate Teaching Academy. Each applicant was required to complete a questionnaire, and submit an essay and school transcripts. All applications were processed through the committee and the finalists were interviewed by the committee.

Unfortunately, the two candidates from PPTA did not show up for their interviews. "It was a very difficult task to select only five students to receive the scholarship," noted Vera Schemly, P.E.A. 2nd Vice-President and Philanthropic Officer.

The following seniors were awarded \$1,000 to be sent to the college of their choice:

Jaivairia Bacote	JFK High School
O'Janae Foxworth	JFK High School
Muniath Choudhury	HARP Academy
Latavia Ervin	HARP Academy
Maria Mahmud	HARP Academy

Congratulations to our future educators! "The scholarships wouldn't be possible if it weren't for the generous contributions of P.E.A. members" stated Schemly.

"We need donations from every staff member in order to continue and expand these programs," commented Sophia Jones, Association Corresponding Secretary and Committee member. "A donation of as little as fifty-cents (\$.50) per paycheck from each staff member would provide the Fund with the

opportunity to do even more to help Paterson students. Hopefully we can increase the amount of the scholarship presented in the future."

"The Internal Revenue Service prohibits the use of dues money for these kinds of programs." Jones said, "So we must solicit funds separately. If we are to continue these worthwhile programs, we need your help."

APD forms are available through the P.E.A. office, or your building Delegate. For more information, contact the P.E.A. at (973) 881-9445. "By agreeing to automatic payroll deductions, the contribution would be taken from each check during the year. These donations would go to the Philanthropic Fund, and are not part of the Association's general budget.

Donations are tax deductible.

Mildred L. Wright was a member of the P.E.A. Executive Board and Delegate Assembly for many years. An untiring advocate for education, educators and students, Mildred spent much of her professional life working to improve the Paterson Public Schools. When she passed away in 1990, the Association designated its scholarship fund to her memory



Read Across Paterson



P.E.A. Officers Sophia Jones and Pete Tirri look over the Philanthropic Fund book selections

The P.E.A. Philanthropic Committee in conjunction with NJEA PRIDE was pleased to be able to purchase 95 hard cover books to be distributed to our schools. The distribution of the books took place during the first weeks in March.

Each school library received the selections to add to their collections. We are sure that the students will enjoy the books that were donated to the library from the P.E.A.



'Shared sacrifice' puts 'Millionaire's Tax' back in play by N.J. Democrats

BY STEVE ADUBATO
COMMENTARY



Thursday, 24 June 2010

It looks like Governor Chris Christie and the Democrats in the state legislature have reached a compromise on the state budget. Government is not going to shut down on July 1 and the spirit of compromise was in the air in the Statehouse. That's the good news, but don't kid yourself. Just because the Republicans and the Democrats could agree on one thing only, which is that neither party wanted to be blamed for shutting down the government; the partisan divide in Trenton is greater than ever when it comes to key issues.

One of the biggest is the so-called "Millionaire's Tax". Democrats passed legislation to increase income taxes on the 16,000 New Jerseyans who earn over \$1 million a year. Governor Christie vetoed it and is prepared to do it again. The Democrats couldn't override the veto, but, I say, they are likely to try again to pass another millionaire's tax only this time saying the increased revenue will be directed somewhere else, say, to the restoration of school or municipal funding cuts in the Christie budget. The reason is that the Democrats believe they have found a wedge issue that helps them and hurts the governor.

My gut feeling is that even though I don't want to see taxes raised on anyone in the state, it is fair to ask those who earn over \$1 million a year to pony up a few grand more, particularly given the fact that the term "shared sacrifice" is being thrown around the state these days. Look, we have an \$11 billion budget gap, which isn't going to close by magic. There is a lot of pain. There will be pain for people who take buses and trains to work and will see a 25 percent increase in fares. There will be pain and suffering for senior citizens who look forward to a property tax rebate every year but won't be getting it because the governor correctly argues that the money is not there for it.

There will be pain and sacrifice in school districts who lose millions of dollars in state aid because the state can't afford it. And what about the towns — way too many in New Jersey, of course — who are getting massive cuts in state aid and will lay off municipal employees and cut important services in order to balance their books? None of those decisions are popular. None of them feel right. But that's what happens when the state runs up a debt this big and the bill finally comes due.

To Chris Christie's credit, he is cutting up our credit cards and saying we are going to finally pay with cash. But, if you are going to ask seniors, commuters and kids — who may no longer have extracurricular activities or may lose their favorite teacher — to sacrifice, then what's so terrible about asking someone who earns \$1.2 million a year to share some of that pain? There is a sound and logical argument that if you tax millionaires they may leave the

state, thereby reducing revenue and jobs since many of the 16,000 millionaires are small business owners.

Unfortunately, my instincts tell me that it is probably true that some wealthy New Jersey citizens will move to Florida or Delaware or any place outside of New Jersey in order to avoid taking another tax hit.

But, that still doesn't mean that we shouldn't spread the pain just because a millionaire CAN and MIGHT leave the state and a senior citizen on a fixed income loses his or her rebate and has to pay higher bus fares. Think about it. One CAN leave the state, but the other one can't. I'm not convinced we should be making public policy based on those factors alone. It just doesn't seem fair to me.

The Democrats are doing all they can to create class warfare by saying Governor Christie has chosen millionaires over working and middle class struggling New Jerseyans. While that argument may score some cheap political points, it doesn't help the situation in any meaningful way. It doesn't help us move forward. It doesn't solve our fiscal crisis. As for Governor Christie, I respect that he is trying to keep his promise not to raise taxes, be they on millionaires or anyone else. I also admire the bold way he's handled this fiscal crisis by taking it on by the horns and making some very tough decisions.

However, if you don't send a tax rebate to someone who is poor — a rebate they've come to expect — is that not a de facto tax increase? If someone has to pay more to ride a bus or a train in order to get to work because they can't afford car insurance in New Jersey, what's the difference whether you call it a fare hike or a tax increase? It's still coming out of the same pocket.

It's great that we have a budget and the government won't shut down on July 1. The casinos will remain open and you can get your car inspected at the DMV. But, that doesn't mean that Democrats and Republicans will be singing Kumbayah on State Street any time soon, because the partisan divide over critical issues like the so-called "millionaire's tax" are greater than ever before.

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Honoring Our Retirees – June 15, 2010

For the second time this school year, the Paterson Education Association wished a fond farewell to P.E.A. members who decided to retire. P.E.A. played host to these staff members at the Brownstone House on June 15. Over 125 people were in attendance

P.E.A. picked up the responsibility for honoring our retirees when the state prohibited school districts from expending any money to honor teachers in any way. Even gift pens are forbidden under the State rules. P.E.A. had tried to work with the District to find ways to continue the tradition started under former Superintendent Frank Napier, Jr. in the late 1980's.

For the second time this year, P.E.A. Pension and Benefits Chairperson Toni Gennarelli (# 5) and Human Relations Chairperson Janine Velock (EWK) joined together to provide the retirees with a fitting send off. They had presented the first dinner of the year in October honoring the P.E.A. retirees from 2007-08 and 2008-09.

Retirees received certificates of appreciation from Congressman William Pascrell, Jr. who was represented by Staff Assistant Jason Lager; Senator John Girgenti, represented by his Aide Esther Perez; Assemblywomen Elease Evans and Nellie Pou; the NJEA who was represented by Vice-President Wendell Steinhauer, and the P.E.A. In addition, the P.E.A. gave each retiree who was present a gift in appreciation of their years of service. Paterson E.A. member and current Passaic County Education Association Joe Cheff also congratulated his colleagues at the dinner.

In his remarks to the retirees, President Pete Tirri thanked them for their dedication to the children of Paterson and the P.E.A. "The average number of years employed in the Paterson schools for the P.E.A. members of this Class is 31 years 3 months years. That, in and of itself, is an amazing record."

"In that time, you have impacted upon the lives of countless hundreds, no thousands of students, shaping the future for them, our City and state. To your credit, no matter how difficult the task, no matter how daunting the challenge, you stood tall, accepted the responsibility, and succeeded. Your legacy to the Paterson Public Schools is one of

perseverance and pride, for which you deserve both congratulations and tremendous appreciation."

"In addition, you have survived negotiations for as many as fourteen contracts, supported at least seven strikes, endured a state intervention which may never end, and, in some cases, known only one President of the Association. If that last fact applies to you, I'm sorry, "he said self-deprecatingly, but I am also extremely appreciative of the support you have given to P.E.A. and me, over these 37 years."

Tirri continued "Most of you have gone through Wilson, and Duroy, and Clancy, and Glascoe, and Clancy and now Evans. If you were to list all of the screwy things that have gone on while you were employed in the Paterson Public Schools, I could

think of several things that might happen. You could write a book, but nobody would believe it. You could talk about all of the programs that have come and gone, and come and gone again under a State leadership whose most important contribution was to stay out of Paterson as much as they could. You learned that the words "I'm from Trenton, I'm here to help" were more

terrifying than any Halloween, Saw or other horror movie Hollywood ever created. You could redo Billy Joel's "We Didn't Light the Fire" but it would be an entire album rather than a single release."

Tirri also pointed out that "YOU are the champions. You had a positive impact on countless thousands of Paterson children; children who came to you with little and went away with a wealth of knowledge. You championed educational innovation, and stood up when program after program after worthless program was dumped on you by the State".

"No matter how difficult the task, no matter how daunting the challenge, you stood tall. NJASK and SLC's, site-based management and PLC's all came on your screen and you worked through them, trying to tell anyone who would listen that these educational "innovations" took away from the time you wanted, and needed, to work with your kids."

"You championed good education for 3,197 total years in this district, and you deserved to be treated as champions."

(Turn the page for pictures from the Dinner)



Scenes from the Retirement Dinner

(Want more pictures? Go to www.patersona.org)

Jason Lager



Wendell Steinhauer



Joseph Cheff



Toni Gennarelli



Janine Velock



2010 Roll of Honor

<i>Ann Lois</i>	<i>Brown-Chapman</i>	<i>Deborah</i>	<i>Jenkins</i>	<i>Elizabeth</i>	<i>Roman</i>
<i>Dorothy</i>	<i>Bruining</i>	<i>Nellie</i>	<i>Jenkins</i>	<i>Carmen</i>	<i>Roman</i>
<i>Vivian</i>	<i>Campos</i>	<i>Casilda</i>	<i>Jewell</i>	<i>Renee</i>	<i>Ruth</i>
<i>Barbara</i>	<i>Chiodo</i>	<i>Robert</i>	<i>Kehoe</i>	<i>Wilma</i>	<i>Sanchez</i>
<i>Ralph</i>	<i>Colognori</i>	<i>Dorothy</i>	<i>Kelder</i>	<i>Kathleen</i>	<i>Sheber</i>
<i>Lillian</i>	<i>Cooper</i>	<i>Laurie</i>	<i>Koistra</i>	<i>Joan</i>	<i>Solara</i>
<i>Bruce</i>	<i>Corrado</i>	<i>Nellie</i>	<i>Jenkins</i>	<i>Robert</i>	<i>Soltis</i>
<i>Wendy</i>	<i>Costello</i>	<i>Donna</i>	<i>Krieger</i>	<i>Phyllis</i>	<i>Sportelli</i>
<i>Mary</i>	<i>Crooms</i>	<i>Linda</i>	<i>Lande-Brown</i>	<i>Linda</i>	<i>Thayer</i>
<i>Claire</i>	<i>Cupo</i>	<i>Arthur</i>	<i>Larvo</i>	<i>Ilma</i>	<i>Thomas</i>
<i>Helen</i>	<i>Cyr</i>	<i>Joann</i>	<i>Laudi</i>	<i>Della</i>	<i>Torgan</i>
<i>Catherene</i>	<i>Dargento</i>	<i>Linda</i>	<i>Lewis</i>	<i>Isaiah</i>	<i>Townes</i>
<i>George</i>	<i>Dearani</i>	<i>Florence</i>	<i>Liguori</i>	<i>Gail</i>	<i>VanRensalier-Fairly</i>
<i>Waldetrudis</i>	<i>DelValle</i>	<i>Ines</i>	<i>Lopez</i>	<i>Dale</i>	<i>VanRensalier</i>
<i>Raphael</i>	<i>Delmo</i>	<i>Elizabeth</i>	<i>Lydon</i>	<i>Lynne</i>	<i>Walker</i>
<i>Peter</i>	<i>Dolese</i>	<i>Barbara</i>	<i>Malauer</i>	<i>Selena</i>	<i>Walker</i>
<i>Paul</i>	<i>Duncan</i>	<i>Valerie</i>	<i>Mancinelli</i>	<i>Susan</i>	<i>Ware</i>
<i>Yelena</i>	<i>Einhorn</i>	<i>mary</i>	<i>Margavitz</i>	<i>Mary</i>	<i>Margavitz</i>
<i>Marcy</i>	<i>Emont</i>	<i>Debra</i>	<i>Martinez</i>	<i>Ken</i>	<i>Whalen</i>
<i>Onelia</i>	<i>Flores</i>	<i>Roselle</i>	<i>Mastrogiovanni</i>	<i>Ron</i>	<i>Willoughby</i>
<i>Elaine</i>	<i>Gaitanis</i>	<i>Andrew</i>	<i>Mayewski</i>		
<i>Manuel</i>	<i>Garcia</i>	<i>Hazel</i>	<i>McLeod</i>		
<i>Joseph</i>	<i>Gennarelli</i>	<i>Raul</i>	<i>Menar</i>		
<i>Rosemary</i>	<i>Giannotta</i>	<i>Linda</i>	<i>Metaxes</i>		
<i>Mariann</i>	<i>Glassberg</i>	<i>Darlene</i>	<i>Mintz</i>		
<i>Susan</i>	<i>Glick</i>	<i>Judith</i>	<i>Mott</i>		
<i>Thomasena</i>	<i>Goddard</i>	<i>Joseph</i>	<i>Mulligan</i>		
<i>Olga</i>	<i>Grajales</i>	<i>Yvonne</i>	<i>Moses-Nambe</i>		
<i>William</i>	<i>Gross</i>	<i>Camille</i>	<i>Nebus</i>		
<i>Patricia</i>	<i>Haliskoe</i>	<i>Michele</i>	<i>Ocasio</i>		
<i>Juanita</i>	<i>Hameed</i>	<i>Alexander</i>	<i>Osorio</i>		
<i>Leslie</i>	<i>Harmony</i>	<i>Joanne</i>	<i>Paradise</i>		
<i>Pamela</i>	<i>Harrison</i>	<i>Lois</i>	<i>Penny</i>		
<i>Patrica</i>	<i>Harsell</i>	<i>Gloria</i>	<i>Pereira</i>		
<i>Jaime</i>	<i>Hernandez</i>	<i>Joanne</i>	<i>Picatello</i>		
<i>Luz</i>	<i>Hernandez-Serrano</i>	<i>James</i>	<i>Polizzotto</i>		
<i>Sandra</i>	<i>Hill</i>	<i>John</i>	<i>Pomponio</i>		
<i>Linda</i>	<i>Holley</i>	<i>Thomas</i>	<i>Popewiny</i>		
<i>Milt</i>	<i>Horowitz</i>	<i>Roselyn</i>	<i>Rauch</i>		
<i>Carol</i>	<i>Jannocone</i>	<i>Blanca</i>	<i>Rios</i>		
<i>Cecilia</i>	<i>Ibeh</i>	<i>Luz</i>	<i>Rodriguez</i>		



Generation to Generation in Paterson



Entertainment by the Place Brothers

Congratulations to All with Hopes for a Long, Healthy and Happy Retirement from P.E.A.

P.E.A. Celebrates Staff Selected Teacher of the Year Honorees

In a ceremony held during the June P.E.A. Delegate Assembly meeting, the Association honored the winners of the Governor's Teacher of the Year Award winners. The program, begun many years ago carried with the award a \$2,000 grant that could be spent by the honorees' school as per the wishes of the award winner. Successive governors chipped away at the program and there is speculation that the current Governor doesn't know that it exists. GTRA winners are nominated by their colleagues in their school, and the nominations are then voted upon by the staff in the building. Nominees must be certificated staff who teach children on a regular basis.

P.E.A. Officers Gene Harvell (# 11) and Wanda Koch (HARP) organized the event. Each recipient received certificates of commendation from Congressman Bill Pascrell, Senator John Girgenti, Assemblywomen Elise Evans and Nellie Pou, and a golden apple from P.E.A.

James Piombino, PANTHER Academy and P.E.A. Delegate was also named Teacher of the Year in a second District program.



P.E.A. President Pete Tirri greets additional GTRA winners



NJEA Vice-President Wendell Steinhauer addresses the GTRA winners and Delegates



Awardees listening to NJEA's Steinhauer

2009-10 GTRA Winners are:

Michelle Palko	<i>Eastside</i>	Connie O'Blige	<i>DFN/# 4</i>	Laura L. Hope	<i># 25</i>
Connie Lozada	<i>International</i>	Natasha Smith	<i># 5</i>	Millie Brooks	<i># 26</i>
Joseph Pardine	<i>Kennedy</i>	Kimberlynn R. Wimberly	<i>APA/# 6</i>	Elenh Andreanidis	<i># 27</i>
Kenneth Davis	<i>Rosa Parks</i>	Nathan Thomas	<i># 7</i>	Temitope James David	<i># 28</i>
Eileen Opromollo	<i>HARP</i>	Anibal Cintron	<i># 8</i>	Adriana Carlin	<i># 29</i>
James Piombino	<i>PANTHER</i>	Laurie Rose	<i>CJR/# 9</i>	Keith Caldwell	<i>AMS</i>
Kenia Nunez	<i>PPTA</i>	Tonya L. McCombs	<i># 10</i>	Vicki McKiernan	<i>AHA</i>
Katie Williams-Milton	<i>PSA/SBA</i>	Saulius Shikhman	<i># 11</i>	Stephanie Serber	<i>BUILD</i>
Akshay Patel	<i>GMA</i>	Maria Francisco	<i># 12</i>	Yesenia Roman	<i>Dale Ave.</i>
Ray Lyde, Jr.	<i>GFA</i>	Jorge F. Ramos	<i># 13</i>	Elizabeth Cascio	<i>ELC</i>
Eugenia Ortega	<i>Silk City</i>	Danielle Dittmer	<i># 14</i>	Sherry Tumminello	<i>EWK</i>
Allyson M. Castelli	<i>STARS</i>	Joselyn Cruz	<i># 15</i>	Linda M Wilson	<i>MLK</i>
Moishe Shayland-Williams	<i># 1</i>	Elissa G. Mulvihill	<i># 18</i>	Jackie Luker	<i>NRCS</i>
Kathryn Kuebler	<i># 2</i>	Natalia Frankoski	<i># 19</i>	Jennifer Lynn Stone	<i>NSW</i>
Christina Mongelli	<i># 3</i>	Jennifer Dickson	<i># 20</i>	Tracy Lynn Kassteen	<i>RCS</i>
		Maria Evelyn Ross	<i># 21</i>	Jessica Carvente	<i>PAFUL</i>
		Kristie Habib	<i># 24</i>		

From AOL ...

What People Can Find Out About You Online

Who's Looking You Up, Why it Matters and How to Take Control



Recently AOL published [an article](#) about some of the places where information about you can be found online. Maybe you read it and thought to yourself, "Okay, I'm profiled online. So what? Who's looking at this stuff, anyway?"

Take Control of Your Online Identity

Every time you apply for a job, engage in business, or even apply for a loan you are probably being researched online. Your online reputation is your "New Credit Score", and you can't afford to ignore it.

To answer that question, start by searching for yourself. Put your first and last name in quotes and enter it in a search engine. It's actually recommended you do this every once in a while to see what's out there about you.

You will likely find the information you posted on social-networking sites such as Facebook, Twitter or LinkedIn. You may discover news items about you that were posted in newspapers, such as when you bought your house or won an award. You may also find someone else with your same name -- it can be fun to read all about the alternate you. Maybe the other you is an award-winning writer, a gourmet chef or a noted golfer. Go you!

If you have searched for your name, you're probably not the only one. According to a Pew Internet study, seven in 10 adults who use the Internet have searched online for information about other people. Your namesake probably did a search as well and found you!

So who are these other people looking you up?

Your friends and relatives. Typically these folks are just curious and their searches are mostly for fun. If you are dating, it's a good bet your significant other(s) have looked you up to see what they can learn about you before getting serious.

Your current or potential employers. Don't think your boss is hip enough to do an online search for you? Guess again. According to a 2010 Microsoft study, 79% of recruiters and hiring managers in the U.S. have reviewed online information posted to social networking sites and blogs to screen job candidates. And 44% of online adults have searched for information about someone whose services or advice they seek in a professional capacity, according to the 2010 Pew Internet study.

Total strangers. Who knows why they are looking you up, but chances are someone you've never met

has done a search for you.

What they can find out about you can be alarming. As reported in [part one](#) of this article, sites known as "aggregators" pull together a lot of information about all of us. For example, they may grab your address from the white pages and then provide aerial photos of your home from a mapping site.

Such sites often provide incorrect information about you based on the information they find. In the worst-case scenario, potential robbers or stalkers could discover inviting details such as your address or photos of your house. And while not as alarming (or illegal), more commonly the strangers using this information are advertisers and marketers who pay for this information to target their products to you. Yes, once in awhile this might help you get an ad for something you could actually use, but more often than not you simply get bombarded with spam, phone solicitors or junk mail.

Why does it matter?

Since it is convenient, free and accessible by anyone with an Internet connection, your online profile is quickly replacing background checks, credit checks, references and many other methods previously used to get information about you. Those older methods provided you with more control over the results.

What these people are reading about you is often more important than who is reading it. Microsoft's 2010 study also revealed that 86% of U.S. hiring managers have informed candidates they were rejected based on what's been found online about them. If someone posts an article that criticizes you (accurate or not), it could affect your online reputation. Even something as seemingly innocent as a silly photo can make a difference.

Michael Fertik, CEO of ReputationDefender, has spoken about online reputations on several TV shows, including "Dr Phil," "Good Morning America," Fox News and CNN. He sums it up best: "Your online reputation is your reputation. People making employment, romantic, friendship and business decisions about you rely on the Internet as their top source of information. You deserve control over your digital image!"

(see REPUTATION, Page 10)



MISSTEPS

(Continued from Page 1)

The second week of July found PEL letters going to the tenured staff. The letters contained the position from which the staff member had been RIF'd, the date upon which the staff member had been appointed to the position, and a STATUS placement which, in effect, told the individual staff member the order in which s/he would be brought back if the position was returned (i.e., STATUS 3 would indicate this person was third on the list in the employment category).

However, this was not satisfactory either in that (1) people wanted to know who was on the list and where they were in terms of return rights, and (2) how many people were ahead of them, since it was understood that everyone hired on the same day for a position would be at one step.

More calls and emails poured in to the Association's offices. "P.E.A. received a PEL but it was incomplete," stated P.E.A. President Pete Tirri. "We believe that we should not be providing information that should be provided by the administration, especially since we cannot attest to how correct the list actually is. No officer of the Association should be telling someone 'You are the second person on the list unless we can be certain that information is true.'"

Since the issuance of the letters, some officers have been working diligently to identify shortcomings of the letters as reported to us by our members so they can be conveyed to the administration for correction.

Mystery List Adds to the Confusion

"All 10-month employees shall be given notice of their salary schedules, class ad/or subject assignments, building and room assignments for the forthcoming year not late than the closing of school by their immediate supervisor."

Article 13:1-1, P.E.A. Contract

Despite the clear and unambiguous commitments made in the collective bargaining agreement, once again the District failed to comply with this provision. Virtually no staff member was provided with all of the information required by the contract. Making matters even worse, a "mystery list" appeared in the schools giving assignments to Academic Support Teachers, Interdisciplinary Coaches, and some other staff members whose positions had been the subject of the RIF letters. The lists were apparently made in the "throw them against the wall and see what sticks" mode so they could be "told" where they were assigned as of June 30. Principals who received the list were not told who the person was, what grade or position they had held, or what their certification(s) were. In one case reported to the Association, a highly qualified middle school teacher was transferred to Dale Avenue, a K-2 school. One staff member called the uncaring actions "Glascoian", claiming they were aimed at getting senior staff members to retire.

P.E.A. had filed an unfair labor practice charge against the District for these kinds of violations after last year's debacles. Upon receiving the news about the transfer list, P.E.A. called the NJEA and sought legal assistance to fight this kind of ongoing contractual violation. NJEA attorney Aileen O'Driscoll has filed a demand for an injunction against these transfers.

"There are some people who have served in various administrations in Paterson who seem to think that maintaining the terms and conditions of the contract is a joke," Pete Tirri stated. "From our position, we think charges should be filed against them to relieve them of their positions. This matter could have been easily resolved without these irresponsible, uncaring actions."

Tirri continued, "The District had requested a universal waiver of the assignment provision, which we refused. We believed there was no reason why 2,800 people should be denied their assignment information because the District didn't have the time to figure out less than 100 assignments. Had they requested that kind of waiver, we could have reviewed the matter and come to some kind of agreement."

Impact of Federal Healthcare Changes

Confused about healthcare reform and what it means for you? You're not alone! We've received a lot of questions about how women and children will be impacted by the recent passage of healthcare reform. So, with the assistance of our policy partners, we put together a list of key components for children and families in healthcare reform that will be implemented over the next few years.

What are some healthcare highlights for children and families?

[This Year - The following is a short list of key, important changes that will happen this year due to the passage of healthcare reform:](#) [1]*

- Insurance companies will no longer be able to refuse to pay for treatment of children's pre-existing conditions.
- Health care plans will allow young people to remain on their parents' insurance policy up until their 26th birthday.
- Insurance companies will be banned from dropping people from coverage when they get sick, and they will be banned from implementing lifetime caps on coverage.
- People who are uninsured because of pre-existing conditions will have access to affordable insurance through a temporary subsidized high-risk pool.
- Small businesses that choose to offer coverage will begin to receive tax credits of up to 35 percent of premiums to help make employee coverage more affordable.

[2014 - The following is a short list of key, important changes that will happen in 2014 due to the passage of healthcare reform:](#) [2]*

- Insurance companies will be banned from denying health insurance coverage to people of all ages because of pre-existing conditions.
- Families and children with moderate incomes (up to about \$88,000 for a family of four) will be able to get help paying for health insurance coverage.
- State insurance exchanges will enforce minimum benefit standards for health insurance coverage.

*Want more detailed information? Go here:

<http://action.momsrising.org/go/how/48?akid=1835.215999.tf6COr&t=6>

Have friends who are confused about what healthcare reform means for their families too? Click here to see the Momsrising.org resource page that can easily be shared with friends (or

you can just forward this email around far & wide):

<http://action.momsrising.org/go/how/48?akid=1835.215999.tf6COr&t=9>

To read more about what's in the healthcare bill, click here to visit our special webpage:

<http://action.momsrising.org/go/how/48?akid=1835.215999.tf6COr&t=11>

□□□□□□□□□□

N.J. Senate approves ban on 'diploma mills' for school administrators, teachers to boost salaries

By [Peggy Ackermann/Statehouse Bureau](#) / The Star Ledger

TRENTON -- The state Senate voted 38-0 to approve a bill that cracks down on the use of “diploma mills” — unaccredited institutions of higher learning — by school administrators and teachers who obtain advanced degrees and then are able to boost their salaries.

Under the bill sponsored by Sen. Richard Codey (D-Essex) and Sen. Jennifer Beck (R-Monmouth), those seeking tuition assistance or higher pay must earn their advanced degrees or additional credits from authorized institutions of higher education.

They also must receive approval from their school superintendents before enrolling in the courses for which they will seek tuition reimbursement. School superintendents must have approval from their school boards.

Courses and degrees have to be related to employees' current or future jobs, and the bill allows school boards to adopt more stringent requirements than those in the bill.

Administrators and teachers who are denied can appeal those decisions to their school boards. The bill took effect on July 1.

For the most part, this new law will have no effect on Paterson staff, who are already required to take courses in education related fields at colleges and universities accredited by the State of New Jersey's Department of Education. This law does, however, provide another glimpse into the mind-set of the Legislature about educators.

Additional restrictions are negotiable.

Reputation

(Continued from Page 7)

What can you control?

Here's one trick: Most search engines work by relevance and popularity, so if you can ramp up sites where you do have control over the content and can put yourself in a positive light, you stand a better chance that any negative information will be buried. Celebrities have been known to hire media firms for the sole purpose of drumming up positive online PR so the negative sites get pushed to the bottom of search results.

If your problem is something you can't just bury, or you feel like the content posted is truly detrimental, there are companies like ReputationDefender that specialize in proactively monitoring your online identity and taking aggressive steps, even through the legal system, to get misinformation corrected.

So yes, while there are a lot of sites, and it might take a little effort, being proactive with your online reputation can help you control what others may find. These days, that's one of the most important things you can control.

Since this article came from AOL, we think it only fair to let you know that **For only \$14.95 a month**, AOL's MyReputation provides:

- A comprehensive monthly report powered by powerful technology and human intelligence
- A personal Reputation Advisor, who guides the search, reviews your results and consults with you about your online identity
- Removal of unwanted references for a small fee

P.E.A. IS NOT ENDORSING THIS SERVICE. If you are interested we suggest you contact AOL.

Cool things You Might Not Know

1. Why are many coin banks shaped like pigs?

A long time ago, dishes and cookware in Europe were made of a dense orange clay called 'pygg'. When people saved coins in jars made of this clay, the jars became known as 'pygg banks.' When an English potter misunderstood the word, he made a bank that resembled a pig. And it caught on.

2. Why do dimes, quarters and half dollars have notches, while pennies and nickels do not? The US Mint began putting notches on the edges of coins containing gold and silver to discourage holders from shaving off small quantities of the precious metals.

Dimes, quarters and half dollars are notched because they used to contain silver. Pennies and nickels aren't notched because the metals they contain are not valuable enough to shave.

3. Why do men's clothes have buttons on the right while women's clothes have buttons on the left? When buttons were invented, they were very expensive and worn primarily by the rich. Because wealthy women were dressed by maids, dressmakers put the buttons on the maid's right! Since most people are right-handed, it is easier to push buttons

on the right through holes on the left. And that's where women's buttons have remained since.

4. Why do X's at the end of a letter signify kisses? In the Middle Ages, when many people were unable to read or write, documents were often signed using an X. Kissing the X represented an oath to fulfill obligations specified in the document. The X and the kiss eventually became synonymous.

5. Q: Why is shifting responsibility to someone else called 'passing the buck'? In card games, it was once customary to pass an item, called a buck, from player to player to indicate whose turn it was to deal. If a player did not wish to assume the responsibility, he would 'pass the buck' to the next player.

6. Why do people clink their glasses before drinking a toast? It used to be common for someone to try to kill an enemy by offering him a poisoned drink. To prove to a guest that a drink was safe, it became customary for a guest to pour a small amount of his drink into the glass of the host. Both men would drink it simultaneously. When a guest trusted his host, he would then just touch or clink the host's glass with his own.

Staff Rallies Against Christie's Plans

PCEA and NJEA called for a rally to be held on March 19, 2010 through-out Passaic County. The offices of Eleese Evans and Nellie Pou's offices at 100 Hamilton Plaza were the target for Paterson teachers. Teachers, security officers and cafeteria workers were to converge on the plaza at 3:30 pm. . The rally was held to muster support from the Assembly people to vote no on the pending anti-educators bills due to be voted on Monday March 22nd.



changes will affect them upon retirement. But the contribution of 1.5% to the health benefits will affect all of us as soon as July, 2010. The rally was strengthened when some members of the North Haledon Schools and members of the Wayne custodial staff joined the march, bringing the total to around 50 marchers. The chanting was loud at times, possibly making it up to the Assemblywomen's offices. Hopefully they heard us when we chanted; "Nellie Pou, Vote No", and "We will remember in November."



Staff members from Paterson also participated in anti-Christie rallies in Oakland, where Lieutenant Governor Guadano was speaking and on May 22 when 35,000 teachers and public employees rallied on the streets of Trenton.



Later that month, P.E.A. participated in a rain soaked rally on the steps of Paterson City Hall with parents and community members

protesting the draconian cuts in state aid made by the Governor. Several hundred people showed their utter disgust for Christie's plans, cheering and applauding the speakers and their comments.



Teachers were quick to make signs to hold during the rally. The signs told Evans and Pou to VOTE NO on the bills, they also told the Assemblywomen that we, the teachers, were not the problem.

The teachers that met earlier were all Paterson teachers because Paterson

schools had been closed since Tuesday due to the flooding in the city. The teachers and security officers that did make it in to the city began their march early. One Paterson teacher even brought her three dogs to march, one of which was sporting a sign that read, "Don't Bite the Hand that Educates You." The P.E.A. was well represented at the rally.



There was a majority of the P.E.A. Officers marching in the ranks of the members. The members of the local were marching in protest of the pending changes in the pension benefits and the pending 1.5% contribution for health benefits. What we were also marching for are future teachers because the pending

VOUCHERS Opposed

(Continued from Page 3)

The *Press of Atlantic City* and the *Philadelphia Inquirer* aren't alone in their clear-minded analysis of the voucher bill and its impact on NJ public schools. In a "guest opinion" entitled "Gov. Christie's 'Trickle-Down' Budget," Senator Shirley K. Turner wrote: "The governor's latest solution to our education crisis is to back a voucher system --- a move that will not only divert more money from public education and put it into private, religious and charter schools, but one that will also blur the lines between separation of church and state if we now start funding religious-based schools."

And in North Jersey, Verona Public Schools Superintendent Charles Sampson and Cedar Grove Public Schools Superintendent Gene Polles spoke to a reporter for the *Verona Cedar Grove Times* about their opposition to the voucher bill ([Education Officials React to Passage of Voucher Bill](#)). Lamenting further reductions in public school funding as a result of the bill, both superintendents noted that the absence of accountability in the proposed voucher program sets a "dangerous precedent."

"If these schools are not held to the same standards as our public schools, I believe we could develop a system that rewards particular schools without holding those institutions accountable for realistic student achievement," Sampson said.

"The absence of any educational accountability for the private and religious schools receiving public education dollars through vouchers is remarkable, given the intense levels of scrutiny the state now places on public schools, especially those with high student need," added Polles.

Clearly, more and more taxpayers, educators, Legislators, clergy, and grassroots organizations across the state are lining up against the voucher bill every day. They know the harm a voucher scheme would do to public education in NJ. Among the organizations that have taken a stand against vouchers are: ACLU-NJ, the League of Women Voters of NJ, NJASA, NJPSA, NJSBA, NJEA, NJ Policy Perspective, NJ Working Families Alliance, Paterson Education Fund, the Urban Schools Superintendents of NJ, SEOC, NJ NAACP, school district leaders, parents, and students.

Efforts are gearing up to make sure Legislators pay attention to the groundswell of opposition to vouchers. ELC encourages those who care about NJ's 1.3 million public school students to stand up to keep our public schools strong.



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