



New Jersey Association of School Administrators

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TO: NJASA Women in Leadership Committee Members

FROM: Mary Capasso, NJASA Director Business Development

RE: Meeting Notes – February 14, 2017

DATE: March 1, 2017

The Women in Leadership Committee met at 10:00am on Tuesday, February 14, 2017 at NJASA Headquarters in Trenton.

In attendance were: Dr. Carolyn Gibson, Co-Chair, Egg Harbor Township, Atlantic county; Dr. Margaret Dolan, Co-Chair, Westfield, Union county; Judy Rattner, NJASA Officer Liaison, Berkeley Heights, Union county; Mary Capasso, NJASA Staff Liaison; Melanie Schulz, NJASA Staff Liaison; Maria Lepore, NJASA Chief Counsel; Dr. Annette Giaquinto, Galloway Township, Atlantic county; Dr. Carol Birnbohm, Lenape Regional High School District, Burlington county; Beth Norcia, Maple Shade, Burlington county; Barbara Makoski, Cape May County Special Services, Cape May county; Melissa Williams, Delsea Regional, Gloucester county; Dr. Barbara Sargent, Readington Township, Hunterdon county; Dr. Crystal Edwards, Lawrence Township, Mercer county; Dr. Linda Madison, Middlesex Borough, Middlesex county; Dr. Gina Cinotti, Netcong, Dr. Melissa Varley, Florham Park, Morris County; Constance McAllister, Elsinboro Township, Salem county; Elizabeth Jewett, Watchung Hills Regional High School, Somerset county; Dr. Jeanne Apryas, Sandyston-Walpack, Sussex county; Donna Mullaney, Plainfield, Union county; Stephanie Tidwell, Plainfield, Union county; Janet Fike, Morris-Union Jointure Commission, Union county and Jeannine DeFalco, Knowlton, Warren county.

Drs. Gibson and Dolan led discussions on the following agenda items:

NJASA Update

Legal: Maria Lepore, Chief Counsel for NJASA, provided the group with a contracts update and how to go about modifying existing contracts. It was suggested that communication at county roundtables is important and that NJASA should be contacted if there are issues with county superintendents. Board attorneys should also contact NJASA with any questions. Noted by Maria, model contracts won't work as everyone's language will be different around the state.

Legislative: Melanie Schulz, Director of Government Relations, reported on the salary cap sunset date and what to expect through the end of this school year. Also discussed was school funding. Flat funding is the best we can hope for as #'s are not encouraging at this point.

Bus drivers – The CDL test requires you go under the hood. 3rd party list is not yet available as of this meeting.

Chronic Absenteeism – New ESSA Law; what is the definition?

Comments: Consideration needs to be taken. Everyone defines it in many different ways.

Upcoming Events

Judy Rattner, NJASA Officer Liaison to the committee reviewed upcoming meetings and events as follows:

March 30-31, 2017 – Women’s Leadership Conference/Forsgate Country Club (Waiver for overnight travel approved by NJDOE)

May 18, 2017 – Women in Leadership Initiative (during the NJASA/NJAPSA Spring Leadership Conference/Caesars)

Suggestions for the May 18 session included:

Topic: “What is Your Worth”

Keynote speaker – Michele Gay

Panel discussion: Balancing life with work more effectively

Judy encouraged attendance at the **AASA National Conference Women’s Leadership session on March 2, 2017.**

At all Women’s Leadership events, networking is key. One minute elevator exercise, enticing networking activities and getting the conversations started are most important.

Volunteers for the conference panel should contact Mary Capasso at mcapasso@njasa.net or 609-599-2900, ext. 132.

Speakers Bureau – Dr. Gibson

NJASA will create a one page template to send out to the committee members. Once collected, this compilation of quality profiles will be distributed at the first meeting in the ‘17 ‘18 school year. The goal is to be able to provide a resource and/or network pool for other aspiring women who may be interviewing for leadership positions or are looking for advice as they climb the leadership ladder.

It was suggested that committee members survey their own workplace to see where people/females are aspiring to rise to.

Planning and Suggestions for Future Activities

Suggestions included:

- Bring a student delegate and/or college level student(s) to the Women’s Conference.
- Bring an aspiring female staff member.
- Share stories with one another on various initiatives.
- Encourage all counties to attend. Promote at roundtable meetings across the state.
- Increase minority aspiring female leaders.

Thoughts/Concerns

Committee members should work toward establishing a Women in Leadership group at the county level.

-Gloucester County – grass roots group that meets a few times per year at a local restaurant. They share struggles and successes. They have created a capable network from which they can draw from for job opportunities and important issues.

Noteworthy comments: The Superintendency has been diminished over the last few years. We need to rebuild!

The meeting adjourned at approximately 12:00pm