**WHY SHOULD YOU GIVE TO PAC?**

**NJEA PAC helps Elect People Who Support our Work!**

- The people we elect make decisions that affect the professional lives of all school employees, regardless of position or job title.
- Freeholders, Congress, the state Legislature, the governor – all have the power to make decisions that influence us.
- Elected officials play a role in appointing other decision-makers who have an equal impact on our professional lives, such as the members of the State Board of Education, the commissioner of education, and justices in the courts.

**ELECTED AND APPOINTED OFFICIALS IMPACT YOUR PROFESSIONAL LIFE:**

- **Your salary** is determined by your local board of education through the collective bargaining process.
- **Your district’s funding** is determined by many. The Legislature passed a school funding law, the governor and Legislature pass an annual budget, the commissioner oversees the distribution of funds to districts, the Courts determined Abbott funding, Congress gives money to states, and if you work in a vocational school or an educational services district, county freeholders appropriate county funds for your district.
- **Your school district budget** is decided by your local board of education, within parameters approved by the State Board of Education and overseen by the commissioner.
- **Certification standards** are decided by the Legislature and the State Board of Education.
- **The amount of leave you get** (sick/vacation/personal days/family leave/medical leave) is decided by the Legislature, which has passed laws on minimum sick days and family/medical leave; Congress, which has passed laws on family/medical leave; and your local board of education through the collective bargaining process.
- **Due process (tenure) rights** are decided by the Legislature, and possibly by local boards of education (not all positions get tenure, but some can be bargained.)
- **Pension benefits** are decided by the Legislature.
- **The age you can retire** is decided by the Legislature.
- **Your medical coverage in retirement** is decided by the Legislature and is sometimes bargained with your local board of education.
- **Evaluation policies** – who does it, how often, and consequences – are established by the Legislature and the State Board. Your local board sets policies too – especially for ESP members.
- **Qualifications for your job** can be determined by the Legislature, the State Board, your local board, and even Congress. Some instructional paraprofessionals need to be highly qualified, as do teachers.
- **Professional development requirements** are set by the Legislature, the State Board, and your local board of education.
- **The ratio of custodians/square feet** for a district to be spending its money efficiently is actually governed by the state. The Legislature passed a law to require school district efficiencies. The State Board approved a number of square feet to be efficient, and the commissioner oversees districts’ implementation of this regulation. The same regulation governs the fiscal efficiency of a school’s food service.

Now that you see the power of elected officials, it’s time to make sure we have a say in who gets elected.

A voluntary contribution to NJEA PAC helps you have that say.