PURPOSE—To explain why and how the NJEA PAC (Political Action Committee) fund works and why it is important to give to PAC – either for the first time or to increase your PAC contribution.

Before you begin…
We are going to start by talking about who makes the decisions that affect our professional lives as school employees.

So, who makes the following decisions for you? Let’s review possible answers before we begin: local board of education, county freeholders, state Legislature, governor, commissioner of education, State Board of Education, Congress, the NJ Courts

- **Your salary**  
  (Local board of education)

- **The funding your district gets**  
  (Legislature wrote law in 2008, governor and Legislature pass a budget every year, commissioner oversees distribution of funds to districts, Courts determined Abbott funding, Congress gives money to states, county freeholders also allocate funds to vocational and educational services districts)

- **The school district budget**  
  (Local board of education, within parameters approved by the State Board of Education and overseen by the commissioner)

- **Certification standards**  
  (The Legislature and the State Board of Education)

- **Amount of leave you get (sick/vacation/personal days/family leave/medical leave)**  
  (Legislature – laws on minimum sick days and family/medical leave, Congress – family/medical leave, and local board of education)

- **Your due process (tenure) rights**  
  (Legislature, local board of education (not all positions get tenure, but some can be bargained); working on getting due process rights for more ESP members as well)

- **Pension benefits**  
  (Legislature)

- **The age you can retire**  
  (Legislature)

- **Your medical coverage in retirement**  
  (Legislature and possibly local board of education)

- **Evaluation – who does it, how often, consequences?**  
  (Legislature, State Board, local board sets policies too – especially for ESP members)

- **Qualifications for your job**  
  (Legislature, State Board, local board, Congress (Some instructional paraprofessionals need to be highly qualified, as do teachers))

- **Professional development requirements**  
  (Legislature, State Board, local board of education)

- **The ratio of custodians/square feet for a district to be spending its money efficiently**  
  (Legislature passed a law, State Board wrote regulations, commissioner oversees)