

Hillsborough Education Association BOE Election Newsletter

November 2017

The Hillsborough Education Association proudly represents over 1,000 dedicated professionals employed in the Hillsborough Township Public Schools.

The information in this newsletter has been collected directly from each candidate's questionnaire. All candidates were given the opportunity to participate. This information can be shared with members of the New Jersey Education Association, as well as the public. **Candidates are listed in the order they appear on the November 7th ballot. This newsletter by no means serves as an endorsement of any candidate and should be used solely to educate voters on the positions of all candidates.**



General Candidate Information

Lorraine Soisson

How long have you been a resident of Hillsborough?

Over 17 years

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

Both of my children attended Hillsborough Schools. My older daughter graduated in 2016 and my younger daughter is a senior at HHS.

Linda Fu-Fung

How long have you been a resident of Hillsborough?

I moved to Hillsborough with my parents in 1998 (my parents are still in town and I visit them every weekend) and returned to Hillsborough permanently in 2014 with my family.

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

Yes, I have a 5 year old in Kindergarten at Woodfern.

Ann Harris

How long have you been a resident of Hillsborough?

30 years

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

Both my son and daughter went through the HTPS school system: son has a degree in engineering and daughter a fine arts degree and master's in education. I myself was a teacher in the HTPS district for 23 years & elementary science specialist -7 years.

Nicole Risher

How long have you been a resident of Hillsborough?

18 years

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

Yes HHS/ARIS/Woodfern

Kiru Thangavelu

How long have you been a resident of Hillsborough?

Over 5 years.

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

Yes, my eldest kid attends Woodfern Elementary School.

Judy Haas

How long have you been a resident of Hillsborough?

28 years.

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

My son Lenny attended Amsterdam, HMS, and HHS. My stepsons Marc and David attended Sunnymead, HMS, and HHS. All three received excellent educations in Hillsborough Schools and have been successful in life and careers, for which I am very grateful.

Thomas Zobebe

How long have you been a resident of Hillsborough?

24 yrs.

Do you have children/grandchildren who attend Hillsborough Township Public Schools? If so, which schools?

No

**Why are you
seeking a position
on the Board?**

Lorraine Soisson

Why are you seeking a position on the board?

I believe every child is deserving of the best education and feel that there is no better way to succeed than to obtain a great education. I want to ensure that others who live in our community benefit from the wonderful public schools that Hillsborough offers and that Hillsborough remains a sought-out community in which to own a home and raise a family.

Linda Fu-Fung

Why are you seeking a position on the board?

I am seeking to be a member on the board of education in order to give back to the community. I am very passionate about education because our future depends on the positive education that we give to our children. They are our future teachers, doctors, lawyers, plumbers, mechanics, programmers and leaders.

Our students and their interests should be our priority. As a former member of the educational system, I want to help and support our educators and support staff by helping them receive resources for their students in an efficient and timely manner.

Ann Harris

Why are you seeking a position on the board?

My goal would be to increase the excellence of education in our community by evaluating and questioning the validity of some policies and practices and introducing sustainable efforts to make a long-term difference in our schools and community. I am finishing up a doctorate in educational leadership and wanted a way to give back to the community, but in a different capacity.

Nicole Risher

Why are you seeking a position on the board?

Because I believe I can bring the educational concerns of the people to the committee with an open mind.

Kiru Thangavelu

Why are you seeking a position on the board?

I have good problem solving capabilities and believe that change is a constant force that drives us to a better destination in life. To evolve into a better person we should allow our self to look at things with an open mind and strive hard to reach the goal. I have always put my best foot forward to attain my goals. I would want to be part of the education system making it more agile and help the system evolve better thereby helping the community/students. A stronger school would mean a better future for our residents.

Judy Haas

Why are you seeking a position on the board?

The Board's work requires experienced, dedicated, knowledgeable, caring, and independent Board members. I have spent most of my life in public service and I know how to get things done efficiently and effectively. As a four-term Board member, I have a record of accomplishment, accessibility, and decision-making based on values and equity. I work hard and never rubber-stamp anything. I am deeply concerned about all of the children of our district, and want each one to have the best possible future.

I have served on the Hillsborough Board of Education for 12.66 years, with three years as Vice President, and earned the designations of Master Board Member and Certificated Board Member from the NJ School Boards Association. I currently chair the Education Committee and previously chaired the Communication and Policy Committees and served on the Governance, Operations, Curriculum, Finance, Personnel, and Facilities Committees. I represent the Board on the Garden State Coalition of Schools, and served as Liaison to the NJSBA and Somerset County School Board Association. I am proud to be the President of the Board of Directors of the Somerset County Educational Services Commission which provides special education and alternative education programs, shared services to all school districts, and a brand new Career Center for vocational training. I would like to continue this work.

Thomas Zobele

Why are you seeking a position on the board?

I am running for the Hillsborough Township Public School Board because I feel I can make a real difference. As a twenty-four year who went through the school system I bring a unique and different perspective. I feel this experience will allow me to more easily connect with students, teachers and taxpayers when tackling myriad issues.

Lorraine Soisson

What do you see as the top three education issues our Board must address?

What do you see as the top three education issues that our board must address?

There are many issues that are a priority for our Board to address. I believe the three highest priority areas include infrastructure, communication with parents, and building on excellence with limited resources and rising costs.

What is the greatest strength of the school district?

The greatest strength of our district is our wonderful staff. Having served as Home and School Association President for a total of six years at Triangle and Auten Road Schools, as well as having served as a Board of Education member for almost four years, I can say without question that everyone in our district, including the administration, educators, and other staff, are committed to providing our children with the best educational experience possible.

What is the greatest weakness of the school district?

The greatest weakness of the school district are the facilities. The Board has invested in some long needed infrastructure updates like air conditioning, roof replacement, etc. However, our buildings need more attention as evidenced by the recurring mold problem and the lead issue at the high school.

What would you do as a school board member to sustain the strength and address the weakness?

Hillsborough has a great reputation and we have been able to attract and maintain a wonderful staff. As long as we continue to maintain our high standards and community support, I think we should be able to sustain our staff as our greatest strength.

As for the infrastructure issues, the Board should do an overarching review of the needs, prioritize and plan for longer term projects, and communicate these to the community with the timeline for completion. We also need to fund the capital reserve annually to accomplish these projects and we should obtain state matching funds wherever possible to reduce the cost to the local taxpayer.

Linda Fu-Fung

What do you see as the top three education issues that our board must address?

Our board of education should address how schools can work with parents to achieve students' goals, provide detailed awareness for long term projects to the community, and be held accountable for budget expenditures.

What is the greatest strength of the school district?

Our teachers and support staff in Hillsborough are our greatest strength. They are the foundation of our successful education system and are the cheerleaders and motivators for our students. Without their tireless dedication, our children would not be able to maximize their potential to become future innovators and leaders for their generation.

What is the greatest weakness of the school district?

We need to examine the way we spend the school budget. Members of the community question the way our district handles contracts and expenses. If we take a deeper dive and assess suitable spending efficiently, we will be able to find additional funds for other programs.

What would you do as a school board member to sustain the strength and address the weakness?

We can maintain our excellent teaching and support staff with appreciation programs such as a night out of town, Broadway plays, and sporting event tickets. Each month teachers and support staff can set mini-goals for their class/work and once they accomplish their goals, they can be entered into a drawing for an event giveaway. These giveaways can be collected from community donations or be board of education sponsored.

Ann Harris

What do you see as the top three education issues that our board must address?

Curriculum, Student Achievement and Teacher Evaluations & Morale

What is the greatest strength of the school district?

The investment HTPS teachers make in committing themselves to providing our students with a top notch education: excellence in education. Hillsborough is noted for its excellent programs, teachers are at the heart of that because excellent programs do not come from dictates on paper. They come from the interpretations and interactions of teachers with their students; they provide the motivation for students to enjoy learning.

What is the greatest weakness of the school district?

Size and facility maintenance... Maintaining all the facilities takes careful planning and vision to insure the safety, health and well-being of the students and staff. Heating, Cooling, Air & Water Quality and Lighting should all be priority items in the budget. Observing trends in the past has led me to believe that maintenance is done more after something breaks or monitored for quality and fails. The budget should include constant maintenance upkeep, especially on the above mentioned items, so student learning does not ever have to be interrupted by break-downs or system failures. I've worked in the 90 degree heat and observed the difference in students' ability to carry out learning tasks diminishes.

What would you do as a school board member to sustain the strength and address the weakness?

Sustaining the strength takes the ability to look, learn and listen to all sides in an issue before making any decisions. Teachers should have more input. Addressing the weaknesses would take researching for best practices and piloting before implementing only to find a lack of success and support for programs that later are tossed aside for the newest trends or programs. There is a building and facilities committee those board members need to do a day's work in an area where temperature, air & water quality impede their concentration for completing tasks. I believe it would change their perspective.

Nicole Risher

What do you see as the top three education issues that our board must address?

Top three issues are enhancing our technology with the current budget, increasing our early education programs (full day kindergarten and intervention programs) within the budget, fostering external partnerships with companies and mentoring programs for our high school students.

What is the greatest strength of the school district?

Identifying children with special needs and giving that child the proper resources for success.

What is the greatest weakness of the school district?

The district is strong in most areas, however I have found that with ever changing technology our district can be a bit behind in keeping up.

What would you do as a school board member to sustain the strength and address the weakness?

I would work with my peers to come up with strategies to make sure we maintain or perhaps enhance our early education and intervention services. To address our weakness I would hope to sit down and maybe form a technology committee within the education committee to address ever changing technology.

Kiru Thangavelu**What do you see as the top three education issues that our board must address?**

I feel the top issues are: a) Budget
 b) Curriculum
 c) The delay in making critical decisions.

What is the greatest strength of the school district?

Hillsborough has a good school system and one of its strength is its school teachers.

What is the greatest weakness of the school district?

No response

What would you do as a school board member to sustain the strength and address the weakness?

I will get to the core issue and focus on resolving them without digression. I acknowledge that everybody has a different view and say on each issue. I will understand where the other members stand and steer the board to reevaluate critical issues and prioritize them. A healthy and active discussion is essential before decision making.

Judy Haas**What do you see as the top three education issues that our board must address?**

We are blessed with a strong educational program, reasonable class sizes, and excellent staff, despite a constant challenge of inadequate funding from the state. I always review our budgets line-by-line, however unfunded mandates and uncontrolled cost increases threaten our progress and must be addressed by the state. Additionally, capital plans for our 9 school buildings have been pre-empted by emergency HVAC, water, and environmental issues which cost more and are less effective than cyclical repairs, replacements, and upgrades. We must provide our students and staff with better buildings and grounds. Finally, student wellness is a growing challenge. I have led efforts to add Student Assistance, College, ESS, and Elementary School counselors. It is critical that we assure all of our students have appropriate support to reduce stress, avoid negative

behaviors, and make good, healthy decisions. I also support all of our programs which provide outlets for all students to find success.

What is the greatest strength of the school district?

Our students and our staff.

What is the greatest weakness of the school district?

Constant disruption and distraction caused by the State Government, i.e. underfunding, flat funding, changing state assessments and graduation requirements, unfunded mandates, public school funding going to charter schools that do not represent the public interest and are not inclusive, instability of pension system, and much more.

What would you do as a school board member to sustain the strength and address the weakness?

I would keep moving the district forward and keep advocating about our issues with the state.

To sustain the strength: Continue to provide comprehensive school programs that meet the needs of all students and help them reach their maximum potential, and provide an environment in which students and teachers feel safe, healthy, and supported, and can concentrate on learning and teaching. To address the weakness: Speak out as a BOE member, as a GSCS member, as a SOS member, and as an individual on state issues, meet with representatives, and vote for good people who support the schools, all of which I have done and continue to do.

Thomas Zobebe

What do you see as the top three education issues that our board must address?

1.our technology policy 2. Continued maintenance of school property 3. our Drug policy

What is the greatest strength of the school district?

Of the many strengths our district has one in particular stands out : extracurricular activities the school has to offer. Activities such as band, sports teams, and clubs provide outstanding opportunities for additional learning. I can say from personal experience the Debate Club at the high school had an impact on my education. GO Hillsborough HS Debate Club!!

What is the greatest weakness of the school district?

One policy that I feel should be reviewed is the districts technology policy. Technology has helped make all our lives easier; however, I worry that as a society we may be losing our ability to simply read, write, and do arithmetic.

What would you do as a school board member to sustain the strength and address the weakness?

To sustain the districts strength of extracurricular activities the teachers and coaches must always be given encouragement. In addition, If elected I would work toward a health balance when it comes to technology in the classroom.

Budgeting

Lorraine Soisson

What is your philosophy about developing a school district budget?

Budget development is a delicate balance between fiscal realities and community priorities. I think it is important to collect information from all stakeholders about the priorities for the budget and consider those when developing the budget.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

As I stated previously, I believe the Board should review the overarching needs and prioritize based on urgency, considering first those projects that affect the health and safety of our students and staff. We need a holistic approach that is not just a snapshot in time, but would assess the projected needs over a five- to ten-year period. We should look for opportunities to address the longer-term needs using grants, matching funds, etc. The most urgent needs should be addressed using the capital reserve if they cannot be budgeted.

Do you believe that our school district should budget to cap?

I believe that the Board must consider long-term sustainability when determining whether or not to go to cap. In the past, I have been supportive of going to cap in some instances and in budgeting short of cap in other instances. I try to balance what is best for our students, staff, and community when making that determination. Maintaining excellent staff, as well as programs and extracurricular activities is difficult with the current school funding by the state and resource limitations. We need to be frugal and work with the state to education them on the difficulties we face and encourage a fair funding formula as well as increased reimbursements for special education.

What should the board do to gain community support for our schools, and for the school budget?

The board must do our best to communicate better with our community so that there is support for the schools. The community needs to understand the basis for decision-making and, where possible, be involved in priority setting. We can do this through emails, posting in local newspapers and inviting the public to information sessions. I think the strategic planning exercise was done in such a way to build support. The next step in the planning process will be completed soon and the Board should make as much information available to the public as possible, hold open meetings to discuss priority setting, and continue to communicate in an open way as the plan moves forward.

How accountable do you feel to taxpayers when it comes to budget issues?

I feel very accountable to taxpayers when it comes to budget issues. I am an elected representative and also a taxpayer. I am also very cognizant of the important role that educational quality plays in home values. We need to maintain the best public schools possible to stabilize property values and make families want to move to Hillsborough.

Would you ever consider subcontracting services? If so, what areas?

We already subcontract many services where it makes sense to do so. I cannot think of another instance at this point where subcontracting makes sense, but would have to consider each instance on a case-by-case basis and would keep the best interests of our children in mind when doing so.

Linda Fu-Fung

What is your philosophy about developing a school district budget?

Setting the overall budget for our school district lies with the board of education and community. Allocation of the each category should be done through teachers, parents and student vote.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

Infrastructure concerns should be studied by more than one third party structural engineer for all of the schools which are older than 20 years. After we receive their comprehensive reports, task groups should be formed to review the identified areas of concerns. Each concern should be grouped into “Immediate”, “Moderate” and “Developing” concern buckets and prioritized within the budget accordingly.

Do you believe that our school district should budget to cap?

There is nothing wrong with budget to cap when all the needs of the schools are met within the year. I have not examined the school budget deeply enough to provide an educated answer. However, I know this year, many of the schools have asked for air conditioning due to rising temperatures during the end of year. If we are sending budget to cap this year and not strategically addressing the air conditioning issue, I would not agree to send the budget to cap. I have worked with many companies where we can scatter purchase on contract (eventually make the full commitment) and have some products installed in intervals.

What should the board do to gain community support for our schools, and for the school budget?

I believe it is the responsibility of the board of education to inform and notify the community of how school performance directly impacts the prosperity of the town.

How accountable do you feel to taxpayers when it comes to budget issues?

No one wants to see an increase to their tax bill. When the board presents to the community their assessment and evaluation, taxpayers will understand and support the board’s decision. Transparency into the budget influences taxpayers’ willingness to support the board’s decision.

Would you ever consider subcontracting services? If so, what areas?

Although there are benefits to outsourcing some services, when we outsource, the schools cannot regulate quality, security, and liability requirements as easily. I think it is very important to closely monitor the security, quality, and liability of the work that our school receives. Security is not something that can be overlooked as we all want our children to be in a safe environment. When we sacrifice quality, it could lead to additional spending to redo the work. When subcontracted services do not meet deadlines, the school loses accountability to the community.

Ann Harris

What is your philosophy about developing a school district budget?

Assess the needs of the students to gain successful goals of the school's state mandated student learning curriculum standards and mission statement; prioritize the needs of the teachers and staff to reach these goals for their students; review current practices to increase efficiency in establishing a budget. Maintain the facilities with preventative maintenance care. The custodial staff does a great job of maintaining the schools' appearance, but some of the building's infrastructure needs are not always apparent at a first glance and impression.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

Infrastructure needs to be constantly maintained, not just fixed when something is broken or not working with maximum efficiency. A proper comfort level for heating and cooling provides the necessary environment for the health and safety of students and staff to achieve maximum learning; also studies indicate that for the maximum learning to take place the air quality and proper lighting should be considered. The problems with the lead levels in the drinking water and the entire water system should be constantly evaluated, monitored and the remediation of any problems addressed immediately as with any of the infrastructure concerns. Working in the school system under some of these conditions has developed an awareness of the importance of maintaining the buildings so that instruction of student learning and the health and well being of the students and staff is not interrupted or delayed by faulty building issues and problems.

Do you believe that our school district should budget to cap?

Yes, although I would surmise that a portion of that budget to cap would include a surplus fund for emergencies as when a class size warrants an additional teacher.

What should the board do to gain community support for our schools, and for the school budget?

Gaining support for our schools would benefit by actually having the community utilize the building space in common areas such as the all purpose rooms, cafeteria spaces, gyms, and gathering spaces after hours for clubs, meetings, activities, informational workshops, events so township residents have a sense of awareness and belonging to the school community. This would enable them to see first-hand what some of their school taxes pay for. I realize this would take some work since there might be liability issues involved, but I have seen this work in other communities I have lived in and it provides an eye-opener to those who do not have children in the schools; increases their support and pride for the schools of their community. Perhaps some education programs (to encourage the district vision addressing life-long learning) to benefit senior citizens and parents sponsored by the board or HEA would encourage connectivity to the school district and sense of community; and a better respect for the profession of teaching which has had its down side especially since the beginning of the Christie administration.

How accountable do you feel to taxpayers when it comes to budget issues?

The school budget is approximately 65% of a resident's property taxes, as such, it is the responsibility of the school board members to ensure that the spending of those taxpayer dollars are efficiently budgeted to programs, educational activities and staffing that benefit the students and develop outcomes that the community can take pride in, such as student achievement. Teachers and staff need to be recognized, respected and

compensated for their efforts to achieve these goals, for without their input and expertise, educational gains cannot be accomplished.

Would you ever consider subcontracting services? If so, what areas?

In my past experiences subcontracting does not provide the same quality of service as when services are provided from within. Gathering information and reasons for subcontracting would have to be weighed in the decision to outsource services. It is my observation that when the services are provided “in house” there is a better sense of pride in work and belonging to community.

Nicole Risher

What is your philosophy about developing a school district budget?

The budget should start from looking at the big picture and then planning. Looking at the entire picture as a puzzle. When solving a puzzle each piece is critical for stability. Same as a budget. You have to look at each piece of a budget. Each piece is important to sustain another piece. Each part of the budget is important to make our educational programs, infrastructure concerns, and staffing work.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

One of my first concerns with the infrastructure is the safety of our children. The schools budget has to prioritize the safety of our kids but also our children’s educational programs. If we want success we have to have a solid infrastructure.

Do you believe that our school district should budget to cap?

I believe budgeting to cap depends on what education programs will suffer because of this cap. The problem with a cap is that sometimes programs, teachers, support staff gets cut if the budget goes over cap. These cuts could be detrimental to students. So while I believe we can’t sustain a district by constantly going over our budget, I do believe the children’s best interest should be taken into consideration when going to cap.

What should the board do to gain community support for our schools, and for the school budget?

The board should consider the tax payers interests when forming the school budget.

How accountable do you feel to taxpayers when it comes to budget issues?

Since I am one of those taxpayers, I am extremely accountable. However, I also am accountable for the health, education, and well-being of our children.

Would you ever consider subcontracting services? If so, what areas?

It depends on what the services would be and the need for the subcontract. Not exactly sure at this time what area.

Kiru Thangavelu

What is your philosophy about developing a school district budget?

Money well spent is money saved – that is my philosophy in one line. Think ahead while planning the budget and prioritize spending. Evaluate thoroughly before spending as accountability is crucial. I also believe that we should rethink budget every year than blindly allocating what was done the previous year. To prevent over spending we should consider options such as ‘leasing vs. buying’, ‘bulk buying of quality products’, ‘budget forecasting’ and ‘conservative spending’ and implement as applicable. The school board should also come up with innovative strategies to generate income – renting out school spaces, conserving energy, solar panels to save on electricity and similar initiatives.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

Infrastructure is a major concern, especially with mold issue, older buildings etc. It is essential that we budget wisely towards setting up infrastructure as the kid’s health and safety is as important as the education itself. I would study the best schools in the state/country to understand what they do better, where we are going wrong and elevate our level.

Do you believe that our school district should budget to cap?

Yes

What should the board do to gain community support for our schools, and for the school budget?

The first step to gain community support is to gain their confidence. This can be attained by producing results through short term deliverables which actually constitute a bigger goal. This enables course correction sooner – ‘fail faster’ rather than discovering something is not working after years. When people see the results they want, they trust the board better with the budget.

How accountable do you feel to taxpayers when it comes to budget issues?

60% of taxes paid are allocated to school, which means the board is completely accountable to tax payers. Hard earned tax payer’s money should be spent wisely this is the best return they are offered. If I am elected as a board member, I would ensure that the board’s mission and vision aligns to the above words.

Would you ever consider subcontracting services? If so, what areas?

As long as proper agreements are in place and payment is made only on successful completion of work, I don’t have a problem in sub-contracting. It is also necessary to check that contractors are not brought in to replace any of the current support professionals.

Judy Haas

What is your philosophy about developing a school district budget?

I believe that every year the budget process should start with a full discussion of district values. It is important that we establish what our priorities are and what we are willing to do to achieve them.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

Schools need to be healthy and safe environments for students and staff. This is an extremely high priority. We have been able to save money in our capital reserve to handle a few projects a year, but it is clearly not enough, and some major decisions need to be made. I do not believe that our choice can be facilities or educational programming; we need to do both well.

Do you believe that our school district should budget to cap?

Yes, especially due to the failure of the state to properly fund the schools. The cap is on the school tax levy, but the larger issue is that state aid was cut by over \$5 million dollars in 2010 and has been flat for several years while costs and unfunded mandates continue to rise. Our district has also utilized exceptions to the cap when necessary.

What should the board do to gain community support for our schools, and for the school budget?

I believe that community support for the schools comes from satisfaction with the “product,” which is an excellent, well-rounded education that allows all children to find success and that supports children’s efforts to learn, thrive, and improve their prospects for the future. I also believe that community support for the schools comes from parental involvement. I have served as Class Mom, HSA member, Life Skills Instructor, Art in the Classroom Presenter, Principal’s Advisory Committee member, Read Across America Participant, Roboraider Parent, Debate Parent, Project Graduation Co-Chair before and while I was a BOE member. Participation makes people feel more invested in their schools, and there are many levels of valued involvement, no matter how much or little time one has. Community support for the budget comes when you budget in a reasonable fashion for programs that our community sees as having value, due to transparent discussions of pros and cons and costs and benefits. I believe communication is critical in this process, so that accurate information is shared with the entire community.

How accountable do you feel to taxpayers when it comes to budget issues?

My commitment as a BOE member, per our Code of Ethics, is to “make decisions in terms of the educational welfare of children and seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.” I think about that in everything I do. My commitment to the taxpayers is to do this while providing excellent value and accountability for their tax dollars. I believe we accomplish both. We are a high performing, low cost district. We spend hundreds of dollars less than the average cost per pupil in the State, while our student achievement is way above average in the State and Nation.

Would you ever consider subcontracting services? If so, what areas?

I fought strongly against outsourcing instructional aides when that unfortunate proposal was brought to the full Board several years ago, and the proposal was withdrawn. I have been well aware of the work of these critical staff members throughout my years on the BOE, and was especially impressed by the ESPs I met when I participated as an ESP for a Day. There are no cost savings in this area that would compensate for the loss and/or demoralization of our excellent ESPs who are dedicated to and have a wonderful bond with some of our neediest students. Some areas of subcontracting were in place before I joined the BOE, such as busing, facilities management, and food services, with mixed reviews due to the loss of direct control. While we can and have changed our contractors at times, these areas would be difficult to move back in-house without considerable start-

up costs, equipment investment, and upheaval. I would want to look at this very carefully.

Thomas Zobeles

What is your philosophy about developing a school district budget?

In developing any budget but especially a school budget that we as a district live within our means and save money for future goals, improvements and unexpected costs that may be incurred.

Considering the age of several of our schools, how would you prioritize the budget to address infrastructure concerns?

When it comes to future facilities I believe it is premature to provide any answer to this question until further details about cost, location and the like are provided to the residents of Hillsborough

Do you believe that our school district should budget to cap?

Yes

What should the board do to gain community support for our schools, and for the school budget?

School board members should be ambassadors for the district and take every opportunity to educate and inform the public.

How accountable do you feel to taxpayers when it comes to budget issues?

I believe that accountably to the taxpayer does not automatically mean you do not support the teachers. Many teachers also live in Hillsborough and are taxpayers as well. I bet teachers and non teachers alike want to make sure their tax dollars are spent wisely.

Would you ever consider subcontracting services? If so, what areas?

I am not in favor of subcontracting services; however, there may be circumstances that require considering subcontracting.

Negotiations

Lorraine Soisson

What is your perception of the negotiations process that presently exists? Is there anything you would change?

I have been on the Board during contract negotiations but not on the negotiating committee. I believe both sides goes into the negotiations trying to get what is perceived to be the best outcomes for their side. I am hopeful that everyone treats each other with respect and that the process can be completed in as short a period of time as possible. I am sure that a successful negotiation results in neither side being totally happy with the outcome.

What are your views on completing contract negotiations before the contract expires?

I think completing contract negotiations before the contract expires is preferred so that there is no negative impact, perceived or otherwise, to the students and staff.

Linda Fu-Fung**What is your perception of the negotiations process that presently exists? Is there anything you would change?**

The only thing I know about teachers' contract negotiations process is last year, the teachers were working with an outdated contract. I do not think that is fair for the teachers to work without a contract. I believe I would be able to work with both sides to prevent a similar situation from happening in the future.

What are your views on completing contract negotiations before the contract expires?

I do not believe that any organization should work without a contract. Contract expiration dates are well known in advance and an agreement should be finalized well before it lapses. I will advise the board to keep an active contract tracker which will alert everyone in advance on when contracts are nearing expiration. The contract tracker can be set in stages (1 year out, 6 months out, and 3 months out) with action times that will advise the stages of the contract's end of life.

Ann Harris**What is your perception of the negotiations process that presently exists? Is there anything you would change?**

Negotiations are a long and arduous process, they lower teacher & staff morale and respect for the profession. We know that a contract must be adopted every three years so working collaboratively to create effective, responsible and reasonable negotiations should be an ongoing process with a working committee, not just every third year. A new contract should be presented for approval before the old contract has expired.

What are your views on completing contract negotiations before the contract expires?

Completing contract negotiations before expiration would create a more harmonious community spirit. As previously stated my opinion is that a new contract should be presented for approval before the old contract has expired.

Nicole Risher**What is your perception of the negotiations process that presently exists? Is there anything you would change?**

I have no knowledge of the current negotiations process since I am not involved in this process.

What are your views on completing contract negotiations before the contract expires?

All negotiations should be completed before a contract expires.

Kiru Thangavelu

What is your perception of the negotiations process that presently exists? Is there anything you would change?

I don't know the current process, but I have experience in negotiating with vendors on multi-million dollar deals for five year time frame, I will leverage that experience to help the board in the negotiations.

What are your views on completing contract negotiations before the contract expires?

Contract negotiations should be anticipated well in advance and completed ahead of time. Also, before extension of an existing contract, any issues with current vendor should be reviewed along with future demand in mind.

For new work order, contract negotiations should be completed and signed before the work can start.

Judy Haas

What is your perception of the negotiations process that presently exists? Is there anything you would change?

I have not participated in school district negotiations because my husband was a teacher for forty years in public schools, including 34 years in Bridgewater Township. (He is now retired). However, I participated in many negotiations during my career in New York City government, which involved very strong unions. Both sides negotiated in good faith and in an atmosphere of mutual respect and a shared organizational mission. Both sides were well prepared and committed to listen, consider, and respond to all ideas. We achieved a good balance of give and take, and the results were beneficial to all involved.

What are your views on completing contract negotiations before the contract expires?

I think contract negotiations should be completed before a contract expires.

Thomas Zobe

What is your perception of the negotiations process that presently exists? Is there anything you would change?

Basically, I feel the process is appropriate, and without personal experience of it, it is difficult to offer options for change.

What are your views on completing contract negotiations before the contract expires?

Generally, I believe that completing contract negotiations before the contract expires is best however, there are circumstances that may arise that could change that.

Educational Quality

Lorraine Soisson

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

I believe reasonable class size varies with the age of the students. We limit class sizes and should do the best that we can do make decisions based on the welfare of the children and on best practices.

How important are athletic and fine art programs to the overall success of the educational process and why?

I am a great supporter of athletic and fine arts programs, as well as other extracurricular activities. We need to develop the whole child, both in and out of the classroom. Some of the best experiences and learning opportunities are found in extracurricular programming. I also believe that having broad curricular opportunities, particularly in the fine arts, allows children to become more aware of the breadth of career opportunities and more prepared for college or work after high school.

What is your position on charter schools? What experience, if any, have you had with them?

I have had no personal experience with charter schools, I attended public schools and chose this community because of the quality public schools available. I believe in public education and think that charter schools can have a negative impact on the quality of public schools over time. Hillsborough is proof that we can provide a great public education to our students and individualize opportunities to accommodate a large majority of our children.

What steps do you think should be taken to maintain a reasonable class size?

Hillsborough currently has a formula to determine when to add additional sections in each grade. I believe that we have to watch that closely and err on the side of smaller class sizes whenever possible.

Linda Fu-Fung

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

20- median size works the best because there is a larger audience of students. With a classroom of 20 students, chances are, some students may ask questions that the other students in class may not have initially considered as an acceptable answer. Also there are different approaches to get an answer; hence hearing different lines of thought will help students to think differently. In larger class settings, the teacher's focus on an individual student decreases. With a large class, it adds stress to the teachers to effectively teach the class as well.

How important are athletic and fine art programs to the overall success of the educational process and why?

I am a big supporter of all programs including athletic, fine art and music. The more we expose to our children, the more well-rounded they become. Also, supporting these programs can help broaden a student's mind. We need to exercise both sides of the brain and their bodies and maintain their well-being. For example, all children should have the opportunity to be exposed to music since it has all-around benefits for brain development

and well-being enrichment. Sports have also proven their worth as they help students understand the value of teamwork, learning from failure, and achieving success.

What is your position on charter schools? What experience, if any, have you had with them?

Although I support charter schools for inner city school districts, I do not think Hillsborough needs them. I think our schools are doing an excellent job in educating our students. I know our schools can provide a prestigious learning experience for all levels of students.

What steps do you think should be taken to maintain a reasonable class size?

In order to maintain a reasonable class size for the schools, our town needs to provide an equivalent budget for the school. That means that when the community population grows, the budget needs to grow with it. In the last decade Hillsborough has been growing a rapid speed, with new condos and houses built in town. Hillsborough school system needs to keep up with current development and also our town's future growth as well.

Ann Harris

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

A reasonable class size for the elementary level would be 18 – 21; for the intermediate and middle school 24; high school 28-30.

How important are athletic and fine art programs to the overall success of the educational process and why?

It is sometimes the fine arts and athletic programs that students come to school for; they are as important as any academic subject because we are teaching students today when their future jobs may not even exist yet. With that in mind, we need to provide as many opportunities for students to broaden their awareness and interests while helping them become a well-rounded life-long learner.

What is your position on charter schools? What experience, if any, have you had with them?

Charter schools have become a choice for the alternative to a public education. The New Jersey constitution, however, guarantees every public school student a thorough and efficient education under Article VIII, Taxation and Finance, Section IV, Paragraph I which states: *The Legislature shall provide for the maintenance and support of a thorough and efficient education system of free public schools for the instruction of all the children in the State between the ages of five and eighteen years...* so the problem is not in public education, but in the State funding and politically motivated reforms of that education. In my opinion when politicians start making funding decisions, their priorities for funding should be in order before they begin adopting educational reforms in the name of 21st-century skills and career initiatives.

What steps do you think should be taken to maintain a reasonable class size?

The only way to ensure that class size is maintained is to have the awareness and vision for hiring more teachers when needed; requesting shifts in teaching staff assignments where appropriate to help maintain that balance and save jobs in those “bubble” years of increased student enrollment.

Nicole Risher

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

It depends on the age group. A reasonable class size depends on the budget the district has to work with. However, I feel that at younger ages class sizes should be kept with a smaller teacher to student ratio (no more than 10:1) so that the children get the best chance for individual attention. As the child gets older and develop more skills to work independently, class size can be bigger. I do understand that having smaller class sizes can potentially affect the budget, but early education and individual attention is important for future success.

How important are athletic and fine art programs to the overall success of the educational process and why?

I find these programs very important. Academics are very important however, it is good for kids to have something outside of academics. This is where arts or athletics come into the picture. Kids need a sense of inclusion and academics may not give them that sense of being a part of something.

What is your position on charter schools? What experience, if any, have you had with them?

I am against charter schools because from my experience, kids in charter schools that have special needs are excluded. These kids tend to get put out of charter schools because they bring down the rating or score of that school. I have a personal experience because of a situation within my extended family. This child is still struggling because of his experience with a charter school.

What steps do you think should be taken to maintain a reasonable class size?

Everything always comes down to budget. Thorough examination of the budget is the most effective steps at maintaining a reasonable class size. If classes become too large, hiring new teachers or aids are appropriate. We can't compromise on a child's education.

Kiru Thangavelu

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

I believe it should be around 20 kids per class. It is difficult for the teacher to reach out to all the kids if there is a sea of people in the room. A reasonable class size offers top-quality.

How important are athletic and fine art programs to the overall success of the educational process and why?

I consider athletic and fine art programs as integral part of the school system. Kids who are interested in such extra-curricular activities are best encouraged by giving them the right environment in school to pursue it. I believe athletes and artists are as essential to the society as doctors and engineers are. Hence we should provide an opportunity for the kids to master them.

What is your position on charter schools? What experience, if any, have you had with them?

Charter schools claim to produce college ready kids and chaperone them all the way to college. While I appreciate that, I **strongly recommend we fortify our existing school system** to meet those standards than sponsoring a new charter school in the district. For the fact that a charter school's admission is limited and admission into one puts us through a lottery system, it does not provide equal opportunity for all the kids in the community.

What steps do you think should be taken to maintain a reasonable class size?

One important point is - Home builders should take responsibility in helping the schools to pay for the new teachers when the population increases. Student teacher ratio should be maintained.

Judy Haas

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

Please see my answer three questions below.

How important are athletic and fine art programs to the overall success of the educational process and why?

The school district has an excellent variety of classes and co-curricular activities in art, music, physical education, and sports. With the help of teachers, mentors, and coaches, we have generated exceptionally talented artists, actors, musicians, and athletes, who share their gifts with the entire community through shows, performances, and competitions. I favor programs that allow all children to find outlets for their talents, skills, and energy in a multitude of ways, to try different experiences, and to see what makes them happy.

What is your position on charter schools? What experience, if any, have you had with them?

I fought vigorously against the creation of two charter schools which would have drawn from Hillsborough's students. I also made sure that the content of their proposed programs were well covered by our curriculum and publicized that to the public. I was involved with Save Our Schools and met with legislators and spoke at rallies. I also obtained copies of the charter proposals and exposed the outrageous lack of experience of charter schools' staff and high salaries that owners/leaders were paying to themselves. I worked hard to get my colleagues on the BOE to approve letters sent by the Superintendent to the State Board of Education recommending that there was no need for these schools.

What steps do you think should be taken to maintain a reasonable class size?

We have a "standard" of 22 per class in K-2 and 25 in higher grades, with some high school classes reaching 30. There is mixed research on this subject. I think our standards have worked well for the most part, and I have fought for additional class sections where elementary classes were fully enrolled with the likelihood of going over due to new construction in sending neighborhoods. At the high school, there are some classes that are higher and lower due to subject matter and scheduling. I review class counts every year to see if they are fair to students and staff.

Thomas Zobebe

With an eye to maintaining top-quality education and innovative programs, what do you think is a reasonable class size?

I think class size depends on the discipline taught.

How important are athletic and fine art programs to the overall success of the educational process and why?

As stated before I believe our athletic and fine art programs to be one of our strengths. The reason they are important is because it gives are children a break for everyday stressors as well as teaches them the value of hard work and teamwork.

What is your position on charter schools? What experience, if any, have you had with them?

I believe Hillsborough is a great school district but I would never say no to a parent who may want to send their child to a charter school.

What steps do you think should be taken to maintain a reasonable class size?

Assessment of student learning.

Staff Morale and Development

Lorraine Soisson

What ideas do you have for enhancing staff morale?

I think we should encourage staff to share ideas to enhance staff morale and should facilitate as much as possible.

What is your understanding of the role of education support professionals in our school community?

Without question, ESPs are incredibly important to the educational success of our students.

Do you believe there should be in-service professional development for support staff (educational support professionals)? What do you recommend?

I would be open to in-services for ESPs. I would have to review needs and available options before making recommendations.

Linda Fu-Fung

What ideas do you have for enhancing staff morale?

Staff morale is the key to any place of employment. When the staff morale is high, people are more willing to work together instead of against each other. Reasonable and fair compensation is the base line. Better health insurance and other benefits such as free access to Care.com or backup childcare programs which can help alleviate concerns teachers and staff have for their families.

What is your understanding of the role of education support professionals in our school community?

I am not familiar with this topic but I am willing to learn and listen to teachers and support staff.

Do you believe there should be in-service professional development for support staff (educational support professionals)? What do you recommend?

Yes, in-service professional development should not be limited to teachers only. In order for support staff to fully integrate and work with teachers, they need to participate with the teachers. They may not have to participate on topics that are not related to their areas of help but they can opt-in or opt-out. If they choose to opt-out, they can get additional training on related issues.

Ann Harris

What ideas do you have for enhancing staff morale?

One idea is to acknowledge staff achievements...degrees, awards, maybe even establish a teacher of the month recognition at each of the schools recognizing teachers who have participated in a community event, developed a student club, etc. Teachers do this naturally, but I think it would help morale and develop a community awareness of how much teachers do above and beyond their contract.

What is your understanding of the role of education support professionals in our school community?

Educational support professionals are a benefit to our classroom teachers and provide a vital service to the students they serve.

Do you believe there should be in-service professional development for support staff (educational support professionals)? What do you recommend?

Yes, I think that the educational support staff should be *invited* to participate in professional development that pertains to their specific assignment. Not all professional development would be appropriate nor worth a support staff's time and efforts, but they should feel welcomed into any professional development that they would like to enhance their experiences with their students.

Nicole Risher

What ideas do you have for enhancing staff morale?

Team building exercises. In my profession, team building activities always enhanced morale.

What is your understanding of the role of education support professionals in our school community?

To my understanding, an educational support professional has the role of supporting the teachers and administrators within the district. From the lunch aid, to the bus drivers, to the educational support aid in the classroom, these professionals help make the education process run smoothly. A teacher or an administrator cannot do it all. Education support

professionals help to fill the gap so that the children have the best services available to them.

Do you believe there should be in-service professional development for support staff (educational support professionals)?

Absolutely. What do you recommend? There should be yearly webinars and training programs that support professionals can take at their leisure. But these training program and webinars should be mandatory yearly.

Kiru Thangavelu

What ideas do you have for enhancing staff morale?

It is important that we understand problems faced by staff and try the best to resolve it. It is also important to design appropriate training programs and encourage them to attend team building workshops as needed. Anything from organizing a teacher's outing day to providing them with the best resources and teaching tools will make them feel more special and integrated towards the school system. Conducting periodic anonymous surveys of their expectations and their performance will help them to improvise. Teachers are the backbone of our school system so we should ensure that we work with the teachers not against them.

What is your understanding of the role of education support professionals in our school community?

My belief is that support professionals play a key role in making the main stream staff successful.

They may provide safety, offer support to educators, help with food services and interact with the students on a routine basis. In some cases they serve as good role models for the students and hence their positive attitude is greatly applauded. It is essential that we appreciate their contribution to public schools.

Do you believe there should be in-service professional development for support staff (educational support professionals)? What do you recommend?

Yes, I believe in that. Periodic tests to evaluate their morale, job satisfaction and get anonymous feed backs on their performance will boost their dedication. Ensure that they receive periodic training and orientation to cope with any new technology, equipment and policy. Sending complementary notes on their performance and ensuring their job safety will boost their morale.

Judy Haas

What ideas do you have for enhancing staff morale?

I think staff morale is improved by recognition, appreciation, consultation, and communication.

What is your understanding of the role of education support professionals in our school community?

As stated above, I have been well aware of the work of these critical staff members throughout my years on the BOE, and was especially impressed by the ESPs I met when I participated as an ESP for a Day at the HEA's invitation. Our excellent ESPs are dedicated to and have a wonderful bond with some of our neediest students and I am grateful for their efforts. They are a very important part of our school community, and work very hard, supporting both students and teachers.

Do you believe there should be in-service professional development for support staff (educational support professionals)? What do you recommend?

Yes, I think all staff members benefit from meaningful professional development that helps them to perform their jobs with more knowledge, better understanding, and new techniques. I also feel there is value in classes on teamwork, current issues in special education, legal updates, etc., as well as classes in first aid, CPR, and the like.

Thomas Zobe

What ideas do you have for enhancing staff morale?

Greater recognition of outstanding teachers.

What is your understanding of the role of education support professionals in our school community?

To assist students who may be struggling in certain areas such as academics, and to support teachers in providing excellent learning opportunities.

Do you believe there should be in-service professional development for support staff (educational support professionals)? What do you recommend?

Yes. As the saying goes knowledge is power. With more knowledge one can be more effective in his or her job.

Responsibilities of the Board

Lorraine Soisson

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

I would consider these as areas for Merit Goals. We always look for measurable goals, however, so these would need to be laid out in a way that we can assess success.

All board motions are prefaced by the words: "On the recommendation of the superintendent," if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

As a person trained in the scientific method, it is counter to my nature to accept anything without question. I have always read all information provided before making any

decision to support or not to support. I do my own research as well, which includes discussing with relevant parties as well as seeking out literature and best practices.

Linda Fu-Fung

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

I am a big believer of anonymous 360 merit evaluation. This is so that everyone can be honest with their evaluation and assess if certain areas need to be improved.

All board motions are prefaced by the words: “On the recommendation of the superintendent,” if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

I will take into consideration the superintendent’s recommendations. However, I will not blindly accept any suggestions without sufficient supporting documentation. There is always more than one side to every story and I would need factual documentation to fully understand the rationale behind the recommendation. I will not accept any recommendations without sufficient time to review the information.

Ann Harris

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

Most definitely! Without proper maintenance of facilities, safety considerations and staff morale, would not the educational leadership of an individual be questioned?

All board motions are prefaced by the words: “On the recommendation of the superintendent,” if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

I would definitely question any recommendations that are controversial, have long-term effects on the district, or involve sensitive issues for the community. To question and cast my vote on decisions, I would have done my homework and researched the issue, weighing the pros and cons and presented those to the other board members and the community at large before accepting a recommendation.

Nicole Risher

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

Absolutely.

All board motions are prefaced by the words: “On the recommendation of the superintendent,” if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

No one should ever accept something without having the full information in front of them. It depends on what the superintendent is recommending. I am assuming anything the super is recommending is something the board has discussed. But if it isn't and I don't have full knowledge to accept, I will abstain until I can get the proper data.

Kiru Thangavelu

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

Yes.

All board motions are prefaced by the words: “On the recommendation of the superintendent,” if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

I believe in having a healthy passionate discussion to make a valuable decision. Upon a decision that is taken by the board, I completely support superintendent for the success of the board and school system

Judy Haas

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

Absolutely.

All board motions are prefaced by the words: “On the recommendation of the superintendent,” if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

I start with a strong system of values, which is all about doing what is right for all of our students. I do independent research. I talk to stakeholders. I ask many, many questions. I never rubber-stamp anything. I don't hesitate to speak up. I know how to get things done from a process perspective. And I benefit from many years of experience and a solid base of knowledge about school law and many other subjects.

Thomas Zobe

When establishing Superintendent Merit Goals, do you believe that areas such as facility deficiencies, safety issues and/or staff morale should be considered?

It all depends on what facility deficiencies, safety issues and/or staff morale issues are being discussed at the time the Superintendent Merit Goals are being implemented.

All board motions are prefaced by the words: “On the recommendation of the superintendent,” if elected, will you accept the recommendation of the superintendent without question? If not, what sources of information would you consider when making board decisions?

I am my own person and on issues of serious consequence I feel it will be important to ask teachers and community members what their beliefs are before making any final decisions.

Concluding Statement

Lorraine Soisson

I would be honored to continue to serve this great community as a member of the Board of Education so that I can continue my work to further build a quality, forward-looking educational system that prepares our children to compete in an increasingly complex college and job market. I would be committed, accessible to all stakeholders, and make decisions based on valuing children first in a fiscally responsible way.

Linda Fu-Fung

I have always been very passionate about education. I understand that each student learns differently and that there is no one form that fits all. I have worked professionally in 2 different universities and also worked at, and later owned, a summer enrichment camp for four years. It was here where I interacted with different types of students and learned about the school's financial responsibilities needed to foster the growth of student education.

Ann Harris

Most anyone who knows me can attest to the fact that I am a person of action, a problem solver, and carry through on projects to the finish. It is with much thought that I have reflected on your questions as I feel very strongly committed to doing the best job I can for the community I serve.

If you live in town, thank you for considerations in casting a vote for me. Every vote counts!

Nicole Risher

I am Nicole Risher running for Hillsborough BOE. I am a mother of 4, wife, and scientist. I think I can bring an open mind to the board when it comes to the educational concerns of our district. I am new and excited to learn the Educational policies and procedures behind making our children successful. I am looking forward to giving my input on matters that will help all OUR children succeed. Kids first!

Kiru Thangavelu

As a father of two young kids, I have a complete insight on what parents go through as well as what a tax payer expects. I bring in with me fresh thoughts and experience that would help the board to proactively identify issues and attain quicker and faster turnaround on issues. It is important to take responsibility and resolve issues rather than getting into a rut.

I greatly value education and believe **that, the values imparted through education define** a kid.

As a board and committee member I will tailor my professional and personal experience to steer the board to a brighter path.

Judy Haas

I hope that I have earned support for another term in office and I would be honored to continue to serve our students, staff, and community.

Thomas Zobebe

In reading my responses to the questions above, many may be asking why should we vote for this guy. Though I am sure we may disagree on some issues, I welcome your criticism and hope that my honesty will at least earn your respect even if I do not earn your vote. I thank you the teachers for your service to our community, and a special thanks to all the teachers who helped shape me into the man I am today.

Hillsborough Education Association

417 Route 206

Suite 204

Hillsborough, NJ 08844