

Linda Albright

From: Fipp, Janice <HST024-JFIPP@ncs-nj.org>
Sent: Monday, April 7, 2014 8:51 AM
To: Steve Wynne; White, Karyn; Jon Barnhart; markbruno11@yahoo.com; delchera@comcast.net; Debbie Levitt; Kevin Milhous; 'Zubair and Suzanne Syed'; Stephanie Woodhouse
Cc: Albright, Linda; Andrew Brown
Subject: Please Read Immediately....God Bless Each of You...All Good!!!!

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001

Linda Albright

From: White, Karyn <kwhite@ncs-nj.org>
Sent: Monday, April 7, 2014 9:08 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

Dear Janice,

I read your email with mixed emotions. I am happy for you and understand your decision, but I will miss you every day for the next four year until my Kyra graduates.

It has been my honor and pleasure to work with you and get to know you. From the very first day I apprehensively dropped off my Kelsey at kindergarten, not knowing anyone, you made me feel welcome, and each day has been a blessing since.

You have made our school a wonderful place for my children and I will forever be thankful for all that you have done for me, my family and our school.

Best wishes to you and your family.

Sincerely,

Karyn White

Sent from my iPhone

On Apr 7, 2014, at 8:50 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Fipp, Janice <HST024-JFIPP@ncs-nj.org>
Sent: Monday, April 7, 2014 9:12 AM
To: White, Karyn
Subject: RE: Please Read Immediately....God Bless Each of You...All Good!!!!

God Bless you, Karyn, for knowing me inside and out and my love for this community and for your daughters.

Fondly,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:08 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

Dear Janice,
I read your email with mixed emotions. I am happy for you and understand your decision, but I will miss you every day for the next four year until my Kyra graduates.
It has been my honor and pleasure to work with you and get to know you. From the very first day I apprehensively dropped off my Kelsey at kindergarten, not knowing anyone, you made me feel welcome, and each day has been a blessing since.
You have made our school a wonderful place for my children and I will forever be thankful for all that you have done for me, my family and our school.
Best wishes to you and your family.
Sincerely,
Karyn White

Sent from my iPhone

On Apr 7, 2014, at 8:50 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road

Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: White, Karyn <kwhite@ncs-nj.org>
Sent: Monday, April 7, 2014 9:33 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

I am so sad today. Through good times and tough times, you will never know the impact have had on me as a person, mother and friend. I can't imagine NCS without you. But I know God has a plan and i wish you all that is good in life.
Karyn

Sent from my iPhone

On Apr 7, 2014, at 9:12 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

God Bless you, Karyn, for knowing me inside and out and my love for this community and for your daughters.

Fondly,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:08 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

Dear Janice,
I read your email with mixed emotions. I am happy for you and understand your decision, but I will miss you every day for the next four year until my Kyra graduates.
It has been my honor and pleasure to work with you and get to know you. From the very first day I apprehensively dropped off my Kelsey at kindergarten, not knowing anyone, you made me feel welcome, and each day has been a blessing since.
You have made our school a wonderful place for my children and I will forever be thankful for all that you have done for me, my family and our school.
Best wishes to you and your family.
Sincerely,
Karyn White

Sent from my iPhone

On Apr 7, 2014, at 8:50 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day

from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent

2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Fipp, Janice <HST024-JFIPP@ncs-nj.org>
Sent: Monday, April 7, 2014 9:41 AM
To: White, Karyn
Subject: RE: Please Read Immediately....God Bless Each of You...All Good!!!!

I love you, Karyn, and our friendship will grow. You are a spectacular parent and you are a wonderful board member and community member.

If some cannot see that, so be it.

I SEE IT!!!!!!!!!!!!!!

Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:33 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

I am so sad today. Through good times and tough times, you will never know the impact have had on me as a person, mother and friend. I can't imagine NCS without you. But I know God has a plan and i wish you all that is good in life.
Karyn

Sent from my iPhone

On Apr 7, 2014, at 9:12 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

God Bless you, Karyn, for knowing me inside and out and my love for this community and for your daughters.

Fondly,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:08 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

Dear Janice,

I read your email with mixed emotions. I am happy for you and understand your decision, but I will miss you every day for the next four year until my Kyra graduates.

It has been my honor and pleasure to work with you and get to know you. From the very first day I apprehensively dropped off my Kelsey at kindergarten, not knowing anyone, you made me feel welcome, and each day has been a blessing since.

You have made our school a wonderful place for my children and I will forever be thankful for all that you have done for me, my family and our school.

Best wishes to you and your family.

Sincerely,

Karyn White

Sent from my iPhone

On Apr 7, 2014, at 8:50 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions

of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Syed, Zubair <ZSyed@ncs-nj.org>
Sent: Tuesday, April 8, 2014 12:49 PM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You....All Good!!!!

I'm sad to hear about your departure. I learned a lot from you about the educational system and it's fascinating. I'm very happy for your future changes in your life they sound exciting. You have earned the respect and admiration of many and I wish you the best of times in whatever your future plans.

Warmest regards

Zubair

Sent from Zubair's iPhone

On Apr 7, 2014, at 8:51 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Fipp, Janice <HST024-JFIPP@ncs-nj.org>
Sent: Tuesday, April 8, 2014 2:01 PM
To: Syed, Zubair
Subject: Thank You

Zubair,

Your opinion of me means a great deal. You see I view you as quite an intelligent and warm human being. ..one who has raised a magnificent family. That does not just happen. You and Suzanne are quite a pair.

My wish is that you and your family continue to love and grow together as my family has.

With great respect,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: Syed, Zubair
Sent: Tuesday, April 08, 2014 12:49 PM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

I'm sad to hear about your departure. I learned a lot from you about the educational system and it's fascinating. I'm very happy for your future changes in your life they sound exciting. You have earned the respect and admiration of many and I wish you the best of times in whatever your future plans.

Warmest regards

Zubair

Sent from Zubair's iPhone

On Apr 7, 2014, at 8:51 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education

2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: D Nita <leelynn11@yahoo.com>
Sent: Monday, April 7, 2014 2:38 PM
To: White, Karyn
Cc: Fipp, Janice
Subject: Re: Fwd: Please Read Immediately....God Bless Each of You...All Good!!!!

thanks for forwarding :-)

I'm going to send a snail mail note because I need more time to write and I have sooooo much more to say !!!!

She is and has been an asset to Northfield ! Northfield and surrounding areas need to be reminded of how much she has done and how much she loves and has loved her job, the community, and most of all the CHILDREN!!!! You and I agreed on so much educationally - you the lawyer and me the teacher :-)
I want to be invited to her retirement dinner - I'll even speak if needed :-)

I even want to cry!!! She is an amazing woman!!! As I told you before, I think about her constantly! Every time I have to work and deal with the principal I have now, I just can't believe how fortunate I was to have my children begin their education in Northfield!!!

More to say later!!

Nicole

From: "White, Karyn" <kwhite@ncs-nj.org>
To: "leelynn11@yahoo.com" <leelynn11@yahoo.com>
Sent: Monday, April 7, 2014 9:17 AM
Subject: Fwd: Please Read Immediately....God Bless Each of You...All Good!!!!

Here it is.
Thanks,
Karyn

Sent from my iPhone

Begin forwarded message:

From: "Fipp, Janice" <jfipp@ncs-nj.org>
Date: April 7, 2014 at 9:40:50 AM EDT
To: "White, Karyn" <kwhite@ncs-nj.org>
Subject: RE: Please Read Immediately....God Bless Each of You...All Good!!!!

I love you, Karyn, and our friendship will grow. You are a spectacular parent and you are a wonderful board member and community member.

If some cannot see that, so be it.

I SEE IT!!!!!!!!!!!!

Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:33 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

I am so sad today. Through good times and tough times, you will never know the impact have had on me as a person, mother and friend. I can't imagine NCS without you. But I know God has a plan and i wish you all that is good in life.
Karyn

Sent from my iPhone

On Apr 7, 2014, at 9:12 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

God Bless you, Karyn, for knowing me inside and out and my love for this community and for your daughters.

Fondly,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:08 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

Dear Janice,
I read your email with mixed emotions. I am happy for you and understand your decision, but I will miss you every day for the next four year until my Kyra graduates.
It has been my honor and pleasure to work with you and get to know you. From the very first day I apprehensively dropped off my Kelsey at kindergarten, not knowing anyone, you made me feel welcome, and each day has been a blessing since.
You have made our school a wonderful place for my children and I will forever be thankful for all that you have done for me, my family and our school.
Best wishes to you and your family.
Sincerely,
Karyn White

Sent from my iPhone

On Apr 7, 2014, at 8:50 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.
2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road

Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in

our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I

do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Fipp, Janice <HST024-JFIPP@ncs-nj.org>
Sent: Monday, April 7, 2014 2:43 PM
To: D Nita
Cc: White, Karyn
Subject: Re: Please Read Immediately....God Bless Each of You....All Good!!!!

Nicole,

Don not make me cry. Ps we can go to dinner. BUT there will be NO retirement celebration for me...no no no. Just a couple of chosen friends dinner and dancing out.

Janic

Sent from my Verizon Wireless 4G LTE DROID

D Nita <leelynn11@yahoo.com> wrote:

thanks for forwarding :-)

I'm going to send a snail mail note because I need more time to write and I have sooooo much more to say !!!!

She is and has been an asset to Northfield ! Northfield and surrounding areas need to be reminded of how much she has done and how much she loves and has loved her job, the community, and most of all the CHILDREN!!!! You and I agreed on so much educationally - you the lawyer and me the teacher :-)

I want to be invited to her retirement dinner - I'll even speak if needed :-)

I even want to cry!!! She is an amazing woman!!! As I told you before, I think about her constantly! Every time I have to work and deal with the principal I have now, I just can't believe how fortunate I was to have my children begin their education in Northfield!!!

More to say later!!

Nicole

From: "White, Karyn" <kwhite@ncs-nj.org>
To: "leelynn11@yahoo.com" <leelynn11@yahoo.com>
Sent: Monday, April 7, 2014 9:17 AM
Subject: Fwd: Please Read Immediately....God Bless Each of You...All Good!!!!

Here it is.
Thanks,
Karyn

Sent from my iPhone

Begin forwarded message:

From: "Fipp, Janice" <jfipp@ncs-nj.org>
Date: April 7, 2014 at 9:40:50 AM EDT
To: "White, Karyn" <kwhite@ncs-nj.org>
Subject: RE: Please Read Immediately....God Bless Each of You...All Good!!!!

I love you, Karyn, and our friendship will grow. You are a spectacular parent and you are a wonderful board member and community member.

If some cannot see that, so be it.

I SEE IT!!!!!!!!!!!!!!

Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:33 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

I am so sad today. Through good times and tough times, you will never know the impact have had on me as a person, mother and friend. I can't imagine NCS without you. But I know God has a plan and i wish you all that is good in life.
Karyn

Sent from my iPhone

On Apr 7, 2014, at 9:12 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

God Bless you, Karyn, for knowing me inside and out and my love for this community and for your daughters.

Fondly,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

From: White, Karyn
Sent: Monday, April 07, 2014 9:08 AM
To: Fipp, Janice
Subject: Re: Please Read Immediately....God Bless Each of You...All Good!!!!

Dear Janice,
I read your email with mixed emotions. I am happy for you and understand your decision, but I will miss you every day for the next four year until my Kyra graduates.
It has been my honor and pleasure to work with you and get to know you. From the very first day I apprehensively dropped off my Kelsey at kindergarten, not knowing anyone, you made me feel welcome, and each day has been a blessing since.
You have made our school a wonderful place for my children and I will forever be thankful for all that you have done for me, my family and our school.
Best wishes to you and your family.
Sincerely,
Karyn White

Sent from my iPhone

On Apr 7, 2014, at 8:50 AM, "Fipp, Janice" <jfipp@ncs-nj.org> wrote:

Janice DeCicco Fipp, Ed.D.

2045 North Shepherd Drive
Northfield, NJ 08225

Mr. Steve Wynne
President of Northfield Board of Education
2000 New Road
Northfield, NJ 08225

Mrs. Linda Albright
Business Administrator Northfield Schools
2000 New Road
Northfield, NJ 08225

April 7, 2014

Dear Mr. Wynne, Mrs. White, Mr. Barnhart, Mr. Bruno, Mrs. Delcher, Mrs. Levitt, Mr. Milhous, Dr. Syed, Ms. Woodhouse, and Mrs. Albright:

As this is the 42nd year of my career as an educator and my 25th year with the Northfield Public Schools, I share my plan to retire effective September 1, 2014.

Even though my passion for this position and for my career is still strong, I am quite eager to pursue other opportunities and experiences in the coming years.

Two years ago, I was close to retiring when unexpectedly our middle school principal position was vacated. I knew I could not leave Northfield at that time with two positions of leadership unfilled. Today, however, the district is in a position where we have two dedicated and skilled principals in place as well as a seasoned business administrator.

My contract requires a 180 calendar day notice for resignation or retirement. Actually, 180 days would bring us to October 3, 2014. I am requesting approval to retire as of September 1, 2014. That would give the Board of Education 147 calendar days of notice. In this way, the new school year of 2014-15 would be orchestrated and then "kicked off" by the newly appointed superintendent instead of making such a major transition during the school year. That could be disruptive.

Having worked directly with the Northfield Board of Education members over the past five years, I praise each one of you for your dedication, your commitment and your hard work always. My hope is that each of you understands how grateful and blessed I have been during each day of my 25 years in Northfield. There has never been a day I was

not smiling with enthusiasm, excitement and pride as my day began.

I have had the pleasure to have worked with the Northfield children, parents, grandparents, and the guardians for these 25 years. Those involved in our parent teacher organization, our education foundation and our sports booster club are to be praised. Each of these relationships is and will continue to be cherished by me! Our students are absolutely marvelous human beings, and they are each well on their way to becoming accomplished and involved members of our society. I can see it every day from their involvement in our school community. That also makes me so proud because I know I played a role in this accomplishment.

My positions over the years in Northfield as your curriculum coordinator, your coordinator of special education, 16 years combined as principal of the Charles Kresge School, the Mt. Vernon Avenue School (renamed the Donald J. Adams School), the James Locuson School and Northfield Community School, and five years as your superintendent have involved me in the creation of our summer program, our school age child care program (SACC), our education foundation, our State Department of Education (DOE) monitoring process, our theater program, our security initiatives, our parent teacher organization, our building maintenance and building projects, our strategic planning, our too numerous to mention academic initiatives, our state of the art technology program and so much more.

This retirement letter would not be complete if I did not thank my school family; our administrators, coordinators, teachers, and our support staff. This past year, the numerous DOE mandates made it necessary for me to complete many of the additional in class and out of class observations now required. This has been a gift to me. I am leaving Northfield having personally witnessed so many examples of distinguished teaching, so much dedication by our business administrator, our principals, our special education department members, maintenance supervisor, our custodial staff, our technology director, our nurses, our guidance department members, cafeteria staff, our community education/SACC coordinator, and all of our office and support staff. I cannot leave out a thank you to the secretary to the superintendent.

It is also important to praise the Northfield City officials within our mayor's office, council, library, maintenance, fire and police departments for working so enthusiastically with me over these years. Their relationship with the school is impressive.

Each September, I open our Back to School teacher and staff in service with the phrase, "We are a family!" and we truly are. The Northfield school community is in excellent hands with the skilled and dedicated professionals working here each day.

In closing, my immediate goals are simple ones. My own family is grown and well on their way in their own careers. I have a stack of novels to be read at my Rehoboth Beach home, and I am eager for the Sunday, yet to come, when I do not have to take the 4:30 Sunday ferry back to New Jersey.

Yet, no matter where I am or what I am doing, my heart and my love will be with the children and the families of Northfield.

With appreciation,

Janice DeCiccp Fipp

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Fipp, Janice <HST024-JFIPP@ncs-nj.org>
Sent: Monday, May 19, 2014 9:38 AM
To: Polak, Kristen
Cc: Deuel, Karen; Vaccaro, Maureen; Robbins, Glenn; Albright, Linda
Subject: My Deepe4st Apologies to Our Association

Importance: High

Dearest Kristen and Our NEA Association Members,

My greatest pleasure was when I was approached by a representative of NEA to check if a Thursday in June would be a good date for our school's retirement party honoring each of our retirees this year.

I wrote down the date, I shared it with all of my family members and we were booked.

I continued in that mode. Then one day a couple of weeks ago, I saw a flyer on someone's desk. It listed out the retirees being honored at the retirement dinner and it listed me....fantastic.

Then I noticed the date.

It was a date in May and I was already committed to another important engagement.

I am so very sorry, but I will not be able to attend.

I do not want anyone to feel bad about this....I just want you to know that I am thrilled you are doing this for each of us and I apologize for not being there.

I shall have a few words to be said for each person delivered via our principals. But, it will not be the same.

Kristen, please share this with everyone, so they know, I love what they are doing!!!!

With great respect,
Janice

Janice DeCicco Fipp, Ed.D.
Northfield Community School Superintendent
2000 New Road
Northfield, NJ 08225
609-407-4001
jfipp@ncs-nj.org

Linda Albright

From: Wynne, Steve <swynne@ncs-nj.org>
Sent: Friday, May 30, 2014 11:50 AM
To: White, Karyn; Barnhart, Jon; Syed, Zubair; Delcher, Angelic; Bruno, Mark; Levitt, Debbie; Milhous, Kevin; Woodhouse, Stephanie
Cc: Fipp, Janice; Albright, Linda
Subject: Resolution by Somers Point Council
Attachments: res109.14 - Shared Service[1].pdf

Board Members,

This e-mail is for informational purposes.

You may or may not have seen an article in the May 1 issue of the Current, quoting Mayor Jack Glasser of Somers Point, regarding sharing of Superintendents. You may recall that at our last meeting, Mr. Milhous reported on a meeting of the shared services committees of the four boards in mid-May, at which shared superintendents, regionalization, and consolidation were discussed at length, including input from NJSBA. I added that the board presidents (Gibson, Ojserkis, Gray & I) had met on May 3, and the topic was also discussed in that forum.

As of our last Board meeting, on May 19, we are waiting for the Business Admin in one of the other districts to get an estimate for a study, and for additional information.

The reason I am sharing that status in this e-mail is that the Somers Point council passed a resolution last night regarding consolidation of Superintendents. As stated in the resolution, you will receive a printed copy from the Board Secretary. I have attached the resolution to this e-mail as well. You, as board members, may get a call from media asking for a statement on the record, or for a position. For new board members, Policy 9020 covers "Public Statements".

Thank you,
Steve

CITY OF SOMERS POINT

RESOLUTION No. 109 of 2014

A RESOLUTION ENCOURAGING THE BOARDS OF EDUCATION OF MAINLAND REGIONAL HIGH SCHOOL, SOMERS POINT, LINWOOD AND NORTHFIELD TO THOROUGHLY EXAMINE AN OPPORTUNITY FOR A SHARED SERVICE WHICH HAS PRESENTED ITSELF AS A RESULT OF THE FACT THAT SOMERS POINT CURRENTLY HAS AN INTERIM SUPERINTENDENT AND THE SUPERINTENDENTS OF MAINLAND REGIONAL HIGH SCHOOL, LINWOOD AND NORTHFIELD HAVE ANNOUNCED THEIR INTENT TO RETIRE; AND TO SCHEDULE A JOINT MEETING TO RECEIVE PUBLIC COMMENT ON SUCH A PROPOSAL

SPONSORED BY: MAYOR AND COUNCIL

WHEREAS, the Mayor, Council and City Administrator's Staff of the City of Somers Point are exploring shared service opportunities within the limitations of Civil Service; and

WHEREAS, the Board of Chosen Freeholders of Atlantic County and the Atlantic County Executive are exploring opportunities for County wide shared services such as a centralized Dispatch System; and

WHEREAS, the Mayor and Council believe that an opportunity for shared services among the Boards of Education of Mainland Regional High School, Somers Point, Linwood and Northfield has presented itself as a result of the fact that Somers Point currently has an interim Superintendent and the Superintendents of Mainland Regional High School, Linwood and Northfield have announced their intent to retire; and

WHEREAS, this Governing Body recognizes that the Somers Point Board of Education and the Mainland Regional High School Board of Education are each autonomous bodies over which this Governing Body has no control or oversight except in the limited context of reviewing any Budget rejected by the voters which, as a result of the change in election date has been virtually eliminated; but

WHEREAS, the members of the Somers Point Board of education are elected by the voters of Somers Point as are the designated members of the Mainland Regional High School Board of Education this Governing Body encourages those members to diligently and thoroughly explore this opportunity to achieve a result which would reduce the tax burden without adversely affecting the provision of a "thorough and efficient education" to our students in compliance with the State standards; and

WHEREAS, consolidating up to four School Superintendent positions through a Shared Services agreement could save the taxpayers of the Sending Districts as much as \$450,000 in the aggregate

NOW, THEREFORE, it is hereby **RESOLVED** that the Mayor and Council of the City of Somers Point:

1) Encourage the Somers Point Board of Education and the Administration to actively pursue this Shared Service opportunity with the Administration and Board of Education of Mainland Regional High School, the Board of Education of the City of Linwood and the Board of Education of the City of Northfield;

2) Encourage the Governing Bodies of the City of Linwood and the City of Northfield to support this proposal;

3) Encourage the Somers Point Board of Education and Administration, the City of Northfield Board of Education and Administration, the City of Linwood Board of Education and the Administration and Board of Education of Mainland Regional High School to work together to identify additional potential shared service opportunities which will benefit the taxpayers of the Sending Districts without adversely impacting the ability to provide a "thorough and efficient education" to our students in compliance with the State standards; and

4) Call upon the four Boards of Education to diligently examine the cost saving potential and to schedule a joint public meeting in a timely fashion to address the topic and receive public input within the time frame provided due to the impending retirements in order to protect and preserve what may otherwise be a one time opportunity.

It is further **RESOLVED** that the City Clerk is requested to send a certified copy of this Resolution to:

A) the Secretary of the Somers Point Board of Education and the Secretary of the Mainland Regional High School Board of Education requesting that a copy be distributed to each Board member,

B) the Clerk of the City of Linwood and the Clerk of the City of Northfield requesting that a copy be distributed to the Mayor and Council,

C) the Secretary of the Linwood Board of Education and the Secretary of the Northfield Board of Education requesting that a copy be distributed to each Board member,

D) the Atlantic County Executive, and

E) the Secretary of the Atlantic County Board of Chosen Freeholders requesting that a copy be distributed to the members.

I Carol L. Degrassi, City Clerk of the City of Somers Point, New Jersey, hereby certify that the foregoing Resolution is a true copy, duly adopted by the City Council of said City at a Regular meeting held on the 29th day of May 2014.

In Witness Whereof, I have hereunto set my hand and seal of my Office this 29th day of May 2014.

Carol L. Degrassi, RMC/MMC, City Clerk