



FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume 6 Number 1

Winter 1988

Supported Employment - Policy Statement

By George R. Chizmadia, Director

One of the hottest topics in Vocational Rehabilitation today is Supported Employment. It is a new technology which is attracting funding and attention. The Division of Vocational Rehabilitation Services (DVRS) is involved in a variety of actions and is exploring demonstration projects to evaluate the most effective models of supported employment.

Our first effort, the Governor's Initiative on Supported Employment is a joint effort involving DVRS with the Division of Developmental Disabilities (DDD) and Special Education (DSE). We also became involved in a small effort with the Wakefern Corporation in the New Brunswick area. These projects are underway with inconclusive results as of this date.

In the Fall of this year, the Federal Regulations regarding Supported Employment were finally published. They are among the more restrictive regulations we have seen in a long time. This is not to say that they are unreasonable. It is clearly the intent of the U.S. Department of Education that Supported Employment be operated as a distinct program targeted at specific populations.

Among the prominent feature of the legislation re:

1. We cannot sub-grant the money, although we can enter into contracts for services.
2. Agreements must be in place which spell out the source of follow-along

services and the specific source must be noted in each Individualized Written Rehabilitation Plan.

We must serve individuals, "... with severe handicaps who have not traditionally been employed competitively or for whom competitive employment has been interrupted or intermittent."

These are the three itmes most noteworthy in the regulations although there are others. It is in this context that we must begin to implement Supported Employment.

There are several options open to us in implementing our efforts. They have been the subject of a great deal of discussion within the agency. I would like to share with you our decisions.

First of all, it is important that we address the population that there regulations and this funding were intended be addressed. This is to say that we are intent on seeing that Supported Employment be maintained as a resource for the most severely disabled who cannot enter into the competitive labor market without it. We do not intend that supported employment programs be filled up with individuals who can and should be placed in competitive jobs through our existing service delivery system.

Secondly, in serving the Developmentally Disabled we will center our initial efforts on the existing service delivery system. Presently Project HIRE (ARC & CP), Monmouth ARC, and Easter Seal provide services on a statewide basis. Their experience will be valuable

in getting our efforts off on the right foot.

Lastly, in the area of the mental health we will be attempting a multifaceted project to try to arrive at the best approach for serving the chronic severely mentally ill. This effort will include close cooperation with the Division of Mental Health and Hospitals (DMHH).

Initially, in serving the mentally ill, we will use multiple models. In the first, DVRS will put job coaches on our staff and provide the job coaching services directly. The other models will involve an outside vendor (to be selected via an DMHH RFP) providing the services. It is expected that the four approaches chosen will explore different approaches. This scenario is predicted on our reaching an agreement with DMHH on the provision of follow along services after DVRS involvement in a case is completed.

In future issues of Facilities Facets I will endeavor to keep you informed of the progress that we are making.

* * * * *

CARF Board Adopts Accreditation Policy Changes - Limited Use of 12 Month Abeyance

The CARF Board recently removed this option. As a result, an already accredited organization that falls short of the accreditable performance level will not be able to maintain its accreditation. Instead a nonaccreditation decision would be rendered by the Board. In support of new agencies striving to attain quality programs through utilization of the CARF standards, the 12-month abeyance will continue to be available to organizations on original surveys.

* * * * *

EE Reporting

By John D. Kelliher

When activity occurs with a client in the Extended Employment program, it is important that you report it and do so correctly. The information that is collected is used for many purposes.

We have recently been experiencing major difficulties a processing payments in the Placement Incentive Program because client status is inaccurate. One of the uses of this file is to verify client status for the Placement Incentive Program.

A client is marked "C" upon entering the program and continues in that category as long as they remain in the program. A client should be marked "P" when they are placed in a job. This is important since it is what we look for when a PIP payment is requested. These statistics are also looked at when evaluating program effectiveness.

A client should be marked "T" when they leave the program either as a dropout or transfer to another program. A client who returns to the program after a period of working outside or being dropped for whatever reason is coded "R".

The code of "I" is assigned to some cases by the Facility Specialist from my staff. Unfortunately this means ineligible.

Please make every effort to report accurately and timely. This file is used often and it is important that the information contained in it be accurate.

* * * * *

A Point To Ponder: The Fine Art Of Being In Business To Go Out Of Business

One of the harder things that we all have to accept is the fact that we are in business to go out

of business. If we all do our jobs to perfection we will place all the disabled clients in jobs and end discrimination against the handicapped in the workplace. We will also leave in place a system of education and preparation that brings the handicapped individual to the same natural transition point from the educational system as his non-disabled counterpart prepared to go forth into the world of work on an equal footing.

It probably won't happen in our lifetime, but wouldn't it be nice if we could put ourselves, "out of business".

* * * * *

Food For Thought:

"What we really are matters more than what people think of us."

Jawaharlal Nehru
Indian Statesman
(1889-1964)

* * * * *

Published Quarterly by

New Jersey Department of Labor
Office of Human Resources

Mary Jane Meehan, Assistant Commissioner,
Human Resources

Division of Vocational Rehabilitation Services

George R. Chizmadia - Director

Adrian Marinelli - Assistant Director

Joseph A. Baptista, - Assistant Director

John D. Kelliher - Chief, Rehabilitation Facilities
Programs

James Agre - Facilities Specialist

Carroll J. Mrowicki - Facilities Specialist

Allen L. Waters - Facilities Specialist

Lawrence G. Conti - Work Activity Training Center
(WATC) Project Director

Robert F. Voorhees - Facilities Auditor

Laurette M. Walsh - Technical Assistant

All communications to:

Laurette M. Walsh, Editor
Facilities Facets

New Jersey Department of Labor
Division of Vocational Rehabilitation Services
CN 398

Trenton, New Jersey 08625-0398

Phone: (609) 292-7496

TTY/TDD Phone: (609) 292-2919

The Central Jersey Report

By Allen L. Waters

With the beginning of another Federal Fiscal Year much discussion and attention has been given to "Supported Work" since it is a new initiative. However, many facilities who are inquiring about funding for "their" supported work program do not have the type of design that allows the program to meet the key features as defined by the "Experts". As presented by the REhabilitation Research & Training Center at Virginia Commonwealth University, the features of Supported Employment include:

1. Employment - the purpose of the new initiative is employment with all the regular outcomes of having a job. Wages, working conditions, and job security are key considerations. (Real work for competitive pay)
2. Ongoing support - the focus is in providing the ongoing support required to get and keep the job rather than on getting a person ready for a job sometime in the future. Minimum standards are specified in the federal regulations.
3. Jobs not services - emphasis is on creating opportunities to work rather than just providing services to develop skills.
4. Full participation - people who are severely disabled are not excluded. The program initiative was developed specifically for the severely disabled population with the assumption that all persons, regardless of the degree of their disability, have the capacity to

undertake supported employment with appropriate ongoing support services.

5. Social integration - Contact and relationships with people without disabilities who are not paid caregivers are emphasized and to some extent mandated by the Federal regulations.
6. Variety and flexibility - Supported employment does not lock programs into one or two work options. It is flexible because of the wide range of jobs in the community and the many ways of providing support to individuals in these jobs.

As can be seen, some reference was made to the code of federal regulations in viewing Supported Employment. The criteria for such programming is somewhat specific. Let's make sure your program meets the criteria before using the buzz word of Supported Employment, and not be guilty of attempting to fit round pegs in square blocks. We have an opportunity to do something different for the severely disabled if we put our creative talents to work! Thought, planning and research is required, but this is not an impossible task. Let's meet the challenge and do something different!

* * * * *

North Jersey Happenings

By Carroll J. Mrowicki

First its time to welcome our new area supervisor Mr. George Kowalski. Mr. Kowalski served as manager of our Newark Office for many years and more recently directed the management control system which involved training all field

staff in a more flexible service delivery system.

Highlands Easter Seals workshop in Franklin, NJ was recently the recipient of funds from a unique affair. County singer Reba McIntyre, recently named female vocalist of the year down in Nashville gave a benefit concert for several charities including the workshop.

While we are focused on Sussex County its a pleasure to announce that Dave Taylor and his staff are seeking DVRS approval for a program of services, which will include a well respected horticultural program and job opportunities at Newton's Memorial Hospital.

In Passaic county, congratulations to Frank Busichio and his staff at the Barnert Hospital Psychiatric Rehabilitation program.

Their workshop will soon be celebrating ten years of operation.

Congratulations must also be extended to Tom Smith, Debby Balady and Jim Grabill instructor of the computer training program which have been awarded honorable mention by the J.M. Foundation in Washington, DC for the excellence of their training program.

* * * * *

South Jersey Happenings

By Jim Agre

Goodwill Industries of Southern New Jersey - Congratulations to Nick Cimorelli, newly appointed Executive Director. Nick was previously the Acting Director. Ms. Gwen Ferguson was recently promoted to the position of Director of Rehabilitation Services. Mrs. Marcia Abrams is the new Placement Counselor, Mr. Ron Besterling is the Extended Employee Counselor, and Ms. Ann Papale is the Supervising Rehabilitation Counselor. Ms. Beverly Houston will begin her duties of Evaluator in November.

Occupational Training Center of Burlington County - New staff members are Nicholas Oros, Jr., Work Adjustment Counselor, Mrs. Susan Prasch, Extended Employee Counselor and Ms. Carolyn Rodgers., Placement Counselor.

Camden County Occupational Training Center - New staff members are James Chaconas, Placement Counselor and Ms. Roberta Elmore, Rehabilitation Counselor.

Occupational Training Center of Mercer County - Ms. Margaret Krebs is the newly appointed Evaluator. Lance Englehart is the Supervisor of W.A.T. program.

Career Opportunity Development, Inc. of Atlantic County - Mr. Sal Orpallo was recently promoted to the position of Assistant Director. Mr. Allen Samuels is the new Director of Services. Peter Viteritti is the new Extended Employee Counselor, and Ms. Sue Hufnal has been promoted from Work Activities Counselor to Evaluator position.

Jersey Cape Center - Mrs. Helen Colguhoun has been hired for the position of Director of Services, and Robert Scheidly is the Job Placement Specialist.

Easter Seals of Cumberland County - The new Director of Services is Ms. Kathleen Barratt. The newly appointed Evaluator is Ms. Deborah Wittkamp. Supervisors of Rehabilitation and Production are Ms. Rebecca Bradway and Ms. Kathleen Mead.

Salem County Rehabilitation Center - Ms. Karen Carpenter was recently promoted to the position of Work Adjustment Counselor and Ms. Marianne Fedora is the new Placement Counselor. Congratulations are extended to Mr. Charles Pedersen, step father of Mrs. Shirley Evans on his recent award of the Nobel Peace Prize in Chemistry. We

are proud that he is a member of our Rehabilitation "Family."

Best Wishes to all of the newly appointed facility staff personnel.

* * * * *

NYU Announces New Program:

A new graduate specialty in the delivery of supported employment services is being offered at New York University by the Department of Rehabilitation Counseling. Occupational therapy and rehabilitation counseling students will train in this specialty. Qualified full-time students in rehabilitation counseling will be eligible to receive full tuition and a monthly stipend of \$325.

Registration for the Master's level supported employment specialty begins at once. There is a critical need in the nation today for trained professionals to work with severely disabled people in the area of supported employment.

Information can be obtained from Hannah Kates, (212) 998-5290; Department of Rehabilitation Counseling, NYU School of Education, Health, Nursing, and Arts Professions, 50 West 4th Street, New York, New York 10012, Room 432.

* * * * *

Cornell Gets Grant

Cornell University has received two new National Grants from RSA. One involves training Supported Employment and the other training in Independent Living. Supported Employment programs are springing up all over and Independent Living Centers now number 330 around the country with an average budget of \$400,000 per annum. For further details contact Ron House at Cornell University (607) 255-7727.

* * * * *

News!

The Trentonian newspaper reported the following on Friday, December 18, 1987:

Phony Agents Bilking Deaf

Chicago (AP) - Phony Internal Revenue Service agents who contact people through equipment for the hearing impaired have been bilking deaf people, federal official said.

The IRS has received "a considerable number of complaints," IRS spokesman John Wilcox said Wednesday.

In the scheme, the con artist contacts a person through a type-writer-like computer terminal called a TDD, which allows the deaf to make and receive phone calls.

* * * * *

Cornell University

A Simulated Exercise:
The Administration,
Planning & Implementation of a
supported employment program

The workshop begins at 9:00 AM each morning and ends each afternoon at 4:30 PM. To register, complete and return the attached registration form by January 26, 1988.

Further grant sponsored programs are as follows:

Introduction to placement techniques

Dates: 02/16/88 - 02/17/88
Where: New York City

Strategic Planning

Dates: 02/24/88 - 02/26/88
Where: Rensselaerville

Supervisory Management

Dates: 03/01/88 - 03/03/88
Where: New Jersey

Independent Living Simulation

Dates: 03/07/88 - 03/09/88
Where: Ithaca

* Conflict Mediation
Dates: 04/05/88 - 04/06/88
Where: Ithaca

Forward To Basics
Dates: 04/12/88 - 04/14/88
Where: New Jersey

Personnel Management
Dates: 04/18/88 - 04/20/88
Where: Ithaca

* Community-Based Placement
(Job Coach I)
Dates: 05/03/88 - 05/05/88

Where: New Jersey

* Job Coach Training
Dates: 06/06/88 - 06/08/88
Where: New Jersey

* Developing Follow-Along
Services (Job Coach III)
Dates: 06-09-88 - 06-10-88
Where: New Jersey

* Supported Employment Series
Courses

For further information call:

Debbie Fisher
607-255-7727

* * * * *

Note:

The NJRA Newsletter will be carrying free "help wanted" ads. Please submit any advertisements to:

NJRA Newsletter
15 Hilton Street
Nutley, NJ 07710

The newsletter is distributed only to NJRA members and extra copies will not be provided to advertisers.

* * * * *

Blindness Organization Elects Board President And Four New Trustees

NEW YORK -- Geraldine T. Schol, Ph.D., Professor of Education at the University of Michigan, Ann Arbor, has been elected President of the Board of Trustees of the American Foundation for the Blind (AFB).

Schol, the first woman to serve as President of AFB's board, became a trustee of the organization in 1970 and was elected secretary in 1983.

Formerly an elementary supervisor at the Michigan School for the Blind, Schol also taught blind and visually impaired students in the Grand Rapids, MI, public school system. She received her doctorate from the University of Michigan and has published extensively in educational journals and authorized several books.

Schol is affiliated with numerous national organizations, including the American Psychological Association, the Council for Exceptional Children and the American Educational Research Association.

"I am honored to serve as President of AFB's Board of Trustees," Schol said, "and look forward to the challenges ahead in our continuing efforts to help improve the quality of life for blind and visually impaired people in the United States."

Succeeding Schol as Secretary of Public Relations Executive Nathan Turkheimer, a member of AFB's board since 1965.

The board also elected four new trustees. They are Carl Augusto, Executive Director, Cincinnati Association for the Blind; Ophthalmologist Rosemary Marks of New York City; Otis Stephens, Ph.D., head of the Political Science Department at the University of Tennessee and President of the American Council of the Blind, and Rachel E. Rosenbaum, Executive Director, Carroll Center for the Blind in Newton, MA.

The American Foundation for the Blind is a national nonprofit organization that advocates, develops and provides programs and services to help blind and visually impaired people achieve independence with dignity.

* * * * *

Talking Book Narrator Merwin Smith Wins 1987 Alexander Scourby Award

NEW YORK -- Talking Book narrator Merwin Smith of Denver, CO, has won the second Alexander Scourby Narrator of the Year Award, established last year by the American Foundation for the Blind (AFB) and voted upon by users of Talking Books nationwide.

AFB established the award in honor of the late Alexander Scourby who, for 48 years, contributed much of his time, talent, and energy to the recording of books for blind, visually impaired, and physically handicapped people.

Smith will receive the award December 2 at a reception in his honor at the Players Club in New York City. "We are pleased that Merwin Smith will receive this honor recognizing the high quality and popularity of his work," said William F. Gallagher, Executive Director of AFB, where Scourby recorded some 450 Talking Book titles.

The Talking Book program is administered by the Library of Congress's National Library Service for the Blind and Physically Handicapped. Books and magazines are recorded and manufactured on cassette and flexible disc in the United States by AFB at its New York headquarters, the American Printing House for the Blind in Louisville, KY, Evatone of Clearwater, FL, and others.

Smith, a veteran radio and television announcer, has recorded more than two hundred books and various magazines for the Talking Books Publishing Company of Denver since 1977. Most often, he narrates mystery and suspense novels

in addition to a variety of nonfiction titles.

Smith began his career working at radio station KYOU in Greeley, CO, to help finance his education at the University of Northern Colorado from which he received a Bachelor of Arts in natural science in 1950. From 1951-52, he served in the U.S. Armed Forces Radio Far East Network based in Tokyo. Upon his return to Denver, Smith began a 21-year career at KLZ-TV and radio where he held a variety of positions, including radio staff announcer, TV booth announcer, TV weatherman, and Program Director.

Smith, 59, is married to the former Diane Harris of Buffalo, NY. They have two children, Carole Cayou and Mark, both of Denver.

Talking Books and the machines on which they are played are available free of charge to blind, visually impaired, and physically handicapped people. To enroll in the program, write National Library Service for the Blind and Physically Handicapped, The Library of Congress, Washington, DC. 20542.

AFB is a national, nonprofit organization that advocates, develops and provides programs and services to help blind and visually impaired people achieve independence with dignity in all sectors of society.

* * * * *

Justin Dart Resigns

Justin Dart, Jr., Commissioner of the Rehabilitation Services Administration, resigned effective December 15th at the request of the White House, the result of a long standing disagreement between Dart and Madeleine Will, Assistant Secretary of Education for Special Education and Rehabilitation Services.

His resignation comes after he testified before a House Subcommittee, saying RSA was undermanned, lacking in morale and "ravaged by disunity and hostility," that he was prevented from making management decisions and people with disabilities were suffering as a result.

Mr. Dart's remarks echoed those made previously by the Council of State Administrators of Vocational Rehabilitation and NRA. Supporters of Mr. Dart are calling the White House and their legislators to protest. Senator Tom Harlan of Iowa, Chairman of the Senate Subcommittee on the Handicapped, called the resignation "a loss to people with disabilities, their families and those who serve them".

Social Security Administration (SSA)

Announces FFY 88
Substantial Gainful Employment -
(SGA)
Levels by Marcella J. Ford,
VR/SSA Coordinator

SSA has announced that the SGA level for FFY 88 for blind individuals is \$700 per month, and the SGA level for FFY 88 for other eligible individuals remains \$300 per month as announced by David A. Rust, Associate Commissioner for Disability, Social Security Administration.

* * * * *

Basic DVRS Program

Facilities Quarterly Report 4-87

Traditional

Facility Name	DVRS	Start	Start	Start	Other	Avg D	AvgLg	AvgLg	Wait	Drop	Drop	Drop	Comp	Shelt
	Refer	Eval	WAT	Skill	Spon	Attnd	Eval	WAT	List	Eval	WAT	Skill	Place	Wage
Abilities NW	13	9	4	0	22	3	7.5	12.0	0	2	0	0	2 \$3.87	4 \$0.96
Abilities So.	26	20	9	0	18	40	10.0	18.0	0	7	0	0	3 \$5.00	6 \$0.84
Assoc Craft	29	17	4	1	7	18	7.0	14.0	0	10	2	0	8 \$4.50	9 \$1.03
A C O C	25	25	8	0	0	8	28.0	6.7	3	6	0	0	0 \$0.00	2 \$2.27
August Hoehne	10	5	8	0	30	34	10.0	18.0	0	2	1	0	1 \$6.50	4 \$0.74
Boland Rehab	44	29	5	10	29	55	5.0	27.0	0	4	2	5	7 \$4.69	9 \$0.89
Camden OTC	19	20	11	0	3	31	10.0	15.0	0	2	0	0	2 \$3.75	4 \$1.07
Cumberland	23	13	8	2	54	17	10.0	18.0	0	7	2	0	1 \$4.75	7 \$1.40
Edison SW	1	0	0	0	1	15	0.0	0.0	0	0	1	0	0 \$0.00	0 \$0.00
Friendship H	30	26	16	0	169	131	10.0	18.0	0	7	2	0	24 \$3.50	13 \$1.57
Goodwill NJ	65	51	24	5	12	101	8.0	26.0	0	14	2	1	14 \$5.62	8 \$2.82
Goodwill So.	8	4	6	0	0	9	6.5	6.3	1	1	0	0	2 \$3.90	3 \$1.39
Highlands	12	8	8	0	31	43	7.3	16.3	0	1	1	0	1 \$3.50	7 \$1.30
H O T C	21	15	3	3	72	93	4.8	9.0	0	3	4	1	4 \$4.38	1 \$1.00
Jersey Cape	12	8	9	0	0	14	7.0	12.0	0	0	1	0	1 \$3.50	9 \$1.74
JVSE	21	25	28	0	2	61	9.0	18.0	0	1	3	0	13 \$5.00	15 \$1.79
Joseph Finema	See August Hoehne													
Monmouth CVR	17	5	4	0	87	83	5.0	9.0	0	9	0	0	2 \$5.25	1 \$0.93
OC Essex	28	36	36	0	85	119	9.0	18.0	0	3	2	0	1 \$4.15	23 \$1.49
OC Hudson	13	15	4	0	1	66	10.0	23.0	6	4	1	0	0 \$0.00	6 \$1.56
OC Union	16	12	4	0	63	76	8.0	20.0	0	1	2	0	1 \$3.75	10 \$1.09
OTC Cedar Knol	10	10	11	0	15	24	8.0	9.0	0	0	2	0	0 \$0.00	3 \$1.09
OTC Burlington	29	22	21	0	2	43	10.0	18.0	0	3	7	0	0 \$0.00	12 \$1.10
OTC Mercer	11	13	8	0	4	35	9.0	18.0	0	1	2	0	4 \$4.84	4 \$1.07
Ocean Co.OC	32	27	15	0	75	77	3.7	7.2	0	4	0	0	7 \$4.16	11 \$1.05
Raritan Valley	25	18	4	0	51	37	10.0	27.0	0	6	1	0	3 \$3.37	10 \$1.01
St.John of God	7	5	2	0	1	5	0.0	0.0	10	0	0	0	1 \$5.64	0 \$0.00
Salem Co. OC	1	1	3	0	0	16	10.0	18.0	0	1	4	0	0 \$0.00	6 \$1.27
Thrift Shop Un	2	2	2	0	0	4	5.0	10.0	2	1	0	0	1 \$3.35	1 \$1.93
OTC SOMERSET	4	0	4	0	11	16	0.0	8.0	0	0	0	0	1 \$3.50	1 \$1.54
West Essex	48	27	13	0	6	31	5.0	18.0	0	4	10	0	3 \$5.25	2 \$1.39
West Hudson	2	0	2	0	5	20	0.0	18.0	2	0	0	0	0 \$0.00	0 \$0.00
Wrk Opp Ctr	16	16	14	0	40	36	10.0	18.0	0	1	1	0	1 \$3.50	2 \$1.49

State TOTALS	620	484	298	21	896	1361			24	105	53	7	108 \$4.44	193 \$1.31
ONE YEAR AGO	659	483	319	22	805	1263			26	95	84	7	161 \$4.00	195 \$1.37
TWO YRS AGO	770	611	333	36	815	1358			31	130	81	1	121 \$3.87	168 \$1.26
THREE YRS AGO	756	627	328	29	696	1271			10	183	100	5	156 \$4.21	131 \$1.20
FOUR YRS AGO	713	589	296	42	634	1218			30	185	85	12	124 \$4.16	150 \$1.16
FIVE YRS AGO	810	608	287	35	544				88	169	77	11	106 \$3.98	
SIX YRS AGO	746	532	294	44	402				86	151	69	16	129 \$3.93	

Sheltered DVRS Program

Facilities Quarterly Report 4-87

Sheltered	No.Cl	A	D	A	Wait	Hour	Clnt	Wage	Time in E.E.	in Years
	E.E.	E.E.	List	Wage	Plcd	After	one	one-3	Thr-5	Over 5
Abilities NW	47	41	0	\$1.00	1	\$4.00	0	0	0	1
Abilities So	128	121	0	\$1.00	7	\$4.00	3	2	1	1
Assoc Craft	65	49	0	\$1.20	6	\$3.90	3	3	0	0
A C O C	124	85	0	\$1.27	1	\$5.96	1	0	0	0
August Hoehne	77	63	0	\$0.90	2	\$3.43	0	0	0	2
Boland Rehab	85	66	0	\$1.43	6	\$3.81	4	2	0	0
Camden OTC	60	60	6	\$1.24	2	\$3.35	1	0	0	1
Cumberland	79	18	0	\$1.16	1	\$4.75	1	0	0	0
Edison SW	17	12	0	\$2.01	1	\$3.60	1	0	0	0
Friendship H	64	58	0	\$1.57	4	\$3.50	0	4	0	0
Goodwill NJ	50	45	0	\$2.12	3	\$4.00	3	0	0	0
Goodwill So.	55	43	0	\$1.37	0	\$0.00	0	0	0	0
Highlands	53	42	0	\$1.04	4	\$4.00	2	0	1	1
H O T C	40	38	0	\$0.00	2	\$4.75	0	1	0	1
Jersey Cape	60	53	0	\$1.35	2	\$3.68	1	0	0	1
Jewish Voc S	103	64	0	\$1.91	1	\$6.00	1	0	0	0
Joseph Finema			See August Hoehne							
Monmouth CVR	53	41	2	\$0.77	3	\$4.09	3	0	0	0
OC Essex	260	203	0	\$1.37	18	\$4.15	4	3	5	6
OC Hudson	92	70	0	\$1.26	9	\$4.18	5	2	0	2
OC Union	274	243	0	\$1.14	8	\$3.60	2	5	1	0
OTC Handi. CK	130	65	0	\$1.44	6	\$4.30	1	1	3	1
OTC Burlington	131	109	0	\$1.04	4	\$3.68	2	2	0	0
OTC Mercer	119	107	0	\$1.12	3	\$3.75	0	1	0	2
Ocean Co.OC	88	71	0	\$0.97	2	\$4.86	1	0	0	1
Raritan Valley	147	125	0	\$0.96	6	\$3.83	1	3	2	0
St. John of God	50	54	0	\$0.91	0	\$0.00	0	0	0	0
Salem Co. OC	78	68	0	\$1.22	1	\$3.35	1	0	0	0
Thrift Shop Un	36	27	0	\$1.42	5	\$3.58	1	2	0	2
OTC Somerset	52	46	0	\$2.27	5	\$4.90	0	2	2	1
West Essex	97	79	0	\$1.29	5	\$1.39	2	2	1	0
West Hudson	32	20	1	\$0.68	0	\$0.00	0	0	0	0
Work Opp Ctr	105	94	0	\$1.20	6	\$3.83	0	2	1	3
TOTALS	2851	2280	9	\$1.18	124	\$3.81	44	37	17	26