

BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL MEDIA CENTER

WEDNESDAY, AUGUST 21, 2019

7:00 P.M.

AGENDA

I. **Call to Order:** The New Jersey Open Public Meeting Act of 1975 was enacted to ensure the rights of the public to have advance notice of and to attend the meetings of the public bodies at which any witnesses business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, the Audubon Board of Education has caused notice of the meeting to be published by having the dates, time, and place thereof posted on the Audubon Public School District website, posted copies on Edgewood Avenue at the main entrance (between Chestnut and Pine Street) and the Pine Street entrance of the Junior-Senior High School, transmitted to the Retrospect newspaper, and filed with the Borough Clerk.

II. **Roll Call**

SY 2017-2019

___ Ammie Davis

___ Joseph Ryan

___ Ed Simpson

SY 2018-2020

___ Marianne Brown

___ Pam Chiaradia

___ Jeff Whitman

SY 2019-2021

___ James Blumenstein

___ Allison Cox

___ Ralph Gilmore

SY 2019 Mt. Ephraim Representative

___ Nancy Schiavo

III. **Authorizing Executive Session:**

WHEREAS, while the Sen. Byron M. Baer Open Public Meetings Act (N.J.S.A. 10:4-12 et seq.) requires all meetings of the **Audubon Board of Education** to be held in public, N.J.S.A. 10:4-12(b) sets forth nine types of matters that may lawfully be discussed in Executive Session," i.e. without the public being permitted to attend; and

WHEREAS, the **Audubon Board of Education** has deemed it necessary to go into closed session to discuss certain matters which are exempted from the Public; and

WHEREAS, the nine exceptions to public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box within which the number of issues to be privately discussed that fall within that exception shall be written, and after each exception is a space where additional information that will disclose as much information about the decision as possible without undermining the purpose of the exception shall be written.

NOW, THEREFORE, BE IT RESOLVED that the **Audubon Board of Education** will go into closed session for the following reason(s) as outlined in N.J.S.A. 10:4-12(b):

 X Any matter which, by express provision of Federal Law, State Statute or Rule of Court shall be rendered confidential or excluded from discussion in public;

_____ Any matter in which the release of information would impair a right to receive funds from the federal government;

X Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly;

_____ Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body

_____ Any matter involving the purchase lease or acquisition of real property with public funds, the setting of bank rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed;

_____ Any tactics and techniques utilized in protecting the safety and property of the public provided that their disclosure could impair such protection;

X Any investigations of violations or possible violations of the law;

_____ Any pending or anticipated litigation or contract negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer;

X Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public; Specifically the evaluation of the Superintendent

_____ Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility;

WHEREAS, the length of the Executive Session is undetermined; however, the **Audubon Board of Education** will make every attempt to estimate the time of the session prior to convening the session after which the public meeting shall reconvene and the **Audubon Board of Education** will proceed with business.

NOW, THEREFORE, BE IT RESOLVED, that the **Audubon Board of Education** will go into Executive Session for only the above stated reasons;

BE IT FURTHER RESOLVED that the **Audubon Board of Education** hereby declares that its discussion of the aforementioned subject(s) may be made public at a time when the **Audubon Board of Education** attorney advises that the disclosure of the discussion will not detrimentally affect any right, interest or duty of the school district or any other entity with respect to said discussion.

BE IT FURTHER RESOLVED that the **Board of Education**, for the aforementioned reasons, hereby declares that the public is excluded from the portion of the meeting during which the above discussion shall take place and hereby directs the board secretary to take the appropriate action to effectuate the terms of this resolution.

IV. **Call meeting to order**

V. **Flag Salute**

VI. **PRESENTATION(s):** I. New Jersey Quality Single Accountability Continuum (NJQSAC) – (Audubon Public School District) District Improvement Plan (DIP)

II. 2018-2019 Student Safety Data System Report(s) Period II and Final

VII. **APPROVAL OF BOARD MINUTES:**

1. Motion to approve the following minutes:

July 17, 2019 Public Session

July 17, 2019 Executive Session

Motion to Approve: _____ Second: _____

Roll Call:

- ___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
- ___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
- ___ Pam Chiaradia ___ Ralph Gilmore

VIII. **PARTICIPATION:** (Agenda Items Only)

The board welcomes participation of interested organizations and individuals and will schedule time as appropriate for the public to speak. The board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen minutes, and individual speakers will be limited to five minutes. Reference bylaws #0167 of the Audubon Public Schools Board of Education Policy Manual.

All motions are voted on by all members unless otherwise marked with a +.

IX. **GOVERNANCE:** Chairperson: Ms. Brown – Committee Members: Mr. Blumenstein, Mr. Ryan, Mr. Simpson, Alternate: Ms. Schiavo

1. Motion to approve the second reading and adoption of the following policies and regulations as recommended by the full Governance Committee of the Board.

Regulation	Title	New/Revised
3160	Physical Examination (M)	Revised
4160	Physical Examination (M)	Revised
Policy	Title	New/Revised
3160	Physical Examination (M)	Revised
4160	Physical Examination (M)	New
8550	Unpaid Meal Charges/Outstanding Food Service Charges (M)	Revised

9541	Student Teachers/Interns	Revised
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2. Motion to approve the first reading of the following policies and regulations as recommended by the full Governance Committee of the Board.

Regulation	Title	New/Revised
5530	Substance Abuse (M)	Revised

3. Motion to approve the Audubon Junior-Senior High Handbook for the 2019-2020 school year:

Audubon Junior-Senior High School Handbook

4. Motion to approve the Haviland Avenue Elementary School Code of Conduct Matrix – Grades K – 2 for the 2019-2020 school year:

HAS Code of Conduct Matrix

5. Motion to approve Mansion Avenue Elementary School Office Managed “Major” Offenses document for the 2019-2020 school year:

MAS Office Managed Offenses Document

6. Motion to approve the Audubon Public School District 2019-2020 Technology Handbook for Parents/Guardians and Students for the 2019-2020 school year.

APSD Technology Handbook

7. Motion to approve the following modifications to the 2019-2020 district calendar as listed:

- September 17 & 18 – Removal of the late arrivals for students in Grades 10 through 12
- January 22 – Change to full Teacher In-Service Day; School closed for students
- March 10 & 11 - Removal of the late arrivals for students in Grades 10 through 12
- March 19 – Change to Early Dismissal Day for Students; Full day for teachers
- Change of NJSLs testing dates and early dismissals for High School students from April 27 & 28 to May 19 & 20

Updated Calendar

8. Motion to approve to approve the New Jersey Quality Single Accountability Continuum – District Improvement Plan (DIP) as presented, and for submission of the report and related documents to the New Jersey Department of Education

QSAC DIP

Motion to Approve Item(s) 1 through 8: _____ Second: _____

Roll Call:

___ Marianne Brown	___ Allison Cox	___ Joseph Ryan	___ Ed Simpson
___ James Blumenstein	___ Ammie Davis	___ Nancy Schiavo	___ Jeff Whitman
___ Pam Chiaradia	___ Ralph Gilmore		

X. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Mrs. Davis, Mr. Gilmore, Mr. Whitman, Alternate: Mrs. Chiaradia,

1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of June 2019. The Board Secretary certifies that no line item account has been over expended in violation of N.J.A.C. 6A: 23A – 16.10 (c) 3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

June Board Secretary's Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of June 2019. The Cash Reconciliation Report and Secretary's reports are in agreement for the month of June 2019.

June Cash Reconciliation Report

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.

4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

5. Motion to approve line item transfers for the month of June 2019.

Line Item Transfers

6. Motion to approve the bills payable list for July 2019 in the amount of \$388,394.90 when certified.

July Bill List

7. Motion to approve the bills payable list for August 2019 in the amount of \$406,344.75 when certified.

August Bill List

8. Motion to acknowledge Safety Drills conducted in the District Schools:

Haviland Avenue School

July 10, 2019	Fire Drill
July 8, 2019	Lockout Drill

Mansion Avenue School

July 18, 2019	Lockdown with Panic System Drill
July 29, 2019	Fire Drill

Audubon High School

July 3, 2019	Tabletop Drill
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9. + Motion to approve the Saint Joseph the Worker Parish, Saint Vincent Pallotti Church, 901 Hopkins Road #A, Haddonfield, NJ 08033 (856.858.1313) as the Emergency Evacuation Site for the Haviland Avenue Elementary School.

10. + Motion to approve the submission of alternate method for toilet room facilities for Pre-Kindergarten and Kindergarten classrooms for the 2019/2020 school year.

11. Motion to approve a Lease Purchase for student Chromebooks and related technology equipment in an amount not to exceed \$125,000 through consortium with Hunterdon County ESC Cooperative for the 2019/2020 school year.

12. **Approval of Professional Service Agreements for the 2019-2020 School Year**

WHEREAS, the **Special Education Department** has compiled a list of private providers, qualified to perform professional consultations and services; and

WHEREAS, the **Board**, pursuant to its authority under N.J.S.A. 18A:18A-5(a)(1), may negotiate and award a contract for professional services without the necessity of public advertising for bids and bidding therefor; and

WHEREAS, the **Board** has determined, based upon the recommendation of its **Administration**, that there is a continued need for the professional consultations and services for the 2019/2020 school year and that the award of said contracts will allow for the continued provision of high quality services at a fair and competitive price; and

WHEREAS, the total amount to be paid to any one vendor shall not exceed the rates as listed for the current school year;

NOW, THEREFORE, BE IT RESOLVED by the **Audubon Board of Education**, that the **Board** hereby approves the list of **Approved Private Providers** to perform such professional consultations and services as are determined necessary and prudent by the **Supervisor of Special Education Services** for the 2019/2020 school year; and be it

FURTHER RESOLVED, that the Board authorizes its President and Secretary to execute professional services contracts with Approved Private Providers upon final approval of the form of contracts by the Superintendent of Schools & School Business Administrator and when needed by the School Board Solicitor.

Bancroft NeuroHealth

Provision:

Functional Behavioral Assessment (FBA): \$1,250
Neuropsychological Assessment: \$175/hr.
Assistive Tech Evals: \$850
Therapy (OT, PT, ST) Evals: \$180/hr.
Board Certified Behavior Analyst: \$115/hr
Applied Behavior Specialist: \$75/hr
Follow Up Meeting Attendance: \$150
Occupational, Physical & Speech Therapy: \$90/hr
Assistive Tech Services: \$114/hr. Two hour min.

BCSSD Educational Services Unit (ESU)

Provision:

Learning, Psychological Evals: \$480 ea. out of county
Social Evals: \$380 ea. out of county
OT, PT, Speech/Language Evals: \$345 out of county
Functional Behavioral Assess: \$1,250 out of county FBA
with Behavior Interv. Plan: \$1,525 out of county
Behavioral Consult: \$95/hr out of county
Specialized S/L, LE, Psych (D/HoH): \$795 out of county
Therapy Services: \$95/hr out of county

Camden County Educational Services Comm.

Provision:

Psych, Educational, Social, S/L Evals: \$360
Bilingual Psych, Educa., Social, S/L Evals: \$505 ea.
3 Eval Bundle: \$975
Bilingual 3 Eval Bundle: \$1,450

PsychoEducational Eval: \$710
Bilingual PsychoEducational Eval: \$985
PT, OT Evals (without sensory): \$300

Goss, Jessica CCC-SLP

Provision:
Bilingual Speech & Language Evals:\$550
2nd report in English: \$150

New Behavioral Health

Provision:
Behavior Consultation: \$125/hour
Behavior Interventionist: \$45/hour.
Group Training: \$200/hour
Functional Behavioral Assessment (FBA): \$1,000

Para-Plus Translations

Provision:
Interpretation: Spanish \$68.50/hr, other languages vary. Two hour minimum
Document Translation: \$.16/word. \$63 minimum

School Therapy Services (formerly Rehab Connection)

Provision:
Occupational and Physical Therapy: \$80/hr.

REM Audiology

Provision:
Diagnostic Audiological Eevals: \$295
Central Auditory Processing Disorder Evals: \$595
Classroom Noise Assessment: \$425
Teacher In-Service: \$325

Technology for Educ & Commun. Consult

Speech/Language Evals: \$550
Augmentative Communication Evals: \$900, with home visit \$975
Assistive Technology Eval: \$850
Assistive Tech/Augmentative Comm Consult: \$125/hr.

13. Motion to approve Connect Plus to provide supports to student #02666 during the afternoon KEYS program throughout the 2019-2020 school year at no cost to the district.

Motion to Approve Item(s) 1 through 13: _____ Second: _____

Roll Call:

___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
___ Pam Chiaradia ___ Ralph Gilmore

XI. EDUCATION: Chairperson: Mr. Simpson, Committee Members: Mr. Blumenstein, Mrs. Chiaradia, Ms. Schiavo, Alternate: Mr. Ryan

1. Approval of Attendance at Conferences and Workshops for the 2019-2020 School Year

WHEREAS, certain **Audubon Public School District employees** have requested authorization to attend the conference(s)/Workshop(s) listed below, and

WHEREAS, the attendance of each employee at the specified conference/workshop is educationally necessary, fiscally prudent and 1) directly related to and within the scope of the employee's current responsibilities and the **District's Professional Learning Plan**, and 2) critical to the instructional needs of the District or furthers the efficient operation of the District;

NOW, THEREFORE BE IT RESOLVED, that the **Audubon Board of Education** authorizes the attendance of the employees at the specified conferences/workshops listed below, and be it

FURTHER RESOLVED, that the **Board** hereby determines that the estimated expenses related to the authorized travel listed below are justified and

THEREFORE, authorizes payment of any registration fees and statutorily authorized travel expenditures to the designated employees, not to exceed District budgetary limitations and to be in accordance with the provisions of *N.J.S.A. 18A:11-12*, the District's travel policy and procedures, State travel payment guidelines established by the Department of Treasury in NJOMB circular letter 08-13-OMB, and with the guidelines established by the federal Office of Management and Budget:

	Participant	Conference Title & Location	Date(s)	Cost
A	Deborah Roncace	Food Service – Determining Eligibility Bordentown, NJ 08505	August 22, 2019	Travel
B	Deborah Roncace	Educational Stability Meeting Blackwood, NJ 08012	August 26, 2019	Travel

2. + Motion to affirm that the Audubon Board of Education is in receipt of the district Harassment, Intimidation and Bullying monthly report as presented by the superintendent, and is in agreement with all actions taken in regard to the incident(s) reported at the August 2019 meeting of the Board of Education.

BULLYING INCIDENTS REPORT			
SCHOOL	Confirmed HIB	Non-HIB	Total
HS			0
HAS			0
MAS			0

3. + Motion to approve the following field trip requests for the 2019-2020 school year:
10/13/19 HAS, PTA Night Out at Indian Acres: Departure: 5:30 pm – Return 8:00 pm; Cost \$8.00 tickets or \$30.00 per family.
4. Motion to approve the SSDS Semi Annual Report(s) for Period 2 (Final) for the 2018-2019 school year as presented, and for submission of the report and related documents to the New Jersey Department of Education.

SSDS Semi-Annual Report
5. Motion to approve the State of New Jersey – State Board of Education's list of religious holidays permitting student absence from school for the 2019-2020 school year as adopted on May 1, 2019.

Resolution and List of Religious Holidays Permitting Student Absence
6. Motion to approve the following transitional services for the 2019-2020 school year for returning Student #02224 through the Gloucester County Special Services School District, CRESS division:
- Educational Consultation, Deaf Services for 1.5 hours per month at a cost of \$131.00 per hour
 - Auxiliary Teacher, Teacher of the Deaf for 1.5 hours per day at a cost of \$86.00 per hour

Services Proposal

7. Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Auditorium	5 th Grade Talent Show	4/2/19 – 4/3/19	3:00 pm – 5:00 pm	Melissa McCloskey
AHS	Library	AEF Meetings	9/8/19, 10/19/19, 11/11/19, 1/13/20, 2/10/20, 3/9/20, 4/6/20, 5/11/20	6:45 pm – 8:45 pm	Peggy Slack
AHS	Main Gym	6 th Grade Funtacular	2/18/20	6:00 pm – 9:30 pm	Melissa McCloskey
AHS	Baseball Field	Audubon Blue Sox Baseball	9/8/19 – 11/17/19	9:00 am – 12:00 pm	Brian Kulak
AHS	Football Field	Oaklyn Cougars Athletic Assoc.	9/28/19	10:00 am	Thomas Battillo
MAS	Library	MAS PTA Meetings	10/1/19	6:45 pm – 8:30 pm	Melissa McCloskey
MAS	Library	MAS PTA Holiday Shop	12/2/19 – 12/6/19	8:00 am – 8:30 pm	Melissa McCloskey
MAS	All Purpose Room	MAS PTA Family Movie Night	03/13/20	5:00 pm – 9:30 pm	Melissa McCloskey
MAS	All Purpose Room	Family Candy Bar Bingo Night	11/22/19	5:00 pm – 9:30 pm	Melissa McCloskey
MAS	All Purpose Room	Fall Festival	10/26/19	11:00 pm – 6:00 pm	Melissa McCloskey

8. + Motion to approve the Audubon Community Education Programs for the 2019-2020 school year.

Location	Activity	Start End Dates	Time(s)
HS	Adult Evening School	Fall – 9/23/19 – 1/16/20 Spring – 2/24/20 – 6/20	6:00 pm – 10:00 pm
HS	Audubon Youth Wrestling	11/26/19 – 2/28/20	6:15 pm – 7:30 pm
MAS & HAS	Audubon Chess Club	9/30/19 – 12/16/19	HAS Mondays 2:30pm – 3:30 pm MAS Mondays 3:00 pm – 4:00 pm
HAS	After School Enrichment Classes	9/19 – 12/19	2:35 pm – 3:35 pm
HS & MAS	Audubon Basketball Club	12/19 – 2/20	
HS & HAS	Haviland Avenue School Theater Club	Tuesdays & Thursdays 1/19 – 03/31/20	2:35 pm – 3:45 pm
MAS	Mansion Avenue School 6 th Grade Theater Club	9/18/19 – 11/15/19	3:15 pm – 4:30 pm

MAS	Mansion Avenue School Variety Show	1/24/20 – 3/20/20	3:00 pm – 4:00 pm
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9. Motion to approve the following send/receive tuition contracts with Mt. Ephraim School District for the 2019-2020 school year.

Regular Education	1,781,213.00
Resource Room	609,491.00
Specialized Program	106,032.00
Total	2,496,736.00

Tuition Contract

10. Motion to approve the Audubon Public School District Mentoring Plan 2019-20 and for submission of the Plan and related documents (Statement of Assurance) to the New Jersey Department of Education.

Mentoring Plan 2019-20

Mentoring Plan SOA 2019-20

11. Motion to approve the Audubon Public School District Professional Development Plan 2019-2020 and for submission of the Plan and related documents (Statement of Assurance) to the New Jersey Department of Education.

Audubon Public School District Professional Development Plan 2019-20

PDP SOA 2019-20

Motion to Approve Items 1 through 11: _____ Second: _____

Roll Call:

- ___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
 ___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
 ___ Pam Chiaradia ___ Ralph Gilmore

XII. HUMAN RESOURCES: Chairperson: Mrs. Davis, Committee Members: Ms. Brown, Mrs. Cox, Mr. Whitman, Alternate: Mr. Gilmore

- 1. Resolution Abolishing Certain Positions Created Due to Economy, Reestablishing Certain Positions and Confirming the Employment of the Individuals Currently Holding Those Abolished Positions in the Created Positions**

WHEREAS, the Superintendent of Schools had consulted with and recommended to the Audubon Board of Education that, for reasons of economy, it was necessary to redesign certain positions in the Audubon Public School District; and

WHEREAS, the Audubon Board of Education had determined that, for reasons of economy, it was necessary to reorganize certain positions; and

WHEREAS, the Board of Education was legally permitted to do so in accordance with the provisions of N.J.S.A 18A:28-9, et seq.; and

WHEREAS, the Board of Education based upon the legal advice and recommendation of the Board Solicitor, has determined to reestablish the employment of the individuals currently in those positions.

NOW, THEREFORE, BE IT RESOLVED by the Audubon Board of Education as follows:

- A. The following positions in the Audubon School District be and are hereby abolished retroactively effective June 30, 2019:
 - Assistant Principal - Junior-Senior High School 10 months 10 days
 - Assistant Principal - Junior-Senior High School 10 months 10 days
 - Coordinator of Testing, Data, and Special Projects 10 months 10 days
 - B. The reestablishing of these positions shall be effective as of June 30, 2019.
 - C. The individuals currently holding the abolished positions shall be transferred to their prior positions retroactively effective July 1, 2019.
 - D. The Superintendent and Board Secretary are authorized and directed to take all necessary and appropriate actions with respect to the abolishment of the positions and to notify the affected individuals of the termination of their employment in said positions.
2. Motion to authorize the Audubon Board of Education to create a Vice-Principal of the Junior-Senior High School (10-12) – 12 month position for the 2019-2020 school year in accordance with the recommendation of the Superintendent of Schools.
 3. Motion to authorize the Audubon Board of Education to create an Assistant-Principal of the Junior-Senior High School (7-9) – 12 month position for the 2019-2020 school year in accordance with the recommendation of the Superintendent of Schools.
 4. Motion to authorize the Audubon Board of Education to create the position of Coordinator of Testing, Data, and Special Projects - 12 month in accordance with the recommendation of the Superintendent of Schools.
 5. Motion to authorize the Audubon Board of Education to create a Junior High School Principal as of the 2020-2021 school year in accordance with the recommendation of the Superintendent of Schools.
 6. Motion to authorize the Audubon Board of Education to create a Dean of Students as of the 2020-2021 school year in accordance with the recommendation of the Superintendent of Schools.
 7. Motion to approve the Dean of Students job description.
 8. **Resolution Abolishing Certain Positions Due to Economy and Terminating the Employment of the Individuals Currently Holding These Positions as of June 30, 2020.**

WHEREAS, the Superintendent of Schools has consulted with and recommended to the Audubon Board of Education that, for reasons of economy, it is necessary to abolish certain positions in the Audubon School District; and

WHEREAS, the Audubon Board of Education has determined that, for reasons of economy, it is necessary to abolish certain positions; and

WHEREAS, the Board of Education is legally permitted to do so in accordance with the provisions of N.J.S.A 18A:28-9, et seq.; and

WHEREAS, as a result of the elimination of those positions, the Board of Education is required to terminate the employment of the individuals currently holding those positions.

NOW, THEREFORE, BE IT RESOLVED by the Audubon Board of Education as follows:

- A. The following positions in the Audubon Public School District be and are hereby abolished:

Vice Principal of the Junior-Senior High School (10-12)

Assistant Principal of the Junior-Senior High School (7-9)

- B. The abolishment of these positions shall be effective as of June 30, 2020.
- C. The employment of the individuals currently holding the abolished positions be and hereby is terminate, effective June 30, 2020.
- D. The Superintendent and Board Secretary are authorized and directed to take all necessary and appropriate actions with respect to the abolishment of the positions and to notify the affected individuals of the termination of their employment in said positions.

- 9. + Motion to accept, with best wishes, the letter of resignation from Ann Sullivan, KEYS Caregiver, effective retroactive to June 30, 2019.
- 10. + Motion to accept, with best wishes, the letter of resignation with the intent to retire, from Carol Souder, Instructional Aide at Haviland Avenue School, 29.5 hours per week, retroactive to June 30, 2019.
- 11. Motion to accept, with best wishes, the letter of resignation from Karen Felli, Special Education Aide at the high school, 29.5 hours per week, effective retroactive to June 30, 2019.
- 12. Motion to approve the following paid fall coaching positions for the 2019-2020 school year based on the negotiated agreement between the Audubon Education Association and the Audubon Board of Education, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements:

Name	Sport/Activity	Position	Contractual Rate
Wendy Van Fossen	Junior High Cross Country	Coach	\$2,603.00
John Walsh	Fall Athletic Director	Assistant (0.29)	\$2,938.00

- 13. Motion to approve the following volunteer (un-paid) fall coaching positions pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements:

Name	Sport/Activity	Position
Eli Lapp	Football	Assistant Coach

- 14. Motion to authorize the updated contracts for and the reemployment of the following tenured administrators for the 2019-2020 school year, retroactively effective July 1, 2019, in accordance with the negotiated 2018-2021 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

Name	Title	Months	Salary	Longevity
Frank Corley	Assistant Principal Grades 10-12	12	\$132,376.00	\$1,250.00
Eric Miller	Assistant Principal Grades 7-9	12	\$126,013.00	0.00

Motion to Approve Items 1 through 14: _____ Second: _____

Roll Call:

- ___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
- ___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
- ___ Pam Chiaradia ___ Ralph Gilmore

15. Motion to approve Patricia Martel as the 12 month Coordinator of Testing, Data, and Special Projects at a salary of \$ 105,941.00 retroactively effective July 1, 2019 through June 30, 2020.
16. + Motion to approve the following KEYS employees from September 6, 2019 through June 30, 2020 based on an agreement with the Audubon Board of Education with consideration of updated New Jersey Legislation, pending all district and State requirements and executed time sheets at rates defined below:

NAME	SCHOOL	HOURLY RATE	TITLE
Kathleen Lowe	HAS/MAS	\$15.95	Caregiver
Anna Marie Farrell	MAS	\$15.95	Caregiver

17. Motion to approve the long-term substitute Teacher of Mathematics contract for Jennifer Arcolesse from September 3, 2019 through January 23, 2020 at BA Step 1 (\$256.00 per day) no benefits; time worked does not count towards the acquisition of tenure. Ms. Arcolesse is also afforded up to three days of articulation time prior to September 3, 2019 for the purpose of training. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements.
18. Motion to approve the long-term substitute Elementary Teacher contract for Kathryn Peterson from September 3, 2019 through November 19, 2019 at BA Step 1 (\$256.00 per day) no benefits; time worked does not count towards the acquisition of tenure. Ms. Peterson is also afforded up to three days of articulation time prior to September 3, 2019 for the purpose of training. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements.
19. + Motion to approve the long-term substitute Special Education Teacher contract for Kristin Rotan from September 3, 2019 through November 5, 2019 at BA Step 1 (\$256.00 per day) no benefits; time worked does not count towards the acquisition of tenure. Ms. Rotan is also afforded up to three days of articulation time prior to September 3, 2019 for the purpose of training. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements.
20. Motion to approve the long-term substitute Math Teacher contract for Janice Bate from September 3, 2019 through October 17, 2019 at BA Step 1 (\$256.00 per day) no benefits; time worked does not count towards the acquisition of tenure. Ms. Bate is also afforded up to three days of articulation time prior to September 3, 2019 for the purpose of training. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements.
21. Motion to approve \$93.75 per day as the rate of pay for substitute teachers effective September 4, 2019.
22. + Motion to approve the first year tenure track classroom teacher contract for Tayler Lebakken for the 2019-2020 school year in accordance with the 2018-2021 negotiated contract between the Audubon Board of Education and the Audubon Education Association at BA - Step 3, \$53,500.00, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements.
23. Motion to approve the following overloads at the Junior-Senior High School for the 2019-2020 school year:

Name	Position	Partial/Full	Salary
Dennis Bantle	Special Education	Full	\$4,000.00
Teresa D'Aprile	General Education	Full	\$4,000.00
Larae Drinkhouse	Special Education	Full	\$4,000.00 (pro-rated)
Dawn Ewing	Special Education	Full	\$4,000.00
Cheryl Fisher	General Education	Partial (0.60)	\$2,400.00
Laurie Georgel	General Education	Full	\$4,000.00
Catherine Gidjunis	General Education	Full	\$4,000.00
Brenda Gifford	Special Education	Full	\$4,000.00
Chris Harris	Special Education	Full	\$4,000.00
Mary Knoll	Special Education	Full	\$4,000.00
Kate Lin	Special Education	Full	\$4,000.00
Ashley McGuire	General Education	Full	\$4,000.00
Erica Miliareis	General Education	Full	\$4,000.00

Patrick Moran	Special Education	Full	\$4,000.00
Andria Morrison	Special Education	Full	\$4,000.00
Patti Myers-Griffith	General Education	Full	\$4,000.00
Jessica Pitt	General Education	Full	\$4,000.00
Debbie Waite	General Education	Full	\$4,000.00
John Walsh	Special Education	Full	\$4,000.00
Matt Webb	General Education	Full	\$4,000.00
Erica Wenzel	Special Education	Full	\$4,000.00
Eileen Willis	Special Education	Full	\$4,000.00
Kate Wilson	General Education	Full	\$4,000.00

24. + Motion to approve Mary Ann Steinberg as a part time cafeteria aide at Haviland Avenue School at \$10.00 per hour for 2.5 hours per day, not to include benefits, effective September 6, 2019 through June 12, 2020, on days when lunches are served.
25. + Motion to approve Margaret Skotnicki as a part time cafeteria aide at Haviland Avenue School at \$10.00 per hour for 2.5 hours per day, not to include benefits, effective September 6, 2019 through June 12, 2020, on days when lunches are served.
26. + Motion to approve a revised request from Kelly Angelone, Teacher of Grade Three at Mansion Avenue School, to invoke the Federal Family Medical Leave Act, effective September 3, 2019 to November 15, 2019.

September 3, 2019 through September 20, 2019

Paid Leave

September 23, 2019 through November 15, 2019

Unpaid Leave

September 3, 2019 through November 15, 2019

Federal FMLA

27. Motion to approve the following as district substitute teachers for the 2019-2020 school year, on an emergent basis, pending completion of all district and state requirements.

Baldino, David
 Beals, Beth
 Brannigan, Jeannine
 Callista, Jim
 Chishom, Samuel
 Davis, Donna
 Erney, Gail
 Fletcher, Roxanne
 Gatti, Deirdre
 Gornowski, Teresa
 Hoinkis, Matthew
 Kuchler, Joseph
 Lautenbacher, Jerry
 McClerman, Daniel
 Medlar, Christina
 Nark, Robert
 Pignotti, Michelle
 Rivera, Bolivar
 Therrien, Thomas
 Velez-Smick, Gabriella
 Watson, John

Barnhardt, Leah
 Beebe, Alyssa
 Burten, Susan
 Capps, Vickie
 Cordova, Elena
 Dempsey, Mary
 Fareri-Wall, Lillian
 Flores, Keith
 Givens, Celeste
 Gould, David
 Johnston, Sandra
 Kuerzi, Jenna
 Lebb, Sue
 McCloskey, Laurie
 Miller, Kathy
 O'Sullivan, Bridget
 Pomerantz, Trudy
 Seindanis, Fanourios
 Tiberi, Mario
 Vespe, Kelsey
 Woodring-Shea, Jennifer

Bauman, Lisa
 Bonavita, Sam
 Burton, Carla
 Carraher, Tamra
 D'Angelo, Nicolas
 DiVito, Stephanie
 Fishman, Margot
 Gainer, Gail
 Goldman, Annette
 Hare, Lisa
 Krout, Lori
 Lamond, Linda
 Lindemuth, Terri
 McNulty, Terrance
 Mitros, Paul
 Phillippi, Carole
 Pucci, Dominic
 Sault, Matthew
 Titus, Stephanie
 Ward, Nicole

28. Motion to approve the following as district substitute nurses for the 2019-2020 school year, on an emergent basis, pending completion of all district and state requirements.

Camm, Amy
 Kunkel, Krista
 Schmidt, Suzanne

Harter, Jacquelyn
 Martin, Erica
 Yoder, Jennifer

Hudson, Rosalie
 Ricci, Jeanine

Motion to Approve Items 15 through 28: _____ Second: _____

Roll Call:

___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
___ Pam Chiaradia ___ Ralph Gilmore

29. Motion to approve the following as district substitute Secretaries for the 2019-2020 school year, on an emergent basis, pending completion of all district and state requirements.

Erin Dever Scully, Elizabeth Wright, Holly	Marcucci, Jennifer Urbano, Lindsey	Rehn, Debra Warner, Terry
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30. Motion to approve the following as district Home Instruction Tutors for the 2019-2020 school year, on an emergent basis, pending completion of all district and state requirements.

Fareri-Wall, Lillian	Gatti, Deidre	Rogers, Helen
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31. Motion to approve the following as district Substitute Custodians for the 2019-2020 school year, on an emergent basis, pending completion of all district and state requirements

Brendlinger, Fred Keiser, Thomas	Defilippo, Peter	Haynes, Jeff
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32. + Motion to rescind the approval of Diane Kaufman as a Cafeteria Aide for the 2019-2020 school year.

33. + Motion to approve Diane Kaufman as a district Substitute Cafeteria Aide for the 2019-2020 school year, on an emergent basis, pending completion of all district and state requirements

34. Motion to approve the following Marching Band Volunteer Staff for the 2019-2020 school year.

Jacob Apicella Gregory Mittman	Nathan Apicella Matthew Pawling	Gregory Veach Marco Lopez
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35. Motion to revise the employment agreement of Nicolas D' Angelo as a long term substitute special education teacher at the high school at Step 1 BA, per diem rate of \$256.00, not to include benefits or sick time, time worked does not count towards the acquisition of tenure, effective September 3, 2019 through November 1, 2019, pending completion of all district and state requirements.

36. + Motion to approve the following community volunteers, less than 10 hours per month, to work in various areas of Mansion Avenue School for the 2019-2020 school year.

Roseann Endt	Kenneth Endt	Anna Maria Ferrell
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37. Motion to approve the use and implementation of the Audubon Public School District Employee Physical Examination Forms A (Physician) and B (Employee) for all new hires.

Physical Examination Form A – Completed by Physician
Physical Examination Form B – Completed by Perspective Employee

38. Motion to approve the use and implementation of the Audubon Public School District Physician's Release to Return to Work Form.

Physician's Release to Return to Work Form

39. Motion to approve the use and implementation of the following United States Department of Labor Family and Medical Leave Act forms and corresponding protocols and procedures:
- a. Form WH-380-E - Certification of Health Care Provider for Employee's Serious Health Condition
 - b. Form WH-380-F – Certification of Health Care Provider for Family Member's Serious Health Condition
 - c. Form WH-381 – Notice of Eligibility and Rights & Responsibilities (FMLA)
40. Motion to approve the following staff member to provide five hours of new teacher support for the 2019-20 school year, at the non-instructional contractual rate of \$30.00 per hour for a total of \$150.00 per staff member:

New Teacher	School/Subject	Mentor
Nicole Szymanski	Haviland Avenue School Mansion Avenue School Media Specialist	Wilma Fitzpatrick

41. Motion to approve the following mentor for the 2019-20 school year. Novice teacher will compensate mentor as per New Jersey Department of Education.

New Teacher	School/Subject	Mentor	Date
Taylor Lebakken	Haviland Avenue School Grade 1	Shelley Chester	9/1/19 – 6/30/20

42. Motion to approve the involuntary transfer of Jane Byrne from the Haviland Elementary School to the Mansion Avenue Elementary School and the Junior-Senior High School for the 2019-2020 school year based on the recommendation of the Superintendent of Schools.

Motion to Approve Items 29 through 42: _____ Second: _____

Roll Call:

___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
 ___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
 ___ Pam Chiaradia ___ Ralph Gilmore

XIII. REPORTS:

XIV. Superintendent's Report

XV. (2018) Program Representatives:
 A. CCEESC Rep. Rotation: **Ms. Brown**
 B. CCSBA Rep. Rotation: **Mr. Blumenstein**
 C. AEF Representative: **Ms. Chiaradia**

XVI. Board Member Comments

XVII. PUBLIC PARTICIPATION: (Open Discussion)

The board welcomes participation of interested organizations and individuals and will schedule time as appropriate for the public to speak. The board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen minutes, and individual speakers will be limited to five minutes. Reference Board bylaws #0167 of the Audubon Public Schools Board of Education Policy Manual.

XVIII. Executive Session

- 1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached. Action may be taken.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

- 2. Motion to reconvene the Board of Education, by Resolution.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

XIX. ADJOURNMENT

- 1. The next Board of Education meeting is scheduled for Wednesday August 22, 2019 in the Audubon Junior-Senior High School Library Media Center at 7:00 PM.
- 2. Motion to adjourn meeting at approximately _____ pm.

Motion to Approve: _____ Second: _____

Roll Call:

___ Marianne Brown ___ Allison Cox ___ Joseph Ryan ___ Ed Simpson
___ James Blumenstein ___ Ammie Davis ___ Nancy Schiavo ___ Jeff Whitman
___ Pam Chiaradia ___ Ralph Gilmore

The Audubon Board of Education reserves the right to add and/or delete motions or make changes to motions in this agenda up to the time of the meeting and during the actual meeting.