

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER**  
**WEDNESDAY, FEBRUARY 15, 2023**  
**6:30 P.M.**  
**AGENDA**

I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 6:30 P.M. in the Audubon Junior-Senior High School Library Media Center to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2021-2023

\_\_\_ Joseph Miller

\_\_\_ Alison Lipsky

\_\_\_ Lori Cassidy

SY 2022-2024

\_\_\_ James Blumenstein

\_\_\_ Allison Cox

\_\_\_ Andrea Robinson

SY 2023-2025

\_\_\_ Ammie Davis

\_\_\_ Stephen Wilson

\_\_\_ Tara Sullivan-Butrica

SY 2023 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):

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;

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 publically;

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;

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or 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;

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.

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.

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

Time: \_\_\_\_\_ Voice Count: \_\_\_\_\_

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

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

Time: \_\_\_\_\_ Voice Count: \_\_\_\_\_

**IV. Call Meeting to Order**

**V. Flag Salute**

- VI. Student Representatives to the Board Report:** Noah Brasteter, 12<sup>th</sup> Grade  
Monica Coller, 11<sup>th</sup> Grade

**VII. Spotlight Program:**

**THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR DECEMBER 2022:**

**Pre-Kindergarten**  
Dean Bater

**Kindergarten**  
Connor Horan

**Grade One**  
Vera Cannon

**Grade Two**  
Maci Schiavo

**Grade Three**  
Dallas Wesley

**Grade Four**  
Gabriel Taimanglo

**Grade Five**  
Julianna Perozzi

**Grade Six**  
Jackson Davis

**Grade Seven**  
Mason Knopka

**Grade Eight**  
Ethan DePietropolo

**Freshman Class**  
Aiden Myers

**Sophomore Class**  
Trent Bantle

**Junior Class**  
Nico Natale

**Senior Class**  
Jason Rushworth

**VIII. District Reports**

**IX. Superintendent's Report**

**X. Presentation(s)**

1. 2022-2023 Student Safety Data System (SSDS) Semi-Annual Report: Period I, Dr. Andy Davis
2. Harassment, Intimidation, and Bullying: An Overview by Mr. Frank Corley, District HIB Coordinator

**XI. 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: \_\_\_\_\_

**XII. Approval of Board Minutes:**

- 1. Motion to approve the following minutes:

January 4, 2023 Public Session  
January 18, 2023 Public Session  
January 18, 2022 Executive Session  
January 21, 2023 Public Session

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Nancy Schiavo  
\_\_\_ Joseph Miller      \_\_\_ Alison Lipsky      \_\_\_ Lori Cassidy  
\_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

**XIII. Participation: (Agenda Items Only)**

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

For the first portion, public comments are invited on matters pertaining only to the agenda for tonight's meeting. For the second portion, public comments are invited on all matters pertaining to the school district.

Participants should announce their name, address, and any group they may represent, if applicable. The Board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen (15) minutes, and individual speakers will be limited to three (3) minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. Reference bylaws #0167 of the Audubon Public Schools Board of Education Manual.

The Board uses the public comment period as an opportunity to listen to citizen. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, actions, or disposition at a later date or time. The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

The Board does not endorse public comments nor will the Board be held liable for comments made by members of the public. Any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey.

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

**XIV. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Ms. Lipsky, Mr. Miller, Mr. Wilson and Alternate: Ms. Robinson**

**Board of Education Goals**

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

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

<b>Policy</b>	<b>Title</b>	<b>New/Revised</b>
P0152	Board Officers	Revised
P0155	Board Committees	Revised
P0161	Call, Adjournment, and Cancellation	Revised
P0164	Conduct of Board Meetings	Revised
P2423	Bilingual and ESL Education	Revised
P2425	Emergency Virtual or Remote Instruction Program	Revised
P5512	Harassment, Intimidation, or Bullying	Revised
P5200	Attendance	Revised
P5230	Late Arrival and Early Dismissal	Revised
P8140	Student Enrollments	Revised
P8330	Student Records	Revised
<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>
R2423	Bilingual and ESL Education	Revised
R2425	Emergency Virtual or Remote Instruction Program	New

R8420.2	Bomb Threats	Revised
R8420.7	Lockdown Procedures	Revised
R8420.10	Active Shooter	Revised

Motion to Approve Item(s) 1 through 1: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

- Ammie Davis       Stephen Wilson       Tara Butrica       Nancy Schiavo  
 Joseph Miller       Alison Lipsky       Lori Cassidy  
 James Blumenstein       Allison Cox       Andrea Robinson

**XV. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Butrica, Ms. Davis, Mr. Miller and Alternate: Mr. Wilson**

**Board of Education Goals**

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Board Secretary’s Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of October 2022. 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.

October Board Secretary’s Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of October 2022. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of October 2022.

October 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 October 2022.

October Transfers

6. Board Secretary’s Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of November 2022. 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.

November Board Secretary's Report

7. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of November 2022. The Cash Reconciliation Report and Secretary's reports are in agreement for the month of November 2022.

November Cash Reconciliation Report

8. 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.
9. 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.
10. Motion to approve line item transfers for the month of November 2022.

November Transfers

11. Motion to approve the bills payable list for January 2023 in the amount of \$253,102.44 when certified.

January Bill List

12. Motion to approve the bills payable list for February 2023 in the amount of \$1,186,184.33 when certified.

February Bill List

13. Motion to submit and accept funds through COPS FY 2022 School Violence Prevention Program grant for the period of 10/1/2022 to 9/30/2025 as follows:

Federal Grant 15JCOPS-22-GG-04219-SSIX	\$ 244,144.00
Local District obligation	\$ 81,371.32
Total Grant award	\$ 325,515.32

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

**Audubon Park Preschool**

January 5, 2023                      Fire Drill  
January 13, 2023                     Lockdown Drill

**Haviland Avenue School**

January 4, 2023                      Lockdown Drill  
January 30, 2023                     Fire Drill

**Mansion Avenue School**

January 26, 2023                     Hold Drill  
January 30, 2023                     Fire Drill

**Audubon Jr./Sr. High School**

January 11, 2023                      Fire Drill  
January 30, 2023                      Lockdown Drill

Motion to Approve Item(s) 1 through 14: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis              \_\_\_ Stephen Wilson              \_\_\_ Tara Butrica              \_\_\_ Nancy Schiavo  
\_\_\_ Joseph Miller              \_\_\_ Alison Lipsky              \_\_\_ Lori Cassidy  
\_\_\_ James Blumenstein              \_\_\_ Allison Cox              \_\_\_ Andrea Robinson

**XVI. EDUCATION: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Ms. Cassidy, Ms. Robinson and Alternate: Ms. Lipsky**

**Board of Education Goals**

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Motion to approve the issuance of written decisions affirming, rejecting, or modifying the Superintendent’s determination in regard to incident(s) reported at the January 18, 2023 meeting of the Board of Education.

School	Incident Report Number	Board Determination
MAS	#239174	HIB – Affirm
AHS	#239970	HIB – Affirm
AHS	#239850	

2. + Student Statistics February 15, 2023

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
2/1/2023	55	237	355	773	26	1,446
1/2/2023	54	237	355	776	26	1,448
2/1/2022	27	246	361	777	20	1,431

3.

**Approval of Attendance at Conferences and Workshops for the 2022-2023 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
Erin Kabo	Adolescent Substance Use Virtual	1/24/23, 1/30/23	\$325.00
Jillian Matysik	Adolescent Substance Use Virtual	1/24/23, 1/30/23	\$325.00
Sierra Keyes	2023 NJMEA State Conference Atlantic City, NJ	2/23/23 - 2/25/23	\$180.00 Travel
Eric Miller	School Safety Speaker Series Hamilton, NJ	2/28/23	No Cost Travel
Stephanie Berenato	Inclusion Institute Annual Conference Inclusive Practices in Action Glassboro, NJ	3/14/23	No Cost Travel
Theresa Salamone	Inclusion Institute Annual Conference Inclusive Practices in Action Glassboro, NJ	3/14/23	No Cost Travel
Christine Batra	Psychotherapy Networker Symposium Washington D.C.	3/16/23, 3/17/23	\$639.99 Travel
Denise Allman	50 Best Strategies for Teaching ELA Virtual	3/22/23	\$279.00
Denise Allman	Helping Your Unmotivated and Under performing Writers Virtual	3/28/23	\$279.00
Noelle Bisinger	NASP Online Learning Center Virtual	3 (1/2 days) to be complete prior to 6/30/23	\$370.00
Deborah Roncace	2023 NJASBO Annual Conference Atlantic City, NJ	6/6/23 - 6/9/23	\$275.00 Travel

4. + Motion to approve the following field trip requests for the 2022-2023 school year:

School	Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
Preschool	Audubon Park Community Hall B. Ledyard	2/1/23	Depart: 9:40am Return: 10:10am	Students and Teachers	Presentation by Children's Oral Health Program	No Cost
AHS	Mansion Avenue School D. Schwab	3/6/23, 3/7/23	Depart: 8:00am Return: 10:40am	1 chaperone, 8 students	Mansion Elective Presentation	No Cost
MAS	Haviland Avenue School T. Martel	3/16/23	Depart: 10:00am Return: 12:30pm	2 chaperones, 30 students	Discuss Restroom passes that 6th Grade students	\$90.00

					made for HAS students	
MAS	University of Penn Museum N. Thorndike	3/22/23	Depart: 9:15am Return: 1:45pm	7 chaperones, 47 students	Ancient Civilizations Trip	\$390.00 Paid by Students
AHS	Audubon Preschool L. Drinkhouse & E. Willis	4/5/23	Depart: 8:45am Return: 11:00am	2 chaperones, 20 students	Preschool Spring Festival w/Interact Club	\$80.00
MAS	University of Penn Museum C. Rehn	4/5/23	Depart: 9:15am Return: 1:45pm	8 chaperones, 69 students	Ancient Civilizations Trip	\$390.00 Paid by Students

5. Motion to approve the contract with the New Jersey Commission for the Blind for the 2022/2023 school year in the amount of \$4,400.00 to provide services for two eligible students.

Contract

- 6 + Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
HAS	Library Media Center	Bookfair	5/17/23 - 5/19/23	17th, 18th, 19th 7:55am - 2:30pm 18th 6:00pm - 8:00pm	Jamie Govito
MAS	All Purpose Room	Special Olympics Basketball Practice	3/7/23 & 3/14/23	7:00pm - 8:00pm	William Jensen
MAS	Media Center	Traveling Lantern Assembly-Sword & the Stone	4/6/23	8:30am - 11:30am	Ryan DeVito
AHS	Lower Baseball Field	Audubon Town Soccer Practice	2/27/23 - 5/20/23	6:00pm - 7:00pm	Mike Whylings
AHS	Track & Field Facilities	St. Rosa of Lima Track Team	3/1/23 - 6/15/23	5:30pm - 7:30pm	Carole Fesi
AHS	Varsity Baseball Field	Audubon Little League	3/1/23 - 8/1/23	Nights and weekends after HS baseball games/practice	Greg Severance
AHS	Varsity Baseball Field	Audubon Avalanche 13U	3/1/23 - 8/1/23	Nights and weekends after HS baseball games/practice & Little League teams	Greg Severance
AHS	Major & Minor Little League Baseball/Softball Fields	Audubon Little League	3/1/23 - 8/1/23	After HS Softball games & practices	Greg Severance
AHS	Auxiliary Gym	Audubon Little League	3/6/23 - 3/31/23	Monday, Wednesday & Friday 6:30pm - 9:30pm	Greg Severance

7. Motion to approve Gloucester County Educational Services School District - CRESS to provide School Social Worker professional services at a rate of \$112.00 per hour.

Fee Schedule

8. Motion to approve Angela Lindner, Independent Contractor, MSW, LCSW to perform Social History Assessments at a rate of \$250.00 per evaluation.

Motion to Approve Items 1 through 8: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis            \_\_\_ Stephen Wilson            \_\_\_ Tara Butrica            \_\_\_ Nancy Schiavo  
 \_\_\_ Joseph Miller            \_\_\_ Alison Lipsky            \_\_\_ Lori Cassidy  
 \_\_\_ James Blumenstein    \_\_\_ Allison Cox            \_\_\_ Andrea Robinson

**XVII. HUMAN RESOURCES: Chairperson: Mrs. Davis - Committee Members: Ms. Cassidy, Ms. Cox, Mrs. Schiavo and Alternate: Ms. Butrica**

**Board of Education Goals**

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. + Motion to rescind the long-term substitute Elementary Teacher contract for Danielle Reich at Mansion Avenue School, effective February 29, 2023 through June 30, 2023 at \$260.00 per diem; no benefits, time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
- 2+ Motion to approve the long-term substitute Part-Time Basic Skills Teacher agreement for Danielle Reich at Mansion Avenue School, effective February 29, 2023 through June 30, 2023 at \$172.64, FTE 0.664; with executed timesheets; no benefits, time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
3. + Motion to rescind the part-Time Basic Skills Teacher agreement for Lisa Buzby, at Mansion Avenue School, effective January 4, 2023 through June 30, 2023 at Step 1, BA, FTE 0.664; with executed timesheets; no benefits, time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
4. + Motion to revise the long-term substitute Full-Time Elementary Teacher contract for Lisa Buzby at Mansion Avenue School, effective January 5, 2023 through June 30, 2023 at \$260.00 per diem; with executed timesheets, no benefits, time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
5. + Motion to approve Talisha Garcia as a part-time Cafeteria Aide at the Haviland Avenue School for the 2022-2023 effective February 6, 2023 through June 30, 2023, \$16.50 per hour, 2.5 hours per day, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

6. + Motion to approve Mary P. Klein as a part-time Cafeteria Aide at the Haviland Avenue School for the 2022-2023 effective retroactive to February 7, 2023 through June 30, 2023, \$16.50 per hour, 2.5 hours per day, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.
7. + Motion to approve the part-time tenure track Instructional Aide agreement for Anna Annand-Henry, at the Haviland Avenue School, effective January 23, 2023 through June 30, 2023, for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 60 credits, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
8. + Motion to approve the part-time tenure track Special Education Aide agreement for Jenarae Dunne, at the Mansion Avenue School, effective February 1, 2023 through June 30, 2023, for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
9. + Motion to approve the Haviland Avenue School Teacher of Basic Skills contract for Kristina Miller, for the 2022-2023 school year prorated, BA, Step 1, FTE 1.0 with benefits, effective February 1, 2023 through June 30, 2023, as negotiated with the Audubon Board of Education, at the recommendation of the Superintendent of Schools. Non-tenure track temporary position funded through ESSER until June 30, 2023.
10. + Motion to approve the Long-Term Substitute Elementary Teacher agreement for Bernadette Brogna, at Mansion Avenue School, for the 2022-2023 school year, from April 4, 2023 through June 30, 2023, at \$260.00 plus longevity \$20 (\$280.00) per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
11. + Motion to approve the Long-Term Substitute Elementary Teacher agreement for Bernadette Brogna, at Mansion Avenue School, for the 2022-2023 school year, from September 1, 2023 through November 24, 2023, plus December 6, 7, 8 (Elementary Conferences) at \$270.00 plus longevity \$20 (\$290.00) per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
12. + Motion to approve the long-term full-time substitute Elementary Teacher agreement for Victoria Kelly at Mansion Avenue School, effective March 15, 2023 through June 30, 2023 at \$260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
13. Motion to approve the first year tenure track School Social Worker contract for Stacey Augustine, effective April 17, 2023 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 13 MA, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
14. Motion to approve the 10 month (FTE 1.0) Secretary to the Supervisor of Special Education Services contract for Katie Malatesta, effective February 27, 2023 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 3, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
15. + Motion to approve the long-term full-time substitute Elementary Teacher agreement for Krystle Panepinto at Haviland Avenue School, effective April 10, 2023 through June 30, 2023 at \$260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all

Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

- 16. + Motion to approve the long-term full-time substitute Elementary Teacher agreement for Krystle Panepinto at Haviland Avenue School, effective September 1, 2023 through December 22, 2023 at \$270.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
- 17. + Motion to approve Nancy Scully as a part time General Education Aide at Mansion Avenue School, Step 1, \$17.00 per hour upon the execution and approval of timesheets, not to include benefits, effective Tuesdays, one hour, beginning February 21, 2023 through the June 6, 2023, during Yoga and Dance Clubs, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
- 18. + Motion to approve the sidebar agreement between the Audubon Board of Education and the Audubon Administrators' Association at the recommendation of the Superintendent of Schools as follows:

**SIDEBAR AGREEMENT  
AMENDING THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE AUDUBON BOARD OF EDUCATION  
AND THE AUDUBON ADMINISTRATORS' ASSOCIATION**

**WHEREAS** the Audubon Board of Education (hereinafter "Board") and the Audubon Administrators' Association (hereinafter "Association") are parties to a collective bargaining agreement covering the period from July 1, 2021, through June 30, 2024; and

**WHEREAS** the Board was able to offer a full day preschool program to the school community for the first time during after the initiation of the 2021-2022 school year; and

**WHEREAS** the Board recognizes that the preparation for and implementation of a preschool program is a substantial undertaking that impacts many employees but, most of all, creates significant new and ongoing duties for Audubon Park Preschool/Haviland Elementary School Principal Barbra Ledyard; and

**WHEREAS** the Board is grateful for the efforts made by Ledyard to ensure that the preschool program was successfully launched and maintained, and trusts that Ledyard will continue to effectively lead the program in the ensuing years; and

**WHEREAS** the Association also recognizes the additional time and effort made by Ledyard; and

**WHEREAS** the Board believes it is appropriate to adjust Ledyard's compensation to reflect her new and ongoing duties directly related to leading the School District's preschool program; and

**THEREFORE** the Board and the Association have agreed to amend the CBA as follows:

1. In addition to the annual increase negotiated by the Board and the Association for the 2022-2023 school year, Ledyard shall instead receive a one-time increase to her base annual salary of eleven thousand dollars (\$11,000.00).
2. This increase to Ledyard's annual salary shall be retroactive to July 1, 2022. Retro salary shall be payable to Ledyard in one lump sum within forty-five (45) days of the date this Sidebar Agreement is signed by all the parties.
3. The Board and the Association agree that this Sidebar Agreement is based on the unique and particular circumstances presented and that no other member of the Association will be compensated in the same manner and/or for the same reason.
4. This Sidebar Agreement shall not be deemed to create any precedent and shall not be used in any manner to attempt to expand the rights of any other Association members.
5. All other terms and conditions of the collective bargaining agreement shall remain in full force and effect.

6. The provisions of this Sidebar Agreement shall not constitute a past practice, nor bind the parties in any the future in any way except as specifically provided for herein.

Sidebar Agreement

19. + Motion to revise the contract of Barbie Ledyard as the twelve-month Audubon Park Preschool/Haviland Elementary School Principal Barbra Ledyard, as per the sidebar agreement between the Audubon Board of Education and the Audubon Administrator's Association, retroactive to July 1, 2022 for the 2022-2023 school year. Ms. Ledyard's salary for the 2022-2023 school year shall be \$122,348.00, at the recommendation of the Superintendent of Schools.
20. + Motion to revise a request from employee #1081, to invoke the Federal Family Medical Leave Act, effective January 12, 2023 to February 16, 2023:
- |  |                           |
|--|---------------------------|
| January 12, 2023 through February 16, 2023 | Paid Leave (25 sick days) |
| January 12, 2023 through February 16, 2023 | Federal FMLA              |
21. Motion to revise a request from employee #367, to invoke the Federal Family Medical Leave Act, effective April 18, 2023 to May 30, 2023:
- |                                     |                           |
|-------------------------------------|---------------------------|
| April 18, 2023 through May 30, 2023 | Paid Leave (28 sick days) |
| April 18, 2023 through May 30, 2023 | Federal FMLA              |
22. Motion to revise a request from employee #1303, to invoke the Federal Family Medical Leave Act, effective September 4, 2023 to November 24, 2023:
- |   |              |
|---|--------------|
| September 4, 2023 through November 24, 2023 | Unpaid Leave |
| September 4, 2023 through November 24, 2023 | Federal FMLA |
23. Motion to accept the notice of resignation from Joseph Constantino, Maintenance Mechanic for the District, effective March 24, 2023.
24. + Motion to approve the termination of contract for staff #2074 effective January 25, 2023.
25. Motion to approve a request from employee #2194, to take an Unpaid Leave of Absence, effective February 13, 2023 through May 13, 2023.
26. Motion to revise a request from employee #1997, for a Medical Leave of Absence, effective May 30, 2023 through December 22, 2023:
- |   |                         |
|---|-------------------------|
| May 30, 2023 through June 16, 2023          | Paid Leave (14 days)    |
| August 30, 2023 through December 22, 2023   | Unpaid Leave            |
| May 30, 2023 through November 8, 2023       | Federal FMLA (12 weeks) |
| September 1, 2023 through November 24, 2023 | NJFLA (12 weeks)        |
27. Motion to approve the following paid spring coaching positions for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2022-2023 school year:

Cancellation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

Name	Sport/Activity	Position	Contractual Rate
Rich Horan	Baseball	Varsity Head Coach	\$7,679.00
Zachary Jakubowski	Baseball	Asst. Varsity Coach	\$2,542.20
Ryan Knaul	Baseball	Asst. Varsity Coach	\$2,542.20
Wade Gies	Baseball	Asst. Varsity Coach	\$2,542.20
Ryan Boland	Baseball	JV Coach	\$2,542.20
Jim Barron	Baseball	Freshman Coach	\$2,542.20
Luke Collazo	Golf	Varsity Coach	\$5,530.00
Matthew Harter	Golf	Asst. Varsity Coach	\$3,550.00
Erin Small	Softball	Varsity Coach	\$7,679.00
Amanda Brown	Softball	Asst. Varsity Coach	\$5,081.00
Jenna Imperiale	Softball	JV Coach	\$5,081.00
Dan Carter	Softball	Freshman Coach	\$2,549.00
David Niglio	Boys Tennis	Varsity Coach	\$6,105.00
Paul Frantz	Boys Tennis	Asst. Varsity Coach	\$4,025.00
Steve Ireland	Boys Track & Field	Varsity Coach	\$7,679.00
Daniel Reed	Boys Track & Field	Asst. Varsity Coach	\$5,081.00
Roger Houghkirk	Boys Track & Field	Asst. Varsity Coach	\$5,081.00
Dan Cosenza	Girls Track & Field	Varsity Coach	\$7,679.00
Adam Cramer	Girls Track & Field	Asst. Varsity Coach	\$5,081.00
Kimberly Johnson	Girls Track & Field	Asst. Varsity Coach	\$5,081.00
Bailie Rizzo	7/8 Grade Coed Track & Field	Head Coach	\$2,833.00
Patrice Kilvington	7/8 Grade Coed Track & Field	Assistant Coach	\$1,415.00
Chris Harris	Spring Weight Training	Coach	\$2,441.00
John Walsh	Spring Asst. Athletic Director	Director	\$2,828.10

28. Motion to approve the following volunteer (un-paid) spring coaching positions for the 2022-2023 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools:

Name	Sport/Activity
Andrew Bednarek	Baseball
Jeff Grim	Baseball

Ralph Schiavo	Baseball
George Kaufman	Baseball
Angela DiFilippo	Golf
Mike Tomasetti	Golf
Maddy Meehan	Softball
Keith Allen	Spring Weight Training
Dominic Koehl	Spring Weight Training
Sam Santore	Spring Weight Training
Andrew Barnhardt	Track & Field Programs
Kieran Boland	Track & Field Programs
Danielle Nicklas	Track & Field Programs
Anthony Pugliese	Track & Field Programs

29. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2022-2023 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Beth Evans-Crosby

30. + Motion to approve the following students from Camden County College for field observation, at the recommendation of the Superintendent of Schools.

Student Teacher(s)	School/Grade	Number of Hours	Cooperating Teacher
Kelli Jenkinson	MAS	15	Denise Murphy
Rebecca Martel	MAS	15	Eunice Englehart Colleen McFetridge

31. Motion to approve the following mentor for the 2022-23 school year; the novice teacher will compensate the mentor as per state regulations, at the recommendation of the Superintendent of Schools.

Novice Teacher	School	Mentor	Date	Payment
Kristina Miller	Haviland Avenue School	Shelly Chester	2/1/23 – 6/30/23	\$500.00

32. Motion to approve the adjustment in hourly pay for the following student workers:

Student Worker	Department	Hourly Rate (\$) 1/1/23-1/31/23	Hourly Rate (\$) 2/1/23- 6/30/23
Ethan Davis	Technology	14.13	14.50
Kaylynn Hawk	Technology	14.13	14.50
Brayce Culbertson	Custodial	14.13	14.50
Connor Payne	Custodial	14.13	14.50
Dillon Prim	Custodial	14.13	14.50
Elizabeth Scoll	Custodial	14.13	14.50
Logan Wilson	Custodial	14.13	14.50

33. + Motion to approve the following staff members for the position of Lego Club Advisors at Haviland Avenue School for the 22-23 school year, effective March 1, 2023. The Lego Club will meet 1 day per week at Haviland Avenue School for 8 weeks per trimester, for a maximum 24 total days, in addition to three 1 hour parent sessions (1 session per trimester), at the recommendation of the Superintendent of Schools.

ESSER Funded:



Each staff member will be paid at the AEA negotiated non-instructional rate of \$30.00/hour for prep time and AEA negotiated instructional rate of \$40.00/hour for contact time up to \$50.00 per week per staff member, to include 1 hours of prep time and 1 thirty-minute instructional sessions each week.

- Joanne McCarty

34. + Motion to approve the following staff member for the position of Healthy Bodies, Healthy Minds club Advisors at Haviland Avenue School for the 2022-2023 school year, up to 4 days per week for 8 weeks per trimester, up to 96 days, plus three 1 hour parent session (1 session per trimester), non-instructional negotiated rate (\$30/hour) for prep time, instructional rate of (\$40/hour) for contact time up to \$100.00 per week per staff member to include up to 8 hours for prep time and 4 thirty minute instructional session each week; paid through ESSER, at the recommendation of the Superintendent of Schools.

- Silveria Galvan

35. + Motion to rescind the following Students from Rowan University for a Field Placement Experience, on 2/14/23, 2/21/23, 2/28/23, 3/7/23, 3/21/23, 3/28/23, 4/4/23, & 4/11/23, at the recommendation of the Superintendent of Schools.

Student Teacher(s)	School/Grade	Cooperating Teacher
Nathan Jess	HAS	Debra Costello
Daniel McGowan	HAS	Debra Costello

36. + Motion to approve the following Students from Rowan University for a Field Placement Experience, on 2/14/23, 2/21/23, 2/28/23, 3/7/23, 3/21/23, 3/28/23, 4/4/23, & 4/11/23, at the recommendation of the Superintendent of Schools.

Student Teacher(s)	School/Grade	Cooperating Teacher
Nathan Jess	HAS	Blake Zetusky
Daniel McGowan	HAS	Blake Zetusky

Motion to Approve Items 1 through 36: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

- |                       |                    |                     |                   |
|-----------------------|--------------------|---------------------|-------------------|
| ___ Ammie Davis       | ___ Stephen Wilson | ___ Tara Butrica    | ___ Nancy Schiavo |
| ___ Joseph Miller     | ___ Alison Lipsky  | ___ Lori Cassidy    |                   |
| ___ James Blumenstein | ___ Allison Cox    | ___ Andrea Robinson |                   |

**XVIII. REPORTS:**

**XIX. HIB District Report**

February 2023	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total

AHS	0	#239974 #242162	2
MAS	0	#241323	1
HAS	0	0	0
AAPS	0	0	0

XX.

Special Program Representatives:

- A. CCESC Rep. Rotation: **Joseph Miller**
- B. CCSBA Rep. Rotation: **Ammie Davis**
- C. Audubon Education Foundation: **Lori Cassidy**
- D. Audubon/Mt. Ephraim Ad-Hoc:
- E. Board Member Orientation Committee:

XXI. Board Member Comments

XXII. **Public Participation:** (Open Discussion)

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

For the first portion, public comments are invited on matters pertaining only to the agenda for tonight's meeting. For the second portion, public comments are invited on all matters pertaining to the school district.

Participants should announce their name, address, and any group they may represent, if applicable. The Board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen (15) minutes, and individual speakers will be limited to three (3) minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. Reference bylaws #0167 of the Audubon Public Schools Board of Education Policy Manual.

The Board uses the public comment period as an opportunity to listen to citizen. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, actions, or disposition at a later date or time. The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

The Board does not endorse public comments nor will the Board be held liable for comments made by members of the public. Any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey.

XXIII. **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/may not 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: \_\_\_\_\_

**XXIV. ADJOURNMENT**

1. The next meeting of the Board of Education is scheduled for Wednesday, March 15, 2023 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
2. Motion to adjourn meeting at approximately \_\_\_\_\_ pm.

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

___ Ammie Davis	___ Stephen Wilson	___ Tara Butrica	___ Nancy Schiavo
___ Joseph Miller	___ Alison Lipsky	___ Lori Cassidy	
___ James Blumenstein	___ Allison Cox	___ Andrea Robinson	

*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.*