

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER**  
**WEDNESDAY, APRIL 19, 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):

  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 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;

X  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;

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.

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 MARCH 2023:**

**Pre-Kindergarten**  
Emma Downham

**Kindergarten**  
Frank Liberi

**Grade One**  
Nicolì Antonini

**Grade Two**  
Justice Branch

**Grade Three**  
Ian Martin

**Grade Four**  
Wyeth Bier

**Grade Five**  
Benjamin Nisenfeld

**Grade Six**  
Penelope Fajardo

**Grade Seven**  
Romina Macko

**Grade Eight**  
Abir El Alaoui

**Freshman Class**  
Ben Cameron

**Sophomore Class**  
Makenna Ammom

**Junior Class**  
Emily Waller

**Senior Class**  
Emily Egas

**VIII. District Reports:**

**IX. Superintendent’s Report:**

- X. Presentation(s):** June 30, 2022 Audit Report – Robert Inverso and Stewart, LLC

**XI. Approval of Board Minutes:**

- 1. Motion to approve the following minutes:

March 14, 2023 Public Session  
March 15, 2023 Public Session  
March 15, 2022 Executive 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

**XII. 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 +.

**XIII. 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 second reading and adoption of the following policies and regulations as recommended by the full Governance Committee of the Board.

Policy	Title	New/Revised
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P0164	Conduct of Board Meetings	Revised
P1648.11	The Road Forward COVID-19-Health and Safety	Abolish
P1648.11	The Road Forward COVID-19-Health and Safety: Appendix	Abolish
P1648.13	School Employee Vaccination Requirements	Abolish
P2431	Athletic Competition	Revised
P3216	Dress and Grooming	Revised
P4216	Dress and Grooming	Revised
<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>
R5410	Promotion and Retention	Revised
R8140	Enrollment Accounting	Revised
R8330	Student Record	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

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

**Board of Education Goals**

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- ❖ 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 January 2023. 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.

January Board Secretary’s Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of January 2023. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of January 2023.

January 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 January 2023.

January Transfers

6. Motion to approve the partial bills payable list for March 2023 in the amount of \$472,167.75 when certified.

March Bill List

7. Motion to approve the bills payable list for April 2023 in the amount of \$530,453.83 when certified.

April Bill List

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

**Audubon Park Preschool**

March 14, 2023	Fire Drill
March 15, 2023	Secure Drill

**Haviland Avenue School**

March 7, 2023	Fire Drill
March 14, 2023	Secure Drill

**Mansion Avenue School**

March 14, 2023	Lockdown Drill
March 30, 2023	Fire Drill

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

March 20, 2023	Fire Drill
March 30, 2023	Evacuate Drill

9. Motion to approve to the following resolution:

**Resolution to accept the June 30, 2022 Audit Report**

**WHEREAS** the Audubon Board of Education in accordance with NJSA 18A:23-1 must have a certified External Audit of the District’s account and financial transactions; and

**WHEREAS** the Audubon Board of Education received the audit performed by Inverso and Stewart, LLC and discussed said audit at its public meeting held on April 19, 2023 now

**BE IT RESOLVED** that the Audubon Board of Education accepts the audit for the 2021-2022 school year, fiscal year ending June 30, 2022. It is noted there are no ACFR/AMR findings.

Annual Comprehensive Financial Report

10. Motion to approve the submission of the 2022-2023 Statement of Assurance regarding the New Jersey High School Voter Registration Law to the Camden County Office of Education.

Statement of Assurance

11. Motion to approve Change Order #1 in the decreased amount of (\$541,703.00) to the Dandrea Construction Company contract for the Value Engineering items on the attached spreadsheet

Change Order #1 – Dandrea

12. Motion to approve Change Order #2 in the decreased amount of (\$601,000.00) to the Dandrea Construction Company contract for eliminating all toilet room renovation scope within toilet rooms B-3,B-4,B-6,B-11,B-27,A-138,A-145,B-109a,B-125,C-208 and C-210. Toilet room corridor door replacement shall remain part of the project scope of work.

Change Order #2 – Dandrea

13. Motion to approve the allocation and submission of the Supplemental Stabilization Aid (pursuant to Senate Bill No 3732 of 2023) in the amount of \$83,912.00 for the 2022-2023 school year.

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

**Roll Call**

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

- XV. 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 the Superintendent’s determination in regard to incident(s) reported at the March 15, 2023 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
1a	MAS	#242748	HIB –Confirmed
1b	AHS	#242635	HIB –Confirmed

1c	MAS	#243705	HIB –Unfounded
1d	AHS	#243889	HIB –Unfounded

Motion to Approve Item 1: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

2. + Student Statistics April 3, 2023

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
4/3/2023	57	236	362	772	27	1,454
3/1/2023	57	238	357	773	27	1,452
3/1/2022	28	247	359	780	21	1,435

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
Jessica Barragan	AENJ Spring Art Symposium,	March 18, 2023	\$175.00
Deborah Roncace	NJASBO Blackwood, NJ	March 23, 2023	\$125.00
Rose Lang	TESOL Trainers SIOP Institute Virtual	April 17, 2023	\$250.00
Brianna Henderson	TESOL Trainers SIOP Institute Virtual	April 17, 2023	\$250.00



Shelley Chester	TESOL Trainers SIOP Institute Virtual	April 17, 2023	\$250.00
Ammie Davis Board Member	NJSBA Spring Education Symposium 2023	April 25, 2023	\$99.00
Barbie Ledyard	2022-23 Regional Preschool Administration Meeting Clementon, NJ	April 26, 2023	No Cost Travel
Kate Wilson	The Credibility Signal Booster	Asynchronous	\$99.00

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
HAS	Audubon Public Library N. Symanski	4/20/23 Rain date 4/26/23	Depart: 8:30am Return: 12:30pm	6 chaperones, 74 students	Public Library visit/tour, Earth Day Activity, Summer Reading Program	No Cost
HS	Haddonfield Memorial High School J. McMichael	4/21/23	Depart: 8:15am Return: 2:30pm	2 chaperones, 9 students	Attend 3rd Annual Equity Leadership Summit	\$210.00 Paid by BOE
APPS	Memorial Field J. McClellan	5/11/23	Depart: 9:45am; 12:45pm Return: 11:15am, 2:15pm	Group 1 - 32 students, 4 chaperones; Group 2 - 50 students, 10 chaperones	Teaching children to work together and display teamwork and good sportsmanship as well as learn the rules of baseball	No Cost
AHS	Hershey Park M. Tiedeken	5/12/23	Depart: 8:15 am Return: 6:30 pm	2 chaperones, 18 students	To Observe stage setups, system operations, club participation, camaraderie and membership	\$490.00 Paid by BOE
HAS	Please Touch Museum S. Chester	5/17/23	Depart: 9:00am Return: 1:30pm	14 chaperones, 83 students	Explore hands on STEAM activities; science program	\$380.00 Paid by Students
AHS	Hershey Park A. Bulskis	6/07/23 (date change)	Depart: 7:45am Return: 8:30pm	8 chaperones, 100 students	Sophomore Class Trip	\$570.00 Paid by Students

5 + Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
HAS	1st Grade Dismissal Area	PTA: Haviland Butterfly Garden Cleanup	4/1/23 - 4/30/23	9:00am - 5:00pm	Raye Martin
HAS	1st Grade Dismissal Area	PTA: Haviland Butterfly Garden Event	5/5/23	8:00am - 3:00pm	Raye Martin
MAS	All Purpose Room	6th Grade: Scavenger Hunt	5/12/23	4:45pm - 9:00pm	Nicole Phillippi
AHS	Outdoor	Tim Lenahan	7/31/23 - 8/4/23 &	9:00am - 12:00pm	Kevin

	Basketball Courts	Basketball Camps/Kevin Crawford & Sons LLC	8/7/23 - 8/10/23		Crawford
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6. Motion to approve homebound instruction for the following Audubon Jr./Sr. High School student(s):

STUDENT ID#	DATE
11046	Home instruction effective retroactive to February 28, 2023 through April 28, 2023
02080	Home instruction effective retroactive to March 8, 2023 through March 15, 2023
10585	Home instruction effective retroactive to March 13, 2023 through March 24, 2023
10851	Home instruction effective retroactive to March 15, 2023 through March 20, 2023
02313	Home instruction effective retroactive to March 24, 2023 through March 31, 2023

7. Motion to approve the following students for Option II for the 2022-2023 school year.

Student ID #01806 – Three (3) ARK courses for a maximum of 15 credits.

8. Motion to approve the following students for Option II for the 2023-2024 school year.

Student ID #01993 – Gymnastics as their PE, Training 4 hours per week.

9. Motion to approve the following out of district DCP&P placement effective December 1, 2022 through June 30, 2023 for the 2022-2023 school year at the recommendation of the Superintendent of Schools:

ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
1799523601	Alloway Township School District	15,404.00	0.00	0.00

10. Motion to approve the contract with the New Jersey Commission for the Blind for the 2022/2023 school year in the amount of \$2,200.00 to provide services for one eligible student.

Contract

Motion to Approve Items 1 through 10: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

**XVI. 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 approve a request from employee #1100, to invoke the Federal Family Medical Leave Act, effective March 24, 2023 through May 1, 2023:
 

March 23, 2023 through May 1, 2023	Paid Leave (21 days)
March 23, 2023 through May 1, 2023	Federal FMLA (5 weeks)
  
2. + Motion to approve a request from employee #1270, to invoke the Federal Family Medical Leave Act, effective March 3, 2023 through April 6, 2023:
 

March 3, 2023 through April 6, 2023	Paid Leave (24 days)
March 3, 2023 through April 6, 2023	Federal FMLA (5 weeks)
  
3. Motion to revise the request from employee #1997, for a Medical Leave of Absence, effective May 15, 2023 through December 22, 2023:
 

May 15, 2023 through June 2, 2023	Paid Leave (13 days)
June 5 to June 16, 2023	Unpaid Leave
August 30, 2023 through December 22, 2023	Unpaid Leave
May 15, 2023 through June 16, 2023	Federal FMLA (5 weeks)
August 30, 2023 to October 18, 2023	Federal FMLA (7 weeks)
August 30, 2023 through November 22, 2023	NJFLA (12 weeks)
  
4. + Motion to revise (two-week extension) the request for an unpaid leave of absence for employee #2169.
 

April 15, 2023 through April 30, 2023	Unpaid Leave
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5. + Motion to approve the long-term (FTE 1.0) Substitute Elementary Teacher agreement for Beth Evans-Crosby, at the Audubon Park Preschool, retroactive to March 20, 2023 through June 30, 2023, at (\$260.00 plus \$20 longevity) \$280.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
  
6. + Motion to approve the long-term (FTE 1.0) Substitute Elementary Teacher agreement for Gail Erney, at Haviland Avenue School, retroactive to March 27, 2023 through May 1, 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.
  
7. + Motion to revise the long-term full-time substitute Elementary Teacher agreement for Krystle Panepinto at Haviland Avenue School, effective April 17, 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.
  
8. + Motion to revise the approval to increase the FTE for the Substitute Speech Language Therapist from FTE 0.2 to FTE 0.4 for Jaclyn Sloan at Mansion Avenue School, effective March 29, 2023 through June 16, 2023,

at MA, Step 16, no benefits; time worked does not count towards the acquisition of tenure, at the recommendation of the Superintendent of Schools.

9. + Motion to accept the resignation of Jessica Bruck, Pre-kindergarten Teacher at the Audubon Park Preschool, effective April 28, 2023 and subject to the terms and conditions of the separation agreement, at the recommendation of the Superintendent of Schools.
10. + Motion to accept the letter of resignation from Kathleen Ritchie, Long Term Substitute Instructional Aide at Mansion Avenue School, effective March 14, 2023, at the recommendation of the Superintendent of Schools.
11. Motion to accept the letter of resignation from Lauren Grady, School Nurse at the Audubon Jr./Sr. High School, effective June 30, 2021, at the recommendation of the Superintendent of Schools.
12. Motion to accept the letter of resignation, with intent to retire, from Scott LaPayover, Health and Physical Education Teacher at the Audubon Jr./Sr. High Avenue School, effective June 30, 2023, at the recommendation of the Superintendent of Schools.
13. Motion to accept the letter of resignation, with intent to retire, from Wilma Fitzpatrick, Library Media Specialist at the Audubon Jr./Sr. High School, effective June 30, 2023, at the recommendation of the Superintendent of Schools.
14. Motion to accept the letter of resignation, with intent to retire, from Donna Stack, English Language Arts Teacher at the Audubon Jr./Sr. High Avenue School, effective June 30, 2023, at the recommendation of the Superintendent of Schools.
15. 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.

Jacob Hendershot - Substitute Maintenance Worker

16. 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
Keith Allen	Weight Room	Supervisor	\$2,441.00

17. 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
Dillon Tassi	Baseball

18. + Motion to revise the approval of the increase in hours from 2.5 to 3.0 hours a day (The work day of 3.0 hours will be in place for the remainder of the 2022-2023 school year), for the following Haviland Avenue School cafeteria aides for the 2022-2023 school year, effective retroactive to the start date as indicated below, at the recommendation of the Superintendent of Schools:

NAME	SCHOOL	Start Date 2022-2023	HOURLY RATE
Coombs, Esther	HAS Cafeteria	09/08/2022	\$16.50 per hour
DiVincenzo, Constance	HAS Cafeteria	09/08/2022	\$17.00 per hour
Klein, Mary P.	HAS Cafeteria	02/07/2023	\$16.50 per hour
Muckley, Melissa	HAS Cafeteria	09/08/2022	\$16.50 per hour
Garcia, Talisha	HAS Cafeteria	02/06/2023	\$16.50 per hour

19. + Motion to create a Pre-Kindergarten Special Education (One-on-One) Aide position at the recommendation of the Superintendent of Schools.

Motion to Approve Items 1 through 19: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

**XVII. REPORTS:**

**XVIII. HIB District Report**

April 2023	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	#244990 #246287	2
MAS	#245309 #246345	0	2
HAS	0	0	0
APPS	0	0	0

- XIX. 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:

**XX. Board Member Comments**

**XXI. 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.

**XXII. 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: \_\_\_\_\_

**XXIII. ADJOURNMENT**

1. A special meeting of the Board of Education is scheduled for Thursday, April 27, 2023 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
2. The next regular meeting of the Board of Education is scheduled for Wednesday, May 10, 2023 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
3. 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.*