

**BOARD OF EDUCATION MEETING  
AUDUBON HIGH SCHOOL AUDITORIUM**

**WEDNESDAY, SEPTEMBER 20, 2023**

**6:30 P.M.**

**MINUTES**

- 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 Auditorium 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

  X   Joseph Miller

  X   Alison Lipsky  
Arrived at 6:45

  X   Mark Gatti

SY 2022-2024

  AB   James Blumenstein  
Absent

  X   Allison Cox

  X   Andrea Robinson

SY 2023-2025

  X   Ammie Davis

  X   Stephen Wilson

  X   Tara Sullivan-Butrica

SY 2023 Mt. Ephraim Representative

  X   Nancy Schiavo

Student Representative to the Board

  X   Monica Coller

Motion by Mrs. Cox seconded by Mr. Wilson to approve the resolution for board to enter into closed Authorizing Executive session I at 6:30pm for the following purposes. Motion approved by unanimous roll call (8-0), Member Lipsky arrived at 6:45pm and Member Blumenstein was absent.

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 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;

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.

Motion by Mr. Wilson seconded by Mr. Miller to adjourn closed Authorizing Executive session at 7:05pm. Motion approved by unanimous roll call (9-0) Member Blumenstein was absent.

**IV. Call Meeting to Order**

**V. Flag Salute**

**VI. Student Representatives to the Board Report:                      Monica Collier, 12<sup>th</sup> Grade**

**VII. Presentation(s)**

1. Strategic Plan Interviews
  - a. Scott A. Oswald, LLC
  - b. TBD
  - c. Public Comment to the BOE:
    - Christian Wilson – Is Board committed to plan?
    - Christopher Proulx – Voiced support for Dr. Oswald.
2. Brief Break
3. Curriculum Revision an Overview, Mr. Shamus Burke

**VIII. Approval of Board Minutes:**

1. Motion by Mr. Miller and seconded by Ms. Lipsky to approve the following minutes:
  - July 19, 2023 Public Session
  - July 19, 2023 Executive Session
  - August 1, 2023 Board Retreat
  - August 16, 2023 Public Session
  - August 16, 2023 Executive Session

Motion to Approve:   J. Miller                        Second:   A. Lipsky

**Roll Call**

  X Ammie Davis              X Stephen Wilson        X Tara Butrica              X Nancy Schiavo

  X Joseph Miller              X Alison Lipsky          X Mark Gatti

  Ab James Blumenstein      X Allison Cox              X Andrea Robinson  
Absent

**VOTE FOR ITEM 1**

Motion approved by unanimous roll call for July 19, 2023 Minutes & Executive Session (5-0-4), Members Lipsky, Cox, Wilson and Gatti abstained and Blumenstein was absent, August 1 & August 16, 2023 Minutes & Executive Session were approved by unanimous roll call (7-0-2) Members Gatti & Schiavo abstained and Member Blumenstein was absent.

**IX. Superintendent’s Report:**

Dr. Davis read a statement regarding his retirement notice as of June 30, 2024 that is on the Board Agenda for approval.

Board President, Mrs. Davis, thanked Dr. Davis for all that he has done for the Audubon Public School District. The Board will begin their search for a new Superintendent shortly and move forward with the Strategic plan process.

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

Angel Dachille and Rachel Negro, HAS PTA representatives, thanked Dr. Davis for attending their Meetings and pointed out that the students knew who the Superintendent was. They commented On how appreciative they were for his push to get funding for the Preschool Program.

Peggy Slack, Audubon Education Foundation representative, wanted to publicly state her support for Dr. Davis and wish him the best in retirement.

Joe Ryan, Former Board Member, thanked Dr. Davis for starting Audubon Pride and acknowledging Students of the month for all Grades (Pre-K to 12<sup>th</sup> Gr.) at the Board Meetings

The following district staff commented with many accolades and congratulations to Dr. Davis on his Retirement:

Shamus Burke  
Bud Rutter  
Barbie Ledyard  
Robin Jones  
Jenny Kube  
Michael Chisholm & Tech. Dept.  
Deborah Roncace

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 +.

**XI. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Ms. Lipsky, Mr. Gatti, 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.

**MOTION TO APPROVE ITEMS 1-2**

Motion by Mrs. Cox and seconded by Mr. Wilson

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>
P0143.2	High School Representative to the Board of Education	Revised
P110	Organization Chart	New
P3217	Use of Corporal Punishment	Revised
P4217	Use of Corporal Punishment	New
<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>

R5600	Student Discipline/Code of Conduct • APS/HAS Matrix • MAS Matrix • AHS Matrix	Revised
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2. 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
5240	Tardiness (M)	Revised
Regulation	Title	New/Revised
5200	Attendance (M)	Revised
5240	Tardiness (M)	Revised
5410	Promotion and Retention (M)	Revised

Motion to Approve Item(s) 1 through 2:   A. Cox        Second:   S. Wilson  

**Roll Call**

- Ammie Davis       Stephen Wilson       Tara Butrica       Nancy Schiavo  
 Joseph Miller       Alison Lipsky       Mark Gatti  
 James Blumenstein       Allison Cox       Andrea Robinson  
 Absent

**VOTE FOR ITEMS 1-2**

Motion approved by unanimous roll call (9-0) Member Blumenstein was absent

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

**Board of Education Goals**

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- ❖ 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.

**MOTION TO APPROVE ITEMS 1-3**

Motion by Mr. Wilson and seconded by Mr. Miller

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

**Audubon Park Preschool**

No Drills

**Haviland Avenue School**

No Drills

**Mansion Avenue School**

No Drills

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

No Drills

- 2. Motion to approve the bills payable list for August 2023 in the amount of \$1,494,143.80 when certified.

[August Bill List](#)

- 3. Motion to approve the bills payable list for September 2023 in the amount of \$4,771,235.24 when certified.

[September Bill List](#)

Motion to Approve Item(s) 1 through 3: S. Wilson Second: J. Miller

**Roll Call**

X Ammie Davis      X Stephen Wilson      X Tara Butrica      X Nancy Schiavo

X Joseph Miller      X Alison Lipsky      X Mark Gatti

AB James Blumenstein      X Allison Cox      X Andrea Robinson  
Absent

**VOTE FOR ITEMS 1-3**

Motion approved by unanimous roll call (9-0) Member Blumenstein was absent

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

**Board of Education Goals**

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- ❖ 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.

**MOTION TO APPROVE ITEMS 1-14**

Motion by Mrs. Schiavo and seconded by Mrs. Cox

1. Motion to approve the issuance of written decisions affirming the Superintendent's determination in regard to incident(s) reported at the August 16, 2023 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
N/A			
N/A			
N/A			
N/A			

2. + Student Statistics September 5, 2023

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
9/5/23	48	236	324	783	17	1,408
6/1/2023	58	236	365	775	27	1,461
9/6/2022	53	229	349	774	23	1,428

3. + Motion to approve the following field trip requests for the 2023-2024 school year:

School	Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
AHS	Senior Sunrise Breakfast AHS Basketball Court J. Lebb & M. Tomasetti	9/29/23	Start: 6:30am Return: 8:00am	2 chaperones senior class	Senior Class Gathering	N/A
HAS	Audubon Park Preschool C. McNellis, T. Zizak	10/13/23	Start: 9:30am Return: 11:15am	2 chaperones, 6 students	Social Emotional Learning as part of PBIS at the preschool	N/A
AHS	Seneca High School, Tabernacle, NJ M. Webb	11/14/23	Depart: 2:45pm Return: 7:00pm	1 chaperone, 10 students	South Jersey Chess League	\$200.00 Paid by BOE
AHS	Eastern High School, Voorhees Twp., NJ M. Webb	11/28/23	Depart: 2:45pm Return: 7:00pm	1 chaperone, 10 students	South Jersey Chess League	\$200.00 Paid by BOE



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AHS	Oakcrest High School, Mays Landing, NJ M. Webb	12/2/23	Depart: 7:00am Return: 3:00pm	1 chaperone, 10 students	South Jersey Chess League Blitz Tournament	\$320.00 Paid by BOE
AHS	Cherry Hill West High School, Cherry Hill, NJ M. Webb	1/2/24	Depart: 2:45pm Return: 7:00pm	1 chaperone, 10 students	South Jersey Chess League	\$200.00 Paid by BOE
AHS	Cherry Hill East High School, Cherry Hill, NJ M. Webb	1/16/24	Depart: 2:45pm Return: 7:00pm	1 chaperone, 10 students	South Jersey Chess League	\$200.00 Paid by BOE
AHS	Cherokee High School, Marlton, NJ M. Webb	1/20/24	Depart: 8:00am Return: 3:00pm	1 chaperone, 10 students	South Jersey Chess League Individual Tournament	\$320.00 Paid by BOE
AHS	Palmyra High School, Palmyra, NJ M. Webb	1/30/24	Depart: 2:45pm Return: 7:00pm	1 chaperone, 10 students	South Jersey Chess League	\$200.00 Paid by BOE
AHS	Cherokee High School, Marlton, NJ M. Webb	2/3/24	Depart: 8:00am Return: 3:00pm	1 chaperone, 10 students	South Jersey Chess League Championship Tournament	\$320.00 Paid by BOE

4. Motion to approve the following revised Audubon School District K-12 Curriculum for the 2023-2024 school year:

- a. APSD 5th Grade Social Studies
- b. APSD 4th Grade Social Studies
- c. APSD 3rd Grade Social Studies
- d. APSD 2nd Grade Social Studies
- e. APSD 1st Grade Social Studies
- f. APSD Kindergarten Social Studies
- g. APSD 5th Grade Science
- h. APSD 3rd Grade Science
- i. APSD 1st Grade Science
- j. APSD Physical Education Group Fitness
- k. APSD Physical Education Team Sports 10-12
- l. APSD Physical Education S&C
- m. APSD Intro to Physical Education (Grade 9)
- n. APSD 7-8 Physical Education
- o. APSD 3-6 Physical Education
- p. APSD K-2 Physical Education
- q. APSD 9-12 Health Curriculum
- r. APSD 7-8 Health
- s. APSD 3-6 Health
- t. APSD K-2 Health

5. Motion to approve the following new Audubon School District K-12 Curriculum for the 2023-2024 school year:

- a. APSD 2-D Art
- b. APSD 3-D Art
- c. APSD Human Relations (Life and Career Skills)

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6. Motion to approve the following out of district placements for the 2023-2024 school year at the recommendation of Special Services Department:

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
9030517456	Bancroft School	70,500.60	11,750.10	46,200.00
1969122018	Collingswood Public Schools		300.00	

7. Motion to approve the tuition contract with Camden County Technical School District for the 2023/2024 school year at the rate below.

<u>Program</u>	<u>Amount</u>	<u># of Students</u>
Technical Program	\$3,605.00 per student	15

8. Motion to approve the tuition contract with Burlington County Institute of Technology School District for the 2023/2024 school year at the rate below.

<u>Program</u>	<u>Amount</u>	<u># of Students</u>
Technical Program	\$3,732.00 per student \$7,600.00 out of county fee	1

9. + Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
APPS	Parking Lot	HAV PTA Trunk or Treat	10/13/23	4:00pm - 6:00pm	Therese Zizak
AHS	Media Center	AEF Meetings	9/11/23, 10/9/23, 11/13/23, 1/8/24, 2/12/24, 3/11/24, 4/8/24, 5/13/24	7:00pm - 8:30pm	Peggy Slack

10. Motion to approve homebound instruction for the following Audubon Jr./Sr. High School student(s):

<b>STUDENT ID#</b>	<b>DATE</b>
00068	Effective September 5, 2023 through September 8, 2023

11. **Approval of Attendance at Conferences and Workshops for the 2023-2024 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

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**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
Jillian Matysik	Motivational Interviewing Virtual	September 22, 2023	\$10.00
Deborah Roncace	NJASBO - School Security	September 26, 2023	\$125.00 Travel
Sylvie Galvan	Seminar in PIRS Practice Virtual Montclair, NJ	10/4/23, 10/11/23, 10/18/23, 10/25/23, 11/1/23, 11/15/23, 11/21/23, 11/29/23, 12/6/23, 12/13/23, 12/20/23, 1/10/24, 1/14/24, 1/17/24, 1/22/24- 1/24/24, 2/7/24, 2/28/24, 3/6/24, 3/13/24, 3/15/24, 4/24/24, 5/22/24	\$1,100.00 Travel
Jillian Matysik	Building Psychological flexibility for empowered students and healthy learning communities with the Act Matrix Virtual	October 6, 2023	\$10.00
Nancy Scully	NJ Association of Learning Consultants Fall Symposium 2023 Bridgewater, NJ	October 20, 2023	\$205.00 Travel
Ryan Boland	First Aide/CPR Training Pennsauken, NJ	October 25, 2023	\$350.00 Travel
<b>Administration</b> Bonnie Smeltzer Harry Rutter Deborah Roncace Noelle Bisinger Michael Chisholm Jeffrey Lebb Shamus Burke Barbie Ledyard Andrew Davis	NJSBA Workshop Conference 2023 Atlantic City, NJ	October 23, 2023 – October 26, 2023	\$2,200.00 District Cost
<b>Full Board</b> Andrea Robinson Joe Miller Stephen Wilson Mark Gatti, Alison Lipsky Allison Cox James Blumenstein Ammie Davis Tara Sullivan-Butrica	NJSBA Workshop Conference 2023 Atlantic City, NJ	October 23, 2023- October 26, 2023	
Ryan Boland	First Aid/CPR Training Pennsauken, NJ	October 25, 2023	\$350.00 Travel
Jillian Matysik	Cognitive Behavioral Therapy in School Settings Virtual	November 3, 2023	\$10.00

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Jillian Matsyik	How can we help this kid? Virtual	December 1, 2023	\$10.00
Jillian Matsyik	Solution - Focused Counseling in Schools Virtual	January 12, 2024	\$10.00
Jillian Matsyik	Understanding and using PSW and the simple view of reading frameworks to foster collaboration in the identification of Dyslexia, SLI and SLD (Part 2) Virtual	February 23, 2024 and March 8, 2024	\$20.00
Kate Wilson	What the AI?!?!-Embracing Artificial Intelligence in the ELA Classroom Virtual	TBD	\$77.00

12. Motion to approve the Audubon Community Education Programs for the 2023-2024 school year.

Location	Activity	Start End Dates	Time(s)
AHS	Adult Evening School	October/November - December 2023	6:00 pm – 10:00 pm
AHS	Adult Evening School	Winter/Spring - February - June 2024	6:00 pm – 10:00 pm
AHS	Audubon Youth Wrestling	11/22/23 - 3/4/24	6:15 pm – 7:30 pm
MAS & HAS	Audubon Chess Club	10/2/23 - 12/11/23	HAS Mondays 2:30pm – 3:30 pm MAS Mondays 3:00 pm – 4:00 pm
AHS	Audubon Basketball Club	Try Outs – October 2023 Practice – December 2023 Games - TBD	TBD
Wedgewood Swim Club Haddonfield, NJ	Audubon Youth Tennis	9/30/23 - 10/27/23	6-8 yr. old's 9:30am-10:15am 9-13 yr. old's 10:15am-11:00am

13. + Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
HAS	Black Top & 1st Floor Bathrooms	Fall Movie Night	10/6/23	5:00pm - 9:00pm	Carrie Fegley

14. Motion to approve the 2023-2024 Nursing Services Plan.

Motion to Approve Items 1 through 14:  N. Schiavo  Second:  A. Cox

**Roll Call**

X  Ammie Davis       X  Stephen Wilson       X  Tara Butrica       X  Nancy Schiavo  
 X  Joseph Miller       X  Alison Lipsky       X  Mark Gatti

AB James Blumenstein    X Allison Cox    X Andrea Robinson  
Absent

**VOTE FOR ITEMS 1-14**

Motion approved by unanimous roll call (9-0) with the exception of item #4 (8-1-0) Member Miller voted no, Item #7 (8-0-1) Member Robinson abstained, and Item #11 **FULL BOARD** NJSBA Conference 2023 (8-0-1) each individual Board Member abstained from voting for themselves. Member Blumenstein was absent

**XIV. HUMAN RESOURCES: Chairperson: Mrs. Davis** - Committee Members: Ms. Cox, Mrs. Schiavo, Ms. Butrica and Alternate: Mr. Wilson

**Board of Education Goals**

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**MOTION TO APPROVE ITEMS 1-36**

Motion by Mr. Wilson and seconded by Mrs. Lipsky

1. Motion to accept the letter of resignation, with intent to retire as of July 1, 2024, from Andrew Davis, Superintendent of Schools of the Audubon Public School District, effective June 30, 2024.
- 2.+ Motion to revise the first-year tenure track 10 month Elementary School Nurse contract for Kayla Cain, at the Mansion Avenue School effective September 5, 2023 through June 30, 2024 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 4, FTE 1.0, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools. (11-000-213-100-00-440)
3. + Motion to revise the part-time first-year tenure track Preschool Self-Contained Aide contract for Therese Zizak, at the Haviland Ave School, effective August 30, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 2, Substitute Certificate, 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. (11-215-100-106-00-440)
- 4.+ Motion to approve the first-year tenure track part-time Basic Skills Teacher contract for Ellen Trombetta, at Haviland Avenue School, effective August 30, 2023 through June 30, 2024 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 12 MA + 30, FTE 0.664, no benefits, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools. (11-230-100-101-00-440) 60.23% (20-231-100-101-00-440) 39.77%
5. + Motion to approve the part-time first-year tenure track Special Education Aide contract for Angela Watkins, at Mansion Avenue School, effective September 5, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 2, Substitute Certificate, 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. (11-204-100-106-00-440)

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6. + Motion to approve the part-time first-year tenure track Special Education aide contract for Patricia Williams, at Mansion Avenue School, effective September 22, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 3, Substitute Certificate, 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. (11-204-100-106-00-440)
7. + Motion to approve the part-time first-year tenure track Instructional aide contract for Tara Grimmie, at Mansion Avenue School, effective September 18, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, Substitute Certificate 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. (11-190-100-106-00-440)
8. + Motion to revise the first-year tenure track Elementary Teacher contract for Erica Cavanaugh, at Mansion Avenue School, effective August 30, 2023 through June 30, 2024 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 8, MA, FTE 1.0, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools. (11-120-100-101-00-440)
9. + Motion to rescind the part-time Special Education aide contract for Robyn Quinn, at Mansion Avenue School, effective September 25, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 14, Substitute Certificate, FTE 0.87, 29.5 hours per week, at the recommendation of the Superintendent of Schools.
10. + Motion to approve the part-time Instructional aide agreement for Robyn Quinn, at Mansion Avenue School, effective September 26, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 14, Substitute Certificate, 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. (11-190-100-106-00-440)
11. + Motion to approve the long-term Substitute Elementary Teacher agreement for Maureen Busarello, at Haviland Avenue School, for the 2023-2024 school year, effective August 30, 2023 through December 22, 2023, FTE 1.0, at \$270.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools. (11-120-100-101-00-440)
12. + Motion to rescind the Long-Term Substitute Elementary Teacher agreement for Bernadette Brogna, at Mansion Avenue School, for the 2022-2023 school year, from September 12, 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.
13. Motion to approve the Substitute Teacher agreement for Kevin McRory effective September 5, 2023 through October 3, 2023 at \$185.00 per diem (\$125.00 substitute rate plus 2 hours at the non-instructional rate of \$30.00 per hour), no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
14. Motion to revise the part-time first-year tenure track Special Education Aide agreement for Lauren Stelling, at the Audubon Jr./Sr. High School, effective retroactive to August 30, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 2, Substitute Certificate 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.

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- 15. + Motion to approve the part-time first-year tenure track Special Education aide contract for Lauren Huver, at Haviland Avenue School, effective September 20, 2023 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 2, 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.
- 16. + Motion to approve the Part-Time Evening Custodian contract for Mike Fager, at Haviland Avenue School, effective October 2, 2023 for the 2023-2024 school year, in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at Step 2, Boiler's License, FTE 0.625, 5 hours per day, 25 hours/week, no benefits at the recommendation of the Superintendent of Schools.
- 17. + Motion to authorize the re-appointment of the following cafeteria aides for the 2023-2024 school year at the recommendation of the Superintendent of Schools with executed time sheets at rates defined below:

NAME	SCHOOL	HOURLY RATE
Klein, Mary P.	HAS Cafeteria	\$16.75 per hour

- 18. + Motion to approve a request from employee #2250, to take a Medical Leave of Absence which does not qualify under FMLA, effective September 19, 2023 to October 31, 2023.
 

September 19, 2023 through October 3, 2023	Paid Leave (10 sick days)
October 4, 2023 through October 31, 2023	Unpaid leave (20 days)
- 19. Motion to approve a request from employee #1974, to take an Unpaid Personal Leave of Absence, effective September 20, 2023 through October 1, 2023.
- 20. Motion to revise the long-term Substitute Teacher of Music agreement for Alyssa Orapallo at the Audubon Jr./Sr. High Avenue School, effective August 30, 2023 through November 22, 2023, FTE 1.0, 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. (11-140-100-101-00-440)
- 21. + Motion to approve a request from employee #2274, to take an Unpaid Personal Leave of Absence, effective October 2, 2023 and October 3, 2023.
- 22. + Motion to accept the letter of resignation from Danielle Reich, Instructional Aide at Mansion Avenue School, effective September 28, 2023.
- 23. + Motion to approve an adjustment in the salary status of the following staff members in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, retroactive to August 30, 2023, at the recommendation of the Superintendent of Schools.

Name	Step	Degree (Previous)	Degree (Current)
Matthew Harter	10	BA	BA + 30

24.

Motion to rescind the following paid fall coaching positions for the 2023-2024 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.

Name	Position/Activity	Contractual Rate
Danielle Reich	Jr. HS Girls' Soccer Coach	\$2,050.00

25. Motion to approve the following paid fall coaching positions for the 2023-2024 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.

Name	Position/Activity	Contractual Rate
Madison Whalen	Jr. HS Intramural Coed Tennis Coach	\$1,860.00
Joseph Whylings	Jr. HS Girls' Soccer Coach	\$2,050.00

26. Motion to approve the following Audubon Junior-Senior High Avenue School extracurricular contracts for the 2023-2024 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Patrick Moran	NJHS	\$1,492.43
Patrick Polimeni	Zero Period Coverage	\$2,201.02 Pro-rated as of 10/16/23
Michael Stubbs	Middle School Yearbook	\$1,600.00
Emily Warren	NHS	\$2,048.43

27. Motion to approve the following volunteer (un-paid) fall coaching positions for the 2023-2024 fall sports season 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	Position
Shannon Kelleher	Color Guard	Assistant Coach

28. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2023-2024 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Lauri Affrunti - Substitute Teacher  
 Olivia Apicella - Substitute Teacher  
 Lavorgese James - Substitute Custodian  
 Julianne Brown - Substitute Teacher  
 Monica Doss-Petway - Substitute Teacher  
 Stephanie Fishwick-Tracy - Substitute Nurse  
 Paul Frantz - Substitute Teacher  
 Debra Loggia - Substitute Teacher  
 Ryan Lorenzo - Substitute Teacher  
 Karen Popelak - Substitute Teacher  
 Rachel Scalese - Substitute Teacher  
 Lucas Stinger - Substitute Custodian  
 Daniel Brown - Substitute Custodian

29. Motion to approve the following as returning district substitute teachers for the 2023-2024 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Gregg Francis  
 Jennifer Jordan  
 Rebecca Martel  
 Robert Nark



30. + Motion to rescind the following student from Widener University for a Master’s Internship, at the recommendation of the Superintendent of Schools.

Student	Grade/Subject	Dates	Cooperating Teacher
Jessica Wells	School Counseling	September, 2023 - May 2024 400 hours total	Cara Novick

31. + Motion to approve the following student(s) from Camden County College for a field observation experience, at the recommendation of the Superintendent of Schools.

Student	Grade/Subject	Hours	Dates	Cooperating Teacher
Enrique Herrera	Grade 6	15	TBD	Maddy Meehan Eunice Englehart
Kelli Jenkinson	Grade 3	1 course period	TBD	Shannon Horan
Isabella Bolbecker	Grade 6	1 course	TBD	Maddy Meehan
Emily McCutcheon	Grade 2	1 course	TBD	Alycia Colucci

32. + Motion to rescind the following staff member to provide six hours of new teacher support and mentoring for the 2023-2024 school year, at the non-instructional contractual rate of (\$30/hour) for a total of \$180.00 per staff member, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Bridget Garrity-Bantle	Audubon Jr./Sr. High School	Larae Drinkhouse

33. + Motion to approve the following staff member to provide six hours of new teacher support and mentoring for the 2023-2024 school year, at the non-instructional contractual rate of (\$30/hour) for a total of \$180.00 per staff member, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Sara Barry	Audubon Jr./Sr. High School	Ann Rossi-Alston
Bridget Garrity-Bantle	Audubon Jr./Sr. High School	Kate Lin
Erica Cavanaugh	Mansion Avenue School	Katie Hueber
Ellen Trombetta	Haviland Avenue School	Francine Bechtel

34. Motion to revise the hours for Bruce Dyer to complete technology duties as assigned and preapproved by the Superintendent of Schools for up to 263 hours at the negotiated rate of \$30.00 per hour from June 20,

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2023 through August 29, 2023 with executed time sheets, at the recommendation of the Superintendent of Schools.

- 35. Motion to approve the 2023 summer curriculum Social Studies revisions to be compensated based on the negotiated rate (\$400.00 per curriculum revision) between the Audubon Education Association and the Audubon Board of Education for the following staff members, at the recommendation of the Superintendent of Schools.

Christine Brady  
Kristina Jakubowski

- 36. + Motion to approve the following KEYS employees for the 2023-2024 school year, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, at the recommendation of the Superintendent of Schools

NAME	SCHOOL	HOURLY RATE	TITLE
Diane Frockowiak	HAS/MAS	\$15.50	Caregiver
Beth Evans-Crosby	HAS/MAS	\$15.50	Substitute
Amanda Brown	HAS	\$15.50	Substitute
Maria McCutcheon	HAS	\$15.50	Substitute

Motion to Approve Items 1 through 36: S. Wilson Second: A. Lipsky

**Roll Call**

- Ammie Davis       Stephen Wilson       Tara Butrica       Nancy Schiavo
- Joseph Miller       Alison Lipsky       Mark Gatti
- James Blumenstein       Allison Cox       Andrea Robinson  
Absent

**VOTE FOR ITEMS 1-36**

Motion approved by unanimous roll call (9-0) Member Blumenstein were absent

**XV. REPORTS:**

**XVI. HIB District Report**

September 2023	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	0	0	0
HAS	0	0	0
APPS	0	0	0

**XVII. Special Program Representatives:**

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- A. CCESC Rep. Rotation: **Joseph Miller**
- B. CCSBA Rep. Rotation: **Ammie Davis**
- C. Audubon Education Foundation:
- D. Audubon Board of Education Community Outreach: **Andrea Robinson** – Oct. 5, 2023 Pride Parade, Oct. 13, 2023 Trunk or Treat, October 20, 2023 3<sup>rd</sup> Friday
- E. Audubon/Mt. Ephraim Ad-Hoc: 10/30/23 @ 7:00pm
- F. Board Member Orientation Committee:

**XVIII.** Board Member Comments:

Ammie Davis, Board President – Communication regarding Board Committees

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

Leslie Kirsh, distributed a handout to the Board Members on gun control

Resident Sara and Anna Kuhlen expressed concerns of safety with playground equipment at our Schools.

Steven Ireland, AEA President spoke about Dr. Davis for his dedication to students and his absence will be felt.

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.

**XX.** ADJOURNMENT

1. The next regular meeting of the Board of Education is scheduled for Wednesday, October 18, 2023 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
2. Motion by Mr. Miller seconded by Mr. Wilson to adjourn meeting at approximately 9:55pm. Motion approved by unanimous roll call (9-0), Member Blumenstein was absent.

Motion to Approve:   J. Miller   Second:   S. Wilson  

**Roll Call**

  X   Ammie Davis              X   Stephen Wilson              X   Tara Butrica              X   Nancy Schiavo

  X   Joseph Miller              X   Alison Lipsky              X   Mark Gatti

  AB   James Blumenstein      X   Allison Cox              X   Andrea Robinson  
Absent

*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.*

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**Deborah Roncace**  
**Business Administrator/Board Secretary**