

[Type text]

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL MEDIA CENTER**  
**WEDNESDAY, AUGUST 24, 2022**  
**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 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 2020-2022

  X   Ammie Davis

  X   Joseph Ryan

  X   Tara Sullivan-Butrica

SY 2021-2023

  X   Joseph Miller

  X   Christopher Proulx

  AB   Lori Cassidy  
Absent

SY 2022-2024

  AB   James Blumenstein  
Absent

  X   Allison Cox

  X   Andrea Robinson

SY 2022 Mt. Ephraim Representative

  X   Nancy Schiavo

Attorney, Amy Guerin was in attendance

Motion by Mr. Miller seconded by Mrs. Schiavo to approve the resolution for board to enter into closed Authorizing Executive session at 6:35pm for the following purposes.

Motion approved by unanimous roll call (8-0) Member Cassidy and Blumenstein were 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

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

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

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**

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

**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. Miller seconded by Mrs. Schiavo to adjourn closed Authorizing Executive session at 7:05pm. Motion approved by unanimous roll call (8-0) Member Cassidy and Blumenstein were absent

**IV. Call Meeting to Order**

**V. Flag Salute**

- VI. Presentation(s):**
- I. 2021-2022 Student Safety Data System Report(s) Period 2  
SSDS Report Period 2
  - II. Annual AchieveNJ Certificated Educator Evaluation Overview  
Certificated Educator Evaluation Annual Presentation

**VII. Approval of Board Minutes:**

1. Motion by Mr. Proulx and seconded by Mr. Miller to approve the following Minutes:

- July 13, 2022 Public Session
- July 13, 2022 Executive Session
- July 14, 2022 Public Session
- July 20, 2022 Public Session
- July 20, 2022 Executive Session

Motion to Approve: C. Proulx Second: J. Miller

**Roll Call**

<u>X</u> Ammie Davis	<u>ABS</u> Joseph Ryan Abstained	<u>X</u> Tara Butrica	<u>X</u> Nancy Schiavo
<u>X</u> Joseph Miller	<u>X</u> Christopher Proulx	<u>AB</u> Lori Cassidy Absent	
<u>AB</u> James Blumenstein Absent	<u>X</u> Allison Cox	<u>X</u> Andrea Robinson	

**VOTE FOR ITEM 1**

Motion approved by unanimous roll call (7-0-1) Member Cassidy & Blumenstein were absent & Member Ryan abstained

**VIII. Superintendents Report:**

A. District Items, **Andy Davis**

Dr. Davis spoke on the following items:

Bond Referendum updates  
Restrooms reconfiguration  
Summer Bridge program  
Audubon Park Preschool  
Audubon High School Administration “reconfiguration  
School Safety updates  
Sidebar agreement between AEA and Audubon Board of Educ.

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

Steve Wilson Resident, thanked the Board for competitive rate increases on agenda items 10, 12 & 14 under Human Resources

Laura Riddell, Resident, thanked the Board for supplying menstrual products in the new school year

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 +.

**X. GOVERNANCE: Chairperson: Mrs. Davis – Committee Members: Ms. Butrica, Mr. Miller, Mr. Ryan 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. Miller

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>
5511	Dress and Grooming	Revised
5517	School District Issued Student Identification Cards	New
2415.50	School Parent and Family Engagement	New
0155	Board Committees	New
<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>
5200	Attendance (M)	Revised

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.

<b>Policy</b>	<b>Title</b>	<b>New/Revised</b>
0143.2	High School Representative to the Board of Education (M)	New
0163	Quorum	Revised
1511	Board of Education Website Accessibility (M)	Revised
2415	Every Student Succeeds Act (M)	Revised
2415.04	Title I - District-Wide Parent and Family Engagement (M)	Revised
2416.01	Postnatal Accommodations for Students	New
2417	Student Intervention and Referral Service (M)	Revised
3161	Examination for Cause (Teaching Staff Members)	Revised
3270	Professional Responsibilities (Teaching Staff Members)	Revised
4161	Examination for Cause (Support Staff Members)	Revised
5512	Harassment, Intimidation, and Bullying (M)	Revised

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

5513	Care of School Property (M)	Revised
5722	Student Journalism (M)	New
7410	Maintenance and Repair (M)	Revised
8420	Emergency and Crisis Situation (M)	Revised
9320	Cooperation with Law Enforcement Agencies (M)	Revised

Regulation	Title	New/Revised
5513	Care of School Property (M)	Revised
7410.01	Facilities Maintenance, Repair Scheduling, and Accounting (M)	Revised
9320	Cooperation with Law Enforcement Agencies (M)	Revised

Motion to Approve Item(s) 1 through 2: A. Cox Second: J. Miller

**Roll Call**

X Ammie Davis      X Joseph Ryan      X Tara Butrica      X Nancy Schiavo  
X Joseph Miller      X Christopher Proulx      AB Lori Cassidy  
AB James Blumenstein      X Allison Cox      X Andrea Robinson  
Absent

**VOTE FOR ITEM 1-2**

Motion approved by unanimous roll call (8-0) Member Cassidy & Blumenstein were absent

**XI. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Mr. Proulx, Mr. Ryan and Alternate: Mr. Miller**

**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 1-13**

Motion by Mr. Proulx and seconded by Mr. Ryan

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

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

[June Board Secretary's Report](#)

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

[June Cash Reconciliation Report](#)

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.
4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

[June Transfers](#)

5. Motion to approve line item transfers for the month of June 2022.
6. Motion to approve the bills payable list for June 2022 in the amount of \$4,928,979.88 when certified.

[June Bill List](#)

7. Motion to approve the bills payable list for July 2022 in the amount of \$884,462.69 when certified.

[July Bill List](#)

8. Motion to approve the bills payable list for August 2022 in the amount of \$495,164.03 when certified.

[August Bill List](#)

9. Motion to acknowledge Safety conducted in the District Schools:

Haviland Avenue School

July 13, 2022                      Fire Drill

July 25, 2022                      Shelter in Place

Mansion Avenue School

No Drills

Audubon High School

July 14, 2022                      Fire Drill

10. Motion to approve the renewal application for temporary instructional space at the Audubon Park Preschool Building for the 2022-2023 school year.

Renewal Application

11. Motion to approve the following renewal of dental insurance coverage with Delta Dental for a two year period effective November 1, 2022 to October 31, 2024

Plan	Increase(Decrease) from prior year
Delta PPO/Premier	(2%)
Delta PPO	(2%)
Delta Flagship	2.5%

12. Motion to approve the resolution opposing the proposed increase to school employee’s health benefits program as follows:

**Resolution Opposing the Proposed Increases to the School Employees Health Benefits Program**

**WHEREAS**, the School Employees Health Benefits Program (SEHBP), governed by *N.J.S.A. 52:14-17.46 et seq.*, offers medical, prescription drug, and dental coverage to participating school district employees, retirees, and eligible dependents; and

**WHEREAS**, all SEHBP plans are self-funded, meaning that the money paid out for benefits comes directly from an SEHBP fund supplied by participating local employers and member premiums; and

**WHEREAS**, the Division of Pensions and Benefits is responsible for the daily administrative activities of the SEHBP, the School Employees Health Benefits Commission is the executive organization responsible for overseeing the SEHBP; and

**WHEREAS**, the School Employees Health Benefits Commission, comprised of state officials, union representatives and a representative of the New Jersey School Boards Association, annually considers the calendar year premium levels for the Local Education Employee Group of the SEHBP based on recommendations found in the Rate Setting Recommendation Analysis of the Local Education Employee Group; and

**WHEREAS**, the School Employees’ Health Benefits Plan Design Committee has the responsibility for and authority over the various plans and components of the plans, including for medical benefits, prescription benefits, dental, vision, and any other health care benefits, offered and administered by the SEHBP; and

**WHEREAS**, existing law requires three members of the School Employees’ Health Benefits Plan Design Committee to be appointed by the Governor as representatives of public employers (i.e., local school districts) whose employees are enrolled in the program, but currently all such representatives are state-level appointees;

**WHEREAS**, the recommended rate changes for medical and prescription drug coverage for the Active 2023 Local Education Employer Group is 15.1%, which includes a 15.3% increase for active employees enrolled in NJ DIRECT 10/15 and a 14.9% increase for active employees enrolled in the NJ Educators Health Plan (NJEHP); and

**WHEREAS**, such proposed exorbitant rate increases will fall upon the local property taxpayer, as well as school employees, at a time where there is record inflation; and

**WHEREAS**, since employees enrolled the NJEHP pay a percentage of salary toward their health benefits per P.L.2020, c.44, commonly referred to as “Chapter 44”, any increase in NJEHP premiums will fall almost entirely upon local boards of education, placing a severe strain on their budgets; and

**WHEREAS**, the proposed premium increase for most active employees will take thousands more out of their paychecks annually and lead to huge costs for local school districts that will translate into higher property tax bills for struggling families; and



MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

**NOW, THEREFORE, BE IT RESOLVED**, by the Audubon Public School District Board of Education in the county of Camden call upon the School Employees Health Benefits Commission to reconsider the rate increase and strike a rate increase that is appropriate in the current economic conditions; and

**BE IT FURTHER RESOLVED**, that the Audubon Public School District Board of Education in the county of Camden urge the Legislature to adopt legislation expanding the composition of the School Employees Health Benefits Commission and the School Employees’ Health Benefits Plan Design Committee to include additional representatives from local school district management; and

**BE IT FURTHER RESOLVED**, that the Audubon Public School District Board of Education in the county of Camden urge the Legislature and executive branch to examine the impact that “Chapter 44” has had on school district budgets and to adopt legislation that will reverse any of its negative consequences and provide relief to those districts; and

**BE IT FURTHER RESOLVED** that a copy of this resolution be forwarded to Governor Murphy, State Treasurer Muoio, Senate President Scutari, Assembly Speaker Coughlin, Senator Nilsa Cruz-Perez, Assemblyman William W. Spearman, Assemblyman William F. Moen Jr, and the New Jersey School Boards Association.

- 13. Motion to approve the Audubon Park Preschool Lease Agreement between the Audubon Board of Education and Audubon Park.

Lease Agreement

Motion to Approve Item(s) 1 through 13: C. Proulx Second: J. Ryan

**Roll Call**

X Ammie Davis                      X Joseph Ryan                      X Tara Butrica                      X Nancy Schiavo  
X Joseph Miller                      X Christopher Proulx                      AB Lori Cassidy  
AB James Blumenstein                      X Allison Cox                      X Andrea Robinson  
Absent

**VOTE FOR ITEM 1-13**

Motion approved by unanimous roll call (8-0) Member Cassidy & Blumenstein were absent

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

**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 1-15**

Motion by Mr. Proulx and seconded by Mrs. Cox

- 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 July 13, 2022 meeting of the Board of Education.

School	Incident Report Number	Board Determination
AHS	8759	Not HIB
AHS	8796	Not HIB
MAS	8805	Not HIB
HAS	N/A	N/A
APPS	N/A	N/A

2. **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
Wendy Van Fossen	PEER 3 Day Train the Trainer Glassboro, NJ 08028	August 9 - 11, 2022	\$429.00
Kelly Angelone	PEER 3 Day Train the Trainer Glassboro, NJ 08028	August 9 - 11, 2022	\$429.00
Eric Miller	Legal One Module 2 Students Rights & Responsibilities; Legal One Module 3 Staff Rights; Legal One Module 4 Special Ed Law; Legal One School Law; Legal One Getting to the Truth; Legal One HIB and Discipline; Legal One Signs Matter; and Legal One Understanding Bullying	Various - Virtual	\$560.00
Eric Miller	School Safety Specialist Academy	August 8, 9 and 10	

3. Motion to approve a professional development training session, Teaching Strategies, Gold: Objective and Developmental Learning Modules Training and Parent Orientation, up to 10 hours each at the non-instruction rate of \$30.00 per hour, for up to four Preschool Teachers.

4. Motion to approve the Audubon Public School District Mentoring Plan 2022-2023 and for submission of the Plan to the New Jersey Department of Education.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

5. Motion to approve the Audubon Public School District Professional Development Plan 2022-2023 and for submission of the Plan to the New Jersey Department of Education.
6. Motion to approve the Statement of Assurance for the Audubon Public School District Mentoring Plan and Professional Development Plan for the 2022-2023 School Year.
7. Motion to approve the following students for Option II for the 2022-2023 school year. *(All Option II courses will appear on the students' transcript, but will not be factored into the students' GPA.)*

Student ID #10280 – Automotive Technology at Camden County College for credits.

Student ID #02169 – Yoga/Strength Training as their PE, Training 5-6 hours per week.

Student ID #02694 – Competitive Softball as their PE, Training 5-6 hours per week.

Student ID #10393 - Fundamentals of Fire Behavior and Emergency Medical Technician courses for up to 20 credits.

-  
Student ID #01726 - USA Gymnastics as their PE, Training 5-6 hours per week.

8. Motion to approve the Audubon School District K-12 Curriculum for the 2022-2023 school year:

Fine & Performing Arts  
 Health & Physical Education  
 English Language Arts (ELA)  
 Mathematics  
 Science  
 Social Studies  
 Technology  
 World Languages  
 21st Century Life & Careers  
 ESL

9. Motion to approve the following the Audubon Jr./Sr. High School Book List.

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Media Center	Audubon Education Foundation	10/10/22, 11/4/22, 1/9/23, 2/13/23, 3/13/23, 4/3/23	7:00 pm - 8:30 pm	Peggy Slack
HAS	Blacktop area/1st Floor Bathrooms by Cafeteria	Haviland PTA	9/22/22	5:00 pm - 8:00 pm	Raye Martin

11. Motion to approve the following out of district placements for the 2022-2023 school year at the recommendation of Special Services Department:

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
3739304846	GCSSSD		4,590.00	3,760.00
7395025763	GCSSSD		4,590.00	
9311644887	GCSSSD		4,590.00	
8148069792	Archbishop Damiano School	48,949.20	8,158.20	37,800.00
9030517456	Bancroft School	61,056.00	10,176.00	
9253891204	Durand School	67,602.60	10,140.39	37,260.00
8969028016	Durand School	67,602.60	10,140.39	37,260.00
9621685272	Durand School	67,602.60	10,140.39	37,260.00
6236323513	HollyDell School	86,346.00	16,309.80	
2235617672	Larc School	50965.20	8,494.20	38,850.00

12. Motion to approve transportation services for the following students for the 2022-2023 school year at the recommendation of Special Services Department:

State ID#	Placement	Transportation Provider	Cost/Day
8148069792	Archbishop Damiano School	En Route Medical Transport	\$226.04
6236323513	HollyDell School	En Route Medical Transport	\$292.50

13. Motion to approve the agreement for professional services with Gloucester County Special Services School District, on an as needed basis, for the 2022-2023 school year.
14. Motion to approve the Audubon Community Education Programs for the 2022-2023 school year.

Location	Activity	Start End Dates	Time(s)
HS	Adult Evening School	Fall/Winter/Spring 2022-23	6:00 pm – 10:00 pm
HS	Audubon Youth Wrestling	11/23/22 – 3/3/23	6:15 pm – 7:30 pm
MAS & HAS	Audubon Chess Club	9/27/21 – 12/6/21	HAS Mondays 2:30pm – 3:30 pm MAS Mondays 3:00 pm – 4:00 pm
HS & MAS	Audubon Basketball Club	Try Outs – October Practice – December Games - January	TBD
HS & HAS	Haviland Avenue School Theater Club	Tuesdays & Thursdays 1/23 – 03/31/23	2:35 pm – 3:45 pm
MAS	Mansion Avenue School 6 <sup>th</sup> Grade Theater Club	9/23/22 – 11/18/22	3:15 pm – 4:30 pm
MAS	Mansion Avenue School Variety Show	1/20/23 – 3/10/23	3:00 pm – 4:00 pm

15. + Motion to approve a request the following staff member(s) for their child(ren) to attend school in the Audubon Public School District for the 2022-2023 school year in accordance with the Audubon Board of Education

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Policy #5111 – Non Residents, with the provision the staff member is currently employed by and will be employed by the Audubon Public School District in 2022-2023:

Staff Member ID	School	Grade	Student ID
552	Mansion	3rd Grade	TBD
552	Haviland	1st Grade	TBD

Motion to Approve Item(s) 1 through 15: C. Proulx Second: A. Cox

**Roll Call**

X Ammie Davis      X Joseph Ryan      X Tara Butrica      X Nancy Schiavo  
X Joseph Miller      X Christopher Proulx      AB Lori Cassidy  
Absent  
AB James Blumenstein      X Allison Cox      X Andrea Robinson  
Absent

**VOTE FOR ITEM 1-15**

Motion approved by unanimous roll call (8-0) Member Cassidy & Blumenstein were absent

**XIII. HUMAN RESOURCES: Chairperson: Ms. Cassidy, Committee Members: Ms. Davis, Ms. Cox, and Mrs. Schiavo, 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.

**MOTION TO APPROVE ITEMS 1-30**

Motion by Mrs. Schiavo and seconded by Mr. Proulx

1. + Motion to approve the first year tenure track Elementary Teacher contract for Kristina Jakubowski, at Haviland Avenue for the 2022-2023 school year prorated Step 2, BA + 30, FTE 1.0 effective September 26, 2022 through June 30, 2023, 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.
2. + Motion to approve the Long-Term Substitute Elementary Teacher agreement for Bernadette Brogna, at Mansion Avenue School, for the 2022-2023 school year, effective September 28, 2022 through February 24, 2023, at \$260.00 plus longevity \$20 (\$280.00) per diem, no benefits; time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
3. + Motion to approve the first year tenure track Part-Time Basic Skills Teacher contract for Gwendolyn Klaus, at Haviland Avenue School for the 2022-2023 school year Step 2, BA + 30, FTE 0.87, 29.5 hours per week, no benefits, effective September 1, 2022 through June 30, 2023, in accordance with the negotiated 2021-

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

4. + Motion to approve the long-term substitute Elementary Teacher contract for Danielle Reich at Mansion Avenue School, from September 1, 2022 through June 30, 2023 at \$260.00 per diem; no benefits, time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
5. Motion to approve the first year tenure track Audubon Jr./Sr. High School Principal contract for Jeffrey Lebb, for the 2022-2023 school year, at an annual salary of \$139,000.00 prorated, effective October 24, 2022 through June 30, 2023, 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.
6. + Motion to approve the long-term substitute Elementary Teacher contract for Anne Marie Harris at Mansion Avenue School, from September 1, 2022 through February 5, 2023 at \$260.00 plus longevity \$20 (\$280.00) per diem; no benefits, time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
7. Motion to revise the reinstatement of Eric Miller as the twelve-month Audubon Junior-Senior High School Assistant Principal, effective August 1, 2022 for the 2022-2023 school year. Mr. Miller's salary for the 2022-2023 school year shall be \$129,919.00 plus \$1,250.00 longevity for a total amount of \$131,169.00 to be prorated, at the recommendation of the Superintendent of Schools.
8. Motion to revise the reinstatement of Frank Corley as the twelve-month Audubon Junior-Senior High School Vice Principal, effective retroactive to August 1, 2022 for the 2022-2023 school year. Mr. Corley's salary for the 2022-2023 school year shall be \$136,480.00 plus \$1,250.00 longevity for a total amount of \$137,730.00 to be prorated, at the recommendation of the Superintendent of Schools.
9. Motion to approve the Part-Time Custodian contract for Larry Pennock, at Audubon Park Preschool for the 2022-2023 school year Step 1, FTE 0.625, 5 hours per day, no benefits, effective August 29, 2022 through June 30, 2023, 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.
10. + Motion to authorize the re-appointment of the following cafeteria aides for the 2022-2023 school year at the recommendation of the Superintendent of Schools with executed time sheets at rates defined below:

NAME	SCHOOL	HOURLY RATE
Birch, Jerlaine	MAS Cafeteria	\$16.50 per hour
Coombs, Esther	HAS Cafeteria	\$16.50 per hour
DiVincenzo, Connie	HAS Cafeteria	\$17.00 per hour
Kathleen Goelz	HAS Cafeteria	\$17.00 per hour
Ferrell, Anna Marie	MAS Cafeteria	\$17.00 per hour
Holmes, Elaine	MAS Cafeteria	\$17.00 per hour
Kaufman, Diane	HAS Cafeteria	\$17.00 per hour
Muckley, Melissa	HAS Cafeteria	\$16.50 per hour
Steinberg, Mary Ann	HAS Cafeteria	\$17.00 per hour
Vona Way, Debra	MAS Cafeteria	\$16.50 per hour
Wallace, Eileen	MAS Cafeteria	\$16.50 per hour

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Washington, Sable	MAS Cafeteria	\$16.50 per hour
-------------------	---------------	------------------

- 11. Motion to revise a request from employee #1460, to extend an Unpaid Leave of Absence, effective September 1, 2022 through June 30, 2023.
- 12. + Motion to approve a request from employee #1044, to invoke a Family Medical Leave of Absence, effective August 22, 2022 to October 31, 2022:

August 22, 2022 through October 31, 2022 Paid Leave (49 days)

August 22, 2022 through October 31, 2022 Federal FMLA (10 weeks)

- 13. + Motion to authorize the re-appointment of the following KEYS employees for the 2022-2022school 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	SCHOOL	HOURLY RATE	TITLE
Gianna Canuso	HAS/MAS	\$15.50	Caregiver
AnnaMarie Farrell	MAS	\$17.00	Caregiver
Janine Gilbrook	HAS/MAS	\$20.00	Substitute
Sue Goff	MAS	\$20.00	Caregiver
Becky Lenny	HAS	\$20.00	Caregiver
Cathleen Lowe	HAS/MAS	\$17.00	Caregiver
Sandy Masciantonio	MAS	\$20.00	Caregiver
Robyn Quinn	HAS/MAS	\$20.00	Caregiver
Emma Rittman	HAS/MAS	\$15.50	Caregiver
Debra Way	HAS/MAS	\$15.50	Caregiver

- 14. + Motion to approve Melissa Chisholm as a part time KEYS Program Coordinator, \$26.25 per hour, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, effective September 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.
- 15. + Motion to approve the letter of resignation, with intent to retire, from Suzanne McGettigan, Cafeteria Aide at Mansion Avenue School, effective retroactive to June 9, 2022.
- 16. Motion to approve the letter of resignation from Ana Carvajal, Administrative Assistant to the High School Principal, effective September 3, 2022.
- 17. Motion to approve the letter of resignation from Carrie Fegley, Administrative Assistant to the Supervisor of Buildings and Grounds, effective August 22, 2022.
- 18. Motion to approve Carrie Fegley as a part-time per diem substitute Administrative Assistant to the Supervisor of Buildings and Grounds from August 22, 2022 through September 30, 2022, \$24.94 per hour, with executed time sheets at the recommendation of the Superintendent of Schools.
- 19. Motion to approve the letter of resignation from Stacy Williamson, Part-Time Hallway/Bathroom Monitor at the Audubon Jr./Sr. High School, effective retroactive to June 17, 2022.
- 20. Motion to approve the Long-Term Substitute Nurse agreement for Donna Coakley at the Audubon Junior/Senior High School, effective September 1, 2022 through June 16, 2023, in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at \$260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

- 21. + Motion to revise a request from employee #1637, to extend an Unpaid Leave of Absence, effective September 1, 2022, 2022 to November 23, 2022.
- 22. Motion to revise a request from employee #1272, to extend an Unpaid Leave of Absence, effective October 1, 2022 to November 11, 2022.
- 23. + Motion to approve the following Pacing Guide for summer committee member to be compensated for up to 4 hours at the negotiated rate (\$30.00 per hour) between the Audubon Education Association and the Audubon Board of Education with executed time sheets, as recommended by the Superintendent of Schools:

Natalie Thorndike

- 24. Motion to approve the for the following staff members to be compensated for fulfilling their duties as advisors to student independent study as defined in the Audubon Junior-Senior High School Student Handbook at the rate of \$100.00 per student:

Teacher	Number of Students	Compensation
Ashley McGuire	1	\$100.00

- 25. Motion to appoint Eric Miller as the District School Safety Specialist for a term commencing September 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools.
- 26. Motion to rescind the following 2022-2023 Fall Athletic Department/Coaching Staff position.

Name	Sport/Activity	Position	Contractual Rate
Eric Miller	Girls Tennis	Head Coach	\$6,105.00
David Niglio	Girls Tennis	Assistant Coach	\$4,025.00
Andria Morrison	Varsity Boys Soccer	Assistant Coach	\$4,664.00
Jacob Ciurlino	JV Boys Soccer	JV Coach	\$4,664.00
Bridget Garrity-Bantle	Varsity Girls Soccer	Assistant Coach	\$4,664.00
Carlina Fucellaro	JV Girls Soccer	JV Coach	\$4,664.00

- 27. Motion to approve the following paid fall 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.

Name	Sport/Activity	Position	Contractual Rate
Dan Carter	Fall Athletic Trainer Assistant	Assistant to the Trainer	\$2,461.00
Joshua Atkins	Varsity Swim coach	Head Coach	\$7,224.00
Dave Niglio	Girls Tennis	Head Coach	\$6,105.00
Andria Morrison	Varsity Boys Soccer	Assistant Coach	\$4,644.00
Jacob Ciurlino	JV Boys Soccer	JV Coach	\$4,644.00
Bridget Garrity-Bantle	Varsity Girls Soccer	Assistant Coach	\$4,644.00
Carlina Fucellaro	JV Girls Soccer	JV Coach	\$4,644.00

- 28. Motion to approve the following volunteer (un-paid) fall coaching positions for the 2022-2023 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:



MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Name	Sport/Activity	Position
Brandon Dubois	Football	Assistant Coach
Eric Miller	Tennis	Assistant Coach
Christopher Sylvester	Tennis	Assistant Coach

29. Motion to approve the following Audubon Jr./Sr. High School extracurricular contracts 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 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:

Name	Position/Activity	Contractual Rate
Suzanne McMaster	Intervention & Referral Service	\$536.57 (40%)
Kate Lin	Intervention & Referral Service	\$1,341.43

- 30 +. Motion to approve the following Mansion Avenue School extracurricular contracts 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 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	Position/Activity	Contractual Rate
Cara Novick	Running Club	\$320.00
Bianca Saunders	Running Club	\$320.00
Bianca Saunders	Safety Patrol Assistant	\$1,573.43

Motion to Approve Item(s) 1 through 30:  N. Schiavo  Second:  C. Proulx

**Roll Call**

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

X  Ammie Davis                       X  Joseph Ryan                       X  Tara Butrica                       X  Nancy Schiavo  
 X  Joseph Miller                       X  Christopher Proulx                       AB  Lori Cassidy  
 AB  James Blumenstein                       X  Allison Cox                       X  Andrea Robinson  
Absent

**VOTE FOR ITEM 1-30**

Motion approved by unanimous roll call (8-0) Member Cassidy & Blumenstein were absent

**MOTION TO APPROVE ITEMS 31-78**

Motion by Mr. Proulx and seconded by Mrs. Butrica

31 +. Motion to approve the following Haviland Avenue School extracurricular contracts 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 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	Position/Activity	Contractual Rate
Patricia Martel	Website Manager	\$2,080.43

32. + Motion to approve the following staff members to the Haviland Avenue School SCIP committee for the 2022-2023 school year, to be paid at the non-instructional rate of \$30.00 per hour, at the recommendation of the Superintendent of Schools.

Tricia Martel                      Rose Lang                      Christine Brady                      Sylvie Mastalsz  
  
Christine Kasolowski

33. Motion to approve the following as new district substitute teachers and substitute 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.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Teresa Gleason - Substitute Teacher  
 Mikayla Lavecchio – Substitute Teacher  
 Nicholas May – Substitute Teacher  
 Mary Jo McGuire - Substitute Teacher  
 Kevin McRory - Substitute Teacher  
 Melanie Scogna - Substitute Teacher  
 Patricia Vespe - Substitute Teacher  
 Samantha Slashinski - Substitute Custodian  
 Amy Coombs - Substitute Teacher  
 Alyson Cathcart - Substitute Teacher  
 Rachel Campise - Substitute Teacher  
 Ann Gillespie - Substitute Teacher  
 Brayce Culbertson - Substitute Custodian  
 Madison Cilurso - Substitute Teacher  
 William Schweim - Substitute Teacher

34. Motion to approve the following as returning district substitute teachers 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.

Aquilino, Gregory Baldino, David Bantle, Garrity Barnhardt, Leah Bauman, Lisa Benvenuto, Cynthia Bonavita, Sam Brogna, Bernadette Busarello, Maureen Callista, Jim Carfagno, Victoria Chau, Kevin Cheney, Karen Ciurlino, Jacob Coleman, Darian Coombs, Caitlyn Cox, Lauren Crea, Chrissy Dempsey, Mary Dunn, Catherine Erney, Gail	Fareri-Wall, Lillian Gaehring, Cara Gould, David Harris, Anne Marie Henry, Sarah Imperiale, Jena Krout, Lori Kuhlen, Sara Lautenbacher, Jerry Lebb, Susan Lee, Robert Maltman, Ryan May, Raymond McCloskey, Laurie McNulty, Terrance Medlar, Christina Metzger, Geoffrey Miller, Kristina Morrell, Alexis Oribabor, Isaac	Ortiz, Esther Phillippi, Carole Pignotti, Michelle Powers, Danielle Seindanis, Fanourios Smarrito, Elijah Strong, Jeremy Turner, Rebecca Urbano, Lyndsey VanFossen, Thomas Winters, James Wisniewski, Paul Wyckoff, Eleanor Wyckoff, Elizabeth
---	--	---

35. Motion to approve the following as returning district substitute nurses 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:

Hudson, Rosalie                      Pfeffer, Sherri                      Schmidt, Suzanne

36. Motion to approve the following as returning district substitute Secretaries 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:

Urbano, Lindsey

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

37. Motion to approve the following as returning district Home Instruction Tutors 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:

Fareri-Wall, Lillian                      Selby, Sharon

38. Motion to approve the following as returning district Substitute 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:

Lebb, William                              Prim, Dillon

39. Motion to approve Greg Smith as a volunteer (un-paid) Marching Band instructor for the Fall 2022-2023 extracurricular 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:

40. + Motion to approve the following staff members at Audubon Preschool and Haviland Avenue School for the School Climate committee, up to twelve (12) hours at the non-instructional rate of \$30.00 per hour, paid through ESSER, at the recommendation of the Superintendent of Schools.

Kristina Filachek  
Patricia Martel  
Silveria Mastalsz  
Rosemary Lang

41. + Motion to approve the following staff members for the position of Green Hornets - Gardening and Environmental Club- Advisors at Haviland Avenue School for the 2022-2023 school year, 2 days per week for 8 weeks per trimester, up to 48 days, plus 1 hour parent session, at the instructional negotiated rate (\$40/hour) plus 1 hour of prep at the non-instructional negotiated rate (\$30/hour) per meeting, to include 2 hours of prep time and 2 thirty minute instructional sessions per week; paid through ESSER, at the recommendation of the Superintendent of Schools.

Rose Lang  
Diebra Newman

42. + Motion to approve the following staff members for the position of Math Club Advisor at Haviland Avenue School for the 2022-2023 school year, 2 days per week for 8 weeks per trimester, up to 48 days, plus 1 hour parent session, 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 2 hours for prep time and 2 thirty minute instructional session each week; paid through ESSER, at the recommendation of the Superintendent of Schools.

Rose Lang  
Brittany Green  
Amy Phillips

43. + Motion to approve the following staff members 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.

Christine Brady  
Maria McCutcheon  
Silveria Mastalsz  
Shelly Chester

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

44. Motion to approve the Audubon Jr./Sr. High School Safety Team for the 2022-2023 school year, minimum of 4 meetings outside the school day (2 building level and 2 district level) at the AEA Negotiated Non-Instructional rate of \$30/hour, at the recommendation of the Superintendent of Schools.

Devon Schwab                                      Wendy VanFossen                                      Mike Tomasetti Ryan Latini  
John Walsh    Emily Warren

45. Motion to approve the parent volunteer to the Audubon Junior-Senior High School Safety Team for the 2022-2023 school year, at the recommendation of the Superintendent of Schools.

Melanie Borodziuk

46. + Motion to approve the Mansion Avenue School Safety Team for the 2022-2023 school year- minimum of 4 meetings outside the school day (2 building level and 2 district level) at the AEA Negotiated Non-Instructional rate of \$30/hour, at the recommendation of the Superintendent of Schools.

Shannon Horan                                      Christine Fox-Kasilowski                                      Jen Beebe  
Cara Novick    Melissa Falkowski    Maddy Meehan  
Lisa McGilloway

- 47.+ Request to approve the parent volunteer to the Mansion Avenue School Safety Team for the 2022-2023 school year, at the recommendation of the Superintendent of Schools.

Patricia Williams

48. + Motion to approve the Haviland Avenue School Safety Team for the 2022-2023 school year- minimum of 4 meetings outside the school day (2 building level and 2 district level) at the AEA Negotiated Non-Instructional rate of (\$30/hour), at the recommendation of the Superintendent of Schools.

Patricia Martel                                      Maria McCutcheon                                      Jessica Bruck                                      Rose Lang  
Pam Niglio

49. + Request to approve the parent volunteer to the Haviland Avenue School Safety Team for the 2022-2023 school year, at the recommendation of the Superintendent of Schools.

Angel D’Achille                                      Rachel Negro

50. Motion to approve the Andria Morrison to prepare the Journalism resource for up to 15 hours at the negotiated rate (\$30/hour) between the Audubon Education Association and the Audubon Board of Education with executed time sheets, as recommended by the Superintendent of Schools:

51. + Motion to approve the following staff member to provide six hours of new teacher support and mentoring for the 2022-2023 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
Valeria Henkel	AHS – Spanish	Christine Karageorgis
Stephanie Berenato	Special Education Teacher Mansion Avenue School	Terri Salamone

52. + Motion to approve Christine Kasilowski to prepare the Elementary Math Resources, up to eight (8) hours at the non-instructional rate of (\$30/hour), at the recommendation of the Superintendent of Schools.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

53. + Motion to approve a professional development training session, Teaching Strategies, Gold: Objective and Developmental Learning In-Person Training and Parent Orientation, up to 17.5 hours each at the non-instruction rate of (\$30/hour), for the following staff members, at the recommendation of the Superintendent of Schools.

Linda Rizzo

Grace Morris

Jessica Bruck

Cherie McNellis

Sylveria Mastalsz

54. Motion to approve the following staff members to attend the PEER Train the Trainer Workshop to prepare for the Equity Council, up to 18 hours each at the non-instruction rate of (\$30/hour), at the recommendation of the Superintendent of Schools.

Kelly Angelone

Wendy VanFossen

55. + Motion to approve the voluntary transfer of position of Carrie Figueroa at Mansion Avenue School, to long-term substitute Special Education Teacher, from September 1, 2022 through November 23, 2022 as recommended by the Superintendent of Schools.

56. Motion to approve the 12 month (FTE 1.0) Administrative Assistant to the Supervisor of Buildings and Grounds contract for Melani Borodziuk for the 2022-2023 school year at Step 8, effective September 19, 2022, at the recommendation of the Superintendent of Schools.

57. Motion to revise a request from employee #232, to extend a Paid Leave of Absence, effective December 21, 2021 to November 30, 2022.

60. Motion to approve the professional service agreement for athletic trainer services at the recommendation of the Superintendent of Schools as described below:

**Approval of Professional Service Agreements for the 2022-2023 School Year**

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

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

**WHEREAS**, the **Board** has determined, based upon the recommendation of its **Administration**, that there is a continued need for the professional consultations and services for the 2022/2023 school year and that the award of said contracts will allow for the continued provision of high quality services at a fair and competitive price; and

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

**NOW, THEREFORE, BE IT RESOLVED** by the **Audubon Board of Education**, that the **Board** hereby approves the list of **Approved Private Providers** to perform such professional consultations and services as are determined necessary and prudent by the **Director of Athletics** for the 2022/2023 school year; and be it

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

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

School Board Solicitor.

Jag One Physical Therapy 170 Barclay Farms Shopping Center Cherry Hill, NJ 08034	GO4 2093 Philadelphia Pike Claymont, DE 19703-2424
--	--

- 61. + Motion to approve the long-term substitute Special Education Teacher contract for Paul Frantz at Audubon Jr./Sr. High School, from September 1, 2022 through December 23, 2022 at \$260.00 per day; plus Longevity \$20/day, BA+30 \$9/day, Total \$289 per day; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
- 62. + Motion to approve Sara Urban as the Assistant KEYS Program Coordinator, \$21.00 per hour, with executed time sheets, not to exceed 29.5 hours per week, effective September 1, 2022 through June 30, 2022 at the recommendation of the Superintendent of Schools.
- 63. + Motion to approve the first year tenure track Part-Time Preschool Aide contract for Christine Eagan, at Audubon Park Preschool, effective September 1, 2022 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..
- 64. + Motion to approve the first year tenure track Part-Time Preschool Aide contract for Therese Perez, at Audubon Park Preschool, effective September 1, 2022 for the 2022-2023 school 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.
- 65. Motion to approve the following staff member to provide six hours of new teacher support and mentoring for the 2022-23 school, year, at the non-instructional contractual rate of \$30.00 per hour for a total of \$180.00 per staff member, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Erin Kabo	Child Study Team	Yael Shemesh Lewandowski

- 66. Motion to approve the following mentors 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
Dante Acerbo	Mansion Avenue School	Carrie Figueroa	9/1/22 - 6/30/23
Jessica Barragan	Mansion Avenue School	Tricia Martel	9/1/22 - 6/30/23
Stephanie Berenato	Mansion Avenue School	Terri Salamone	9/1/22 - 6/30/23
Valeria Henkel	Audubon High School	Christine Karageorgis	9/1/22 - 6/30/23
Kristina Jakubowski	Haviland Avenue School	Christine Brady	9/1/22 - 6/30/23
Alexis Miller	Mansion Avenue School	Melissa Falkowski	9/1/22 - 6/30/23

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Grace Morris	Haviland Avenue School/Preschool	Linda Rizzo	9/1/22 - 6/30/23
Christa Timpano	Haviland Avenue School	Lesly Rybacki	9/1/22 - 6/30/23

67. + Motion to approve the following Pacing Guide for summer committee member to be compensated for up to 10 hours at the negotiated rate (\$30.00 per hour) between the Audubon Education Association and the Audubon Board of Education with executed time sheets, as recommended by the Superintendent of Schools:

Kelly Miller

68. Motion to approve Adam Cramer to serve as an Academic Coach for Mathematics for the 2022-2023 school year with compensation of \$3,000.00 per staff member, as recommended by the Superintendent of Schools.
69. Motion to approve the resignation of Daniel Nicholson, PT General Aide Hallway/Bathroom Monitor at the Audubon Jr./Sr. High School, effective June 30, 2022.
70. Motion to approve the first year tenure track Athletic Trainer contract for Liam Korbul, for the 2022-2023 school year, at Audubon Jr./Sr. High School for the 2022-2023 school year Step 2, MA, FTE 1.0, effective September 8, 2022 through June 30, 2023 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.
71. Motion to approve a request from employee #2171, for an Unpaid Leave of Absence, effective September 8, 2022 through February 5, 2023.
72. + Motion to approve the first year tenure track Part-Time Instructional Aide contract for Sara Kuhlen, at Haviland Avenue School, effective September 1, 2022 for the 2022-2023 school 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.
73. Motion to approve the following overloads for the Audubon Jr. /Sr. High School for the 2022-2023 school year:

Name	Position	Partial/Full	Salary
Allman, Denise	General Education	Full	\$4,000
Bantle, Dennis	Special Education	Full	\$4,000
Bulskis, Amy	General Education	Full	\$4,000
Burton, Carla	General Education	Full	\$4,000
Carter, Daniel	General Education	Full	\$4,000
Cecchini, Melissa	General Education	Full	\$4,000
Cosenza, Dan	General Education	Full	\$4,000
Drinkhouse, Larae	Special Education	Full	\$4,000
Ewing, Dawn	Special Education	Full	\$4,000



Georgel, Laurie	General Education	Full	\$4,000
Gidjunis, Catherine	General Education	Full	\$4,000
Harris, Christopher	Special Education	Full	\$4,000
Henkel, Valeria	General Education	Full	\$4,000
Ireland, Steve	General Education	Full	\$4,000
Knoll, Mary	Special Education	Full	\$4,000
Latham, Ronald	General Education	Full	\$4,000
Lin, Kathleen	Special Education	Full	\$4,000
Little, Krista	General Education	Full	\$4,000
Marino, Sebastian	General Education	Partial (60%)	\$2,400
Miliaresis, Erika	General Education	Full	\$4,000
Morrison, Andi	Special Education	Full	\$4,000
Mueller, Janelle	General Education	Full	\$4,000
Myers-Griffith, Patti	Special Education	Full	\$4,000
Root, Elaine	General Education	Partial (25%)	\$1,000
Selby, Sharon	General Education	Full	\$4,000
Stiles, Dustin	General Education	Full	\$4,000
Stubbs, Mike	General Education	Full	\$4,000
Waite, Debbie	General Education	Full	\$4,000
Webb, Matthew	General Education	Full	\$4,000
Willis, Eileen	Special Education	Full	\$4,000
Wilson, Katherine	General Education	Full	\$4,000

74. Motion to approve the sidebar agreement between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools as follows:

**SIDEBAR AGREEMENT  
TO THE COLLECTIVE NEGOTIATIONS AGREEMENT  
BETWEEN THE  
AUDUBON BOARD OF EDUCATION  
AND THE  
AUDUBON EDUCATION ASSOCIATION**

**WHEREAS**, the Audubon Board of Education (hereinafter referred to as the “Board”) and the Audubon Education Association (hereinafter referred to as the “AEA”) are parties to a Collective Negotiations Agreement (hereinafter referred to as the “Agreement”) covering the period from July 1, 2021, through June 30, 2024; and

**WHEREAS**, the Board recognizes the importance of attracting and retaining excellent custodial and paraprofessional staff members, and desires to increase the compensation of its current custodial and paraprofessional employees; and

**WHEREAS**, the Board and the AEA, through their duly appointed and/or elected representatives, have met and discussed the Board’s desire to increase the compensation of custodial and paraprofessional staff members through a sidebar agreement; and

**WHEREAS**, the Board and AEA desire to amend the Agreement to provide additional compensation for custodians and paraprofessionals in the form of new salary guides, Exhibit B and Exhibit D, respectively, attached hereto and made part hereof; and

**NOW, THEREFORE**, the parties hereto and hereby agree to amend the Agreement as follows:

1. Custodial Exhibit B Covenants

- a. Hourly rates for each contract year shall be in accordance with the hourly rate guides attached to and made a part of the Sidebar Agreement as “Exhibit B.”
- b. A salary increase for 2022-2023 shall commence as of September 1, 2022; however, the parties stipulate that employees already advanced one step on the guide effective July 1, 2022 and there will be no further guide step movement in 2022-2023, outside of the negotiated adjustment to the existing step and redesignation of the current step on the new guide as described below:
  - i. Step 1 - No Change
  - ii. Step 2 through 5 - Reassigned to Step 1
  - iii. Step 6 - Resigned to Step 2
  - iv. Step 7 - Reassigned to Step 3
  - v. Step 8 - Reassigned to Step 4
  - vi. Step 9 - Reassigned to Step 5
  - vii. Step 10 - Reassigned to Step 6
  - viii. Step 11 - Reassigned to Step 7
  - ix. Step 12 - Reassigned to Step 9
  - x. Step 13 - Reassigned to Step 10
  - xi. Step 14 - Reassigned to Step 12
  - xii. Step 15 - Resigned to Step 14
  - xiii. Step 16 - No Change
- c. Compensation for “Certifications” remains unchanged from the previously agreed upon Custodial guide.
- d. Longevity remains unchanged from the previously agreed upon Custodial guide.

2. Paraprofessional Appendix D Covenants

- a. Hourly rates for each for each contract year shall be in accordance with the hourly rate guides attached to and made a part of the Sidebar Agreement as “Exhibit D.”
- b. A salary increase for 2022-2023 shall commence as of September 1, 2022; however, the parties stipulate that employees already advanced one step on the guide effective July 1, 2022 and there will be no further guide step movement in 2022-2023, outside of the negotiated adjustment to the existing step and redesignation of the current step on the new guide as described below:
  - i. Step 1 - No Change
  - ii. Step 2 through 5 - Reassigned to Step 1
  - iii. Step 6 - Resigned to Step 2

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

- iv. Step 7 - Reassigned to Step 3
- v. Step 8 - Reassigned to Step 4
- vi. Step 9 - Resigned to Step 6
- vii. Step 10 - Reassigned to Step 7
- viii. Step 11 - Reassigned to Step 9
- ix. Step 12 - Reassigned to Step 11
- x. Step 13 through 17 - No Change

- c. Paraprofessionals with an active New Jersey Department of Education Substitute Certificate for Camden County and approved for the Audubon Public School District shall receive an additional \$1.00 per hour as indicated on the guide.
- d. Longevity remains unchanged from the previously agreed upon Paraprofessional guide.

3. Overall Promises and Covenants

- a. Retroactive to July 1, 2022, the existing salary guides for Custodians (Exhibit B) and Paraprofessionals (Exhibit D) in the existing Agreement are hereby replaced by the revised salary guide.
- b. The Parties acknowledge that replacement salary guides shall not apply retroactively and Paraprofessionals and Custodians are not entitled to retroactive pay.
- c. This Sidebar Agreement shall be incorporated into the next Collective Negotiation Agreements negotiated by the parties.
- d. This Sidebar Agreement shall in no way be considered as forming a past practice and shall not be deemed precedent setting in any way.
- e. All of the remaining items and conditions in the Collective Negotiations Agreement not specifically addressed herein shall remain in full force and effect.

75. + Motion to authorize the re-appointment of the following part-time (not to exceed 29.5 hours per week) non-tenured aides (general, instructional, special education) 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 at the recommendation of the Superintendent of Schools.

1st Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Linda Ayala	3/1/26	Special Education Aide	1	SUB	29.5
Brianna Brown	2/18/26	Special Education Aide	2	SUB	29.5
Amy Conahan	2/18/26	Instructional Aide	1	SUB	29.5
Olivia Lavecchio	9/2/26	Special Education Aide	1	SUB	29.5
Patricia McHugh	9/2/26	Special Education Aide	1		29.5
Angela Watkins	2/22/26	Special Education Aide	1		29.5

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

<b>2nd Year Personnel</b>	<b>Date of Tenure</b>	<b>Title</b>	<b>Step</b>	<b>Degree</b>	<b>Hours Per Week</b>
Theresa Murray-Smith	9/2/25	Special Education Aide	1	SUB	29.5
Diebra Newman	11/9/25	Instructional Aide	1	SUB	29.5
Cynthia Staab	11/9/25	Special Education Aide	1	SUB	29.5
Johanna Urban	6/2/25	General Education Aide	15		29.5
Jessica Wells	9/23/25	Instructional Aide	1	SUB	29.5
<b>3rd Year Personnel</b>	<b>Date of Tenure</b>	<b>Title</b>	<b>Step</b>	<b>Degree</b>	<b>Hours Per Week</b>
Barbara Swain	8/25/24	General Education Aide	1		29.5
<b>4th Year Personnel</b>	<b>Date of Tenure</b>	<b>Title</b>	<b>Step</b>	<b>Degree</b>	<b>Hours Per Week</b>
Lisa Buzby	9/5/23	Instructional Aide	1	SUB	29.5

76. + Motion to authorize and issue a tenure contract to the following part-time (not to exceed 29.5 hours per week) aide (general, instructional, special education) 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 at the recommendation of the Superintendent of Schools.

<b>Name</b>	<b>Date of Tenure</b>	<b>Title</b>	<b>Step</b>	<b>Degree</b>	<b>Hours Per Week</b>
Kristina Filachek	12/7/22	Instructional Aide	1	SUB	29.5
Patrice Kilvington	11/15/22	Special Education Aide	6	SUB	29.5

77. Motion to revise the re-appointment of the following part-time (not to exceed 29.5 hours per week) tenured aides (general, instructional, special education) 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 at the recommendation of the Superintendent of Schools.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Name	Title	Step	Degree	Longevity	Hours Per Week
Diane Geissler	Special Education Aide	13	SUB	\$783.00	29.5
Janine Gilbrook	Special Education Aide	4			29.5
Jessica Holland	Instructional Aide	4	SUB		29.5
Lisa Kappel	Instructional Aide	13	SUB		29.5
Sandra Masciantonio	General Education Aide	13		\$783.00	29.5
Robin Quinn	Special Education Aide	13	SUB	\$783.00	29.5
Danielle Reich	Instructional Aide	11	SUB		29.5
Christine Smialowski	General Education Aide	13			29.5
Lisa Terlingo	Instructional Aide	4	SUB		29.5

78. Motion to revise the re-appointment of the following custodial staff 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 at the recommendation of the Superintendent of Schools.

Name	Months/Hours	Step	License(s)	Longevity	FTE
Philip Batista	12	2		\$600.00 – Long 5 Yr.	1.0
Hector Castro	12	7	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.	1.0

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Doretta Geserick	12	1			1.0
Richard Horan	10	1			0.5
Theodore Jenkinson	12	16	\$600.00 Boiler \$4000.00-- Lead Cust.	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.-	1.0
Robin Jones	12	1			1.0
Genevieve Kube	12	12	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr.	1.0
Sonia Laracuenta	12	10	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.	1.0
Ronald Lippincott	12	16	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 15 Yr.	1.0
James O'Donnell	12	16	\$600.00 Boiler \$4000.00 – Lead Cust.	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr.	1.0
Denise Pooley	12	3		\$600.00 – Long. 5 Yr. 10/15/20	1.0
Stephen Slashinski	12	1			0.74

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

Thomas VanFossen	12	16	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.	1.0
Chuck Robinson	2 D – 16 H	2			0.4

Motion to Approve Item(s) 31 through 78: C. Proulx Second: T. Butrica

**Roll Call**

X Ammie Davis      X Joseph Ryan      X Tara Butrica      X Nancy Schiavo  
X Joseph Miller      X Christopher Proulx      AB Lori Cassidy  
Absent  
AB James Blumenstein      ABS Allison Cox      X Andrea Robinson  
Absent      Abstained

**VOTE FOR ITEM 31-78**

Motion approved by unanimous roll call (8-0) with the exception of item #34 (7-0-1) Member Cox abstained & Member Cassidy and Blumenstein were absent

**XIV. REPORTS:**

**XV.** HIB District Report

August 2022	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS #8759, #8796	0	0	0
MAS #8805	0	0	0
HAS	0	0	0
AAPS	0	0	0

**XVI.** Special Program Representatives:  
B. CCESC Rep. Rotation: **Joseph Miller**  
C. CCSBA Rep. Rotation: **Ammie Davis**  
D. Audubon Education Foundation: **Lori Cassidy**

**XVII.** Board Member Comments:

Board Member Proulx would suggest a slogan for Student of the Month at the High School.

Board Member Butrica commended all the parties involved on the dress code policy.

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

Sara Kuhlen, resident, asked the following questions:

Can more awareness for Autism be implemented?

When will NJSLA results be available?

Can school announcements be broadcasted to whole community?

Miss Scotto-Diluzio, student, asked if certain bathrooms will be locked in the 22/23 school year.

Kristen Romeo, resident, asked if bike racks can be installed at Haviland Ave. School.

Dr. Davis commented on the above concerns.

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.

Motion by Mrs. Schiavo seconded by Mr. Proulx to approve the resolution for board to enter into closed Authorizing Executive session II at 9:40pm for the following purposes.

Motion approved by unanimous roll call (8-0) Member Cassidy and Blumenstein were absent

**XIX. Authorizing Executive Session II:**

**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



MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION AUGUST 24, 2022

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

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 Mrs. Schiavo seconded by Mr. Proulx to adjourn closed Authorizing Executive session II at 11:15pm.  
Motion approved by unanimous roll call (8-0) Member Cassidy and Blumenstein were absent

**XX. ADJOURNMENT**

1. The next Regular Board of Education meeting is scheduled for Wednesday, September 14, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.
2. Motion by Mrs. Schiavo seconded by Mr. Proulx to adjourn meeting at approximately 11:15pm.  
Motion approved by unanimous roll call (8-0) Member Cassidy & Blumenstein were absent

Motion to Approve: N. Schiavo Second: C. Proulx

**Roll Call**

<u>X</u> Ammie Davis	<u>X</u> Joseph Ryan	<u>X</u> Tara Butrica	<u>X</u> Nancy Schiavo
<u>X</u> Joseph Miller	<u>X</u> Christopher Proulx	<u>AB</u> Lori Cassidy Absent	
<u>AB</u> James Blumenstein Absent	<u>X</u> Allison Cox	<u>X</u> 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.*

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