

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL AUDITORIUM
WEDNESDAY, MAY 11, 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 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 2020-2022

 X Ammie Davis

 X Joseph Ryan

 AB Tara Sullivan-Butrica
(Arrived at 6:53pm)

SY 2021-2023

 X Joseph Miller

 X Christopher Proulx

 X Lori Cassidy

SY 2022-2024

 X James Blumenstein

 X Allison Cox

 X Andrea Robinson

SY 2022 Mt. Ephraim Representative

 X Nancy Schiavo

Motion by Mrs. Cox seconded by Mr. Miller to approve the resolution for board to enter into closed Authorizing Executive session at 6:30 pm for the following purposes.

Motion approved by unanimous roll call (9-0) Member Butrica arrived at 6:53pm

III. **Authorizing Executive Session:**

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

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

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

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

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

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

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

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

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

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

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or 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. Cox seconded by Mr. Miller to adjourn closed Authorizing Executive session at 7:00 pm.
Motion approved by unanimous roll call (10-0) Member Butrica arrived at 6:53pm

IV. Call Meeting to Order

V. Flag Salute

VI. Student Council Report: Natalie Sylvester, President
Leah Grim, Vice-President

VII. Spotlight Program:

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

Pre-Kindergarten
Weylin Scully

Kindergarten
Colin Howard

Grade One
Melody Burton

Grade Two
Fiona Conahan

Grade Three
Lola Cox

Grade Four
Charlotte Sullivan

Grade Five
Grace Zizak

Grade Six
Grayson Heller

Grade Seven
Ryan Wynn

Grade Eight
Morganna Makuszewski

Freshman Class
Alexa Villarreal

Sophomore Class
Lillian Zimmerman

Junior Class
Janya Lugo

Senior Class
Leah Grim

VIII. Approval of Board Minutes:

1. Motion by Mr. Proulx and seconded by Mrs. Davis to approve the following minutes:

April 7, 2022 Public Session

April 7, 2022 Executive Session

April 13, 2022 Public Session

April 13, 2022 Executive Session

Motion to Approve: C. Proulx Second: A. Davis

Roll Call

- | | | | |
|-----------------------------|------------------------------|---------------------------|-------------------------|
| <u> </u> Ammie Davis | <u> </u> Joseph Ryan | <u> </u> Tara Butrica | <u> </u> Nancy Schiavo |
| <u> </u> Joseph Miller | <u> </u> Christopher Proulx | <u> </u> Lori Cassidy | |
| <u> </u> James Blumenstein | <u> </u> Allison Cox | <u> </u> Andrea Robinson | |

VOTE FOR ITEM 1

Motion approved by unanimous roll call (10-0)

IX. Participation: (Agenda Items Only)

Staff member Tricia Martel, questioned the wording of “certificated” on item #20 under Human Resources.

AEA President, Eric Miller questioned the students being served for credit completion on items #71 and #72 under Human resources. Mr. Miller asked what kind of message does this send to other students and this motion affects the climate and culture of the Audubon Jr./Sr. High School.

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: Mr. Blumenstein – 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 ITEM 1

Motion by Mrs. Cox and seconded by Mr. Ryan

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

Regulation	Title	New/Revised
2431.4	Prevention And Treatment Of Sports-Related Concussions And Head Injuries	Revised
2464	Gifted And Talented Pupils	Revised
8465	Crimes And Bias-Related Acts	Revised
Policy	Title	New/Revised
5460	High School Graduation	Revised
2431.4	Prevention And Treatment Of Sports-Related Concussions And Head Injuries	Revised
8465	Crimes And Bias-Related Acts	Revised

Motion to Approve Item 1: A. Cox Second: J. Ryan

Roll Call

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

VOTE FOR ITEM 1

Motion approved by unanimous roll call (10-0)

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

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MOTION TO APPROVE ITEM 1- 36

Motion by Mrs. Cassidy and seconded by Mr. Proulx

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

March Board Secretary’s Report

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

March Cash Reconciliation Report

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.
4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.
5. Motion to approve line item transfers for the month of March 2022.

March Transfers

6. Motion to approve the bills payable list for May 2022 in the amount of \$271,318.18 when certified.

May Bill List

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

Audubon Park Preschool

April, 27, 2022	Lock Down Drill
April 29, 2022	Fire Drill

Haviland Avenue School

April 26, 2022	Evacuation Drill
April 29, 2022	Fire Drill

Mansion Avenue School

April 4, 2022	Bus Evacuation Drill
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April 26, 2022 Fire Drill
April 29, 2022 Shelter in Place

Audubon High School

April 4, 2022 Bus Evacuation Drill
April 8, 2022 Evacuation Drill
April 12, 2022 Fire Drill

- 8. Motion to approve Inverso and Stewart, LLC as auditors for the 2022/2023 school year at a fee of \$25,200.00. A fee increase of \$500.00 from 2021/2022 school year.
- 9. Motion to approve Garrison Architects as architect of record for the 2022/2023 school year as per fee schedule on file. No fee increase from 2021/2022 school year.
- 10. Motion to approve the firm Parker McCay as Solicitor for the 2022/2023 school year as per fee schedule on file. A fee increase of \$10.00/hour from 2021/2022 school year
- 11. Motion to approve the following Physicians of Record for the 2022/2023 school year at a fee of \$6,000.00 each:
 - Dr. James J. Runfolo
Rothman Institute
- 12. Motion to approve Plan Connect as 403 B (Tax Sheltered) Administrator for the 2022/2023 school year at a fee of \$1.50 per month per participant with active account.
- 13. Motion to approve 1st Colonial Bank and William Penn Bank as depositories of record for the 2022/2023 school year.
- 14. Motion to approve authorized signatories on following accounts:
 - Warrant - Superintendent, Business Administrator
 - Payroll - Superintendent, Business Administrator
 - Agency - Superintendent, Business Administrator
 - Student Activities - Superintendent, Business Administrator
 - Unemployment Trust - Superintendent, Business Administrator
 - Community Education - Business Administrator, Coordinator
 - Athletic Officials - Superintendent, Business Administrator, Supervisor of Athletics
 - Capital Project – Superintendent, Business Administrator
- 15. Motion to approve the Retrospect as the designated official newspaper of the Audubon Board of Education for releases and that the Courier Post be designated as an alternate, all in accordance with the Open Public Meetings Act.
- 16. Motion to establish Petty cash amounts for the 2022-2023 school year as follows:
 - Board Office - \$200.00
 - Superintendent - \$100.00
 - Maintenance - \$100.00
 - Mansion Ave - \$100.00
 - Haviland Ave - \$100.00
 - Keys Program - \$100.00

- 17. Motion to approve the agreement with Camden County Educational Services Commission to provide the following services on an as needed basis at an administrative fee of 5% for the 2022/2023 school year:
 - Transportation Services
 - Non-public School Services
 - CST and Professional Services
 - Related Services
 - Public School Certificated staff services
 - Communications and Public Relations Services

- 18. Motion to approve the Risk Management Consultant Agreement with the Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF) for the 2022/2023 school year.

Risk Management Consultant Agreement

- 19. Motion to approve the Resolution appointing a Risk Management Consultant with the Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF) for the 2022/2023 school year.

Resolution Appointing A Risk Management Consultant

- 20. Motion to approve the food service management company cost reimbursable contract renewal with Nutri-Serve at a cost of \$33,750.00 for the 2022/2023 school year. Increase by \$2,250.00 from the 2021-2022 school year.

- 21. Motion to approve the following cafeteria prices for the 2022/2023 school year (Prices increase of \$.10 from 2021-2022 school year).

Student	Price
Lunch – High School	\$3.40
Lunch – Elementary	\$2.95
Lunch – Reduced	\$0.40

Student	Price
Breakfast – High School	\$1.80
Breakfast – Elementary	\$1.40
Breakfast – Reduced	\$0.30

Adult	Price
Lunch	\$4.25
Breakfast	\$2.25

- 22. Motion to approve the agreement between the Collingswood Board of Education and the Audubon Board of Education whereas the Collingswood School District will provide maintenance services to the Audubon Public School District effective July 1, 2022 through June 30, 2023.
- 23. Motion to approve the Superintendent and the Business Administrator to perform all necessary transfers and adjustments to close out the 2021/2022 school year budget and present the same to the Board at the next available meeting.
- 24. Motion to approve the establishing of a portion of every meeting of the Board of Education as a closed session of the meeting to discuss any legally approved topics when such topics need discussion.
- 25. Motion to approve the agreement between the Audubon Board of Education and Bellmawr Board of Education to provide technology services to the Bellmawr School District effective July 1, 2022 through June 30, 2023.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION MAY 11, 2022

- 26. Motion to approve the agreement between the Audubon Board of Education and Haddon Township Board of Education to provide technology services to the Haddon Township School District effective July 1, 2022 through June 30, 2023.
- 27. Motion to approve the agreement between the Audubon Board of Education and Collingswood Board of Education to provide technology services to the Collingswood School District effective July 1, 2022 through June 30, 2023.
- 28. Motion to approve Phoenix Advisors as Continuing Disclosure Agent and Independent Registered Municipal Advisor for the 2022/2023 school year as per fee schedule on file. No fee increase from 2021/2022 school year.
- 29. Motion to approve the Audubon School District to provide busing, if available, for field trips for the Brooklawn and Mount Ephraim School Districts for the 2022–2023 school year at the below rate:

Driver	\$35.00/hour
Fuel	\$0.585/miles
Tolls	If Applicable
Additional charge	25% above cost

- 30. Motion to approve the salaries charged to the ESEA Grant for the 21-22 school year:

Instructional Staff:

Teachers	Salary from Grant	Total Salary	Percentage
Christine Karageorgis	11,250.00	90,000.00	13%
Patricia Marsh	45,240.00	45,240.00	100%
Sharon McLaren	57,104.00	57,104.00	100%

Instructional Aides	Salary from Grant	Total Salary	Percentage
Lisa Kappel	24,384.00	24,384.00	100%

- 31. Motion to submit and accept the SDA FY2022 Funding for Return of Students in the amount of \$36,800.00 for emergent needs and capital maintenance in school districts.

Certification of SDA FY2022 Funding

- 32. Motion to approve participation on the Title III Consortium with Lindenwold Public Schools serving as the Lead Education Association for the 2022-2023 school year.

ESEA-ESSA FY 2023 Consortium Designation Form

- 33. Motion to approve the Student Support Service Agreement between the Family First Counseling, LLC (Elizabeth L. Scotto Di Perta) and the Audubon Board of Education in the Borough of Audubon supported through ESSER funds from September 1, 2022 through June 30, 2023 at an annual fee of \$36,610.00, payable in ten (10) monthly installments of \$3,661.00 commencing on September 1, 2022 due on the first day of each month.

Student Support Services Agreement

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION MAY 11, 2022

- 34. Motion to accept the \$2,500.00 donation from the ACME Markets Foundation's Nourishing Neighbors campaign to be used to support the Audubon Public School District food pantries.
- 35. Motion to accept the bid price of \$1,823.00 for sale of 2001 Thomas Built bus to Car Country USA.
- 36. Motion to authorize the Audubon Little League to investigate (overseeing permits and inspections, receiving zoning board approval, etc.) and to fully financially support the replacement of batting cages on the Audubon Board of Education property.

Motion to Approve Item(s) 1 through 36: L.Cassidy Second: C. Proulx

Roll Call

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

VOTE FOR ITEMS 1-36

Motion 1-9 & 11-36 approved by unanimous roll call (10-0), Motion #10 approved by majority roll call (9-1-0) Member Miller voted No

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.
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MOTION TO APPROVE ITEM 1- 7

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 April 13, 2022 meeting of the Board of Education.

School	Incident Report Number	Board Determination
AHS	8443	Not HIB
AHS	8457	Not HIB
MAS	N/A	N/A
MAS	N/A	N/A
HAS	N/A	N/A
APPS	N/A	N/A

2. + Student Statistics May 1, 2022

Date	Audubon	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr.	Out of District	Total
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	Preschool			HS		
5/1/2022	28	246	359	782	21	1,436
4/1/2022	28	247	359	780	21	1,435
5/3/2021	N/A	247	370	804	20	1,441

3. **Approval of Attendance at Conferences and Workshops for the 2021-2022 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
Christine Fox-Kasilowski	Help! They Don’t know their facts!” Moving Beyond Memorization by Developing Fact Fluency Virtual	N/A	Conference Cost \$129.00
Molly Fleming	Trauma Sensitive Schools Virtual	May 19, 2022	No Cost
Scott LaPayover	Management of Shoulder Injury Old Bridge, NJ	June 2, 2022	Conference Cost \$80.00 Travel

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Varsity Baseball Field	Audubon Baseball Boosters Baseball Camp	6/20 – 6/23/22	9:30 am – 1:00 pm	Rich Horan
AHS	Outdoor * Basketball Courts	Basketball Camps	Week #1: 8/1 – 8/5/22 Week #2: 8/8 –	9:00 AM – 12:00 PM	Tim Lenahan

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			8/12/22		
HAS	Blacktop, Cafeteria, & 1 st Floor	End of Year Blacktop Bash	6/10/22	12:00 PM – 9:00 PM	Raye Martin

* Location may need to change, date(s) may need to change and/or the camp may be cancelled as a result of referendum work.

5. + Motion to approve the following field trip requests for the 2021-2022 school year:

School	Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
MAS	Mt. Laurel Flunplex M. Meehan	5/12/22	Depart: 9:15 am Return: 2:30 pm	13 chaperones, 89 students	6 th grade end of year celebration	\$323.14
APPS	Haviland Avenue School G. Morris, M. McCutcheon	6/3/22	Depart: 9:00 am Return: 11:00 am	4 chaperones 24 students	School Visit	\$65.75
HAS	Storybook Land C. McNellis	6/8/22	Depart: 8:30 am Return: 2:30 pm	43 chaperones, 43 students	Relating language Arts topics in a fun and safe environment	\$220.64
AHS	Six Flags Great Adventure M. Tomasetti	6/13/22	Depart: 9:00 am Return: 6:00 pm	1 chaperone per 15 students attending; Final count TBD	Senior Trip	\$697.31
MAS	Recreation Center Park A. Beebe, E. McCurdy	6/13/22	Depart: 8:45 am Return: 12:30 pm	16 chaperones, 161 students	3 rd & 4 th grade end of year celebration	No Cost
MAS	Recreation Center Park C. McFetridge	6/15/22	Depart: 9:00 am Return: 10:30 am	11 chaperones, 110 students	5 th grade end of year celebration	No Cost
MAS	Recreation Center Park M. Meehan	6/17/22	Depart: 9:00 am Return: 10:30 am	9 chaperones, 89 students	6 th grade end of year celebration	No Cost
AHS	Audubon Fire House E. Willis	5/21/22	Depart: 1:00 pm Return: 4:00 pm	2 chaperones, 15 students	Car Wash to raise money for the people of Ukraine	No Cost
AHS	Mansion Avenue School	5/26/22	Depart: 2:00 pm Return: 3:00 pm	1 chaperones, 10 students	7 & 8 grade Interact Students share club experience	No Cost

6. Motion to approve homebound instruction for the following student(s):

STUDENT ID#	DATE
44674	Home instruction effective retroactive to April 25, 2022 through June 17, 2022

7. Motion to authorize the Audubon Board of Education to collect and maintain the following pupil records by authorized and certificated personnel:
- a. Attendance Reports
 - b. Class Rank and Grade Point Average
 - c. Counselor Notes of Parent/Student/Teacher Conferences

- d. Child Study Team Information
- e. Discipline Violations
- f. Driver Education Course Verification
- g. Grade Reports
- h. Health Records
- i. HIB Investigations & Correspondence
- j. Listing of Participants in Clubs and Activities
- k. New Jersey SMART Data (various)
- l. Progress Reports
- m. Recommendation Letters
- n. Registration Information and Proof of Residency (including Transfer Students)
- o. Sports Participation including Health Records
- p. Suspension Notices
- q. Transcripts 9 through 12
- r. Test Results including but not limited to Access for ELLs, ACT, AP Exams, ASVAB, DLM, DRA, PSAT, NJSLA (PARCC), NWEA MAP, SAT I, SAT II, Student Growth Objectives.

Motion to Approve Items 1 through 7: 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 X Lori Cassidy
- X James Blumenstein X Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1-7

Motions approved by unanimous roll call (10-0)

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

Board of Education Goals

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MOTION TO APPROVE ITEMS 1-30

Motion by Mrs. Schiavo and seconded by Mr. Miller

1. Motion to approve the 12 month (FTE 1.0) Student Personnel Services Administrative Assistant contract for Heather Weil for the 2021-2022 school year at Step 7, effective May 23, 2022, at the recommendation of the Superintendent of Schools.
2. Motion to approve the 12 month (FTE 1.0) Secretary to the Supervisor of Special Education Services contract for Francine Silverman for the 2021-2022 school year at Step 9, effective June 13, 2022, at the recommendation of the Superintendent of Schools.

3. Motion to approve the Long Term Substitute Nurse agreement for Donna Coakley at the Audubon Junior/Senior High School, effective retroactive to May 9, 2022 through June 17, 2022, 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.
4. Motion to revise a request from employee #1710, to extend an Unpaid Leave of Absence, effective December 10, 2021 to May 20, 2022:
5. Motion to revise the Long Term Substitute Teacher of Art agreement for Nadia Koltsoon at the Audubon Jr. /Sr. High School, effective retroactive to March 10, 2022 through May 20, 2022, 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.
6. Motion to approve the nursing staff members to complete duties as assigned and preapproved by their building principal in coordination with all district nurses for up to 30 hours at the non-instructional rate of \$30.00 per hour from July 1, 2022 through August 31, 2022 with executed time sheets:
 Haviland Avenue – Ann Alston
 Mansion Avenue – Monica Ochal
 Audubon Junior-Senior High School – Donna Coakley
7. + Motion to accept, with best wishes, the letter of resignation from Pauline Ike, Special Education Aide at Haviland Avenue School, effective retroactively to May 10, 2022.
8. + Motion to accept, with best wishes, the letter of resignation with intent to retire, from Beth Evans-Crosby, Special Education Teacher at Haviland Avenue School, effective July 1 2022.
9. + Motion to accept, with best wishes, the letter of resignation with intent to retire, from Lester Jones, part time Custodian at Mansion Avenue School, effective June 30, 2022.
10. Motion to approve a request from employee #1867, to invoke the Federal Family Medical Leave Act, effective June 21, 2022 to July 1, 2022:

June 21, 2022 through July 1, 2022	Paid Leave (9 sick days)
June 21, 2022 through July 1, 2022	Federal FMLA
11. + Motion to approve a request from employee #1651, for a Unpaid Leave of Absence, effective May 20, 2022 through December 1, 2022.

May 20, 2022 through December 1, 2022	Unpaid Leave
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12. + Motion to revise a request from employee #1287, to extend an Unpaid Leave of absence, effective September 1, 2022 to June 30, 2023.
13. + Motion to revise the part-time Special Education Aide contract for Mikayla Lavecchio, at the Mansion Avenue Elementary School, Step 2, 60 credits, \$14.49 per hour, 2 days per week, 5.9 hours per day, not to include benefits, effective May 7, 2022 through June 17, 2022, with executed timesheets, in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon

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Administrator’s 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.

14. Motion to revise the part-time Special Education Aide contract for Nicholas May, at the Audubon Jr./Sr. High School, Step 3, BA, \$14.91 per hour, FTE 0.87 (29.5 hours per week), not to include benefits, effective May 6 , 2022 through June 16, 2022, in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Administrator’s 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.
15. Motion to abolish a part time (0.74) Administrative Assistant position at the Audubon Jr. /Sr. High School.
16. Motion to abolish a part time (0.87) Special Education Teacher position at Mansion Avenue School.
17. Motion to create a full time (1.0), 10 month Administrative Assistant position at the Audubon Jr. /Sr. High School.
18. + Motion to create a full time (1.0), Special Education Teacher position at Mansion Avenue School.
19. Motion to approve Johanna Urban or Barbara Swain, part time General Aides, to work summer hours, July 1, 2022 through August 30, 2022, Monday through Thursday 8:00-3:30 (Individual hours not to exceed 29.5 hours weekly) at their contractual rate at the recommendation of the Superintendent of Schools.
20. Motion to approve the following compensation guides for certificated paraprofessional substituting for certificated staff members, in addition to their hourly rate, for the 2022-2023 school year:
 \$25.00 for 1 period to up to ½ day
 \$50.00 per full day coverage
21. + Motion to authorize the re-appointment of the following non-tenured certificated personnel 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	Degree	Step	FTE
Valeria Henkel	3/18/26	BA + 30	2	1.0
2nd Year Personnel	Date of Tenure	Degree	Step	FTE
Palak Arora	9/2/25	MA	13	0.948
Susan Amorosi	9/2/25	BA	10	1.0
Stephanie Berenato	1/28/26	BA	2	0.87
Brittany Green	9/2/25	BA	2	0.87
Brianna Henderson	9/14/25	BA	2	1.0
Ryan Latini	9/2/25	MA	3	1.0

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Patricia Marsh	9/2/25	BA	2	0.87
Silveria Mastalsz	3/8/26	BA	8	1.0
Kristin Murphy-Slaton	11/19/25	BA + 30	3	1.0
Linda Rizzo	12/7/25	BA	8	1.0
Devon Schwab	9/2/25	MA	2	1.0
3rd Year Personnel	Date of Tenure	Degree	Step	FTE
Ryan Boland	10/27/24	BA	6	1.0
Jessica Bruck	9/2/24	MA	5	1.0
Carly Burton	9/2/24	MA	4	1.0
Carlina Fuscellaro	9/2/24	BA	3	1.0
Lauren Grady	9/2/24	BSN	6	1.0
Monica Ochal	9/2/24	BSN	6	1.0
4th Year Personnel	Date of Tenure	Degree	Step	FTE
Taylor Lebakken	9/2/23	BA	6	1.0
Yael Shemesh Lewandowski	9/2/23	MA + 30	11	1.0

22. + Motion to approve the following tenure contracts for the following certificated personnel 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	Date of Tenure	Degree	Step	FTE
Zachary Bentley	9/2/22	BA	4	1.0
Carl Ellinwood	9/2/22	MA + 30	7	1.0
Rebecca Gilbert	9/2/22	BA	4	1.0
Krista Little	9/2/22	BA	4	1.0
Jillian Long	9/2/22	BA	9	0.615
Maria McCutcheon	12/18/22	MA	11	1.0
Bianca Saunders	9/2/22	BA	5	1.0

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Kyle Shireman	6/2/22	MA + 30	11	1.0
John Walsh	9/2/22	MA	15	1.0
Erica Wenzel	9/2/22	MA + 30	8	1.0

23. Motion to authorize the re-appointment of the following tenured junior-senior high school certificated personnel 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	DEGREE	STEP	LONGEVITY	FTE
Denise Allman	BA	15		1.0
Dennis Bantle	BA	16		1.0
Amy Bulskis	BA	16		1.0
Stacy Caltagirone	BA	6		1.0
Daniel Carter	MA	6		1.0
Melissa Cecchini	BA	12		1.0
Andrea Collazzo	MA	16	\$4,000.00	1.0
Luke Collazzo	BA	16		1.0
Daniel Cosenza	BA	6		1.0
Adam Cramer	BS	8		1.0
Lee DeLoach	BA	16	\$4,000.00	1.0
Angela DiFilippo	MA	9		1.0
Larae Drinkhouse	MA	7		1.0
Bruce Dyer	BS + 30	16	\$4,000.00 \$5,000.00	1.0
Dawn Ewing	MA	16	\$4,000.00	1.0
Wilma Fitzpatrick	BA+30	16		1.0

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Laurie Georgel	BA	13		1.0
Catherine Gidjunis	BA	6		1.0
Brenda Gifford	BA	6		1.0
Roberta Hanson-Swinney	MA	8		1.0
Christopher Harris	BA	16		1.0
Matthew Harter	BA	9		1.0
Steven Ireland	BA	11		1.0
Ryan Knaul	BA	8		1.0
Mary Knoll	MA	10		1.0
Alvina LaCasse	MA	16		1.0
Scott LaPayover	BA	16	\$4,000.00	1.0
Ronald Latham	BA	10		1.0
Kathleen Lin	BA	16	\$4,000.00	1.0
Dirk Manskopf	MA	13		1.0
Sebastian Marino	MA	16	\$4,000.00	1.0
Ashley McGuire	BA	16		1.0
Carly Meyer	MA	8		1.0
Erika Miliareisis	MA	11		1.0
Eric Miller	MA	16		1.0
Patrick Moran	BA	5		1.0
Andria Morrison	BA	6		1.0
Janelle Mueller	BA	10		1.0
Patty Myers-Griffith	BA	16	\$4,000.00	1.0
David Niglio	MA+30	16		1.0

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Daniel Reed	BA	7		1.0
Thea Ricci	BA	16		1.0
Elaine Root	BA	9		1.0
Daniel Rowan	MA	16		1.0
Nancy Scully	MA+30	16		1.0
William Scully	BA	16		1.0
Sharon Selby	BA	16	\$4,000.00	1.0
Donna Stack	BA	14		1.0
Dustin Stiles	BA	8		1.0
Michael Stubbs	BA	16		1.0
Christopher Sylvester	BA	10		1.0
Lori Tanenbaum	BA	7		1.0
Virginia Tappin	BA	16		1.0
Michael Tiedeken	BA+30	16		1.0
Michael Tomasetti	MA	16		1.0
Wendy VanFossen	MA	16	\$4,000.00	1.0
Deborah Waite	BA	14		1.0
Emily Warren	MA	6		1.0
Matthew Webb	BA	16		1.0
Eileen Willis	BA	16		1.0
Katherine Wilson	BA	16		1.0
Nancy Wolgamot	MA	16		1.0

24. + Motion to authorize the re-appointment of the following tenured elementary school certificated personnel 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.

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NAME	DEGREE	STEP	LONGEVITY	FTE
Ilana Ablon	MA	16		1.0
Ann Rossi – Alston	BSN	16		1.0
Kelly Angelone	BA	9		1.0
Christine Batra	MA	14		0.664
Francine Bechtel	MA	9		1.0
Jennifer Beebe	BA	15		1.0
Patricia Bevelheimer	MA	16		0.474
Bridget Bialecki	MA	6		1.0
Pennie Bigelow	MA + 30	16		1.0
Kim Brach	BA	13		1.0
Christine Brady	BA	16		1.0
Amanda Brown	BA	10		1.0
Jane Byrne	MA	15		1.0
Jenna Casey	MA	6		1.0
Shelly Chester	BA	13		1.0
Christie Cochran	BA	8		1.0
Alycia Colucci	BA	14		1.0
Debra Costello	BA + 30	10		1.0
Eunice DeJesus – Englehart	MA	8		1.0
Jordan Daminger	BA	5		1.0
Melissa Falkowski	BA	15		1.0
Carrie Figueroa	MA	8		1.0
Christine Fox - Kasilowski	MA + 30	7		1.0

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Shannon Horan	MA	10		1.0
Katie Hueber	BA	16		1.0
Roberta Ignaczewski	BA	13		1.0
Sue Jenkinson	BA	16	\$4,000.00	1.0
Christine Karageorgis	BA	16		1.0
Rose Lang	MA	15		1.0
Patricia Martel	MA	16		1.0
Jillian Matysik	MA + 30	12		1.0
JoAnne McCarty	BA	11		1.0
Jennifer McClellan	MA	16		1.0
Elizabeth McCurdy	MA	10		1.0
Colleen McFetridge	MA	8		1.0
Lisa McGilloway	MA	16	\$4,000.00	1.0
Sharon McLaren	MA + 30	15		0.664
Cherie McNellis	BA	11		1.0
Maddy Meehan	BA	12		1.0
Kelly Miller	BA	14		1.0
Kim Monteleone	BA	16		1.0
Susan Moore	MA	16		1.0
Denise Murphy	MA	15		1.0
Pamela Niglio	BA	8		1.0
Cara Novick	MA	16		1.0
Catherine Olivieri	BA	12		0.664
Judy Ottiano	BA	16	\$4,000.00	1.0

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Amy Phillips	BA + 30	8		1.0
Nicole Racite	MA	6		1.0
Bradley Rehn	BA	8		1.0
Christy Rehn	BA	14		1.0
Chelsea Rohner	BA + 30	6		1.0
Kristen Rosenberg	MA	7		1.0
Leslie Rybacki	MA	11		1.0
Theresa Salamone	MA	15		1.0
Ralph Schiavo	BA	16		1.0
Theresa Sims	MA	7		1.0
Jaclyn Sloan	MA	16		0.20
Nicole Szymanski	MA	14		1.0
Natalie Thorndike	MA	6		1.0
Blake Zetusky	BA	12		1.0

25. Motion to authorize the re-appointment of the following maintenance/grounds 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	Position	Step	License(s)	Longevity
Joe Constantino	12	Maintenance Mechanic	4	\$600.00 Boiler \$550.00 Refrigeration	
Luke Difilippo	12	Maintenance Grounds	4	\$600.00 Core & Turf \$550.00 Pesticide	
James Hollander	12	Maintenance Mechanic	11	\$600.00 Boiler \$600.00 HVAC \$550.00 LIC	
Jeffrey Vilardo	12	Maintenance Grounds	11	\$600.00 Boiler \$2700.00 Head Grounds Keeper	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.

26. Motion to authorize 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	6		\$600.00 – Long 5 Yr.	1.0
Hector Castro	12	11	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.	1.0
Doretta Geserick	12	5			1.0
Richard Horan	10	5			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	3			1.0
Genevieve Kube	12	14	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr.	1.0
Sonia Laracuenta	12	13	\$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	7		\$600.00 – Long. 5 Yr. 10/15/20	1.0

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Stephen Slashinski	12	2			0.74
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	6			0.4

27. Motion to authorize the re-appointment of the following non- tenured secretarial 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.

1st Year Personnel	Date of Tenure	Title	Month	Step	FTE
Francine Silverman	6/13/26	Secretary to the Supervisor of Special Education Services	12	9	1.0
Heather Weil	5/24/26	Student Personnel Services Administrative Assistant	12	7	1.0
2 nd Year Personnel	Date of Tenure	Title	Month	Step	FTE
Ana Carvajal	5/18/25	Secretary to the Principal AHS 10-12	12	3	1.0
Melissa Chisholm	12/17/25	Secretary to the Principal HAS	12	3	1.0
Carrie Fegley	6/2/25	Secretary to the Supervisor of Buildings & Grounds	12	3	1.0

28. Motion to authorize the re-appointment of the following tenured secretarial 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.

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Name	Month	Step	Longevity	FTE
Dawn Bentley	12	15		1.0
Melani Borodziuk	12	8		1.0
Michela Carr	10	8		0.74
Patricia Coyle	12	16	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1,000.00 – 20 Yr.	1.0
Luanne Cross	12	8	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1,000.00 – 20 Yr.	1.0
Jill Greway	10	11		1.0
Cheryl Kane	12	16	\$500.00 – 10 Yr.	1.0
Meg Murray	10	10	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1,000.00 – 20 Yr.	1.0

29. + 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	5	60 Credits	29.5
Brianna Brown	2/18/26	Special Education Aide	6	BA	29.5
Starr Cole	2/16/26	Instructional Aide	7	BA/MA	29.5
Amy Conahan	2/18/26	Instructional Aide	5	BA	29.5

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Dan Nicholson	3/31/26	Hallway/Bathroom Monitor	7		29.5
Samantha Wallace	4/15/26	Special Education Aide	4	60 Credits	29.5
Angela Watkins	2/22/26	Special Education Aide	5		29.5
Stacy Williamson	3/29/26	Hallway/Bathroom Monitor	7	BA	29.5
2nd Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Mikayla Lavecchio	6/2/25	Special Education Aide	3	BA	29.5
Nicholas May	9/2/25	Special Education Aide	4	BA	29.5
Grace Morris	12/10/25	Instructional Aide	5	BA	29.5
Theresa Murray-Smith	9/2/25	Special Education Aide	4	BA	29.5
Diebra Newman	11/9/25	Instructional Aide	4	60 Credits	29.5
Cynthia Staab	11/9/25	Special Education Aide	5	60 Credits	29.5
Johanna Urban	6/2/25	General Education Aide	15		29.5
Jessica Wells	9/23/25	Instructional Aide	4	BA	29.5
3rd Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Barbara Swain	8/25/24	General Education Aide	3		29.5
4th Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Lisa Buzby	9/5/23	Instructional Aide	5	BA	29.5

30. + 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.

Name	Date of Tenure	Title	Step	Degree	Hours Per Week
Kristina Filachek	12/7/22	Instructional Aide	5	60 Credits	29.5
Patrice Kilvington	11/15/22	Special Education Aide	9	60 Credits	29.5

Motion to Approve Items 1 through 30: N. Schiavo Second: J. Miller

Roll Call

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

VOTE FOR ITEMS 1-30

Motions approved by unanimous roll call (10-0)

MOTION TO APPROVE ITEMS 31-73

Motion by Mrs. Schiavo and seconded by Jim Miller

31. Motion to authorize the re-appointment of the following tenured 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.

Name	Title	Step	Degree	Longevity	FTE
Barbara McNulty	Special Education Aide	17		\$900.00	1.0

32. Motion to authorize 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.

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Name	Title	Step	Degree	Longevity	Hours Per Week
Diane Geissler	Special Education Aide	13	BA	\$783.00	29.5
Janine Gilbrook	Special Education Aide	8			29.5
Jessica Holland	Instructional Aide	8	BA		29.5
Lisa Kappel	Instructional Aide	13	60 Credits		29.5
Catherine Marshall	General Education Aide	13	60 Credits	\$783.00	29.5
Sandra Masciantonio	General Education Aide	13		\$783.00	29.5
Robin Quinn	Special Education Aide	13	60 Credits	\$783.00	29.5
Danielle Reich	Instructional Aide	12	BA		29.5
Christine Smialowski	General Education Aide	13			29.5
Lisa Terlingo	Instructional Aide	8	60 Credits		29.5

33. Motion to approve Laurie Crea as a 12 month Secretary to the Superintendent at a salary of \$56,400.00 effective July 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.
34. Motion to approve Debra Horan as a 12 month Accounts Payable Clerk at a salary of \$69,448.00 plus longevity \$2,100.00 effective July 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.
35. Motion to approve Christina Flynn as a 12 month Payroll/Benefits Clerk at a salary of \$69,448.00 plus longevity \$2,100.00 effective July 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.
36. Motion to approve Michele Marchiano as 12 month Secretary to the Business Administrator at a salary of \$58,400.00 plus longevity \$2,100.00 effective July 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools.
37. Motion to approve Michele Marchiano as Director of Community Education at a salary of \$15,690.00 effective July 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools.

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- 38. Motion to approve Michael Chisholm, as a 12 month Technology Coordinator, for the 2022-2023 School Year at a salary of \$107,224.00, at the recommendation of the Superintendent of Schools.
- 39. Motion to approve Gregory Smith as a Computer Systems Specialist at a salary of \$61,189.00 effective July 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools.
- 40. Motion to approve Joseph Furlong as a 180 day In-School Suspension Monitor at a salary of \$41,262.00 effective September 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.
- 41. Motion to approve the part-time Computer Technician contract for Bella KoKocha for FTE 0.87, 29.5 hours per week, at \$18.50 per hour for the 2022-2023 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
- 42. Motion to authorize the re-appointment of the following non-tenured administrators for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

2nd Year	Date of Tenure	Title	Months	Salary
Barbie Ledyard	8/2/2025	Haviland Avenue Principal	12	\$111,348.00
John McMichael	1/19/2026	Assistant Principal Student Personnel	12	\$118,565.00
Michael Nicholson	11/09/2025	HS Principal Grades 10-12	12	\$124,751.00

- 43. Motion to authorize the re-appointment of the following tenured administrators for the 2021-2024 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

Name	Title	Months	Salary	Longevity
Noelle Bisinger	Supervisor of Special Education Services	12	\$122,823.00	0
Shamus Burke	Supervisor of Curriculum and Instruction	12	\$126,299.00	0
Anthony Carbone	Supervisor of Athletics	12	\$140,907.00	\$1,250.00
Kelly Reising	Audubon Jr./Sr. HS Co-Principal (7-9)	12	\$130,213.00	0
Bonnie Smeltzer	Mansion Avenue Principal	12	\$153,462.00	\$1,250.00

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION MAY 11, 2022

- 44. Motion to authorize the re-appointment of Harry Rutter as the 12 month Director of Facilities for the 2022-2023 School Year at salary of \$152,450.00 plus longevity \$1,250.00, at the recommendation of the Superintendent of Schools.
- 45. Motion to authorize the re-appointment of Michael Jenkinson as a 12 month Maintenance Department Evening Supervisor for the 2022-2023 School Year, at the salary of \$76,239.00 plus longevity \$3,600.00 and certificates \$600.00, at the recommendation of the Superintendent of Schools.
- 46. Motion to approve the following additional staff member to facilitate the School Gardening Club at Mansion Avenue School. The program will run 7 days. Student contact time 3:00pm – 4:30pm (\$40.00/hour); Preparation time (One hour per day of program @ \$30.00/hour). The dates of the program are April 19, May 6, 13, 20, 27, June 3, 10, 2022. Each staff member will receive up to \$490.00; Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:
 - Sandra Masciantonio
- 47. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2021-2022 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.
 - Kevin Chau Substitute Teacher
 - Danielle Powers Substitute Nurse
 - Eleanor Wyckoff Substitute Teacher
 - Angela Scola Substitute Teacher
 - Jena Imperiale Substitute Teacher
- 48. + Motion to approve the following staff members as Summer Bridge Program Instructors supported through Title I and ESSER funds for fifteen (15) days over the summer, at the instructional rate of \$40.00 for 3 hours each day and at the daily planning rate of \$30 for 1 hour each day. Each instructors will be compensated for pre-planning (6 hours) and debriefing & data collation (2 hours) at the planning rate of \$30.00 per hour, at the recommendation of the Superintendent of Schools:

Position	Name
Teacher	Danielle Reich

- 49. Motion to approve 100 summer hours (collective) for Child Study Team members, with duties assigned and pre-approved by the Supervisor of Special Education Services, for the purposes of case management, completion of student class schedules, transfer IEPs, and other summer responsibilities paid at the per diem rate of each team member per the negotiated agreement, with executed timesheets, from July 1, 2022 through August 30, 2022, at the recommendation of the Superintendent of Schools.
- 50. Motion to approve all Child Study Team members, Speech/Language Specialists, Occupational Therapists and Physical Therapist to perform summer per-case evaluation on an as-needed basis and assigned at the standard rate of \$250 per evaluation, effective July 1, 2022 through August 30, 2022 with executive time sheets, at the recommendation of the Superintendent of Schools.
- 51. Motion to approve Suzanne McMaster, Long Term Substitute School Psychologist, for inclusion with other Child Study Team members in summer hours for the purposes of case management and summer evaluations.
- 52. Motion to appoint Bonnie Smeltzer, Mansion Avenue Principal, as the Harassment, Intimidation, and Bullying District Coordinator for a term commencing July 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.

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53. + Motion to appoint the following individuals as building-based Anti-bullying Specialists for a term commencing July 1, 2022 through June 30, 2023:
- i. Haviland Avenue Elementary School - Maria McCutcheon +
 - ii. Mansion Avenue Elementary School – Cara Novick +
 - iii. Mansion Avenue Elementary School – Christine Batra +
 - iv. Audubon Junior-Senior High School – Devon Schwab +
 - v. Audubon Junior-Senior High School – Michael Tomasetti
 - vi. Audubon Junior-Senior High School – Wendy VanFossen
 - vii. Audubon Junior-Senior High School – Emily Warren
54. + Motion to appoint the following individuals as Section 504 Compliance Representatives for a term commencing July 1, 2022 through June 30, 2023:
- i. Haviland Avenue Elementary School – Barbie Ledyard, Principal +
 - ii. Mansion Avenue Elementary School – Bonnie Smeltzer, Principal +
 - iii. Audubon-Junior Senior High School 7-9 – Kelly Reising, Principal
 - iv. Audubon Junior-Senior High School 10-12 – Mike Nicholson, Principal
55. Motion to approve Deborah J. Roncace, Business Administrator/Board Secretary for the following appointments for the 2022/2023 school year:
- a. Board Secretary
 - b. Designated Employer Representative
 - c. Public Agency Compliance Officer as required
 - d. Qualified Purchasing Agent to award contracts up to bid threshold
 - e. Custodian of School Records
56. + Motion to appoint the following individuals as members of the School Counseling Team for a term commencing July 1, 2022 through June 30, 2023:
- i. John McMichael, Director of Guidance (Lead)
 - ii. Christine Batra, School Counselor – MAS +
 - iii. Devon Schwab, School Counselor - AHS (7-8) +
 - iv. Maria McCutcheon, School Counselor, HAS
 - v. Cara Novick, School Counselor, MAS +
 - vi. Michael Tomasetti, School Counselor - AHS (9-12)
 - vii. Wendy VanFossen, School Counselor - AHS (9-12)
 - viii. Emily Warren, School Counselor - AHS (9-12)
57. Motion to approve the following secretarial staff members to complete duties as assigned and preapproved by their direct supervisor for up to 60 hours at their contractual rate from July 1, 2022 through August 30, 2023 with executed time sheets:
- a. Secretary to the Supervisor of Special Education Services – Margaret Murray
 - b. Secretary to the Principal AHS 7-9 – Jill Greway
 - c. Secretary to the Principal MAS – Michela Carr
58. Motion to appoint John McMichael as the Section 504 Compliance Officer for a term commencing July 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools
59. Motion to appoint Anthony Carbone as the Title IX Officer for a term commencing July 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools.
60. Motion to approve Michael Chisholm as the Data Coordinator for the 2022-2023 school year, effective July 1, 2022, at the recommendation of the Superintendent of Schools.

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61. Motion to approve Shamus Burke as the District Coordinator of State Testing for the 2022-2023 school year, effective July 1, 2022, at the recommendation of the Superintendent of Schools.
62. Motion to approve Shamus Burke as the District ESEA Coordinator for the 2022-2023 school year, effective July 1, 2022, at the recommendation of the Superintendent of Schools.
63. Motion to approve Shamus Burke as the District Bilingual/ESL Point of Contact for the 2022-2023 school year, effective July 1, 2022, at the recommendation of the Superintendent of Schools.
64. Motion to approve Noelle Bisinger as the District Educational Stability Liaison for the 2022-2023 school year, effective July 1, 2022, at the recommendation of the Superintendent of Schools.
65. + Motion to approve Barbara Ledyard as the Early Childhood Contact for the 2022-2023 school year, effective July 1, 2022, at the recommendation of the Superintendent of Schools.
66. Motion to appoint Anthony Carbone as the District School Safety Specialist for a term commencing July 1, 2022 through June 30, 2023, at the recommendation of the Superintendent of Schools.
67. Motion to appoint Elizabeth L. Scotto Di Perta, Substance Awareness Coordinator through Family First Counseling, LLC, as the Audubon Public School District Municipal Alliance Coordinator for the term commencing July 1, 2022 through June 30, 2023 at a stipend of \$1,400.00. Compensation for duties will be through the Grant and paid in two equal installments on January 15, 2023 and June 15, 2023.
68. Motion to appoint the following individuals as District Registrars for a term commencing July 1, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.
Heather Weil, Secretary to the Assistant Principal of Student Personnel Services
Melissa Chisholm, Secretary the Havilland Avenue Elementary School Principal
69. Motion to appoint Elizabeth L. Scotto Di Perta, Substance Awareness Coordinator through Family First Counseling, LLC, as the Audubon Public School District Intergenerational Advisor for the term commencing July 1, 2022 through June 30, 2023 at a stipend of \$1,400.00. Compensation for duties will be through the Municipal Alliance Grant and paid in two equal installments on January 15, 2023 and June 15, 2023.
70. Motion to approve the following high school guidance counselors with duties assigned and pre-approved by the Director of School Counseling for up to 70 hours of summer work at their individual hourly rate with executed time sheets:
Mike Tomasetti
Wendy VanFossen
Devon Schwab
Emily Warren
71. Motion to approve Erica Wenzel as a Credit Completion Monitor for the Audubon Junior-Senior High School from May 19, 2022 through June 16, 2022. Hours of program run from 2:45 pm – 4:45pm (\$30.00/hour); Up to three (3) days per week. Compensation will not exceed \$720.00. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools.
72. Motion to approve Valeria Henkel as a Credit Completion Monitor for the Audubon Junior-Senior High School from May 20, 2022 through June 30, 2022. Hours of program run from 8:00am – 12:00pm (\$30.00/hour); Up to nine (9) days. Compensation will not exceed \$1,080.00. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools.
73. Motion to revise a request from employee #1519, to extend a Paid Leave of Absence three (3) days per week, effective May 9, 2022 through July 4, 2022:

May 9, 2022 through July 4, 2022

Paid Leave (3 days per week)

Motion to Approve Items 31 through 73: N. Schiavo Second: J. Miller

Roll Call

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

VOTE FOR ITEMS 31-73

Motions for Items 31-70 & 73 approved by unanimous roll call (10-0), Items 72 & 73 approved by majority roll call (9-1-0) Member Cassidy voted No

XIV. REPORTS:

XV. HIB District Report

May 2022	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS #8565, #8606	1	1	2
MAS #8542	1	0	1
HAS	0	0	0
APPS	0	0	0

XVI. Superintendent’s Report – Dr. Davis commented that many activities are planned for the end of the year. Dr.Davis will be implementing a Superintendent Advisory Committee in the 2022-2023.

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

XVIII. Board Member Comments – Board Member Davis commented that there will be an Ad Hoc Committee meeting with the Mt. Ephraim Board of Education on May 16, 2022 at 7:00pm. She also noted that petitions to run for the Audubon Board of Education are due at the end of July 2022.

Board Member Butrica questioned the scheduling change for the AP testing.

Board Member Proulx would like to look into the relationship with Nutri-Serve regarding nutrition and substance. He also read a statement from the NJ Commissioner of Education in regards to Health and PE Curriculum.

XIX. Public Participation: (Open Discussion)

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION MAY 11, 2022

Patricia Kline, non-resident, read a statement (not provided to Board Secretary) regarding the disagreement that Equality should not be taught in schools and parents need to be more involved.

Dominic Perry, Student, addressed the calculation of Grade Point Averages and items #71 & #72 under Human Resources.

Kelly Tomeo, resident, asked if there was an update on the vote of no confidence and would like to know from the AEA Union the actual breakdown of the vote.

Mrs. McCloskey, resident, commented that teachers do not feel support from the Administrators.

Luke Collazzo, staff member, read a statement, (not provided to Board Secretary) regarding the April 8th article in the Retrospect. Mr. Collazzo stated that this incident violated Code of Conduct and the AEA Union has exhausted the chain of command and they are frustrated with the High School Administration.

Mrs. McCloskey, resident, suggested that there be sited based committees at each school and commented that the teachers need to stop hiding behind the AEA Union.

Mrs. Whalen, resident, commented that parents need to know how the 79% vote was calculated and it is not fair to throw one person under the bus. She also commented that all Administrators should be present at Board meetings.

Dominic Perry, student, and Samantha McCloskey, student, made various comments regarding the trust of Administrators.

*The Board took a 5 minute recess

President Blumenstein & Superintendent Davis addressed the concerns of residents regarding Health standards, Grade Point Averages, Code of Conduct and Administration of Jr./Sr. High School.

President Blumenstein stated that the Board will not make any other comments regarding the vote of no confidence. The vote is not legally binding and there are no tenured changes. President Blumenstein also explained the vote count.

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. Executive Session II

Motion by Mrs. Davis seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive session at 9:19 pm for the following purposes.

Motion approved by unanimous roll call (10-0)

III. Authorizing Executive Session:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Motion by Mrs. Davis seconded by Mrs. Cox to adjourn closed Authorizing Executive session at 11:55pm.
Motion approved by unanimous roll call (10-0)

XXI. ADJOURNMENT

1. The next Regular Board of Education meeting is scheduled for Wednesday, June 8, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.
2. Motion by Mrs. Davis seconded by Mrs. Cox to adjourn meeting at approximately 12:00am.
Motion approved by unanimous roll call (10-0)

Motion to Approve: A. Davis Second: A. Cox

Roll Call

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