

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, JULY 17, 2024
6:30 P.M.
AGENDA

- I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 6:30 P.M. in the Audubon Junior-Senior High School 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 2022-2024

___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

SY 2023-2025

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen

SY 2024-2026

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

SY 2024 Mt. Ephraim Representative

___ Johnathan Maxson

Student Representative to the Board

___ Jane Poponi

Apprentice Student Representative

___ Helena Kuchmek

III. **Authorizing Executive Session:**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

BE IT FURTHER RESOLVED that the **Board of Education**, for the aforementioned reasons, hereby declares that the public is excluded from the portion of the meeting during which the above discussion shall

take place and hereby directs the board secretary to take the appropriate action to effectuate the terms of this resolution.

1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

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

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

IV. Call Meeting to Order

V. Flag Salute

VI. Moment of Silence Luke Collazzo

VII. Welcome New Student Representative Helena Kuchmek

VIII. Student Representatives to the Board Report

IX. Spotlight Program:

None at this time.

X. Superintendent's & District Report(s):

XI. Approval of Board Minutes:

1. Motion to approve the following minutes:

June 5, 2024 Public Session

June 5, 2024 Executive Session

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XII. Participation: (Agenda Items Only)

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

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

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

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

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

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

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

- XIII. **GOVERNANCE:** **Chairperson – Alison Lipsky;** Committee Members – James Blumenstein, Sara Kuhlen, William Wilson; and Alternate – Andrea Robinson

Board of Education Goals

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

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

Regulation	Title	New/Revised
R5600	Student Discipline/Code of Conduct AHS Matrix	Revised
2624	Grading System (M)	Revised

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis	___ Stephen Wilson	___ Sara Kuhlen	___ Johnathan Maxson
___ Alison Lipsky	___ Mark Gatti	___ Bill Wilson	
___ James Blumenstein	___ Allison Cox	___ Andrea Robinson	

XIV. OPERATIONS: Chairperson – Allison Cox; Committee Members – Ammie Davis, Stephen Wilson, Mark Gatti; and Alternate – Sara Kuhlen

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.
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- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of April 2024. 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.

April Board Secretary's Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of April 2024. The Cash Reconciliation Report and Secretary's reports are in agreement for the month of April 2024.

April 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 April 2024.

April Transfers

6. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of May 2024. 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.

May Board Secretary's Report

7. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of May 2024. The Cash Reconciliation Report and Secretary's reports are in agreement for the month of May 2024.

May Cash Reconciliation Report

8. Motion to approve line item transfers for the month of May 2024.

May Transfers

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

Audubon Park Preschool

June 4, 2024 Fire Drill

June 10, 2024 Lockdown Drill

Haviland Avenue School

June 4, 2024 Fire Drill

June 13, 2024 Secure Drill

Mansion Avenue School

June 6, 2024 Hold Drill

June 7, 2024 Fire Drill

Audubon Jr./Sr. High School

June 6, 2024 Fire Drill

June 12, 2024 Hold Drill

10. Motion to approve the agreement with Colliers Engineering & Design, Inc. for additional construction inspection services for the site work project at Haviland Elementary, Mansion Elementary, and Audubon High school in the amount of \$15,000.00

Collier's Proposal

11. Motion to approve the agreement with Comegno Law Group, P.C. for Legal Services – Special Counsel effective July 1, 2024 through December 31, 2024 at a rate of \$185/hour.

Comegno Contract

12. Motion to approve the donation of \$500.00 from Mr. Michael Callahan, in memory of his wife and former teacher, Mrs. Charlene Fitzmaurice, to Mansion Avenue School's "Char's caring fund" be used to support the students and programs at Mansion Avenue School.

13. Motion to approve allocations and submission (with their Statement of Assurances) of the ESEA Consolidated Grant for the 2024-2025 school year in the following amounts:

ESEA Grant	Total
Title IA	\$ 148,338.00
Title II Part A	\$ 24,817.00
Title III	\$ 2,705.00
Title IV	\$ 10,513.00
Total	\$ 186,373.00

14. Motion to approve participation on the Title III Consortium with Lindenwold Public Schools serving as the Lead Education Association for the 2024-2025 school year

15. Motion to approve the allocations and submission (with their Statement of Assurances) of the IDEA-B

Grant for the 2024-2025 school year in the following amounts:

Basic	\$ 376,508.00
Preschool	\$ 13,253.00

16. Motion to approve Hillman's Bus Services Inc and Deptford School District to transport students to and from athletic events and field trips as need for the 2024-2025 school year, at the recommendation of the Superintendent of Schools.
17. Motion to approve the following cafeteria prices for the 2024/2025 school year (Price increases up to 25 cents in various categories from 2023-2024 school year).

Student	Price
Lunch – High School	\$3.75
Lunch – Elementary	\$3.25
Lunch – Reduced	\$0.40

Student	Price
Breakfast – High School	\$2.00
Breakfast – Elementary	\$1.50
Breakfast – Reduced	\$0.30

Adult	Price
Lunch	\$4.35
Breakfast	\$2.50

Motion to Approve Item(s) 1 through 17: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson
 ___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

- XV. EDUCATION: Chairperson – Andrea Robinson;** Committee Members – James Blumenstein, Alison Lipsky, Johnathan Maxson; and Alternate – William Wilson.

Board of Education Goals

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

1. Motion to approve the issuance of written decisions affirming the Superintendent's determination in regard to incident(s) reported at the June 5, 2024 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
1A	AHS	266042	Not HIB

1B	MAS	265518	HIB
1C	MAS	266211	Not HIB

Motion to Approve Item 1: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson
 ___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

2. Motion to approve the affiliation agreement for the student internships between Stockton University and the Audubon Public School District.

Stockton University Agreement

3. Motion to approve the affiliation agreement for student internships between Rowan University and the Audubon Public School District.

Rowan University Agreement

4. + Student Statistics July 1, 2024

None at this time.

5. + Facilities requests:

None at this time

6. **Approval of Attendance at Conferences and Workshops for the 2024-2025 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 **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 the efficient operation of the District;

NOW, THEREFORE BE IT

with the guidelines established by the federal Office of Management and Budget:

Participant	Conference Title & Location	Date(s)	Cost
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Michelle Marchiano	How to Determine the School Meals & Summer EBT Application Bordentown, NJ	8/15/24	No Cost Travel
Sandra Allen Debbie Roncace Jeff Lebb Anthony Carbone Daniel Howey Frank Corley Eric Miller Noelle Bisinger Shamus Burke Barbie Ledyard Bonnie Smeltzer Michael Chisholm	NJPSAFE – Hot Issues in School Law Audubon High School Media Center	7/22/2024	\$1,700

7. Motion to approve the revised homebound instruction for the following Audubon Jr./Sr. High School student:

STUDENT ID#	DATE
00068	Effective retroactive to extend through June 18, 2024

8. Motion to approve professional development for the special education department and Child Study Team by Comegno Education Institute on August 29, 2024 at a cost of \$3,000.00.

Comegno Educational Institute Contract

9. Motion to approve Handle with Care training and licensing session up to 8 hours for the special education department and Child Study Team (up to 20 participants) on October 14, 2024 at a cost of \$3,000.00, excluding expenses.

Handle with Care Contract

10. Motion to approve the following send/receive tuition contracts calculated as per NJDOE guidelines with Mt. Ephraim School District for the 2024-2025 school year:

Regular Education	\$ 2,173,005.00
Resource Room	\$ 425,081.00
Total	\$ 2,598,086.00

11. Motion to approve the following out of district placements for the 2024-2025 school year at the recommendation of Special Services Department:

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
9030517456	Bancroft	71,037.00	11,839.50	52,500.00
2235617672	Larc School	57,684.60	9,614.10	45,780.00
6236323513	HollyDell School	91,666.80	16,805.58	

12. Motion to approve the contract with the New Jersey Commission for the Blind for the 2024/2025 school year in the amount of \$4,840.00 to provide services for two eligible students.

13. **Approval of Professional Service Agreements for the 2024-2025 School Year**

WHEREAS, the **Business Office** 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 2024/2025 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 **Audubon Public School District** for the 2024/2025 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 School Board Solicitor.

<u>Star Pediatric Home Care Agency</u> Provision: 1-1 Nursing Services for Medically Disabled Students \$63/hour RN, \$53/hour LPN
<u>Bayada Home Health Care</u> Provision: Substitute Nursing Services for all schools \$80/hour RN,
<u>Gloucester County Special Services School District</u> Provision: Various services including Assessments, Educational Consultation Services, Professional Development and Professional services. Fee schedule on file in the Business Office
<u>Camden County Educational Services Comm.</u> Provision: Various services including Evaluations, Transition Services, Other Services and Transportation Services. Fee schedule on file in the Business Office

14. Motion to approve the following student(s) from Rowan University for a field observation experience, at the recommendation of the Superintendent of Schools.

Student	Grade/Subject	Dates	Cooperating Teacher
Isabella Staton	Grade 2	Clinical Practice I Placement Session: Fall 2024: September 3, 2024 – December 5, 2024 Clinical Intern will visit for 2 full days per week (Tuesday/Thursday) for 14 weeks during the session date listed above. Clinical Practice II Placement Start/End Dates: Spring 2025: January 21, 2025- May 2, 2025 Clinical Intern will visit 5 full days per week for 18 weeks during the session	Amy Phillips Kim Brach

		dates listed above.	
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15. Motion to approve the following Rowan University students for a field observation experience for the Fall 2024 semester, at the recommendation of the Superintendent of Schools.

Student	Grade/Subject	Dates	Cooperating Teacher
Nicholas Dales Jordyn Dauter Danna Gorgonio Perez Emily Guida Alyssa Kaplan Casey Kelly Alexa Lang Abigail Losch Makenna Meisner Nadia Morse	Elementary Education	10/3, 10/10, 10/17, 10/24, 10/31, 11/14, 11/21, 12/5	Chelsea Rohner Brittany Green JoAnne McCarty Blake Zetuskys Alycia Colucci

Motion to Approve Items 2 through 15: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson
 ___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

- XVI. HUMAN RESOURCES: Chairperson – Ammie Davis;** Committee Members – Johnathan Maxson, Alison Cox, Stephen Wilson, and Alternate Mark Gatti

Board of Education Goals

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

- 1.+ Motion to revise the approval the following compensation guides for substitutes for the 2024-2025 school year:

Job Classification	Hours Per Day	\$ Per Hour	Daily Rate
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Teacher (Certificated Staff)	6.75	18.52	\$125.00
Nurse	6.75	29.63	\$200.00
Cafeteria Aide	3.0	16.27	\$48.81
Administrative Assistant	8.0	15.63	\$125.00
Custodian	8.0	15.63	\$125.00
Paraprofessional	6.75	18.52	\$125.00
Contracted Paraprofessional Serving as a Teacher	3.375 Hours or Less ½ Day 4 Periods or Less	N/A	\$25.00
Contracted Paraprofessional Serving as a Teacher	3.38 Hours or More Full Day 5 Periods or More	N/A	\$50.00

2. + Motion to approve a request from employee #1706, to invoke the Federal Family Medical Leave Act, with an extended Unpaid Leave of Absence effective October 7, 2024 through January 31, 2025. (not eligible for NJFLA)

October 7, 2024 through January 3, 2025	Federal FMLA (12 weeks)
October 7, 2024 through December 9, 2024	Paid Leave (42 sick days)
December 10, 2024 through January 3, 2025	Unpaid Leave (11 days)
January 5, 2025 through January 31, 2025	Extended Unpaid Leave (4 weeks)

3. Motion to approve a request from employee #1472, for an extended Unpaid Leave of Absence effective September 1, 2024 through January 2, 2025.
4. + Motion to accept the letter of resignation, effective June 30, 2024, from Jillian Long, Part-Time Art Teacher at Haviland Avenue School.
5. + Motion to accept the letter of resignation, effective June 30, 2024, from Patricia Williams, Special Education Aide at Mansion Avenue School.
6. + Motion to revise the re-appointment of the following part-time (not to exceed 29.5 hours per week) non-tenured paraprofessional (general, instructional, special education) for the 2024-2025 school year at the same salary as 2021-2024 pending negotiations for a new Collective Bargaining Agreement at the recommendation of the Superintendent of Schools.

2 nd Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Marisol DiFrancesco	2/13/28	Special Education	2	Sub Cert	29.5
Lisa McLaughlin	2/6/28	Special Education	3		29.5
Laura Coulehan	9/6/27	Instructional	3	Sub Cert	29.5

Darlene Draves	9/6/27	General Education	1		29.5
Talisha Garcia	9/6/27	Instructional	1		29.5
Dawn Gariano	12/5/27	Special Education	1		29.5
Tara Grimmie	9/19/27	Instructional	1	Sub Cert	29.5
Ashley Johnson	9/6/27	Instructional	2		29.5
Cathleen Lowe	9/6/27	Special Education	2		29.5
Patrick Ward	9/6/27	Instructional	1	Sub Cert	29.5
Angela Watkins	9/6/27	Special Education	2	Sub Cert	29.5
Joseph Whylings	9/6/27	Special Education	2	Sub Cert	29.5
Therese Zizak	9/6/27	Special Education	2	Sub Cert	29.5
3rd Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Anna Annand-Henry	1/24/27	Instructional	2	Sub Cert	29.5
Stephen Bellis	10/6/26	General Education	1		29.5
Maria Cianfrini	11/8/26	General Education	2		29.5
Jenarae Dunne	2/2/27	Special Education	1		29.5
Christine Eagan	9/2/26	Instructional	2		29.5
Patricia McHugh	9/2/26	Special Education	2		29.5
4th Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Linda Ayala	3/1/26	Special Education	2	Sub Cert	29.5
Amy Conahan	2/18/26	Instructional	2	Sub Cert	29.5

Theresa Murray-Smith	9/2/25	Special Education	2	Sub Cert	29.5
Diebra Newman	11/9/25	Instructional	2	Sub Cert	29.5
Cynthia Staab	11/9/25	Special Education	2	Sub Cert	29.5
Johanna Urban	9/2/25	General Education	16		29.5

7. + Motion to revise and issue a tenure contract to the following part-time (not to exceed 29.5 hours per week) paraprofessional (general, instructional, special education) for the 2024-2025 school year at the same salary as 2021-2024 pending negotiations for a new Collective Bargaining Agreement at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Step	Degree	Hours Per Week
Barbara Swain	9/2/24	General Education	2		29.5

8. + Motion to revise the re-appointment of the following non-tenured secretarial staff for the 2024-2025 school year at the same salary as 2021-2024 pending negotiations for a new Collective Bargaining Agreement at the recommendation of the Superintendent of Schools.

2nd Year Personnel	Date of Tenure	Title	Month	Step	FTE
Debra Frank	7/7/26	Secretary to the Supervisor of Special Education Services	12	4	1.0
3rd Year Personnel	Date of Tenure	Title	Month	Step	FTE
Jaime Cavallaro	9/20/25	Secretary to the High School Principal	12	4	1.0
Caitlyn Coombs	9/27/25	Secretary to the Athletic Director	12	4	1.0
Joann Vanoyen	4/18/26	Secretary to the Supervisor of Special Education Services	10	15	1.0

9. Motion to revise the re-appointment of the following non-tenured certificated personnel for the 2024-2025 school year at the same salary as 2021-2024 pending negotiations for a new Collective Bargaining Agreement at the recommendation of the Superintendent of Schools.

2nd Year Personnel	Date of Tenure	Degree	Step	FTE
Kelsey Abram	3/6/28	BA	12	1.0
Kristina Miller	2/22/28	BA	3	0.87
Rachel Simonetti	3/2/28	MA	2	0.664
Amy Wiltsey	3/19/28	BA	16	1.0
Nicole Allison	8/31/27	BA	1	1.0
Bridget Garrity-Bantle	8/31/27	BA	16	1.0
Sara Barry	8/31/27	MS	11	1.0
Kayla Cain	9/6/27	BSN	4	1.0
Erica Cavanaugh	9/19/27	MA	8	1.0
Kristi Cavanaugh	8/31/27	BS	15	1.0
Victoria Gatlos	11/17/27	BA	5	0.664
Courtney Hanejko-Snell	8/31/27	BA	3	1.0
Ceili O'Donnell	8/31/27	MA	2	1.0
Patrick Polimeni	10/17/27	BA+30	16	1.0
Jody Resnick	8/31/27	MA	11	1.0
Nicholas Rienstra	8/31/27	MA	1	1.0
Kelly Stenton	8/31/27	BSN	9	1.0
Madison Whalen	8/31/27	BS	1	1.0
3rd Year Personnel	Date of Tenure	Degree	Step	FTE
Dante Acerbo	9/2/26	BA	4	1.0
Stacey Augustine	4/18/27	MA	13	1.0
Jessica Barragan	9/2/26	BA + 30	4	1.0
Tamara Egner	12/13/26	MA	16	1.0
Kristina Jakubowski	9/2/26	BA + 30	3	1.0
Erin Kabo	9/2/26	MA	15	1.0
Sierra Keyes	12/20/26	BA	6	1.0

Gwendolyn Klaus	9/2/26	BA + 30	3	0.87
Liam Korbul	9/2/26	MA	3	1.0
Mark McKee	12/6/26	BA	7	1.0
Alexis Miller	9/2/26	BA	2	1.0
Grace Morris	9/2/26	BA	2	1.0
Christa Timpano	9/2/26	BA	6	1.0
4th Year Personnel	Date of Tenure	Degree	Step	FTE
Palak Arora	9/2/25	MA	14	0.948
Susan Amorosi	9/2/25	BA	11	1.0
Stephanie Berenato	1/28/26	BA	3	1.0
Silveria Galvan	3/8/26	BA	8	1.0
Brittany Green	9/2/25	BA + 30	3	1.00
Brianna Henderson	9/14/25	BA	3	1.0
Valeria Henkel	3/18/26	BA + 30	3	1.0
Ryan Latini	9/2/25	MA	4	1.0
Patricia Marsh	9/2/25	BA	3	0.87
Linda Rizzo	12/7/25	BA	9	1.0

10. Motion to approve the 2024 summer Curriculum Revisions to be compensated based on the negotiated rate (\$400.00 per curriculum revision) between the Audubon Education Association and the Audubon Board of Education for the following staff members: (11-000-221-104A-00-440)

LIFE	Independent Living	Social Studies – Sixth Grade
Patti Myers-Griffith	Jillian Matysik	Becky Gilbert
	Dennis Bantle	

11. Motion to approve the 2024 summer Curriculum Writings to be compensated based on the negotiated rate (\$800.00 per curriculum revision) between the Audubon Education Association and the Audubon Board of Education for the following staff members: (11-000-221-104A-00-440)

Natural Disasters	Animal Behavior & Plant Biology
Dirk Manskopf	Tamara Egner

12. Motion to approve the following Audubon Junior-Senior High Avenue School extracurricular contracts retroactive for the 2023-2024 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Shawn Clerkin	Percussion Ensemble	\$2089.43

13. Motion to approve Melissa Falkowski as ESY Preschool and/or Elementary Substitute Special Ed Teacher at 3 hours/day at instructional rate(\$40/hr) rate, retroactive to July 1, 2024 through July 25, 2024.
14. Motion to approve Christine Karageorgis as an ESL translator at \$30/hour to assist with registration and any special requests, retroactive to July 1, 2024 through August 28, 2024, at the recommendation of the Superintendent of Schools.
15. Motion to approve the following Student Technology Assistant as a summer worker at the hourly rate of \$15.20 (excluding lunch) for up to 29.5 hours per week, Monday through Thursday, from June 17, 2024 through August 28, 2024 with executed time sheets at the recommendation of the Superintendent of Schools:

1. Matthew Pursglove - 11th Grade

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

New Teacher	School/Subject	Mentor
Michelle Christy	Audubon Jr./Sr. High School	Thea Ricci

17. Motion to approve the following staff members to the Audubon Junior-Senior High School SCIP committee for the 2024-2025 school year, up to 10 hours per year to be paid at the non-instructional rate of \$30.00 per hour with executed time sheets, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Andrea Collazzo

John Walsh

Amy Wiltsey

18. Motion to approve the following staff members for the Blue Ribbon School Committee, to be paid at the non-instructional rate of \$30.00 per hour with executed time sheets, retroactive to July 1, 2024 to August 28, 2024, at the recommendation of the Superintendent of Schools. (11-000-221-104A-00-440)

Kelly Angelone	Up to 12 hours
Erica Cavanaugh	Up to 12 hours
Eunice Englehart	Up to 12 hours
Becky Gilbert	Up to 12 hours
Lisa McGilloway	Up to 20 hours
Cara Novick	Up to 20 hours
Rachel Simonetti	Up to 12 hours

19. Motion to approve the following staff member to serve as Academic Coaches for the 2024-2025 school year with compensation of \$3,000 Stipend per staff member, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Denise Allman	English
Matt Harter	Science
Mike Stubbs	Industrial Arts
Larae Drinkhouse	Special Education
Erika Miliarexis	World Language
Andi Collazzo	Social Studies
Adam Cramer	Math
Janelle Mueller	Visual and Performing Arts
Emily Warren	Counseling
TBD	Health and Physical Education

20. Motion to accept the letter of resignation, with intent to retire as of November 30, 2024, from Pennie Bigelow, Learning Disabilities Teacher Consultant.
- 21 +. Motion to approve the following Mansion Avenue School extracurricular contracts for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Katie Hueber	Student Council	\$1,627.43
Brad Rehn	Safety Patrol (Head)	\$3,229.43
Missy Falkowski	Safety Patrol (Head)	\$3,229.43
Kelly Angelone	Safety Patrol (Assistant)	\$1,627.43
Carrie Figueroa	Safety Patrol (Assistant)	\$1,627.43
Becky Gilbert	Detention	\$25.00 per hour
Rachel Simonetti	Detention	\$25.00 per hour
Patricia Martel	Saturday Detention	\$25.00 per hour
Rebecca Gilbert	Saturday Detention	\$25.00 per hour
Maddy Meehan	School Newspaper	\$1,386.43
Carl Ellinwood	Historical Theatre Club	\$1,114.43
Sierra Keyes	Historical Theatre Club	\$1,114.43
Lisa McGilloway	Intervention & Referral Services	\$1,395.43
Cara Novick	Intervention & Referral Services	\$1,395.43
Erica Cavanaugh	Intervention & Referral Services	\$1,395.43
Christine Karageorgis	Intervention & Referral Services	\$1,395.43
Kyle Shireman	Intervention & Referral Services	\$1,395.43
Katie Hueber	Intervention & Referral Services	\$1,395.43
Sierra Keyes	Instrumental Music	\$2,733.43
Carl Ellinwood	Choral Music	\$3,227.43
Erica Cavanaugh	Student Enrichment Club	\$1,330.43
Carrie Figueroa	Homework Club	\$40.00 per hour Not to exceed \$5,000.00
Kelly Angelone	Homework Club	
Becky Gilbert	Homework Club	
Shannon Horan	Homework Club	
Jen Beebe	Homework Club	

Denise Murphy	Homework Club	
Alexis Miller	Homework Club Substitute	
Dante Acerbo	Homework Club Substitute	
Erica Cavanaugh	Homework Club Substitute	
Jen Beebe	Family Writing Club	\$1,314.00
Terri Salamone	Family Writing Club	\$1,314.00
Cara Novick	Running Club	\$364.00
Kelly Angelone	Running Club	\$364.00
Dante Acerbo	Running Club Substitute	
Erica Cavanaugh	Dance Club	\$364.00
Nicole Racite	Dance Club	\$364.00
Stephanie Berenato	Yoga Club	\$364.00
Nicole Racite	Yoga Club	\$364.00
Zachary Bentley	Adventuring Club (RPG)	\$444.00

22. + Motion to approve the following staff members as Mansion Avenue School Gardening Club advisers/supports staff for the 2024-2025 school year, up to 15 meetings per year at the instructional negotiated rate (\$40/hour) plus 1 hour of prep at the non-instructional negotiated rate (\$30/hour) per meeting; support staff up to 15 meetings per year at the at the instructional negotiated rate (\$40/hour), with executed time sheets, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Elizabeth McCurdy – Advisor (\$1,400.00 maximum)
Kristen Rosenberg – Advisor (\$1,400.00 maximum)
Colleen McFetridge – Support Staff (\$800.00 maximum)
Jessica Barragan – Support Staff (\$800.00 maximum)

23. + Motion to approve the following staff members as Social/Emotional Learning/HIB Interventionists at Mansion Avenue School for the 2024-2025 school year; meetings inside and/or outside the school day as scheduled when needs arise, at the negotiated instructional rate (\$40/hour), not to exceed \$2,000.00 total, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Kyle Shireman Rachel Simonetti

24. + Motion to approve the Mansion Avenue School Safety Team for the 2024-2025 school year, at the non instructional negotiated rate of \$30/hour, for up to two meetings at one hour each (\$60.00 maximum per member), at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Rachel Simonetti Cara Novick Jen Beebe
Melissa Falkowski Becky Gilbert Kyle Shireman

25. + Motion to approve the Mansion Avenue School Breakfast Proctor for the 2024-2025 school year; morning breakfast duty beginning at 8:00 a.m. daily for a total stipend of \$1,250.00, at the recommendation of the Superintendent of Schools.

Denise Murphy

26. + Motion to approve the following staff to facilitate the Mansion Avenue School helping PAWS Club for the 2024-2025 school year; club meetings outside the school day, up to 15 meetings per year; at the instructional negotiated rate (\$40/hour), at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Shannon Horan Alexis Miller

27. + Motion to approve the following staff to chaperone Mansion Avenue School evening activities

during the 2024-2025 school year at the non-instructional negotiated rate (\$30/hour) not to exceed \$1,000.00 total, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Shannon Horan	Katie Hueber	Dante Acerbo	Becky Gilbert
Sierra Keyes	Carl Ellinwood	Jane Byrne	Rachel Simonetti
Stephanie Berenato	Kayla Cain	Erica Cavanaugh	Tricia Martel
Christy Rehn	Eunice Englehart	Maddy Meehan	Jen Beebe
Kelly Angelone	Bianca Saunders	Nicole Lombardi	

28. Motion to rescind the following paid fall coaching positions for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Lauren Cox	JV Field Hockey Coach	\$5,121.00

29. Motion to approve the following paid fall coaching positions for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Aleksey Kilvington	JV Field Hockey Coach	\$5,121.00

30. Motion to approve the for the following staff members to be compensated for fulfilling their duties as advisors to student independent study during the 2023-2024 school year as defined in the Audubon Junior-Senior High School Student Handbook at the rate of \$100.00 per student:

Teacher	Number of Students	Compensation
Burton, Carla	4.00	\$400.00
DeLoach, Lee	5.00	\$500.00
Hanson-Swinney, Roberta	5.00	\$500.00
Little, Krista	1.00	\$100.00
McGuire, Ashley	1.00	\$100.00
Mueller, Janelle	5.50	\$550.00

31. Motion to approve the following Audubon Junior-Senior High Avenue School extracurricular contracts for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Dirk Manskopf	Academic Challenge Advisor	\$1,878.43
Christine DiMedio	7 th Grade Advisor	\$1,701.43
Nicholas May	8 th Grade Advisor	\$1,701.43
Emily Warren	Freshman Class	\$1,701.43
Amy Bulskis	Sophomore Class	\$1,701.43

Lori Tanenbaum	Junior Class	\$2,281.43
Michael Tomasetti	Senior Class	\$4,245.43
Lee DeLoach	Instrumental Band	\$4,130.43
Lee DeLoach	Jazz Band	\$1,613.43
Shawn Clerkin	Summer Band	\$1,613.43
Matt Webb	Chess Club Advisor	\$1,528.43
Roberta Swinney-Hanson	Choral - Activities	\$4,130.43
Roberta Swinney-Hanson	Choral - Ensemble	\$1,252.43
All Certificated Staff K-12	Detention Proctor	\$25/hour
Greg Smith	EMS	\$5,876.43
Matt Webb	Environmental Club	\$1,413.43
Larae Drinkhouse	Graduation – High School (1/2)	\$746.21 (½ Stipend)
Elaine Root	Graduation - High School (1/2)	\$746.21 (½ Stipend)
Larae Drinkhouse	Interact Club	\$1,492.43
Tamara Egner	National Honor Society	\$2,092.43
Nicholas May	National Junior Honor Society	\$768.21 (½ Stipend)
Christine DiMedio	National Junior Honor Society	\$768.21 (½ Stipend)
Jill Bradshaw	Play Director	\$3,406.43
Roberta Hanson-Swinney	Play Producer	\$3,406.43
Amy Bulskis	Prom Coordinator	\$1,366.43
All Certificated Staff K-12	Saturday Detention	\$25/hour
Janelle Mueller	S.T.A.R.S.	\$1,492.43
Elaine Root	Student Council	\$3,922.43
Michael Stubbs	Yearbook Editor	\$5,931.43
Dennis Bantle	I&RS	\$1,395.43
Andria Morrison	I&RS	\$1,395.43
Erin Kabo	I&RS	\$1,395.43
Larae Drinkhouse	I&RS	\$1,395.43
Jillian Matysik	I&RS	\$1,395.43
Bridget Garrity - Bantle	I&RS	\$1,395.43
Shawn Clerkin	Percussion Ensemble	\$2,133.43
Laurie Georgel	World Language Club	\$1,444.00

32. Motion to approve Melissa Chisholm as a part time KEYS Substitute/Trainer Program Coordinator, \$21.00 per hour, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, effective July 1, 2024 through August 28, 2024, as recommended by the Superintendent of Schools.
33. + Motion to authorize the revised re-appointment of the following part-time (not to exceed 29.5 hours per week) tenured paraprofessional (general, instructional, special education) for the 2024-2025 school year in accordance with the negotiated 2024-2027 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	Hours Per Week
Lisa Kappel	Instructional	14	Sub Cert		29.5

Motion to Approve Items 1 through 33: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson
___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson
___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XVII. REPORTS:

XVIII. HIB District Report

JULY 2024	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	#267271	0	1
MAS	0	0	0
HAS	0	0	0
APPS	0	0	0

XIX.

Special Program Representatives:

- A. Camden County Educational Services Commission: Stephen Wilson
- B. Camden County School Boards Association: Johnathan Maxson
- C. Audubon Education Foundation: James Blumenstein
- D. Audubon Board of Education Community Outreach: Andrea Robinson
- E. Audubon/Mt. Ephraim Ad-Hoc: Mark Gatti
- F. Board Member Orientation Committee: Alison Lipsky

XX. Board Member Comments

XXI. Public Participation: (Open Discussion)

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

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

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

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

The Board uses the public comment period as an opportunity to listen to citizen. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, actions, or disposition at a later date or time.

The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

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

XXII. Authorizing Executive Session

- 1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

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

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

XXIII. ADJOURNMENT

- 1. The next meeting of the Board of Education is scheduled for Wednesday, August 21, 2024 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
- 2. Motion to adjourn meeting at approximately _____ pm.

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis	___ Stephen Wilson	___ Sara Kuhlen	___ Johnathan Maxson
___ Alison Lipsky	___ Mark Gatti		
___ James Blumenstein	___ Allison Cox	___ Andrea Robinson	

The Audubon Board of Education reserves the right to add and/or delete motions or make changes to motions in this agenda up to the time of the meeting and during the actual meeting.