

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, AUGUST 21, 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. Student Representatives to the Board Report

Jane Poponi, 12th Grade
Helena Kuchmek, 11th Grade

VII. Spotlight Program:

None at this time.

VII. Presentation(s)

- 1.) 2023-2024 Student Safety Data System Report(s) Period 2

SSDS End of Year Annual Report

- 2.) The New Jersey Graduation Proficiency Assessment (NJGPA):

Class of 2024 Results, Presentation by Shamus Burke

NHGPA Presentation

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

IX. Approval of Board Minutes:

1. Motion to approve the following minutes:

July 15, 2024 Retreat Meeting

July 17, 2024 Executive Session

July 17, 2024 Public 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

X. 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 +.

XI. 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
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2.	R5600	Student Discipline/Code of Conduct • APS/HAS Matrix • MAS Matrix	Revised
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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
2624	Grading System (M)	Revised

3. Motion to approve the Board of Education Goals for the 2024-2025 school year.
BOE Goals 2024-2025

4. Motion to approve the Superintendent's action plan for the 2024-2025 school year.
Action Plan

Motion to Approve items 1 and 4: _____ Second: _____

Roll Call

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

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

June Board Secretary's Report

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

June Cash Reconciliation Report

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.
4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
5. Motion to approve line item transfers for the month of June 2024.

June Transfers

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

Audubon Park Preschool

No Drills

Haviland Avenue School

No Drills

Mansion Avenue School

July 9, 2024

Fire Drill

July 24, 2024

Hold Drill

Audubon Jr./Sr. High School

No Drills

7. Motion to approve the bills payable list for June 2024 in the amount of \$2,162,668.42 when certified.

June Bill List

8. Motion to approve the bills payable list for July 2024 in the amount of \$1,363,484.11 when certified.

July Bill List

9. Motion to approve the bills payable list for August 2024 in the amount of \$571,087.75 when certified.

August Bill List

10. Motion to approve the following resolution to withdraw funds from maintenance reserve account:

Withdraw of Maintenance Reserve

WHEREAS, NJSA 6A: 23A – 14.2(d) permits a Board of Education to withdraw such funds from the maintenance reserve account and appropriate into the required maintenance account lines at budget time or any time during the year for use on required maintenance activities for the school facility as reports in the comprehensive maintenance plan pursuant to N.J.A.C 6A:26A-4.

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to withdraw funds from a district's Maintenance Reserve Account any time during the year by resolution, and

WHEREAS, the Audubon Board of Education is desirous to withdraw funds from the Maintenance Reserve Account and appropriate said funds into the required maintenance account line in the general fund in the amount of \$ 362,142.00 for the following:

Mansion Ave School Boiler Replacement

WHEREAS, according to 6A:23A-14.2(e), the Audubon Board of Education shall restore any unexpended required maintenance appropriations, up to the amount of maintenance reserve account funds withdrawn, to the maintenance reserve account at year end.

NOW THEREFORE BE IT RESOLVED by the Audubon Board of Education that it hereby authorizes the district's School Business Administrator to make the necessary transfer consistent with all applicable laws and regulations.

11. Motion to reject all bids received on August 14, 2024 for the Tree Improvement Project at various locations.

Resolution

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

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

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

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

WHEREAS, the **Board** has determined, based upon the recommendation of its **Administration**, that there is a continued need for the professional consultations and services for the 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 **Director of Athletics** 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.

GO4 2093 Philadelphia Pike Claymont, DE 19703-2424
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13. Motion to approve updated Organizational Chart for Audubon Public School District.

Organizational Chart

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

Roll Call

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

- XIII. 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 July 17, 2024 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
1	AHS	267271	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 Audubon Community Education Programs for the 2024-2025 school year.

Location	Activity	Start End Dates	Time(s)
AHS	Adult Evening School	October/November - December 2024	6:00 pm – 10:00 pm
AHS	Adult Evening School	Winter/Spring - February - June 2025	6:00 pm – 10:00 pm
AHS	Audubon Youth Wrestling	11/26/24 - 3/9/25	6:15 pm – 7:30 pm
MAS & HAS	Audubon Chess Club	10/7/24 - 12/9/24	HAS Mondays 2:30pm – 3:30 pm MAS Tuesdays 3:00 pm – 4:00 pm
AHS	Audubon Basketball Club	Try Outs – October 2024 Practice – November 2024 Games - TBD	TBD

3. + Student Statistics August 1, 2024

None at this time.

4. + Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Media Center	AEF Meetings	9/9, 10/7, 11/4, 1/13/25, 2/10, 3/10, 4/14, 5/12	7:00pm - 8:30pm	Peggy Slack
AHS	Band Room	Band Boosters Meeting	9/17, 10/8, 11,12, 12/10, 1/14/25, 2/11, 3/11, 4/8, 5/13, 6/10	6:00pm - 7:30pm	Donna Sinatra

5. **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
Barbie Ledyard	NJPSA Early Childhood Leadership Committee Meetings Monroe Township	9/26, 12/4, 2/27, 4/28, 6/26	No Cost Travel
Michelle Marchiano	Expansion of Working Class Family Direct Cert Bordentown, NJ	8/15/24	No Cost Travel

6. Motion to approve the Audubon Public School District Mentoring Plan 2024-2025 and for submission of the Plan to the New Jersey Department of Education.

APSD Mentoring Plan 2024-2025

7. Motion to approve the Audubon Public School District Professional Development Plan 2024-2025 and for submission of the Plan to the New Jersey Department of Education.

ASPD Professional Development Plan 2024-2025

8. Motion to approve the Statement of Assurance for the Audubon Public School District Mentoring Plan and Professional Development Plan for the 2024-2025 School Year.

SOA APSD Mentoring Plan & PDP 2024-2025

9. + Motion to approve a request the following staff member(s) for their child(ren) to attend school in the Audubon Public School District for the 2024-2025 school year in accordance with the Audubon Board of Education Policy #5111 – Non-Residents, with the provision the staff member is currently employed by and will be employed by the Audubon Public School District in 2024-2025:

Staff Member ID	School	Grade	Student ID
2292	Mansion	4th Grade	11803

10. Motion to approve the attached Audubon Jr./Sr. High School Book List for the 2024-2025 school year:

Audubon Jr./Sr. High School Book List

11. **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.

Professional Medical Staffing Agency

Provision:

Substitute Nursing Services for all schools

\$61/hour RN,

12. Motion to approve transportation services for the following students for the 2024-2025 school year at the recommendation of Special Services Department:

State ID#	Placement	Transportation Provider	Cost/Day
6236323513	HollyDell School	En Route Medical Transport	\$290.00

13. Motion to approve the submission of the proposed Comprehensive Equity Plan Statement of Assurance for the 2024-2025 school year.

Comprehensive Equity Plan SOA

14. Motion to approve the following Observation Rubrics as reviewed by administration and the Audubon Education Association at the recommendation of the Superintendent of Schools:

Danielson Case Manager
Danielson Counselor
Danielson Instructional Specialist
Danielson Media Specialist
Danielson Nurse
Danielson Physical and Occupational Therapist
Danielson School Psychologist
Danielson School Social Worker
Danielson Teacher 2022
Stronge District Leader
Stronge Principal

15. Motion to approve Community Based Instruction (CBI). Approval of the provision of instruction in the community that involves specific individualized student learning objectives, in order to meet the needs of students with disabilities who require Community Based Instruction for the 2024-2025 school year. Part of the program involves off-site experiences at community environments. Parents are informed of each of these off-site experiences in advance. Community Based Instruction is not a field trip as directed by NJDOE.

Community Based Instruction facilitates the transition to adult life for students with disabilities through sustained and repeated instruction that takes place in the community and provides “real life” opportunities to teach components of NJ Curriculum Standards. Based on age-appropriate transition assessments, transition planning also addresses post- secondary goals including self-help, health, housing, independent living, finances, other daily living skills, and postsecondary education or employment and career development. List of sites is on file in the Business Administrator’s office, updated as necessary.

** list of possible sites below – but not limited to:

Acme, Audubon
Moorestown Mall
Atlantic Cape Community College
Herr’s Factory, Pennsylvania
Audubon Shopping Center (Post Office, Pep Boys, Municipal Building)
Target, Westmont
Cinemark Somerdale
Westbrook Bowling Alley
Camden County College
Animal Welfare Association, Voorhees

16. Motion to approve the attached list of outside agencies to provide evaluations and other services to special education students, as needed, for the 2024-2025 school year.

Agencies with Rates

17. Motion to approve the establishment of Reasonable Rates limitations on requests for independent evaluations.

IEE 2024/25 Rates

18. Motion to approve Starlight Homecare Agency, Inc. d/b/a Star Pediatric Home Care Agency to provide in-school nursing services for the 2024-2025 school year.

Starlight Contract

19. Motion to approve Emma Horwitz, from Rowan University to shadow Liam Korbul the 2024 fall season as an athletic training student.

Motion to Approve Items 2 through 19: _____ Second: _____

Roll Call

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

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

1. + Motion to accept the letter of resignation, effective June 30, 2024, from Debra Costello, Elementary Teacher at Haviland Avenue School.
- 2.+ Motion to accept the letter of resignation, effective June 30, 2024, from Jessica Holland, Kindergarten Instructional Aide at Haviland School.
3. Motion to approve the employment contract for Deborah J. Roncace, Business Administrator/Board Secretary at an annual salary of \$ 152,977.00 effective July 1, 2024 through June 30, 2025, at the recommendation of the Superintendent of Schools.

Executive County Superintendent Approval Letter and Contract

4. 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)

Journalism I
Andria Morrison

5. 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)

Journalism II
Andria Morrison

6. Motion to approve the following Audubon Junior-Senior High Avenue School extracurricular contract 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
Ashley McGuire	World Language Club	\$1,444.00

7. + Motion to retroactively approve the following staff member to serve on the Equity Council from April 8, 2024 to June 30, 2024, with compensation at a prorated amount \$519.89 as per the AEA negotiated agreement, at the recommendation of the Superintendent of Schools.

Staff Member	Grade Level
Christine Kasilowski-Fox	Basic Skills

8. + Motion to approve the following staff member to provide six hours of new teacher support and mentoring for the 2024-2025 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
Christine DiMedio	Audubon High School	Mike Tomasetti
Nicholas May	Audubon High School	Emily Warren
Melissa Wasson	Haviland Avenue School	Pam Niglio

9. + Motion to approve the first year tenure track Part-Time Elementary Art Teacher agreement for Melissa Wasson, at Haviland Avenue School, effective September 3, 2024 for the 2024-2025 school year in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association at BA Step 2, \$34,440, 61.5%, 20.75 hours per week, not to include benefits, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools. (11-120-100-101-00-440)

Resume

- 10.+ Motion to approve the first year tenure track Part-Time Instructional Aide agreement for Shannon Mavros, at Mansion Avenue School, effective September 3, 2024 for the 2024-2025 school year in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 3, Sub/Teaching Cert., FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools. (11-190-100-106-00-440)

Resume

11.+ Motion to approve the long-term Substitute Elementary Teacher agreement for Riley Ehmann at Mansion Avenue School, effective October 7, 2024 through January 31, 2025 with 2 articulation days prior to October 7, 2024 and 2 articulation days after January 31, 2025, at \$275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.(11-120-100-101-00-440)

Resume

12.+ Motion to approve the long-term (FTE 0.87) Substitute part-time Special Education Teacher agreement for Ms. Beth Evans-Crosby at Mansion Avenue School, effective August 28, 2024 through June 18, 2025 at \$239.25 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools. (11-213-100-101-00-440)

13.+ Motion to approve the long-term Substitute Nurse agreement for Patricia Snyder, at the Mansion Avenue School, effective August 28, 2024 through December 20, 2024, 3 days per week, Wednesday, Thursday, and Friday at \$275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools. (11-000-213-100-00-440)

Resume

14.+ Motion to approve the Substitute Nurse agreement for Elizabeth Nobbs, at the Mansion Avenue School, effective August 28, 2024 through December 20, 2024, 2 days per week, Monday and Tuesday, at \$275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools. (11-000-213-100-00-440)

Resume

15.+ Motion to retroactively approve Patricia Snyder for 2 articulation days each on 7/26/24 and 7/29/24 at \$275.00 a day for the position of long-term substitute nurse to be paid via timesheets.

16.+ Motion to retroactively approve Elizabeth Nobbs for 2 articulation days each on 7/29/24 and 8/5/24 at \$275.00 a day for the position of substitute nurse to be paid via timesheets.

17.+ Motion to approve the following staff members as Social/Emotional Learning/HIB Interventionists at Mansion Avenue School for the 2024-2025 school year; interventionists scheduled as 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

18. Motion to approve the following volunteer 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
Bryant Bozarth	Head Junior High Intramural Coed Tennis Coach	Volunteer (unpaid) pending proper paperwork

19. Motion to approve the following volunteer (un-paid) fall coaching positions for the 2024-2025 fall sports season pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools:

Name	Sport/Activity	Position
Patrick Driscoll	Football	Assistant Coach
Mackenzie Cole	Marching Band	Color Guard Instructor

Shannon Cole	Marching Band	Color Guard Instructor
Greg Veaach	Marching Band	Percussion Instructor
Steve McCormick	Marching Band	Wood and Brass

20. Motion to modify the pre-approved 280 hours of cumulative summer work for the following high school guidance counselors at their individual hourly rate with executed time sheets:

Emily Warren	105
Michael Tomasetti	105
Christine Dimedio	35
Nicholas May	35

21. Motion to approve the following Audubon Junior-Senior High School extracurricular contracts for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education 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	Marching Band Director	\$6,391.43
Jordyn Fingerman	Assistant Band/March	\$3,652.43
Greg Smith	Assistant Band/Front(½ stipend)	\$1,526.21
Sam Brooks	Assistant Band/Front (½ stipend)	\$1,526.21

22. Motion to rescind the following Audubon Junior-Senior High 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 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
Noel Vafidis	Assistant Band/March	\$3,652.43

- 23.+ Motion to approve the Haviland 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.

Lisa Kappel

24. Motion to update 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 at the recommendation of the Superintendent of Schools.

Name	Sport/Activity	Position	Contractual Rate
Amanda Brown	Fall Assistant Athletic Director	Assistant	\$2,929.87

25. + 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
Linda Ayala	Special Education	2			29.5
Amy Conahan	Special Education	2			29.5
Lisa McLaughlin	Special Education	3	Sub Cert		29.5
Cynthia Staab	Special Education	2			29.5

26.+ Motion to approve an adjustment in the salary status of the following staff members in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, effective August 28, 2024 for the 24-25 school year, at the recommendation of the Superintendent of Schools.

Name	Step	Degree (Previous)	Degree (Current)
Silveria Galvan	8	BA	BA + 30
Rebecca Gilbert	5	BA	MA
Matthew Harter	10	BA + 30	MA
Linda Rizzo	9	BA	BA + 30
Emily Warren	7	MA	MA + 30

27. Motion to authorize the re-appointment of the following KEYS employees for the 2024-2025 school year, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, at the recommendation of the Superintendent of Schools

NAME	SCHOOL	HOURLY RATE	TITLE
Canuso, Gianna	HAS/MAS	\$16.50	Caregiver
Ferrell, Anna Marie	HAS/MAS	\$18.00	Caregiver
Gilbrook, Janine	HAS/MAS	\$20.00	Caregiver
Goff, Susan	HAS/MAS	\$20.00	Caregiver
Inkster, Taylor	HAS/MAS	\$16.00	Caregiver
Lenny, Rebecca	HAS/MAS	\$20.00	Caregiver
Masciantonio, Sandra	HAS/MAS	\$20.00	Caregiver
Quinn, Robyn	HAS/MAS	\$20.00	Substitute
Vona-Way, Debra	HAS/MAS	\$16.50	Caregiver

28. Motion to approve Sarah Urban as a part time KEYS Program Coordinator, \$24.00 per hour, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, effective September 1, 2024 through June 30, 2025, as recommended by the Superintendent of Schools.

29. Motion to approve Melissa Chisholm as a part time KEYS Substitute/Trainer Program Coordinator Program, \$21.00 per hour, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, effective September 1, 2024 through June 30, 2025, as recommended by the Superintendent of Schools
30. Motion to authorize the re-appointment of the following cafeteria aides for the 2024-2025 school year, 3 hours/day on lunch served school days, at the recommendation of the Superintendent of Schools.

NAME	SCHOOL	HOURLY RATE
Coombs, Esther	HAS Cafeteria	\$17.00 per hour
DiVincenzo, Connie	HAS Cafeteria	\$17.50 per hour
Everman, Joanne	HAS Cafeteria	\$16.75 per hour
Klein, Mary P	HAS Cafeteria	\$17.00 per hour
Scarborough, Roseann	HAS Cafeteria	\$16.75 per hour
Ferrell, Anna Marie	MAS Cafeteria	\$17.50 per hour
Holmes, Elaine	MAS Cafeteria	\$17.50 per hour
McAndrews, Elaine	MAS Cafeteria	\$16.75 per hour
Vona-Way, Debra	MAS Cafeteria	\$17.00 per hour
Wallace, Eileen	MAS Cafeteria	\$17.00 per hour

31. Motion to authorize the re-appointment of the following bus drivers effective July 1, 2024 for the 2024-2025 school year with the Audubon Board of Education, with executed time sheets, at the recommendation of the Superintendent of Schools.

NAME	Hourly regular rate	Weekend/ Holiday rate
Paul Frantz	\$30.00	\$45.00
Thomas Mulligan	\$30.00	\$45.00
Michael Thomson	\$30.00	\$45.00

32. Motion to approve the following new bus driver effective July 1, 2024 for the 2024-2025 school year with the Audubon Board of Education, with executed time sheets, 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	Hourly regular rate	Weekend/ Holiday rate
Dave Barndt	\$30.00	\$45.00

33. Motion to approve Elizabeth Scully as Substitute administrative assistant in the Nurse's office at the Audubon High School, 1 day/week at a rate of \$125.00, with executed time sheets, effective September 3, 2024 through June 18, 2025, as recommended by the Superintendent of Schools.
34. Motion to approve Liam Korbul to perform, on an as needed basis, AHS student screenings outside of normal contracted hours, at \$30/hour, up to 3 hrs/week, with executed time sheets, effective September 3, 2024 through June 18, 2024.
35. Motion to approve Krista Little to conduct a research project to increase female engagement and enrollment in STEM and Engineering courses at Audubon Jr/Sr. High School for her Master's degree during 2024-2025 school year. All student and guardian consent forms will go out to ensure the research is ethical.

Consent Form

36. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2024-2025 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Gerry Bilson - Substitute Lunch Aide
 Amy Camm - Substitute Nurse
 Dean Coder - Substitute Teacher
 Susan Giordano - Substitute Teacher
 Jess Holland - Substitute Teacher
 Zachary Rehn - Substitute Teacher
 Stephanie Titus - Substitute Teacher

37. Motion to approve the following as returning district substitute teachers, nurses, and custodians for the 2024-2025 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Affrunti, Lauri	Givens, Celeste	Nobbs, Elizabeth
Baldino, David	Gleason, Teresa	Nolan, Joan
Ball, Rebecca	Harris, Anne Marie	Oribabor, Isaac
Barnhardt, Leah	Hartstein, Anette	Ortiz, Esther
Bauman, Lisa	Henry, Sarah	Pfeffer, Sherri
Suzanne Benish	Hines, Brigid	Phillippi, Carole
Benvenuto, Cynthia	Hudson, Rosalie	Pickney, Gregory
Bonavita, Sam	Jecmen, Marlies	Popelak, Karen
Brogna, Bernadette	Kelly, Marie	Powers, Danielle
Busarello, Maureen	Kilvington, Aleksey	Quinn, Kevin
Carfagno, Victoria	Lario-Schuman, Maria	Rizzo, Bailey
Cathcart, Alyson	Lautenbacher, Jerry	Ruoff, Samantha
Chau, Kevin	Lebb, Susan	Scogna, Melanie
Cheney, Karen	Lee, Robert	Scott, Fiona
Cilurso, Madison	Lloret, Daniel	Scully, Elizabeth
Cipolla, Michael	Loggia, Debra	Seindanis, Fanourios
Ciurlino, Jacob	Lorenzo, Ryan	Smart, Annabel
Coleman, Darian	Maltman, Ryan	Snyder, Patricia
Connelly, Meghan	Marchiano, Anthony	Spink, Madelynn
Coombs, Amy	Martel, Rebecca	Squibb, Justin
Costello, Joan	May, Raymond	Strong, Jeremy
Crea, Chrissy	McCloskey, Laurie	Urbano, Lyndsey
Dempsey, Mary	McCormack, Steven	VanFossen, Norman
DiRenzoWyckoff, Eleanor	McRory, Kevin	Wells, Jessica
Doss-Petway, Monic	Medlar, Christina	Westfield, Walter
Draves, Kaci	Metzger, Geoffrey	White-Chase, Linda
Ehmann, Reilly	Mitros, Paul	Winters, James
Erney, Gail	Morrell, Alexis	Wisniewski, Paul
Fareri-Wall, Lillian	Murphy, Colin	Wyckoff, Elizabeth
Gaehring, Cara	Natsis, Leslie	

38. Motion to approve Scott Lapayover as a backup athletic trainer, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, on an as needed basis for the 2024-25 school year to be paid per event.

39.+ Motion to approve the first-year tenure track Elementary Teacher contract for Kristina Miller, at Haviland Avenue School, effective August 28, 2024 through June 30, 2025 for the 2024-2025 school year in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 3, \$57,500, FTE 1.0, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Resume

40. Motion to approve the long-term (FTE 1.00) Substitute Teacher of Health & Physical Education agreement for Andrew Torney, at the Audubon Junior/Senior High School, effective August 28, 2024 through January 1, 2025
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at \$275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Resume

41. Motion to approve the first-year tenure track Teacher of History contract for Ryan DeSousa, at Audubon Jr./Sr. High School, effective August 28, 2024 through June 30, 2025 for the 2024-2025 school year in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, MA, FTE 1.0, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Resume

42. Motion to approve an additional 25 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, 2024 through August 27, 2024, at the recommendation of the Superintendent of Schools.

Motion to Approve Items 1 through 42: _____ Second: _____

Roll Call

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

XV. REPORTS:

XVI. HIB District Report

AUGUST 2024	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	0	0	0
HAS	0`	0	0
APPS	0	0	0

XVII. Special Program Representatives:

- 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

XVIII. Board Member Comments

XIX. 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.

XX. 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: _____

XXI. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, September 18, 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	___ Bill Wilson	
___ 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.