

AVON BOARD OF EDUCATION
Meeting of May 8, 2024
MINUTES

President Bing called the meeting of the Avon Board of Education to order at 7:04 p.m.

President's Statement: This meeting has been advertised as a regular business meeting in the Asbury Park Press on Jul 9, 2023 and the Coast Star on July 13, 2023 with a change of meeting notice in the Coast Star on February 1, 2024. Copies of the notice have been forwarded to the Avon Borough Office, the Avon Public Library, the Avon Post Office, has been posted in the Avon School, and is posted on the Avon Elementary School website. This is in compliance with the requirements of Chapter 231 of the "Open Public Meetings Law" of Public Laws of 1975.

The Board will entertain questions and/or discussion on any open session agenda item before voting on same, if requested.

Public Comment: Members of the public wishing to address the Board of Education on both agenda and non-agenda items must state their name, address, and are requested to limit their comments to five (5) minutes when it appears the public comment portion of the meeting may exceed thirty minutes in duration.

The Board will hear all participants but may not always be prepared to discuss an issue when presented; however, the President or Superintendent will advise what action will be taken, if necessary, to address the concern.

Roll Call: Present: Evans, Rehbein, Requa, Scrabis-Fletcher, Bing.

Losinger arrived at 7:08 pm

Absent: Szczepaniak

Others: 1 visitor

Communications: None

Superintendent's Update:

Recognition:

Superintendent Herits introduced Mrs. Magrini from the Avon Historical Society.

Mrs. Magrini reviewed the events and projects that the organization has had that the Avon students have participated in. Mrs. Magrini recognized the winners of different contests that society has had relating to the history of Avon.

Superintendent Herits reviewed the events that have occurred in the school as well as the upcoming events through June. He thanked the Avon Home & School Association for the hosting of several events as well as everything that they did for the staff during Teacher Appreciation week. Graduation will be held on June 19th on the playground, weather permitting.

Superintendent Herits reported on the following:

- Enrollment Report – currently at 120 students; no change

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- Safety and Security Drill Report – the report and drills held were reviewed

Board President's Update:

President Bing thanked the teachers for all of their hard work; they are all greatly appreciated. He also thanked Mrs. Magrini for all of her efforts and hard work with the students.

President Bing reminded the Board members to complete the BOE self-evaluation so that the Board can complete their goal setting for 2024-2025. The link was emailed, and he hopes the Board can complete their goal setting at their July meeting.

Committee Reports:

- Management Committee – Jane Losinger reported about the second reading of the policies on the agenda. The first reading of the HIB policy and reviewed the changes. The revisions clarified the roles of staff in sections E, F, and G. The committee plans to meet prior to the June meeting to suggest a regulation for the policy
- Communications Committee – Meghan Rehbein reported that the committee has selected a graduation speaker and they hope to have a newsletter out during the summer.

Agenda Review:

The agenda motions were reviewed in detail by the Board.

Mrs. Lerner reviewed that the staff is being reappointed at their current steps and salaries pending the negotiations of the replacement contract. The process was reviewed.

Dr. Scrabis-Fletcher inquired if there were any new positions being added. Dr. Herits responded that a third-grade teacher will need to be added due to the resignation. Interviews will be conducted next week.

Dr. Herits reviewed the difference between the library aide and clerk job descriptions and titles.

Dr. Herits reviewed the Ocean Rescue program and trip. As well as the other middle school trips. The Wingman Movement Program and process was reviewed.

Mrs. Requa inquired about the middle school dance being held on June 7th. The Board discussed the dance and the date.

It was moved by Scrabis-Fletcher and seconded by Losinger to close the work session and open the regular business meeting. Voice vote was all in favor and the work session adjourned and opened to the regular business meeting at 7:15 pm.

Personnel:

It was moved by Rehbein and seconded by Scrabis-Fletcher to approve, as recommended by the Superintendent, the following resolutions:

The following personnel recommended by the Superintendent for reemployment for the 2024-2025 school year at their current steps, added degrees, longevity, and salary listed, subject to adjustment at the conclusion of negotiations with the Avon Education Association.

FTE	NAME	STEP #, LONGEVITY, DEGREES	SALARY
0.3	Kathleen Anzzolin	11, Masters	\$21,743
0.4	Mary Dugan	14, Masters +30	\$32,350
0.4	Kristin Stefankiewicz	8	\$25,570
0.6	Catherine Kusters	11, +15 credits, +10L	\$42,570
1	Carrie Becker	8, Masters	\$67,025
1	Erin Blaney	6, Masters +30	\$66,025
1	Meredith Campbell	8, Masters	\$67,025
1	Kathleen Cascio	10	\$67,375
1	Sharon Cumiskey	15, Masters +30	\$83,375
1	Abbey Doane	8, Masters	\$67,025
1	Jaime Golda	16, +15 credits	\$82,075
1	Maria Irace	4	\$58,275
1	John Kuhlthau	10	\$67,375
1	William Maginnis	5, +15 credits	\$60,725
1	Kristin McGowan	9, Masters +30	\$70,675
1	James Nappo	14	\$75,775
1	Scott Pauciello	8, +15 credits	\$65,125
1	Stephen Plunkett	4	\$58,275
1	Danielle Price	14, Masters, +15L	\$79,875
1	Elisa Segal	16, Masters +30	\$85,975
1	Jennifer Silvestri	15, Masters, +15L	\$82,375
1	Julia Sullivan	2	\$57,775
1	Brian Trapani	9, Masters	\$68,675
1	Jessica Yori	2-3, Masters	\$60,875

The granting of tenure to Kristin Stefankiewicz effective September 1, 2024.

Katherine Anzzolin to provide Extended School Year Occupational Therapy and Child Study Team services for up to 15 hours at the rate of \$45/hour as per the Agreement with the AEA.

Meredith Campbell to provide Extended School Year Social Worker and Child Study Team services for up to 20 hours at the rate of \$45/hour as per the Agreement with the AEA.

Eileen Ruane to serve as Summer Program Nurse from July 8 - August 15, 2024 for up to 48 hours at the rate of \$45/hour as per the Agreement with the AEA (to be funded with ARP-ESSER Summer Learning and Enrichment).

Danielle Price and Erin Blaney to conduct Kindergarten/Preschool Orientation for up to 2 hours each at the rate of \$45/hour as per the Agreement with the AEA.

William Maginnis for summer technology support for up to 60 hours during the period of July 1 – August 31, 2024 at the rate of \$45 per hour as per the Agreement with the AEA.

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Carrie Becker, Erin Blaney, Maria Irace, Brian Trapani, and Kristin Stefankiewicz to serve as summer Enrichment Teachers from August 5, 2024 - August 15, 2024 for up to 48 hours each at the rate of \$45 per hour as per the Agreement with the AEA (to be funded with ARP-ESSER Summer Learning and Enrichment and ARP-ESSER Comprehensive Beyond the School Day).

Sharon Cumiskey to serve as Summer Literacy Bridge teacher from July 8, 2024 - August 1, 2024 for up to 96 hours at the rate of \$45 per hour as per the Agreement with the AEA (to be funded with 23-24 ESEA Title I Funds).

Brian Trapani and Jessica Yori to attend Wingman Movement Training at Spring Lake Heights Elementary School on June 25 and June 26, 2024 for up to 13 hours each at the rate of \$45 per hour as per the Agreement with the AEA (to be paid for with ARP ESSER Accelerated Learning Coach and Educator Support).

Revise the FMLA/NJFLA leave of absence for Melissa Berta from the period of January 8, 2024 through May 12, 2024 with a return to work date of May 13, 2024.

Erin Blaney, Carla Nappo, and Kerri Cunningham to serve as Extended School Year teachers from July 8, 2024 - August 1, 2024 for up to 40 hours each at the rate of \$45 per hour as per the Agreement with the AEA.

Emily Magrini to serve as Extended School Year Speech-Language Therapist from July 8, 2024 - August 1, 2024 for up to 16 hours at the rate of \$45 per hour as per the Agreement with the AEA.

To abolish the job description of Library Aide.

To approve the new job description of library clerk.

Erin Blaney to develop SafetyCare turnkey training to staff for up to 10 hours at the rate of \$45 per hour as per the Agreement with the AEA (to be paid for ESSER Accelerated Learning Coach and Educator Support grant funds).

Roll call vote was all in favor, motions carried unanimously.

Finance:

It was moved by Losinger and seconded by Rehbein to approve, as recommended by the Superintendent, the following resolutions:

The payroll for May 2024 totaling \$222,684.41.

The payment of bills presented for the 2023-2024 budget totaling \$126,423.98.

The transfers to the 2023-2024 budget in the amount of \$8,874.14 for the month of March 2024.

The Budget Status Report for March 2024 and the certification by the Board Secretary that there are no over expenditures in the major funds and accounts of the 2023-2024 budget; further, that sufficient funds are currently available to meet the district's current financial obligations for the 2023-2024 school year.

The Financial Reports of the Treasurer and Board Secretary for the month of March 2024.

The attached staff travel expenses for various training and business related trips as budgeted for in the 2023-2024 budget.

Barbara O'Boyle, A.A. Physical Therapy, as Summer ESY Physical Therapist for up to 4 hours from July 8 to August 1, 2024 at a cost of \$100 per hour.

Roll call vote was all in favor, motions carried unanimously.

Other Business:

It was moved by Requa and seconded by Evans to approve, as recommended by the Superintendent, the following resolutions:

The minutes of the regular business and executive session meetings held on March 13, 2024.

Roll call vote was in favor, Rehbein and Bing abstained, motion carried.

It was moved by Requa and seconded by Evans to approve, as recommended by the Superintendent, the following resolutions:

To approve the [Sidebar Agreement](#) between Avon Board of Education and Avon Education Association for the creation of a temporary stipend position: Summer Grant Program Supervisor (2024) until August 31, 2024, at a rate of \$57.15 per hour.

Roll call vote was all in favor, motions carried unanimously.

Facilities and Transportation:

It was moved by Rehbein and seconded by Bing to approve, as recommended by the Superintendent, the following resolutions:

The attached Emergency Drill report for April 2024.

Voice vote was all in favor, motion carried unanimously.

Program:

It was moved by Scrabis-Fletcher and seconded by Bing to approve, as recommended by the Superintendent, the following resolutions:

The following [Field Trips](#)

- Gr K - 2
- Gr K - 8
- Gr 6 – 8 (3)
- PreK

Wingman Movement Program for the 2024-2025 school year at a cost of \$1,500 (to be paid for with ARP ESSER Accelerated Learning Coach and Educator Support).

Roll call vote was all in favor, motions carried unanimously.

Policy:

It was moved by Rehbein and seconded by Losinger to approve, as recommended by the Superintendent, the following resolutions:

The second reading and adoption of the following revised policies of the Avon Board of Education:

- 1140 Educational Equity Policies/Affirmative Action
- 1523 Comprehensive Equity Plan
- 1530 Equal Employment Opportunities
- 1550 Equal Employment/Anti-Discrimination Practices
- 2260 Equity in school and Classroom Practices
- 2411 Guidance Counseling
- 2423 Bilingual Education
- 2431.4 Prevention and Treatment of Sports-Related Concussions And Head Injuries
- 3211 Code of Ethics
- 5570 Sportsmanship
- 5750 Equitable Educational Opportunity
- 5841 Secret Societies
- 5842 Equal Access of Student Organizations
- 7610 Vandalism
- 9323 Notification of Juvenile Offender Case Disposition

The second reading and adoption of the following new regulations of the Avon Board of Education:

- 7610 Vandalism

The second reading and adoption of the following revised regulations of the Avon Board of Education:

- 1530 Equal Employment Opportunity Complaint Procedure
- 2200 Curriculum Content
- 2260 Equity in school and Classroom Practices Complaint Procedure
- 2423 Bilingual Education
- 2431.4 Prevention and Treatment of Sports-Related Concussions And Head Injuries

The first reading of the following revised policy of the Avon Board of Education:

- 5512 Harassment, Intimidation, or Bullying

Roll call vote was all in favor, motions carried unanimously.

Unfinished Business: None

New Business: None

Public Session: None

Motion to adjourn to executive session:

It was moved by Bing and seconded by Scrabis-Fletcher to approve the following resolution:
For the Avon Board of Education to approve the following resolution:

WHEREAS, the Open Public Meetings Act, N.J.S.A. 10:4-12(b), permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, the Board finds that such circumstances exist.

NOW, THEREFORE, BE IT RESOLVED, by the Avon-by-the-Sea Board of Education, in the County of Monmouth, State of New Jersey, as follows:

1. The public shall be excluded from discussion of any actions upon the hereinafter-specified subject matter.
2. The general nature of the subject matter to be discussed is as follows; Personnel (Superintendent Evaluation).
3. The Board will not take action following closed executive session.
4. It is anticipated that the closed executive session will last approximately sixty (60) minutes.
5. It is anticipated at this time the above stated subject matter will be made public when the need for confidentiality no longer exists.
6. This Resolution shall become effective immediately.

Voice vote was all in favor, motion carried unanimously. The meeting was adjourned into executive session at 7:33 pm.

It was moved by Bing and seconded by Scrabis-Fletcher to adjourn executive session and reopen the meeting to the public. Voice vote was all in favor, motion passed unanimously. The meeting was re-opened to the public at 9:18 pm.

Motion to adjourn:

There being no further business before the Board, it was moved by Scrabis-Fletcher and seconded by Bing to adjourn the meeting. Voice vote was all in favor, motion carried unanimously. The meeting adjourned at 9:18 p.m.

Respectfully submitted,

Amy S Lerner

Amy S. Lerner, Board Secretary