

BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL MEDIA CENTER

WEDNESDAY, AUGUST 24, 2022

6:30 PM

ADDENDUM

- VIII. **GOVERNANCE**: Chairperson: Mrs. Davis – Committee Members: Ms. Butrica, Mr. Miller, Mr. Ryan and Alternate: Ms. Robinson
- IX. **OPERATIONS**: Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Mr. Proulx, Mr. Ryan and Alternate: Mr. Miller
- X. **EDUCATION**: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Mr. Proulx, Ms. Robinson and Alternate: Ms. Cassidy
- XI. **HUMAN RESOURCES**: Chairperson: Ms. Cassidy, Committee Members: Ms. Davis, Ms. Cox, and Mrs. Schiavo, Alternate: Ms. Butrica
67. + Motion to approve the following Pacing Guide for summer committee member to be compensated for up to 10 hours at the negotiated rate (\$30.00 per hour) between the Audubon Education Association and the Audubon Board of Education with executed time sheets, as recommended by the Superintendent of Schools:
- Kelly Miller
68. Motion to approve Adam Cramer to serve as an Academic Coach for Mathematics for the 2022-2023 school year with compensation of \$3,000.00 per staff member, as recommended by the Superintendent of Schools.
69. Motion to approve the resignation of Daniel Nicholson, PT General Aide Hallway/Bathroom Monitor at the Audubon Jr./Sr. High School, effective June 30, 2022.
70. Motion to approve the first year tenure track Athletic Trainer contract for Liam Korbul, for the 2022-2023 school year, at Haviland Avenue School for the 2022-2023 school year Step 2, MA, FTE 1.0, effective September 8, 2022 through June 30, 2023 in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
71. Motion to approve a request from employee #2171, for an Unpaid Leave of Absence, effective September 8, 2022 through February 5, 2023.
72. + Motion to approve the first year tenure track Part-Time Preschool Aide contract for Sara Kuhlén, at Haviland Avenue School, effective September 1, 2022 for the 2022-2023 school in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, Substitute Certificate, FTE 0.87, 29.5 hours per week pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
73. Motion to approve the following overloads for the Audubon Jr. /Sr. High School for the 2022-2023 school year:

Name	Position	Partial/Full	Salary
Allman, Denise	General Education	Full	\$4,000

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

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

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

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

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

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

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

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

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

- ii. Step 2 through 5 - Reassigned to Step 1
- iii. Step 6 - Resigned to Step 2
- iv. Step 7 - Reassigned to Step 3
- v. Step 8 - Reassigned to Step 4
- vi. Step 9 - Resigned to Step 6
- vii. Step 10 - Reassigned to Step 7
- viii. Step 11 - Reassigned to Step 9
- ix. Step 12 - Reassigned to Step 11
- x. Step 13 through 17 - No Change

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

3. Overall Promises and Covenants

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

75. + Motion to authorize the re-appointment of the following part-time (not to exceed 29.5 hours per week) non-tenured aides (general, instructional, special education) for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

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

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

76. + Motion to authorize and issue a tenure contract to the following part-time (not to exceed 29.5 hours per week) aide (general, instructional, special education) for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

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

77. Motion to revise the re-appointment of the following part-time (not to exceed 29.5 hours per week) tenured aides (general, instructional, special education) for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Title	Step	Degree	Longevity	Hours Per Week
Diane Geissler	Special Education Aide	13	SUB	\$783.00	29.5

Janine Gilbrook	Special Education Aide	4			29.5
Jessica Holland	Instructional Aide	4	SUB		29.5
Lisa Kappel	Instructional Aide	13	SUB		29.5
Sandra Masciantonio	General Education Aide	13		\$783.00	29.5
Robin Quinn	Special Education Aide	13	SUB	\$783.00	29.5
Danielle Reich	Instructional Aide	11	SUB		29.5
Christine Smialowski	General Education Aide	13			29.5
Lisa Terlingo	Instructional Aide	4	SUB		29.5

78. Motion to revise the re-appointment of the following custodial staff for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Months/ Hours	Step	License(s)	Longevity	FTE
Philip Batista	12	2		\$600.00 – Long 5 Yr.	1.0
Hector Castro	12	7	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.	1.0
Doretta Geserick	12	1			1.0
Richard Horan	10	1			0.5
Theodore Jenkinson	12	16	\$600.00 Boiler \$4000.00-- Lead Cust.	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.	1.0

				\$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.-	
Robin Jones	12	1			1.0
Genevieve Kube	12	12	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr.	1.0
Sonia Laracuente	12	10	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.	1.0
Ronald Lippincott	12	16	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 15 Yr.	1.0
James O'Donnell	12	16	\$600.00 Boiler \$4000.00 – Lead Cust.	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr.	1.0
Denise Pooley	12	3		\$600.00 – Long. 5 Yr. 10/15/20	1.0
Stephen Slashinski	12	1			0.74
Thomas VanFossen	12	16	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.	1.0
Chuck Robinson	2 D – 16 H	2			0.4