

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL AUDITORIUM
WEDNESDAY, JULY 14, 2021
6:30 P.M.
MINUTES

I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 6:30 P.M. in the Audubon Junior-Senior High School Auditorium to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2019-2021

 X James Blumenstein X Allison Cox X Ralph Gilmore

SY 2020-2022

 X Ammie Davis X Joseph Ryan X Tara Sullivan-Butrica

SY 2021-2023

 Absent Joseph Miller X Christopher Proulx X Everett Simpson

SY 2021 Mt. Ephraim Representative

 X Nancy Schiavo

Motion by Mrs.Cox seconded by Mr. Gilmore to approve the resolution for board to enter into closed Authorizing Executive session at 6:35pm for the following purposes.

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

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):

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

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

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

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

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

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

Any investigations of violations or possible violations of the law;

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

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

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

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

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

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

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

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

Motion by Mrs. Davis seconded by Mr. Gilmore to adjourn closed Authorizing Executive session at 7:00pm. Motion approved by unanimous roll call 9-0 Board Member Miller was absent

IV. Call Meeting to Order

V. Flag Salute

VI. Spotlight Program:

THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR MAY 2021:

<u>Grade Seven</u> Andrew Petitt		
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JUNE 2021:

<u>Pre-Kindergarten</u> Matteo Negrete Juarez	<u>Kindergarten</u> Jerry Mustaro	<u>Grade One</u> Cecelia McCann
<u>Grade Two</u> Joseph Williams	<u>Grade Three</u> Alexandra Perrone	<u>Grade Four</u> Amanda Drummond
<u>Grade Five</u> Michael Seybold	<u>Grade Six</u> Ryan Wynn	<u>Grade Seven</u> Marissa DeValerio
<u>Grade Eight</u> Ryleigh Yurcaba	<u>Freshman Class</u> Connor Payne	<u>Sophomore Class</u> Isabelle Innocenzo
<u>Junior Class</u> Shaniel Gonzalez	<u>Senior Class</u> Cherylin Pizzillo	

VII. Approval of Board Minutes:

1. Motion by Mrs. Cox and seconded by Mr. Simpson to approve the following minutes:
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June 9, 2021 Public Session
June 9, 2021 Executive Session
June 28, 2021 Special Meeting Session

Motion to Approve: A. Cox Second: E. Simpson

Roll Call

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- James Blumenstein Allison Cox Ralph Gilmore Nancy Schiavo
- Ammie Davis Joseph Ryan Tara Butrica
- Absent Joseph Miller Christopher Proulx Everett Simpson

VOTE FOR ITEM 1

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

VIII. Participation: (Agenda Items Only) - NONE

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.

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

IX. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Mr. Miller, Mr. Ryan, Mr. Simpson, Alternate: Mr. Proulx

No Action Items

X. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Butrica, Ms. Davis, Mr. Gilmore, Alternate: Mr. Miller

Board of Education Goals

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.

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

MOTION TO APPROVE ITEMS 1-11

Motion by Mr. Gilmore and seconded by Mr. Simpson

1. Board Secretary’s Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of May 2021. 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

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of May 2021. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of May 2021.

May 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 May 2021.

Line Item Transfers

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

Haviland Avenue School

June 6, 2021	Fire Drill
June 10, 2021	Lockout Drill

Mansion Avenue School

June 4, 2021	Shelter in Place
June 11, 2021	Fire Drill
June 14, 2021	Bus Evacuation Drill

Audubon High School

June 10, 2021	Evacuation Drill
June 14, 2021	Fire Drill

7. Motion to approve the revised allocations and submission (with their Statement of Assurances) of the IDEA-B Grant for the 2021-2022 school year in the following amounts:

Basic	\$ 365,115.00
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Preschool	\$ 12,648.00
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8. **Approval of Professional Service Agreements for the 2021-2022 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 2021/2022 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 **Supervisor of Special Education Services** for the 2020/2021 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.

<p><u>Brain Behavior Bridge</u> Dr. Sarah Levin Allen Provision: NeuroPsychological Evaluation: Up to \$3,000 including visit, testing, observation, report, feedback & meeting attendance</p>	<p><u>NeurAbilities Healthcare</u> Paula Landolfi, Scheduler Provision: Neuropsychological Evaluations: \$2,750 Neurological & Developmental Ped Evals: \$660 Behavior Services: \$96/hr.</p>
<p><u>Neurobehavioral Wellness Center</u> Dr. Kathryn Arcari Provision: Neuropsychological Assessment: \$2,000 - \$2,400 Psychotherapy: \$145/session Social Skills Group Therapy: \$500, 6 one hour sessions Wilson Tutoring: \$65/session</p>	

9. Motion to approve allocations and submission (with their Statement of Assurances) of the ESEA Consolidated Grant for the 2021-2022 school year in the following amounts:

ESSA Grant	Total
Title IA	\$138,842.00
Title II Part A	\$24,570.00
Title III	\$2,398.00
Title IV	\$11,951.00

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Total	\$177,761.00
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10. Motion to approve participation on the Title III Consortium with Lindenwold Public Schools serving as the Lead Education Association for the 2021-2022 school year.
11. Motion to approve the five-year service agreement between the Audubon Public School District and the Rowan University – The Partnership for Education, Equity, & Research (PEER) not to exceed \$9,650.00.

PEER Service Agreement

Motion to Approve Item(s) 1 through 11: R. Gilmore Second: E. Simpson

Roll Call

- X James Blumenstein X Allison Cox X Ralph Gilmore X Nancy Schiavo
- X Ammie Davis X Joseph Ryan X Tara Butrica
- Absent Joseph Miller X Christopher Proulx X Everett Simpson

VOTE FOR ITEMS 1-11

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

- XI. EDUCATION: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Ms. Butrica, Mr. Proulx, Alternate: Mr. Simpson**

Board of Education Goals

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

MOTION TO APPROVE ITEMS 1-8

Motion by Mr. Simpson and seconded by Mrs. Schiavo

1. Motion to approve the following send/receive tuition contracts calculated as per NJDOE guidelines with Mt. Ephraim School District for the 2021-2022 school year:

Regular Education	\$ 1,791,449.00
Resource Room	\$535,066.00
Total	\$2,326,515.00

2. **Approval of Attendance at Conferences and Workshops for the 2021-2022 School Year**

WHEREAS, certain **Audubon Public School District employees** have requested authorization to attend the conference(s)/Workshop(s) listed below, and

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WHEREAS, the attendance of each employee at the specified conference/workshop is educationally necessary, fiscally prudent and 1) directly related to and within the scope of the employee’s current responsibilities and the **District’s Professional Learning Plan**, and 2) critical to the instructional needs of the District or furthers the efficient operation of the District;

NOW, THEREFORE BE IT RESOLVED, that the **Audubon Board of Education** authorizes the attendance of the employees at the specified conferences/workshops listed below, and be it

FURTHER RESOLVED, that the **Board** hereby determines that the estimated expenses related to the authorized travel listed below are justified and

THEREFORE, authorizes payment of any registration fees and statutorily authorized travel expenditures to the designated employees, not to exceed District budgetary limitations and to be in accordance with the provisions of *N.J.S.A. 18A:11-12*, the District’s travel policy and procedures, State travel payment guidelines established by the Department of Treasury in NJOMB circular letter 08-13-OMB, and with the guidelines established by the federal Office of Management and Budget:

Participant	Conference Title & Location	Date(s)	Cost
JoAnne McCarty	Rethinking Guided Reading	Self-paced summer online course 9-10 hours	\$97.00
Christine Karageorgis	2021 WIDA eConference	10/14/2021	\$150.00

3. Motion to approve a Professional Development Training Session for Desmos, maximum of six teachers up to three hours each at the non-instructional AEA contractual rate of \$30.00 per hour per staff member.
4. Motion to approve a Professional Development Training Session for envisions (Algebra I and Geometry), maximum of six teachers up to three hours each at the non-instructional AEA contractual rate of \$30.00 per hour per staff member.
5. Motion to approve the State of New Jersey – State Board of Education’s list of religious holidays permitting student absence from school for the 2021-2022 school year as adopted on May 5, 2021.

Resolution and List of Religious Holidays Permitting Student Absence

6. Motion to approve the field trip/bus transportation schedule for the marching band at the high school for the 2021-2022 school year.

Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
Audubon, Audubon Park, Mt. Ephraim S. Clerkin, B. Schoch, K. Wassan	7/4/21*	Depart 7:30 am Return 1:00 pm	9 chaperones, 20 students	Annual 4 th of July Parades	\$165.54
Pitman High School	9/18/21	TBD	9 chaperones, 20 students	Show	\$188.52
Pitman High School	9/25/21	TBD	9 chaperones, 20 students	Show	\$178.88
Shawnee High School	10/2/21	TBD	9 chaperones, 20 students	Show	\$183.52
Deptford High School	10/17/21	TBD	9 chaperones, 20 students	Show	\$178.88
Kingsway Regional High School	10/24/21	TBD	9 chaperones, 20 students	Show SJ Championship	\$\$189.32
Central Dauphin, PA	10/31/21	TBD	9 chaperones, 20 students	Atlantic Coast Championship	\$443.96
Haddon Twp. High School	11/25/21	TBD	9 chaperones,	Football Game	\$164.96

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			20 students		
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7. Motion to approve a request from high school student ID #01995 for senior privilege for the 2021-2022 school year at the recommendation of the Superintendent of Schools.
8. Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Lower Field	Audubon Youth Soccer Association	8/3/21 – 11/5/21	5:30 PM - 7:30 PM	John Graham

Motion to Approve Items 1 through 8: E. Simpson Second: N. Schiavo

Roll Call

- X James Blumenstein X Allison Cox X Ralph Gilmore X Nancy Schiavo
X Ammie Davis X Joseph Ryan X Tara Butrica
Absent Joseph Miller X Christopher Proulx X Everett Simpson

VOTE FOR ITEMS 1-8

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

XII. HUMAN RESOURCES: Chairperson: Mrs. Davis, Committee Members: Mrs. Cox, Mr. Gilmore, Mrs. Schiavo, Alternate: Mr. Ryan

Board of Education Goals

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

MOTION TO APPROVE ITEMS 1-20

Motion by Mr. Simpson and seconded by Mr. Gilmore

1. Motion to approve the first year tenure track part-time Administrative Assistant - Attendance contract for Kelly Burns, at the Audubon Jr. /Sr. High School, Step 2, \$24,666.00, FTE 0.74, 29.5 hours per week, not to include benefits, effective September 1, 2021 through June 30, 2022, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Ms. Burns will be replacing the duties of Ms. Mierkowski who is retiring on August 1, 2021.

2. + Motion to approve the first year tenure track Haviland Avenue Principal contract for Barbie Ledyard, effective August 1, 2021 for the 2021-2022 school year with no change in salary for year one upon execution of the pending 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon BOE Agenda July 14, 2021 Page | 9

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Audubon Administrators Association at \$108,000.00 (prorated), pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Ms. Ledyard is replacing Ms. McManis who resigned as of June 30, 2021.

3. + Motion to appoint Barbie Ledyard as the Haviland Avenue Elementary School Section 504 Compliance Representative for a term commencing August 1, 2021 through June 30, 2022.
4. Motion to approve the Mathematics Coach Job description.

Mathematics Coach Job Description

5. Motion to approve the Mathematics Coach contract for Christine Fox, effective September 1, 2021 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at MA + 30, Step 6, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Ms. Fox is an Elementary Teacher at Mansion Avenue School.

6. + Motion to approve the Mansion Avenue Teacher of Special Education contract for Bridget Bialecki, effective September 1, 2021 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at MA Step 5, 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.

Ms. Bialecki is a PT Special Education Teacher at Mansion Avenue and will be replacing Shannon Horan, who will be an Elementary Teacher at Mansion Avenue School.

7. Motion to approve Kelly Burns, part time Administrative Assistant - Attendance, for summer hours beginning July 15, 2021 through August 31, 2021 not to exceed 29.5 hours weekly at her contractual hourly rate at the recommendation of the Superintendent of Schools.
8. + Motion to accept, with best wishes, the letter of resignation, from Toni Matlosz a KEYS employee at Mansion Avenue School and Haviland Avenue School, effective June 15, 2021, as recommended by the Superintendent of Schools.
9. Motion to accept, with best wishes, the letter of resignation, from Heather Fizur, Special Education Aide at the Audubon Jr. /Sr. High School, effective June 30, 2021, as recommended by the Superintendent of Schools.
10. Motion to accept, with best wishes, the letter of resignation with the intent to retire from Maria Pousatis, School Social Worker at the Audubon Jr. /Sr. High School, effective June 30, 2021, at the recommendation of the Superintendent of Schools.
11. Motion to approve the employment contract for Deborah J. Roncace, Business Administrator/Board Secretary at an annual salary of \$139,454.00 effective July 1, 2021 through June 30, 2022 at the recommendation of the Superintendent of Schools.
12. Motion to approve Dr. Andrew P. Davis as Superintendent of Schools at a salary of \$159,181.00 effective July 1, 2021 through June 30, 2022.
13. + Motion to approve the contract for and the employment of Stephen Slashinski as a part-time custodial staff member at Haviland Avenue School for the 2021-2022 school year starting on July 15, 2021 for 5 hours 5 days per week (25 hours/week) at Step 1, not to include benefits, in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at

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the recommendation of the Superintendent of Schools pending the completion of all New Jersey Department of Education and Audubon Board of Education requirements.

Mr. Slashinski will be replacing Ms. Lyons who is now a full time Custodian at the High School.

14. + Motion to authorize the re-appointment of the following non-tenured certificated personnel for the 2021-2022 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.

2nd Year Personnel	Date of Tenure	Degree	Step	FTE
Ryan Boland	10/27/24	BA	5	1.0
Jessica Bruck	9/2/24	MA	4	0.87
Carly Burton	9/2/24	MA	4	1.0
Carlina Fuscellaro	9/2/24	BA	2	1.0
Grady, Lauren	9/2/24	BSN	5	1.0
Kelly McIlvaine	9/2/24	MA	5	0.87
Monica Ochal	9/2/24	BSN	5	1.0
3rd Year Personnel	Date of Tenure	Degree	Step	FTE
Taylor Lebakken	9/2/23	BA	5	1.0
Yael Shemesh Lewandowski	9/2/23	MA + 30	10	1.0
4th Year Personnel	Date of Tenure	Degree	Step	FTE
Zachary Bentley	9/2/22	BA	3	1.0
Carl Ellinwood	9/2/22	MA + 30	6	1.0
Krista Little	9/2/22	BA	3	1.0
Rebecca Gilbert	9/2/22	BA	3	1.0
Jillian Long	9/2/22	BA	8	0.615
Maria McCutcheon	12/18/22	MA	10	1.0
Bianca Saunders	9/2/22	BA	4	1.0
Kyle Shireman	6/2/22	MA + 30	10	1.0
John Walsh	9/2/22	MA	14	1.0
Erica Wenzel	9/2/22	MA + 30	7	1.0

15. Motion to approve the following tenure contract of the following certificated personnel for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of

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Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Degree	Step	FTE
Bridget Bialecki	9/6/21	MA	5	1.0
Pennie Bigelow	9/2/21	MA + 30	16	1.0
Jordan Daminger	9/2/21	BA	4	1.0
Brenda Gifford	9/2/21	BA	5	1.0
Theresa Klaus	9/2/21	MA	6	1.0
Colleen McFetridge	9/2/21	MA	7	1.0
Carly Meyer	9/2/21	MA	7	1.0
Pamela Niglio	2/7/21	BA	7	1.0

16. Motion to authorize the re-appointment of the following tenured junior-senior high school certificated personnel for the 2021- 2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

NAME	DEGREE	STEP	LONGEVITY	FTE
Denise Allman	BA	14		1.0
Dennis Bantle	BA	16		1.0
Amy Bulskis	BA	16		1.0
Stacy Caltagirone	BA	5		1.0
Daniel Carter	MA	5		1.0
Melissa Cecchini	BA	11		1.0
Andrea Collazzo	MA	16	\$4,000.00	1.0
Luke Collazzo	BA	16		1.0
Daniel Cosenza	BA	5		1.0
Adam Cramer	BS	7		1.0
Lee DeLoach	BA	16	\$4,000.00	1.0
Angela DiFilippo	MA	8		1.0

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Larae Drinkhouse	MA	6		1.0
Bruce Dyer	BS + 30	16	\$4,000.00, \$5,000.00	1.0
Dawn Ewing	MA	16		1.0
Wilma Fitzpatrick	BA+30	15		1.0
Laurie Georgel	BA	12		1.0
Catherine Gidjunis	BA	5		1.0
Roberta Hanson-Swinney	MA	7		1.0
Christopher Harris	BA	16		1.0
Matthew Harter	BA	8		1.0
Steven Ireland	BA	10		1.0
Ryan Knaul	BA	7		1.0
Mary Knoll	MA	9		1.0
Alvina LaCasse	MA	15		1.0
Scott LaPayover	BA	16	\$4,000.00	1.0
Ronald Latham	BA	9		1.0
Kathleen Lin	BA	16	\$4,000.00	1.0
Dirk Manskopf	MA	12		1.0
Sebastian Marino	MA	16		1.0
Ashley McGuire	BA	16		1.0
Erika Miliarexis	MA	10		1.0
Eric Miller	MA	16		1.0
Patrick Moran	BA	4		1.0
Andria Morrison	BA	5		1.0
Janelle Mueller	BA	9		1.0
Patty Myers-Griffith	BA	16	\$4,000.00	1.0

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David Niglio	MA+30	16		1.0
Daniel Reed	BA	6		1.0
Thea Ricci	BA	16		1.0
Elaine Root	BA	8		1.0
Daniel Rowan	MA	16		1.0
Nancy Scully	MA+30	15		1.0
William Scully	BA	16		1.0
Sharon Selby	BA	16	\$4,000.00	1.0
Donna Stack	BA	13		1.0
Dustin Stiles	BA	7		1.0
Michael Stubbs	BA	16		1.0
Christopher Sylvester	BA	9		1.0
Lori Tanenbaum	BA	6		1.0
Virginia Tappin	BA	16		1.0
Michael Tiedeken	BA+30	16		1.0
Michael Tomasetti	MA	16		1.0
Wendy VanFossen	MA	16	\$4,000.00	1.0
Deborah Waite	BA	13		1.0
Emily Warren	MA	5		1.0
Matthew Webb	BA	16		1.0
Eileen Willis	BA	15		1.0
Katherine Wilson	BA	16		1.0
Nancy Wolgamot	MA	16		1.0

17. + Motion to authorize the re-appointment of the following tenured elementary school certificated personnel for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

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NAME	DEGREE	STEP	LONGEVITY	FTE
Ilana Ablon	MA	16		1.0
Kelly Angelone	BA	8		1.0
Christine Batra	MA	13		0.664
Francine Bechtel	MA	8		1.0
Jennifer Beebe	BA	14		1.0
Patricia Bevelheimer	MA	16		0.474
Karen Bowers	BA	10		1.0
Kim Brach	BA	12		1.0
Christine Brady	BA	16		1.0
Amanda Brown	BA	9		1.0
Natalie Busarello	MA	5		1.0
Jane Byrne	MA	14		1.0
Jenna Casey	MA	5		1.0
Shelly Chester	BA	12		1.0
Christie Cochran	BA	7		0.87
Alycia Colucci	BA	13		1.0
Debra Costello	BA + 30	9		1.0
Eunice DeJesus - Englehart	MA	7		1.0
Beth Evans - Crosby	BA	16		1.0
Melissa Falkowski	BA	14		1.0
Carrie Figueroa	MA	7		1.0
Christine Fox	MA + 30	6		1.0
Shannon Horan	MA	9		1.0
Katie Hueber	BA	16		1.0
Roberta Ignaczewski	BA	12		1.0

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Sue Jenkinson	BA	16	\$4,000.00	1.0
Christine Karageogis	BA	16		1.0
Rose Lang	MA	14		1.0
Patricia Martel	MA	16		1.0
Jillian Matysik	MA + 30	12		1.0
JoAnne McCarty	BA	10		1.0
Jennifer McClellan	MA	16		1.0
Elizabeth McCurdy	MA	9		1.0
Lisa McGilloway	MA	16	\$4,000.00	1.0
Sharon McLaren	MA	14		0.664
Cherie McNellis	BA	10		1.0
Maddy Meehan	BA	11		1.0
Kelly Miller	BA	13		1.0
Kim Monteleone	BA	16		1.0
Susan Moore	MA	16		1.0
Denise Murphy	MA	14		0.87
Cara Novick	MA	15		1.0
Catherine Olivieri	BA	11		0.664
Judy Ottiano	BA	16	\$4,000.00	1.0
Amy Phillips	BA + 30	7		1.0
Nicole Racite	BA	5		1.0
Bradley Rehn	BA	7		1.0
Christy Rehn	BA	13		1.0
Paul Rogers	MA	16		1.0
Chelsea Rohner	BA + 30	5		1.0
Kristen Rosenberg	MA	7		1.0

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Ann Rossi - Alston	BSN	15		1.0
Leslie Rybacki	MA	10		1.0
Theresa Salamone	MA	14		1.0
Ralph Schiavo	BA	16		1.0
Jaclyn Sloan	MA	16		0.20
Nicole Szymanski	MA	13		1.0
Blake Zetusky	BA	11		1.0

18. Motion to authorize the re-appointment of the following maintenance/grounds staff for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Months	Position	Step	License(s)	Longevity
Joe Constantino	12	Maintenance Mechanic	4	\$600.00 Boiler \$550.00 Refrigeration	
Luke Difilippo	12	Maintenance Grounds	4	\$600.00 Core & Turf	
James Hollander	12	Maintenance Mechanic	11	\$600.00 Boiler \$600.00 HVAC \$550.00 LIC	
Jeffrey Vilardo	12	Maintenance Grounds	11	\$600.00 Boiler \$2700.00 Head Grounds Keeper	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.

19. Motion to authorize the re-appointment of the following custodial staff for the 2021-2022 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
Philip Batista	12	5		\$600.00 – Long 5 Yr.
Hector Castro	12	10	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.
Doretta Geserick	12	4		
Theodore Jenkinson	12	16	\$600.00 Boiler \$4000.00-- Lead Cust.	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr. \$1200.00 – Long. 20 Yr.-

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Robin Jones	12	2		
Genevieve Kube	12	13	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.
Sonia Laracuente	12	12	\$600.00 Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr.
Ronald Lippincott	12	16	\$600.00 – Boiler	\$600.00 – Long. 5 Yr. \$800.00 – Long. 10 Yr. \$1000.00 – Long. 15 Yr.
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.
Denise Pooley	12	6		\$600.00 – Long. 5 Yr. 10/15/20
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.
Lester Jones	4 D – 20 H	6		
Chuck Robinson	2 D – 16 H	5		

20. + Motion to authorize the re-appointment of the following non- tenured secretarial staff for the 2021-2022 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	FTE
Ana Carvajal	5/18/25	Secretary to the Principal	2	1.0
Carrie Fegley	6/2/25	Secretary to the Supervisor of Buildings & Grounds	2	1.0

Motion to Approve Item(s) 1 through 20: E. Simpson Second: R. Gilmore

Roll Call

- X James Blumenstein X Allison Cox X Ralph Gilmore X Nancy Schiavo
X Ammie Davis X Joseph Ryan X Tara Butrica
Absent Joseph Miller X Christopher Proulx X Everett Simpson

VOTE FOR ITEMS 1-20

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

MOTION TO APPROVE ITEMS 21-40

Motion by Mr. Proulx and seconded by Mr. Simpson

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

21. + Motion to authorize the re-appointment of the following tenured secretarial staff for the 2021-2022 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	Month	Step	Longevity	FTE
Dawn Bentley	12	14		1.0
Melani Borodziuk	12	7		1.0
Michela Carr	10	7		0.74
Patricia Coyle	12	16	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1,000.00 – 20 Yr.	1.0
Luanne Cross	12	7	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1,000.00 – 20 Yr.	1.0
Jill Greway	10	10		1.0
Cheryl Kane	12	16	\$500.00 – 10 Yr.	1.0
Lillian Mierkowski	12	16	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1000.00 – 20 Yr.	1.0
Meg Murray	10	9	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1,000.00 – 20 Yr.	1.0
Joan Nolan	12	16	\$500.00 – 10 Yr. \$600.00 – 15 Yr. \$1000.00 – 20 Yr.	1.0

22. + 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 2021-2022 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.

1 st Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Mikayla Lavecchio	6/2/25	Special Education Aide	2	BA	29.5

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Johanna Urban	6/2/25	General Education Aide	14		29.5
2nd Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Larissa Huber	10/14/24	Special Education Aide	5	60 Credits	29.5
Heather Preston	9/2/24	Special Education Aide	6	BA	29.5
Barbara Swain	8/25/24	General Education Aide	2		29.5
3rd Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Lisa Buzby	9/5/23	Instructional Aide	4	BA	29.5
4th Year Personnel	Date of Tenure	Title	Step	Degree	Hours Per Week
Susan Amorosi	9/7/22	Instructional Aide	16	BA	29.5
Kristina Filachek	12/7/22	Instructional Aide	4	60 Credits	29.5
Patrice Kilvington	11/15/22	Special Education Aide	8	60 Credits	29.5
Danielle Reich	9/12/21	Instructional Aide	11	BA	29.5

23. + Motion to authorize the re-appointment of the following tenured aide (general, instructional, special education) for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

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

24. + Motion to authorize the re-appointment of the following part-time (not to exceed 29.5 hours per week) tenured aides (general, instructional, special education) for the 2021-2022 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.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Name	Title	Step	Degree	Longevity	Hours Per Week
Diane Geissler	Special Education Aide	12	60 Credits	\$783.00	29.5
Janine Gilbrook	Special Education Aide	7			29.5
Jessica Holland	Instructional Aide	7	BA		29.5
Lisa Kappel	Instructional Aide	12	60 Credits		29.5
Patricia Marsh	Instructional Aide	8	BA		29.5
Catherine Marshall	General Education Aide	12	60 Credits	\$783.00	29.5
Sandra Masciantonio	General Education Aide	12		\$783.00	29.5
Robin Quinn	Special Education Aide	12	60 Credits	\$783.00	29.5
Christine Smialowski	General Education Aide	12			29.5
Lisa Terlingo	Instructional Aide	7	60 Credits		29.5

25. Motion to authorize the re-appointment of the following bus drivers for the 2021-2022 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	RATE
Luke Collazzo	\$25.49
Theresa Fleshman	\$22.67
Paul Frantz	\$25.49
Hugh Riley	\$26.01
Michael Thomson	\$23.36

26. + Motion to authorize the re-appointment of the following cafeteria aides for the 2021-2022 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	SCHOOL	HOURLY RATE
Beebe, Amie	HAS Cafeteria	\$13.15 per hour
Biasiello, Julia	HAS Cafeteria	\$13.40 per hour
Ferrell, Anna Marie	MAS Cafeteria	\$13.20 per hour

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Holmes, Elaine	MAS Cafeteria	\$13.15 per hour
Kaufman, Diane	HAS Cafeteria	\$13.10 per hour
McGettigan, Suzanne	MAS Cafeteria	\$13.20 per hour
Steinberg, Mary Ann	HAS Cafeteria	\$13.00 per hour
Tobey, Lois	MAS Cafeteria	\$13.25 per hour

27. Motion to approve Laurie Crea as a 12 month Secretary to the Superintendent at a salary of \$54,000.00 effective July 1, 2021 through June 30, 2022, as recommended by the Superintendent of Schools.
28. Motion to approve Debra Horan as a 12 month Accounts Payable Clerk at a salary of \$67,229.00 plus longevity \$2,100.00 effective July 1, 2021 through June 30, 2022, as recommended by the Superintendent of Schools.
29. Motion to approve Christina Flynn as a 12 month Payroll/Benefits Clerk at a salary of \$67,229.00 plus longevity \$1,100.00 effective July 1, 2021 through June 30, 2022, as recommended by the Superintendent of Schools.
30. Motion to approve Michele Marchiano as 12 month Secretary to the Business Administrator at a salary of \$56,000.00 plus longevity \$2,100.00 effective July 1, 2021 through June 30, 2022, at the recommendation of the Superintendent of Schools.
31. Motion to approve Michele Marchiano as Director of Community Education at a salary of \$15,189.00 effective July 1, 2021 through June 30, 2022, at the recommendation of the Superintendent of Schools.
32. Motion to approve Gregory Smith as a Computer Systems Specialist at a salary of \$59,234.00 effective July 1, 2021 through June 30, 2022, at the recommendation of the Superintendent of Schools.
33. Motion to approve Joseph Furlong as a 180 day In-School Suspension Monitor at a salary of \$39,944.00 effective September 1, 2021 through June 30, 2022, as recommended by the Superintendent of Schools
34. Motion to approve the following Audubon Junior-Senior High Avenue School extracurricular contracts for the 2021-2022 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.

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancellation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

Name	Position/Activity	Contractual Rate
Dan Rowan	Academic Challenge Advisor	\$1,814.55
TBD	7 th Grade Advisor	\$1,637.55
Alvina LaCasse	8 th Grade Advisor	\$1,637.55
Stacy Caltagirone	Freshman Class	\$1,637.55
Amy Bulskis	Sophomore Class	\$1,637.55
David Niglio	Junior Class	\$2,217.55
Michael Tomasetti	Senior Class	\$4,181.55
Lee DeLoach	Band: Instrumental Concerts	\$4,066.55
Lee DeLoach	Jazz Band	\$1,549.55
Shawn Clerkin *	Marching Band	\$6,327.55
Shawn Clerkin *	Summer Band	\$1,549.55
William Schoch	Band Assistant/Marching	\$3,588.55
Kayla Wasson	Band Assistant/Front	\$2,988.55
Matt Webb	Chess Club Advisor	\$1,464.55
Roberta Hanson-Swinney	Choral - Activities	\$4,066.55
Roberta Hanson-Swinney	Choral - Ensemble	\$1,188.55
Alvina LaCasse	Detention Proctor	\$25/hour
Catherine Gidjunis	Detention Proctor	\$25/hour
Sharon Selby	Detention Proctor	\$25/hour
Ron Latham	EMS	\$5,812.55
Matt Webb	Enviromental Club	\$1,349.00
Emily Warren	Graduation – High School	\$714.27 (1/2 Stipend)
Wendy VanFossen	Graduation – High School	\$714.27 (1/2 Stipend)
Eileen Willis	Interact Club	\$714.27 (1/2 Stipend)
Larae Drinkhouse	Interact Club	\$714.27 (1/2 Stipend)
Alvina LaCasse	Junior High Graduation	\$589.55
Emily Warren	National Honor Society	\$2,028.55
TBD	National Junior Honor Society	\$1,472.55
TBD	Peer to Peer	\$409.77 (1/2 Stipend)
Wendy VanFossen	Peer to Peer	\$409.77 (1/2 Stipend)
TBD	Play Director	\$3,347.55
Roberta Hanson Swinney	Play Producer	\$3,347.55
Amy Bulskis	Prom	\$1,302.55
Amy Bulskis	Saturday Detention	\$25/hour
Sharon Selby	Saturday Detention	\$25/hour
Nicole Szymanski	Saturday Detention	\$25/hour
Mike Tiedeken	Saturday Detention	\$25/hour
Janelle Mueller	S.T.A.R.S.	\$1,428.55
Dennis Bantle	Stockroom	\$3,193.55
Angela DiFilippo	Student Council	\$3,858.55
Wendy VanFossen	Yearbook/Business	\$3,193.55
Michael Stubbs	Yearbook/Editor	\$5,867.55

* Pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements.

- 35 +. Motion to approve the following Haviland Avenue School extracurricular contracts for the 2021-2022 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.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancellation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

Name	Position/Activity	Contractual Rate
Alycia Colucci	RTI Coordinator	\$1,289.77 (1/2 Stipend)
Francine Bechtel	RTI Coordinator	\$1,289.77 (1/2 Stipend)
Kathy Marshall	Website Manager	\$2,070.55

- 36 +. Motion to approve the following Mansion Avenue School extracurricular for the 2021-2022 school 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.

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancellation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

- Athletic Season = First official practice to sectional start or school closure

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

- Extracurricular Season = First official practice to culminating event or school closure

Name	Position/Activity	Contractual Rate
TBD	Student Council	\$1,563.00
Brad Rehn	Safety Patrol	\$3,165.55
Missy Falkowski	Safety Patrol	\$3,165.55
Kelly Angelone	Mini-Patrol	\$1,563.55
Carrie Figueroa	Mini-Patrol	\$1,563.55
Patricia Martel	Detention Proctor	\$25.00 per hour
Kelly Angelone	Saturday Detention	\$25.00 per hour
Patricia Martel	Saturday Detention	\$25.00 per hour
Elizabeth McCurdy	School Newspaper ½	\$661.27
Maddy Meehan	School Newspaper ½	\$661.27
Carl Ellinwood	Historical Theatre Club	\$1,050.55
Danielle Reich	Historical Theatre Club	\$1,050.55
Kathy Marshall	Website Manager	\$2,070.55
Lisa McGilloway	Intervention & Referral Services	\$1,331.55
Cara Novick	Intervention & Referral Services	\$1,331.55
Bridget Bialecki	Intervention & Referral Services	\$1,331.55
Katie Hueber	Intervention & Referral Services	\$1,331.55
Kyle Shireman	Intervention & Referral Services	\$1,331.55
Nicole Racite	Intervention & Referral Services	\$1,331.55
Sue Moore	Band Director	\$2,669.55
Carl Ellinwood	Choir Director	\$3,173.43
Natalie Busarello	Cognetics – Head	\$423.55
Colleen McFetridge	Cognetics – Assistant	\$298.55
Lisa McGilloway	RTI Coordinator	\$2,579.55
Zachary Bentley	Adventuring Club (RPG)	\$400.00
Nicole Racite	Dance Club	\$320.00
Christine Fox	Dance Club	\$320.00
Nicole Racite	Yoga Club	\$320.00
Jordan Daminger	Yoga Club	\$320.00
Cara Novick	Running Club	\$320.00
Bianca Saunders	Running Club	\$320.00

37. + Motion to approve the following eight (8) Mansion PBIS Committee members to plan for the 2021-2022 school year, analyze longitudinal data and refine student supports and Tier II interventions for struggling and/or at-risk students for up to 12.5 hours at the non-instructional AEA contractual rate of \$30.00 per hour, 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.
- Jennifer Beebe
 - Missy Falkowski
 - Christine Fox
 - Shannon Horan
 - Sue Jenkinson
 - Lisa McGilloway
 - Cara Novick
 - Maddy Meehan
38. Motion to approve the following paid winter coaching position for the 2021-2022 school year in accordance with the negotiated 2021-2024 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.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancellation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

Name	Sport/Activity	Position	Contractual Rate
Bridget Garrity-Bantle	Girls' Basketball	Varsity Coach	\$8,054.00

39. Motion to rescind the following 2021-2022 Fall Athletic Department/Coaching Staff position.

<u>Name</u>	<u>Position</u>
Christopher Harris	Weight Training Fall 2/5 Stipend Tuesday & Thursday

40. Motion to approve the following paid fall coaching positions for the 2021-2022 school year in accordance with the negotiated 2021-2024 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.

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancelation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Greater than 7 practices and Less Than 25%	25.0%
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- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

Name	Sport/Activity	Position	Contractual Rate
Steve Ireland	Varsity Boys Cross Country	Varsity Coach	\$5,311.00
Adam Cramer	Varsity Girls Cross Country	Varsity Coach	\$5,311.00
Wendy Van Fossen	Coed Junior High Cross Country	Coach	\$2,618.00
Patrice Kilvington	Varsity Field Hockey	Varsity Coach	\$6,970.00
Lauren Fehr	Varsity Field Hockey	Assistant Coach	\$4,569.00
TBD	Freshman Field Hockey	Coach	\$2,090.00
Denise Allman	Middle School Field Hockey	Coach	\$3,531.00
Dan Reed	Varsity Football	Varsity Coach	\$9,033.00
John Walsh	Varsity Football	Assistant Coach	\$6,018.00
Daniel Cosenza	Varsity Football	Assistant Coach	\$6,018.00
Andrew Haubois	Varsity Football	Assistant Coach	\$6,018.00
Keith Allen	Varsity Football	Assistant Coach	\$6,018.00
Brian Furlong	Freshman Football	Coach	\$2,898.00
Mike Tomasetti	Varsity Boys' Soccer	Varsity Coach	\$6,970.00
Andria Morrison	Varsity Boys' Soccer	Assistant Coach	\$4,569.00
Jacob Ciurlino	JV Boys' Soccer	JV Coach	\$4,569.00
Mark Hebert	7/8 Boys' Soccer	7/8 Coach	\$1,950.00
Bill Scully	Varsity Girls' Soccer	Varsity Coach	\$6,970.00
Bridget Garrity-Bantle	Varsity Girls' Soccer	Assistant Coach	\$4,569.00
Carlina Fuscellaro	JV Girls' Soccer	JV Coach	\$4,569.00
Danielle Reich	Middle School Girls' Soccer	Coach	\$1,950.00
Eric Miller	Varsity Girls' Tennis	Varsity Coach	\$6,095.00
David Niglio	Varsity Girls' Tennis	Assistant Varsity Coach	\$4,015.00
Matthew Harter	Junior High Intramural Coed Tennis	Junior High School Coach	\$1,850.00
Patrice Kilvington	Elementary Field Hockey	Elementary Coach	\$1,496.00
TBD	Fall Assistant Athletic Director	Assistant	\$2,939.40
Scott LaPayover	Athletic Trainer Fall	Athletic Trainer	\$6,388.00
Daniel Carter	Fall Assistant Athletic Trainer	Assistant Athletic Trainer	\$2,461.00
Patrick Moran	Flag Football	Coach	\$1,177.00
TBD	Weight Training Fall	Instructor	\$975.40 (2/5 Stipend)
Christopher Harris	Weight Training Fall	Instructor	\$1,463.10 (3/5 Stipend)
Dan Reed	Weight Training Summer	Instructor	\$2,438.50
Stephanie Davidson	Varsity Cheerleading	Varsity Coach	\$4,072.00
Jenn Larson	Assistant Cheerleading	Assistant Coach	\$3,017.00

Motion to Approve Item(s) 21 through 40: C. Proulx Second: E. Simpson

Roll Call

X James Blumenstein * Allison Cox X Ralph Gilmore X Nancy Schiavo

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

- X Ammie Davis X Joseph Ryan X Tara Butrica
Absent Joseph Miller X Christopher Proulx X Everett Simpson

VOTE FOR ITEMS 21-40

Motion approved by unanimous roll call for items 21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39 (9-0)
 Board Member Miller was Absent
 Approved by Majority Vote for Item #40 (8-0-1) Board Member Mrs. Cox abstained from voting on this item

MOTION TO APPROVE ITEMS 41-55

Motion Mr. Proulx by and seconded by Mrs. Cox

41. Motion to approve the following staff members as ticket takers for the 2021-2022 fall sports season at a rate of \$40.00 per home event 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.

Dawn Bentley	Angela DeFilippo	Joan Nolan
Melani Borodziuk	Joe Furlong	Thea Ricci
Stacy Caltagirone	Debbie Horan	Nancy Scully
Dan Carter	Steve Ireland	Chris Sylvester
Andi Collazzo	Patrice Kilvington	Mike Tomasetti
Luke Collazzo	Krista Little	Emily Warren
Patricia Coyle	Sebastian Marino	Eileen Willis
Adam Cramer	Barbara McNulty	
Luanne Cross	Meg Murray	

42. Motion to approve to approve football personnel for the 2021-2022 in accordance with the negotiated 2021-2024 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	Contractual Rate
Joe Callahan	Football Chain Crew	\$40 per home event
Jack Coyle	Football Chain Crew	\$40 per home event
Christopher O'Brien	Football Chain Crew	\$40 per home event
Austin Rampolia	Football Chain Crew	\$40 per home event
Carmine Rampolla	Football Chain Crew	\$40 per home event
Sam Santore	Football Field Set-Up	\$40 per home event
Kevin Quirk	Football Announcer	\$40 per home event
Patrick Moran	Football Scoreboard (Clock operator)	\$40 per home event
Sam Santore	Football Video Operator	\$800.00 per season

43. Motion to approve Scott LaPayover, Athletic Trainer to review and approve health history questionnaires and physical evaluation forms for up to 30 hours from July 1, 2021 through August 30, 2021 at the negotiated rate (\$30/hour) between the Audubon Education Association and the Audubon Board of Education at the recommendation of the Superintendent of Schools.
44. Motion to approve the additional staff member July 7, 14, 15, 21, and 22 as a substitute Summer Bridge Program Instructor supported through Title I funds, 8:30AM to 11:30AM, at the instructional rate of \$40.00 for 3 hours each day, at the recommendation of the Superintendent of Schools:

Position	Instructor
Nurse	Patricia Snyder

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

45. Motion to approve the following Student Maintenance Assistant (General Maintenance &/or Painting) as summer workers at the hourly rate of \$12.00 (excluding lunch) for 6.0 hours per day, Monday through Thursday, effective retroactive from July 6, 2021 through August 27, 2021 with executed time sheets at the recommendation of the Superintendent of Schools:

Aaron Rampolla Austin Devoid Dominick Perry

46. Motion to approve the following staff members to serve as Academic Coaches for the 2021-2022 school year with compensation of \$3,000 Stipend per staff member, at the recommendation of the Superintendent of Schools.

John Walsh	Cross Content
Denise Allman	ELA
Matt Harter	Science
Dustin Stiles	CTE
Larae Drinkhouse	Special Education
Erika Miliarexis	World Languages

47. Motion to approve the following staff members for the Guidance Curriculum committee; up to three hours each at the non-instructional AEA contractual rate of \$30.00 per hour per staff member, with executed timesheets, at the recommendation of the Superintendent of Schools.

Maria McCutcheon Cara Novick
Christine Batra Wendy VanFossen
Devon Schwab

48. Motion to approve the following staff members to serve on the Instructional Council for the 2021-2022 school year with compensation as per the AEA negotiated agreement, at the recommendation of the Superintendent of Schools.

HAS	MAS	AHS
Kim Brach	Christine Karageorgis	Wendy VanFossen
Cherie McNellis	Jordan Daminger	Erica Wenzel
Rose Land	Natalie Busarello	Larae Drinkhouse
H	Christine Fox	
V	Kelly Angelone	

– Ashley McGuire

49. + Motion to approve curriculum writing 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:

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Katie Hueber

51. + Motion to approve the following Student Teachers for Field Experience/Practicum.

Description	School/Grade/ Subject	Dates	Cooperating Teacher	Requesting Program	Student Teacher(s)
Nursing Practicum/ Field Experience	Mansion Avenue School	50 hours	Monica Ochal	Rowan University	Jessica Liscomb
Field Experience	Mansion Avenue School	Seven visits (each)	Judy Ottiano	Rowan University	1.Kari Anna Klimek 2. Molly Moore 3. Nicole Schmittinger

52. + Motion to approve Tricia Martel to volunteer to pilot a Computer Science Club at Mansion Avenue School for the 2021-2022 school year as follows:

One Facilitator, One Assistant; Up to 20 students in grades 3 - 5, 10 sessions, one hour after school from October through December; Open Lab, one session per month.

53. + Motion to approve Emily Martel as a student volunteer to support the Computer Science Club pilot at Mansion Avenue School for the 2021-2022 school year.

54. Motion to approve the Bruce Dyer to complete technology duties as assigned and preapproved by the Superintendent of Schools for up to 245 hours at the negotiated rate of \$30 per hour from June 21, 2021 through August 31, 2021 with executed time sheets.

55. Motion to approve the following as district substitute teachers for the 2021-2022 school year, on an emergent basis, pending completion of all district and state requirements at the recommendation of the Superintendent of Schools:

Elijah Smarrito	Substitute Teacher
James Coyne	Substitute Teacher
Jennifer McAllister	Substitute Teacher

Motion to Approve Items 41 through 55: C. Proulx Second: A. Cox

Roll Call

X James Blumenstein X Allison Cox X Ralph Gilmore X Nancy Schiavo
X Ammie Davis X Joseph Ryan X Tara Butrica
Absent Joseph Miller X Christopher Proulx X Everett Simpson

VOTE FOR ITEMS 41-55

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

XIII. REPORTS:

XIV. HIB District Report

July 2021	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
HAS	0	0	0
MAS	0	0	0

XV. Superintendent’s Report:

Dr. Davis stated that he is excited for the reopening of in-person school starting September 7, 2021. Dr. Davis also mentioned that he will report on the Google survey sent out last week at our next Board meeting. There will be a zoom bond presentation on Thursday July 22, 2021.

XVI. Special Program Representatives:

- A. CCESC Rep. Rotation: **James Blumenstein** (Rolling) - NONE
- B. CCSBA Rep. Rotation: **Ammie Davis** - NONE

XVII. Board Member Comments:

President Blumenstein read the following statement from Board member Miller: “We need to focus on mental health and the transition into the school and grade level per NJSBA.”

Vice President Davis thanked all the organizers of the Graduation ceremonies held at the end of the year.

President Blumenstein thanked all the Board members for attending the Board Retreat and that the Goals will be approved at the August Board Meeting.

XVIII. Public Participation: (Open Discussion)

Resident, Ann Gillespie, distributed the attached information to the Board regarding infiltration systems in the schools.

Resident, Vanessa Whelan, asked what the timeline would be for notification of mask wearing and what, if any, is Plan B? Mrs. Whelan also requested a copy of the critical race and LGBTQ curriculums and would request that these curriculums be electives.

Dr. Davis responded to Mrs. Whelan that the school district follows the NJSLA standards.

Resident, Scott Alexander, asked the following per email – Do you have a plan for returning to full in person school? If so, what is it? Will masks be required to be worn at school?

Shamus Burke, Director of Curriculum would like to thank all teachers that participated in the Summer Bridge Program.

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.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

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.

Motion by Mr. Proulx seconded by Mr. Gilmore to approve the resolution for board to enter into closed Authorizing Executive session II at 8:05pm for the following purposes.

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

XIX. Authorizing Executive Session II:

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,

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

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

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

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

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

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

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

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

Motion by Mr. Proulx seconded by Mr. Gilmore to adjourn closed Authorizing Executive II session at 10:25pm.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION JULY 14, 2021

Motion approved by unanimous roll call (9-0) Board Member Miller was Absent

Roll Call

<u> X </u> James Blumenstein	<u> X </u> Allison Cox	<u> X </u> Ralph Gilmore	<u> X </u> Nancy Schiavo
<u> X </u> Ammie Davis	<u> X </u> Joseph Ryan	<u> X </u> Tara Butrica	
<u> Absent </u> Joseph Miller	<u> X </u> Christopher Proulx	<u> X </u> Everett Simpson	

XX. ADJOURNMENT

1. The next Board of Education meeting is scheduled for Wednesday, August 11, 2021 at 6:30 PM in the Audubon Junior-Senior High School auditorium.
2. Motion by Mr. Gilmore seconded by Mrs. Cox to adjourn meeting at approximately 10:26pm. Motion approved by unanimous roll call (9-0) Board Member Miller was absent.

Roll Call

<u> X </u> James Blumenstein	<u> X </u> Allison Cox	<u> X </u> Ralph Gilmore	<u> X </u> Nancy Schiavo
<u> X </u> Ammie Davis	<u> X </u> Joseph Ryan	<u> X </u> Tara Butrica	
<u> Absent </u> Joseph Miller	<u> X </u> Christopher Proulx	<u> X </u> Everett Simpson	

Deborah Roncace
Business Administrator/Board Secretary

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.