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 2020-2022  
___ Ammie Davis  ___ Joseph Ryan  ___ Tara Sullivan-Butrica

SY 2021-2023  
___ Joseph Miller  ___ Christopher Proulx  ___ Lori Cassidy

SY 2022-2024  
___ James Blumenstein  ___ Allison Cox  ___ Andrea Robinson

SY 2022 Mt. Ephraim Representative  
___ Nancy Schiavo

III. **Authorizing Executive Session:**

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

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

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

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

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

September 21, 2022 BOE Agenda Page | 1
X 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;

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

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

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

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

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

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

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

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

V. **Flag Salute**

VI. **Approval of Board Minutes:**

1. Motion to approve the following minutes:

   - August 24, 2022 Public Session
   - August 24, 2022 Executive Session

   Motion to Approve: ___________________ Second: ____________________

   **Roll Call**

   - Ammie Davis
   - Joseph Ryan
   - Tara Butrica
   - Nancy Schiavo
   - Joseph Miller
   - Christopher Proulx
   - Lori Cassidy
   - James Blumenstein
   - Allison Cox
   - Andrea Robinson

   Motion to Approve: ___________________ Second: ____________________

 VII. **District Reports**

 VIII. **Superintendent’s Report**

 IX. **Participation:** (Agenda Items Only)

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

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

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

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

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

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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 +.

X. GOVERNANCE: Chairperson: Mrs. Davis – Committee Members: Ms. Butrica, Mr. Miller, Mr. Ryan and Alternate: Ms. Robinson

Board of Education Goals

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

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

<table>
<thead>
<tr>
<th>Policy</th>
<th>Title</th>
<th>New/Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>0155</td>
<td>Board Committees</td>
<td>Revised</td>
</tr>
<tr>
<td>5511</td>
<td>Dress and Grooming</td>
<td>Revised</td>
</tr>
<tr>
<td>5517</td>
<td>School District Issued Student Identification Cards</td>
<td>New</td>
</tr>
<tr>
<td>2415.50</td>
<td>School Parent and Family Engagement</td>
<td>New</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Regulation</th>
<th>Title</th>
<th>New/Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>5200</td>
<td>Attendance (M)</td>
<td>Revised</td>
</tr>
</tbody>
</table>

Motion to Approve Item 1: ___________________ Second: ___________________

Roll Call

___ Ammie Davis       ___ Joseph Ryan       ___ Tara Butrica       ___ Nancy Schiavo
___ Joseph Miller     ___ Christopher Proulx ___ Lori Cassidy
___ James Blumenstein ___ Allison Cox       ___ Andrea Robinson

XI. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Mr. Proulx, Mr. Ryan and 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.

1. Board Secretary’s Revised Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of June 2022. 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.

Revised June Board Secretary’s Report


Revised June Cash Reconciliation Report

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.

4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

5. Motion to approve line item transfers for the month of June 2022.

June Transfers

6. Motion to approve the bills payable list for August 2022 in the amount of $795,323.01 when certified.

August Bill List

7. Motion to approve the bills payable list for September 2022 in the amount of $470,162.05 when certified.

September Bill List

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

   **Audubon Park Preschool**
   August No Drills

   **Haviland Avenue School**
   August No Drills

   **Mansion Avenue School**
   August No Drills

   **Audubon Jr./Sr. High School**
   August No Drills

September 21, 2022 BOE Agenda Page | 5
9. Motion to authorize the Business Administrator to enter into a Health Insurance Consulting Agreement with Brown and Brown, Inc. at a fee of $1,000.00 per month effective September 16, 2022 through September 15, 2023.

10. Motion to accept the Fiscal year 2020 School Security Grant monies in the amount of $85,952.00.

11. Motion to authorize the Architect, the Board Attorney, and the District staff to take all actions necessary to secure the appropriate approvals and to advertise for Bids in connection with the Audubon Jr./Sr. High School, Mansion Avenue Elementary School and Haviland Avenue Elementary School 2022 Bond Referendum Renovations. Funds allotted through approved December 2021 Referendum, CRRSA ESSER II, and ARP – ESSER III.

12. Motion to accept the donation of and installation of two (2) community benches for the Audubon Junior-Senior High School Basketball courts in memory of Kenneth R. Endt.

13. Motion to approve the submission of the 2022-2023 Statement of Assurance Regarding the Use of Paraprofessional Staff to the Camden County Office of Education.

Statement of Assurance

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

Roll Call

___ Ammie Davis    ___ Joseph Ryan    ___ Tara Butrica    ___ Nancy Schiavo
___ Joseph Miller  ___ Christopher Proulx ___ Lori Cassidy
___ James Blumenstein ___ Allison Cox  ___ Andrea Robinson

XII. EDUCATION: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Mr. Proulx, Ms. Robinson and Alternate: Ms. Cassidy

Board of Education Goals

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

1. Motion to approve the issuance of written decisions affirming, rejecting, or modifying the Superintendent's determination in regard to incident(s) reported at the August 24, 2022 meeting of the Board of Education.

<table>
<thead>
<tr>
<th>School</th>
<th>Incident Report Number</th>
<th>Board Determination</th>
</tr>
</thead>
<tbody>
<tr>
<td>AHS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>MAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>HAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>APPS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

2. + Student Statistics September 6, 2022

<table>
<thead>
<tr>
<th>Date</th>
<th>Audubon Preschool</th>
<th>Haviland Avenue</th>
<th>Mansion Avenue</th>
<th>Audubon Jr./Sr. HS</th>
<th>Out of District</th>
<th>Total</th>
</tr>
</thead>
</table>

September 21, 2022 BOE Agenda Page | 6
3. Approval of Attendance at Conferences and Workshops for the 2022-2023 School Year

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

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

<table>
<thead>
<tr>
<th>Participant</th>
<th>Conference Title &amp; Location</th>
<th>Date(s)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shamus Burke</td>
<td>NJGPA English Language Arts (ELA) Test Form Verification Meetings</td>
<td>10/4/22 - 10/5/22</td>
<td>No Cost</td>
</tr>
<tr>
<td>Christine Fox-</td>
<td>Primary Numeracy (K-3) Live Virtual Workshop Virtual</td>
<td>10/5/22</td>
<td>$75.00</td>
</tr>
<tr>
<td>Kasilowski</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christine Fox-</td>
<td>Multiplicative Thinking (3-5) Live Virtual Workshop</td>
<td>10/6/22</td>
<td>$75.00</td>
</tr>
<tr>
<td>Kasilowski</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pennie Bigelow</td>
<td>NJALC Fall 2022 Symposium</td>
<td>10/20/22 - Evening 10/21/22 - Day</td>
<td>$225.00</td>
</tr>
<tr>
<td>Cara Novick</td>
<td>Trauma Sensitive Schools New Brunswick, NJ</td>
<td>1/26/22</td>
<td>No Cost Travel</td>
</tr>
<tr>
<td>Colleen McFetridge</td>
<td>NJGPA English Language Arts (ELA) Test Form Verification Meetings</td>
<td>10/31/22 - 11/2/22</td>
<td>No Cost</td>
</tr>
</tbody>
</table>

4. + Motion to approve the following use of facilities requests:

<table>
<thead>
<tr>
<th>School</th>
<th>Location</th>
<th>Activity</th>
<th>Start/End Date(s)</th>
<th>Time(s)</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>HAS</td>
<td>Media Center</td>
<td>PTA</td>
<td>10/25/22, 1/31/23, 3/28/22, 5/30/22</td>
<td>6:00pm - 9:00pm</td>
<td>Raye Martin</td>
</tr>
<tr>
<td>AHS</td>
<td>HS Baseball</td>
<td>Audubon</td>
<td>9/1/22 -</td>
<td>Weekday evenings when</td>
<td>Greg Severance</td>
</tr>
</tbody>
</table>
5. Motion to follow the presented and any updated NJDOE NJAchieve protocols and procedures for the formal observations of certificated staff using the Danielson and STRONGE observation and evaluation instruments for certificated faculty/staff and administration respectively as presented at the August meeting of the Board.

6. Motion to approve the following out of district placements for the 2022-2023 school year at the recommendation of Special Services Department:

<table>
<thead>
<tr>
<th>State ID#</th>
<th>Placement</th>
<th>Tuition $</th>
<th>ESY $</th>
<th>Extraordinary Services $</th>
</tr>
</thead>
<tbody>
<tr>
<td>5339527139</td>
<td>CCC- Garden State Pathways Program</td>
<td>7,000.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7030286497</td>
<td>CCC- Garden State Pathways Program</td>
<td>7,000.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1969122018</td>
<td>Collingswood Public Schools</td>
<td>17,657.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6760789040</td>
<td>YALE School</td>
<td>62,235.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7. Motion to revise the 2022-2023 District calendar.
   - September 28 (Grade 11), 29 (based on courses), and 30 (Grades 7, 8, 10, 11, 12) changed to late arrival for non-testing High School students

2022-2023 District Calendar Update

8. Motion to approve the Audubon Public School District Virtual or Remote Instructional Plan for the 2022-2023 School Year at the recommendation of the Superintendent of Schools.

APSD Virtual or Remote Instructional Plan 2022-2023

9. Motion to approve the 2022-2023 Nursing Services Plan.

Nursing Services Plan 2022-2023

10. Motion to approve the homebound instruction contract for student #00757 through the Princeton Health Care System not to exceed 10 hours per week at $65.00 per hour at the recommendation of the Superintendent of Schools.

Princeton Health Care Contract

11. Motion to approve the homebound instruction contract for student #11093 through LearnWell not to exceed 5 hours per week at $40.25 (instruction) + $13.42 (preparation) per hour at the recommendation of the Superintendent of Schools.

LearnWell Contract

12. Motion to approve a request from the following staff member for their child to attend school in the Audubon Public School District for the 2022-2023 school year in accordance with the Audubon Board of Education Policy #5111 – Non-Residents, with the provision the staff member is currently employed by and will be employed by the Audubon Public School District in 2022-2023:

<table>
<thead>
<tr>
<th>Field</th>
<th>Avalanche Travel Baseball</th>
<th>11/30/22</th>
<th>field is not in use and Saturday afternoon</th>
</tr>
</thead>
</table>
Staff Member ID | School | Grade | Student ID
---|---|---|---
1194 | AHS | 9 | TBD

Motion to Approve Items 1 through 12: ___________________  Second: ___________________

Roll Call

___ Ammie Davis  ___ Joseph Ryan  ___ Tara Butrica  ___ Nancy Schiavo
___ Joseph Miller  ___ Christopher Proulx  ___ Lori Cassidy
___ James Blumenstein  ___ Allison Cox  ___ Andrea Robinson

XIII. **HUMAN RESOURCES:** Chairperson: Mrs. Davis, Committee Members: Ms. Cassidy, Ms. Cox, and Mrs. Schiavo, Alternate: Ms. Butrica

**Board of Education Goals**

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

1. + Motion to approve the first-year tenure track Secretary to the Audubon Jr./Sr. High School Principal contract for Jaime Cavallaro, for the 2022-2023 school year prorated 12 month, Step 3, FTE 1.0 effective September 19, 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.

2. + Motion to approve the part-time first-year tenure track Special Education Aide agreement for Thomas Colbert, at the Audubon Jr./Sr. High School, effective September 12, 2022 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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.

3. + Motion to approve the first year tenure track Part-Time Preschool Aide contract for Courtney Eckstadt, at Audubon Park Preschool, effective September 22, 2022 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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.

4. + Motion to revise the first year tenure track Part-Time Preschool Aide contract for Christine Eagan, at Audubon Park Preschool, effective September 1, 2022 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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.
5. + Motion to approve the long-term full-time substitute Special Education Teacher agreement for Sharon McLaren at Mansion Avenue School, retroactive to September 1, 2022 through November 23, 2022 for an additional FTE of 0.336 at her contractual rate with executed time sheets; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

6. + Motion to approve the long-term substitute Part-Time Basic Skills Teacher agreement for Lisa Buzby at Mansion Avenue School, retroactive to September 1, 2022 through November 23, 2022, Step 1, BA, FTE 0.664, with executed time sheets; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

7. + Motion to approve the long-term substitute Part-Time Instructional Assistant agreement for Kathleen Ritchie at Mansion Avenue School, retroactive to September 1, 2022 through June 30, 2023, Step 1, FTE 0.87, 29.5 hours; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

8. + Motion to approve the long-term substitute Part-Time Instructional Assistant agreement for Rachel Simonetti at Mansion Avenue School, retroactive to September 1, 2022 through November 23, 2022 29.5 hours per week, $96.00 per day with executed timesheets; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

9. Motion to revise the effective date for the first-year tenure track Audubon Jr./Sr. High School Principal contract for Jeffrey Lebb, for the 2022-2023 school year, at an annual salary of $139,000.00 prorated, effective September 6, 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.

10. + Motion to revise the effective date for the first-year tenure track Elementary Teacher contract for Kristina Jakubowski, at Haviland Avenue for the 2022-2023 school year prorated Step 2, BA + 30, FTE 1.0 effective September 1, 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.

11. + Motion to approve the long-term substitute part-time Elementary Teacher agreement for Carole Phillipp at Haviland Avenue School, retroactive to September 1, 2022 through June 30, 2023, Step 1, FTE 0.615; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

12. Motion to approve the first-year tenure track part-time General Aide (Hallway/Bathroom Monitor) agreement for Stephen Bellis, at the Audubon Jr./Sr. High School effective October 3, 2022 through June 30, 2023 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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.

13. Motion to approve the part-time General Aide (Hallway/Bathroom Monitor) agreement for Sharon Borman, at the Audubon Jr./Sr. High School effective retroactive to September 20, 2022 through June 30, 2023 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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.

14. + Motion to accept the notice of resignation from Larry Pennock, part-time custodian at Audubon Park Preschool, effective September 16, 2022.

15. + Motion to approve the Part-Time Custodian contract for Colleen Spatola, at Audubon Park Preschool for the 2022-2023 school year Step 1, FTE 0.625, 5 hours per day, no benefits, effective September 19, 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.

16. Motion to appoint Frank Corley, Audubon Jr./Sr. High School Vice-Principal, as the Harassment, Intimidation, and Bullying District Coordinator for a term commencing September 22, 2022 through June 30, 2023, as recommended by the Superintendent of Schools.

17. + Motion to rescind the following KEYS employee for the 2022-2023 school, at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>Name</th>
<th>HAS/MAS</th>
<th>Rate</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emma Rittman</td>
<td>HAS/MAS</td>
<td>$15.50</td>
<td>Caregiver</td>
</tr>
</tbody>
</table>

18. + Motion to accept, with best wishes, the letter of resignation with intent to retire, from Susan Moore, Elementary Instrumental Music Teacher at Mansion Avenue School, effective January 1, 2023.

19. + Motion to accept, with best wishes, the letter of resignation with intent to retire, from Christina Flynn, Payroll/Benefits Clerk, effective December 1, 2022.

20. Motion to accept, with best wishes, the letter of resignation from Ronald Latham, Teacher of Mathematics at the Audubon Jr./Sr. High School, effective November 9, 2022.

Motion to Approve Items 1 through 20: ____________________ Second: ____________________

Roll Call

___ Ammie Davis  ___ Joseph Ryan  ___ Tara Butrica  ___ Nancy Schiavo
___ Joseph Miller  ___ Christopher Proulx  ___ Lori Cassidy
___ James Blumenstein  ___ Allison Cox  ___ Andrea Robinson

21. Motion to terminate the contract with Family First Consulting, LLC (Elizabeth Scotto Di Perta, Student Assistance Coordinator) effective October 4, 2022.

22. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2022-2023 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Babani, Radha - Substitute Teacher
Celest Givens – Substitute Teacher
Bruce Landers-Miller - Substitute Teacher
Paul Mitros - Substitute Teacher
Mark Mungello - Substitute Teacher
Brianna O’Malley - Substitute Teacher
Elijah Phillips - Substitute Teacher
Justin Pajic - Substitute Teacher

23. Motion to rescind the following 2022-2023 Fall Athletic Department/Coaching Staff position.

<table>
<thead>
<tr>
<th>Name</th>
<th>Sport/Activity</th>
<th>Position</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wendy VanFossen</td>
<td>Coed Junior High Cross Country</td>
<td>Coach</td>
<td>$2,628.00</td>
</tr>
</tbody>
</table>

24. Motion to approve the following paid fall coaching positions 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, 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 2022-2023 school year:

<table>
<thead>
<tr>
<th>Cancelation of Season/Event</th>
<th>0.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>When notified; one week or more prior to the start of the season or three days prior to the event</td>
<td></td>
</tr>
<tr>
<td>School Closure &amp; Hybrid Schedules</td>
<td></td>
</tr>
<tr>
<td>Greater Than 50% of Season or Event Occurred</td>
<td>100.0%</td>
</tr>
<tr>
<td>Greater Than or Equal to 25% and Less Than or Equal to 50%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Greater than 7 practices and Less Than 25%</td>
<td>25.0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Sport/Activity</th>
<th>Position</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Frantz</td>
<td>Girls Tennis</td>
<td>Assistant Coach</td>
<td>$4,025.00</td>
</tr>
<tr>
<td>Ryan Boland</td>
<td>Coed Junior High Cross Country</td>
<td>Coach</td>
<td>$2,628.00</td>
</tr>
<tr>
<td>Chris Sylvester</td>
<td>Middle School Tennis</td>
<td>Coach</td>
<td>$1,855.00</td>
</tr>
</tbody>
</table>

25. Motion to approve the following staff members as ticket takers for the 2022-2023 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.

   Johanna Urban     Barbara Swain  Heather Weil  Kelly Burns

26. Motion to rescind the following mentors for the 2022-23 school year, at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>Novice Teacher</th>
<th>School</th>
<th>Mentor</th>
<th>Date</th>
<th>Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christa Timpano</td>
<td>Haviland Avenue School</td>
<td>Lesly Rybacki</td>
<td>9/1/22 - 6/30/23</td>
<td>$550.00</td>
</tr>
<tr>
<td>Dante Acerbo</td>
<td>Mansion Avenue School</td>
<td>Carrie Figueroa</td>
<td>9/1/22 - 6/30/23</td>
<td>$550.00</td>
</tr>
<tr>
<td>Alexis Miller</td>
<td>Mansion Avenue School</td>
<td>Melissa Falkowski</td>
<td>9/1/22 - 6/30/23</td>
<td>$550.00</td>
</tr>
<tr>
<td>Stephanie Berenato</td>
<td>Mansion Avenue School</td>
<td>Terri Salamone</td>
<td>9/1/22 - 6/30/23</td>
<td>$1,000.00</td>
</tr>
</tbody>
</table>

27. Motion to approve the following mentors for the 2022-23 school year; the novice teacher will compensate the mentor as per state regulations, at the recommendation of the Superintendent of Schools.
28. **Motion to approve the following staff member to provide six hours of new teacher support and mentoring for the 2022-23 school year, at the non-instructional contractual rate of $30.00 per hour for a total of $180.00 per staff member, at the recommendation of the Superintendent of Schools.**

<table>
<thead>
<tr>
<th>New Teacher</th>
<th>School</th>
<th>Mentor</th>
<th>Date</th>
<th>Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christa Timpano</td>
<td>Haviland Avenue School</td>
<td>Lesley Rybacki</td>
<td>9/1/22 - 6/30/23</td>
<td>$180.00</td>
</tr>
<tr>
<td>Dante Acerbo</td>
<td>Mansion Avenue School</td>
<td>Carrie Figueroa</td>
<td></td>
<td>$180.00</td>
</tr>
<tr>
<td>Liam Korbul</td>
<td>Audubon High School</td>
<td>Scott LaPayover</td>
<td></td>
<td>$180.00</td>
</tr>
<tr>
<td>Gwendolyn Klaus</td>
<td>Haviland Avenue School</td>
<td>Amy Phillips</td>
<td></td>
<td>$180.00</td>
</tr>
</tbody>
</table>

29. **Motion to approve the following out-of-district Principal Mentorship through the NJ Excel Program/School, at the recommendation of the Superintendent of Schools.**

<table>
<thead>
<tr>
<th>New Teacher</th>
<th>School</th>
<th>Mentor</th>
<th>Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kyle Jakubowski</td>
<td>Audubon Jr./Sr. High School</td>
<td>Jeff Lebb</td>
<td>160 hours September 2022 - June 2024</td>
</tr>
</tbody>
</table>

30. **Motion to approve the following overload for the Audubon Jr./Sr. High School for the 2022-2023 school year, at the recommendation of the Superintendent of Schools:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Partial/Full</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manskopf, Dirk</td>
<td>General Education</td>
<td>Full</td>
<td>$4,000.00</td>
</tr>
</tbody>
</table>

31. **Motion to approve the following Substitute Student Maintenance Assistants Student workers at the hourly rate of $13.00, retroactive to September 1, 2022 through June 30, 2023 with executed time sheets at the recommendation of the Superintendent of Schools:**

1. Connor Payne
2. Elizabeth Scott
3. Logan Wilson

32. **Motion to approve an adjustment in the salary status of the following staff members in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, retroactive to September 1, 2022, at the recommendation of the Superintendent of Schools.**

<table>
<thead>
<tr>
<th>Name</th>
<th>Step</th>
<th>Degree (Previous)</th>
<th>Degree (Current)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ronald Latham</td>
<td>9</td>
<td>BA</td>
<td>MA</td>
</tr>
</tbody>
</table>
33. Motion to approve the following Student(s) for a fifteen-hour Field Experience (classroom observation), at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>School/Grade/Subject</th>
<th>Dates</th>
<th>Cooperating Teacher</th>
<th>Requesting Program</th>
<th>Student Teacher(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAS Grades 3</td>
<td>TBD</td>
<td>Katie Huber</td>
<td>Camden County College</td>
<td>Maria Reilly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Shannon Horan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HAS Kindergarten</td>
<td>TBD</td>
<td>Jennifer McClellan</td>
<td>Camden County College</td>
<td>Jennifer Guerrero Ortiz</td>
</tr>
<tr>
<td>MAS Grade 3</td>
<td>TBD</td>
<td>Jennifer Beebe</td>
<td>Camden County College</td>
<td>Skylar Ervin</td>
</tr>
</tbody>
</table>

34. Motion to approve a modification in the title of John McMichael as listed:

From:  Assistant Principal for Student Personnel Services
To:    Assistant Principal of School Counseling

35. Motion to approve the following staff member to serve as Academic Coaches for the 2022-2023 school year with compensation of $3,000 Stipend per staff member, at the recommendation of the Superintendent of Schools.

Adam Cramer  Mathematics

36. Motion to approve Hillman's Bus Company to transport students to and from athletic events and field trips as need for the 2022-2023 school year, at the recommendation of the Superintendent of Schools.

37. Motion to approve the long-term substitute Special Education Teacher contract for Darian Coleman at Audubon Jr./Sr. High School, retroactive from September 6, 2022 through December 23, 2022 at $260.00 per day; Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

38. Motion to approve the first-year tenure track part-time General Aide (Hallway/Bathroom Monitor) agreement for Elijah Smarrito, at the Audubon Jr./Sr. High School effective September 19, 2022 through June 30, 2023 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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.

39. Motion to approve the first-year tenure track Administrative Assistant to the Athletic Director and Transportation Coordinator contract for Caitlyn Coombs, for the 2022-2023 school year prorated 12 month, Step 3, FTE 1.0 effective September 26, 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.

40. Motion to approve the first-year tenure track Teacher of Science agreement for Tamara Egner, at the Audubon Jr./Sr. High School effective December 12, 2022 through June 30, 2023 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 16, MA, FTE 1.0, pending the completion of all Audubon Board of
41. Motion to approve the following Audubon Junior-Senior High School PBIS Committee member for the 2022-2023 school year. Duties include but are not limited to the analysis of longitudinal data, creation of and refinement of student supports and Tier II interventions for struggling and/or at-risk students, staff training, and parent supports. Compensation based on the execution of time sheets at the non-Instructional AEA contractual rate of $30.00 per hour not to exceed $1,200.00 per individual member. The initiation and creation of the program is supported through ESSER funds and is at the recommendation of the Superintendent of Schools.

Erin Kabo

42. Motion to approve the part-time first-year tenure track Special Education Aide agreement for Cara Cornatzer, at the Audubon Jr./Sr. High School, effective September 29, 2022 for the 2022-2023 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 2, Substitute Certification, 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.

Motion to Approve Items 21 through 42: ____________________ Second: ____________________

Roll Call

___ Ammie Davis    ___ Joseph Ryan    ___ Tara Butrica    ___ Nancy Schiavo
___ Joseph Miller  ___ Christopher Proulx  ___ Lori Cassidy
___ James Blumenstein  ___ Allison Cox  ___ Andrea Robinson

XIV. REPORTS:

XV. HIB District Report

<table>
<thead>
<tr>
<th>September 2022</th>
<th>BULLYING INCIDENTS REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>Confirmed HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>0</td>
</tr>
<tr>
<td>MAS</td>
<td>0</td>
</tr>
<tr>
<td>HAS</td>
<td>0</td>
</tr>
<tr>
<td>APPS</td>
<td>0</td>
</tr>
</tbody>
</table>

XVI. Special Program Representatives:
A. CCESC Rep. Rotation: Joseph Miller
B. CCSBA Rep. Rotation: Ammie Davis
C. Audubon Education Foundation: Lori Cassidy

XVII. Board Member Comments

XVIII. Public Participation: (Open Discussion)
The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

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

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

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

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

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

**XIX. Executive Session**

1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached. **Action may/may not be taken.**

   Motion to Approve: _____________________________ Second: _____________________________

   Time: __________ Voice Count: ______________

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

   Motion to Approve: _____________________________ Second: _____________________________

   Time: __________ Voice Count: ______________

**XX. ADJOURNMENT**

1. The next Regular Board of Education meeting is scheduled for Wednesday, October 19, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.

2. Motion to adjourn meeting at approximately __________ pm.

   Motion to Approve: _____________________________ Second: _____________________________

   **Roll Call**

   ___ Ammie Davis   ___ Joseph Ryan   ___ Tara Butrica   ___ Nancy Schiavo

Audubon BOE Agenda September 21, 2022 Page | 16
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.