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 Library Media Center to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2021-2023

_ X_ Joseph Miller  _ AB_ Alison Lipsky  _ X_ Lori Cassidy
Arrived at 6:45pm

SY 2022-2024

_ X_ James Blumenstein  _ AB_ Allison Cox  _ X_ Andrea Robinson
Absent

SY 2023-2025

_ X_ Ammie Davis  _ X_ Stephen Wilson  _ X_ Tara Sullivan-Butrica

SY 2022 Mt. Ephraim Representative

_ AB_ Nancy Schiavo
Absent

Motion by Mrs. Cassidy seconded by Mr. Miller to approve the resolution for board to enter into closed Authorizing Executive session I at 6:30pm for the following purposes. Motion approved by unanimous roll call (7-0), Members Schiavo and Cox were absent and Member Lipsky arrived at 6:45pm.

III. **Authorizing Executive Session:**

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

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

**WHEREAS,** the nine exceptions to public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box within which the number of issues to be privately discussed that fall within that exception shall be written, and after each exception is a space where additional information that will disclose as much information about the decision as possible without undermining the purpose of the exception shall be written.
NOW, THEREFORE, BE IT RESOLVED that the Audubon Board of Education will go into closed session for the following reason(s) as outlined in N.J.S.A. 10:4-12(b):

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

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

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

____ X ___ Any investigations of violations or possible violations of the law;

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

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

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

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

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

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

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

Motion by Mrs. Cassidy seconded by Mr. Miller to adjourn closed Authorizing Executive session I at 7:00pm. Motion approved by unanimous roll call (8-0) Member Lipsky arrived at 6:45, Members Cox and Schiavo were absent.

IV. **Call Meeting to Order**

V. **Flag Salute**

VI. **Student Representatives to the Board Report:**

Noah Brasteter, 12th Grade
Monica Coller, 11th Grade

VII. **Student Recognition:**

**Camden County Middle School Honors Band, by Dr. Davis**

Eva Kostecki (Trombone)
Ava Lebb (Flute)
Emma Schloendorn (Flute)
Nathaniel Wits (Percussion)

**All South Jersey Band, Sean Taylor (Trumpet), by Dr. Davis**

**All South Jersey Junior High Choir, by Roberta Hanson-Swinney**

Kyle Brown
Emma Cochran
Rocco Kaufman
Romina Macko

**All South Jersey Senior High Chorus, by Roberta Hanson-Swinney**

David Amorosi
Luke Andress
Noah Brasteter
Nadia Cruz
Riley Erwin
Jackson Strong
Payton Vogt

**All State Mixed Chorus, by Roberta Hanson-Swinney**

David Amorosi
Noah Brasteter
Nadia Cruz
Jackson Strong

**All State Treble Chorus, by Roberta Hanson-Swinney**

Kennedy Coleman
Riley Erwin
Payton Vogt

**All Eastern Mixed Chorus, by Roberta Hanson-Swinney**

David Amorosi
Noah Brasteter

All Eastern Treble Chorus, by Roberta Hanson-Swinney
Kennedy Coleman
Nadia Cruz

Student Citizenship Award for Demonstrating Pride and Excellence, by Dr Davis
Brown, Kyle
Salerno, Noah

VIII. District Reports:

APS/HAS  Principal for the Day, Fischer Cruthirds-Melancon (Mrs. Ledyard)

MAS/AHS  Words Have Weight, Student Representatives, by Mr. Burke, Mr. Lebb, and Ms Smeltzer
Begum, Breakhna
Brasteter, Noah
Davies, Jasmine
Dirzo, Brisseyda
Manor, Yahel
McCracken, Jayden
Scotto-Diluzio, Ariana
Ugonna-Ufere, Kainesochi
Ugonna-Ufere, Onaedu

IX. Spotlight Program:

THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR FEBRUARY 2023:

Pre-Kindergarten
Tyler Wilson

Kindergarten
Aaron Presner

Grade One
Harper Jakubec

Grade Two
Joshua Cusato-Rosa

Grade Three
Christopher Moore

Grade Four
Tyler Tracy

Grade Five
Jakub Callahan

Grade Six
Owen McSweeney

Grade Seven
Tristan Wendell

Grade Eight
Lillyanna Cassidy-Wells

Freshman Class
Anthony Dubon

Sophomore Class
Gabriel McCracken

Junior Class
Casey Cameron

Senior Class
Elizabeth Scott

X. Superintendent’s Report - None

Motion by Mrs. Cassidy seconded by Mr. Miller to approve the resolution for board to enter into closed Authorizing Executive session II at 7:40pm for the following purposes. Motion approved by unanimous roll call (8-0), Members Schiavo and Cox were absent.

XI. 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, 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;
- [X] Any investigations of violations or possible violations of the law;
- Any pending or anticipated litigation or negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer;
- [X] Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public; Specifically the evaluation of the Superintendent;
- Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility;
WHEREAS, the length of the Executive Session is undetermined; however, the Audubon Board of Education will make every attempt to estimate the time of the session prior to convening the session after which the public meeting shall reconvene and the Audubon Board of Education will proceed with business.

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

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

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

Motion by Ms. Lipsky seconded by Mr. Wilson to adjourn closed Authorizing Executive session II at 10:25pm. Motion approved by unanimous roll call (8-0) Members Cox and Schiavo were absent.

XII. Approval of Board Minutes:

1. Motion by Mrs. Cassidy and seconded by Ms. Lipsky to approve the following minutes:

   February 15, 2023 Public Session
   February 15, 2022 Executive Session

   Motion to Approve: _L. Cassidy_____ Second: ___A. Lipsky_____

Roll Call

_ X_ Ammie Davis  _ X_ Stephen Wilson  _ X_ Tara Butrica  _ AB_ Nancy Schiavo
   Abs Joseph Miller   _ X_ Alison Lipsky  _ X_ Lori Cassidy
   Abstained _ X_ JamesBlumenstein  _AB_ Allison Cox  _ X_ Andrea Robinson
   Absent

VOTE FOR ITEM 1
Motion approved by unanimous roll call (7-0-1) Member Miller abstained; Members Cox and Schiavo were absent.

XIII. 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.

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

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

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

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

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

XIV. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Ms. Lipsky, Mr. Miller, Mr. Wilson 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.

MOTION TO APPROVE ITEMS 1-3
Motion by Ms. Lipsky and seconded by Mr. Miller

1. Motion to approve the first reading 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>P0164</td>
<td>Conduct of Board Meetings</td>
<td>Revised</td>
</tr>
<tr>
<td>P1648.11</td>
<td>The Road Forward COVID-19-Health and Safety</td>
<td>Abolish</td>
</tr>
<tr>
<td>P1648.11</td>
<td>The Road Forward COVID-19-Health and Safety: Appendix</td>
<td>Abolish</td>
</tr>
<tr>
<td>P1648.13</td>
<td>School Employee Vaccination Requirements</td>
<td>Abolish</td>
</tr>
</tbody>
</table>
2. Motion to approve the second reading and adoption of the following policies and regulations as recommended by the full Governance Committee of the Board.
3. Motion to approve the Attorney-Client Fee Contract between the Audubon Board of Education and the Franz Law Group, APLC at the recommendation of the Board Attorney and the Superintendent of Schools.

Attorney-Client Fee Contract

Motion to Approve Item(s) 1 through 3: _____ A. Lipsky _________  Second: _____ J. Miller _________

Roll Call

_ X_ Ammie Davis  _ X_ Stephen Wilson  _ X_ Tara Butrica  _ AB_ Nancy Schiavo
Absent

_ X_ Joseph Miller  _ X_ Alison Lipsky  _ X_ Lori Cassidy

_ X_ JamesBlumenstein  _ AB_ Allison Cox  _ X_ Andrea Robinson
Absent

VOTE FOR ITEM 1-3
Motion approved by unanimous roll call (8-0), Members Cox and Schiavo were absent

XV. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Butrica, Ms. Davis, Mr. Miller and Alternate: Mr. Wilson

Board of Education Goals

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

MOTION TO APPROVE ITEMS 1-13
Motion by Mr. Wilson and seconded by Ms. Lipsky

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

   December Board Secretary’s Report


   December 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 December 2022.

   December Transfers

6. Motion to approve the additional bills payable list for February 2023 in the amount of $35,075.55 when certified.

   February Bill List

7. Motion to approve the bills payable list for March 2023 in the amount of $667,822.02 when certified.

   March Bill List

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

   **Audubon Park Preschool**
   - February 14, 2023  Fire Drill
   - February 27, 2023  Lockdown Drill

   **Haviland Avenue School**
   - February 14, 2023  Fire Drill
   - February 27, 2023  Lockdown Drill

   **Mansion Avenue School**
   - February 15, 2023  Fire Drill
   - February 27, 2023  Lockdown Drill

   **Audubon Jr./Sr. High School**
   - February 22, 2023  Fire Drill
   - February 27, 2023  Hold Drill

9. Motion to approve the following resolution for the submission of the 2023/2024 Tentative Budget to the County Office with authorization of the Business Administrator to make changes based on County office review:

   BE IT RESOLVED that the tentative budget be approved for the 2023/2024 School Year using the 2023/2024 state aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the executive County Superintendent of Schools for the approval in accordance with the statutory deadline:
WHEREAS, the Audubon Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23B-1,1 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, that the Audubon Board of Education established $44,240.00 as the allotted maximum expenditures for 2022/2023 school year and has expended $16,282.00 as of this date.

BE IT RESOLVED, that the Audubon Board of Education approves travel and related expense reimbursement in accordance with N.J.A.C 6A: 23A-7.3, to a maximum expenditure of $49,490.00 for the 2023-2024 school year.

BE IT RESOLVED, that the Audubon Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of $120,197.00 for the purpose of adjustment for increase in health care costs. The district intends to complete said purposes by June 2024.

BE IT RESOLVED, that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve – Excess Costs and Other Capital Projects in the amount $650,000.00 for excess costs of the December 14, 2021 bond Referendum for the various improvements, alterations, renovations, upgrades and additions at Haviland Elementary School, Mansion Elementary School and Audubon Jr./Sr. High School. The total costs of the school facility project are $27,810,551.00 for which $27,321,835.00 was determined as the final eligible cost and within the facilities efficiency standards and the $650,000.00 was determined as excess costs and represent expenditures for construction elements or projects that exceed the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.

BE IT RESOLVED, that the general fund appropriations include a $250,000.00 withdrawal from the Emergency Reserve Account for the increase health benefits costs.

BE IT FURTHER RESOLVED, that a public hearing be held on Wednesday, May 3, 2023 in the Audubon Jr./Sr High School Media Center at 7:00 pm for the purpose of conducting a public hearing on the budget for the 2023/2024 School Year.

10. Motion to approve the submission of the Preschool Expansion Aid Budget Narrative for the 2023-2024 school year.

Preschool Expansion Aid Budget Narrative

11. Motion to approve the submission Preschool Expansion Aid Budget for the 2023-2024 School year.

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Preschool Expansion Aid Budget

12. Motion to approve the following Resolution to renew 3-Year membership with Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF)

WHEREAS, the Audubon Public Schools hereinafter referred to as “Board”, is a member of the Burlington County Insurance Pool Joint Insurance Fund, hereinafter referred to as “JIF”, and has reviewed the Bylaws and Plan of Risk Management of the JIF; and

WHEREAS, the Board believes in the safety of its employees and the public who participate in the life of the Board; and

WHEREAS, the Board agrees with the risk management disciplines inherent to membership in said JIF which are explicit in the JIF’s Bylaws and Risk Management Program; and

WHEREAS, the Board agrees that the statement below is consistent with its own philosophy: “It is the goal of the Burlington County Insurance Pool Joint Insurance Fund (JIF) and its member Boards of Education to achieve the best and most practical degree of freedom from accidents and/or injuries. The JIF and its members also endeavor to insure that all employees are provided with a safe and healthy environment, free from any recognized hazard as defined by applicable local, state, and federal regulations. Loss prevention, which is the responsibility of the Board, should succeed in providing a safe, healthful and pleasant working environment.” and,

WHEREAS, the JIF is a legally authorized and constituted joint insurance fund as permitted by Chapter 108, Laws of 1983 (N.J.S.A. 18A:18B-1 et.seq.), and has operated successfully on behalf of area school districts since its formation on July 1, 1984; and

WHEREAS, the statutes regulating the conduct of the JIF contain elaborate safeguards concerning the safe and efficient administration of the public interest entrusted to said JIF; and

WHEREAS, the Board has determined that continued participation as a member of the JIF is in the Board’s best interest;

NOW THEREFORE, BE IT RESOLVED that the Board hereby agrees to renew its membership in the JIF for a three year membership term which shall commence on July 1, 2023, at 12:01 a.m.; and

BE IT FURTHER RESOLVED, that the Board will participate in all lines of coverage the JIF provides as defined by the JIF’s Risk Management Program, which are generally described herein as follows:

1. Workers’ Compensation and Employers’ Liability
2. General Liability and Automobile Liability
3. Educator’s Legal Liability, including Employment Practices Liability
4. Property Damage, including Automobile Physical Damage
5. Employee Dishonesty (Crime) Insurance
6. Boiler & Machinery/Equipment Breakdown
7. Cyber Liability
8. Pollution and Mold Legal Liability
9. Crisis Protection Program
10. Unmanned Aerial Systems Liability

BE IT FURTHER RESOLVED, that the Board appoints Deborah Roncace as its Delegate to the JIF and empowers said Delegate to; exercise the voting rights provided in the JIF’s Bylaws to Delegates in a manner which best protects the Board and JIF, to implement and strengthen the Board’s safety and risk management efforts, to participate fully and with efficiency in the JIF to comply with all conditions of membership as defined in the JIF Bylaws and Risk Management Program, and to execute all agreements, including but not limited to an Indemnity & Trust Agreement in order to
13. Motion to approve the following Resolution to approve the Indemnity and Trust Agreement with the Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF)

THIS AGREEMENT, made this 15th day of March, 2023, in the County of CAMDEN, State of New Jersey, by and between: Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF), hereinafter referred to as "JIF", and the Audubon Public Schools, hereinafter referred to as "Board";

WITNESSETH:

WHEREAS, several school districts have collectively formed a joint insurance fund as such an entity is authorized and described in N.J.S.A. 18A:18B-1 et. seq.; and

WHEREAS, the Board has agreed to become a member of the JIF in accordance with and to the extent provided for in the Bylaws of the JIF and in consideration of such obligations and benefits to be shared by the membership of the JIF;

NOW, THEREFORE, it is agreed as follows:

1. The Board, upon entering the JIF, accepts the JIF’s Bylaws as may be approved and adopted and agrees to be bound by and to accept and to comply with each and every provision of the JIF’s Bylaws and applicable statutes and/or administrative regulations pertaining to same.

2. The Board agrees to participate in the JIF with respect to the types of insurance listed in the Board’s "Resolution To Renew Membership".

3. The Board agrees to become a member of the JIF for a period not to exceed three (3) years, the commencement of which shall coincide with the effective date of the “Resolution To Renew Membership.”

4. The Board certifies that it has never defaulted on any claims if self-insured and has not been canceled for non-payment of insurance premiums for a period of at least two (2) years prior to the date hereof.

5. In consideration of membership in the JIF, the Board agrees that it shall jointly and severally assume and discharge the liability of each and every member of the JIF all of whom, as a condition of membership in the JIF, shall execute a verbatim counterpart to this Agreement. By execution hereof the full faith and credit of the Board is pledged to the punctual payment of any sums which shall become due to the JIF in accordance with the Bylaws thereof, this Agreement or any applicable statutes and/or regulations. However, nothing herein shall be construed as an obligation of the Board for claims and expenses that are not covered by the JIF, or for that portion of any claims or liability which exceeds the JIF’s limits of coverage.

6. If the JIF, in the enforcement of any part of this Agreement, shall incur necessary expense or become obligated to pay attorney’s fees and/or court costs, the Board agrees to reimburse the JIF for all such reasonable expenses, fees and costs on demand.

7. The Board and the JIF agree that the JIF shall hold all monies paid by the Board to the JIF as fiduciaries for the benefit of JIF claimants all in accordance with applicable statutes and/or regulations.

8. The JIF shall maintain a trust account as defined in the Bylaws and in accordance with N.J.A.C. 4:15-4.6 et seq. for the following categories of risk and liability:

   a) Workers’ Compensation and Employers’ Liability
   b) General Liability and Automobile Liability
   c) Educator’s Legal Liability, including Employment Practices Liability
   d) Property Insurance, including Automobile Physical Damage
   e) Employee Dishonesty (Crime) Insurance
   f) Boiler & Machinery/Equipment Breakdown
   g) Cyber Liability
   h) Pollution and Mold Legal Liability
i) Crisis Protection Program  
ii) Unmanned Aerial Systems Liability

9. The JIF shall maintain its trust account solely for the payment of claims, allocated claim expense and primary, excess and/or reinsurance premiums for each such risk or liability or as "surplus" as such term is defined by applicable state statute and/or administrative code(s).

10. Each Board who shall become a member of the JIF shall be obligated to execute this Agreement.

Motion to Approve Item(s) 1 through 13: ___ S. Wilson _____  Second: ___ A. Lipsky _________

Roll Call

_X_ Ammie Davis  
_X_ Stephen Wilson  
_X_ Tara Butrica  
AB Nancy Schiavo Absent

_X_ Joseph Miller  
_X_ Alison Lipsky  
_X_ Lori Cassidy

_X_ James Blumenstein  
AB Allison Cox  
_X_ Andrea Robinson Absent

VOTE FOR ITEM 1-13
Motion approved by unanimous roll call (8-0), Members Cox and Schiavo were absent

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

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 ITEM 1
Motion by Mrs. Cassidy and seconded by Mr. Wilson

1. Motion to approve the issuance of written decisions affirming the Superintendent’s determination in regard to incident(s) reported at the February 15, 2023 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>1 A MAS</td>
<td>#241323</td>
<td>HIB – Unfounded</td>
</tr>
<tr>
<td>1 B AHS</td>
<td>#242162</td>
<td>HIB – Unfounded</td>
</tr>
<tr>
<td>1 C AHS</td>
<td>#239974</td>
<td>HIB – Unfounded</td>
</tr>
<tr>
<td>1 D AHS</td>
<td>#239850</td>
<td>HIB – Unfounded</td>
</tr>
</tbody>
</table>

Motion to Approve Item(s) 1: ___ L. Cassidy _____  Second: ___ S. Wilson _________

Roll Call

_X_ Ammie Davis  
_X_ Stephen Wilson  
_X_ Tara Butrica  
AB Nancy Schiavo

March 15, 2023 BOE Agenda Page | 14
VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0), with the Exception of 1B, & 1C (7-1-0) & 1D (6-2-0) Members Cox and Schiavo were absent

MOTION TO APPROVE ITEMS 2-14
Motion by Mr. Miller and seconded by Ms. Lipsky

2. + Student Statistics March 1, 2023

<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>
<tbody>
<tr>
<td>3/1/2023</td>
<td>57</td>
<td>238</td>
<td>357</td>
<td>773</td>
<td>27</td>
<td>1,452</td>
</tr>
<tr>
<td>2/1/2023</td>
<td>55</td>
<td>237</td>
<td>355</td>
<td>773</td>
<td>26</td>
<td>1,446</td>
</tr>
<tr>
<td>3/1/2022</td>
<td>27</td>
<td>246</td>
<td>363</td>
<td>780</td>
<td>20</td>
<td>1,436</td>
</tr>
</tbody>
</table>

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>Angela DiFilippo</td>
<td>Plyoga Fitness</td>
<td>February 17, 2023</td>
<td>No Cost Travel</td>
</tr>
<tr>
<td></td>
<td>Lumberton, NJ</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridget Bialecki</td>
<td>The Science of Reading</td>
<td>March 16, 2023</td>
<td>No Cost</td>
</tr>
<tr>
<td></td>
<td>Virtual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carlina Fuscellaro</td>
<td>Practical &amp; proven strategies for</td>
<td>May 3, 2023</td>
<td>$279.00</td>
</tr>
<tr>
<td></td>
<td>improving your Algebra Instruction</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Practical & proven strategies for improving your Algebra Instruction

**Virtual**

<table>
<thead>
<tr>
<th><strong>Name</strong></th>
<th><strong>Presenter</strong></th>
<th><strong>Date</strong></th>
<th><strong>Time(s)</strong></th>
<th><strong>Chaperones &amp; Students</strong></th>
<th><strong>Purpose of Trip</strong></th>
<th><strong>Bus Cost</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Erica Wenzel</td>
<td>Practical &amp; proven strategies for improving your Algebra Instruction</td>
<td>May 3, 2023</td>
<td></td>
<td></td>
<td></td>
<td>$279.00</td>
</tr>
</tbody>
</table>

---

**Motion to approve the following field trip requests for the 2022-2023 school year:**

<table>
<thead>
<tr>
<th>School</th>
<th>Destination of Trip/Staff in charge</th>
<th>Date</th>
<th>Time(s)</th>
<th>Chaperones &amp; Students</th>
<th>Purpose of Trip</th>
<th>Bus Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAS</td>
<td>Monster Golf C. Novick</td>
<td>3/23/23</td>
<td>Depart: 9:00am Return: 11:50am</td>
<td>7 chaperones, 50 students</td>
<td>Mansion Elective Presentation</td>
<td>$110.00 Paid by PBIS</td>
</tr>
<tr>
<td>AHS</td>
<td>Mothers Matter Sewell, NJ E. Willis L. Drinkhouse</td>
<td>3/30/23</td>
<td>Depart: 9:00am Return: 2:30pm</td>
<td>2 chaperones, 10 students</td>
<td>Interact Club Service Project</td>
<td>$200.00 Paid by ABOE</td>
</tr>
<tr>
<td>AHS</td>
<td>Cooper University Hospital D. Coakley</td>
<td>4/28/23</td>
<td>Depart: 8:30am Return: 2:00pm</td>
<td>2 chaperones, 12 students</td>
<td>Traumatic Injury Prevention Program</td>
<td>$190.00 Paid by ABOE</td>
</tr>
<tr>
<td>MAS</td>
<td>Lincoln Financial Field/Smith Memorial Playground S. Horan</td>
<td>5/5/23</td>
<td>Depart: 9:15am Return: 2:52pm</td>
<td>19 chaperones, 77 students</td>
<td>To learn about diversity within a community</td>
<td>$420.00 Paid by Students</td>
</tr>
<tr>
<td>AHS</td>
<td>Stanfill Towers R. Latini</td>
<td>3/16/23</td>
<td>Depart: 3:15pm Return: 5:15pm</td>
<td>1 chaperone, 6 students</td>
<td>Intergenerational Club</td>
<td>No Cost</td>
</tr>
<tr>
<td>AHS</td>
<td>Audubon Senior Center R. Latini</td>
<td>3/22/23</td>
<td>Depart: 6:00pm Return: 8:00pm</td>
<td>1 chaperone, 6 students</td>
<td>Intergenerational Club</td>
<td>No Cost</td>
</tr>
<tr>
<td>HAS</td>
<td>Revised Storybook Land C. McNellis</td>
<td>5/25/23</td>
<td>Depart: 8:30am Return: 2:10pm</td>
<td>60 chaperones, 60 students</td>
<td>Educational Field trip studying Simple Machines</td>
<td>$730.00 Paid by Students</td>
</tr>
<tr>
<td>MAS</td>
<td>Hot Wheelz B. Rehn</td>
<td>5/30/23</td>
<td>Depart: 11:50am Return: 2:30pm</td>
<td>3 chaperones, 22 students</td>
<td>5th Grade Safety Patrol Skating Party</td>
<td>$100.00 Paid by ABOE</td>
</tr>
<tr>
<td>AHS</td>
<td>Hershey Park A. Bulskis</td>
<td>6/1/23</td>
<td>Depart: 7:45am Return: 8:30pm</td>
<td>8 chaperones, 100 students</td>
<td>Sophomore Class Trip</td>
<td>$570.00 Paid by Students</td>
</tr>
<tr>
<td>MAS</td>
<td>Funplex Mt. Laurel M. Meehan</td>
<td>6/8/23</td>
<td>Depart: 9:15am Return: 1:45pm</td>
<td>16 chaperones, 116 students</td>
<td>End of the year trip for 6th grade students</td>
<td>$650.00 Paid by Principal Acct.</td>
</tr>
</tbody>
</table>

---

**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 PTA</td>
<td>Audubon Recreational Center</td>
<td>Family Ice Cream Social</td>
<td>3/24/23</td>
<td>6:00pm - 8:00pm</td>
<td>Angel D’Achille</td>
</tr>
</tbody>
</table>
6. Motion to approve a request from high school student ID #02724 for senior privilege for the 2022-2023 school year.

7. Motion to approve a request from high school student ID #10663 for senior privilege for the 2023-2024 school year.

8. Motion to approve homebound instruction for the following Audubon Jr./Sr. High School student(s):

<table>
<thead>
<tr>
<th>STUDENT ID#</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>01087</td>
<td>Home instruction effective retroactive to September 6, 2022 through present</td>
</tr>
<tr>
<td>00757</td>
<td>Home instruction effective retroactive to September 6, 2022 through present</td>
</tr>
<tr>
<td>42803</td>
<td>Home instruction effective retroactive to September 6, 2022 through present</td>
</tr>
<tr>
<td>02713</td>
<td>Home instruction effective retroactive to November 3, 2022 through present</td>
</tr>
<tr>
<td>11336</td>
<td>Home instruction effective retroactive to December 9, 2022 through present</td>
</tr>
<tr>
<td>00371</td>
<td>Home instruction effective retroactive to December 14, 2022 through present</td>
</tr>
<tr>
<td>02160</td>
<td>Home instruction effective retroactive to January 27, 2023 through present</td>
</tr>
<tr>
<td>10651</td>
<td>Home instruction effective retroactive to January 27, 2023 through present</td>
</tr>
<tr>
<td>00878</td>
<td>Home instruction effective retroactive to February 1, 2023 through present</td>
</tr>
<tr>
<td>10214</td>
<td>Home instruction effective retroactive to February 16, 2023 through present</td>
</tr>
<tr>
<td>10983</td>
<td>Home instruction effective retroactive to February 21, 2023 through present</td>
</tr>
<tr>
<td>11236</td>
<td>Home instruction effective retroactive to February 28, 2023 through present</td>
</tr>
<tr>
<td>10492</td>
<td>Home instruction effective retroactive to March 2, 2023 through present</td>
</tr>
</tbody>
</table>
9. Motion to approve homebound instruction for the following Elementary School student(s):

<table>
<thead>
<tr>
<th>STUDENT ID#</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>10735</td>
<td>Home instruction effective retroactive to February 20, 2023 through March 31, 2023</td>
</tr>
<tr>
<td>02510</td>
<td>Home instruction effective retroactive to February 21, 2023 through March 10, 2023</td>
</tr>
</tbody>
</table>

10. 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>Student Teacher(s)</th>
<th>School/Grade/Subject</th>
<th>Dates</th>
<th>Hours</th>
<th>Cooperating Teacher</th>
<th>Requesting Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Isabella Bolbecker</td>
<td>Audubon High School ELA</td>
<td>TBD</td>
<td>15</td>
<td>Ryan Latini</td>
<td>Camden County College</td>
</tr>
<tr>
<td>Rose McLaughlin</td>
<td>Mansion Avenue School</td>
<td>TBD</td>
<td>1 class period</td>
<td>Brad Rehn</td>
<td>Camden County College</td>
</tr>
<tr>
<td>Elizabeth Flowers</td>
<td>Audubon High School Athletic Trainer</td>
<td>TBD</td>
<td>10 +</td>
<td>Liam Korbull</td>
<td>Rowan University</td>
</tr>
<tr>
<td>Sarah Henry</td>
<td>Mansion Avenue/Grade 6 Social Studies</td>
<td>TBD</td>
<td>25</td>
<td>Sue Amorosi</td>
<td>University of Phoenix</td>
</tr>
<tr>
<td>Sarah Henry</td>
<td>Audubon High School Social Studies</td>
<td>TBD</td>
<td>25</td>
<td>TBD</td>
<td>University of Phoenix</td>
</tr>
</tbody>
</table>

11. Motion to approve the following Rowan University student to complete her student teaching requirement for Clinical Practice with Students with Disabilities Placement, at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>Student Teacher</th>
<th>Grade/Subject</th>
<th>Dates</th>
<th>Cooperating Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grace Morris</td>
<td>Audubon Preschool</td>
<td>7/5/23 - 8/30/23 (ESY) 200 hours total</td>
<td>Cherie McNellis</td>
</tr>
</tbody>
</table>

12. Motion to approve Gloucester County Special Services School District - Center for Regional Education Support Services (CRESS) to provide speech language services, 1 day per week, 4/4/23-6/16/23 at $636/day.

Fee Schedule

13. Motion to approve the 2023-2024 Audubon Public School District Calendar.

Audubon PSD 2023-2024 Calendar

14. Motion to approve the submission of the proposed Comprehensive Equity Plan Statement of Assurance for the 2023-2024 school year.

Comprehensive Equity Plan Statement of Assurance
Motion to Approve Items 1 through 14:  J. Miller  Second:  A. Lipsky

Roll Call

- X  Ammie Davis
- X  Stephen Wilson
- X  Tara Butrica
- AB  Nancy Schiavo  (Absent)
- X  Joseph Miller
- X  Alison Lipsky
- X  Lori Cassidy
- X  James Blumenstein
- AB  Allison Cox
- X  Andrea Robinson  (Absent)

VOTE FOR ITEM 2-14
Motion approved by unanimous roll call (8-0), with the exception of #5 (7-0-1) Member Butrica abstained and Members Cox and Schiavo were absent

XVII. HUMAN RESOURCES: Chairperson:  Mrs. Davis - Committee Members: Ms. Cassidy, Ms. Cox, Mrs. Schiavo and 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.

MOTION TO APPROVE ITEMS 1-25
Motion by Mrs. Cassidy and seconded by Mr. Wilson

1. + Motion to approve the long-term (FTE 1.0) Substitute Elementary Teacher agreement for Maureen Busarello, at Haviland Avenue School, for the 2022-2023 school year, from March 20, 2023 through April 21, 2023, at $260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.

2. Motion to approve the long-term substitute (FTE 0.87) General Aide (Hallway/Bathroom Monitor) agreement for Darlene Draves, at the Audubon Jr./Sr. High School effective March 9, 2023 through May 19, 2023 for the 2022-2023 school year at $17.00 per hour, 29.5 hours per week, no benefits; time worked does not count towards the acquisition of tenure pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

3. Motion to rescind the 10 month (FTE 1.0) Secretary to the Supervisor of Special Education Services contract for Katie Malatesta, effective retroactive to February 27, 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 3, as recommended by the Superintendent of Schools.

4. + Motion to revise the long-term (FTE 1.0) Substitute Elementary Teacher agreement for Victoria Gatlos (Kelly) at Mansion Avenue School, effective March 15, 2023 through June 30, 2023 at $260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION MARCH 15, 2023

5. Motion to approve the long-term (FTE 1.0) Substitute School Counselor agreement for Kevin Chau at the Audubon Jr./Sr. High Avenue School, effective April 3, 2023 through May 30, 2023 at $260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.

6. Motion to approve the Twelve-Month (FTE 1.0) Maintenance Mechanic contract for Jose Gonzalez-Fernandez, for the 2022-2023 school year, effective April 3, 2023 at Step 8, as per the negotiated 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.

7. Motion to approve the Twelve-Month (FTE 1.0) Maintenance Mechanic contract for Joseph Keyek, for the 2022-2023 school year, effective March 16, 2023 at Step 9, plus certificates (Boilers License) $600.00, as per the negotiated 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.

8. Motion to approve the Twelve-Month (FTE 1.0) Maintenance Department Evening Supervisor contract for Robin Jones, for the 2022-2023 school year, effective March 16, 2023 at the salary of $55,000.00 (to be prorated), at the recommendation of the Superintendent of Schools.

9. + Motion to approve the increase of the FTE for the Substitute Speech Language Therapist from FTE 0.2 to FTE 0.4 for Jaclyn Sloan at Mansion Avenue School, effective March 29, 2023 through June 16, 2023, at MA, Step 16, with executed time sheets, no benefits; time worked does not count towards the acquisition of tenure, at the recommendation of the Superintendent of Schools.

10. Motion to ratify the notice provided by Administration on January 30, 2023, regarding a change in position of Danielle Reich to part-time substitute; no benefits; time worked does not count towards the acquisition of tenure, at the recommendation of the Superintendent of Schools.

11. + Motion to reinstate and approve the long-term substitute Elementary Teacher contract for Danielle Reich at Mansion Avenue School, from February 28, 2023 through March 31, 2023 at $260.00 per diem; no benefits, time worked does not count towards the acquisition of tenure, at the recommendation of the Superintendent of Schools.

12. Motion to accept the letter of resignation, with intent to retire, from Nancy Wolgamot, Science Teacher at the Audubon Jr./Sr. High School, effective June 30, 2023.

13. + Motion to approve a request from employee #2172, to take an Unpaid Leave of Absence, effective March 17, 2023 through June 30, 2023.

14. + Motion to revise a request from employee #1706, to invoke the Federal Family Medical Leave Act, effective March 20, 2023 to October 30, 2023:

- March 20, 2023 through May 25, 2023: Paid Leave (43 days)
- May 30, 2023 through October 30, 2023: Unpaid Leave
- March 20, 2023 through June 16, 2023: Federal FMLA (12 weeks)
- May 30, 2023 through June 16, 2023: NJ Family Leave (12 weeks)
- September 1, 2023 through October 30, 2023:

15. + Motion to revise a request from employee #1515, to invoke the Federal Family Medical Leave Act, and an extended Unpaid Leave effective March 27, 2023 to December 31, 2023:
March 27, 2023 through May 22, 2023  Paid Leave (43 days)
May 22, 2023 through October 20, 2023  Unpaid Leave (under FMLA and NJFLA)
October 21, 2023 through December 31, 2023  Unpaid Leave (extended)
March 27, 2023 through June 16, 2023  Federal FMLA (12 weeks)
September 1, 2023 through September 8, 2023  
May 15, 2023 through June 16, 2023  NJ Family Leave (12 weeks)
September 1, 2023 through October 20, 2023  

16. Motion to approve a request from employee #2041, to invoke the Federal Family Medical Leave Act, and an extended Unpaid Leave effective August 30, 2023 to December 31, 2023:

   August 30, 2023 through November 24, 2023  Unpaid Leave (under FMLA and NJFLA)
   November 25, 2023 through December 31, 2023  Unpaid Leave (extended)
   August 30, 2023 through November 24, 2023  Federal FMLA (12 weeks)
   August 30, 2023 through November 24, 2023  NJ Family Leave (12 weeks)

17. Motion to approve a request for employee #709, to invoke the Family and Medical Leave Act, with intermittent leave, effective retroactive to February 2, 2023 through April 02, 2023, using paid sick time, at the recommendation of the Superintendent of Schools.

18. Motion to approve Aleksey Kilvington as a Middle School Track Assistant Coach for the 2022-2023 School Year, at the stipend of $1,415.00, at the recommendation of the Superintendent of Schools.

19. Motion to approve the following Audubon Junior-Senior High Avenue School extracurricular contracts for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

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>Cancellation of Season/Event</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>
</tr>
<tr>
<td>School Closure &amp; Hybrid Schedules</td>
</tr>
<tr>
<td>Greater Than 50% of Season or Event Occurred</td>
</tr>
<tr>
<td>Greater Than or Equal to 25% and Less Than or Equal to 50%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Activity</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andria Morrison</td>
<td>Parrot - Newspaper</td>
<td>$2,916.43</td>
</tr>
</tbody>
</table>

20. 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.

Linda Chase - Substitute Teacher
Joan Costello - Substitute Teacher
Leslie Natsis - Substitute Teacher
Elizabeth Scully - Substitute Secretary
Joan Nolan - Substitute Secretary

21. Motion to approve the creation of a Board Game Club at Mansion Avenue School, during the Spring 2023; Club to be facilitated by staff volunteer(s) at no cost to the Board for up to 8 sessions, at the recommendation of the Superintendent of Schools.

22. Motion to approve Narcan training for Dan Carter, for up to 2.5 hours at the non-instructional AEA contractual rate of $30.00 per hour, at the recommendation of the Superintendent of Schools.

23. Motion to approve the following Mansion Avenue School extracurricular contract, effective March 20, 2023 through June 16, 2023, for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

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>Cancellation of Season/Event</th>
<th>Percentage</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>0.0%</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
24. + Motion to rescind the following Mansion Avenue School extracurricular contract, effective March 20, 2023, for the 2022-2023 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Activity</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelly Angelone</td>
<td>Homework Club</td>
<td>$40.00 per hour Not to exceed $5,000.00</td>
</tr>
</tbody>
</table>

25. Motion to approve the 10 month (FTE 1.0) Secretary to the Supervisor of Special Education Services contract for Joann Vanoyen for the 2022-2023 school year at Step 15, effective April 17, 2023, as per the negotiated 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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Activity</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleen McFetridge</td>
<td>Homework Club</td>
<td>$40.00 per hour Not to exceed $5,000.00</td>
</tr>
</tbody>
</table>

Roll Call

_X_ Ammie Davis  _X_ Stephen Wilson  _X_ Tara Butrica  _AB_ Nancy Schiavo
_Abb_ Joseph Miller  _X_ Alison Lipsky  _X_ Lori Cassidy
_X_ James Blumenstein  _AB_ Allison Cox  _X_ Andrea Robinson
Absent

VOTE FOR ITEMS 1-25
Motion approved by unanimous roll call (8-0), Members Cox and Schiavo were absent

XVIII. REPORTS:

HIB District Report

<table>
<thead>
<tr>
<th>March 2023</th>
<th>BULLYING INCIDENTS REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>Confirmed HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>#242635</td>
</tr>
<tr>
<td>MAS</td>
<td>#242748</td>
</tr>
<tr>
<td>HAS</td>
<td>0</td>
</tr>
<tr>
<td>APPS</td>
<td>0</td>
</tr>
</tbody>
</table>

Special Program Representatives:
A. CCESC Rep. Rotation: **Joseph Miller**
B. CCSBA Rep. Rotation: **Ammie Davis**
C. Audubon Education Foundation: **Lori Cassidy**
D. Audubon/Mt. Ephraim Ad-Hoc:
E. Board Member Orientation Committee:
F. Community Outreach Committee

XIX. Board Member Comments

XX. Public Participation: (Open Discussion) - 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.

Motion by Mr. Miller seconded by Ms. Lipsky to approve the resolution for board to enter into closed Authorizing Executive session at 11:10 pm for the following purposes.

Motion approved by unanimous roll call (8-0) Board Members Cox & Schiavo were absent

XXI. Executive Session III

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

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

WHEREAS, the nine exceptions to public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box within which the number of issues to be privately discussed that fall within that exception shall be written, and after each exception is a space where additional information that will disclose as much information about the decision as possible without undermining the purpose of the exception shall be written.
NOW, THEREFORE, BE IT RESOLVED that the Audubon Board of Education will go into closed session for the following reason(s) as outlined in N.J.S.A. 10:4-12(b):

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

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

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

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

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

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

X ___ Any investigations of violations or possible violations of the law;

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

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

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

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

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

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

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

Motion by Ms. Lipsky seconded by Mr. Miller to adjourn closed Authorizing Executive session III at 12:15am. Motion approved by unanimous roll call (8-0) Members Cox and Schiavo were absent.

XXII. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, April 19, 2023 at 6:30 pm in the Audubon Junior-Senior High School Media Center.

2. Motion by Ms. Lipsky seconded by Mr. Miller to adjourn meeting at approximately 12:15am. Motion approved by unanimous roll call (8-0) Members Cox and Schiavo were absent.

Roll Call

-X Ammie Davis     -X Stephen Wilson     -X Tara Butrica     -AB Nancy Schiavo
-A Joseph Miller    -X Alison Lipsky     -X Lori Cassidy
-X JamesBlumenstein -AB Allison Cox     -X Andrea Robinson

The Audubon Board of Education reserves the right to add and/or delete motions or make changes to motions in this agenda up to the time of the meeting and during the actual meeting.

____________________________________
Deborah Roncace
Business Administrator/Board Secretary