

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER**  
**WEDNESDAY, MARCH 20, 2024**  
**6:30 P.M.**  
**AGENDA**

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 2022-2024

\_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

SY 2023-2025

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

SY 2024-2026

\_\_\_ Alison Lipsky      \_\_\_ Mark Gatti      \_\_\_ Bill Wilson

SY 2024 Mt. Ephraim Representative

\_\_\_ Johnathan Maxson

Student Representative to the Board

\_\_\_ Monica Coller

Apprentice Student Representative

\_\_\_ Jane Poponi

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):

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

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

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

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;

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.

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

Time: \_\_\_\_\_ Voice Count: \_\_\_\_\_

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

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

Time: \_\_\_\_\_ Voice Count: \_\_\_\_\_

**IV. Call Meeting to Order**

**V. Flag Salute**

- VI. Student Representatives to the Board Report** Monica Coller, 12<sup>th</sup> Grade  
Jane Poponi, 11<sup>th</sup> Grade

**VII. Spotlight Program:**

**THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR FEBRUARY 2024:**

**Pre-Kindergarten**  
Ben Reiter

**Kindergarten**  
Noah Tyler

**Grade One**  
Alexander Gencero

**Grade Two**  
Hailey Schmidt

**Grade Three**  
Brody Preston

**Grade Four**  
Michaela Tracy

**Grade Five**  
Lleyna Sinn

**Grade Six**  
Matthias Gleason

**Grade Seven**  
Christian O'Connor

**Grade Eight**  
William Flanagan-Cook

**Freshman Class**  
Katharine McGurk

**Sophomore Class**  
Gabriel Andujar

**Junior Class**  
Trent Bantle

**Senior Class**  
Arianna Bittner

**VIII. District Reports**

**IX. Superintendent's Report**

**X. Approval of Board Minutes:**

- 1. Motion to approve the following minutes:

February 21, 2024 Public Session  
February 21, 2024 Executive Session

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

- \_\_\_ Ammie Davis                      \_\_\_ Stephen Wilson                      \_\_\_ Tara Butrica                      \_\_\_ Johnathan Maxson
- \_\_\_ Alison Lipsky                      \_\_\_ Mark Gatti                      \_\_\_ Bill Wilson
- \_\_\_ James Blumenstein                      \_\_\_ Allison Cox                      \_\_\_ Andrea Robinson

**XI. 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. 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 +.

**XII. GOVERNANCE: Chairperson – Alison Lipsky; Committee Members – James Blumenstein, Mark Gatti, William Wilson; and Alternate – Andrea 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.

Policy	Title	New/Revised
--------	-------	-------------

2270	Religion in Schools	Revised
3161	Examination for Cause (Teaching Staff Members)	Revised
3324	Right of Privacy (Teaching Staff Member) (M)	Revised
4161	Examination for Cause (Support Staff Member)	Revised
4324	Right of Privacy (Support Staff Member)	Revised
5116	Education of Homeless Children & Youth	Revised
8500	Food Service (M)	New
<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>
2419	School Threat Assessment Teams (M)	New
5116	Education of Homeless Children & Youth	Revised

Motion to Approve Item(s) 1 through 1: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Johnathan Maxson  
 \_\_\_ Alison Lipsky      \_\_\_ Mark Gatti      \_\_\_ Bill Wilson  
 \_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

**XIII. OPERATIONS: Chairperson – Allison Cox; Committee Members – Tara Butrica, Ammie Davis, Stephen Wilson; and Alternate – Mark Gatti.**

**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 Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of January 2024. 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.

January Board Secretary’s Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of January 2024. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of January 2024.

January 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 January 2024.

January Transfers

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

**Audubon Park Preschool**

February 27, 2024	Fire Drill
February 29, 2024	Lockdown Drill

**Haviland Avenue School**

February 27, 2024	Fire Drill
February 29, 2024	Secure Drill

**Mansion Avenue School**

February 26, 2024	Fire Drill
February 28, 2024	Lockdown Drill

**Audubon Jr./Sr. High School**

February 23, 2024	Lockdown Drill
February 27, 2024	Fire Drill

8. Motion to approve the partial bills payable list for February 2024 in the amount of \$19,621.62 when certified.

February Bill List

9. Motion to approve the bills payable list for March 2024 in the amount of \$2,574,609.18 when certified.

March Bill List

10. Motion to approve the agreement with Colliers Engineering to submit and oversee the 2024 Local Recreation Improvement Grant for \$4,000.00.

Grant Proposal

11. Motion to approve the agreement with Colliers Engineering for bidding and construction administrative services for the school district in the amount of \$7,500.00.

Scope of Services Agreement

12. Motion to approve and accept the award of the School and Small Business Ventilation and Energy Efficiency Verification and Repair Program (SSB-VEEVR), - HVAC Replacement/New System Program Grant in the amount of \$2,549,617.50

SSB-VEEVR Award notice

13. Motion to approve the following resolution for the submission of the 2024/2025 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 2024/2025 School Year using the 2024/2025 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:

	2024/2025 Budget	Audubon Borough Tax Levy	Audubon Park Tax Levy
General Fund	27,534,166	13,615,968	301,798
Special Revenue Fund	1,972,980	0	0
Debt Service Fund	2,245,437	1,719,244	17,361
Total	31,752,583	15,335,212	319,159

**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 \$ 49,490.00 as the allotted maximum expenditures for 2023/2024 school year and has expended \$ 13,751.00 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 \$ 45,140.00 for the 2024-2025 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 \$94,079 for the purpose of adjustment for increase in health care costs. The district intends to complete said purposes by June 2025.

**BE IT RESOLVED**, that the Audubon Board of Education includes in the proposed budget the adjustment for increased costs of Health Benefits in the amount of \$ 144,207.00. The additional funds will be used to pay for the additional increases in health benefit premiums.

**BE IT FURTHER RESOLVED**, that a public hearing be held on Wednesday, May 1, 2024 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 2024/2025 School Year.

14. Motion to approve the submission of the Preschool Expansion Aid Budget Narrative and the Preschool Expansion Aid Budget Workbook for the 2024-2025 school year.

Preschool Expansion Aid Budget Narrative and Budget Workbook

Motion to Approve Item(s) 1 through 14: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Johnathan Maxson  
\_\_\_ Alison Lipsky      \_\_\_ Mark Gatti      \_\_\_ Bill Wilson  
\_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

**XIV. EDUCATION: Chairperson – Andrea Robinson; Committee Members – James Blumenstein, Alison Lipsky, Johnathan Maxson; and Alternate – William 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.

1. Motion to approve the issuance of written decisions affirming the Superintendent’s determination in regard to incident(s) reported at the February 21, 2024 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
1	AHS	259373	HIB
1	MAS	257888	HIB
N/A	HAS	N/A	N/A
N/A	APS	N/A	N/A

Motion to Approve Item(s) 1 through 1: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Johnathan Maxson  
\_\_\_ Alison Lipsky      \_\_\_ Mark Gatti      \_\_\_ Bill Wilson  
\_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

2. + Student Statistics March 1, 2024

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
3/1/2024	57	239	325	778	29	1,428
2/1/2024	57	239	325	778	28	1,427
3/1/2023	57	238	357	773	27	1,452



3. + Motion to approve the following field trip requests for the 2023-2024 school year:

School	Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
AHS	Atlantic Cape College D. Bantle	3/19/24	Start: 8:15am Return: 2:00pm	4 chaperones, 25 students	CBI - Career exploration - post secondary transition	\$240.00 Paid by CST Acct.
HAS	Audubon Public Library N. Szymanski	4/11/24	Start: 9:10am Return: 12:40pm	12 chaperones, 77 students	Introduce students to the Public Library & encourage them to visit and borrow books	No Cost
AHS	Revised Audubon Park Preschool L. Drinkhouse	4/16/24	Start: 8:45am Return: 12:00pm	2 chaperones, 20 students	Interact Club Service trip for Spring Festival	\$135.00 Paid by ABOE
MAS	AHS Challenge Grove Park S. Keyes	4/23/24	Start: 8:45am Return: 2:30pm	4 chaperones, 34 students	To introduce MAS student to the AHS band program & perform together, then go to the park for lunch/games	No Cost
MAS	AHS Moving Up Day C. Novick	5/6/24	Start: 8:45am Return: 11:30pm	7 chaperones, 80 students	6th Grade students to visit AHS	\$95.00 Paid by BOE
AHS	YMCA of the Pines Medford, NJ L. Tanenbaum	5/10/24	Start: 8:15am Return: 2:15pm	8 chaperones, 100 students	Junior Class Field Trip	\$380.00 Paid by Students
MAS	New Jersey Law Center E. Cavanaugh	5/15/24	Start: 10:45am Return: 3:15pm	2 chaperones, 20 students	Provide G & T students the experience to sit on a jury in the NJ Bar Foundation Law Fair Mock Trial Competition	\$230.00 Paid by BOE
HAS	Memorial Field Audubon P. Niglio	5/17/24	Start: 9:45am Return: 2:15pm	12 chaperones, 78 students	To learn the rules of baseball, how to work together, and display good teamwork and sportsmanship	No Cost
HAS	Haviland/Mansion/ Preschool B. Ledyard, M. Chisholm	6/5/24	Start: 8:30am Return: 10:45am	15 chaperones, 31 pre-K students, 77 2nd grade students	For the preschool students to meet the kindergarten teachers and see Haviland, 2nd grade students to meet the teachers and see Mansion	\$85.00 Paid by BOE

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Auditorium	Mansion Ave PTA Talent Show Rehearsal	4/18/24	3:30pm-530pm	Nicole Sylvester
AHS	Auditorium	Mansion Ave PTA Talent Show	4/19/24	3:00pm - 9:00pm	Nicole Sylvester

Offsite	Audubon Rec. Center/Francis J. Ward Center	Haviland Ave PTA Family Ice Cream Social	3/22/24	6:00pm - 8:00pm	Angel Dacheille
Offsite	Audubon Rec. Center/Francis J. Ward Center	Haviland & Mansion Ave. PTA Fun Run/ 5K	3/24/24	9:00am - 12:00pm	Angel Dacheille

5. **Approval of Attendance at Conferences and Workshops for the 2023-2024 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:

Participant	Conference Title & Location	Date(s)	Cost
Matt Webb	Using AI Tools to Increase Social Studies Learning and Enhance Teacher Productivity Virtual	Recorded Seminar	\$279.00
Barbie Ledyard	Leading with Intention Virtual	3/1/24, 4/8/24, 4/30/24	\$450.00
Liam Korbul	Athletic Trainers' Society of New Jersey Atlantic City, NJ	3/3/24 - 3/4/24	\$155.00 Travel
Shamus Burke	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Francine Bechtel	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Brianna Henderson	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Brittany Green	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost

Roberta Ignaczewski	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Nancy Scully	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Lisa McGilloway	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Kelly Angelone	NJ Tiered System of Supports for Early Reading: Data-Based Decision Making to Improve Early Reading Instruction Virtual	3/6/24, 4/24/24, 9/18/24	No Cost
Jillian Matysik	Behavior Threat Assessment & Management Best Practices for a Defensible Process and Special Education Consideration Burlington, NJ	3/15/24	No Cost Travel
Kyle Shireman	School Safety Speaker Series Behavioral Threat Assessment: Management Best Practices Burlington, NJ	3/15/24	No Cost Travel
Jessica Barragan	AENJ Spring Symposium: Journey of Art Glassboro, NJ	3/16/24	\$155.00 Travel
Barbie Ledyard	NJPSA IFEA Why Branding is Critical to your Success Virtual	4/9/24	\$75.00
Sara Barry	School Nurses: Enhance Effective Medical Emergency Response Teams at Each of Your School Sites Virtual	4/12/24	\$395.00
Barbie Ledyard	NJPSA/FEA Systemic Change and Creating Inclusive Early Childhood Programs Virtual	4/14/24	No Cost
Stacey Augustine	Child Study Teams - Agenda of Change for Inclusive Education Virtual	4/15/24	No Cost
Laura Coulehan	Behavior Management Strategies for Paraprofessionals Virtual	4/18/24	No Cost
Ashley Johnson	Behavior Management Strategies for Paraprofessionals Virtual	4/18/24	No Cost
Christine Eagan	Behavior Management Strategies for Paraprofessionals Virtual	4/18/24	No Cost
Dawn Gariano	Behavior Management Strategies for Paraprofessionals Virtual	4/18/24	No Cost
Noelle Bisinger	Empowering Women Educational Leaders Virtual	4/20/24	\$75.00
Noelle Bisinger	NJASA Special Education Summit Monroe, NJ	4/26/24	\$125.00 Travel
Barbie Ledyard	NJPSA/FEA Systemic Change & Creating Inclusive Early Childhood	5/14/24	No Cost

	Programs Virtual		
Cara Novick	Nurtured Heart Transforming the Intense Child Virtual	7/21/24 - 7/26/24	\$1,999.00
Mark McKee	Johns Hopkins University AP Summer Institute Virtual	8/5/24 - 8/8/24	\$950.00

6. Motion to approve the revised homebound instruction for the following Audubon Jr./Sr. High School student:

STUDENT ID#	DATE
01106	Effective retroactive to November 6, 2023 through April 7, 2024
11325	Effective retroactive to November 20, 2023 through March 20, 2024
00068	Effective retroactive to November 24, 2023 through December 23, 2023
00757	Effective retroactive to November 27, 2023 through March 24, 2024
10764	Effective retroactive to January 11, 2024 for up to six weeks and intermittent admissions through the 2023-2024 school year
02160	Effective retroactive to January 6, 2024 through April 5, 2024
02269	Effective retroactive to February 19, 2024 through March 19, 2024
11216	Effective retroactive to March 5, 2024 through May 15, 2024

7. Motion to approve the following out of district placements for the 2023-2024 school year at the recommendation of Special Services Department.

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
8496839626	Brookfield Schools (effective 2/12/24)	37,936.92		

8. Motion to approve the 2024-2025 Audubon Public School District Calendar; the start of the school year for certificated staff prior to September 1<sup>st</sup> does not establish past-practice and/or set precedence (in-service days on August 28 & 29); at the recommendation of the Superintendent of Schools.

Audubon PSD 2024-2025 Calendar

Motion to Approve Items 2 through 8: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Johnathan Maxson  
 \_\_\_ Alison Lipsky      \_\_\_ Mark Gatti      \_\_\_ Bill Wilson  
 \_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

**XV. HUMAN RESOURCES: Chairperson – Ammie Davis; Committee Members – Tara Butrica, Alison Cox, Stephen Wilson; and Alternate – Johnathan Maxson.**

**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 long-term (FTE 1.00) Substitute Elementary Teacher agreement for Carole Phillippi at Haviland Avenue School, effective February 26, 2024 through March 28, 2024 and April 8, 2024 at \$270.00 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 (FTE 0.87) Substitute part-time Special Education Teacher agreement for Ms. Beth Evans-Crosby at Mansion Avenue School, effective March 1, 2024 through June 14, 2024 at \$234.90 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
3. Motion to approve the long-term (FTE 1.00) Substitute Teacher of Health & Physical Education agreement for Daniel Szymanski, at the Audubon Junior/Senior High School, effective February 29, 2024 through April 12, 2024 at \$270.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
4. Motion to approve the long-term (FTE 1.00) Substitute Teacher of Health & Physical Education agreement for Daniel Szymanski, at the Audubon Junior/Senior High School, effective April 15, 2024 through June 14, 2024 at \$270.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
- 5.+ Motion to approve the part-time Evening Custodian contract for Garry Bradley, at Haviland Avenue School, effective February 28, 2024 for the 2023-2024 school year, in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at Step 2, FTE 0.625, 5 hours per day, 25 hours/week, no benefits at the recommendation of the Superintendent of Schools.
6. + Motion to revise the long-term (FTE 1.0) Substitute Elementary Teacher agreement for Walter Westfield at Mansion Avenue School, effective February 9, 2024 through April 30, 2024, (two overlap days on April 29th and April 30th) at \$270.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
7. Motion to revise the Long-Term Substitute Teacher of Mathematics agreement for Karen Cumbo, at the Audubon Jr./Sr. High School, for the 2023-2024 school year, from effective January 16, 2024 through June 14, 2024, at \$270.00 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.
8. + Motion to revise a request from employee #10, to invoke the Federal Family Medical Leave Act, effective February 26, 2024 through March 8, 2024.

February 26, 2024 through March 8, 2024	Federal FMLA (2 weeks)
February 26, 2024 through March 8, 2024	Paid Leave (10 sick days)
9. + Motion to revise a request from employee #1157, to take Family and Medical Leave of Absence, effective April 9, 2024 to April 26, 2024, at the recommendation of the Superintendent of Schools.

April 9, 2024 through April 26, 2024	Federal FMLA (2 weeks)
--------------------------------------	------------------------

April 9, 2024 through April 26, 2024

Paid Leave (14 sick days)

- 10. + Motion to approve a request from employee #1030, to invoke the Federal Family Medical Leave Act, effective February 20, 2024 through March 28, 2024.

February 20, 2024 through March 28, 2024

Federal FMLA (6 weeks)

February 20, 2024 through March 28, 2024

Paid Leave (28 sick days)

- 11. Motion to approve a request from employee #1083, to invoke the Federal Family Medical Leave Act, effective January 22, 2024 through April 12, 2024.

January 22, 2024 through April 12, 2024

Federal FMLA (12 weeks)

January 22, 2024 through April 12, 2024

Paid Leave (53 sick days)

- 12. + Motion to approve Dante Acerbo as a part time Special Education paraprofessional for the Role Playing Club at Mansion Avenue School, Step 1, \$17.00 per hour upon the execution and approval of timesheets, not to include benefits, effective March 6, 13, 20, 27, 2024, April 10, 17, 24, 2024, May 1, 2024 at the recommendation of the Superintendent of Schools.

- 13. Motion to accept the letter of resignation, with intent to retire as of July 1, 2024, from Hugh Reilly, Bus Driver for the District.

- 14. Motion to accept the letter of resignation, with intent to retire as of July 1, 2024, from Virginia Tappin, Teacher of Mathematics at the Audubon Jr./Sr. High School.

- 15. + Motion to approve Joan Strickland to volunteer at Haviland Avenue School for the 2023-2024 school year, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

- 16. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2023-2024 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Reilly Ehmann - Substitute Teacher  
 Nicholas Miliareis - Substitute Custodian

- 17. Motion to approve the following paid spring coaching position for the 2023-2024 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.

Name	Sport/Activity	Position	Contractual Rate
Andria Morrison	Boys Track & Field	Varsity Coach	\$7,689.00

- 18. Motion to approve the following overload for the Audubon Jr. /Sr. High School for the 2023-2024 school year:

Name	Position	Partial/Full	Salary
Kelsey Abram	General Education	Full	\$1,600.00 prorated

Motion to Approve Items 1 through 18: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Johnathan Maxson

\_\_\_ Alison Lipsky

\_\_\_ Mark Gatti

\_\_\_ Bill Wilson

\_\_\_ James Blumenstein

\_\_\_ Allison Cox

\_\_\_ Andrea Robinson

**XVI. REPORTS:**

**XVII. HIB District Report**

<b>MARCH 2024</b>	<b>BULLYING INCIDENTS REPORT</b>		
<b>SCHOOL</b>	<b>Confirmed HIB</b>	<b>Non-HIB</b>	<b>Total</b>
AHS	#261994	0	1
MAS	0	0	0
HAS	0	0	0
APPS	0	0	0

**XVIII. Special Program Representatives:**

- A. Camden County Educational Services Commission: Stephen Wilson
- B. Camden County School Boards Association: Johnathan Maxson
- C. Audubon Education Foundation: James Blumenstein
- D. Audubon Board of Education Community Outreach: Andrea Robinson
- E. Audubon/Mt. Ephraim Ad-Hoc: Mark Gatti
- F. Board Member Orientation Committee: Alison Lipsky

**XIX. Board Member Comments**

**XX. 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.

**XXI. Authorizing 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.

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

Time: \_\_\_\_\_ Voice Count: \_\_\_\_\_

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

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

Time: \_\_\_\_\_ Voice Count: \_\_\_\_\_

**XXII. ADJOURNMENT**

1. The next meeting of the Board of Education is scheduled for Wednesday, April 17, 2024 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
2. Motion to adjourn meeting at approximately \_\_\_\_\_ pm.

Motion to Approve: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Stephen Wilson      \_\_\_ Tara Butrica      \_\_\_ Johnathan Maxson  
\_\_\_ Alison Lipsky      \_\_\_ Mark Gatti  
\_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ 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.*