

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, NOVEMBER 15, 2023

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 2021-2023

___ Joseph Miller

___ Alison Lipsky

___ Mark Gatti

SY 2022-2024

___ James Blumenstein

___ Allison Cox

___ Andrea Robinson

SY 2023-2025

___ Ammie Davis

___ Stephen Wilson

___ Tara Sullivan-Butrica

SY 2023 Mt. Ephraim Representative

___ Nancy Schiavo

Student Representative to the Board

___ Monica Coller

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, 12th Grade

VII. Spotlight Program:

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

Pre-Kindergarten

Ryan Seeberger

Kindergarten

Paolo Mendez

Grade One

Benjamin Callahan

Grade Two

Avery Burrough

Grade Three

Xavier Eagan

Grade Four

Lucy Henderson

Grade Five

Addison Sylvester

Grade Six

Finn Davis

Grade Seven

Camilla Witherington

Grade Eight

Vyenna Silver

Freshman Class

Lauren Haller

Sophomore Class

Grady Myers

Junior Class

Alexa Villarreal

Senior Class

Jocelyn Carter

VIII. Board President's Comments:

IX. District Reports:

X. Superintendent's Report:

XI. Approval of Board Minutes:

1. Motion to approve the following minutes:

October 18, 2023 Public Session

October 18, 2023 Executive Session

Motion to Approve: _____

Second: _____

Roll Call

___ Ammie Davis

___ Stephen Wilson

___ Tara Butrica

___ Nancy Schiavo

___ Joseph Miller

___ Alison Lipsky

___ Mark Gatti

___ James Blumenstein

___ Allison Cox

___ Andrea Robinson

XII. 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 +.

XIII. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Ms. Lipsky, Mr. Gatti, 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.

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

Policy	Title	New/Revised
2431	Athletic Competition (M)	Revised

Motion to Approve Item(s) 1 through 1: _____ Second: _____

Roll Call

- Ammie Davis Stephen Wilson Tara Butrica Nancy Schiavo
 Joseph Miller Alison Lipsky Mark Gatti
 James Blumenstein Allison Cox Andrea Robinson

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

Board of Education Goals

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- ❖ 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 August 2023. 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.

August Board Secretary’s Report

2. Revised Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of August 2023. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of August 2023.

August 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 August 2023.

August Transfers

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

Audubon Park Preschool

October 18, 2023	Bus Evacuation Drill
October 23, 2023	Fire Drill

Haviland Avenue School

October 5, 2023	Bus Evacuation Drill
October 23, 2023	Fire Drill

Mansion Avenue School

October 10, 2023	Fire Drill
October 11, 2023	Bus Evacuation Drill

Audubon Jr./Sr. High School

October 4, 2023	Bus Evacuation Drill
October 20, 2023	Fire Drill

7. Motion to approve the bills payable list for November 2023 in the amount of \$1,045,715.71 when certified.

November Bill List

8. Motion to approve the 2024-2025 Tentative Budget Calendar
2024-2025 Tentative Budget Calendar

9. Motion to approve resolution to submit Comprehensive Maintenance Plan:

**Resolution
Approving Submission of Comprehensive Maintenance Plan
For Years 2022/23, 2023/24 and 2024/25**

Whereas, the Department of Education requires New Jersey School Districts to submit three year maintenance plans documenting “required” maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the Audubon Public School District are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid, and

Now Therefore, Be It Resolved, that the Audubon Public School District hereby authorizes the School Business Administrator to submit the attached Comprehensive Maintenance Plan for the Audubon Public School District in compliance with Department of Education requirements.

Comprehensive Maintenance Plan

10. Motion to authorize the submission of the 2024-2025 projected Preschool Enrollment.
Projected Preschool Enrollment

11. Motion to approve and submit the Annual Preschool Operational Plan Update.
Preschool Operational Plan

12. Motion to approve Change Order #2 in the decreased amount of (\$4,600.00) to the W.J. Gross Inc contract for the balance of the unused allowance.

Change Order #2

13. Motion to approve the Standard Superintendent Search agreement between the New Jersey School Board Association (NJSBA) and the Audubon Board of Education per contract on file at the recommendation of the Superintendent of Schools.

Superintendent Search Agreement

14. Motion to approve the NJDOE Statement of Assurance submission for the Audubon Public School District's School Safety and Security Plan for the 2023-24 School Year.

School Safety & Security Plan SOA

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

Roll Call

- | | | | |
|-----------------------|--------------------|---------------------|-------------------|
| ___ Ammie Davis | ___ Stephen Wilson | ___ Tara Butrica | ___ Nancy Schiavo |
| ___ Joseph Miller | ___ Alison Lipsky | ___ Mark Gatti | |
| ___ James Blumenstein | ___ Allison Cox | ___ Andrea Robinson | |

- XV. EDUCATION: Chairperson: Ms. Schiavo** - Committee Members: Mr. Blumenstein, Ms. Robinson, Ms. Lipsky and Alternate: Mr. Miller

Board of Education Goals

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

1. Motion to approve the issuance of written decisions affirming the Superintendent's determination in regard to incident(s) reported at the October 18, 2023 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
N/A			
N/A			
N/A			
N/A			

2. + Student Statistics November 1, 2023

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
11/1/23	56	241	323	781	19	1,420
10/2/23	56	239	323	789	16	1,423
11/1/22	54	237	356	782	26	1,455

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
MAS	Revolutionary War Museum B. Rehn, C. McFetridge	2/7/24	Start: 8:45am Return: 2:30pm	9 chaperones, 41 students	5th grade SS curriculum	\$210.00 Paid by Students
MAS	Revolutionary War Museum K. Rosenberg, E. Cavanaugh	2/8/24	Start: 8:45am Return: 2:30pm	9 chaperones, 43 students	5th grade SS curriculum	\$210.00 Paid by Students
AHS	Exit 4 Escape Room Glassboro, NJ E. Root	2/9/24	Start: 9:00am Return: 2:00pm	1 chaperone, 27 students	Team building for student council	\$185.00 Paid by BOE
MAS	Trenton - Capital Building Z. Bentley	3/21/24	Start: 8:45am Return: 1:30pm	10 chaperones, 83 students	To connect	\$460.00 Paid by Students
AHS	Audubon Towers R. Latini	11/28/23	Start: 3:15pm Return: 4:15pm	1 chaperone, 18 students	Making Holiday Cards with the residents	No Cost

4. 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 \$
2303527617	Archway Program Effective 11-1-23	36,753.06		25,380.00
1969122018	Collingswood BOE	24,947.00		
2235617672	LARC School	61,765.20		39,900.00

5. Motion to approve the following out of district DCP&P placements for the 2023-2024 school year at the recommendation of the Superintendent of Schools:

ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
5340755288	Washington Township Public Schools	19,457.00		
5197585790	Washington Township Public Schools	18,949.00		

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Auxiliary Gym	Lukes Place	TBD	TBD	William Jensen
HAS	Cafeteria & Bathrooms	Holiday Movie Night	12/8/23	4:30pm - 8:20pm	Carrie Fegley HAS PTA
HAS	Media Center/Gym/Steam Room/Art Room	PTA Sponsored Haviland Avenue Musical	12/18/23, 12/19/23, 1/10/24, 1/12/24, 1/17/24, 1/19/24, 1/24/24, 1/26/24, 1/31/24, 2/6/24, 2/7/24, 2/9/24, 2/14/24, 2/16/24, 2/21/24, 2/23/24, 2/28/24, 3/1/24, 3/6/24, 3/8/24, 3/13/24, 3/15/24, 3/20/24, 3/22/24, 3/27/24, 4/10/24	245pm - 4:30pm	Carrie Fegley HAS PTA

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

STUDENT ID#	DATE
00068	Effective retroactive to September 5, 2023 through October 23, 2023
10764	Effective retroactive to October 1, 2023 through TBD
10453	Effective retroactive to October 20, 2023 through October 24, 2023

8. **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
Christine Batra	Deconstructing Anxiety Virtual	10/20/23	\$500.00
Nancy Scully	NJ CIE Community of Practice On-Site Meeting Glassboro, NJ	10/27/23, 1/26/24 & 4/26/24	No Cost Travel
Deborah Roncace	NJASBO - Policy Review and Update Mt. Laurel, NJ	10/31/23	\$125.00 Travel
Stacey Augustine	Marketing Matters: Making the most of CBI through Community Partnership Virtual	11/1/23	No Cost
Denise Allman	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/8/23	No Cost
Christine Brady	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/28/23	No Cost
Roberta Ignaczewski	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/28/23	No Cost
JoAnne McCarty	An Overview of the 2023 NJ Student Learning Standards for Math	11/28/23	No Cost
JoAnne McCarty	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/5/23	No Cost
Jen McClellan	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/28/23	No Cost
Amy Phillips	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/28/23	No Cost
Amy Phillips	An Overview of the 2023 NJ Student Learning Standards for Math	11/28/23	No Cost
Amy Phillips	Defusing Anger, Anxiety, and Aggression: Improving Student Behavior Virtual	1/26/24	\$279.00
Debra Costella	An Overview of the 2023 NJ Student Learning Standards for Math	11/28/23	No Cost
Debra Costello	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/5/23	No Cost
Alycia Colucci	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/5/23	No Cost

Erica Baumgartner	Mathematical routines that Encourage Discourse for Skill Building Glassboro, NJ	12/6/23	No Cost Travel
Gwen Klaus	An Overview of the 2023 NJ Student Learning Standards for Math	11/28/23	No Cost
Gwen Klaus	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/28/23	No Cost
Gwen Klaus	Differentiated Math Center/Assessment Virtual	12/14/23, 1/25/23, 3/14/23	No Cost
Nancy Scully	NJ CIE Inclusion Leadership Conference Winter 2024 Williamstown, NJ	1/19/24	\$175.00 Travel

9. Motion to approve professional development in the area of special education law to the special education department and Child Study Team by Comegno Law Group on January 16th at a cost of \$1,750.00.
10. Motion to approve Puzzles Education Services, LLC to provide specialized Child Study Team Evaluations and services, as per attached contract and rates.

Contract

11. + Motion to approve the following student(s) from Camden County for a field observation experience, at the recommendation of the Superintendent of Schools.

Student	Grade/Subject	Dates	Cooperating Teacher
Rebecca Martel	<u>Grade 6</u>	TBD One Hour	Eunice Englehart
Quinn Davey	<u>History Grades 7-12</u>	TBD 15 Hours Total	Mike Tiedeken

12. Motion to approve Community Based Instruction (CBI). Instruction in the community involves specific individualized student learning objectives, in order to meet the needs of students with disabilities who require CBI for the 2023-2024 school year. A portion of the program involves off-site experiences at community environments. Parents are informed of each of these off-site experiences in advance. Community Based Instruction is not a field trip as directed by NJDOE.
13. Motion to approve the following list of Community-Based Instruction (CBI) experiences for identified special education students (within the WAVE program) during the 2023-24 school year:

Acme, Audubon (11/21/23)
 Public Transportation to the Mall/Lunch on a Budget (Jan/Feb 2024)
 AWA, Voorhees (1/12/24)
 Atlantic Cape Community College (February 2024)
 Rowan College of South Jersey (Feb/March 2024, date TBD)
 Cinemark Somerdale #1 Movie Theater (March 2024)
 Audubon Shopping Center (4/12/24) to include the Post Office, Pep Boys, Municipal Building, and Goodwill. Other businesses may be included.
 Westbrook Lanes Bowling (June 2024)

Motion to Approve Items 1 through 13: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
___ Joseph Miller ___ Alison Lipsky ___ Mark Gatti
___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XVI. HUMAN RESOURCES: Chairperson: Mrs. Davis - Committee Members: Ms. Cox, Mrs. Schiavo, Ms. Butrica 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.
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- ❖ 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 Substitute Instructional Aide agreement for Gail Erney, at Haviland Avenue School, for the 2023-2024 school year, retroactive to November 6, 2023 through February 8, 2024, FTE 1.0, at \$125.00 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 Secretary to the Principal agreement for Rachel Coombs, at Haviland Avenue School, effective October 23, 2023 through December 8, 2023, FTE 1.0, at Step 1, 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.
3. + Motion to approve the long-term Substitute Elementary Teacher agreement for Walter Westfield, at Mansion Avenue School, for the 2023-2024 school year, effective November 8, 2023 through February 9, 2024, FTE 1.0, 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 Nancy Scully as a part time General Education Aide at Mansion Avenue School, Step 1, \$17.00 per hour upon the execution and approval of timesheets, not to include benefits, effective Tuesdays, one hour, beginning November 7, 2023 through the December 19, 2023, during Role Playing Game (RPG) Club, at the recommendation of the Superintendent of Schools.
5. + Motion to approve the Substitute Cafeteria Aide agreement for Natalie Todd at the Mansion Avenue School, effective November 16, 2023 through June 4, 2024 at \$16.27 per hour, 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 (FTE 0.37) Cafeteria Aide agreement for Elaine McAndrews at the Mansion Avenue School, effective November 16, 2023 through June 9, 2023 at \$16.50 per hour, 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.
7. Motion to revise a request from employee #2041, to extend an Unpaid Leave of Absence, effective January 2, 2023 through June 30, 2024.

8. Motion to approve a request from employee #1472, to take Family and Medical Leave of Absence, effective January 31, 2024 to June 14, 2024.

January 31, 2024 through March 14, 2024	Paid Leave (30 sick days)
March 15, 2024 through June 14, 2023	Unpaid Leave
January 31, 2024 through May 2, 2024	Federal FMLA (12 weeks)
March 15, 2024 through June 14, 2024	NJ Family Leave (12 weeks)

9. Motion to approve a request from employee #1169, to take Family and Medical Leave of Absence, effective November 1, 2023 to December 13, 2023.

November 1, 2023 through December 13, 2023	Paid Leave
November 1, 2023 through December 13, 2023	Federal FMLA

10. Motion to approve a request for employee #1618, to invoke the Family and Medical Leave Act, with intermittent leave, effective retroactive to October 21, 2023 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

11. + Motion to accept the notice of resignation from Michael Fager, part-time evening custodian at Haviland Avenue School, effective November 20, 2023.

12. Motion to accept the notice of resignation from Robin Jones, Evening Custodial Foreman, effective January 12, 2024.

13. Motion to rescind the following paid winter 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
Bailey Rizzo	Girls' Basketball	Jr. HS Coach	\$4,257.00
Hailey Schwegel	Swimming	Assistant Varsity	\$2,272.67

14. Motion to revise the following paid winter coaching positions 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
Joshua Atkins	Swimming	Varsity Coach	\$6,250.00 (86.2%)
William Taguwa	Swimming	Assistant Varsity	\$2,784.00 (1.22%)
Ronald Franceschini	Swimming	Assistant Varsity	\$2,784.00 (1.22%)

15. Motion to approve the following paid winter coaching positions 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
Patrice Kilvington	Athletic Director	Assistant Athletic Director	\$4,301.17 (42.7%)
Maddie Whalen	Girls' Basketball	Jr. HS Coach	\$4,257.00

16. Motion to approve the following volunteer (un-paid) winter coaching positions for the 2023-2024 school year 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
Dan Driscoll	Boys' Basketball

17. 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.

Linda Chase - Substitute Teacher
 Celeste Givens - Substitute Teacher
 Joni Noe - Substitute Teacher
 Bailie Rizzo - Substitute Teacher
 Samantha Ruoff - Substitute Teacher
 Annabel Smart - Substitute Teacher
 Annette Hartstein - Substitute Teacher

18. + Motion to rescind Christine Fox-Kasilowski for the Positive Behavior in Schools (PBIS) team at Mansion Avenue School, effective November 1, 2023 through December 22, 2023. The PBIS team will meet for up to 20 hours total for each member during, staff members will be paid at the negotiated non-instructional rate of (\$30/hour), at the recommended by the Superintendent of Schools.
19. + Motion to approve the following Christine Fox-Kasilowski for the Positive Behavior Interventions and Supports (PBIS) team at Mansion Avenue School, effective January 2, 2024 through June 30, 2024. The PBIS team will meet for up to 20 hours total for each member during, staff members will be paid at the negotiated non-instructional rate of (\$30/hour), at the recommended by the Superintendent of Schools.
20. + Motion to approve the following Nicole Lombardi for the Positive Behavior Interventions and Supports (PBIS) team at Mansion Avenue School, effective November 1, 2023 through January 2, 2024. The PBIS team will meet for up to 20 hours total for each member during, staff members will be paid at the negotiated non-instructional rate of (\$30/hour), at the recommended by the Superintendent of Schools.
21. + Motion to approve the following staff members for the Positive Behavior Interventions and Supports (PBIS) team at the Audubon Jr./ Sr. High School. The PBIS team will meet for up to 20 hours during the school year and up to 12.5 hours during the summer, staff members will be paid at the negotiated non-instructional rate of (\$30/hour), at the recommended by the Superintendent of Schools.

Andrea Collazo Brenda Gifford Matt Harter
 Erin Kabo Jillian Matysik

22. + Motion to approve the following staff member to provide six hours of new teacher support and mentoring for the 2023-2024 school year, at the non-instructional contractual rate of (\$30/hour) for a total of \$180.00 per staff member, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Walter Westfield	Mansion Avenue School	Eunice Englehart

23. Motion to approve the Audubon Public School District Administrative Assistant Performance Evaluation Instrument at the recommendation of the Superintendent of Schools.

APSD Administrative Assistant Performance Evaluation Instrument

24. Motion to acknowledge the following volunteer (un-paid), Community Education adult volunteers, as coaches, assistant coaches and helpers for the 2023-2024 ABC Traveling Basketball Program, for Board edification at the request of the Superintendent of Schools:

Jason Seeberger	Co-Liaison for Girls Program 3rd - 6th Grade Girls Coach
Joel Roth	3rd//4th Grade Girls Coach
Stacy Williamson	3rd/4th Grade Girls Assistant Coach
Ken Delio	Coach if needed for 2nd team 3rd/4th grade girls (depending on number of players)
Denise Allman	3rd/4th Grade Girls Assistant Coach
Ace King	Possible head coach if needed for 2nd team 5th/6th Grade Girls
Matt Martin	5th/6th Grade Assistant Girls Coach
Michael Chappel	Co-Liaison for Boys Program 3rd - 6th Grade and also the 3rd/4th Grade Boys Coach
Ryan Watkins	3rd/4th Grade Boys Assistant Coach Team 1
George Shierman	3rd/4th Grade Boys Asst. Coach
Brent Wilson	3rd/4th Grade Boys Coach (depending on number of players)
Maura DeMedio	3rd/4th Grade Boys Asst. Coach
Americo DaCorte	5th/6th Grade Boys Coach

25. Motion to acknowledge the following volunteers (un-paid) Community Education 2023-2024 Elementary Youth Wrestling Program to assist Tom Battillo, for Board edification at the request of the Superintendent of Schools.

Andy Burrough
Mike Casey
Steve Urbano

Chris Meccariello
Kevin King
Andrew Haubois

Andy Manning
Anthony Casale

Motion to Approve Items 1 through 25: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
___ Joseph Miller ___ Alison Lipsky ___ Mark Gatti
___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XVII. REPORTS:

XIIX. HIB District Report

November 2023	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	#254202	0	0
MAS	0	#253459	1
HAS	0	0	0
APPS	0	0	0

XIX. Special Program Representatives:

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

XX. Board Member Comments

XXI. 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.

XXII. Executive Session

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

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

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

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

XXIII. ADJOURNMENT

1. The next regular meeting of the Board of Education is scheduled for Wednesday, December 6, 2023 at 6:30 pm in the Audubon Junior-Senior High School Library Media Center.
2. Motion to adjourn meeting at approximately _____ pm.

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
___ Joseph Miller ___ 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.