

**REORGANIZATION MEETING OF THE BOARD OF EDUCATION**

**AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER**

**WEDNESDAY, JANUARY 3, 2024**

**7:00 P.M.**

**MINUTES**

I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 7:00 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. **Flag Salute**

III. **Board Election Results**

District School Election of the Audubon Public School District of Audubon Borough, in the County of Camden in the State of New Jersey was held on Tuesday, November 8, 2022 pursuant to the notice given in accordance with state law.

|                   |                |       |
|-------------------|----------------|-------|
| Board Candidates: | Mark Gatti     | 1,377 |
|                   | William Wilson | 1,332 |
|                   | Alison Lipsky  | 1,271 |
|                   | Joseph Miller  | 1,000 |

IV. **Administration of the Oath of Office**

Board Members Elected to Three-Year Term (3 Seats): Mark Gatti  
William Wilson  
Alison Lipsky

Oath of Office Statement

V. **Roll Call**

SY 2022-2024

X  James Blumenstein       X  Allison Cox       X  Andrea Robinson

SY 2023-2025

X  Ammie Davis       X  Stephen Wilson       X  Tara Sullivan-Butrica

SY 2024-2026

X  Alison Lipsky       X  Mark Gatti       X  Bill Wilson

SY 2024 Mt. Ephraim Representative

X  Johnathan Maxson

**VI. Reorganization of the Board**

**MOTION TO APPROVE ITEM 1**

Motion by Mr. Blumenstein and seconded by Mrs. Cox

**1. Office of President**

Motion to nominate Board President: James Blumenstein nominated Ammie Davis as Board President.

Motion to Approve Item 1: J. Blumenstein      Second: A. Cox

**Roll Call**

|                              |                          |                            |                             |
|------------------------------|--------------------------|----------------------------|-----------------------------|
| <u> X </u> Mark Gatti        | <u> X </u> Alison Lipsky | <u> X </u> Bill Wilson     | <u> X </u> Johnathan Maxson |
| <u> X </u> Ammie Davis       | <u> X </u> Tara Butrica  | <u> X </u> Stephen Wilson  |                             |
| <u> X </u> James Blumenstein | <u> X </u> Allison Cox   | <u> X </u> Andrea Robinson |                             |

**VOTE FOR ITEM 1**

Motion approved by unanimous roll call (10-0)

The Board Secretary/Business Administrator declares Ammie Davis duly elected as the President of Audubon Board of Education, President assumes chairmanship of meeting.

**MOTION TO APPROVE ITEM 2**

Motion by Mr. S. Wilson and seconded by Mrs. Butrica

**2. Office of Vice-President**

Motion to nominate Board Vice-President: Stephen Wilson nominated Allison Cox as Board Vice President.

Motion to Approve Item 2: S. Wilson      Second: T. Butrica

**Roll Call**

|                              |                          |                            |                             |
|------------------------------|--------------------------|----------------------------|-----------------------------|
| <u> X </u> Mark Gatti        | <u> X </u> Alison Lipsky | <u> X </u> Bill Wilson     | <u> X </u> Johnathan Maxson |
| <u> X </u> Ammie Davis       | <u> X </u> Tara Butrica  | <u> X </u> Stephen Wilson  |                             |
| <u> X </u> James Blumenstein | <u> X </u> Allison Cox   | <u> X </u> Andrea Robinson |                             |

**VOTE FOR ITEM 2**

Motion approved by unanimous roll call (10-0)

The Board Secretary/Business Administrator declares Allison Cox duly elected as the Vice-President of Audubon Board of Education.

**MOTION TO APPROVE ITEM 3**

Motion by Mrs. Cox and seconded by Mr. Blumenstein

3. **Board Meeting Dates**

Motion to approve the Board meeting dates for the period of January 3, 2024 through January 8, 2025. Meetings will begin as noted with the Executive Closed Session at 6:30 pm, followed by the Action Meeting at 7:00 PM except for the Re-Organization Meeting on January 8, 2025 which will start at 7:00 PM.

2024 Board Meeting Dates

Motion to Approve Item 3:   A. Cox  

Second:   J.Blumenstein  

**Roll Call**

|                                |                            |                              |                               |
|--------------------------------|----------------------------|------------------------------|-------------------------------|
| <u>  X  </u> Mark Gatti        | <u>  X  </u> Alison Lipsky | <u>  X  </u> Bill Wilson     | <u>  X  </u> Johnathan Maxson |
| <u>  X  </u> Ammie Davis       | <u>  X  </u> Tara Butrica  | <u>  X  </u> Stephen Wilson  |                               |
| <u>  X  </u> James Blumenstein | <u>  X  </u> Allison Cox   | <u>  X  </u> Andrea Robinson |                               |

**VOTE FOR ITEM 3**

Motion approved by unanimous roll call (10-0)

Motion by Mr. S. Wilson seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive session at 7:18pm for the following purposes. Motion approved by unanimous roll call (10-0)

**VII. 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,

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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 Mrs. Cox seconded by Mr. Maxson to adjourn closed Authorizing Executive session at 7:42pm  
Motion approved by unanimous roll call (10-0)

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

Mark Hanson, Resident, requested a copy of the Board Meeting dates.

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 +.

**IX. Governance**

**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 1-2**

Motion by Ms. Lipsky and seconded by Mr. S. Wilson

1. Motion to approve Audubon Board of Education's compliance with the Ethics Acts thereby certifying that:
  - i. The School Ethics Act and Code of Ethics for School Board Members has been received and discussed,
  - ii. Policies and Procedures regarding training of district Board of Education members have been adopted, and

- iii. Each School Board of Education member acknowledges receipt of the Code of Ethics for School Board Members and has become familiar with the Code of Ethics.

Code of Ethics

- 2. Motion to approve Robert’s Rule of Order as the basis for the conduct of all meetings of the Audubon Board of Education.

Motion to Approve Item(s) 1 through 2: A. Lipsky Second: S. Wilson

**Roll Call**

|                            |                        |                          |                           |
|----------------------------|------------------------|--------------------------|---------------------------|
| <u>X</u> Mark Gatti        | <u>X</u> Alison Lipsky | <u>X</u> Bill Wilson     | <u>X</u> Johnathan Maxson |
| <u>X</u> Ammie Davis       | <u>X</u> Tara Butrica  | <u>X</u> Stephen Wilson  |                           |
| <u>X</u> James Blumenstein | <u>X</u> Allison Cox   | <u>X</u> Andrea Robinson |                           |

**VOTE FOR ITEMS 1-2**

Motion approved by unanimous roll call (10-0)

**X. Operations:**

**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 Mr. Gatti and seconded by Mr. Blumenstein

- 1. Motion to approve the fee agreement between M. Lou Garty, Esquire and the Audubon Board of Education for investigation services at the recommendation of the Superintendent of Schools.

[Fee Agreement](#)

[M. Lou Garty Biography](#)

Motion to Approve Item(s) 1 through 1: M. Gatti Second: J. Blumenstein

**Roll Call**

|                      |                        |                         |                            |
|----------------------|------------------------|-------------------------|----------------------------|
| <u>X</u> Mark Gatti  | <u>X</u> Alison Lipsky | <u>X</u> Bill Wilson    | <u>AB</u> Johnathan Maxson |
| <u>X</u> Ammie Davis | <u>X</u> Tara Butrica  | <u>X</u> Stephen Wilson | Abstained                  |

X James Blumenstein

X Allison Cox

X Andrea Robinson

**VOTE FOR ITEM 1**

Motion approved by unanimous roll call (9-0-1) Member Maxson abstained.

**XI. Education:                      None**

**XII. Human Resources:**

**Board of Education Goals**

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

**MOTION TO APPROVE ITEMS 1-11**

Motion by Ms. Lipsky and seconded by Mr. S. Wilson

1. + Motion to approve the long-term (FTE 1.0) Substitute Elementary Teacher agreement for Laurie McCloskey at Mansion Avenue School, effective December 21, 2023, January 2, 2024 through February 6, 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 1.0) Substitute Elementary Teacher agreement for Walter Westfield at Mansion Avenue School, effective February 9, 2024 through April 10, 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.
3. + Motion to approve the long-term (FTE 0.87) Substitute School Counselor agreement for Rachel Simonetti at Mansion Avenue School, effective retroactive to December 13, 2023 through January 24, 2024 at \$234.90 per diem with executed time sheets, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
4. Motion to approve the Twelve-Month (FTE 1.0) Maintenance Department Evening Supervisor contract for Kevin Stuart, for the 2023-2024 school year, effective January 15, 2024 at the salary of \$62,000.00 (to be prorated), pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
5. Motion to create a fulltime (FTE 1.) tenure track teacher of mathematics position at the Junior-Senior High school for the 2023-2024 school year at the recommendation of the Superintendent of Schools.
6. Motion to approve the first-year tenure track Teacher of Mathematics contract for Kelsey L. Abram, at the Audubon Junior-Senior High School effective March 4, 2024 through June 30, 2024 for the 2023-2024 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 12, FTE 1.0 prorated, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
- 7 +. Motion to rescind the following Mansion Avenue School extracurricular contract for the 2023-2024 school year, effective January 16, 2024, in accordance with the negotiated 2021-2024 contract between the

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

| Name             | Position/Activity                | Contractual Rate |
|------------------|----------------------------------|------------------|
| Bridget Bialecki | Intervention & Referral Services | \$1,351.43       |

- 8 +. Motion to approve the following Mansion Avenue School extracurricular contract for the 2023-2024 school year, effective January 15, 2024 through June 30, 2024, in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

| Name            | Position/Activity                | Contractual Rate    |
|-----------------|----------------------------------|---------------------|
| Erica Cavanaugh | Intervention & Referral Services | \$1,351.43 Prorated |

9. Motion to approve the paid administrative leave for employee #2186 from December 15, 2023 through January 3, 2024, at the recommendation of the Superintendent of Schools.
10. Motion to accept the notice of resignation from Thomas Colbert, Special Education Aid at the Junior-Senior High School effective January 4, 2024, at the recommendation of the Superintendent of Schools.
11. Motion to accept the notice of resignation from Carlina Fuscellaro, Teacher of Mathematics at the Junior-Senior High School effective January 10, 2024, at the recommendation of the Superintendent of Schools.

Motion to Approve Item(s) 1 through 11: A. Lipsky Second: S. Wilson

- |   |   |   |   |
|---|---|---|---|
| <input checked="" type="checkbox"/> Mark Gatti        | <input checked="" type="checkbox"/> Alison Lipsky | <input checked="" type="checkbox"/> Bill Wilson     | <input checked="" type="checkbox"/> Johnathan Maxson<br>Abstained |
| <input checked="" type="checkbox"/> Ammie Davis       | <input checked="" type="checkbox"/> Tara Butrica  | <input checked="" type="checkbox"/> Stephen Wilson  |   |
| <input checked="" type="checkbox"/> James Blumenstein | <input checked="" type="checkbox"/> Allison Cox   | <input checked="" type="checkbox"/> Andrea Robinson |   |

**VOTE FOR ITEMS 1-11**

Motion approved by unanimous roll call (9-0-1) Member Maxson abstained.

**XIII. 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.

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The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

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

**XIV. Adjournment**

- 1. The next Board of Education meeting is scheduled for (*Tentatively Wednesday, January 17, 2024 at 6:30 PM*) in the Audubon Junior-Senior High School Media Center.
- 2. There will be a Board Retreat on (*Tentatively Saturday, January 20, 2024 at 9:00 AM*) in the Audubon Junior-Senior High School Media Center. No action will be taken.
- 3. Motion by Ms. Lipsky seconded by Mr. Wilson to adjourn meeting at approximately 8:42pm. Motion approved by unanimous roll call (10-0)

Motion to Approve:   A. Lipsky                        Second:   S. Wilson  

- |                                |                            |                              |                               |
|--------------------------------|----------------------------|------------------------------|-------------------------------|
| <u>  X  </u> Mark Gatti        | <u>  X  </u> Alison Lipsky | <u>  X  </u> Bill Wilson     | <u>  X  </u> Johnathan Maxson |
| <u>  X  </u> Ammie Davis       | <u>  X  </u> Tara Butrica  | <u>  X  </u> Stephen Wilson  |                               |
| <u>  X  </u> James Blumenstein | <u>  X  </u> Allison Cox   | <u>  X  </u> 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.*

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**Deborah Roncace**  
**Business Administrator/Board Secretary**