CLEMENTON BOARD OF EDUCATION
4 AUDUBON AVENUE, CLEMENTON, NJ 08021
REGULAR PUBLIC MEETING
AUGUST 5, 2025 AT 6:15 PM
MEDIA CENTER

Date: August 5, 2025
Time: 6:15 PM
Place: Clementon Elementary School

MISSION STATEMENT

Our vision is to empower students to acquire, demonstrate, articulate and value knowledge and skills that will support them, as life-long learners, to participate in and contribute to the global world and model the core values of the school district. These core values include Empathy, Respect, Responsibility, Trustworthiness, Determination, Collaboration, Resilience, Generosity, Creativity, and Achievement.

BOARD OF EDUCATION

Katherine Anderson, **President**
Randall Freiling, **Vice President**
Danielle Aubry
Asmar Bouie
Gilbert Geary
Leslie Golden
Lisa Michalowski
Shakera Snyder
Christy Weaver
Kathleen Haines, **Superintendent**
Bruno Berenato, **School Business Administrator**

The Clementon Board of Education is an Equal Opportunity Employer

I. CALL TO ORDER

AGENDA

The Clementon Board of Education welcomes participation of interested organizations and will schedule time as appropriate for the public to speak. The length of time scheduled for public discussion shall be 20 minutes with a two-minute time limit for individual speakers.

II. ROLL CALL

Katherine Anderson	Randall Freiling	Danielle Aubry
Asmar Bouie	Gilbert Geary	Leslie Golden
Lisa Michalowski	Shakera Snyder	Christy Weaver

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III. OPENING SUNSHINE STATEMENT

Public notice of this meeting pursuant to the Open Public Meetings Act has been given by the Board Secretary in the following manner: Posting written notice on the district website, sending written notice to the Courier-Post and publishing to the Legal Notices of that newspaper, filing written notice with the Clerk of Clementon.

IV. PLEDGE OF ALLEGIANCE

V. SUPERINTENDENT HIGHLIGHTS/PRESENTATIONS

1. Learning Acceleration- K.Haines. M.Gifford, L. Fulleylove
2. SSDS Report- J. Fudurich

VI. OPEN THE FLOOR FOR BOARD DISCUSSION (10-MINUTES)

VII. OPEN MEETING TO THE PUBLIC - AGENDA ITEMS ONLY

Motion: 1st:_____ 2nd: _____ - Voice Vote

The Clementon Board of Education welcomes and values input from the community. The public comment portion of the board meeting is the time where any member of the public can share their thoughts directly with the board regarding any item on the agenda. At the same time, the board encourages members of the public to bring specific, individual issues to the attention of the administration first. Anyone who wishes to speak has two minutes to make their comments. Please keep your comments respectful, not defamatory, and suitable for a meeting of a public body, topics at this time will be agenda items only. Please stand and begin by stating your name and address, and refer to the roman numeral of the agenda item(s) you are addressing.

VIII. CLOSE MEETING TO THE PUBLIC

Motion: 1st:_____ 2nd: _____ - Voice Vote

IX. COMMITTEE REPORTS

1. Curriculum and Assessments - (*Chairperson- Christy Weaver)*
2. Finance and Personnel - (*Chairperson- Gil Geary)*
3. Policy - (*Chairperson- Randall Freiling)*
4. Negotiations - (*Chairperson- Danielle Aubry)*

X. REPORTS

1. Camden County Educational Services Commission *(Representative- Randall Freiling)*
2. Pine Hill Board of Education (*Representative- Randall Freiling*)
   a. May 13, 2025 Regular Meeting Minutes- **See Attachment X2a**
3. Legislation *(Representative- Randall Freiling)*

XI. OTHER INFORMATION

1. Nutri-Serve Monthly Update for May 2025- **See Attachment XI1**
2. Nurse Report for June 2025- **See Attachment XI2**
3. Administrative Enrollment and Security Report, June 2025- **See Attachment XI3**
4. Education Staffing Solution (ESS) Substitute List, July 2025- **See Attachment XI4**
5. Clementon School District Comprehensive Equity Plan (CEP) approval letter for the school years 2025-2026 through 2027-2028. **See Attachment XI5**

XII. APPROVAL OF MINUTES

Motion: 1st: _____ 2nd: _____ - Roll Call

1. June 12, 2025 Regular Meeting Minutes- **See Attachment XII1**
2. July 30, 2025 Special Meeting Minutes- **See Attachment XII2**

XIII. PERSONNEL

Motion to approve the following item(s) 1-11 as recommended by the Superintendent for approval.

Motion: 1st: _____ 2nd: _____ - Roll Call

1. New Hire/Sub/Step Adjustment- Be it resolved the following employee(s) be approved for the reasons listed.

Employee Name	Assignment	Replace-ment of:	Eff. Date	Step/ Salary	Account number
a. Tomas Maestrale	RBT (PreK)	n/a	9/1/25	$35,000	20-218-100-106-00
b. Joshua Goldstein	Teacher (Gr. 4)	#487	9/1/25	Step 2 MA	11-120-100-101-00

Employee Name	Assignment	Replace-ment of:	Eff. Date	Step/ Salary	Account number
c. Morgan MacRae	Special Ed Teacher (Middle School Resource/Inclusion)	#449	9/1/25	Step 5 BA	11-213-100-101-00
d. Ashley Hernandez	Principal's Secretary	#464	7/28/25	$55,000	11-000-211-105-00 ($20,000) 11-213-105-00 ($17,539) 20-218-200-105-00 ($17,461)
e. Anthony Cortese	Gym Teacher	#454	9/1/2025	Step 3 BA	11-110-100-101 ($19,520), 11-120-100-101-00 ($19,520), 11-130-100-101-00 ($19,520)
f. Jessica Filipponi	Instructional Aide (PreK)	n/a	9/1/25	$24,000	20-218-100-106-00
g. Bianca McDonald	Teacher (Middle School Math)	#483	9/1/25	Step 1 BA	11-212-100-101-00
h. Megan Kirsch	Lunch Aide	n/a	9/1/25	$17.50 per hour	11-000-262-107-00
i. Nina Goodman	Teacher (PreK)	n/a	9/1/25	Step 4 MA	20-218-100-101-00

2. Resignation or Retirement- Be it resolved the separation of employment of the following employee(s) be approved for the reasons listed and hereby accepted on the dates listed below.

Employee No.	Effective Date	Reason	Attachment
a. #487	8/30/2025	Resignation	XIII2a

Employee No.	Effective Date	Reason	Attachment
b. Keiry Cruz Bonita	6/25/25	Resignation	XIII2b
c. Alyaksandra Pavluchuk	8/30/2025	Resignation	XIII2c
c #464	8/21/25	Resignation	–
d. GA	7/21/25	Resignation	–

3. Approval for up to 10 summer hours for Academic Interventionists for accelerated learning planning at the negotiated hourly rate.
4. Resolution 2026-05 - Approval of the 2025-26 Remote/Virtual Learning Plan. **See Attachment XIII4**
5. Approval of the 2025-26 Staff Handbook.
6. Approval to utilize the Marzano Evaluation Tool for Teachers and Administrators for the 2025-26 school year.
7. Approval for bilingual staff members, including Ashley Hernandez, Joel Gonzalez, and Jose Cruz to provide after-hour interpreting assistance as needed at a rate of $43 per hour.
8. Approval to allow Haley Arnsberger, a Student Occupational Therapist from Temple University to complete her fieldwork in Clementon School District from 9/8/25 to 11/28/25. **See Attachment XIII8**
9. Approval of the Clementon School District 2025-26 Mentoring Plan and Statement of Assurance. **See Attachment XIII9a, XIII9b**

10. Resolution 2026-07 - RESOLUTION AUTHORIZING THE RATIFICATION OF A MEMORANDUM OF AGREEMENT BETWEEN THE CLEMENTON BOARD OF EDUCATION AND THE CLEMENTON EDUCATION ASSOCIATION. **See Attachment XIII10**

    WHEREAS, the Clementon Board of Education ("Board") and the Clementon Administrators' Association ("CEA") have engaged in negotiations for a new collective bargaining agreement commencing July 1, 2025, through June 30, 2029; and

    WHEREAS, the Board and the Union have agreed upon a Memorandum of Agreement ("MOA") in a form attached to and made a part hereof; and
    NOW, THEREFORE, BE IT RESOLVED by the Clementon Board of Education as follows:

    1. The provisions of the WHEREAS clauses set forth above are incorporated herein by reference and made a part hereof.

    2. The Clementon Board of Education hereby ratifies the MOA in the form attached hereto and made a part hereof, subject to the draft of a full and final Collective Bargaining Contract to be finalized between the parties in a form approved by the Board Solicitor.

11. Extra-Curricular Stipends- Be it resolved that the Extra-Curricular Advisors listed below be approved for the remainder of the 2025-2026 School Year. Stipends as per CEA contract. (Stipends are contingent upon the start and completion of the program).

Contracted Stipend Positions	Employee Name	Stipend Amount
Student Government & Safety Patrol	Stephanie Miller	negotiated CBA rate
NJHS	Stephanie Daniels	negotiated CBA rate
Band	Bryan Williams	negotiated CBA rate
Drama	Sal Mazzocca	negotiated CBA rate
Chorus	Sal Mazzocca	negotiated CBA rate
Yearbook	Allison McNally Melissa Bruce	negotiated CBA rate
Art Challenge	Kim English	negotiated CBA rate
OnCourse Manager	Michelle Magilton Jen Phelan	negotiated CBA rate
8th Grade Promotion	Tina Jennetta Candice Wilson	negotiated CBA rate
Lego Robotics Club (1 of 2)	Justin Gunkelman	negotiated CBA rate
Lego Robotics Club (2 of 2)	Rebecca Neri	negotiated CBA rate
Boys Head Basketball Coach	Michael Terlizzi	negotiated CBA rate
Boys Assistant Basketball Coach	TBD	negotiated CBA rate
Girls Head Basketball Coach	Tina Jennetta	negotiated CBA rate
Girls Assistant Basketball Coach	TBD	negotiated CBA rate
Head Co-Ed Soccer Coach	Allison McNally	negotiated CBA rate
Assistant Co-Ed Soccer Coach	Jordan Armata	negotiated CBA rate
Head Softball Coach	Dorothy Steward	negotiated CBA rate
Assistant Softball Coach	Donna Barker	negotiated CBA rate

Head Baseball Coach	TBD	negotiated CBA rate
Assistant Baseball Coach	TBD	negotiated CBA rate
Cheerleading Head Coach	TBD	negotiated CBA rate

XIV. POLICY

Motion to approve the Policies and/or Regulations on First Reading and/or Second Reading listed below in accord with the data presented.

Motion: 1st _____ 2nd: _____ - Roll Call

1. Policies- First Reading- The motion to approve the Policies and/or Regulations listed below in accord with the data presented.

Number	Title	Attachment
a. P0173	DUTIES OF PUBLIC SCHOOL ACCOUNTANT (REVISED)	XIV1a
b. P0174	LEGAL SERVICES (M) (REVISED	XIV1b
c. P0177	PROFESSIONAL SERVICES (M) (REVISED)	XIV1c
d. P1570	INTERNAL CONTROLS (M) (REVISED)	XIV1d
e. R1570	INTERNAL CONTROLS (M) (REVISED)	XIV1e
f. P1620	ADMINISTRATIVE EMPLOYMENT CONTRACTS (M) (REVISED)	XIV1f
g. P 6111	SPECIAL EDUCATION MEDICAID INITIATIVE (M) (REVISED)	XIV1g
h. R6111	SPECIAL EDUCATION MEDICAID INITIATIVE (M) (REVISED)	XIV1h
i. P6220	BUDGET PREPARATION (M) REVISED)	XIV1i
j. R6220	BUDGET PREPARATION (REVISED)	XIV1j
k. P0143	BOARD MEMBER ELECTION & APPOINTMENT (REVISED)	XIV1k

Number	Title	Attachment
l. P1636.01	NOTIFICATION OF PROMOTION, NEW JOB, AND TRANSFER OPPORTUNITIES (NEW)	XIV1l
m. P1648.15	RECORDKEEPING FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS – COVID-19 (M) (**ABOLISHED**)	XIV1m
n. P2422	STATUTORY CURRICULAR REQUIREMENTS (M) (REVISED)	XIV1n
o. P5339.01	STUDENT SUN PROTECTION (NEW)	XIV1o

2. Policies- Second Reading- There are no second reads.

XV. CURRICULUM

Motion to approve the following item(s): 1-11

Motion: 1st: _____ 2nd: _____ - Roll Call

1. Workshop/ Meeting/Professional Development- The motion to approve the following events listed. Dates/times subject to change.

Date	Participant	Provider/Event	Time/ Location	Cost
7/1/25-7/14/25	M. Mazocca K. English R. Neri A.Maronna	Creation of Special Classlist	9:30-2:00	8 hours total Paid at hourly rate
7/29/25	M. Gifford D. Walshe C. Bitzer	Trauma-informed Social Emotional Learning	10:00-11:00 Virtual	n/a
8/5/25	M. Gifford	Looking Beyond Adverse Childhood Experiences	10:00-11:00 Virtual	n/a
8/11/25	J. Fudurich T. Reed	Parker McCay/ Navigating 504 Plans: Providing Valuable Insights for Both Students and Staff	11:00am-1:00pm/ Mt. Laurel	n/a
8/19/25	D. Walshe	Helping to heal after loss and other traumatic events	10:00-11:00 Virtual	n/a

2. Student Activities/Fundraisers- The motion to approve the following events listed. Dates/times subject to change.

Date	Staff/Group	Event	Time/Location	Cost
10/29/25	C. Pickens/ Gr. 8	Field Trip: CCTS Visit	9:00am-1:30pm/ Sicklerville	n/a

3. Approval of the 2024-25 NJDOE Student Register Summary report submission. **See Attachment XV3**
4. Use of Pine Hill's Charles Bowen Fields for the 2025-26 school year.
5. Use of Daniel Dougherty's Sports Complex Fields for the 2025-26 school year.
6. Approval of the 2025-26 Student Handbook and Code of Conduct Matrix. **See Attachment XV6a, XV6b**
7. Approval of the 2025-26 CES Emergency Plan.
8. Approval of the 2025-26 School Safety & Security Plan Statement of Assurance. **See Attachment XV8**
9. Approval of the 2025-26 Professional Development Plan Statement of Assurance submission.
10. Approval of the 2025-26 Faculty Meeting dates. **See Attachment XV10**
11. Approval of the School Safety Data Certification (SSDS) for 2024-25. **See Attachment XV11**

XVI. FINANCE

Motion to approve the following items 1-15

Motion: 1st: _____ 2nd: _____ - Roll Call

Motion: 1st: _____ 2nd: _____ - Roll Call

1. Secretary's Report- The Board Secretary certifies that no line item account in June 2025 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. **See Attachment XVI1**

2. Cash Reconciliation Report- Cash Reconciliation Report for June 2025. The Cash Reconciliation and Secretary's Report are in agreement for the month of June 2025. **See Attachment XVI2**

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

4. Board of Education Certification- Pursuant of N.J.A.C. 6A:23A-6.10 (c)4, the Clementon Board of Education certifies that after review of the April & May 2025 Secretary's Monthly Financial Report and the June 2025 Cash Reconciliation Financial Report and upon consultation with the appropriate district officials, that to the best of the Board's knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1 and that sufficient funds are

available to meet the district's financial obligations for the remainder of the fiscal year.

5. Line Item Transfers for June 2025- **See Attachment XVI5**

6. Payment of Bills- **See Attachments**

Bill List and Check Register		Amount	Attachment
a.	Payroll- June 30, 2025	$386,813.62	XVI6a
b.	Payroll- July 15, 2025	$78,816.24	XVI6b
c.	Payroll- July 30, 2025	$94,715.12	XVI6c
d.	Bills List- June 2025	1,672,430.91	XVI6d

7. Approve adult lunch pricing for the 2025-26 school year as follows: $4.00 – Full Price Lunch
8. Resolution 2026-01 authorizing the submission of other capital projects documents to the NJDOE. **See Attachment XVI8a, XVI8b**
9. Resolution 2026-02 to to accept the focus grant in the amount of $2,350. **See Attachment XVI9**
10. Resolution 2026-06 to ratify submission of and approve the application for the IDEA for a total funding of: BASIC $167,935 and Preschool $4,121.. **See Attachment XVI10**
11. Resolution -2026-03- to increase the bid threshold. **See Attachment XVI11**
12. Approval of the 2025-26 Purchasing Manual. **See Attachment XVI12**
13. Approval of the 2025-26 Standard Operating Procedures Manual. **See Attachment XVI13**
14. Resolution 2026-04- Approval of the Application for Change of Use of Educational Facilities for the 2025-26 school year. **See Attachments XVI14a, XVI14b**
15. Out of District Placements- Placements of student(s) listed for the Extended School Year and Out of District programs for the 2025-2026 school year.

District Fiscally Responsible	Program/ School	Student ID	Start Date	End Date	Bd. Appr Rates
Clementon	GCSSSD	8437091350	9/4/25	6/30/26	$44,980

XVII. OTHER BUSINESS

Motion to approve item(s): 1-11

Motion: 1st _____ 2nd: _____ - Roll Call

1. Approval of the Health and Safety Evaluation of School Buildings Checklist and Statement of Assurance 2025-26. **See Attachment XVII1a, XVII1b**

2. Approval for Just Kids by Archway to set up a table with information about registering for their before-and-after-care program at Back to School Night on September 24, 2025.
3. Approval of the Clementon School District School-Parent Compact.
4. Approval to conduct Kindergarten Screenings for new students on August 11 & 12 from 9:00am-12:00pm.
5. Approval of the 2025-26 Nursing Service Plan. **See Attachment XVII5**
6. Approval of the 2025-26 District Standing Orders as issued by our School Physician. **See Attachment XVII6**
7. Approval to hold New Preschool and Kindergarten Student Orientations on September 3, 2025.
8. Approval to renew the Service Agreement with Addiction Treatment Technologies, LLC (DBA Care Solace) for the 2025-26 school year.. **See Attachment XVII8**
9. Approval of the 2025-26 Lifetouch Yearbook Agreement and student portrait services. **See Attachment XVII9**
10. Approval to accept the donation of general back-to-school supplies (approx. value $40) from former student, Jayla West.
11. Approval of New Staff Orientation on August 19-20, 2025.

XVIII. OPEN MEETING TO THE PUBLIC

The Clementon Board of Education welcomes and values input from the community. The public comment portion of the board meeting is the time where any member of the public can share their thoughts directly with the board. At the same time, the board encourages members of the public to bring specific, individual issues to the attention of the administration first. Anyone who wishes to speak has two minutes to make their comments. Please keep your comments respectful, not defamatory, and suitable for a meeting of a public body. When you approach the podium, please begin by stating your name and address.

Motion: 1st: _____ 2nd: _____ - Voice Vote

XIX. CLOSE MEETING TO THE PUBLIC

Motion: 1st _____ 2nd: _____ - Voice Vote

XX. OLD BUSINESS

XXI. NEW BUSINESS

XXII. EXECUTIVE SESSION

Motion: 1st: _____ 2nd: _____ - Roll Call
Time: PM

BE IT RESOLVED By the Board of Education of Clementon that in compliance with: The Open Public Meeting Act",P.L., 1975, C 173, NJSA 10:4-6 et seq., that the Board shall move to a closed

portion of this meeting from which the public is excluded for the purpose of discussing a matter or matters permitted to be discussed by the Act. The general nature of the matter (s), which the Board intends to discuss is Property.

Minutes of such discussions shall be taken and released as soon as permitted by law in accordance with the specific individual topic discussed.

The Board shall take action as a result of such discussions only in an open to the Public session unless there is an express provision of the law authorizing or requiring that such action be taken in a closed to the Public portion of a Board Meeting.

Return to Regular Session:
Motion: 1st: _____ 2nd: _____ - Roll Call
Time: PM

Action from Executive Session:
Motion: 1st: _____ 2nd: _____ - Roll Call

XXIII. **NEXT BOARD MEETING:** September 11, 2025

XXIV. **MOTION TO ADJOURN**

Motion: 1st: _____ 2nd: _____ - Voice Vote
Time: PM