

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL MEDIA CENTER
WEDNESDAY, FEBRUARY 16, 2022
6:30 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 6:30 P.M. in the Audubon Junior-Senior High School 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.

Roll Call

SY 2020-2022

 X Ammie Davis X Joseph Ryan X Tara Sullivan-Butrica

SY 2021-2023

 X Joseph Miller X Christopher Proulx X Lori Cassidy

SY 2022-2024

 X James Blumenstein X Allison Cox X Andrea Robinson

SY 2022 Mt. Ephraim Representative

 AB Nancy Schiavo
Absent

Motion by Mrs. Davis seconded by Mr. Proulx to approve the resolution for board to enter into closed Authorizing Executive session at 6:35 pm for the following purposes.

Motion approved by unanimous roll call (9-0) Board Member Schiavo was Absent

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 publically;

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

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

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

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or contract 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.

Motion by Mrs. Davis seconded by Mr. Proulx to adjourn closed Authorizing Executive session at 7:05pm.
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

IV. Call Meeting to Order

V. Flag Salute

VI. Student Council Report: Member of Student Council

VII. Spotlight Program:

THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR JANUARY 2022:

Pre-Kindergarten

Hannah Watkins

Kindergarten

Amelia Camm

Grade One

Madeline Boulger

Grade Two

Brandon Pregartner

Grade Three

Moira Haubois

Grade Four

Gabriel Henderson

Grade Five

Amanda Drummond

Grade Six

Alexandros Kalogiros

Grade Seven

Juliana Marcucci

Grade Eight

Alaina Copsetta

Freshman Class

Tyler Wiltsey

Sophomore Class

Jayden McCracken

Junior Class

Katie Diaz

Senior Class

Charlotte Coker

VIII. Presentation/Recognition(s):

I. All South Jersey Choir Recognition, by Andy Davis and Roberta Hanson-Swinney

Emma Cochran

Kyle Brown

David Amorosi

Noah Brasteter

Payton Vogt

II. 2020-2021 School-Self Assessment for Determining HIB Grades, Dr. Andy Davis

SSA for Determining HIB Presentation

III. 2021-2022 Student Safety Data System (SSDS) Semi-Annual Report: Period I, Dr. Andy Davis

SSDS Semi-Annual Report Presentation

IV. **IXL Mid-Year Assessment Performance Results**, Mr. Shamus Burke

IXL Mid-Year Presentation

V. **APSD Professional Development Guide**, Mr. Shamus Burke

VI. **APSD Technology Assessment & Adjustment Plan**, Mr. Michael Chisholm

Technology Assessment & Adjustment Presentation

IX. **Approval of Board Minutes:**

1. Motion by Mr. Proulx and seconded by Mr. Ryan to approve the following minutes:

January 5, 2022 Public Session Reorganization

January 8, 2022 Public Session Board Retreat

January 19, 2022 Public Session

January 19, 2022 Executive Session

January 26, 2022 Public Session

January 26, 2022 Executive Session

Motion to Approve: Mr. Proulx

Second: Mr. Ryan

Roll Call

X Ammie Davis

X Joseph Ryan

X Tara Butrica

AB Nancy Schiavo
Absent

X Joseph Miller

X Christopher Proulx

X Lori Cassidy

X James Blumenstein

X Allison Cox

X Andrea Robinson

Motion approved by unanimous roll call for Audubon Board of Education Minutes on 1/5/22, 1/8/22, 1/26/22 (9-0) Board Member Schiavo was absent.

Audubon Board of Education Minutes on 1/19/22 Approved by Majority Vote (8-0-1) Board Member Blumenstein abstained from voting on these Minutes and Board Member Schiavo was absent.

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

Kelly Tomeo, Resident, made a statement regarding Goals of the District. Ms. Tomeo would like to see afterschool tutoring and the summer bridge program implemented. She also commented on Esser Funds.

Patricia Kline, non-resident, addressed the Board on various topics including masks, vaccinations, Critical Race Theory and Sex Education curriculum.

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.

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

XI. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Ms. Butrica, Mr. Miller, Mr. Ryan 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.

XII. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Mr. Proulx, Mr. Ryan and Alternate: Mr. Miller

Board of Education Goals

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MOTION TO APPROVE ITEMS 1-9

Motion by Mr. Proulx and seconded by Mr. Miller

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION FEBRUARY 16, 2022

1. Board Secretary’s Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of December 2021. The Board Secretary certifies that no line item account has been over expended in violation of N.J.A.C. 6A: 23A – 16.10 (c) 3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

[December Board Secretary's Report](#)

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of December 2021. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of December 2021.

[December Cash Reconciliation Report](#)

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.

4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

5. Motion to approve line item transfers for the month of December 2021.

[December Transfers](#)

6. Motion to approve the bills payable list for January 2022 in the amount of \$414,458.91 when certified.

[January Bill List](#)

7. Motion to approve the bills payable list for February 2022 in the amount of \$444,949.41 when certified.

[February Bill List](#)

8. Motion to acknowledge the bid results for the bond sale held on February 8, 2022.

Bidder	Interest Rate
Roosevelt & Cross	2.870017%
Fidelity Capital Markets	2.967461%
Robert W. Baird & Co., Inc	2.993045%
Huntington Securities, Inc	3.028362%

[Bid Results](#)

9. Motion to acknowledge Safety conducted in the District Schools:

Audubon Park Preschool

January 20, 2022 Lockdown Drill

January 26, 2022 Fire Drill

Haviland Avenue School

January 20, 2022 Lockdown Drill

January 25, 2022 Fire Drill

Mansion Avenue School

January 19, 2022 Fire Drill

January 24, 2022 Lockdown Drill

Audubon High School

January 11, 2022 Shelter in Place

January 19, 2022 Fire Drill

Motion to Approve Item(s) 1 through 9: C. Proulx Second: J. Miller

Roll Call

X Ammie Davis X Joseph Ryan X Tara Butrica AB Nancy Schiavo
Absent

X Joseph Miller X Christopher Proulx X Lori Cassidy

X James Blumenstein X Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1-9

Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

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

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 1-8

Motion by Mr. Miller and seconded by Mr. Proulx

1. Motion to approve the issuance of written decisions affirming, rejecting, or modifying the Superintendent's determination in regard to incident(s) reported at the January 19, 2022 meeting of the Board of Education.

School	Incident Report Number	Board Determination
AHS	8007	Not HIB

AHS	8047	HIB
AHS	8057	Not HIB
AHS	8067	Not HIB
AHS	8085	Not HIB
MAS	8009	Not HIB
MAS	8014	Not HIB
MAS	8049	Not HIB
MAS	8052	HIB
HAS	N/A	N/A
APPS	N/A	N/A

2. + Student Statistics February 1, 2022

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
2/1/2022	27	246	361	777	20	1,431
1/4/2022	27	250	361	777	20	1,435
2/1/2021	N/A	249	370	814	22	1,455

3. **Approval of Attendance at Conferences and Workshops for the 2021-2022 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
Amanda Brown	2022 Shape NJ Convention Long Branch, NJ 07740	February 16, 2022	Conference Cost \$214.00 Travel
Tony Carbone	DAANJ Annual Conference Somerset, NJ	February 27 & 28, 2022	Conference Cost \$475.00
Scott LaPayover	ATSNJ Annual Conference Somerset, NJ 08873-4197	March 15, 2022 – March 18, 2022	Conference Cost \$140.00
Deborah Roncace	NJASBO Purchasing Mt. Laurel, NJ 08054	March 22, 2022	Conference Cost \$100.00

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			Travel
Pennie Bigelow	NJALC Spring Conference Virtual	April 8, 2022	Conference Cost \$130.00
Molly Fleming	NJALC Spring Conference Virtual	April 8, 2022	Conference \$130.00
Yael Shemesh- Lewandowski	NJALC Spring Conference Virtual	April 8, 2022	Conference \$130.00
Deborah Roncace	NJASBO – Audit Review Mt. Laurel, NJ 08054	April 26, 2022	Conference Cost \$100.00 Travel

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	AHS Lower Field	Audubon Soccer Youth Organization	2/28/22 – 5/28/22	6:00 PM after Baseball	Luke Bater
AHS	Varsity Baseball Field	Audubon Little League	3/1/22 – 2022 Season	After Baseball Practice/Games Various Times	Bill Chester
AHS	Main/Auxiliary Gyms	Audubon Little League	3/1/22 – 2022 Season	6:00 PM – 9:30 PM	Bill Chester
AHS	Varsity Baseball Field	Audubon Little League	3/1/22 – 2022 Season	After Softball practice/Games Various Times	Bill Chester
AHS	AHS Track Field	Audubon Youth Soccer	3/5/22 – 5/8/22	1:00 PM – 5:00 PM	Luke Bater
AHS	AHS Baseball Field	Blue Sox Men’s Baseball team	3/27/22 – 8/28/22	9:00 AM – 12:00 PM	AHS
AHS	AHS Track and Field Facilities	St. Rose of Lima Track Team	4/1/22 – 6/15/22	5:30 PM – 7:30 PM	Carole Fesi
HAS	Media Center	PTA Fundraising Committee Meeting	2/22/22	6:00 PM – 8:00 PM	Raye Martin

5. Motion to approve the following out of district placements for the 2021-2022 school year at the recommendation of Special Services Department.

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
9253891204	Durand, Inc.	-	-	\$17,460.00

6. Motion to approve Student Safety Data System (SSDS) Semi-Annual Report for Period One for the 2021-2022 school as presented for and submission of the report and related documents to the New Jersey Department of Education.

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- 7. Motion to approve a goal setting, organizational skills, academics, and importance of being involved student motivation rally (3 combined grade level (7-8; 9-10; 11-12) assemblies) by Stand Tall Steven A. Bollar on March 4, 2022 at a cost of \$4,500 to be paid through local monies and support through the Municipal Alliance.
- 8. Motion to approve homebound instruction for the following student(s):

STUDENT ID#	DATE
00444	Home instruction effective retroactive to January 7, 2022 – March 7, 2022
02693	Home instruction effective retroactive to January 18, 2022 – February 18, 2022
10632	Home instruction effective retroactive to January 18, 2022 – February 18, 2022
42803	Home instruction effective retroactive to February 4, 2022 – April 4, 2022
00478	Home instruction effective retroactive to February 7, 2022 – March 7, 2022
01087	Home instruction effective retroactive to February 13, 2022 – March 13, 2022
10863	Home instruction effective retroactive to February 14, 2022 – April 14, 2022

Motion to Approve Items 1 through 8: J. Miller Second: C. Proulx

Roll Call

- X Ammie Davis X Joseph Ryan X Tara Butrica AB Nancy Schiavo
Absent
- X Joseph Miller X Christopher Proulx X Lori Cassidy
- X James Blumenstein X Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1-8

Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

XIV. HUMAN RESOURCES: Chairperson: Mrs. Davis, Committee Members: Ms. Cassidy, Ms. Cox, and Mrs. Schiavo, Alternate: Ms. Butrica

Board of Education Goals

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

MOTION TO APPROVE ITEMS 1-21

Motion by Mr. Miller and seconded by Mrs. Cox

1. Motion to approve the Long Term Substitute Teacher of World Language agreement for Valeria Henkel at the Audubon Jr. /Sr. High School, effective February 17, 2022 for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at \$260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools.
2. + Motion to approve the following long term substitute cafeteria aide agreement for Sharda Johnson, at Mansion Avenue School, retroactively effective February 4, 2022 for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at \$13.00 per hour, FTE 0.37, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
3. + Motion to approve the part-time Instructional Preschool Aide agreement for Starr Cole, at the Audubon Park Preschool, effective February 15, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 7, BA/MA, \$17.94 per hour, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
4. + Motion to approve the part-time Special Education Aide agreement for Brianna Brown, at the Mansion Avenue School, effective February 17, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 6, BA, \$17.09 per hour, FTE 0.87, 29.5 hours per week, 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 approve the part-time Special Education Aide agreement for Paulene Ike, at the Haviland Avenue School, effective February 17, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 7, BA, \$17.94 per hour, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
6. + Motion to approve the part-time Instructional Aide agreement for Amy Conahan, at the Haviland Avenue School, effective February 17, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 5, BA, \$16.23 per hour, FTE 0.87, 29.5 hours per week, 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 revise a request from employee #1287, to invoke the Federal Family Medical Leave Act, effective November 8, 2021 to June 17, 2022:

November 8, 2021 through December 23, 2021	Paid Leave (33 sick days)
January 3, 2022 through June 17, 2022	Unpaid Leave
November 8 2021 through December 31, 2021	Federal FMLA (8 weeks)
January 3, 2022 through June 17, 2022	NJ Family Leave (12 weeks)

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8. Motion to approve a request from employee #1974, to invoke the Federal Family Medical Leave Act, effective February 25, 2022 to March 25, 2022:

February 25, 2022 through March 25, 2022 Unpaid Leave

February 25, 2022 through March 25, 2022 Federal FMLA (4 weeks)

9. + Motion to approve a request from employee #1637, to invoke the Federal Family Medical Leave Act, effective April 25, 2022 to June 17, 2022:

April 25, 2022 through June 17, 2022 Paid Leave (40 sick days)

April 25, 2022 through June 17, 2022 Federal FMLA (8 weeks)

10. + Motion to revise the long-term substitute Elementary Teacher agreement at the Mansion Avenue School for Danielle Reich, effective November 1, 2021 through June 17, 2022 at \$260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

11. Motion to appoint John McMichael, Assistant Principal of Student Personnel Services, as the Section 504 Compliance Officer for a term commencing February 17, 2022 through June 30, 2022.

12. + Motion to approve the following staff member to provide five hours of new teacher support and mentoring for the 2021-22 school, year, at the non-instructional contractual rate of \$30.00 per hour for a total of \$150.00 per staff member, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Stephanie Berenato	MAS – Special Education	Terri Salamone

13. Motion to rescind Chazaram Ugonna-Ufere as a Student Maintenance Assistant at the hourly rate of \$13.00 for 4.0 hours per day, 5 days per week, effective January 28, 2022, with executed time sheets at the recommendation of the Superintendent of Schools:

14. Motion to approve Kainesochi Ugonna-Ufere as a Student Maintenance Assistant at the hourly rate of \$13.00 for 4.0 hours per day, 5 days per week, effective retroactive to January 27, 2022, with executed time sheets at the recommendation of the Superintendent of Schools:

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

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancellation of Season/Event

When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

Name	Position/Activity	Contractual Rate
Roberta Hanson-Swinney	Graduation – High School	\$1,428.55
Dustin Stiles	Middle School Year Book	\$1,600.00
Jill Bradshaw	Play Director	\$3,347.55

16. Motion to approve the following volunteer (un-paid) spring coaching positions for the 2021-2022 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
Jenna Imperial	Softball

17. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2021-2022 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Garrity Bantle – Substitute Teacher	Lillian Mierkowski – Substitute Secretary
William Lebb – Substitute Custodian	Caitlyn Coombs – Substitute Teacher
Samantha Wallace – Substitute Teacher	Victoria Carfagno – Substitute Teacher
Gregg Francis – Substitute Teacher	Anne Marie Harris – Substitute Teacher
Kristina Miller – Substitute Teacher	

18. Motion to approve the following paid spring coaching positions for the 2021-2022 school year based on the negotiated agreement between the Audubon Education Association and the Audubon Board of Education, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

Cancellation of Season/Event	
When notified; one week or more prior to the start of the season or three days prior to the event	0.0%
School Closure & Hybrid Schedules	
Greater Than 50% of Season or Event Occurred	100.0%
Greater Than or Equal to 25% and Less Than or Equal to 50%	50.0%
Greater than 7 practices and Less Than 25%	25.0%

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

NAME	POSITION	AMOUNT
Rich Horan	Baseball Varsity Coach	\$7,669.00
*Ryan Knaul	Baseball Asst. Varsity	\$2,537.20
*Tyler Inkster	Baseball Asst. Varsity	\$2,537.20
*Zachary Jakubowski	Baseball Asst. Varsity	\$2,537.20
*TBD	Baseball Junior Varsity	\$2,537.20
*Ryan Boland	Baseball Freshman	\$2,537.20
Luke Collazzo	Golf Varsity	\$5,520.00
Paul Frantz	Golf Asst. Varsity	\$885.00 25%
Matthew Harter	Golf Asst. Varsity	\$2,655.00 75%
Erin Small	Softball Varsity	\$7,669.00
Maddy Meehan	Softball Asst. Varsity	\$5,071.00
Erica Wenzel	Softball Junior Varsity	\$5,071.00
Dan Carter	Softball Freshman	\$2,544.00
Eric Miller	Boys Tennis Varsity	\$6,095.00
Dennis Kolecki	Boys Tennis Assistant	\$4,015.00
Steve Ireland	Boys Track & Field Varsity	\$7,669.00

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Daniel Cosenza	Girls Track & Field Varsity	\$7,669.00
Adam Cramer	Girls Track & Field Assistant Girl	\$5,071.00
Daniel Reed	Track & Field Assistant Boys	\$5,071.00
Krista Little	7/8 Grade Coed Track & Field	\$2,753.00
Patrice Kilvington	7/8 Grade Coed Track & Field As	\$1,330.00
Chris Harris	Spring Weight Training	\$2,438.50
Scott LaPayover	Spring Athletic Trainer	\$5,293.00
John Walsh	Spring Asst. Athletic Director	\$2,817.64

*Keith Allen, Randolph Callaway, Tyler Inkster, Zachary Jakubowski and Ryan Knaul will each receive 1/5 of the total of Varsity Assistant's + JV + Freshman stipends.

19. Motion to approve the following volunteer (un-paid) spring coaching positions for the 2021-2022 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
Andrew Bednarek, Wade Gies, Chris Harris, Brian Kulac, Ralph Schiavo, Derek "Boomer" Wickersham, George Kaufman, RJ Callahan	Baseball
Angela DiFilippo, Mike Tomasetti	Golf
Amanda Brown	Softball
Keith Allen, Brian Furlong, Dominic Koehl, Sam Santore	Spring Weight Training
Andrew Barnhardt, Kieren Boland, Kyle Kilvington, Danielle Nicklas, Anthony Pugliese	Track and Field Programs
Laurie Bouch, Dennis Cain, Ralph Gilmore	Boys' Tennis
TBD	Weight Room

20. + Motion to approve the part-time Special Education Aide agreement for Angela Watkins, at the Mansion Avenue School, effective February 21, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 5, \$15.76 per hour, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
21. Motion to approve the Elementary Teacher contract for Silveria Mastalsz, at the Audubon Park Preschool, for the 2021-2022 school year Step 7, BA, FTE 1.0 effective March 7, 2022 for the 2021-2022 School year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

Motion to Approve Items 1 through 21: J. Miller Second: A. Cox

Roll Call

- X Ammie Davis X Joseph Ryan X Tara Butrica AB Nancy Schiavo
 Absent
- X Joseph Miller X Christopher Proulx X Lori Cassidy
- X James Blumenstein X Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1-21

Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

XV. REPORTS:

XVI. HIB District Report

February 2022	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS #8098, #8099, #8119, #8120, #8121, #8143, #8150	3	4	7
MAS #8114, #8161, #8162	1	2	3
HAS	0	0	0
APPS	0	0	0

XVII. Superintendent's Report:

- Dr. Davis commented on School Climate Survey as students took the survey earlier in the week.
- Dr. Davis commented that the Governor has lifted the mask mandate for schools on March 7, 2022.
- Dr. Davis thanked Mr. Burke and Mr. Chisholm for their presentations tonight.

XVIII. Special Program Representatives:

- A. CCESC Rep. Rotation: **Joseph Miller**
- B. CCSBA Rep. Rotation: **Ammie Davis**

XIX. Board Member Comments:

- Board Member Davis reminded all Board Members of the Joint Meeting on February 28, 2022 at 7:00pm
- Board Member Davis asked if presentations can be given ahead of time to Board Members.
- Board Member Davis commented that NJSBA will be requiring student representatives be present at Board Meetings.

XX. Public Participation: (Open Discussion)

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A Jr./Sr. High School Student, read a statement regarding mask mandate and the harm to Students.

Student, Bethany Alexander, read a statement regarding masks and asked Board not to require masks.

Ms. Giaccardo, non-resident, read a statement regarding masks and stated that COVID is non-existent.

Ms. Alexander, resident, suggested that students be able to speak in the first public comment section.

Student, Samantha McCloskey, expressed her concerns on GPA and loss of scholarship.

Student, Dominic Perry, expressed concerns of athletes still allowed to play their sport with failing grades.

Student, Donald Giordano, expressed concerns of student safety in the Jr./Sr. High School, especially in the bathrooms and the lack of care of staff on this situation.

Ms. Kline, non-resident, challenged the Board to approve a resolution tonight to not mandate masks.

Student, Donald Giordano, asked if IXL scores can be broken down by grades in Jr./Sr. High School?

Ms. Whalen, Resident, expressed concerns of Library at Jr./Sr. High School being closed after school. She also expressed concerns of the lunch program, especially expiration dates on milk and bread.

Resident on Lecato Ave. asked how students can catch up after the 2 year pandemic?

Ms. McCloskey, resident, made a statement regarding her opinion of Audubon High School being inept.

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

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

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

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

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

Motion by Mrs. Cox seconded by Mr. Miller to approve the resolution for board to enter into closed Authorizing Executive session II at 10:35 pm for the following purposes.

Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

XXI. Authorizing Executive Session II:

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

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

WHEREAS, the nine exceptions to public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box within which the number of issues to be privately discussed that fall within that exception shall be written, and after each exception is a space where additional information that will disclose as much information about the decision as possible without undermining the purpose of the exception shall be written.

NOW, THEREFORE, BE IT RESOLVED that the **Audubon Board of Education** will go into closed session for the following reason(s) as outlined in N.J.S.A. 10:4-12(b):

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 publically;

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

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

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

Any investigations of violations or possible violations of the law;

_____ Any pending or anticipated litigation or contract 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. Miller to adjourn closed Authorizing Executive session at 11:50pm.
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

XXII. ADJOURNMENT

1. A Special Meeting of the Board of Education (Work Session/Executive Session) is scheduled for Wednesday, February 23, 2022 at 6:30 PM in the Audubon Junior-Senior High School Library Media-Center.
2. A Special Meeting of the Board of Education (Joint Training Session with Mount Ephraim BOE) is scheduled for Monday, February 28, 2022 at 7:00 PM in the Audubon Junior-Senior High School Library Media-Center.
3. The next Regular Board of Education meeting is scheduled for Wednesday, March 16, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.
4. Motion by Mrs. Cox seconded by Mr. Miller to adjourn meeting at approximately 11:50pm.
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent.

Motion to Approve: A. Cox Second: J. Miller

Roll Call

<u>X</u> Ammie Davis	<u>X</u> Joseph Ryan	<u>X</u> Tara Butrica	<u>AB</u> Nancy Schiavo Absent
<u>X</u> Joseph Miller	<u>X</u> Christopher Proulx	<u>X</u> Lori Cassidy	
<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.

Deborah Roncace
Business Administrator/Board Secretary