

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL AUDITORIUM**  
**WEDNESDAY, APRIL 13, 2022**

**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 Auditorium 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 2020-2022

\_\_\_ Ammie Davis

\_\_\_ Joseph Ryan

\_\_\_ Tara Sullivan-Butrica

SY 2021-2023

\_\_\_ Joseph Miller

\_\_\_ Christopher Proulx

\_\_\_ Lori Cassidy

SY 2022-2024

\_\_\_ James Blumenstein

\_\_\_ Allison Cox

\_\_\_ Andrea Robinson

SY 2022 Mt. Ephraim Representative

\_\_\_ Nancy Schiavo

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):

  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, 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;

X 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.

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 Council Report:** Natalie Sylvester, President  
Leah Grim, Vice-President

**VII. Spotlight Program:**

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

**Pre-Kindergarten**  
Nicholas Kerper

**Kindergarten**  
Lorelai Sykes

**Grade One**  
Heather Downham

**Grade Two**  
Dominic Foleno

**Grade Three**  
Lleya Sinn

**Grade Four**  
Joel Klingler

**Grade Five**  
Gianna Hardymon

**Grade Six**  
Zachary Graham

**Grade Seven**  
Ava Lebb

**Grade Eight**  
Charlotte Owens

**Freshman Class**  
Frank Webb

**Sophomore Class**  
Sydney Williams

**Junior Class**  
Payton Vogt

**Senior Class**  
Jade Zuccarelli

**VIII. Presentation/Recognition(s):**

- I. Audubon High School Chess Team, Second Place Recognition – South Jersey School Chess League, by Dr. Andy Davis and Mr. Mathew Webb
- a. Clark Davis
  - b. Austin Dvoid
  - c. Emerson Martel
  - d. Donny Nguyen
  - e. Steven Trieu
- II. Student Action and Courage when Faced with Danger, Recognition - Frank Webb

**IX. 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: \_\_\_\_\_

**X. Approval of Board Minutes:**

1. Motion to approve the following minutes:

- March 16, 2022 Public Session
- March 16, 2022 Executive Session
- March 23, 2022 Public Session

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

**Roll Call**

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

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

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

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

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

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

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

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

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

**XII. GOVERNANCE: Chairperson: 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.

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

<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>
2431.4	Prevention And Treatment Of Sports-Related Concussions And Head Injuries	Revised
2464	Gifted And Talented Pupils	Revised
8465	Crimes And Bias-Related Acts	Revised
<b>Policy</b>	<b>Title</b>	<b>New/Revised</b>
5460	High School Graduation	Revised
2431.4	Prevention And Treatment Of Sports-Related Concussions And Head Injuries	Revised
8465	Crimes And Bias-Related Acts	Revised

2. Motion to approve the second reading and adoption of the following policies and regulations as recommended by the full Governance Committee of the Board.

<b>Regulation</b>	<b>Title</b>	<b>New/Revised</b>
2460.30	Additional/Compensatory Special Education And Related Services	New
2622	Student Assessment	New
5751	Sexual Harassment of Students	Revised
<b>Policy</b>	<b>Title</b>	<b>New/Revised</b>
2415.05	Student Surveys, Analysis, Evaluations, Examinations, Testing, Or Treatment	Revised
2451	Adult High School	Revised
2622	Student Assessment	Revised
3233	Political Activities	Revised

5541	Anti-Hazing	New
9560	Administration Of School Surveys	Revised

Motion to Approve Item(s) 1 through 2: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

**XIII. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Mr. Proulx, Mr. Ryan 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. Board Secretary’s Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of February 2022. 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.

February Board Secretary’s Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of February 2022. The Cash Reconciliation Report and Secretary’s reports are in agreement for the month of February 2022.

February 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 February 2022.

February Transfers

6. Motion to approve the bills payable list for March 2022 in the amount of \$147,631.80 when certified.

March Bill List

7. Motion to approve the bills payable list for April 2022 in the amount of \$686,822.57 when certified.

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

**Audubon Park Preschool**

March 29, 2022 Shelter in Place

March 30, 2022 Fire Drill

**Haviland Avenue School**

March 29, 2022 Shelter in Place

March 30, 2022 Fire Drill

**Mansion Avenue School**

March 10, 2022 Fire Drill

March 25, 2022 Shelter in Place

**Audubon High School**

March 18, 2022 Fire Drill

March 28, 2022 Lockdown Drill

9. Motion to approve the Site Engineer professional service contract to Colliers Engineering & Design, Incorporated and to authorize the business administrator to negotiate the contract based on the actual and the approved scope of work.

10. Motion to approve to enter into a contract with Patriot Roofing, Inc. for the 2022 Partial Roof Restoration of the Jr/SR High School and the Mansion Avenue School at a total base bid of \$ 1,945,000.00 through the bid award process. Funds allotted through approved December 2021 Referendum.

Roof Restoration Results

11. Motion to approve to enter into a contract with WJ Gross, Incorporated for the Auxiliary Gymnasium floor replacement and Auxiliary Gymnasium upgrades at a total cost of \$ 432,500.00 through the CCESC CO-OP purchasing #66CCEPS. Funds allotted through approved December 2021 Referendum.

Auxiliary Gymnasium Proposal

12. Motion to approve to enter into a contract with WJ Gross, Inc for Kitchen Equipment replacement and upgrades at a total cost of \$ 155,700.00.00 through the CCESC CO-OP purchasing #66CCEPS. Funds allotted through approved December 2021 Referendum.

Kitchen Equipment Proposal

13. Motion to join the Gloucester County Special Services School District consortium for American Rescue Plan (ARP) – Education for the Homeless Children and Youth (HCYII) funds in amount of \$8,592.00 and submit application.

ARP-HCYII – Consortium Agreement

Motion to Approve Item(s) 1 through 13: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Joseph Ryan      \_\_\_ Tara Butrica      \_\_\_ Nancy Schiavo  
 \_\_\_ Joseph Miller      \_\_\_ Christopher Proulx      \_\_\_ Lori Cassidy  
 \_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

**XIV. 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.

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 March 16, 2022 meeting of the Board of Education.

School	Incident Report Number	Board Determination
AHS	8204	Not HIB
AHS	8310	Not HIB
MAS	8230	Not HIB
MAS	8249	Not HIB
HAS	N/A	N/A
APPS	N/A	N/A

2. + Student Statistics April 1, 2022

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
4/1/2022	28	247	359	780	21	1,435
3/1/2022	27	246	363	780	20	1,436
4/1/2021	N/A	246	371	807	20	1,444

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
Barbie Ledyard	South Jersey Elementary Consortium Sewell, NJ	April 1, 2022	No Cost
Silveria Mastalsz	Spring 2022 TPOT Reliability Certification Course Virtual	April 5 – 7, 2022	Conference Cost \$325.00
Christine Fox- Kasilowski	Addressing NJ Math Standards Using Children's Literature Grade K-3 Blackwood, NJ	April 25, 2022	Conference Cost \$149.00Field
Shamus Burke	NJ Statewide Assessment ELA Range finding Meeting Virtual	May 17 – 20, 2022	No Cost
Colleen McFetridge	NJ Statewide Assessment ELA Range finding Meeting Virtual	May 17 – 20, 2022	No Cost
Christine Fox- Kasilowski	Simply Coaching Summit Virtual	July 11 – 13, 2022	Conference Cost \$72.00

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
HAS	Media Center	Fundraising Committee Meeting	4/6/22	6:45 PM – 8:00 PM	Raye Martin
HAS	1 <sup>st</sup> Grade Dismissal Area (side of school away from Cafeteria)	Butterfly Garden Dedication	4/22/22 & 4/29/22	8:00 AM – 2:30 PM	Raye Martin
HAS	Media Center	Haviland Avenue Bookfair	5/9/22 – 5/12/22	5/9 2:30 PM – 5:00 PM; 5/10 8:00 AM – 2:30 PM; 5:00 PM – 8:30 PM; 5/11 8:00 AM – 2:30 PM 5/12 8:00 AM – 3:30 PM	Raye Martin
HAS	1 <sup>st</sup> Grade Dismissal Area (side of school away from Cafeteria)	Butterfly Garden Dedication	5/6/22	8:00 AM – 2:30 PM	Raye Martin

5. + Motion to approve the following field trip requests for the 2021-2022 school year:

School	Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
HAS	Philadelphia Zoo 2 <sup>nd</sup> Grade Teachers	5/3/22	Depart: 9:30 am Return: 2:00 pm	25 chaperones, 76 students	Make observations of plants and animals to compare the diversity of life in different habitats.	\$311.00

HAS	Memorial Field Kindergarten Teachers	5/13/22	Group 1 – Depart 10:00 am Group 2 – Return 11:30 pm; Depart 12:45 pm Return 2:15 pm	10 chaperones, 81 students	To learn about the game of baseball and what it means to be a part of a team.	No Cost
HAS	Philadelphia Zoo 1 <sup>st</sup> Grade Teachers	5/18/22	Depart 9:00 am Return 2:50 pm	22 chaperones, 75 students	To continue the study of animals and their offspring	\$330.16
MAS	Hot Wheelz Rehn/Falkowski	5/19/22	Depart: 11:30 am Return: 2:30 pm	2 chaperones, 40 students	5 <sup>th</sup> grade safety patrol skating party	\$101.53
MAS	Hershey Park & Chocolate World Rehn/Falkowski	5/20/22	Depart: 7:00 am Return: 8:00 pm	7 chaperones, 24 students	6 <sup>th</sup> grade appreciation trip for safety patrol	No Cost
AHS	Hershey Park R. Latham, M. Tiedeken, G. Smith	5/6/22	Depart: 8:15 am Return: 6:30 am	2 chaperones, 20 students	Observe stage setups, and systems operations within the park and advance club participation, camaraderie, and membership	\$594.21
AHS	Camden County College	5/17/22	Depart: 8:30 am Return: 1:00 pm	2 chaperones & 25 students	Registration Day	No Cost
AHS	Mt. Laurel Funplex DeLoach/Sweeney	6/2/22	Depart: 9:00 am Return: 2:30 pm	4 chaperones & parents, 85 students	SH Band and Choir Spring Trip & Celebration	\$569.41
AHS	Wildwood Peer Leadership Conf. D. Schwab, C. Sylvester, A. LaCasse, Mary Knoll	6/9/22	Depart 8:30 am Return 4:00 pm	4 chaperones, 30 students	Leadership Conference	\$354.81
MAS	AHS Auditorium	6/15/22	Depart 9:00 am Return 10:45 am	10 chaperones, 89 students	Promotion Practice	\$130.34 (in the event of rain)

6. Motion to approve homebound instruction for the following student(s):

STUDENT ID#	DATE
00444	Home instruction effective retroactively to March 7, 2022 – April 7, 2022
10632	Home instruction effective retroactively to February 22, 2022 – March 22, 2022; March 23, 2022 – April 27, 2022
10512	Home instruction effective retroactively to February 28, 2022 – April 14, 2022
42803	Home instruction effective retroactively to April 4, 2022 – May 4, 2022

7. Motion to approve Audubon High School to continue the cooperative sports swim program with Collingswood High School for the 2022-2023 and 2023-2024 school year.

8. Motion to approve the high school varsity softball team to travel, via airplane, to Myrtle Beach for a softball tournament during spring break, departing on April 19, 2022 and returning on April 23, 2022 with funding provided by the Audubon Softball Booster with no cost to the Board.

9. Motion to approve the high school varsity baseball team to travel, via bus, to Myrtle Beach for a baseball tournament during spring break, departing on April 16, 2022 and returning on April 23, 2022 with funding provided by the Audubon Softball Booster with no cost to the Board.

10. Motion to approve the submission of the proposed Comprehensive Equity Plan Statement of Assurance for the 2022-2023 school year.

Comprehensive Equity Plan Statement of Assurance

11. Motion to revise the 2021-2022 District calendar:

May 24<sup>th</sup> changed to May 16<sup>th</sup> (Early dismissal High School students only)  
May 25<sup>th</sup> changed to May 17<sup>th</sup> (Early dismissal High School students only)

District Calendar 2021-2022

Motion to Approve Items 1 through 11: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Joseph Ryan      \_\_\_ Tara Butrica      \_\_\_ Nancy Schiavo  
\_\_\_ Joseph Miller      \_\_\_ Christopher Proulx      \_\_\_ Lori Cassidy  
\_\_\_ James Blumenstein      \_\_\_ Allison Cox      \_\_\_ Andrea Robinson

- XV. **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.

1. Motion to approve and adopt the newly created Paraprofessional: Hallway/Bathroom Monitor job description.  
Paraprofessional: Hallway/Bathroom Monitor Job Description
2. Motion to approve and adopt the newly created Master Teacher: Early Childhood (PK-3) job description.  
Master Teacher: Early Childhood (PK-3) Job Description
3. Motion to approve the part-time General Aide (Hallway/Bathroom Monitor) agreement for Jerry Christian, at the Audubon Jr./Sr. High School effective retroactively to March 29, 2022 through June 16, 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, \$17.47 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 General Aide (Hallway/Bathroom Monitor) agreement for Daniel Nicholson, at the Audubon Jr./Sr. High School effective retroactively to March 30, 2022 through June 16, 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, \$17.47 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 General Aide (Hallway/Bathroom Monitor) agreement for Stacy Williamson, at the Audubon Jr./Sr. High School effective retroactively to March 28, 2022 through June 16, 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.
6. + Motion to approve the Long Term Substitute Teacher of Special Education agreement for Darian Coleman at the Mansion Avenue School, effective retroactively to April 11, 2022 through June 17, 2022, 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.
7. Motion to revise a request from employee #1272, to extend an Unpaid Leave of Absence, effective January 26, 2022 through September 30, 2022.
8. Motion to revise the long-term substitute Health and Physical Education Teacher contract Justin Pajic from November 10, 2021 through September 30, 2022 at BA Step 1 (\$260.00 per day) 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, as recommended by the Superintendent of Schools.
9. Motion to revise a request from employee #1473, to extend an Unpaid Leave of Absence, effective December 15, 2021 to December 31, 2022.
10. Motion to approve the following staff member for the Peer Tutor Program, two days per week, in the Media Center, at the AEA negotiated Non-instructional rate of \$30.00/hour, at the recommendation of the Superintendent of Schools. Paid through the ARP-ESSER Grant.

Name	Position/Activity	Time
Emily Warren	Peer Tutor Supervisor	2:45 pm – 3:45 pm

11. + Motion to rescind the following staff member from providing 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

12. + Motion to approve the following mentors for the 2021-2022 school year; the novice teacher will compensate the mentor as per state regulations, at the recommendation of the Superintendent of Schools:

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

13. 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
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Valeria Henkel	AHS – Spanish	Christine Karageorgis
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14. Motion to approve a request from employee #1432, to invoke the Federal Family Medical Leave Act, effective April 4, 2022 to April 29, 2022:

April 4, 2022 through April 29, 2022	Paid Leave (14 sick days)
April 4, 2022 through April 29, 2022	Federal FMLA

15. + Motion to approve a request from employee #1651, for a Paid Leave of Absence, effective May 4, 2022 through May 20, 2022.

May 4, 2022 through May 20, 2022	Paid Leave (13 sick days)
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Motion to Approve Items 1 through 15: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

___ Ammie Davis	___ Joseph Ryan	___ Tara Butrica	___ Nancy Schiavo
___ Joseph Miller	___ Christopher Proulx	___ Lori Cassidy	
___ James Blumenstein	___ Allison Cox	___ Andrea Robinson	

16. Motion to approve a request from employee #1519, to invoke the Federal Family Medical Leave Act, effective March 25, 2022 to May 6, 2022:

March 25, 2022 through May 6, 2022	Paid Leave (24 sick days)
March 25, 2022 through May 6, 2022	Federal FMLA

17. + Motion to approve a request from employee #1840, to invoke the Federal Family Medical Leave Act, effective September 1, 2022 to March 31, 2023:

September 1, 2022 through September 29, 2022	Paid Leave (19 sick days)
September 30, 2022 through March 31, 2023	Unpaid Leave
September 1, 2022 through September 29, 2022	Federal FMLA (4 weeks)
September 30, 2022 through December 22, 2022	NJ Family Leave

18. Motion to revise a request from employee #232, to extend a Paid Leave of Absence, effective December 21, 2021 to June 6, 2022:

19. + Motion to revise the long term substitute, part-time Instructional Aide agreement for Kathleen Stone, at the Mansion Avenue School effective retroactively to October 27, 2021 through June 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 \$96.00 per day, 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.

20. + Motion to approve the Master Teacher: Early Childhood (PK-3) contract for Silveria Mastalsz, at the Audubon Park Preschool and Haviland Avenue Elementary School, for the 2021-2022 school year Step 7, BA, FTE 1.0 effective retroactively to March 7, 2022 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.

21. Motion to approve Scott Oswald as the Interim Principal at the Audubon Junior-Senior High School effective retroactively to April 11, 2022 through May 13, 2022 at \$550.00 per diem, 2 to 3 days per week, without benefits. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
22. Motion to revise the long-term substitute School Psychologist agreement for Suzanne McMaster effective October 1, 2021 through December 31, 2022 at \$277.00 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, as recommended by the Superintendent of Schools.
23. + Motion to accept, with best wishes, the letter of resignation from Deborah Allen, Custodian at the Audubon Park Preschool, effective retroactively to April 4, 2022.
24. + Motion to approve the following staff members for the STEAM Amusement Park Challenge at Mansion Avenue School. The program will run 4 days. Student contact time 3:00pm-4:30pm (\$40.00/hour); Preparation time (One hour per day of program @ \$30.00/hour). The dates of the program are May 9, 10, 11 and 12. Each staff member will receive up to \$280.00; Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:
  - STEAM Leader 1 - Tricia Martel
  - STEAM Leader 2 - Janine Gilbrook
25. 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.
  - Ryan Maltman – Substitute Teacher
  - Dillon Prim – Substitute Custodian
26. 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
Rodger Houghkirk	Boys' Track Assistant	\$5,071.00
Kim Johnson	Girls' Track Assistant	\$5,071.00

27. Motion to approve the following paid fall coaching positions for the 2022-2023 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
Luca Rupertus	Freshman Football Coach	\$2903.00

28. Motion to approve the following drivers, for the high school varsity baseball team, to travel to Myrtle Beach for a baseball tournament departing on April 16, 2022 and returning on April 23, 2022.

Wade Gies  
Zachary Jakubowski

Tyler Inkster  
George Kaufman Jr.

Richard Horan Jr.

29. 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
Joseph Finnegan	Baseball

30. Motion to approve Devon Schwab, AHS School Counselor/Anti-Bullying Specialist as an additional staff member to serve with the Principal, Mike Nicholson, on the Audubon High School Safety Team for the 2021-22 school year, at the non-instructional contractual rate of \$30.00 per hour.

Motion to Approve Items 16 through 30: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

\_\_\_ Ammie Davis            \_\_\_ Joseph Ryan            \_\_\_ Tara Butrica            \_\_\_ Nancy Schiavo  
\_\_\_ Joseph Miller            \_\_\_ Christopher Proulx            \_\_\_ Lori Cassidy  
\_\_\_ James Blumenstein            \_\_\_ Allison Cox            \_\_\_ Andrea Robinson

31. + Motion to approve Denise Murphy as an additional Homework Club Tutor for at Mansion Avenue School from April 4 through the end of May 2022. Student contact time 3:00pm – 4:30pm (\$40.00/hour); Preparation time (One hour per day of program @ \$30.00/hour).The dates of the program are up to 2 days per week from April 4<sup>th</sup> to the end of May 2022. Compensation will not exceed \$800.00; Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools.
32. + Motion to approve the following staff members to facilitate the After-School-tutoring sessions for identified students at Mansion Avenue School. The program will run up to 2 days per week for up to 10 weeks. Student contact time 3:00pm – 4:00pm (\$40.00/hour); Preparation time (One hour per day of program @ \$30.00/hour).The dates of the program are May April 25, 2022 through May 31, 2022. Each staff member will receive up to \$840.00; Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:
- Jen Beebe
  - Lisa Buzby
  - Eunice Englehart
  - Colleen McFetridge
  - Natalie Thorndike
33. + Motion to approve the following staff members to facilitate the Reading Rockstar Club for identified students at Haviland Avenue School. The program will run 28 days. Student contact time 2:45 - 3:15 (\$40.00/hour); Preparation time (One hour per day of program @ \$30.00/hr.).The dates of the program are April 25, 26, 27, 28 and May 2, 3, 4, 5, 9, 10, 11, 12, 16, 17, 18, 19, 23, 24, 25, 26, 30, 31 and June 1, 2, 6, 7, 8, 9. Each staff member will receive up to \$1,400.00; Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:
- Christine Brady
  - Jennifer McClellan
34. + Motion to approve the following staff members to facilitate the Math Maniacs Club for identified students at Haviland Avenue School. The program will run 14 days. Student contact time is 30 minutes per day, 2 days per week (\$40.00/hour)(grade level specific times are outlined below); Preparation time (One hour per day of program @ \$30.00/hr.).The dates of the program are April 25, 27, and May 2, 4, 9, 11, 16, 18, 23, 25, 30 and June 1, 6, 8. Each staff member will receive up to \$700.00. Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:
- Rose Lang - Grade 2 - Tuesdays and Wednesdays, as outlined above, from 7:25 - 7:55 am.
  - Amy Phillips - Grade 1 - Tuesdays and Wednesdays, as outlined above, from 7:25 - 7:55 am.
  - Brittany Green - Kindergarten - Tuesdays and Wednesdays, as outlined above, 7:25 - 7:55 am.



35. + Motion to approve the following staff members as Summer Bridge Program Instructors supported through Title I and ESSER funds for fifteen (15) days over the summer, at the instructional rate of \$40.00 for 3 hours each day and at the daily planning rate of \$30 for 1 hour each day. Each instructors will be compensated for pre-planning (6 hours) and debriefing & data collation (2 hours) at the planning rate of \$30.00 per hour, at the recommendation of the Superintendent of Schools:

Position	Name
Teacher	Bridget Bialecki
Teacher	Silveria Mastalsz
Teacher	Brittany Green
Teacher	Amy Phillips
Teacher	Christine Brady
Teacher	Diebra Newman
Teacher	Lisa Buzby
Teacher	Denise Murphy
Teacher	Kelly Angelone
Teacher	Sharon McLaren
Teacher	Stephanie Berenato
Teacher	Becky Gilbert
Counselor	Maria McCutcheon
Counselor	Wendy Van Fossen
Counselor	Rachel Simonetti
Counselor	Emily Warren
Counselor	Kevin Chau

36. + Motion to approve Monica Ochal as the school nurse supporting the Summer Bridge Program supported through Title I funds for fifteen (15) days over the summer, Monday and Tuesday 8:30AM to 11:30AM at the instructional rate of \$40.00 for 3 hours each day, at the recommendation of the Superintendent of Schools.
37. Motion to approve the following staff members to facilitate Professional Learning during the April 28, 2022 District In Service; up to 2 hour of prep per topic at the non-instructional AEA contractual rate of \$30 per hour per staff member and up to 1 hour per topic at the AEA contractual rate of \$60 per hour per staff member, at the recommendation of the Superintendent of Schools.

Kate Wilson      Catherine Gidjunis      Melissa Cecchini      Ryan Latini

38. Motion to approve the following staff members to facilitate the School Gardening Club at Mansion Avenue School. The program will run 7 days. Student contact time 3:00pm – 4:30pm (\$40.00/hour); Preparation time (One hour per day of program @ \$30.00/hour). The dates of the program are April 19, May 6, 13, 20, 27, June 3, 10, 2022. Each staff member will receive up to \$490.00; Substitutes do not receive preparation pay. Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:
- Elizabeth McCurdy
  - Colleen McFetridge
39. Motion to approve the following staff members for the School Climate committee, at the recommendation of the Superintendent of Schools.

Kate Wilson	Wendy Van Fossen	Dawn Bentley	Ashley McGuire
Colleen McFetridge	Cara Novick	Nicole Racite	Bridget Bialecki
Melissa Falkowski	Lisa McGilloway	Stephanie Berenato	Kristina Filachek
Diebra Newman	Tricia Martel		

40. Motion to approve the following staff members to prepare the portfolio assessment, up to fourteen (14) hours, at the instruction rate of \$40.00 per hour, up to fourteen (14) hours of prep at the non-instructional rate of \$30.00 per hour, at the recommendation of the Superintendent of Schools. Paid through the ARP-ESSER Grant.

Kate Wilson                      Erica Wenzel

41. Motion to approve the following staff members for the one-on-one tutoring program for special education students in kindergarten through twelfth grade for a duration of up to six weeks and up to two one-hour sessions per week. Direct tutoring time to be arranged with parent and tutor before or after school hours (\$40.00/hour); preparation time (two hours per session of tutoring, \$30.00/hr.). The program will run as a spring session, to begin the week of April 11th and continue for up to six weeks (through May 27th). Paid through the ARP-ESSER Grant. Full motion at the recommendation of the Superintendent of Schools:

Position	Staff Member
Elementary Teacher	Theresa Salamone
Elementary Teacher	Carrie Figueroa
Elementary Teacher	Nicole Racite
High School Teacher	Larae Drinkhouse
High School Teacher	Kate Lin

42. Motion to approve the part-time Special Education Aide contract for Samantha Wallace, at the Haviland Avenue Elementary School, for the 2021-2022 school year, Step 4, 60 Credits, FTE 0.87 effective April 14, 2022 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.

43. Motion to rescind the following 2021-2022 Fall Athletic Department/Coaching Staff position.

Name	Sport/Activity	Position	Contractual Rate
Kayla Wasson	Band	Assistant Band Coach	\$2,988.55

Motion to Approve Items 31 through 43: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

**XVI. REPORTS:**

**XVII. HIB District Report**

April 2022	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS #8443, #8457	0	2	2
MAS	0	0	0

HAS	0	0	0
APPS	0	0	0

**XVIII.** Superintendent’s Report

**XIX.** Special Program Representatives:

- A. CCESC Rep. Rotation: **Joseph Miller**
- B. CCSBA Rep. Rotation: **Ammie Davis**
- C. Audubon Education Foundation: **Lori Cassidy**

**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 Board of Education meeting is scheduled for Wednesday, May 11, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.
- 2. Motion to adjourn meeting at approximately \_\_\_\_\_ pm.

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

**Roll Call**

\_\_\_ Ammie Davis      \_\_\_ Joseph Ryan      \_\_\_ Tara Butrica      \_\_\_ Nancy Schiavo  
\_\_\_ Joseph Miller      \_\_\_ Christopher Proulx      \_\_\_ Lori Cassidy  
\_\_\_ 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.*