

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL AUDITORIUM
WEDNESDAY, OCTOBER 27, 2021

7:00 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 7:00 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 2019-2021

___ James Blumenstein

___ Allison Cox

___ Ralph Gilmore

SY 2020-2022

___ Ammie Davis

___ Joseph Ryan

___ Tara Sullivan-Butrica

SY 2021-2023

___ Joseph Miller

___ Christopher Proulx

SY 2021 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):

Any matter which, by express provision of Federal Law, State Statute or Rule of Court shall be rendered confidential or excluded from discussion in public;

Any matter in which the release of information would impair a right to receive funds from the federal government;

Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly;

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

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

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

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or 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.

- I. 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: _____

- II. Motion to reconvene the Board of Education, by Resolution.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

IV. Call Meeting to Order

V. Flag Salute

Motion to Approve: _____ Second: _____

Roll Call

___ James Blumenstein ___ Allison Cox ___ Ralph Gilmore ___ Nancy Schiavo

___ Ammie Davis ___ Joseph Ryan ___ Tara Butrica

___ Joseph Miller ___ Christopher Proulx

VIII. Participation & Hearing on Superintendent's Contract: (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 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 +.

IX. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Mr. Miller, Mr. Ryan, and Mr. Proulx

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.

X. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Butrica, Ms. Davis, and Mr. Gilmore, 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.

XI. EDUCATION: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Ms. Butrica, and Mr. Proulx,

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. HUMAN RESOURCES: Chairperson: Mrs. Davis, Committee Members: Mrs. Cox, Mr. Gilmore, and Mrs. Schiavo, Alternate: Mr. Ryan

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 following Resolution:

**RESOLUTION OF THE BORO OF AUDUBON SCHOOL DISTRICT BOARD OF EDUCATION
RESCINDING THE EXISTING CONTRACT OF EMPLOYMENT BETWEEN THE BOARD OF
EDUCATION AND DR. ANDREW P. DAVIS AND AWARDING A NEW CONTRACT OF EMPLOYMENT
RETROACTIVE TO JULY 1, 2021**

WHEREAS, the Borough of Audubon School District Board of Education (Board of Education) and Dr. Andy Davis (Davis) are parties to a Contract of Employment dated July 1, 201X through June 30, 202X; and,

WHEREAS, the Board of Education has determined to rescind the Contract of Employment with Davis and award a new Contract of Employment effective/retroactive to July 1, 2021 through June 30, 2024; and,

WHEREAS, the Board of Education submitted the Contract of Employment to the Camden County Executive County Superintendent for review and approval; and,

WHEREAS, the Camden County Executive County Superintendent approved the Contract of Employment by letter dated October 19, 2021; and,

WHEREAS, the Board of Education provided adequate notice to the public of the October 27, 2021 Public Hearing on the Amendment to the Contract of Employment as required by the provisions of N.J.S.A. 18:11-11; and,

NOW THEREFORE BE IT RESOLVED by the Borough of Audubon School District Board of Education as follows:

- I. The Contract of Employment with Dr. Andy Davis dated November 1, 2018 through June 30, 2022 shall be rescinded effective July 1, 2021.
- II. A Contract of Employment with Dr. Andy Davis dated July 1, 2021 through June 30, 2024 shall be approved.
- III. A copy of this Resolution shall be submitted to the Camden County Executive County Superintendent.

2. Motion to approve the first year tenure track School Nurse contract for Kristin Murphy-Slaton, at the Audubon Park Preschool, effective November 18, 2021 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 2, BA + 30, FTE 1.0, 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 revise the first year tenure track Audubon Junior-Senior High School Co-Principal 10-12 contract for Michael Nicholson effective November 8, 2021 for the 2021-2022 school year at \$121,000.00 (prorated), in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Administrator's Association pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
4. + Motion to abolish two part time Special Education Teachers at Haviland Avenue School.
5. + Motion to create a full time Special Education Teacher at Haviland Avenue School.
6. Motion to approve the Substitute Teacher of World Language agreement for Valeria Henkel effective retroactive to October 11, 2021 through December 9, 2021, 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, as recommended by the Superintendent of Schools.
7. Motion to revise a request from employee #1710, to invoke the Federal Family Medical Leave Act, effective December 10, 2021 to May 9, 2022:

December 10, 2021 through January 21, 2021	Paid Leave (24 sick days)
January 24, 2022 through May 9, 2022	Unpaid Leave
December 10, 2021 through February 4, 2022	Federal FMLA (12 weeks)
February 7, 2022 through May 9, 2022	NJ Family Leave

8. + Motion to rescind the first year tenure track part-time Instructional Aide contract for Dana Waugh, at the Haviland Avenue School effective October 27, 2021 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 4, BA, 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.

Motion to Approve items 1 through 8: _____ Second: _____

Roll Call

- James Blumenstein Allison Cox Ralph Gilmore Nancy Schiavo
 Ammie Davis Joseph Ryan Tara Butrica
 Joseph Miller Christopher Proulx

XIII. REPORTS:

XIV. HIB District Report

October 2021	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS #7667	0	1	1

HAS	0	0	0
MAS	0	0	0

XV.

Superintendent's Report

XVI. Special Program Representatives:

- A. CCESC Rep. Rotation: **James Blumenstein** (Rolling)
- B. CCSBA Rep. Rotation: **Ammie Davis**

XVII. Board Member Comments

XVIII. 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.

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XIX. 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: _____

XX. ADJOURNMENT

1. The next Board of Education meeting is scheduled for Wednesday, November 17, 2021 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

___ James Blumenstein ___ Allison Cox ___ Ralph Gilmore ___ Nancy Schiavo
___ Ammie Davis ___ Joseph Ryan ___ Tara Butrica
___ Joseph Miller ___ Christopher Proulx

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.