

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL AUDITORIUM**  
**WEDNESDAY, SEPTEMBER 15, 2021**

**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 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**

- VI. Presentation/Recognition(s):** Moment of silence in recognition of Mr. Everett “Ed” Simpson’s years of service to the Audubon Board of Education and Audubon Community.

**VII. Approval of Board Minutes:**

- 1. Motion to approve the following minutes:

August 11, 2021 Public Session

August 11, 2021 Executive Session

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: (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.

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

Regulation	Title	New/Revised
1642	Earned Sick Leave Law (M)	Revised
2415.20	Every Student Succeeds Act	Revised
3142	Nonrenewal Of NonTenured Teaching Staff Member	Revised
3221	Evaluation of Teachers	Revised
3222	Evaluation Of Teaching Staff Members Excluding Teachers And Administrators	Revised
3223	Evaluation Of Administrators, Excluding Principals, Vice Principals, And Assistant Principals	Revised
3224	Evaluation Of Principals, Vice Principals, And Assistant Principals	Revised
4146	Nonrenewal Of NonTenured Support Staff Member	Revised

5330.01	Administration Of Medical Cannabis	Revised
5460.02	Bridge Year Pilot Program	Revised
6471	School District Travel	Revised
7425	Lead Testing Of Water In Schools	New
7432	Eye Protection	Revised
8420.1	Fire And Fire Drills	Revised
<b>Policy</b>	<b>Title</b>	<b>New/Revised</b>
1648.11	The Road Forward COVID-19 – Health And Safety	New
1648.11 Appendices	The Road Forward COVID-19 – Health And Safety	New
1648.13	School Employee Vaccination Requirements	Revised
0131	Bylaws, Policies, And Regulations	New
0145	Board Member Resignation And Removal	Revised
1643	Family Leave	New
2415	Every Student Succeeds Act	Revised
2415.02	Title I – Fiscal Responsibilities	Revised
2415.05	Student Surveys, Analysis, And/or Evaluations	Revised
2415.20	Every Student Succeeds Act	Revised
2422	Comprehensive Health And Physical Education	Revised
2467	Surrogate Parents And Resource Family Parents	Revised
3134	Assignment Of Extra Duties	Revised
3142	Nonrenewal Of NonTenured Teaching Staff Member	New
3221	Evaluation Of Teachers	Revised
3222	Evaluation Of Teaching Staff Members, Excluding Teachers And Administrators	Revised
3223	Evaluation Of Administrators, Excluding, Principals, Vice Principals, And Assistant Principals	Revised
3224	Evaluation Of Principals, Vice Principals, And Assistant Principals	Revised

4125	Employment Of Support Staff Members	Revised
4146	Nonrenewal Of NonTenured Support Staff Member	Revised
5111	Eligibility Of Resident/Nonresident Students	Revised
5116	Education Of Homeless Children	Revised
5330.01	Administration Of Medical Cannabis	Revised
5460.02	Bridge Year Pilot Program	New
6115.01	Federal Awards/Funds Internal Controls – Allowability Of Costs	New
6115.02	Federal Awards/Funds Internal Controls – Mandatory Disclosures	New
6115.03	Federal Awards/Funds Internal Controls – Conflict Of Interest	New
6311	Contracts For Goods Or Services Funded By Federal Grants	Revised
6360	Political Contributions	Revised
6471	School District Travel	Revised
7425	Lead Testing Of Water In Schools	Revised
7432	Eye Protection	Revised
8330	Student Records	Revised
8420	Emergency And Crisis Situations	Revised
8540	School Nutrition Programs	Revised
8550	Meal Charges/Outstanding Food Service Bill	Revised
8561	Procurement Procedures For School Nutrition Programs	Revised
8600	Student Transportation	Revised
9713	Recruitment By Special Interest Groups	Revised

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

**Roll Call**

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

**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.

1. Revised Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of June 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.

June Board Secretary's Report

2. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of July 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.

July Board Secretary's Report

3. Revised Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of June 2021. The Cash Reconciliation Report and Secretary's reports are in agreement for the month of June 2021.

June Cash Reconciliation Report

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

July Cash Reconciliation Report

5. 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.

6. 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.

7. Revised Motion to approve line item transfers for the month of June and July 2021.

June Transfers

July Transfers

8. Motion to approve the bills payable list for August 2021 in the amount of \$750,953.49 when certified.

August Bill List

- 9. Motion to approve the bills payable list for September 2021 in the amount of \$191,941.01 when certified.

September Bill List

- 9. Motion to approve the bills payable list for September 2021 in the amount of \$373,857.73 when certified.

September Bill List

- 10. Motion to acknowledge Safety conducted in the District Schools:

**Haviland Avenue School**  
No Fire Drills

**Mansion Avenue School**

August 12, 2021                      Lockdown Drill  
August 12, 2021                      Fire Drill

**Audubon High School**  
No Fire Drills

- 11. Motion approve the voiding of the following Student Activity outstanding checks.

01/30/2020	#013814	\$70.39
03/05/2020	#013872	\$700.00
05/8/2020	#13910	\$45.00
05/11/2020	#13943	\$90.00
05/11/2020	#13946	\$45.00
06/11/2020	#14117	\$50.00

- 12. **Approval of Professional Service Agreements for the 2021-2022 School Year**

**WHEREAS**, the **Special Education Department** has compiled a list of private providers, qualified to perform professional consultations and services; and

**WHEREAS**, the **Board**, pursuant to its authority under N.J.S.A. 18A:18A-5(a)(1), may negotiate and award a contract for professional services without the necessity of public advertising for bids and bidding therefor; and

**WHEREAS**, the **Board** has determined, based upon the recommendation of its **Administration**, that there is a continued need for the professional consultations and services for the 2020/2021 school year and that the award of said contracts will allow for the continued provision of high quality services at a fair and competitive price; and

**WHEREAS**, the total amount to be paid to any one vendor shall not exceed the rates as listed for the current school year;

**NOW, THEREFORE, BE IT RESOLVED** by the **Audubon Board of Education**, that the **Board** hereby approves the list of **Approved Private Providers** to perform such professional consultations and services as are determined necessary and prudent by the **Supervisor of Special Education Services** for the 2020/2021 school year; and be it

**FURTHER RESOLVED**, that the Board authorizes its President and Secretary to execute professional services contracts with Approved Private Providers upon final approval of the form of contracts

by the Superintendent of Schools & School Business Administrator and when needed by the School Board Solicitor.

<p><b><u>EnRoute Medical Transport</u></b>          Medical transport for medically-fragile students          T.D. Wheaton, President          Provision:          \$92.50 each way, plus \$3.42 per mile</p>	<p><b><u>Brett DiNovi &amp; Associates</u></b>          Ms. Chastity Bright, Vice President          Provision:          Behavioral Consultation, Professional Development          Behavior Consultant: \$125/hr., plus min 2 hrs. /wk.          materials prep at same rate.          Clinical Associates: \$60/hr., plus min 2.5 hrs./wk.          materials prep at same rate</p>
<p><b><u>Bayada Home Health Care</u></b>          Rose Sample, Director          856-772-2010          Provision:          1-1 Nursing Svs for Medically Disabled Students          \$54/hr RN, \$44/hr LPN          Sub school nurse: RN/\$55.</p>	<p><b><u>Starlight Homecare Agency          d/b/a Star Pediatric Home Care Agency</u></b>          Julia McGinley          1-1 Nursing Svs for Medically Disabled Students          \$60/hr RN, \$48/hr LPN</p>
<p><b><u>Gloucester County S.S.S.D.          Ctr for Regional Ed Support Svs (CRESS)</u></b>          Mary Hilley Supervisor of Ed Support Svs          Provision:          Assistive Tech Evals: \$1,260 ea out of county          Functional Behavioral Assess: \$889 ea out of county          OT, PT, Speech/Language Evals: \$485 out of county          Specialized S/L (D/HoH): \$595 out of county          Educational Interpreter (D/HoH):: \$458/hr - 2 hr min.          out of county</p>	

13. Motion to authorize the Business Administrator to enter into a Health Insurance Consulting Agreement with Brown and Brown, Inc. at a fee of \$1,000.00 per month effective September 16, 2021 through June 30, 2022.

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

**Roll Call**

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

- 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.

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 August 11, 2021 meeting of the Board of Education.

School	Incident Report Number	Board Determination
HS	N/A	N/A
HAS	N/A	N/A
MAS	N/A	N/A

2. + Student Statistics September 2021

Date	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
9/7/2021	258	358	781	21	1,418
6/1/2021	247	370	802	21	1,440
9/8/2020	257	370	815	23	1,465

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
Pennie Bigelow	NJALC Fall Symposium 2021 ZOOM	October 22, 2021	\$50.00 Registration
Christine Karageorgis	Symbol Imagery for Phonological and Orthographic Processing in Reading and Spelling (SI) Online	September 21-24, 2021	\$750.00 Registration \$420.00 Other Cost

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
--------	----------	----------	-------------------	---------	---------

AHS	Main Gym	MAS PTA	2/25/22	6:00 PM - TBD	Melissa McCloskey
MAS	All Purpose Room	6 <sup>th</sup> Grade Activities Meeting MAS PTA	9/1/21	6:40 PM – TBD	Melissa McCloskey
MAS	All Purpose Room	Reading Rocks MAS PTA	10/8/21	8:00 AM – TBD	Melissa McCloskey
MAS	All Purpose Room	Seasons Activity MAS PTA	12/8/21	8:00 AM – TBD	Melissa McCloskey
MAS	All Purpose Room	Black History Heroes MAS PTA	1/21/22	8:00 AM – TBD	Melissa McCloskey
MAS	All Purpose Room	Spies, Fur Feathers, and Scales MAS PTA	5/31/22	8:00 AM – TBD	Melissa McCloskey
MAS	Library	Book Fair MAS PTA	10/4 – 10/15/21	8:05 AM – TBD	Melissa McCloskey
MAS	Library	Holiday Shop Set Up MAS PTA	12/3/21	3:00 PM - TBD	Melissa McCloskey
MAS	Library	Holiday Shop MAS PTA	12/6 – 12/10/21	3:00 PM - TBD	Melissa McCloskey
MAS	Library	Exec. And General PTA Meetings	11/10/21, 2/9/22, 4/6/22 & 5/11/22	6:45 PM – 9:00 PM	Melissa McCloskey
HAS	Blacktop & First Floor Bathrooms	Welcome Back Ice Cream Party HAS PTA	9/16/21	6:00 PM – 10:00 PM	Raye Martin
HAS	Media Center	PTA Meeting	10/26/21, 11/30/21 & 1/25/22	6:00 PM – 8:00 PM	Raye Martin

5. + Motion to approve a request the following staff member(s) for their child(ren) to attend school in the Audubon Public School District for the 2021-2022 school year in accordance with the Audubon Board of Education Policy #5111 – Non Residents, with the provision the staff member is currently employed by and will be employed by the Audubon Public School District in 2021-2022:

Staff Member ID	School	Grade	Student ID
559	Mansion Avenue	4 <sup>th</sup>	10035

6. Motion to follow the current and any updates to the NJDOE NJAchieve protocols and procedures for the formal observations and evaluations of certificated faculty/staff (Danielson) and administration (STRONGE) for the 2021-2022 school year.

Danielson Case Manager  
Danielson Counselor  
Danielson Instructional Specialist  
Danielson Media Specialist

Danielson Nurse  
Danielson Physical and Occupational Therapist  
Danielson School Psychologist  
Danielson School Social Worker  
Danielson Teacher  
Stronge District Leader  
Stronge Principal

7. Motion to approve the Audubon School District K-12 Curriculum for the 2021-2022 school year:

Fine & Performing Arts  
 Health & Physical Education  
 English Language Arts (ELA)  
 Mathematics  
 Science  
 Social Studies  
 Technology  
 World Languages  
 21st Century Life & Careers  
 ESL

8. Motion to approve the following students for Option II for the 2021-2022 school year. *(All Option II courses will appear on the students' transcript, but will not be factored into the students' GPA.)*

Student ID #75029 – Use competitive gymnastics as his PE, training 32 hours per week.  
 Student ID #00706 – Use competitive gymnastics as her PE, training 25 hours per week.  
 Student ID #00276 – Use competitive wrestling club as his PE, training 6-8 hours per week.

9. Motion to approve the following out of district DCP&P placements for the 2021-2022 school year at the recommendation of the Superintendent of Schools:

ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
5079495(5)	WashingtonTwp. School District	16,386.00	0.00	0.00
5079495(9)	WashingtonTwp. School District	17,577.00	0.00	0.00

10. Motion to approve Brett DiNovi & Associates to provide a Clinical Associate to work with a student at Mansion Avenue School from 8:30 am through 3:00 pm beginning September 7, 2021 and a Behavior Consultant for 2.5 hours per week.

Motion to Approve Items 1 through 10: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

**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 Memorandum of Agreement between the Audubon Board of Education and the Audubon Administrators Association effective July 1, 2021 through June 30, 2024.

2021-2024 Memorandum of Agreement

2. + Motion to approve the first year tenure track part-time Teacher of Basic Skills contract for Patricia Marsh, at Mansion Avenue School, effective retroactive to September 1, 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 1, 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.
3. + Motion to approve the first year tenure track part-time Teacher of Basic Skills contract for Brittany Green, at Mansion Avenue School, effective retroactive to September 1, 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 1, 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.
4. + Motion to approve the Elementary Teacher contract for Brianna Henderson, at the Haviland Avenue Elementary School, for the 2021-2022 school year Step 1, BA, effective retroactive to September 13, 2021 through June 30, 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.
5. Motion to revise the long-term substitute School Psychologist agreement for Suzanne McMaster effective October 1, 2021 through June 30, 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.
6. Motion to approve the first year tenure track part-time Special Education Aide contract for Theresa Murray-Smith, at the Audubon Jr./Sr. High School, effective September 1, 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 3, 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.
7. + Motion to approve the first year tenure track part-time Instructional Aide contract for Jessica Wells, at Mansion Avenue School, effective September 22, 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.

- 8. + Motion to approve the long-term substitute part-time Special Education Teacher agreement at Mansion Avenue School for Stephanie Berenato effective September 13, 2021 through November 8, 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.
- 9. Motion to approve Scott Oswald as the Interim Principal at the Audubon Junior-Senior High School effective September 16, 2021 through December 23, 2021 at \$550.00 per diem, 2 to 3 days per week, no 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.
- 10. Motion to approve Dominick Perry as a Student Maintenance Assistant at the hourly rate of \$12.00 for 4.0 hours per day, 5 days per week, effective retroactive to September 8, 2021, with executed time sheets at the recommendation of the Superintendent of Schools:
- 11. + Motion to rescind the re-appointment of the following cafeteria aides for the 2021-2022 school year at the recommendation of the Superintendent of Schools:

NAME	SCHOOL	HOURLY RATE
Beebe, Amie	HAS Cafeteria	\$13.15 per hour
Biasiello, Julia	HAS Cafeteria	\$13.40 per hour

- 12. + Motion to approve the following cafeteria aides 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.

NAME	SCHOOL	HOURLY RATE
DiVincenzo, Constance	HAS Cafeteria	\$13.15 per hour
Farren-Goelz, Kathleen	HAS Cafeteria	\$13.15 per hour
Tobey, Lois	MAS Cafeteria	\$13.25 per hour

- 13. Motion to accept, with best wishes, the letter of resignation, from Paul Rogers, School Social Worker at the Audubon Jr. /Sr. High School, effective August 20, 2021, as recommended by the Superintendent of Schools.
- 14. + Motion to approve a request from employee #1287, to invoke the Federal Family Medical Leave Act, effective November 8, 2021 to March 25, 2022:
  - November 8, 2021 through December 23, 2021      Paid Leave (33 sick days)
  - January 3, 2021 through March 25, 2022      Unpaid Leave
  - November 8 2021 through December 31, 2021      Federal FMLA (8 weeks)
  - January 3, 2022 through March 25, 2022      NJ Family Leave (12 weeks)
- 15. Motion to approve a request from employee #1272, to invoke the Federal Family Medical Leave Act, effective November 16, 2021 to April 26, 2022:

November 16, 2021 through January 25, 2022      Paid Leave (42 sick days)

January 26, 2022 through April 26, 2022	Unpaid Leave
November 16, 2021 through January 25, 2022	Federal FMLA (9 weeks)
January 26, 2022 through April 26, 2022	NJ Family Leave (12 weeks)

Motion to Approve Items 1 through 15: \_\_\_\_\_ Second: \_\_\_\_\_

**Roll Call**

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

16. Motion to approve a request from employee #1315, to invoke a Family Leave of Absence, effective November 29, 2021 through January 21, 2022.

November 29, 2021 through January 21, 2022	Unpaid Leave
November 29, 2021 through January 21, 2022	NJ Family Leave (6 weeks)

17. + Motion to revise the re-appointment of the following part-time (not to exceed 29.5 hours per week) aides (general, instructional, special education 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.

Name	Title	Step	Degree	Longevity	Hours Per Week
Dianne Geissler	Special Education Aide	12	BA	\$783.00	29.5
Mikayla Lavecchio	Special Education Aide	2	BA		29.5

18. + Motion to approve an adjustment in the salary status of the following staff members in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, retroactive to September 1, 2021, at the recommendation of the Superintendent of Schools.

Name	Step	Degree (Previous)	Degree (Current)
Sharon McLaren	14	MA	MA + 30
Nicole Racite	5	BA	BA + 30

19. Motion to revise the re-appointment of the following maintenance/grounds staff 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.

Name	Months	Position	Step	License(s)	Longevity
Luke Difilippo	12	Maintenance Grounds	4	\$600.00 Core & Turf \$550.00 Pesticide	

20. + 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.

New Teacher	School/Subject	Mentor
Sue Amorosi	Mansion Avenue School/Elementary Teacher	Colleen McFetridge
Denise Murphy	Mansion Avenue School/Elementary Teacher	Kelly Miller
Brianna Henderson	Haviland Avenue School Elementary Teacher	Christine Brady

21. + Motion to approve the following mentors for the 2021-22 school year; the novice teacher will compensate the mentor as per state regulations.

New Teacher	School/Subject	Mentor
Patrick Carpenter	Audubon Jr./Sr. High School/Teacher of Music	Lee DeLoach
Brittany Green	Haviland Avenue School Special Education Teacher	Francine Bechtel

22. Motion to approve the following volunteer (un-paid) fall 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
Lukas Press	Soccer
Chelsea Fadio	Soccer

23. Motion to approve the following as district substitute teachers 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.

Candace Campbell  
Valeria Henkel

Ruth Rappaport  
Mark Colavito

24. Motion to approve the following overloads for the Audubon Jr. /Sr. High School for the 2021-2022 school year:

Name	Position	Partial/Full	Salary
------	----------	--------------	--------

Allman, Denise	General Education	Full	\$4,000
Bantle, Dennis	Special Education	Full	\$4,000
Burton, Carla	General Education	Full	\$4,000
Caltagirone, Stacy	General Education	Partial (25%)	\$1,000
Carter, Daniel	General Education	Full	\$4,000
Collazzo, Luke	General Education	Full	\$4,000
Cosenza, Dan	General Education	Full	\$4,000
Drinkhouse, Larae	Special Education	Full	\$4,000
Ewing, Dawn	Special Education	Full	\$4,000
Georgel, Laurie	General Education	Full	\$4,000
Gifford, Brenda	Special Education	Full	\$4,000
Harris, Chris	Special Education	Full	\$4,000
Ireland, Steve	General Education	Full	\$4,000
Knoll, Mary	Special Education	Full	\$4,000
Lin, Kate	Special Education	Full	\$4,000
Little, Krista	General Education	Full	\$4,000
Marino, Sebastian	General Education	Full	\$4,000
McGuire, Ashley	General Education	Full	\$4,000
Moran, Pat	Special Education	Full	\$4,000
Morrison, Andi	Special Education	Full	\$4,000
Mueller, Janelle	General Education	Full	\$4,000
Myers-Griffith, Patti	Special Education	Full	\$4,000
Ricci, Thea	General Education	Partial (25%)	\$1,000
Selby, Sharon	General Education	Full	\$4,000
Stiles, Dustin	General Education	Full	\$4,000
Stubbs, Mike	General Education	Full	\$4,000
Tanenbaum, Lori	General Education	Full	\$4,000
Tappin, Ginny	General Education	Full	\$4,000
Waite, Debbie	General Education	Full	\$4,000

Walsh, John	Special Education	Full	\$4,000
Wenzel, Erica	Special Education	Full	\$4,000
Willis, Eileen	Special Education	Full	\$4,000
Wilson, Kate	General Education	Full	\$4,000

25. + Motion to approve the following Students as Student KEYS Assistants at the hourly rate of \$12.00, on an as needed basis, effective September 16, 2021 through June 18, 2021, with executed time sheets at the recommendation of the Superintendent of Schools:

Kristopher Hoover  
Victoria Lopez

26. 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
Laurie Georgel	World Language Club – French	\$1,400.00
Ashley McGuire	World Language Club – Spanish	\$1,400.00

27. + Motion to authorize the re-appointment of the following non-tenured administrators for the 2021-2024 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

4th Year	Date of	Title	Months	Salary
----------	---------	-------	--------	--------

	<b>Tenure</b>			
Shamus Burke	10/24/2021	Supervisor of Curriculum and Instruction	12	\$122,501.00
<b>2nd Year</b>	<b>Date of Tenure</b>	<b>Title</b>	<b>Months</b>	<b>Salary</b>
Kasey Gorman-Bobo	Not Applicable	Assistant Principal Student Personnel	12	\$106,193.00 (through October 11, 2021)
<b>1st Year</b>	<b>Date of Tenure</b>	<b>Title</b>	<b>Months</b>	<b>Salary</b>
Barbie Ledyard	8/2/2025	Haviland Avenue Principal	12	\$108,000.00

28. Motion to authorize the re-appointment of the following tenured administrators for the 2021-2024 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

<b>Name</b>	<b>Title</b>	<b>Months</b>	<b>Salary</b>	<b>Longevity</b>
Noelle Bisinger	Supervisor of Special Education Services	12	\$119,130.00	0
Robert Buchs	High School Principal	12	\$155,494.00 (through October 1, 2021)	\$1,250.00
Anthony Carbone	Supervisor of Athletics	12	\$136,670.00	\$1,250.00
Kelly Reising	Audubon Jr./Sr. HS Co-Principal (7-9)	12	\$126,298.00	0
Bonnie Smeltzer	Mansion Avenue Principal	12	\$148,848.00	\$1,250.00

29. Motion to authorize the re-appointment of Harry Rutter as the 12 month Director of Facilities for the 2021-2022 School Year at salary of \$147,866.00 plus longevity \$1,250.00, at the recommendation of the Superintendent of Schools.
30. Motion to authorize the re-appointment of Michael Jenkinson as a 12 month Maintenance Department Evening Supervisor for the 2021-2022 School Year, at the salary of \$73,947.00 plus longevity \$3,600.00 and certificates \$550.00, at the recommendation of the Superintendent of Schools.
31. Motion to approve the writing of lesson plans and creation of student work at the non-student contact rate (\$30.00/hour) for the following Teachers of World Language from September 13, 2021 through October 20, 2021 not to exceed 3.3 hours per day with executed time sheets, at the recommendation of the Superintendent of Schools:

32. + Motion to approve the first year tenure track part-time Instructional Aide contract for Catherine Marshall, at Haviland Avenue School, effective September 22, 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 12, 60 credits, plus longevity \$783.00, 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 16 through 32: \_\_\_\_\_ 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**

September 2021	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
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.

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.

**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, October 20, 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.*