

**BOARD OF EDUCATION MEETING**  
**AUDUBON HIGH SCHOOL AUDITORIUM**  
**WEDNESDAY, MARCH 16, 2022**  
**6:30 P.M.**  
**MINUTES**

I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 6:30 P.M. in the Audubon Junior-Senior High School 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

  X   Ammie Davis

  AB   Joseph Ryan  
Absent

  X   Tara Sullivan-Butrica

SY 2021-2023

  AB   Joseph Miller  
Absent

  X   Christopher Proulx

  X   Lori Cassidy

SY 2022-2024

  X   James Blumenstein

  X   Allison Cox

  X   Andrea Robinson

SY 2022 Mt. Ephraim Representative

  X   Nancy Schiavo

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

Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller were absent

III. **Authorizing Executive Session:**

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

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

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

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

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

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

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

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

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

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

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or contract negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer;

Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public; Specifically the evaluation of the Superintendent

Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility;

**WHEREAS**, the length of the Executive Session is undetermined; however, the **Audubon Board of Education** will make every attempt to estimate the time of the session prior to convening the session after which the public meeting shall reconvene and the **Audubon Board of Education** will proceed with business.

**NOW, THEREFORE, BE IT RESOLVED**, that the **Audubon Board of Education** will go into Executive Session for only the above stated reasons;

**BE IT FURTHER RESOLVED** that the **Audubon Board of Education** hereby declares that its discussion of the aforementioned subject(s) may be made public at a time when the **Audubon Board of Education** attorney advises that the disclosure of the discussion will not detrimentally affect any right, interest or duty of the school district or any other entity with respect to said discussion.

**BE IT FURTHER RESOLVED** that the **Board of Education**, for the aforementioned reasons, hereby declares that the public is excluded from the portion of the meeting during which the above discussion shall take place and hereby directs the board secretary to take the appropriate action to effectuate the terms of this resolution.

Motion by Mrs. Cox seconded by Mrs. Davis to adjourn closed Authorizing Executive session at 7:00pm  
Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller were absent

**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 FEBRUARY 2022:**

**Pre-Kindergarten**

Anthony Polizzi

**Kindergarten**

Luke Gleason

**Grade One**

Mya Thompson

**Grade Two**

Grant Heller

**Grade Three**

Tyler Tracey

**Grade Four**

Annaliese Chess

**Grade Five**

Benjamin Cotter

**Grade Six**

Leah Gaspari

**Grade Seven**

Ethan DiPietro

**Grade Eight**

Noah Davis

**Freshman Class**

Cameron Rinehart

**Sophomore Class**

Alexander Gonzalez

**Junior Class**

Dana Carafelli

**Senior Class**

Ellie Ciurlino

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

Audit Report – Robert Inverso of Inverso and Stewart, LLC  
2021 Financial Summary

**IX. Executive Session II**

Motion by Mrs. Cassidy seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive session at 7:32pm for the following purposes.

Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller were absent

**III. Authorizing Executive Session:**

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

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

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

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

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

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

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

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

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

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

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or contract negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer;

Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public; Specifically the evaluation of the Superintendent

Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility;

**WHEREAS**, the length of the Executive Session is undetermined; however, the **Audubon Board of Education** will make every attempt to estimate the time of the session prior to convening the session after which the public meeting shall reconvene and the **Audubon Board of Education** will proceed with business.

**NOW, THEREFORE, BE IT RESOLVED**, that the **Audubon Board of Education** will go into Executive Session for only the above stated reasons;

**BE IT FURTHER RESOLVED** that the **Audubon Board of Education** hereby declares that its discussion of the aforementioned subject(s) may be made public at a time when the **Audubon Board of Education** attorney advises that the disclosure of the discussion will not detrimentally affect any right, interest or duty of the school district or any other entity with respect to said discussion.

**BE IT FURTHER RESOLVED** that the **Board of Education**, for the aforementioned reasons, hereby declares that the public is excluded from the portion of the meeting during which the above discussion shall take place and hereby directs the board secretary to take the appropriate action to effectuate the terms of this resolution.

Motion by Mrs. Cassidy seconded by Mrs. Cox to adjourn closed Authorizing Executive session at 8:45pm  
Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller were absent

**X. Approval of Board Minutes:**

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

- February 16, 2022 Public Session
- February 16, 2022 Executive Session
- February 23, 2022 Public Session
- February 23, 2022 Executive Session
- February 28, 2022 Public Session
- February 28, 2022 Executive Session

Motion to Approve: C. Proulx Second: T. Butrica

**Roll Call**

<u>X</u> Ammie Davis	<u>AB</u> Joseph Ryan Absent	<u>X</u> Tara Butrica	<u>*</u> Nancy Schiavo
<u>AB</u> Joseph Miller Absent	<u>X</u> Christopher Proulx	<u>X</u> Lori Cassidy	
<u>X</u> James Blumenstein	<u>*</u> Allison Cox	<u>X</u> Andrea Robinson	

**VOTE FOR ITEM 1**

Motion approved by unanimous roll call (7-0-1) February 16, 2022 Minutes Member Schiavo abstained Members Ryan and Miller were absent, Motion approved by unanimous roll call (7-0-1) February 23, 2022 Minutes Member Cox abstained Members Ryan and Miller were absent, Motion approved by unanimous roll call (7-0-1) February 28, 2022 Minutes Member Schiavo abstained Members Ryan and Miller were absent

**XI. Participation: (Agenda Items Only) None**

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.

**MOTION TO APPROVE ITEM 1**

Motion by Mrs. Davis and seconded by Mrs. Cox

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
2431.4	Prevention And Treatment Of Sports-Related Concussions And Head Injuries	Revised
2460.30	Additional/Compensatory Special Education And Related Services	New
2622	Student Assessment	New

Policy	Title	New/Revised
5751	Sexual Harassment of Students	Revised
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
8465	Crimes And Bias-Related Acts	Revised
9560	Administration Of School Surveys	Revised

Motion to Approve Item(s) 1 through 1:  A. Davis  Second:  A. Cox

**Roll Call**

- |                                     |                                   |                            |                          |
|-------------------------------------|-----------------------------------|----------------------------|--------------------------|
| <u> X </u> Ammie Davis              | <u> AB </u> Joseph Ryan<br>Absent | <u> X </u> Tara Butrica    | <u> X </u> Nancy Schiavo |
| <u> AB </u> Joseph Miller<br>Absent | <u> X </u> Christopher Proulx     | <u> X </u> Lori Cassidy    |                          |
| <u> X </u> James Blumenstein        | <u> X </u> Allison Cox            | <u> X </u> Andrea Robinson |                          |

**VOTE FOR ITEM1**

Motion approved by unanimous roll call (8-0) with the exception of Regulation #8465 and Policy #2431.4 were tabled till the next BOE meeting on 3/16/22, Board Members Ryan and Miller were absent

**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.

**MOTION TO APPROVE ITEMS 1-12**

Motion by Chris Proulx and seconded by Mrs. Davis

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

[January Board Secretary's Report](#)

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

[January 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 January 2022.

[January Transfers](#)

- 6. Motion to approve the bills payable list for March 2022 in the amount of \$631,103.31 when certified.  
March Bill List
- 7. Motion to approve the Emergency Connectivity Fund award in the amount of \$112,000.00 for the 21-22 school year for the purchase of technology equipment.
- 8. Motion to accept the \$1,000.00 donation from the ACME Markets Foundation's Nourishing Neighbors campaign to be used to support the Mansion Avenue Elementary School and the Audubon Junior-Senior High School food pantries.
- 9. Motion to authorize Garrison Architects to prepare bid package #1 for roof restoration at Mansion Avenue School and Audubon Jr./Sr. High School in accordance with the bond referendum passed on December 14, 2021.
- 10. Motion to acknowledge Safety conducted in the District Schools:

**Audubon Park Preschool**

February 22, 2022	Shelter in Place
February 23, 2022	Fire Drill

**Haviland Avenue School**

February 10, 2022	Fire Drill
February 15, 2022	Lockdown Drill
February 23, 2022	Shelter in Place

**Mansion Avenue School**

February 23, 2022	Fire Drill
February 25, 2022	Lockout Drill



**Audubon High School**

February 11, 2022                      Fire Drill

February 22, 2022                      Active Shooter Drill

11.     Motion to approve to the following resolution:

**Resolution to accept the June 30, 2021 Audit Report**

**WHEREAS** the Audubon Board of Education in accordance with NJSA 18A:23-1 must have a certified External Audit of the District’s account and financial transactions; and

**WHEREAS** the Audubon Board of Education received the audit performed by Inverso and Stewart, LLC and discussed said audit at its public meeting held on March 16, 2022 now

**BE IT RESOLVED** that the Audubon Board of Education accepts the audit for the 2020-2021 school year, fiscal year ending June 30, 2021. It is noted there are no ACFR/AMR findings.

Annual Comprehensive Financial Report

12.     Motion to award a professional services contract for investigatory services to Dr. Carolyn Gibson at an hourly rate of \$100.00 per hour, not to exceed \$10,000 for the period beginning March 1, 2022 and concluding June 30, 2022.

Motion to Approve Item(s) 1 through 12: C. Proulx                      Second: A. Davis

**Roll Call**

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

**VOTE FOR ITEMS 1-12**

Motion approved by unanimous roll call (8-0) Board Members Ryan and Miller were Absent

**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.

**MOTION TO APPROVE ITEMS 1-9**

Motion by Mrs. Cox and seconded by Mrs. Schiavo

- Motion to approve the issuance of written decisions affirming, rejecting, or modifying the Superintendent’s determination in regard to incident(s) reported at the February 16, 2022 meeting of the Board of Education.

School	Incident Report Number	Board Determination
AHS	8098	Not HIB
AHS	8099	HIB
AHS	8119	Not HIB
AHS	8120	Not HIB
AHS	8121	HIB
AHS	8143	HIB
AHS	8150	Not HIB
MAS	8114	Not HIB
MAS	8161	HIB
MAS	8162	Not HIB
HAS	N/A	N/A
APPS	N/A	N/A

2. + Student Statistics March 1, 2022

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
3/1/2022	27	246	363	780	20	1436
2/1/2022	27	246	361	777	20	1,431
3/1/2021	N/A	248	369	808	21	1,446

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
Kate Wilson	Shakespeare Teacher Festival Virtual	3/7/22 – 3/14/22	Conference Cost \$50.00

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Catherine Gidjunis	Shakespeare Teacher Festival Virtual	3/7/22 – 3/14/22	Conference Cost \$50.00
Melissa Cecchini	Shakespeare Teacher Festival Virtual	3/7/22 – 3/14/22	Conference Cost \$50.00
Ryan Latini	Shakespeare Teacher Festival Virtual	3/7/22 – 3/14/22	Conference Cost \$50.00
Cherrie McNellis	Teaching Youth About Justice & Equity Virtual	3/7/22	Conference Cost \$15.00
Maria McCutcheon	Teaching Youth About Justice & Equity Virtual	3/7/22	Conference Cost \$15.00
Stephanie Berenato	Foundations of Inclusive Education Blackwood, NJ	3/21/22	Conference Cost \$149.00 Travel
Theresa Salamone	Foundations of Inclusive Education Blackwood, NJ	3/21/22	Conference Cost \$149.00 Travel
Bianca Saunders	FUNDations Level 3 Workshop Virtual	3/24/22	Conference Cost \$289.00
Shannon Horan	FUNDations Level 3 Workshop Virtual	3/24/22	Conference Cost \$289.00
Bridget Bialecki	Wilson Reading System Virtual	5/23/22 – 5/25/22	Conference Cost \$625.00
Theresa Salamone	Research-Based Effective Teaching	3/25/22	Conference Cost \$149.00
Maddy Meehan	Research-Based Effective Teaching	3/25/22	Conference Cost \$149.00

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Main Gym	6 <sup>th</sup> Grade Funtacular	4/29/22	6:30 PM – 9:00 PM	Melissa McCloskey
AHS	Auxiliary Gym	7 <sup>th</sup> & 8 <sup>th</sup> Grade Dance	4/8/22	5:30 PM – 10:00 PM	Alvina LaCasse

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
AHS	Haviland Avenue School and Preschool L. Drinkhouse/E. Willis	4/6/22	Depart: 8:45 am Return: 11:15 pm	8 chaperones, 43 students	Interact students to host spring event for preschool students	No Cost
HAS	Philadelphia Zoo	5/24/22	Depart: 9:15 am	29 chaperones	Learn about animals,	\$315.00

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	K. Monteleone		Return: 2:00 pm	& parents, 80 students	characteristics and habitat; aide in their animal report writing	
AHS	Hershey Park A. Bulskis	5/26/22	Depart: 8:15 am Return: 8:30 pm	8 chaperones, 100 students	Sophomore Class Trip	Bus Cost \$1,396.19  Total Cost \$4,796.19
AHS	Mothers Matter. Willis	4/13/22	Depart: 9:10 am Return: 2:30 pm	2 chaperones, 15 students	Service – helping organize, sort and create baskets for mothers in need	No Cost

6. Motion to approve student #11126 to utilize ARK Educational Services to meet the requirement of Health II Safety Education at the recommendation of the Superintendent of Schools.
7. Motion to approve the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan for 2022-2025.
8. 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:

DCP&P ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
1348530	Willingboro Public Schools	16,923.00	-	-

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

STUDENT ID#	DATE
02693	Home instruction effective retroactive to January 18, 2022 – February 18, 2022
02713	Home instruction effective retroactive to January 18, 2022 – March 14, 2022
01106	Home instruction effective retroactive to February 3, 2022 – April 4, 2022
01087	Home instruction effective retroactive to March 14, 2022 – April 14, 2022
01087	Home instruction effective retroactive to February 13, 2022 – March 13, 2022

Motion to Approve Items 1 through 9:   A. Cox   Second:   N. Schiavo  

**Roll Call**

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

**VOTE FOR ITEMS 1-9**

Motion approved by unanimous roll call (8-0) Members Ryan and Miller were absent

**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.

**MOTION TO APPROVE ITEMS 1-28**

Motion by Mrs. Cox and seconded by Mrs. Butrica

1. Motion to approve the Teacher of World Language agreement for Valeria Henkel at the Audubon Jr. /Sr. High School, effective March 17, 2022 for the 2021-2022 school year in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at Step 2, BA + 30, Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools.
2. + Motion to rescind the following long term substitute cafeteria aide agreement for Sharda Johnson, at Mansion Avenue School, retroactively effective February 9, 2022 at the recommendation of the Superintendent of Schools.
3. + Motion to approve the part-time Special Education Aide agreement for Linda Ayala, at the Haviland Avenue School, effective retroactively to February 28, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 5, 60 credits, \$15.87 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 Long Term Substitute Teacher of Art agreement for Nadia Koltsoon at the Audubon Jr. /Sr. High School, effective retroactively to March 10, 2022 through May 9, 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.
5. + Motion to approve the long term substitute, part-time General Aide agreement for Lindsey Urbano, at the Audubon Jr./Sr. High School effective retroactively to March 10, 2022 through June 1, 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.
6. Motion to approve Dylan DeNick as a Student Maintenance Assistant at the hourly rate of \$13.00 for 4.0 hours per day, 5 days per week, effective retroactive to March 11, 2022, with executed time sheets at the recommendation of the Superintendent of Schools:
7. + Motion to accept, with best wishes, the letter of resignation from Lois Tobey, Cafeteria Aide at Mansion Avenue School, effective retroactively to March 4, 2022.

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8. + Motion to revise a request from employee #2070, to invoke a Family Leave of Absence, effective December 7, 2021 to April 29, 2022:
- December 7, 2021 through April 29, 2022 Unpaid Leave (NJFLA)
9. Motion to approve a request from employee #1816, to invoke a Family Leave of Absence, effective September 1, 2022 to December 23, 2022:
- September 1, 2022 through December 23, 2022 Unpaid Leave (NJFLA)
10. Motion to approve a request from employee #1395, to invoke a Family Leave of Absence, effective September 1, 2022 to December 23, 2022:
- September 1, 2022 through December 23, 2022 Unpaid Leave (NJFLA)
11. + Motion to revise the long term substitute, part-time Instructional Aide agreement for Rachel Simonetti, at the Mansion Avenue School effective January 3, 2021 through April 29, 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.
12. Motion to revise a request from employee #232, to invoke a Family Medical Leave of Absence, effective December 21, 2021 to April 6, 2022:
- December 21, 2021 through April 6, 2022 Paid Leave
- December 21, 2021 through April 6, 2022 Federal FMLA
13. Motion to approve a request from employee #1125, to invoke a Family Medical Leave of Absence, effective February 28, 2022 to April 3, 2022:
- February 28, 2022 through April 3, 2022 Paid Leave
- February 28, 2022 through April 3, 2022 Federal FMLA
14. Motion to revise a request from employee #1974, to invoke the Family Medical Leave of Absence, effective February 25, 2022 to June 1, 2022:
- February 25, 2022 through June 1, 2022 Unpaid Leave
- February 25, 2022 through June 1, 2022 Federal FMLA
15. + Motion to authorize the Audubon Board of Education to create the position of Elementary Teacher (Preschool) Full-time (FTE 1.0) effective October 4, 2021 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
- 16.+ Motion to authorize the Audubon Board of Education to create the position of Elementary Teacher (Preschool) Full-time (FTE 1.0) effective December 6, 2021 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

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- 17. + Motion to authorize the Audubon Board of Education to create the position of Elementary Teacher (Preschool) Full-time (FTE 1.0) effective September 1, 2022 for the 2022-2023 school year in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
- 18. + Motion to authorize the Audubon Board of Education to create the position of Master Teacher: Primary education (PK-3) Full-time (FTE 1.0) effective March 7, 2022 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
- 19. + Motion to authorize the Audubon Board of Education to create the position of Paraprofessional-Instructional aide (Preschool) Part-time (FTE 0.87) effective December 9, 2021 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
- 20. + Motion to authorize the Audubon Board of Education to create the position of Paraprofessional-Instructional aide (Preschool) Part-time (FTE 0.87) effective February 15, 2022 in accordance to 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 authorize the Audubon Board of Education to create the position of Paraprofessional - Instructional Aide (Preschool) Part-time (FTE 0.87) effective September 1, 2022 for the 2022-2023 school year in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
- 22. Motion to authorize the Audubon Board of Education to create four (4) Paraprofessional - Hallway/Bathroom Monitor positions at the Audubon Junior-Senior High School Part-time (FTE 0.87) effective March 17, 2022 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
- 23. + Motion to authorize the Audubon Board of Education to create two (2) Cafeteria Aide positions (1 at Haviland and 1 at Mansion) effective March 17, 2022, at the recommendation of the Superintendent of Schools.
- 24. 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.

Sherri Pfeffer – Substitute Nurse	Taylor Ursino – Substitute Teacher
Sara Henry – Substitute Teacher	Wayne Koehl – Substitute Teacher
Kayla Primm – Substitute Teacher	Frank Sannelli – Substitute Teacher
James Winters – Substitute Teacher	Jennifer Jordan – Substitute Teacher
Donna Coakley – Substitute Nurse	Lauren Fehr – Substitute Teacher

- 25. Motion to approve the following student from Camden County College for a field observation experience for the Spring 2022 semester:

Student	Grade/Subject	Dates	Cooperating Teacher
Jennifer Ortiz	Haviland Avenue School	Spring, 2022	Kim Brach

26. Motion to approve the following student(s) from Rutgers University for a Field Placement experience for the 2022-23 school year:

Daniel Engwall	Haviland Avenue School Grade 1	September 6 through December 16, 2022: 175 hours of teaching/ observation; schedule by student and cooperating teacher, AND • January 2 – April 21, 2023: Full-time placement in the same assigned classroom.	Joanne McCarty
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27. Motion to rescind the following 2021-2022 Fall Athletic Department/Coaching Staff position.

Name	Sport/Activity	Position	Contractual Rate
Chris Harris	Weight Training	Spring Coach	\$2,438.50
Ryan Boland	Baseball	Freshman Coach	\$2,537.20
Dan Carter	Softball	Freshman Coach	\$2,544.00

28. 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
*Ryan Boland	Baseball Asst. Varsity	\$2,537.20
*Jim Baron	Baseball Freshman	\$2,537.20



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Chris Harris	Spring Weight Training	\$1,463.10 (3/5 Stipend)
Jena Imperiale	Softball Freshman	\$2,544.00

\*Ryan Boland, Tyler Inkster, Zachary Jakubowski, Ryan Knaul and Jim Barron will each receive 1/5 of the total of Varsity Assistant’s + JV + Freshman stipends.

Motion to Approve Items 1 through 28:   A. Cox   Second:   T. Butrica  

**Roll Call**

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

**VOTE FOR ITEMS 1-28**

Motions approved by unanimous roll call (8-0) with the exception of Item #24 (7-0-1) Member Cox abstained and Members Ryan and Miller were absent. Also with the exception of Item #28 (7-1) Member Blumenstein voted No and Members Ryan and Miller were absent

**XVI. REPORTS:**

**XVII. HIB District Report**

March 2022	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS #8204, #8310	0	2	0
MAS #8230, #8249	0	2	0
HAS	0	0	0
APPS	0	0	0

**XVIII. Superintendent’s Report :**

Dr. Davis gave an explanation of an assignment regarding critical race theory.

Dr. Davis read a statement regarding cultural responsive education.

Mrs. Roncace thanked the Board on their comments regarding the Audit Report 2021. She also thanked Michele Marchiano, Debbie Horan and Christina Flynn for all their hard work and support to make the Business office run efficiently.

Mrs. Roncace also addressed concerns that were raised at the February ABOE meeting in regards to Lunch.

- XIX.** Special Program Representatives:  
A. CCESC Rep. Rotation: **Joseph Miller**  
B. CCSBA Rep. Rotation: **Ammie Davis**

**XX.** Board Member Comments:

Board Member Cassidy stated that three teachers were awarded grants through the Audubon Education Foundation (AEF).

Board Member Proulx stated that he attended the Audubon Borough green team meeting where the Borough discussed a possible shared procurement for solar panels. In addition, the Borough will be holding a paper shredding event (date TBD).

Board Member Davis attended the SEPAC meeting and there will be a walk of acceptance on May 21, 2022.

President Blumenstein attended the Audubon Fathers Association.

Board Member Davis commended all the students and staff involved in the AHS Musical - The Adams Family.

**XXI. Public Participation:** (Open Discussion):

The Audubon Education Association (AEA) Executive Board comprised of Eric Miller, Steven Ireland, Dawn Ewing and Dawn Bentley read a statement publicly regarding the union vote of no confidence in the Superintendent of Schools. (Statement was not provided to Board Secretary for attachment)

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. ADJOURNMENT**

1. There will be a Special Board Meeting for the purpose of submitting the 2022-2023 Budget to the Camden County Office of Education on March 23, 2022 at 6:30 PM in the Audubon Junior-Senior High School Media Center. Action will be taken.
2. The next Regular Board of Education meeting is scheduled for Wednesday, April 13, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.
3. Motion by Mrs. Davis seconded by Mr. Proulx to adjourn meeting at approximately 9:50pm. Motion approved by unanimous roll call (8-0) Members Ryan and Miller were absent

Motion to Approve: A. Davis Second: C. Proulx

**Roll Call**

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

*The Audubon Board of Education reserves the right to add and/or delete motions or make changes to motions in this agenda up to the time of the meeting and during the actual meeting.*

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**Deborah Roncace**  
**Business Administrator/Board Secretary**