

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL AUDITORIUM
WEDNESDAY, OCTOBER 6, 2021
7:00 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 7:00 P.M. in the Audubon Junior-Senior High School Auditorium to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2019-2021

 X James Blumenstein

 X Allison Cox

 X Ralph Gilmore

SY 2020-2022

 X Ammie Davis

 X Joseph Ryan

 X Tara Sullivan-Butrica

SY 2021-2023

 X Joseph Miller

 X Christopher Proulx

SY 2021 Mt. Ephraim Representative

 X Nancy Schiavo

III. **Call Meeting to Order**

IV. **Flag Salute**

V. **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 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 +.

VI. 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.

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

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- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

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

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MOTION TO APPROVE ITEM 1

Motion by Mrs. Cox and seconded by Mr. Gilmore

1. Motion to approve the following modifications to the 2021-2022 District Calendar as listed:

- Change October 12 to a Late Arrival for Grades 7, 8, 10, & 11
- Change October 14 to a Late Arrival for Grades 11 & 12
- Change October 15 as a Late Arrival for Non-Tested (Math) AHS Students

Motion to Approve items 1 through 1: A. Cox Second: R. Gilmore

Roll Call

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

VOTE FOR ITEM 1

Motion approved by unanimous roll call (9-0)

IX. 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.

MOTION TO APPROVE ITEMS 1-20

Motion by Mr. Gilmore and seconded by Mrs. Schiavo

- + Motion to approve the Elementary Teacher contract for Linda Rizzo, at the Haviland Avenue Preschool, for the 2021-2022 school year Step 7, BA, FTE 1.0 effective December 6, 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.
- + Motion to approve the Elementary Teacher contract for Jessica Bruck, at the Audubon Park Preschool, for the 2021-2022 school year Step 4, MA, FTE 1.0 effective retroactive October 4, 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.

- 3. + Motion to revise the long-term substitute part-time Special Education Teacher agreement at Mansion Avenue School for Stephanie Berenato FTE 0.87 at \$226.20 per diem, no benefits, effective September 27, 2021 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.
- 4. Motion to rescind 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.

Name	Position/Activity	Contractual Rate
Ron Latham	EMS	\$5,812.55

- 5. 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
Greg Smith	EMS	\$5,812.55
Devon Schwab	NJHS	\$1,472.55

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6. + Motion to approve a request from employee #1287, to invoke the Federal Family Medical Leave Act, effective December 19, 2021 to June 17, 2022:

December 19, 2021 through March 4, 2022 Paid Leave (6 sick days)

March 7, 2022 through June 17 2022 Unpaid Leave

January 19, 2022 through April 13, 2022 Federal FMLA (12 weeks)

7. Motion to approve a request from employee #1710, to invoke the Federal Family Medical Leave Act, effective December 10, 2021 to May 20, 2022:

December 10, 2021 through February 4, 2022 Paid Leave (24 sick days)

February 7, 2022 through May 20, 2022 Unpaid Leave

December 10, 2021 through February 4, 2022 Federal FMLA (7 weeks)

February 7, 2022 through May 20, 2022 NJ Family Leave

8. + Motion to approve a request from employee #1672, for an unpaid Leave of Absence.

September 9, 2021 through December 9, 2021 Unpaid Leave

9 +. Motion to approve the following Mansion Avenue School extracurricular for the 2021-2022 school 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
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Jordan Daminger	Student Council Advisor	\$1,563.00
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10. 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
Devon Schwab	School Counseling Audubon High School	Emily Warren

11. + Motion to approve the long-term substitute Elementary Teacher agreement at the Haviland Avenue Preschool for Grace Morris, effective retroactive to October 11, 2021 through December 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, at the recommendation of the Superintendent of Schools.
12. + Motion to approve the first year tenure track part-time Pre-Kindergarten Instructional Aide contract for Grace Morris, at the Haviland Avenue Preschool, effective December 9, 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.
13. + Motion to approve Richard Horan as part time custodian at the Audubon Park Preschool effective retroactive to October 4, 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, FTE 0.5, 20 hours per week, not to include benefits, for 20 hours per week, 10 months per 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.
14. Motion to approve the first year tenure track Audubon Junior-Senior High School Co-Principal 10-12 contract for Michael Nicholson effective December 9, 2021 for the 2021-2022 school year at \$121,000.00 (prorated), in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Administrator’s Association pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
15. 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.

Heather Ruoff	Raymond May
Cara Gaehring	Darian Coleman
Maureen Busarello	

16. Motion to approve the following three (3) Student Maintenance Workers at the hourly rate of \$12.00, with executed time sheets, to be compensated weekly for up to 4.0 hours per day, at the recommendation of the Superintendent of Schools.

Logan Wilson	Brayce Culbertson
Tyler Bittner	

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- 17. + Motion to accept, with best wishes, the letter of resignation, from Larissa Huber, a Special Education Aide at Haviland Avenue School, effective October 15, 2021, at the recommendation of the Superintendent of Schools.
- 18. + Motion to approve the following building/position transfers, at the recommendation of the Superintendent of Schools:

Name	Present Position	Present Location	New Position	New Location
McNellis, Cherie	Teacher of Pre-K	Haviland Avenue	N/A	Audubon Park Preschool
McNulty, Barbara	Special Education Aide	Haviland Avenue	Pre-K Instructional Aide	Audubon Park Preschool

- 19. + Motion to approve the long-term substitute Elementary Teacher agreement at the Mansion Avenue School for Danielle Reich, effective November 1, 2021 through March 25, 2022 at \$260.00 per diem, no benefits; time worked does not count towards the acquisition of tenure. Final approval is pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Ms. Reich is currently an Instructional Aide at Mansion Avenue School and will be replacing Ms. Rosenberg who will be out on a Maternity Leave.

- 20. + Motion to approve the following cafeteria aide 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
Kathleen Stone	MAS Cafeteria	\$13.15 per hour

Motion to Approve items 1 through 20: R. Gilmore Second: N. Schiavo

Roll Call

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

VOTE FOR ITEMS 1-20

Motion approved by unanimous roll call (9-0)

X. Superintendent's Comments –

Dr. Davis would like to welcome Mr. Michael Nicholson to the Audubon to School District as Audubon High School Co-Principal for grades 10-12.

Dr. Davis also commented that the Student Council representative will be in attendance at our October 20, 2021 Board meeting.

XI. Board Member Comments:

Mr. Blumenstein made the following comments:

- The Audubon Board of Education made a \$200.00 contribution in memory of Ed Simpson.
- The Board vacancy notice was advertised and the deadline to apply is October 13, 2021.
- There is an open seat on the Board for the November election.
- Meetings will continue to be broadcast on YouTube, however the Board will no longer be accepting emails as public comment.
- As the Bond timeline calendar is developed the Administration will have presentations at each building and will be using social media to the word out.

Mrs. Butrica would like the Governance Committee to review the dress code policy.

XII. Public Participation: (Open Discussion) - 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.

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Motion by Mrs. Cox seconded by Mr. Gilmore to approve the resolution for board to enter into closed Authorizing Executive session at 7:45 pm for the following purposes.

Motion approved by unanimous roll call (9-0)

XIII. 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 Mr. Gilmore to adjourn closed Authorizing Executive session at 9:34pm.

Motion approved by unanimous roll call 9-0

XIV. 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 by Mrs. Cox seconded by Mr. Gilmore to adjourn meeting at approximately 9:35pm.
Motion approved by unanimous roll call (9-0).

Roll Call

<u> X </u> James Blumenstein	<u> X </u> Allison Cox	<u> X </u> Ralph Gilmore	<u> X </u> Nancy Schiavo
<u> X </u> Ammie Davis	<u> X </u> Joseph Ryan	<u> X </u> Tara Butrica	
<u> X </u> Joseph Miller	<u> X </u> Christopher Proulx		

Deborah Roncace
Business Administrator/Board Secretary

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.