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 Media Center to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2020-2022

___ Ammie Davis  ___ Joseph Ryan  ___ Tara Sullivan-Butrica

SY 2021-2023

___ Joseph Miller  ___ Christopher Proulx  ___ Lori Cassidy

SY 2022-2024

___ James Blumenstein  ___ Allison Cox  ___ Andrea Robinson

SY 2022 Mt. Ephraim Representative

___ Nancy Schiavo

III. **Authorizing Executive Session:**

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

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

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

**NOW, THEREFORE, BE IT RESOLVED** that the Audubon Board of Education will go into closed session for the following reason(s) as outlined in N.J.S.A. 10:4-12(b):
X Any matter which, by express provision of Federal Law, State Statute or Rule of Court shall be rendered confidential or excluded from discussion in public;

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

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

X Any investigations of violations or possible violations of the law;

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

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

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

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

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

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

BE IT FURTHER RESOLVED that the Board of Education, for the aforementioned reasons, hereby declares that the public is excluded from the portion of the meeting during which the above discussion shall take place and hereby directs the board secretary to take the appropriate action to effectuate the terms of this resolution.
1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the
general public will be excluded to discuss school matters. The results of this session will be made public
immediately after or as soon thereafter as a decision is reached.

Motion to Approve: _____________________________ Second: _____________________________
Time: ___________ Voice Count: ________________

2. Motion to reconvene the Board of Education, by Resolution.

Motion to Approve: _____________________________ Second: _____________________________
Time: ___________ Voice Count: ________________

IV. Call Meeting to Order

V. Flag Salute

VI. Student Council Report: Natalie Sylvester, President
Leah Grim, Vice-President

VII. Spotlight Program:
THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING
STUDENTS OF THE MONTH FOR JANUARY 2022:

Pre-Kindergarten
Hannah Watkins

Kindergarten
Amelia Camm

Grade One
Madeline Boulger

Grade Two
Brandon Pregartner

Grade Three
Moira Haubois

Grade Four
Gabriel Henderson

Grade Five
Amanda Drummond

Grade Six
Alexandros Kalogiros

Grade Seven
Juliana Marcucci

Grade Eight
Alaina Copsetta

Freshman Class
Tyler Wiltsey

Sophomore Class
Jayden McCracken

Junior Class
Katie Diaz

Senior Class
Charlotte Coker

VIII. Presentation/Recognition(s):
I. All South Jersey Choir Recognition, by Andy Davis and Roberta Hanson-Swinney
   Emma Cochran
   Kyle Brown
   David Amorosi
   Noah Brasteter
   Payton Vogt

II. 2020-2021 School-Self Assessment for Determining HIB Grades, Dr. Andy Davis
   SSA for Determining HIB Presentation

III. 2021-2022 Student Safety Data System (SSDS) Semi-Annual Report: Period I, Dr. Andy Davis
   SSDS Semi-Annual Report Presentation

IV. IXL Mid-Year Assessment Performance Results, Mr. Shamus Burke
IXL Mid-Year Presentation

V. APSD Professional Development Guide, Mr. Shamus Burke

VI. APSD Technology Assessment & Adjustment Plan, Mr. Michael Chisholm

Technology Assessment & Adjustment Presentation

IX. Approval of Board Minutes:

1. Motion to approve the following minutes: January 5, 2022 Public Session Reorganization
   January 8, 2022 Public Session Board Retreat
   January 19, 2022 Public Session
   January 19, 2022 Executive Session
   January 26, 2022 Public Session
   January 26, 2022 Executive Session

   Motion to Approve: ___________________  Second: ____________________

   Roll Call

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

X. 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 +.

XI. **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.

XII. **OPERATIONS:** Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Mr. Proulx, Mr. Ryan and Alternate: Mr. Miller

**Board of Education Goals**

- To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

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

   December Board Secretary’s Report


   December 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 December 2021.

   December Transfers

6. Motion to approve the bills payable list for January 2022 in the amount of $414,458.91 when certified.
January Bill List

7. Motion to approve the bills payable list for February 2022 in the amount of $444,949.41 when certified.

February Bill List

8. Motion to acknowledge the bid results for the bond sale held on February 8, 2022.

<table>
<thead>
<tr>
<th>Bidder</th>
<th>Interest Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roosevelt &amp; Cross</td>
<td>2.870017%</td>
</tr>
<tr>
<td>Fidelity Capital Markets</td>
<td>2.967461%</td>
</tr>
<tr>
<td>Robert W. Baird &amp; Co., Inc</td>
<td>2.993045%</td>
</tr>
<tr>
<td>Huntington Securities, Inc</td>
<td>3.028362%</td>
</tr>
</tbody>
</table>

Bid Results

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

**Audubon Park Preschool**

- January 20, 2022: Lockdown Drill
- January 26, 2022: Fire Drill

**Haviland Avenue School**

- January 20, 2022: Lockdown Drill
- January 25, 2022: Fire Drill

**Mansion Avenue School**

- January 19, 2022: Fire Drill
- January 24, 2022: Lockdown Drill

**Audubon High School**

- January 11, 2022: Shelter in Place
- January 19, 2022: Fire Drill

Motion to Approve Item(s) 1 through 9: ____________________ Second: ____________________

**Roll Call**

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

February 16, 2022 BOE Agenda Page | 6
XIII. **EDUCATION:** Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Mr. Proulx, Ms. Robinson and Alternate: Ms. Cassidy

**Board of Education Goals**

- To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Motion to approve the issuance of written decisions affirming, rejecting, or modifying the Superintendent’s determination in regard to incident(s) reported at the January 19, 2022 meeting of the Board of Education.

<table>
<thead>
<tr>
<th>School</th>
<th>Incident Report Number</th>
<th>Board Determination</th>
</tr>
</thead>
<tbody>
<tr>
<td>AHS</td>
<td>8007</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8047</td>
<td>HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8057</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8067</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8085</td>
<td>Not HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8009</td>
<td>Not HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8014</td>
<td>Not HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8049</td>
<td>Not HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8052</td>
<td>HIB</td>
</tr>
<tr>
<td>HAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>APPS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

2. **Student Statistics February 1, 2022**

<table>
<thead>
<tr>
<th>Date</th>
<th>Audubon Preschool</th>
<th>Haviland Avenue</th>
<th>Mansion Avenue</th>
<th>Audubon Jr./Sr. HS</th>
<th>Out of District</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/1/2022</td>
<td>27</td>
<td>246</td>
<td>361</td>
<td>777</td>
<td>20</td>
<td>1,431</td>
</tr>
<tr>
<td>1/4/2022</td>
<td>27</td>
<td>250</td>
<td>361</td>
<td>777</td>
<td>20</td>
<td>1,435</td>
</tr>
<tr>
<td>2/1/2021</td>
<td>N/A</td>
<td>249</td>
<td>370</td>
<td>814</td>
<td>22</td>
<td>1,455</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Participant</th>
<th>Conference Title &amp; Location</th>
<th>Date(s)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amanda Brown</td>
<td>2022 Shape NJ Convention, Long Branch, NJ 07740</td>
<td>February 16, 2022</td>
<td>Conference Cost $214.00</td>
</tr>
<tr>
<td>Tony Carbone</td>
<td>DAANJ Annual Conference, Somerset, NJ</td>
<td>February 27 &amp; 28, 2022</td>
<td>Conference Cost $475.00</td>
</tr>
<tr>
<td>Scott LaPayover</td>
<td>ATSNJ Annual Conference, Somerset, NJ 08873-4197</td>
<td>March 15, 2022 – March 18, 2022</td>
<td>Conference Cost $140.00</td>
</tr>
<tr>
<td>Deborah Roncace</td>
<td>NJASBO Purchasing Mt. Laurel, NJ 08054</td>
<td>March 22, 2022</td>
<td>Conference Cost $100.00</td>
</tr>
<tr>
<td>Pennie Bigelow</td>
<td>NJALC Spring Conference Virtual</td>
<td>April 8, 2022</td>
<td>Conference Cost $130.00</td>
</tr>
<tr>
<td>Molly Fleming</td>
<td>NJALC Spring Conference Virtual</td>
<td>April 8, 2022</td>
<td>Conference Cost $130.00</td>
</tr>
<tr>
<td>Yael Shemesh-</td>
<td>NJALC Spring Conference Virtual</td>
<td>April 8, 2022</td>
<td>Conference Cost $130.00</td>
</tr>
<tr>
<td>Lewandowski</td>
<td>NJASBO – Audit Review, Mt. Laurel, NJ 08054</td>
<td>April 26, 2022</td>
<td>Conference Cost $100.00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>School</th>
<th>Location</th>
<th>Activity</th>
<th>Start/End Date(s)</th>
<th>Time(s)</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>AHS</td>
<td>AHS Lower Field</td>
<td>Audubon Soccer Youth Organization</td>
<td>2/28/22 – 5/28/22</td>
<td>6:00 PM after Baseball</td>
<td>Luke Bater</td>
</tr>
<tr>
<td>AHS</td>
<td>Varsity Baseball Field</td>
<td>Audubon Little League</td>
<td>3/1/22 – 2022</td>
<td>After Baseball Practice/Games Various Times</td>
<td>Bill Chester</td>
</tr>
<tr>
<td>AHS</td>
<td>Main/Auxiliary Gyms</td>
<td>Audubon Little League</td>
<td>3/1/22 – 2022</td>
<td>6:00 PM – 9:30 PM</td>
<td>Bill Chester</td>
</tr>
<tr>
<td>AHS</td>
<td>Varsity Baseball Field</td>
<td>Audubon Little League</td>
<td>3/1/22 – 2022</td>
<td>After Softball practice/Games Various Times</td>
<td>Bill Chester</td>
</tr>
<tr>
<td>AHS</td>
<td>AHS Track Field</td>
<td>Audubon Youth Soccer</td>
<td>3/5/22 – 5/8/22</td>
<td>1:00 PM – 5:00 PM</td>
<td>Luke Bater</td>
</tr>
<tr>
<td>AHS</td>
<td>AHS Baseball Field</td>
<td>Blue Sox Men’s Baseball team</td>
<td>3/27/22 – 8/28/22</td>
<td>9:00 AM – 12:00 PM</td>
<td>AHS</td>
</tr>
<tr>
<td>AHS</td>
<td>AHS Track and Field</td>
<td>St. Rose of Lima Track Team</td>
<td>4/1/22 – 6/15/22</td>
<td>5:30 PM – 7:30 PM</td>
<td>Carole Fesi</td>
</tr>
<tr>
<td>HAS</td>
<td>Media Center</td>
<td>PTA Fundraising Committee Meeting</td>
<td>2/22/22</td>
<td>6:00 PM – 8:00 PM</td>
<td>Raye Martin</td>
</tr>
</tbody>
</table>

5. Motion to approve the following out of district placements for the 2021-2022 school year at the recommendation of Special Services Department.
6. Motion to approve Student Safety Data System (SSDS) Semi-Annual Report for Period One for the 2021-2022 school as presented for and submission of the report and related documents to the New Jersey Department of Education.

7. Motion to approve a goal setting, organizational skills, academics, and importance of being involved student motivation rally (3 combined grade level (7-8; 9-10; 11-12) assemblies) by Stand Tall Steven A. Bollar on March 4, 2022 at a cost of $4,500 to be paid through local monies and support through the Municipal Alliance.

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

<table>
<thead>
<tr>
<th>STUDENT ID#</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>00444</td>
<td>Home instruction effective retroactive to January 7, 2022 – March 7, 2022</td>
</tr>
<tr>
<td>02693</td>
<td>Home instruction effective retroactive to January 18, 2022 – February 18, 2022</td>
</tr>
<tr>
<td>10632</td>
<td>Home instruction effective retroactive to January 18, 2022 – February 18, 2022</td>
</tr>
<tr>
<td>42803</td>
<td>Home instruction effective retroactive to February 4, 2022 – April 4, 2022</td>
</tr>
<tr>
<td>00478</td>
<td>Home instruction effective retroactive to February 7, 2022 – March 7, 2022</td>
</tr>
<tr>
<td>01087</td>
<td>Home instruction effective retroactive to February 13, 2022 – March 13, 2022</td>
</tr>
<tr>
<td>10863</td>
<td>Home instruction effective retroactive to February 14, 2022 – April 14, 2022</td>
</tr>
</tbody>
</table>

Motion to Approve Items 1 through 8: ____________________ Second: ____________________

Roll Call

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

XIV. HUMAN RESOURCES: Chairperson: Mrs. Davis, Committee Members: Ms. Cassidy, Ms. Cox, and Mrs. Schiavo, Alternate: Ms. Butrica

Board of Education Goals

- To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.
1. Motion to approve the Long Term Substitute Teacher of World Language agreement for Valeria Henkel at the Audubon Jr./Sr. High School, effective February 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 $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.

2. + Motion to approve the following long term substitute cafeteria aide agreement for Sharda Johnson, at Mansion Avenue School, retroactively effective February 4, 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 $13.00 per hour, FTE 0.37, 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 part-time Instructional Preschool Aide agreement for Starr Cole, at the Audubon Park Preschool, effective February 15, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 7, BA/MA, $17.94 per hour, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

4. + Motion to approve the part-time Special Education Aide agreement for Brianna Brown, at the Mansion Avenue School, effective February 17, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 6, BA, $17.09 per hour, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

5. + Motion to approve the part-time Special Education Aide agreement for Paulene Ike, at the Haviland Avenue School, effective February 17, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 7, BA, $17.94 per hour, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

6. + Motion to approve the part-time Instructional Aide agreement for Amy Conahan, at the Haviland Avenue School, effective February 17, 2022 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 5, BA, $16.23 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.

7. + Motion to revise a request from employee #1287, to invoke the Federal Family Medical Leave Act, effective November 8, 2021 to June 17, 2022:

   November 8, 2021 through December 23, 2021  Paid Leave (33 sick days)
   January 3, 2022 through June 17, 2022        Unpaid Leave
   November 8 2021 through December 31, 2021    Federal FMLA (8 weeks)
   January 3, 2022 through June 17, 2022        NJ Family Leave (12 weeks)

8. Motion to revise a request from employee #1974, to invoke the Federal Family Medical Leave Act, effective February 25, 2022 to March 25, 2022:

   February 25, 2022 through March 25, 2022  Unpaid Leave
   February 25, 2022 through March 25, 2022  Federal FMLA (4 weeks)
9. + Motion to revise a request from employee #1637, to invoke the Federal Family Medical Leave Act, effective April 25, 2022 to June 17, 2022:

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 25, 2022 through June 17, 2022</td>
<td>Paid Leave (40 sick days)</td>
</tr>
<tr>
<td>April 25, 2022 through June 17, 2022</td>
<td>Federal FMLA (8 weeks)</td>
</tr>
</tbody>
</table>

10. + Motion to revise the long-term substitute Elementary Teacher agreement at the Mansion Avenue School for Danielle Reich, effective November 1, 2021 through June 17, 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.

11. Motion to appoint John McMichael, Assistant Principal of Student Personnel Services, as the Section 504 Compliance Officer for a term commencing February 17, 2022 through June 30, 2022.

12. + Motion to approve the following staff member to provide five hours of new teacher support and mentoring for the 2021-22 school year, at the non-instructional contractual rate of $30.00 per hour for a total of $150.00 per staff member, at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>New Teacher</th>
<th>School/Subject</th>
<th>Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stephanie Berenato</td>
<td>MAS – Special Education</td>
<td>Terri Salamone</td>
</tr>
</tbody>
</table>

13. Motion to rescind Chazaram Ugonna-Ufere as a Student Maintenance Assistant at the hourly rate of $13.00 for 4.0 hours per day, 5 days per week, effective January 28, 2022, with executed time sheets at the recommendation of the Superintendent of Schools:

14. Motion to approve Kainesochi Ugonna-Ufere 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 January 27, 2022, with executed time sheets at the recommendation of the Superintendent of Schools:

15. 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:

<table>
<thead>
<tr>
<th>Cancellation of Season/Event</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>When notified; one week or more prior to the start of the season or three days prior to the event</td>
<td>0.0%</td>
</tr>
<tr>
<td>School Closure &amp; Hybrid Schedules</td>
<td></td>
</tr>
<tr>
<td>Greater Than 50% of Season or Event Occurred</td>
<td>100.0%</td>
</tr>
<tr>
<td>Greater Than or Equal to 25% and Less Than or Equal to 50%</td>
<td>50.0%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Activity</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roberta Hanson-Swinney</td>
<td>Graduation – High School</td>
<td>$1,428.55</td>
</tr>
<tr>
<td>Dustin Stiles</td>
<td>Middle School Year Book</td>
<td>$1,600.00</td>
</tr>
<tr>
<td>Jill Bradshaw</td>
<td>Play Director</td>
<td>$3,347.55</td>
</tr>
</tbody>
</table>

16. Motion to approve the following volunteer (un-paid) spring coaching positions for the 2021-2022 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools:

<table>
<thead>
<tr>
<th>Name</th>
<th>Sport/Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jenna Imperial</td>
<td>Softball</td>
</tr>
</tbody>
</table>

17. 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:

- Garrity Bantle – Substitute Teacher
- William Lebb – Substitute Custodian
- Samantha Wallace – Substitute Teacher
- Gregg Francis – Substitute Teacher
- Kristina Miller – Substitute Teacher
- Lillian Mierkowski – Substitute Secretary
- Caitlyn Coombs – Substitute Teacher
- Victoria Carfagno – Substitute Teacher
- Anne Marie Harris – Substitute Teacher

18. 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:

<table>
<thead>
<tr>
<th>Cancelation of Season/Event</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>When notified: one week or more prior to the start of the season or three days prior to the event</td>
<td>0.0%</td>
</tr>
<tr>
<td>School Closure &amp; Hybrid Schedules</td>
<td></td>
</tr>
<tr>
<td>Greater Than 50% of Season or Event Occurred</td>
<td>100.0%</td>
</tr>
<tr>
<td>Greater Than or Equal to 25% and Less Than or Equal to 50%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Greater than 7 practices and Less Than 25%</td>
<td>25.0%</td>
</tr>
</tbody>
</table>

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure
Keith Allen, Randolph Callaway, Tyler Inkster, Zachary Jakubowski and Ryan Knaul will each receive 1/5 of the total of Varsity Assistant’s + JV + Freshman stipends.

19. Motion to approve the following volunteer (un-paid) spring coaching positions for the 2021-2022 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
<table>
<thead>
<tr>
<th>Name</th>
<th>Sport/Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew Bednarek, Wade Gies, Chris Harris, Brian Kulac, Ralph Schiavo, Derek “Boomer” Wickersham, George Kaufman, RJ Callahan</td>
<td>Baseball</td>
</tr>
<tr>
<td>Angela DiFilippo, Mike Tomasetti</td>
<td>Golf</td>
</tr>
<tr>
<td>Amanda Brown</td>
<td>Softball</td>
</tr>
<tr>
<td>Keith Allen, Brian Furlong, Dominic Koehl, Sam Santore</td>
<td>Spring Weight Training</td>
</tr>
<tr>
<td>Andrew Barnhardt, Kieren Boland, Kyle Kilvington, Danielle Nicklas, Anthony Pugliese</td>
<td>Track and Field Programs</td>
</tr>
<tr>
<td>Laurie Bouch, Dennis Cain, Ralph Gilmore</td>
<td>Boys’ Tennis</td>
</tr>
<tr>
<td>TBD</td>
<td>Weight Room</td>
</tr>
</tbody>
</table>

20. + Motion to approve the part-time Special Education Aide agreement for Angela Watkins, at the Mansion Avenue School, effective February 21, 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, $15.76 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.

21. Motion to approve the Elementary Teacher contract for Silveria Mastalsz, at the Audubon Park Preschool, for the 2021-2022 school year Step 7, BA, FTE 1.0 effective March 7, 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 Items 1 through 21: ___________________________ Second: ___________________________

**Roll Call**

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

**XV. REPORTS:**

**XVI. HIB District Report**

<table>
<thead>
<tr>
<th>February 2022</th>
<th>BULLYING INCIDENTS REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>Confirmed HIB</td>
</tr>
<tr>
<td>AHS #8098, #8099, #8119, #8120, #8121, #8143, #8150</td>
<td>3</td>
</tr>
<tr>
<td>MAS #8114, #8161, #8162</td>
<td>1</td>
</tr>
<tr>
<td>HAS</td>
<td>0</td>
</tr>
<tr>
<td>APPS</td>
<td>0</td>
</tr>
</tbody>
</table>

**XVII. Superintendent’s Report**

Audubon BOE Agenda February 16, 2022 Page | 14
XVIII. Special Program Representatives:
   A. CCESC Rep. Rotation: **Joseph Miller**
   B. CCSBA Rep. Rotation: **Ammie Davis**

XIX. **Board Member Comments**

XX. **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 citizens. 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.

XXI. **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: ______________

XXII. **ADJOURNMENT**

1. A Special Meeting of the Board of Education (Work Session/Executive Session) is scheduled for Wednesday, February 23, 2022 at 6:30 PM in the Audubon Junior-Senior High School Library Media-Center.

Audubon BOE Agenda February 16, 2022 Page | 15
2. A Special Meeting of the Board of Education (Joint Training Session with Mount Ephraim BOE) is scheduled for Monday, February 28, 2022 at 7:00 PM in the Audubon Junior-Senior High School Library Media-Center.

3. The next Regular Board of Education meeting is scheduled for Wednesday, March 16, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.

4. Motion to adjourn meeting at approximately __________ pm.

   Motion to Approve: _____________________  Second: ___________________

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

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