I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 6:30 P.M. in the Audubon Junior-Senior High School Auditorium to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2019-2021

___ James Blumenstein ___ Allison Cox ___ Ralph Gilmore

SY 2020-2022

___ Ammie Davis ___ Joseph Ryan ___ Tara Sullivan-Butrica

SY 2021-2023

___ Joseph Miller ___ Christopher Proulx

SY 2021 Mt. Ephraim Representative

___ Nancy Schiavo

III. **Authorizing Executive Session:**

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

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

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

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

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.
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. Administration of the Oath of Office

Board Members Elected to an Unexpired Term (1 Seat): Lori Cassidy

Motion to Approve: _____________________________ Second: _____________________________

SY 2019-2021
___ James Blumenstein  ___ Allison Cox  ___ Ralph Gilmore

SY 2020-2022
___ Ammie Davis  ___ Joseph Ryan  ___ Tara Sullivan-Butrica

SY 2021-2023
___ Joseph Miller  ___ Christopher Proulx

SY 2021 Mt. Ephraim Representative
___ Nancy Schiavo

VII. Student Council Report: Natalie Sylvester, President

VIII. Spotlight Program:
THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR OCTOBER 2021:

Pre-Kindergarten
Oliver Eagan

Kindergarten
Avery Reiter

Grade One
Alaina Vorlander

Grade Two
Corbin Reilly

Grade Three
Aubrey King

Grade Four
Deklin Ruoff

Grade Five
Joseabraham Cisneros

Grade Six
Maeve Gallagher

Grade Seven
Lillyanna Cassidy-Wells

Grade Eight
Jonah Jordan

Freshman Class
Syncere Faulk

Sophomore Class
Aiden Williams

Junior Class
Noah Brasteter

Senior Class
Emily McCauley

November 17, 2021 BOE Agenda Page | 3
IX. **Presentation/Recognition(s):** None at this time.

X. **Approval of Board Minutes:**

1. Motion to approve the following minutes:

   - October 6, 2021 Public Session
   - October 6, 2021 Executive Session
   - October 20, 2021 Public Session
   - October 20, 2021 Executive Session
   - October 27, 2021 Public Session
   - October 27, 2021 Executive Session

   Motion to Approve: ___________________  Second: ___________________

   **Roll Call**

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

XI. **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 +.

November 17, 2021 BOE Agenda Page | 4
XI. **GOVERNANCE:** Chairperson: Mr. Blumenstein – Committee Members: Mr. Miller, Mr. Ryan, and Mr. Proulx

**Board of Education Goals**

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

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

<table>
<thead>
<tr>
<th>Policy</th>
<th>Title</th>
<th>New/Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>P 5751</td>
<td>Sexual Harassment of Students</td>
<td>Revised</td>
</tr>
<tr>
<td>P 2425</td>
<td>Emergency Virtual or Remote Instruction Program</td>
<td>New</td>
</tr>
</tbody>
</table>

2. Motion to approve the submission of the New Jersey Single Accountability Continuum - District Performance Review for the 2021-2022 school year.

   Overview APSD DPR
   Instruction & Program DPR
   Fiscal Management DPR
   Governance DPR
   Operations DPR
   Personnel DPR

   Motion to Approve Item(s) 1 through 2: ____________________ Second: ____________________

   **Roll Call**

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

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

**Board of Education Goals**

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

November 17, 2021 BOE Agenda Page | 5
1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of September 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.

   September Board Secretary's Report


   September 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 September 2021.

   September Transfers

6. Motion to approve the partial bills payable list for October 2021 in the amount of $239,587.14 when certified.

   October Bill List

7. Motion to approve the bills payable list for November 2021 in the amount of $457,350.16 when certified.

   November Bill List

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

   **Audubon Park Preschool**
   
   October 21, 2021       Evacuation Drill
   October 25, 2021       Fire Drill

   **Haviland Avenue School**
   
   October 27, 2021       Fire Drill
   October 29, 2021       Evacuation Drill

   **Mansion Avenue School**
   
   October 21, 2021       Bus Evacuation Drill
   October 26, 2021       Shelter In Place
   October 28, 2021       Fire Drill

   **Audubon High School**
   
   October 20, 2021       Fire Drill
9. Motion to approve the 2022-2023 Tentative Budget Calendar

2022-2023 Tentative Budget Calendar

10. Motion to approve resolution to submit Comprehensive Maintenance Plan:

Resolution
Approving Submission of Comprehensive Maintenance Plan
For Years 2021/21, 2021/22 and 2022/23

Whereas, the Department of Education requires New Jersey School Districts to submit three year maintenance plans documenting “required” maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the Audubon Public School District are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid, and

Now Therefore, Be It Resolved, that the Audubon Public School District hereby authorizes the School Business Administrator to submit the attached Comprehensive Maintenance Plan for the Audubon Public School District in compliance with Department of Education requirements.

Comprehensive Maintenance Plan

Motion to Approve Item(s) 1 through 10: ___________________ Second: ___________________

Roll Call

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

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

Board of Education Goals

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

1. Motion to approve the issuance of written decisions affirming, rejecting, or modifying the Superintendent's determination in regard to incident(s) reported at the October 20, 2021 and October 27, 2021 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>7767</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>7787</td>
<td>HIB</td>
</tr>
<tr>
<td>HAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
2. + Student Statistics November 2021

<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>11/1/2021</td>
<td>24</td>
<td>244</td>
<td>360</td>
<td>776</td>
<td>21</td>
<td>1,425</td>
</tr>
<tr>
<td>10/1/2021</td>
<td>N/A</td>
<td>237</td>
<td>359</td>
<td>776</td>
<td>21</td>
<td>1,393</td>
</tr>
<tr>
<td>11/2/2020</td>
<td>N/A</td>
<td>245</td>
<td>370</td>
<td>815</td>
<td>22</td>
<td>1,452</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>Kelly Reising</td>
<td>Anti-Bullying Specialist Certificate Program Self-Paced</td>
<td>Self-Paced</td>
<td>Conference Cost $500.00</td>
</tr>
<tr>
<td>Devon Schwab</td>
<td>Anti-Bullying Specialist Certificate Program Self-Paced</td>
<td>Self-Paced</td>
<td>Conference Cost $500.00</td>
</tr>
<tr>
<td>Bonnie Smeltzer</td>
<td>Anti-Bullying Specialist Certificate Program Self-Paced</td>
<td>Self-Paced</td>
<td>Conference Cost $500.00</td>
</tr>
<tr>
<td>Yael Lewendowski</td>
<td>NJASP Winter Conference Virtual</td>
<td>December 10, 2021</td>
<td>Conference Cost $195.00</td>
</tr>
<tr>
<td>Deborah Roncace</td>
<td>NJASBO - Open Public Records Act, Mount Laurel, NJ</td>
<td>December 14, 2021</td>
<td>Conference Cost $100.00</td>
</tr>
<tr>
<td>Barbie Ledyard</td>
<td>11 Principles Workshop Virtual</td>
<td>December 14, 2021</td>
<td>Conference Cost $325.00</td>
</tr>
<tr>
<td>Maria McCutcheon</td>
<td>11 Principles Workshop Virtual</td>
<td>December 14, 2021</td>
<td>Conference Cost $325.00</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>
</table>

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5. **Motion to approve the following field trip requests for the 2021-2022 school year:**

<table>
<thead>
<tr>
<th>School</th>
<th>Destination of Trip/Staff in charge</th>
<th>Date</th>
<th>Time(s)</th>
<th>Chaperones &amp; Students</th>
<th>Purpose of Trip</th>
<th>Bus Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAS</td>
<td>Audubon Park Holiday Celebration</td>
<td>12/5/21</td>
<td>Depart: 4:40 pm Return: 6:00 pm</td>
<td>1 chaperone &amp; parents, 18 students</td>
<td>Select Choir to perform at Audubon Park</td>
<td>No Cost</td>
</tr>
<tr>
<td>AHS</td>
<td>Camden County College E. Warren</td>
<td>1/26/22</td>
<td>Depart 8:30 am Return 1:00 pm</td>
<td>2 chaperones, 35 students</td>
<td>Accuplacer Testing</td>
<td>No Cost</td>
</tr>
</tbody>
</table>

6. **Motion to approve the English Language Service Three Year Program Plan for the school years 2021-2024.**

    English Language Service Program Plan

7. **Motion to rescind the following out of district McKinney –Vento eligible placements for the 2021-2022 school year at the recommendation of the Superintendent of Schools:**

<table>
<thead>
<tr>
<th>ID#</th>
<th>Placement</th>
<th>Tuition $</th>
<th>ESY $</th>
<th>Extraordinary Services $</th>
</tr>
</thead>
<tbody>
<tr>
<td>7919495673</td>
<td>Pine Hill Public Schools</td>
<td>17,415.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

8. **Motion to approve the following out of district placements for the 2020-2021 school year at the recommendation of the Superintendent of Schools.**

<table>
<thead>
<tr>
<th>State ID#</th>
<th>Placement</th>
<th>Tuition $</th>
<th>ESY $</th>
<th>Extraordinary Services $</th>
</tr>
</thead>
<tbody>
<tr>
<td>1409572627</td>
<td>Burlington County Institute of Technology</td>
<td>$10,958.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9. **Motion to approve the following out of district placements for the 2021-2022 school year at the recommendation of the Superintendent of Schools and/or the Special Services Department.**

<table>
<thead>
<tr>
<th>State ID#</th>
<th>Placement</th>
<th>Tuition $</th>
<th>ESY $</th>
<th>Extraordinary Services $</th>
</tr>
</thead>
<tbody>
<tr>
<td>1409572627</td>
<td>Burlington County Institute of Technology</td>
<td>$11,028.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6760789040</td>
<td>Brookfield Elementary</td>
<td>$51,623.21</td>
<td>$22,935.00</td>
<td></td>
</tr>
</tbody>
</table>

10. **Motion to approve the tuition contract with Camden County Technical School District for the 2021/2022 school year at the rate below.**

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Program</td>
<td>$3,465.00</td>
<td>13</td>
</tr>
</tbody>
</table>

Motion to Approve Items 1 through 10: ___________________________  Second: ___________________________
Roll Call

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

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

**Board of Education Goals**

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

1. + Motion to approve Deborah Allen as part time custodian at the Audubon Park Preschool effective retroactive to November 8, 2021 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 3, FTE 0.5, 20 hours per week, not to include benefits, for 20 hours per week, 10 months per year, 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.

2. Motion to approve the first year tenure track Audubon Junior-Senior High School Assistant Principal for Student Personnel Services contract for John McMichael effective January 18, 2022 for the 2021-2022 school year at $115,000.00 (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.

3. + Motion to approve the Haviland Avenue Teacher of Special Education contract for Christie Cochran, effective November 22, 2021 for the 2021-2022 school year in accordance with the 2021-2024 negotiated contract between the Audubon Board of Education and the Audubon Education Association at BA Step 7, FTE 1.0 pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

4. + Motion to accept, with best wishes, the letter of resignation, with intent to retire, from Joan Nolan, Administrative Assistant to the Principal at Haviland Avenue School, effective December 31, 2021.

5. Motion to rescind a request from employee #536, to invoke a Family Leave of Absence, effective November 16, 2021 to December 28, 2021:

   November 16, 2021 through December 28, 2021  Paid Leave
   November 16, 2021 through December 28, 2021  NJ Family Leave

6. + Motion to rescind a request from employee #865, to invoke a Family Leave of Absence, effective November 16, 2021 to December 14, 2021:

   November 16, 2021 through December 14, 2021  Paid Leave
   November 16, 2021 through December 14, 2021  NJ Family Leave

November 17, 2021 BOE Agenda Page | 10
7.  Motion to approve a request from employee #574, to invoke a Family Leave of Absence, effective November 8, 2021 to November 26, 2021,

   November 8, 2021 through November 26, 2021        Paid Leave
   November 8, 2021 through November 26, 2021        NJ Family Leave

8.  Motion to approve a request from employee #2070, to invoke a Family Leave of Absence, effective December 7, 2021 to February 15, 2022:

   December 7, 2021 through February 15, 2022        Unpaid Leave
   December 7, 2021 through February 15, 2022        NJ Family Leave

9.  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.

   Bailey Warren          Bernadette Brogna          Catherine Dunn          Krista DuBoyce-Campo
   Esther Ortiz           Jacob Ciurlino

10. Motion to approve the following paid winter 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:

    | Cancelation 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        | Sport/Activity          | Position                          | Contractual Rate |
    |-------------|-------------------------|-----------------------------------|------------------|
    | Dan Carter  | Assistant to the Athletic Trainer | Winter Assistant Athletic Trainer | $2,461.00        |

11. Motion to approve retroactively the following football personnel for the 2021-2022 fall sports season 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.

November 17, 2021 BOE Agenda Page | 11
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>Danielle Reich</td>
<td>Mansion Avenue School</td>
<td>Colleen McFetridge</td>
</tr>
<tr>
<td></td>
<td>Grade 5</td>
<td></td>
</tr>
</tbody>
</table>

13. Motion to approve Nicole Racite to complete 15 hours of ESL observation with Christine Karageorgis during the 2021-2022 school year, at the recommendation of the Superintendent of Schools.

14. Motion to approve the following volunteer (un-paid), Community Education adult volunteers, as coaches, assistant coaches, and helpers for the ABC Traveling Basketball Program, at the recommendation of the Superintendent of Schools:

<table>
<thead>
<tr>
<th>Jason Seeberger</th>
<th>Girls Traveling Basketball</th>
<th>Assistant Coach</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melissa Seeberger</td>
<td>Girls Traveling Basketball</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Scott Reddy</td>
<td>Girls Traveling Basketball</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Laura Reddy</td>
<td>Girls Traveling Basketball</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Patrice Kilvington</td>
<td>Girls Traveling Basketball</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Chris Callahan</td>
<td>Boys Traveling Basketball</td>
<td>3rd/4th Grade Boys Coach</td>
</tr>
<tr>
<td>Steve Hart</td>
<td>Boys Traveling Basketball</td>
<td>6th Grade Boys Coach</td>
</tr>
<tr>
<td>Kevin Headly</td>
<td>Boys Traveling Basketball</td>
<td>6th Grade Boys Coach</td>
</tr>
<tr>
<td>Bill Lougheed</td>
<td>Boys Traveling Basketball</td>
<td>6th Grade Boys Assistant Coach</td>
</tr>
<tr>
<td>Mark Pwens</td>
<td>Boys Traveling Basketball</td>
<td>6th Grade Boys Assistant Coach</td>
</tr>
</tbody>
</table>

15. Motion to approve the following volunteer (un-paid) Community Education Elementary Youth Wrestling Program coaching positions; 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>Thomas Battillo</th>
<th>Liaison &amp; Head Coach</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas J. Battillo Sr.</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Andy Burrough</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Matt Dalessio</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Andrew Haubois</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Anthony Casale</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Andrew Manning</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Edward Eckert</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Steve Urbano</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Tony Miele</td>
<td>Assistant Coach</td>
</tr>
<tr>
<td>Michael Casey</td>
<td>Assistant Coach</td>
</tr>
</tbody>
</table>

16. Motion to approve the following volunteer (un-paid) winter 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>Robert Garrity</td>
<td>Basketball Coach</td>
</tr>
</tbody>
</table>
17. Motion to approve the following Haviland Avenue School extracurricular contracts for the 2021-2022 school years based on the negotiated agreement between the Audubon Education Association and the Audubon Board of Education at the recommendation of the Superintendent of Schools:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Activity</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jillian Long</td>
<td>Art Club</td>
<td>$1,419.55</td>
</tr>
<tr>
<td>Debra Costello</td>
<td>Book Club</td>
<td>$1,419.55</td>
</tr>
</tbody>
</table>

18. Motion to approve the following Audubon Junior-Senior High 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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>School Closure &amp; Hybrid Schedules</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Activity</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dennis Bantle</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.55</td>
</tr>
<tr>
<td>Stacey Caltagirone</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.55</td>
</tr>
<tr>
<td>Sean Clerkin</td>
<td>Percussion Ensemble</td>
<td>$2,069.55</td>
</tr>
<tr>
<td>Pat Moran</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.56</td>
</tr>
<tr>
<td>Betsy Scotto</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.56</td>
</tr>
<tr>
<td>Nancy Scully</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.56</td>
</tr>
<tr>
<td>Michael Tomasetti</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.55</td>
</tr>
<tr>
<td>Wendy VanFossen</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.55</td>
</tr>
<tr>
<td>John Walsh</td>
<td>Intervention &amp; Referral Services</td>
<td>$1,331.55</td>
</tr>
</tbody>
</table>

Motion to Approve Items 1 through 18: ____________________ Second: ____________________

**Roll Call**

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

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XIII. **REPORTS:**

XIV. HIB District Report

<table>
<thead>
<tr>
<th>November 2021</th>
<th>BULLYING INCIDENTS REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>Confirmed HIB</td>
</tr>
<tr>
<td>AHS #7806</td>
<td>1</td>
</tr>
<tr>
<td>HAS</td>
<td>0</td>
</tr>
<tr>
<td>MAS</td>
<td>0</td>
</tr>
</tbody>
</table>

XV. Superintendent's Report

XVI. Special Program Representatives:
A. CCESC Rep. Rotation: **James Blumenstein** (Rolling)
B. CCSBA Rep. Rotation: **Ammie Davis**

XVII. Board Member Comments

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

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

For the first portion, public comments are invited on matters pertaining only to the agenda for tonight's meeting. For the second portion, public comments are invited on all matters pertaining to the school district.

Participants should announce their name, address, and any group they may represent, if applicable. The Board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen (15) minutes, and individual speakers will be limited to three (3) minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. Reference bylaws #0167 of the Audubon Public Schools Board of Education Policy Manual.

The Board uses the public comment period as an opportunity to listen to 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.

XIX. **Executive Session**

1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the
The general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached. **Action may/may not be taken.**

Motion to Approve: ___________________________ Second: ___________________________

Time: ___________ Voice Count: ______________

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

Motion to Approve: ___________________________ Second: ___________________________

Time: ___________ Voice Count: ______________

**XX. ADJOURNMENT**

1. The next Board of Education meeting is scheduled for Wednesday, December 15, 2021 at 6:30 PM in the Audubon Junior-Senior High School auditorium.

2. Motion to adjourn meeting at approximately _________ pm.

Motion to Approve: ___________________________ Second: ___________________________

**Roll Call**

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

*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.*