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 video-conferencing meeting, scheduled at 6:30 P.M. 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**

Absent: James Blumenstein  X  Allison Cox  X  Ralph Gilmore

**SY 2020-2022**

X  Ammie Davis  X  Joseph Ryan  Absent: Tara Sullivan-Butrica

**SY 2021-2023**

X  Joseph Miller  X  Christopher Proulx  X  Everett Simpson

**SY 2021 Mt. Ephraim Representative**

X  Nancy Schiavo

Motion by Mr. Gilmore seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive session at 6:30pm for the following purposes.

Motion approved by unanimous roll call (8-0) Board members Blumenstein and Sullivan-Butrica were absent

III. **Authorizing Executive Session:**

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

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

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

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

Motion by Mr. Gilmore seconded by Mrs. Cox to adjourn closed Authorizing Executive session at 6:45pm
Motion approved by unanimous roll call (8-0) Board members Blumenstein and Sullivan-Butrica were absent

IV. Call Meeting to Order

V. Flag Salute

VI. Spotlight Program:

THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR DECEMBER 2020:

<table>
<thead>
<tr>
<th>Pre-Kindergarten</th>
<th>Kindergarten</th>
<th>Grade One</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hunter Hassett</td>
<td>Alyssa Dunn</td>
<td>Vivienne Cannon</td>
</tr>
<tr>
<td>Grade Two</td>
<td>Grade Three</td>
<td>Grade Four</td>
</tr>
<tr>
<td>Aubrey DiCiano</td>
<td>Sofia Lopez</td>
<td>Owen Callahan</td>
</tr>
<tr>
<td>Grade Five</td>
<td>Grade Six</td>
<td>Grade Seven</td>
</tr>
<tr>
<td>Jace Bond</td>
<td>Caleb Hoke</td>
<td>Riley Fayer</td>
</tr>
<tr>
<td>Grade Seven</td>
<td>Grade Eight</td>
<td>Freshman Class</td>
</tr>
<tr>
<td>Zachary Fayer</td>
<td>Robert Farren</td>
<td>Savanna Ross</td>
</tr>
<tr>
<td>Sophomore Class</td>
<td>Junior Class</td>
<td>Senior Class</td>
</tr>
<tr>
<td>John Scoleri</td>
<td>Cesar Fragoso</td>
<td>Bella Kokocha</td>
</tr>
</tbody>
</table>

THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STAFF:

I. Bridget Bialecki – Degree Advancement (Masters of Arts in Teacher of Students with Disabilities)
II. Jennifer McClellan – Degree Advancement (Master of Arts in School Counseling)

VII. Presentation(s):

I. NJAchieve: Certificated Staff Evaluations Procedures & Protocols
II. NJSLS Curriculum Revisions
III. NJSLS Curriculum Updates (New)

VIII. Approval of Board Minutes:

1. Motion by Mrs. Cox and seconded by Mr. Gilmore to approve the following minutes:

   December 16, 2020 Public Session
   December 16, 2020 Executive Session
Roll Call

AB James Blumenstein (Absent)  
_X_ Allison Cox
_X_ Ralph Gilmore  
_X_ Nancy Schiavo

_X_ Ammie Davis  
_X_ Joseph Ryan
_AB_ Tara Butrica (Absent)

_X_ Joseph Miller  
_X_ Christopher Proulx
_X_ Everett Simpson

VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0) Board Member Blumenstein and Butrica were absent

IX. Participation: (Agenda Items Only):

Bonnie Smeltzer, AAA President, made a statement regarding item 9 under Human Resources with the appointment language of Technology Coordinator.

Mrs. Whalen, Resident, asked questions regarding the Science and Social Studies Curriculum.

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 +.

X. GOVERNANCE: Chairperson: Mr. Blumenstein

Board of Education Goals
To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.

To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.

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

MOTION TO APPROVE ITEM 1
Motion by Mrs. Cox and seconded by Mr. Simpson

1. Motion to approve the following board members to serve on committees as listed:

<table>
<thead>
<tr>
<th>Committee</th>
<th>Governance</th>
<th>Operations</th>
<th>Education</th>
<th>Human Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>BOE Chair</td>
<td>James Blumenstein</td>
<td>Allison Cox</td>
<td>Nancy Schiavo</td>
<td>Ammie Davis</td>
</tr>
<tr>
<td>District Lead</td>
<td>Andy Davis</td>
<td>Deborah Roncace &amp; Bud Rutter</td>
<td>Shamus Burke</td>
<td>Andy Davis</td>
</tr>
<tr>
<td>Committee Member</td>
<td>Joseph Miller</td>
<td>Tara Butrica</td>
<td>Jame Blumenstein</td>
<td>Allison Cox</td>
</tr>
<tr>
<td>Committee Member</td>
<td>Joseph Ryan</td>
<td>Ammie Davis</td>
<td>Tara Butrica</td>
<td>Ralph Gilmore</td>
</tr>
<tr>
<td>Committee Member</td>
<td>Everett Simpson</td>
<td>Ralph Gilmore</td>
<td>Christopher Proulx</td>
<td>Nancy Schiavo</td>
</tr>
<tr>
<td>Alternate</td>
<td>Christopher Proulx</td>
<td>Joseph Miller</td>
<td>Everett Simpson</td>
<td>Joseph Ryan</td>
</tr>
</tbody>
</table>

Camden County School Boards Association - Ammie Davis
Camden County Educational Services Commission - James Blumenstein (Rolling)

Motion to Approve Item(s) 1 through 1: A. Cox _____ Second: E. Simpson _____

Roll Call

AB James Blumenstein (Absent) X Allison Cox X Ralph Gilmore X Nancy Schiavo
X Ammie Davis X Joseph Ryan AB Tara Butrica (Absent)
X Joseph Miller X Christopher Proulx X Everett Simpson

VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0) Board Member Blumenstein and Butrica were absent

XI. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Butrica, Ms. Davis, 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.

**MOTION TO APPROVE ITEM 1-8**
Motion by Mr. Gilmore and seconded by Mrs. Cox

1. Board Secretary's Report in accordance with 18A:17-36 and 18A:17-9 for the month of November 2020. 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.

   November Board Secretary’s Report


   November 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 November 2020.

   Line Item Transfers

6. Motion to approve the bills payable list for January 2021 in the amount of $1,384,882.02 when certified.

   January Bill List

7. Motion to approve the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance for the 2020-2021 school year.

   Statement of Assurance

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

   **Haviland Avenue School**
   - December 15, 2020 Fire Drill (Blue Cohort)
   - December 18, 2020 Shelter in Place Drill (Blue Cohort)

   **Mansion Avenue School**
   - December 15, 2020 Fire Drill (Blue Cohort)
   - December 18, 2020 200 Ft. Evacuation: Stay in Place (Blue Cohort)
Audubon High School

December 15, 2020  Fire Drill (Blue Cohort)
December 16, 2020  1000 Ft. Evacuation Drill: Stay in Place

Motion to Approve Item(s) 1 through 8: ____R. Gilmore______ Second: ____A. Cox_______

Roll Call

AB James Blumenstein  X Allison Cox  X Ralph Gilmore  X Nancy Schiavo
(Absent)

X Ammie Davis  X Joseph Ryan  AB Tara Butrica
(Absent)

X Joseph Miller  X Christopher Proulx  X Everett Simpson

VOTE FOR ITEM 1-8
Motion approved by unanimous roll call (8-0) Board Member Blumenstein and Butrica were absent

XII. EDUCATION: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Ms. Butrica, Mr. Proulx, Alternate: Mr. Simpson

Board of Education Goals

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

MOTION TO APPROVE ITEM 1-8
Motion by Mr. Gilmore and seconded by Mrs. Cox

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 December 16, 2020 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>HS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>HAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>MAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

2. + Student Statistics January 2021

<table>
<thead>
<tr>
<th>Date</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>1/4/21</td>
<td>246</td>
<td>370</td>
<td>813</td>
<td>22</td>
<td>1451</td>
</tr>
<tr>
<td>12/1/20</td>
<td>246</td>
<td>370</td>
<td>813</td>
<td>22</td>
<td>1451</td>
</tr>
<tr>
<td>1/2/20</td>
<td>272</td>
<td>388</td>
<td>805</td>
<td>24</td>
<td>1489</td>
</tr>
</tbody>
</table>

3. Approval of Attendance at Conferences and Workshops for the 2020-2021 School Year

Audubon BOE Agenda January 20, 2021 Page | 7
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>Shamus Burke</td>
<td>NJSLA ELA Content Review 8 &amp;10, New Meridian &amp; Pearson</td>
<td>1/19/21 through 1/21/21</td>
<td>N/A</td>
</tr>
<tr>
<td>Colleen McFetridge</td>
<td>NJSLA ELA Content Review 4 &amp;5, New Meridian &amp; Pearson</td>
<td>1/19/21 through 1/21/21</td>
<td>N/A</td>
</tr>
<tr>
<td>Bonnie Smeltzer</td>
<td>Virtual Workshop – Defining Roles for a Successful RP Initiative</td>
<td>1/25/21</td>
<td>$95.00</td>
</tr>
<tr>
<td>Cara Novick</td>
<td>Partnering with Parents to Hold Students Accountable</td>
<td>1/27/21</td>
<td>$95.00</td>
</tr>
<tr>
<td>Christine Batra</td>
<td>Partnering with Parents to Hold Students Accountable</td>
<td>1/27/21</td>
<td>$95.00</td>
</tr>
<tr>
<td>Bonnie Smeltzer</td>
<td>Creating a Restorative Practices Implementation Plan</td>
<td>2/1/21</td>
<td>$95.00</td>
</tr>
<tr>
<td>Cara Novick</td>
<td>Creating a Restorative Practices Implementation Plan</td>
<td>2/1/21</td>
<td>$95.00</td>
</tr>
<tr>
<td>Deborah Roncace</td>
<td>Excel Series – Live Webinars</td>
<td>1/13/21 – 6/30/21</td>
<td>$150.00</td>
</tr>
<tr>
<td>Deborah Roncace</td>
<td>Google Series – Live Webinars</td>
<td>1/28/21 – 6/30/21</td>
<td>$150.00</td>
</tr>
<tr>
<td>Deborah Roncace</td>
<td>Overview of Insurance Coverages Virtual Workshop</td>
<td>1/19/21</td>
<td>$50.00</td>
</tr>
<tr>
<td>Deborah Roncace</td>
<td>Budget Guidelines and Best Practices in Budgeting Virtual Workshop</td>
<td>2/2/21</td>
<td>$50.00</td>
</tr>
</tbody>
</table>

4. Motion to approve the revision of the following curricula for the Audubon Public School District K-12:

   French I                Spanish III
   French II               Spanish IV
   French III              
   French IV

5. Motion to approve the following curricula for the Audubon Public School District K-12:

   Theater K-2; 3-5; 6-8; 9-12
   Dance K-2; 3-5; 6-8; 9-12

6. Motion to approve the following out of district DCP&P placements for the 2020-2021 school year at the Audubon BOE Agenda January 20, 2021 Page | 8
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>3292970272</td>
<td>Winslow Twp. School District</td>
<td>41,708.00</td>
<td></td>
<td>514.80</td>
</tr>
</tbody>
</table>

7. Review of updated Hybrid (Green & Gold) and Elementary 6-Day calendars:

   2020-2021 Green & Gold Calendar
   2020-2021 Elementary 6-Day Calendars

8. Motion to follow the presented and any updated NJDOE NJAchieve protocols and procedures for the formal observations of certificated staff using the Danielson and STRONGE observation and evaluation instruments for certificated faculty/staff and administration respectively.

Motion to Approve Items 1 through 8: ___ R. Gilmore _____ Second: ___ A. Cox _____

ROLL CALL:
AB James Blumenstein  _X_ Allison Cox  _X_ Ralph Gilmore  _X_ Nancy Schiavo
(Absent)
_X_ Ammie Davis    _X_ Joseph Ryan  AB  Tara Butrica
(Absent)
_X_ Joseph Miller  _X_ Christopher Proulx  _X_ Everett Simpson

VOTE FOR ITEM 1-8
Motion approved by unanimous roll call (8-0) Board Member Blumenstein and Butrica were absent

XIII. HUMAN RESOURCES: Chairperson: Mrs. Davis, Committee Members: Mrs. Cox, Mr. Gilmore, 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 ITEM 1-13
Motion by Mr. Gilmore and seconded by Mr. Simpson

1. Motion to approve a request from employee #1472, to invoke the Federal Family Medical Leave Act, effective February 8, 2021 to April 30, 2021.

   February 8, 2021 through March 23, 2021       Paid Leave (31 days)
   March 24, 2021 through April 30, 2021         Unpaid Leave
   March 24, 2021 through April 30, 2021         Federal FMLA (11 weeks)
2. Motion to revise a request from Employee #666, for a Medical Leave of Absence, effective December 31, 2020 through January 31, 2021, as described below:

   December 31, 2020 through January 31, 2021       Paid Leave of Absence

3. Motion to accept, with best wishes, the letter of resignation, with intent to retire, from Margaret Walsh, Part-time Occupational Therapist, at Haviland Avenue School and Mansion Avenue School, effective February 1, 2021.

4. Motion to accept, with best wishes, the letter of resignation, from Peter Amendolia, Long Term Substitute Teacher of English at the high school, effective March 1, 2021.

5. Motion to approve an adjustment in the salary status of the following staff members in accordance with the negotiated 2018-2021 contract between the Audubon Board of Education and the Audubon Education Association, retroactive to January 1, 2021, at the recommendation of the Superintendent of Schools.

<table>
<thead>
<tr>
<th>Name</th>
<th>Step</th>
<th>FTE</th>
<th>Degree (Previous)</th>
<th>Degree (Current)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer McClellan</td>
<td>15</td>
<td>1.0</td>
<td>BA + 30</td>
<td>MA</td>
</tr>
<tr>
<td>Bridget Bialecki</td>
<td>4</td>
<td>0.87</td>
<td>BA + 30</td>
<td>MA</td>
</tr>
</tbody>
</table>

6. Motion to approve the following volunteer (un-paid) School Play assistant positions for the 2020-2021 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>Jill Bradshaw</td>
<td>School Play</td>
</tr>
<tr>
<td>Achilles Inverso</td>
<td>School Play</td>
</tr>
</tbody>
</table>

7. Motion to approve the following volunteer (un-paid) winter coaching positions for the 2020-2021 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>Sue Ann Fayer</td>
<td>Girls Basketball</td>
</tr>
</tbody>
</table>

8. Motion to approve the revised Technology Coordinator Job description.

Technology Coordinator Job Description

9. Motion to approve the first year tenure track Technology Coordinator contract for Michael Chisholm, effective on March 22, 2021 through June 30, 2021, in accordance with the Audubon Board of Education at $104,000.00 (pro-rated), pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools.

10. Motion to approve the following Camden County College students for a twenty-one (21) hour virtual observation experience for the Spring 2020 semester:

<table>
<thead>
<tr>
<th>Students</th>
<th>Teachers</th>
</tr>
</thead>
</table>

Audubon BOE Agenda January 20, 2021 Page | 10
11. Motion to approve the following as district substitute teachers for the 2020-2021 school year, on an emergent basis, pending completion of all district and state requirements at the recommendation of the Superintendent of Schools:

- Angeliki Kappatos
- Substitute Nurse

12. Motion to approve the Statement of Assurance Regarding the Use of Paraprofessional Staff for the 2020-2021 school year.

Statement of Assurance

13. Motion to approve the following Health & Physical Education teacher overloads at the Junior-Senior High School from January 25, 2021 through April 30, 2021:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Partial/Full</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ryan Boland</td>
<td>General Education</td>
<td>Partial</td>
<td>$1,333.00</td>
</tr>
<tr>
<td>Angela DiFilippo</td>
<td>General Education</td>
<td>Partial</td>
<td>$1,333.00</td>
</tr>
<tr>
<td>Scott LaPayover</td>
<td>General Education</td>
<td>Partial</td>
<td>$1,333.00</td>
</tr>
<tr>
<td>Dan Reed</td>
<td>General Education</td>
<td>Partial</td>
<td>$1,333.00</td>
</tr>
<tr>
<td>Thea Ricci</td>
<td>General Education</td>
<td>Partial</td>
<td>$1,333.00</td>
</tr>
</tbody>
</table>

Motion to Approve Items 1 through 13: R. Gilmore Second: E. Simpson

Roll Call

AB James Blumenstein (Absent)
X Allison Cox
X Ralph Gilmore
X Nancy Schiavo
X Ammie Davis
X Joseph Ryan (Absent)
X Tara Butrica
X Joseph Miller
X Christopher Proulx
X Everett Simpson

VOTE FOR ITEM 1-13
Motion approved by unanimous roll call (8-0) Board Member Blumenstein and Butrica were absent

XIV. REPORTS:

XV. HIB District Report

<table>
<thead>
<tr>
<th>January 2020</th>
<th>BULLYING INCIDENTS REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>Confirmed HIB</td>
</tr>
</tbody>
</table>

Audubon BOE Agenda January 20, 2021 Page | 11
XVI. Superintendent’s Report:
   Dr. Davis commented on the following:
   • Welcomed Michael Chisholm as Technology Coordinator
   • Students came back to Hybrid learning on January 19, 2021
   • Pandemic Response Team met this week
   • Thank you to Cathy Marshall and Greg Smith for their assistance in technology during Board meetings.

XVII. Special Program Representatives:
   A. CCESC Rep. Rotation: James Blumenstein (Rolling) – N/A
   B. CCSBA Rep. Rotation: Ammie Davis - The next meeting is on 1/21/21

XVIII. Board Member Comments: Board member Cox thanked the President and Vice President for the agenda items at the Board Retreat.

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

   Mrs. Bowers, Resident of Walnut Street, would like to commend the teachers on their flexibility and easy transition from remote to hybrid learning. She also asked if the school district has a plan or any summer tutoring programs for children of the COVID lag of learning.

   Mrs. Kuhler, Resident of Chestnut St., has enjoyed the asynchronous learning for the remote students.

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.

Motion by Mr. Simpson seconded by Mr. Gilmore to approve the resolution for board to enter into closed Authorizing Executive session at 9:01pm for the following purposes.
Motion approved by unanimous roll call (8-0) Board Member Blumenstein and Butrica were absent

XX. **Authorizing Executive Session II:**

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 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;
__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.

Motion by Mr. Miller seconded by Mr. Gilmore to adjourn closed Authorizing Executive session at 9:21 pm
Motion approved by unanimous roll call (6-0) Board Members Blumenstein and Butrica were absent, Board Members Simpson and Proulx excused themselves from discussion due to a personal conflict.

XXII. **ADJOURNMENT**

1. The next Board of Education meeting is scheduled for Wednesday, February 17, 2021 via video-conferencing at 6:30 PM.

2. Motion by Mrs. Cox seconded by Mr. Simpson to adjourn meeting at approximately 9:25 pm.
Motion approved by unanimous roll call (8-0) Board Members Blumenstein and Sullivan-Butrica were absent

**Roll Call**

AB James Blumenstein _X_ Allison Cox _X_ Ralph Gilmore _X_ Nancy Schiavo
(Absent)
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.

Deborah Roncace
Business Administrator/Board Secretary