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.

Roll Call

SY 2020-2022
_X_ Ammie Davis  _X_ Joseph Ryan  _X_ Tara Sullivan-Butrica
SY 2021-2023
_X_ Joseph Miller  _X_ Christopher Proulx  _X_ Lori Cassidy
SY 2022-2024
_X_ James Blumenstein  _X_ Allison Cox  _X_ Andrea Robinson
SY 2022 Mt. Ephraim Representative
_AB_ Nancy Schiavo
Absent

Motion by Mrs. Davis seconded by Mr. Proulx to approve the resolution for board to enter into closed Authorizing Executive session at 6:35 pm for the following purposes.
Motion approved by unanimous roll call (9-0) Board Member Schiavo was 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 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 will reconvene.
Education attorney advises that the disclosure of the discussion will not detrimentally affect any right, interest or duty of the school district or any other entity with respect to said discussion.

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

Motion by Mrs. Davis seconded by Mr. Proulx to adjourn closed Authorizing Executive session at 7:05pm. Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent.

IV. Call Meeting to Order

V. Flag Salute

VI. Student Council Report: Member of Student Council

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
- **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 by Mr. Proulx and seconded by Mr. Ryan 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: _Mr. Proulx________ Second: ___Mr. Ryan________  

**Roll Call**  

_X_ Ammie Davis  
_X_ Joseph Ryan  
_X_ Tara Butrica  
_AB_ Nancy Schiavo  
_Absent_  

_X_ Joseph Miller  
_X_ Christopher Proulx  
_X_ Lori Cassidy  

_X_ James Blumenstein  
_X_ Allison Cox  
_X_ Andrea Robinson  

Motion approved by unanimous roll call for Audubon Board of Education Minutes on 1/5/22, 1/8/22, 1/26/22 (9-0)  
Board Member Schiavo was absent.  

**Audubon Board of Education Minutes on 1/19/22 Approved by Majority Vote (8-0-1) Board Member Blumenstein abstained from voting on these Minutes and Board Member Schiavo was absent.**  

X. **Participation:** (Agenda Items Only)  

Kelly Tomeo, Resident, made a statement regarding Goals of the District. Ms. Tomeo would like to see afterschool tutoring and the summer bridge program implemented. She also commented on Esser Funds.  

Patricia Kline, non-resident, addressed the Board on various topics including masks, vaccinations, Critical Race Theory and Sex Education 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 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.

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.

**MOTION TO APPROVE ITEMS 1-9**

Motion by Mr. Proulx and seconded by Mr. Miller
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:  C. Proulx  Second:  J. Miller

Roll Call

X  Ammie Davis  X  Joseph Ryan  X  Tara Butrica  AB  Nancy Schiavo
   Absent

X  Joseph Miller  X  Christopher Proulx  X  Lori Cassidy

X  James Blumenstein  X  Allison Cox  X  Andrea Robinson

VOTE FOR ITEMS 1-9
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

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.

MOTION TO APPROVE ITEMS 1-8
Motion by Mr. Miller and seconded by Mr. Proulx

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>
</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></td>
<td></td>
<td></td>
<td>Travel</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>
</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 Season</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 Season</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 Season</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 Facilities</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.

<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>9253891204</td>
<td>Durand, Inc.</td>
<td>-</td>
<td>-</td>
<td>$17,460.00</td>
</tr>
</tbody>
</table>

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: ___J. Miller_______ Second: ___C. Proulx______

Roll Call

_ X_ Ammie Davis    _ X_ Joseph Ryan    _ X_ Tara Butrica    _ AB_ Nancy Schiavo
             Absent

_ X_ Joseph Miller  _ X_ Christopher Proulx _ X_ Lori Cassidy

_ X_ James Blumenstein _ X_ Allison Cox _ X_ Andrea Robinson

VOTE FOR ITEMS 1-8
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

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.
MOTION TO APPROVE ITEMS 1-21
Motion by Mr. Miller and seconded by Mrs. Cox

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:

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Type of Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 8, 2021 through December 23, 2021</td>
<td>Paid Leave (33 sick days)</td>
</tr>
<tr>
<td>January 3, 2022 through June 17, 2022</td>
<td>Unpaid Leave</td>
</tr>
<tr>
<td>November 8, 2021 through December 31, 2021</td>
<td>Federal FMLA (8 weeks)</td>
</tr>
<tr>
<td>January 3, 2022 through June 17, 2022</td>
<td>NJ Family Leave (12 weeks)</td>
</tr>
</tbody>
</table>
8. Motion to approve 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 approve a request from employee #1637, to invoke the Federal Family Medical Leave Act, effective April 25, 2022 to June 17, 2022:

April 25, 2022 through June 17, 2022  Paid Leave (40 sick days)
April 25, 2022 through June 17, 2022  Federal FMLA (8 weeks)

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>
</tr>
</thead>
</table>
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

<table>
<thead>
<tr>
<th>Condition</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>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:
### 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

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rich Horan</td>
<td>Baseball Varsity Coach</td>
<td>$7,669.00</td>
</tr>
<tr>
<td>*Ryan Knaul</td>
<td>Baseball Asst. Varsity</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>*Tyler Inkster</td>
<td>Baseball Asst. Varsity</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>*Zachary Jakubowski</td>
<td>Baseball Asst. Varsity</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>*TBD</td>
<td>Baseball Junior Varsity</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>*Ryan Boland</td>
<td>Baseball Freshman</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>Luke Collazzo</td>
<td>Golf Varsity</td>
<td>$5,520.00</td>
</tr>
<tr>
<td>Paul Frantz</td>
<td>Golf Asst. Varsity</td>
<td>$885.00   25%</td>
</tr>
<tr>
<td>Matthew Harter</td>
<td>Golf Asst. Varsity</td>
<td>$2,655.00 75%</td>
</tr>
<tr>
<td>Erin Small</td>
<td>Softball Varsity</td>
<td>$7,669.00</td>
</tr>
<tr>
<td>Maddy Meehan</td>
<td>Softball Asst. Varsity</td>
<td>$5,071.00</td>
</tr>
<tr>
<td>Erica Wenzel</td>
<td>Softball Junior Varsity</td>
<td>$5,071.00</td>
</tr>
<tr>
<td>Dan Carter</td>
<td>Softball Freshman</td>
<td>$2,544.00</td>
</tr>
<tr>
<td>Eric Miller</td>
<td>Boys Tennis Varsity</td>
<td>$6,095.00</td>
</tr>
<tr>
<td>Dennis Kolecki</td>
<td>Boys Tennis Assistant</td>
<td>$4,015.00</td>
</tr>
<tr>
<td>Steve Ireland</td>
<td>Boys Track &amp; Field Varsity</td>
<td>$7,669.00</td>
</tr>
</tbody>
</table>
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>
<th>Amount</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>
<td></td>
</tr>
<tr>
<td>Angela DiFilippo, Mike Tomasetti</td>
<td>Golf</td>
<td></td>
</tr>
<tr>
<td>Amanda Brown</td>
<td>Softball</td>
<td></td>
</tr>
<tr>
<td>Keith Allen, Brian Furlong, Dominic Koehl, Sam Santore</td>
<td>Spring Weight Training</td>
<td></td>
</tr>
<tr>
<td>Andrew Barnhardt, Kieren Boland, Kyle Kilvington, Danielle Nicklas, Anthony Pugliese</td>
<td>Track and Field Programs</td>
<td></td>
</tr>
<tr>
<td>Laurie Bouch, Dennis Cain, Ralph Gilmore</td>
<td>Boys’ Tennis</td>
<td></td>
</tr>
<tr>
<td>TBD</td>
<td>Weight Room</td>
<td></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: J. Miller Second: A. Cox
Roll Call

_X_ Ammie Davis  _X_ Joseph Ryan  _X_ Tara Butrica  _AB_ Nancy Schiavo

Absent

_X_ Joseph Miller  _X_ Christoph Proulx  _X_ Lori Cassidy

_X_ James Blumenstein  _X_ Allison Cox  _X_ Andrea Robinson

VOTE FOR ITEMS 1-21
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

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:

Dr. Davis commented on School Climate Survey as students took the survey earlier in the week.

Dr. Davis commented that the Governor has lifted the mask mandate for schools on March 7, 2022.

Dr. Davis thanked Mr. Burke and Mr. Chisholm for their presentations tonight.

XVIII. Special Program Representatives:

A. CCESC Rep. Rotation: **Joseph Miller**
B. CCSBA Rep. Rotation: **Ammie Davis**

XIX. Board Member Comments:

Board Member Davis reminded all Board Members of the Joint Meeting on February 28, 2022 at 7:00pm

Board Member Davis asked if presentations can be given ahead of time to Board Members.

Board Member Davis commented that NJSBA will be requiring student representatives be present at Board Meetings.

XX. **Public Participation:** (Open Discussion)
A Jr./Sr. High School Student, read a statement regarding mask mandate and the harm to Students.

Student, Bethany Alexander, read a statement regarding masks and asked Board not to require masks.

Ms. Giaccardo, non-resident, read a statement regarding masks and stated that COVID is non-existent.

Ms. Alexander, resident, suggested that students be able to speak in the first public comment section.

Student, Samantha McCloskey, expressed her concerns on GPA and loss of scholarship.

Student, Dominic Perry, expressed concerns of athletes still allowed to play their sport with failing grades.

Student, Donald Giordano, expressed concerns of student safety in the Jr./Sr. High School, especially in the bathrooms and the lack of care of staff on this situation.

Ms. Kline, non-resident, challenged the Board to approve a resolution tonight to not mandate masks.

Student, Donald Giordano, asked if IXL scores can be broken down by grades in Jr./Sr. High School?

Ms. Whalen, Resident, expressed concerns of Library at Jr./Sr. High School being closed after school. She also expressed concerns of the lunch program, especially expiration dates on milk and bread.

Resident on Lecato Ave. asked how students can catch up after the 2 year pandemic?

Ms. McCloskey, resident, made a statement regarding her opinion of Audubon High School being inept.

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 Mrs. Cox seconded by Mr. Miller to approve the resolution for board to enter into closed Authorizing Executive session II at 10:35 pm for the following purposes.
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

XXI. 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 Mrs. Cox seconded by Mr. Miller to adjourn closed Authorizing Executive session at 11:50pm.
Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent

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.

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 by Mrs. Cox seconded by Mr. Miller to adjourn meeting at approximately 11:50pm.
    Motion approved by unanimous roll call (9-0) Board Member Schiavo was absent.

Motion to Approve:  _A. Cox_________ Second:  _J. Miller_________
Roll Call

_X_ Ammie Davis      _X_ Joseph Ryan      _X_ Tara Butrica   _AB_ Nancy Schiavo
Absent

_X_ Joseph Miller    _X_ Christopher Proulx   _X_ Lori Cassidy

_X_ James Blumenstein _X_ Allison Cox       _X_ 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.

______________________________
Deborah Roncace
Business Administrator/Board Secretary