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 2020-2022

- **X** Ammie Davis
- **AB** Joseph Ryan
- **X** Tara Sullivan-Butrica
  
- Absent

SY 2021-2023

- **AB** Joseph Miller
- **X** Christopher Proulx
- **X** Lori Cassidy
  
- Absent

SY 2022-2024

- **X** James Blumenstein
- **X** Allison Cox
- **X** Andrea Robinson
  
- **X** Nancy Schiavo

Motion by Mrs. Cox seconded by Mrs. Davis to approve the resolution for board to enter into closed Authorizing Executive session at 6:35pm for the following purposes.

Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller 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):
MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION MARCH 16, 2022

_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.

March 16, 2022 BOE Agenda Page | 2
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 Mrs. Davis to adjourn closed Authorizing Executive session at 7:00pm
Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller were absent

IV. Call Meeting to Order

V. Flag Salute

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

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

Pre-Kindergarten
Anthony Polizzi

Kindergarten
Luke Gleason

Grade One
Mya Thompson

Grade Two
Grant Heller

Grade Three
Tyler Tracey

Grade Four
Annaliese Chess

Grade Five
Benjamin Cotter

Grade Six
Leah Gaspari

Grade Seven
Ethan DiPietropolo

Grade Eight
Noah Davis

Freshman Class
Cameron Rinehart

Sophomore Class
Alexander Gonzalez

Junior Class
Dana Carafelli

Senior Class
Ellie Ciurlino

VIII. Presentation/Recognition(s):
Audit Report – Robert Inverso of Inverso and Stewart, LLC
2021 Financial Summary

IX. Executive Session II

Motion by Mrs. Cassidy seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive session at 7:32pm for the following purposes.
Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller 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):

______ 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.

March 16, 2022 BOE Agenda Page | 4
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. Cassidy seconded by Mrs. Cox to adjourn closed Authorizing Executive session at 8:45pm
Motion approved by unanimous roll call (8-0) Board Member Ryan and Miller were absent

X. Approval of Board Minutes:

1. Motion by Mr. Proulx and seconded by Mrs. Butrica to approve the following minutes:

   February 16, 2022 Public Session
   February 16, 2022 Executive Session
   February 23, 2022 Public Session
   February 23, 2022 Executive Session
   February 28, 2022 Public Session
   February 28, 2022 Executive Session

Motion to Approve: __C. Proulx___________ Second: __T. Butrica________________

Roll Call

   __X_ Ammie Davis  __AB_ Joseph Ryan  __X_ Tara Butrica  __*_ Nancy Schiavo
      Absent

   __AB_ Joseph Miller  __X_ Christopher Proulx  __X_ Lori Cassidy
      Absent

   __X_ James Blumenstein  __*_ Allison Cox  __X_ Andrea Robinson

VOTE FOR ITEM 1
Motion approved by unanimous roll call (7-0-1) February 16, 2022 Minutes Member Schiavo abstained Members Ryan and Miller were absent, Motion approved by unanimous roll call (7-0-1) February 23, 2022 Minutes Member Cox abstained Members Ryan and Miller were absent, Motion approved by unanimous roll call (7-0-1) February 28, 2022 Minutes Member Schiavo abstained Members Ryan and Miller were absent

XI. Participation: (Agenda Items Only) None

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.
In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

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

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

XII. 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.

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

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

<table>
<thead>
<tr>
<th>Regulation</th>
<th>Title</th>
<th>New/Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>2431.4</td>
<td>Prevention And Treatment Of Sports-Related Concussions And Head Injuries</td>
<td>Revised</td>
</tr>
<tr>
<td>2460.30</td>
<td>Additional/Compensatory Special Education And Related Services</td>
<td>New</td>
</tr>
<tr>
<td>2622</td>
<td>Student Assessment</td>
<td>New</td>
</tr>
</tbody>
</table>

March 16, 2022 BOE Agenda Page | 6
Motion to Approve Item(s) 1 through 12: __ A. Davis ______ Second: __ A. Cox ______

Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0) with the exception of Regulation #8465 and Policy #2431.4 were tabled till the next BOE meeting on 3/16/22, Board Members Ryan and Miller were absent

XIII. 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 1-12
Motion by Chris Proulx and seconded by Mrs. Davis

1. Board Secretary’s Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of January 2022. 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.

March 16, 2022 BOE Agenda Page | 7
January Board Secretary’s Report


January 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 January 2022.

January Transfers

6. Motion to approve the bills payable list for March 2022 in the amount of $631,103.31 when certified.

March Bill List

7. Motion to approve the Emergency Connectivity Fund award in the amount of $112,000.00 for the 21-22 school year for the purchase of technology equipment.

8. Motion to accept the $1,000.00 donation from the ACME Markets Foundation’s Nourishing Neighbors campaign to be used to support the Mansion Avenue Elementary School and the Audubon Junior-Senior High School food pantries.

9. Motion to authorize Garrison Architects to prepare bid package #1 for roof restoration at Mansion Avenue School and Audubon Jr./Sr. High School in accordance with the bond referendum passed on December 14, 2021.

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

    **Audubon Park Preschool**
    - February 22, 2022: Shelter in Place
    - February 23, 2022: Fire Drill

    **Haviland Avenue School**
    - February 10, 2022: Fire Drill
    - February 15, 2022: Lockdown Drill
    - February 23, 2022: Shelter in Place

    **Mansion Avenue School**
    - February 23, 2022: Fire Drill
    - February 25, 2022: Lockout Drill
Audubon High School

February 11, 2022 Fire Drill

February 22, 2022 Active Shooter Drill

11. Motion to approve to the following resolution:

Resolution to accept the June 30, 2021 Audit Report

WHEREAS the Audubon Board of Education in accordance with NJSA 18A:23-1 must have a certified External Audit of the District’s account and financial transactions; and

WHEREAS the Audubon Board of Education received the audit performed by Inverso and Stewart, LLC and discussed said audit at its public meeting held on March 16, 2022 now

BE IT RESOLVED that the Audubon Board of Education accepts the audit for the 2020-2021 school year, fiscal year ending June 30, 2021. It is noted there are no ACFR/AMR findings.

Annual Comprehensive Financial Report

12. Motion to award a professional services contract for investigatory services to Dr. Carolyn Gibson at an hourly rate of $100.00 per hour, not to exceed $10,000 for the period beginning March 1, 2022 and concluding June 30, 2022.

Motion to Approve Item(s) 1 through 12: C. Proulx Second: A. Davis

Roll Call

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

AB Joseph Miller  X Christopher Proulx  X Lori Cassidy
Absent

X James Blumenstein  X Allison Cox  X Andrea Robinson

VOTE FOR ITEMS 1-12
Motion approved by unanimous roll call (8-0) Board Members Ryan and Miller were Absent

XIV. 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 1-9
Motion by Mrs. Cox and seconded by Mrs. Schiavo
March 16, 2022 BOE Agenda Page | 9
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 February 16, 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>8098</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8099</td>
<td>HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8119</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8120</td>
<td>Not HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8121</td>
<td>HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8143</td>
<td>HIB</td>
</tr>
<tr>
<td>AHS</td>
<td>8150</td>
<td>Not HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8114</td>
<td>Not HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8161</td>
<td>HIB</td>
</tr>
<tr>
<td>MAS</td>
<td>8162</td>
<td>Not HIB</td>
</tr>
<tr>
<td>HAS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>APPS</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

2. Student Statistics March 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>3/1/2022</td>
<td>27</td>
<td>246</td>
<td>363</td>
<td>780</td>
<td>20</td>
<td>1436</td>
</tr>
<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>3/1/2021</td>
<td>N/A</td>
<td>248</td>
<td>369</td>
<td>808</td>
<td>21</td>
<td>1,446</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>Kate Wilson</td>
<td>Shakespeare Teacher Festival</td>
<td>3/7/22 – 3/14/22</td>
<td>Conference Cost $50.00</td>
</tr>
</tbody>
</table>
Catherine Gidjunis  Shakespeare Teacher Festival Virtual  3/7/22 – 3/14/22  Conference Cost $50.00  
Melissa Cecchini  Shakespeare Teacher Festival Virtual  3/7/22 – 3/14/22  Conference Cost $50.00  
Ryan Latini  Shakespeare Teacher Festival Virtual  3/7/22 – 3/14/22  Conference Cost $50.00  
Cherrie McNellis  Teaching Youth About Justice & Equity Virtual  3/7/22  Conference Cost $15.00  
Maria McCutcheon  Teaching Youth About Justice & Equity Virtual  3/7/22  Conference Cost $15.00  
Stephanie Berenato  Foundations of Inclusive Education Blackwood, NJ  3/21/22  Conference Cost $149.00  
Theresa Salamone  Foundations of Inclusive Education Blackwood, NJ  3/21/22  Conference Cost $149.00  
Bianca Saunders  FUNdations Level 3 Workshop Virtual  3/24/22  Conference Cost $289.00  
Shannon Horan  FUNdations Level 3 Workshop Virtual  3/24/22  Conference Cost $289.00  
Theresa Salamone  Research-Based Effective Teaching  3/25/22  Conference Cost $149.00  
Maddy Meehan  Research-Based Effective Teaching  3/25/22  Conference Cost $149.00  

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>Main Gym</td>
<td>6th Grade Funtacural</td>
<td>4/29/22</td>
<td>6:30 PM – 9:00 PM</td>
<td>Melissa McCloskey</td>
</tr>
<tr>
<td>AHS</td>
<td>Auxiliary Gym</td>
<td>7th &amp; 8th Grade Dance</td>
<td>4/8/22</td>
<td>5:30 PM – 10:00 PM</td>
<td>Alvina LaCasse</td>
</tr>
</tbody>
</table>

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>AHS</td>
<td>Haviland Avenue School and Preschool L. Drinkhouse/E. Willis</td>
<td>4/6/22</td>
<td>Depart: 8:45 am Return: 11:15 pm</td>
<td>8 chaperones, 43 students</td>
<td>Interact students to host spring event for preschool students</td>
<td>No Cost</td>
</tr>
<tr>
<td>HAS</td>
<td>Philadelphia Zoo</td>
<td>5/24/22</td>
<td>Depart: 9:15 am</td>
<td>29 chaperones</td>
<td>Learn about animals</td>
<td>$315.00</td>
</tr>
</tbody>
</table>

March 16, 2022 BOE Agenda Page | 11
K. Monteleone  
Return: 2:00 pm  
& parents, 80 students  
characteristics and habitat; aide in their animal report writing

Hershey Park  
A. Bulskis  
5/26/22  
Depart: 8:15 am  
Return: 8:30 pm  
8 chaperones, 100 students  
Sophomore Class Trip  
Bus Cost $1,396.19  
Total Cost $4,796.19

Mothers Matter. Willis  
4/13/22  
Depart: 9:10 am  
Return: 2:30 pm  
2 chaperones, 15 students  
Service – helping organize, sort and create baskets for mothers in need  
No Cost

Motion to approve student #11126 to utilize ARK Educational Services to meet the requirement of Health II Safety Education at the recommendation of the Superintendent of Schools.

Motion to approve the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan for 2022-2025.

Motion to approve the following out of district DCP&P placements for the 2021-2022 school year at the recommendation of the Superintendent of Schools:

<table>
<thead>
<tr>
<th>DCP&amp;P ID#</th>
<th>Placement</th>
<th>Tuition $</th>
<th>ESY $</th>
<th>Extraordinary Services $</th>
</tr>
</thead>
<tbody>
<tr>
<td>1348530</td>
<td>Willingboro Public Schools</td>
<td>16,923.00</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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>02693</td>
<td>Home instruction effective retroactive to January 18, 2022 – February 18, 2022</td>
</tr>
<tr>
<td>02713</td>
<td>Home instruction effective retroactive to January 18, 2022 – March 14, 2022</td>
</tr>
<tr>
<td>01106</td>
<td>Home instruction effective retroactive to February 3, 2022 – April 4, 2022</td>
</tr>
<tr>
<td>01087</td>
<td>Home instruction effective retroactive to March 14, 2022 – April 14, 2022</td>
</tr>
<tr>
<td>01087</td>
<td>Home instruction effective retroactive to February 13, 2022 – March 13, 2022</td>
</tr>
</tbody>
</table>

Motion to Approve Items 1 through 9: ___ A. Cox  ___ Second: ___ N. Schiavo

Roll Call

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

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

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

VOTE FOR ITEMS 1-9

Motion approved by unanimous roll call (8-0) Members Ryan and Miller were absent

March 16, 2022 BOE Agenda Page | 12
XV. **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 1-28**

Motion by Mrs. Cox and seconded by Mrs. Butrica

1. Motion to approve the Teacher of World Language agreement for Valeria Henkel at the Audubon Jr./Sr. High School, effective March 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 Step 2, BA + 30. 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 rescind the following long term substitute cafeteria aide agreement for Sharda Johnson, at Mansion Avenue School, retroactively effective February 9, 2022 at the recommendation of the Superintendent of Schools.

3. Motion to approve the part-time Special Education Aide agreement for Linda Ayala, at the Haviland Avenue School, effective retroactively to February 28, 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, 60 credits, $15.87 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 Long Term Substitute Teacher of Art agreement for Nadia Koltsoon at the Audubon Jr./Sr. High School, effective retroactively to March 10, 2022 through May 9, 2022, 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.

5. Motion to approve the long term substitute, part-time General Aide agreement for Lindsey Urbano, at the Audubon Jr./Sr. High School effective retroactively to March 10, 2022 through June 1, 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 $96.00 per day, 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 Dylan DeNick 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 March 11, 2022, with executed time sheets at the recommendation of the Superintendent of Schools.

7. Motion to accept, with best wishes, the letter of resignation from Lois Tobey, Cafeteria Aide at Mansion Avenue School, effective retroactively to March 4, 2022.
8. + Motion to revise a request from employee #2070, to invoke a Family Leave of Absence, effective December 7, 2021 to April 29, 2022:

   December 7, 2021 through April 29, 2022
   Unpaid Leave (NJFLA)

9. Motion to approve a request from employee #1816, to invoke a Family Leave of Absence, effective September 1, 2022 to December 23, 2022:

   September 1, 2022 through December 23, 2022
   Unpaid Leave (NJFLA)

10. Motion to approve a request from employee #1395, to invoke a Family Leave of Absence, effective September 1, 2022 to December 23, 2022:

   September 1, 2022 through December 23, 2022
   Unpaid Leave (NJFLA)

11. + Motion to revise the long term substitute, part-time Instructional Aide agreement for Rachel Simonetti, at the Mansion Avenue School effective January 3, 2021 through April 29, 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 $96.00 per day, 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.

12. Motion to revise a request from employee #232, to invoke a Family Medical Leave of Absence, effective December 21, 2021 to April 6, 2022:

   December 21, 2021 through April 6, 2022
   Paid Leave

   December 21, 2021 through April 6, 2022
   Federal FMLA

13. Motion to approve a request from employee #1125, to invoke a Family Medical Leave of Absence, effective February 28, 2022 to April 3, 2022:

   February 28, 2022 through April 3, 2022
   Paid Leave

   February 28, 2022 through April 3, 2022
   Federal FMLA

14. Motion to revise a request from employee #1974, to invoke the Family Medical Leave of Absence, effective February 25, 2022 to June 1, 2022:

   February 25, 2022 through June 1, 2022
   Unpaid Leave

   February 25, 2022 through June 1, 2022
   Federal FMLA

15. + Motion to authorize the Audubon Board of Education to create the position of Elementary Teacher (Preschool) Full-time (FTE 1.0) effective October 4, 2021 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

16. + Motion to authorize the Audubon Board of Education to create the position of Elementary Teacher (Preschool) Full-time (FTE 1.0) effective December 6, 2021 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.
17. + Motion to authorize the Audubon Board of Education to create the position of Elementary Teacher (Preschool) Full-time (FTE 1.0) effective September 1, 2022 for the 2022-2023 school year in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

18. + Motion to authorize the Audubon Board of Education to create the position of Master Teacher: Primary education (PK-3) Full-time (FTE 1.0) effective March 7, 2022 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

19. + Motion to authorize the Audubon Board of Education to create the position of Paraprofessional-Instructional aide (Preschool) Part-time (FTE 0.87) effective December 9, 2021 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

20. + Motion to authorize the Audubon Board of Education to create the position of Paraprofessional-Instructional aide (Preschool) Part-time (FTE 0.87) effective February 15, 2022 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

21. Motion to authorize the Audubon Board of Education to create the position of Paraprofessional-Instructional Aide (Preschool) Part-time (FTE 0.87) effective September 1, 2022 for the 2022-2023 school year in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

22. Motion to authorize the Audubon Board of Education to create four (4) Paraprofessional-Hallway/Bathroom Monitor positions at the Audubon Junior-Senior High School Part-time (FTE 0.87) effective March 17, 2022 in accordance to the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

23. + Motion to authorize the Audubon Board of Education to create two (2) Cafeteria Aide positions (1 at Haviland and 1 at Mansion) effective March 17, 2022, at the recommendation of the Superintendent of Schools.

24. 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.

<table>
<thead>
<tr>
<th>Student</th>
<th>Grade/Subject</th>
<th>Dates</th>
<th>Cooperating Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sherri Pfeffer</td>
<td>Sub. Nurse</td>
<td></td>
<td>Taylor Ursino</td>
</tr>
<tr>
<td>Sara Henry</td>
<td>Sub. Teacher</td>
<td></td>
<td>Wayne Koehl</td>
</tr>
<tr>
<td>Kayla Primm</td>
<td>Sub. Teacher</td>
<td></td>
<td>Frank Sannelli</td>
</tr>
<tr>
<td>James Winters</td>
<td>Sub. Teacher</td>
<td></td>
<td>Jennifer Jordan</td>
</tr>
<tr>
<td>Donna Coakley</td>
<td>Sub. Nurse</td>
<td></td>
<td>Lauren Fehr</td>
</tr>
</tbody>
</table>

25. Motion to approve the following student from Camden County College for a field observation experience for the Spring 2022 semester:

<table>
<thead>
<tr>
<th>Student</th>
<th>Grade/Subject</th>
<th>Dates</th>
<th>Cooperating Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Ortiz</td>
<td>Haviland Avenue School</td>
<td>Spring, 2022</td>
<td>Kim Brach</td>
</tr>
</tbody>
</table>
26. Motion to approve the following student(s) from Rutgers University for a Field Placement experience for the 2022-23 school year:

<table>
<thead>
<tr>
<th>Name</th>
<th>School</th>
<th>Grade</th>
<th>Start Date</th>
<th>End Date</th>
<th>Hours</th>
<th>Schedule</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daniel Engwall</td>
<td>Haviland Avenue School</td>
<td>Grade 1</td>
<td>September 6, 2022</td>
<td>December 16, 2022</td>
<td>175 hours</td>
<td>By student and cooperating teacher, AND</td>
<td>January 2 – April 21, 2023: Full-time placement in the same assigned classroom.</td>
</tr>
</tbody>
</table>

27. Motion to rescind the following 2021-2022 Fall Athletic Department/Coaching Staff position:

<table>
<thead>
<tr>
<th>Name</th>
<th>Sport/Activity</th>
<th>Position</th>
<th>Contractual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chris Harris</td>
<td>Weight Training</td>
<td>Spring Coach</td>
<td>$2,438.50</td>
</tr>
<tr>
<td>Ryan Boland</td>
<td>Baseball</td>
<td>Freshman Coach</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>Dan Carter</td>
<td>Softball</td>
<td>Freshman Coach</td>
<td>$2,544.00</td>
</tr>
</tbody>
</table>

28. Motion to approve the following paid spring coaching positions for the 2021-2022 school year based on the negotiated agreement between the Audubon Education Association and the Audubon Board of Education, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

As a result of the health-related closures due to COVID-19, payments and stipends may be impacted by cancellation of events, school closures, hybrid schedules, etc. The following stipends will be compensated as follows for the 2021-2022 school year:

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

- Athletic Season = First official practice to sectional start or school closure
- Extracurricular Season = First official practice to culminating event or school closure

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Ryan Boland</td>
<td>Baseball Asst. Varsity</td>
<td>$2,537.20</td>
</tr>
<tr>
<td>*Jim Baron</td>
<td>Baseball Freshman</td>
<td>$2,537.20</td>
</tr>
</tbody>
</table>
Motion to Approve Items 1 through 28:  

A. Cox  

Second:  T. Butrica  

Roll Call

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>Ammie Davis</td>
<td>AB</td>
<td>Joseph Ryan</td>
</tr>
<tr>
<td>AB</td>
<td>Joseph Miller</td>
<td>X</td>
<td>Christopher Proulx</td>
</tr>
<tr>
<td>Absent</td>
<td></td>
<td>X</td>
<td>Lori Cassidy</td>
</tr>
<tr>
<td>Absent</td>
<td></td>
<td>X</td>
<td>James Blumenstein</td>
</tr>
<tr>
<td>X</td>
<td>Allison Cox</td>
<td>X</td>
<td>Andrea Robinson</td>
</tr>
</tbody>
</table>

VOTE FOR ITEMS 1-28
Motions approved by unanimous roll call (8-0) with the exception of Item #24 (7-0-1) Member Cox abstained and Members Ryan and Miller were absent. Also with the exception of Item #28 (7-1) Member Blumenstein voted No and Members Ryan and Miller were absent

XVI. REPORTS:

XVII. HIB District Report

<table>
<thead>
<tr>
<th>March 2022</th>
<th>BULLYING INCIDENTS REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>Confirmed HIB</td>
</tr>
<tr>
<td>AHS #8204, #8310</td>
<td>0</td>
</tr>
<tr>
<td>MAS #8230, #8249</td>
<td>0</td>
</tr>
<tr>
<td>HAS</td>
<td>0</td>
</tr>
<tr>
<td>APPS</td>
<td>0</td>
</tr>
</tbody>
</table>

XVIII. Superintendent’s Report :

Dr. Davis gave an explanation of an assignment regarding critical race theory.

Dr. Davis read a statement regarding cultural responsive education.

Mrs. Roncace thanked the Board on their comments regarding the Audit Report 2021. She also thanked Michele Marchiano, Debbie Horan and Christina Flynn for all their hard work and support to make the Business office run efficiently.

Mrs. Roncace also addressed concerns that were raised at the February ABOE meeting in regards to Lunch.
XIX. Special Program Representatives:
A. CCESC Rep. Rotation: **Joseph Miller**
B. CCSBA Rep. Rotation: **Ammie Davis**

XX. Board Member Comments:

Board Member Cassidy stated that three teachers were awarded grants through the Audubon Education Foundation (AEF).

Board Member Proulx stated that he attended the Audubon Borough green team meeting where the Borough discussed a possible shared procurement for solar panels. In addition, the Borough will be holding a paper shredding event (date TBD).

Board Member Davis attended the SEPAC meeting and there will be a walk of acceptance on May 21, 2022.

President Blumenstein attended the Audubon Fathers Association.

Board Member Davis commended all the students and staff involved in the AHS Musical - The Adams Family.

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

The Audubon Education Association (AEA) Executive Board comprised of Eric Miller, Steven Ireland, Dawn Ewing and Dawn Bentley read a statement publicly regarding the union vote of no confidence in the Superintendent of Schools. (Statement was not provided to Board Secretary for attachment)

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.
XXII. ADJOURNMENT

1. There will be a Special Board Meeting for the purpose of submitting the 2022-2023 Budget to the Camden County Office of Education on March 23, 2022 at 6:30 PM in the Audubon Junior-Senior High School Media Center. Action will be taken.

2. The next Regular Board of Education meeting is scheduled for Wednesday, April 13, 2022 at 6:30 PM in the Audubon Junior-Senior High School Auditorium.

3. Motion by Mrs. Davis seconded by Mr. Proulx to adjourn meeting at approximately 9:50pm. Motion approved by unanimous roll call (8-0) Members Ryan and Miller were absent

Motion to Approve: _A. Davis________ Second: _C. Proulx________

Roll Call

_X_ Ammie Davis   _AB_ Joseph Ryan   _X_ Tara Butrica   _X_ Nancy Schiavo Absent
_AB_ Joseph Miller   _X_ Christopher Proulx   _X_ Lori Cassidy Absent
_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