BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER

WEDNESDAY, FEBRUARY 19, 2025

6:30 P.M.

AGENDA

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 the meeting, scheduled at 6:30 pm 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 entrances of the Junior-Senior High School.

II. **Roll Call**

SY 2023-2025

___ Ammie Davis ___Stephen Wilson ___ Sara Kuhlen

SY 2024-2026

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

SY 2025-2027

___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

SY 2025 Mt. Ephraim Representative

___ Jonathan Maxson

Student Representative to the Board

___ Jane Poponi

Apprentice Student Representative

___ Helena Kuchmek

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 that are exempted from the Public; and

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

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

___X___ Any matter which, by express provision of Federal Law, State Statute, or Rule of Court shall be rendered confidential or excluded from discussion in public;

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

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

_____ Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body

_____ Any matter involving the purchase lease or acquisition of real property with public funds, the setting of bank rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed;

_____ Any tactics and techniques utilized in protecting the safety and property of the public provided that their disclosure could impair such protection;

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

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

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

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

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

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

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

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

1. Motion to move the Board of Education, by Resolution, to adjourn into Executive Session from which the general public will be excluded from discussing school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached.

   Motion to Approve: _____ Second: _____

   Time: _____ Voice Count: _____

   Motion to reconvene the Board of Education, by Resolution.

   Motion to Approve: _____ Second: _____

   Time: _____ Voice Count: _____

IV. Call Meeting to Order

V. Flag Salute

VI. Student Representatives to the Board Report

Jane Poponi, 12th Grade
Helena Kuchmek, 11th Grade

VII. Spotlight Program:

The Audubon Board of Education Spotlight Program recognizes the following Students of the Month for January 2025

Pre-Kindergarten	**Kindergarten**	**Grade One**
Luca Imbalzano	**Isabella Shames-Ettin**	**Dean Bater**
Grade Two	**Grade Three**	**Grade Four**
Landon Knopka	**Colin Howard**	**Faith Perez**
Grade Five	**Grade Six**	**Grade Seven**
Jaelyn Mullen	**Corbin Post**	**Shane Mertz**
Grade Eight	**Freshman Class**	**Sophomore Class**
Emma Kelly	**Keira Bauman**	**Jacob Cruz**
Junior Class	**Senior Class**	
Annabel Bianco	**Mikaela Bonomo**	

The Audubon Board of Education Spotlight Program recognizes the following Teachers of the Month for January 2025

Pre-School / Haviland Avenue	**Mansion Avenue School**	**Audubon Jr./Sr. High School**
Carl Ellinwood	**Shannon Horan**	**Christopher Sylvester**

VIII. Presentation(s):

Presentation of June 30, 2024 Audit Report, Mr. Robert Inverso

2024-2025 Student Data System (SSDS) Semi-Annual Report, Sandra Allen

IX. Superintendent's & District Report(s):

X. Approval of Board Minutes:

1. Motion to approve the following minutes:

January 8, 2025 Reorganization Session
January 15, 2025 Executive Session
January 15, 2025 Public Session
January 29, 2025 Retreat Session

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis	___ Stephen Wilson	___ Sara Kuhlen	___ Johnathan Maxson
___ Alison Lipsky	___ Mark Gatti	___ Bill Wilson	
___ Danielle DiFrancesco	___ Allison Cox	___ Andrea Robinson	

XI. Participation: (Agenda Items Only)

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

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

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

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

Board of Education Goals

Through oversight and advocacy in committee meetings, regular monthly meetings, and through a close review of Superintendent recommendations, the Board will

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

XII. <u>GOVERNANCE</u>: Chairperson – Alison Lipsky; Committee Members – Danielle DiFranceso, Sara Kuhlen, Jonathan Maxson; and Alternate – Andrea Robinson

1. Motion to approve the NJSIAA Spectator Code of Conduct for all Colonial Conference schools.

   Code of Conduct

   Motion to Approve items 1 through 1: _____ Second: _____

   <u>Roll Call</u>

___ Ammie Davis	___ Stephen Wilson	___ Sara Kuhlen	___ Johnathan Maxson
___ Alison Lipsky	___ Mark Gatti	___ Bill Wilson	
___ Danielle DiFrancesco	___ Allison Cox	___ Andrea Robinson	

XIII. <u>OPERATIONS</u>: Chairperson – Allison Cox; Committee Members – Ammie Davis, Stephen Wilson, Mark Gatti; and Alternate – Danielle DiFranceso

1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of December 2024. 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

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of December 2024. The Cash Reconciliation Report and the Secretary's reports are in agreement for the month of December 2024.

   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, 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 additional line item transfers for the month of December 2024.

   December Transfers

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

   Audubon Park Preschool

   Jan 3, 2025 Fire Drill

   Jan 21, 2025 Hold

   Haviland Avenue School

   Jan 3, 2025 Fire Drill

   Jan 21, 2025 Hold

   Mansion Avenue School

   Jan 13, 2025 Fire Drill

   Jan 16, 2025 Hold

   Audubon Jr./Sr. High School

   Jan 13, 2025 Fire Drill

   Jan 30, 2025 Table Top Exercise

7. Motion to approve the bills payable list for January 2025 in the amount of $1,110,844.81 when certified.

   January Bill List

8. Motion to approve the bills payable list for February 2025 in the amount of $821,048.10 when certified.

   February Bill List

9. Motion to approve voiding of the following checks from Student Activities due to date issue (over one year) and not cashed.

Check #	Date Issued	Amount
14681	6/13/22	$50.00
14720	6/22/22	$39.75
14735	7/2/22	$30.00
14949	5/23/23	$250.00
14999	6/8/23	$500.00
15008	6/8/23	$50.00
15032	6/14/23	$60.00

10. Motion to approve the following resolution:
Resolution to accept the June 30, 2024 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 February 19, 2025 now

BE IT RESOLVED that the Audubon Board of Education accepts the audit for the 2023-2024 school year, fiscal year ending June 30, 2024. It is noted there are no ACFR/AMR findings.

Annual Comprehensive Financial Report

11. Motion to submit the NJ Dept of Education Waiver Application for six Preschool classrooms at the Audubon Park Preschool Building to comply with Administrative Code NJAC 6A:13A-7.1(a)

Preschool Waiver Application

12. Motion to approve the proposed rate of change to our Student Activity Fees starting with the 2025-2026 school year.

Category	Old Rate	Proposed Rate
Middle School Fee	$75.00	$80.00
High School Fee	$100.00	$80.00
Family Fee	$150.00	$160.00

Motion to Approve Item(s) 1 through 12: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

XIV. EDUCATION: Chairperson – Andrea Robinson; Committee Members – Sara Kuhlen, Johnathan Maxson, Bill Wilson; and Alternate – Alison Lipsky.

1. Student Statistics February 3, 2025

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
2/3/2025	58	231	331	801	26	1,447
1/2/2025	57	227	330	797	27	1,438
2/1/2024	57	239	325	778	28	1,427

2. Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Lower Field	Audubon Youth Soccer	2/17/25 - 5/16/25	5:35 pm - 7:00 pm	Mike Whylings
AHS	Football Field	Audubon Youth Soccer	2/17/25 - 5/16/25	5:35 pm - 7:00 pm	Mike Whylings
AHS	Track	St. Rose of Lima Track Team	3/1/25 - 6/15/25	5:30 pm - 7:30 pm	Carole Fesi
MAS	All Purpose Room	Family Fun Event - Candy Bar Bingo	3/4/25	6:00 pm - 8:00 pm	Jen Wesson
AHS	Baseball Field	Audubon Avalanche	3/1/25 - 8/1/25	After HS games and practices	Greg Severance
AHS	Major/Minor L.L. Fields / Softball Fields	Audubon Militia	3/1/25 - 10/1/25	After HS games and practices	Tyler Inkster
AHS	Major/Minor L.L. Fields / Softball Fields	Audubon Patriots	3/1/25 - 10/1/25	After HS games and practices	Tom Polizzi
AHS	Major/Minor L.L. Fields / Softball Fields	Audubon Athletics	3/1/25 - 10/1/25	After HS games and practices	RJ Silver
AHS	Major/Minor L.L. Fields / Softball Fields	Audubon Army 9U	2/26/25 - 12/31/25	After HS games and practices	Bill Roseboro
AHS	Varsity Baseball	Audubon L.L. Sr./Jr.	3/1/25 - 8/1/25	After HS games and practices	Greg Severance
AHS	Main/Aux Gym	Audubon Little League	3/1/25 - 3/31/25	After HS games and practices	Greg Severance
AHS	Major/Minor L.L. Fields / Softball Fields	Audubon Little League	3/1/25 - 8/1/25	After HS games and practices	Greg Severance
APS	Audubon Preschool Hall	Dental Health Lesson - Assembly	3/11/25	9:00 am - 10:00 am	Kelley Stenton

3. Motion to approve the following external (off-site) facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Freedom Hope Church	Art Show	5/28/25 - 5/30/25	8:30 am (5/28) - 8:30 am (5/30)	Janelle Mueller / Carly Burton

4. **Approval of Attendance at Conferences and Workshops for the 2024-2025 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 **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 the efficient operation of the District;

NOW, THEREFORE BE IT
with the guidelines established by the federal Office of Management and Budget:

Participant	Conference Title & Location	Date(s)	Cost
Dawn Bentley	Provisional Educator Process - Virtual Training Session for School District Certification Staff Virtual	2/5/25	No Cost
Deborah Roncace	NJASBO Pension Review and Updates Mt. Laurel, NJ	2/18/25	$145.00 Travel
Ilana Ablon	Foundations of the Therapeutic Approach for Language Acquisition Through Motor Planning Virtual	2/19/25	$139.00
Nicole Lombardi	Creating an Engaging Learning Environment Blackwood, NJ	2/24/25	$149.00 Travel
Stacey Augustine	Let's Team Up - Meet the Accessibility Center at Camden County College Blackwood, NJ	3/7/25	No Cost Travel
Noelle Bisinger	NJPSA: Innovations in Special Ed Tech Conference Monroe, NJ	3/14/25	$149.00 Travel

5. Motion to approve the following field trip and curriculum trip requests for the 2024-2025 school year:

School	Destination of Trip / Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
MAS	Trenton Capital Building Trenton, NJ Z. Bentley	2/26/25	Depart: 8:45 am Return: 2:30 pm	82 students, 10 chaperones	To connect students to the government unit	$460.00 Paid for by students
AHS	Audubon Senior Center Audubon, NJ R. Latini	2/27/25 3/27/25 4/24/25 5/29/25	Depart: 3:15 pm Return: 4:30 pm	10 students, 1 chaperone	Oral History project for Intergenerational Club - interview	No Cost

					and compile history of oldest members in town	
MAS	American Revolution Museum Philadelphia, PA B. Rehn / C. McFetridge	3/7/25 (cancelled & rescheduled)	Depart: 8:45 am Return: 2:30 pm	41 students, 10 chaperones	5th Grade Social Studies Curriculum	$210.00 Paid for by students
MAS	Westbrook Lanes Family Bowling Brooklawn, NJ C. Novick	3/14/25	Depart: 9:00 am Return: 12:00 pm	100 students, 8 chaperones	PBIS reward (new destination for field trip)	$205.00 Paid for by PBIS
AHS	Dave & Busters Gloucester, NJ L. Tanenbaum	3/19/25	Depart: 9:15 am Return: 1:45 pm	100 students, 5 chaperones	Junior Class field trip	$300.00 Paid for by students
HAS	Legoland Philadelphia, PA S. Chester	3/20/25	Depart: 8:45 am Return: 2:00 pm	75 students, 14 chaperones	Problem solving through STEAM activities	$430.00 Paid for by students
MAS	Lincoln Financial Field/Smith Playground Philadelphia, PA Grade 3 Teachers	5/28/25	Depart: 9:00 am Return: 2:30 pm	81 students, 18 chaperones	To promote teamwork and build community	$415.00 Paid for by students
MAS	The Funplex Mt. Laurel, NJ M. Meehan	6/6/25	Depart: 9:15 am Return: 2:30 pm	86 students, 8 chaperones	Fun end of the year trip for students leaving MAS & moving to Jr. High	$375.00 Paid for by Principal Account

6. Motion to approve the 2024-2025 High School Plus Program Agreement reflecting policies and procedures of Camden County College.

   High School Plus Program Agreement

7. Motion to extend the approved homebound instruction for the following Audubon Jr./Sr. High School student:

STUDENT ID#	DATE
#00068	Effective retroactively from November 22, 2024 to extend through February 22, 2025 per doctor's request.
#01106	Effective retroactively from January 3, 2025 to extend through February 3, 2025 per doctor's request.
#00269	Effective retroactively from January 3, 2025 to extend through February 3, 2025 per doctor's request.

8. Motion to approve the following student(s) for a Clinical Practice experience, at the recommendation of the Superintendent of Schools.

Student	College/ University	Grade/Subject	Dates	Cooperating Teacher
Marissa Santarlasci	Grand Canyon University	Grade 2	February 20, 2025 through June 18, 2025	Rose Lang Leslie Rybacki
Jacob Hueber	Camden County College	Grade 4	TBD	Kelly Miller
Kathryn Ponath	Rowan University	Grade 3	1 day a week for 8 weeks Field Experience Day: Tuesday Visit Date: 2/18, 2/25, 3/4, 3/11, 4/1, 4/8, 4/15	Kelly Angelone

9. Motion to rescind the following student(s) from Rowan University for a Clinical Practice experience, at the recommendation of the Superintendent of Schools.

Student	College/ University	Grade/Subject	Dates	Cooperating Teacher
Elayna Berrios	Rowan University	Grade 3	1 day a week for 8 weeks Field Experience Day: Tuesday Visit Date: 2/18, 2/25, 3/4, 3/11, 4/1, 4/8, 4/15	Kelly Angelone

10. Motion to approve the following out of district placements for the 2024-2025 school year at the recommendation of Special Services Department:

State ID#	Placement	Tuition $	ESY $	Extraordinary Services $	Effective dates
3914473283	Archbishop Damiano	34,259.94		24,921.00	12/9/24 to 6/30/25
8496839626	GCSSSD	22,293.98			1/27/25 to 6/30/25
3927379210	GCSSSD	19,922.28			2/10/25 to 6/30/25

11. Motion to approve the 2025-2026 Audubon Public School Calendar.

    Audubon PSD 2025-2026 Calendar

    Motion to Approve Items 1 through 11: _____ Second: _____

    Roll Call

    ___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson

    ___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

    ___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

XV. **<u>HUMAN RESOURCES</u>: Chairperson – Ammie Davis;** Committee Members – Allison Cox, Stephen Wilson, Mark Gatti and Alternate - Bill Wilson

1. Motion to accept the letter of resignation, effective June 30, 2025, with the intent to retire, on July 1, 2025, from Mary Knoll, Special Education Teacher for the Audubon Jr./Sr. High School.

2. +Motion to accept the letter of resignation, effective June 30, 2025, with the intent to retire, on July 1, 2025, from Lisa McGilloway, Reading Specialist for Mansion Avenue School.

3. Motion to accept the letter of resignation, effective July 31, 2025, with the intent to retire on August 1, 2025, from Michele Marchiano, Administrative Assistant to the Business Administrator for the Audubon School District.

4. Motion to accept the letter of resignation, effective July 31, 2025, with the intent to retire on August 1, 2025, from Michele Marchiano, Director of Audubon Community Education.

5. Motion to accept the letter of resignation, effective July 31, 2025, with the intent to retire on August 1, 2025, from Bud Rutter, Facilities Director for the Audubon Public School District.

6. +Motion to retroactively approve Cafeteria Aide contract for Michelle Mammoccio, at Mansion Avenue School effective February 3, 2025 through June 30, 2025 for the 2024-2025 school year at $16.50 per hour, 3 hours per day, no benefits, 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 retroactively approve the long-term (FTE 1.00) Substitute Teacher of Industrial Arts agreement for Shawn Agnew, at the Audubon Junior/Senior High School, effective January 13, 2025 through January 31, 2025 at $275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

8. +Motion to approve the long-term Substitute Special Education Teacher agreement for Bernadette Brogna at Mansion Avenue School, effective January 16, 2025 through February 18, 2025 at $275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

9. Motion to extend the approved long-term (FTE 1.00) Substitute Teacher of Health & Physical Education agreement for Daniel Szymanski, at the Audubon Junior/Senior High School, effective April 14, 2025 through June 18, 2025 at $275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

10. +Motion to retroactively approve Jennifer Sands as a part time Special Education paraprofessional for Recorder Club at Mansion Avenue school, Step 1, $17.00 per hour upon the execution and approval of time sheets, not to include benefits, effective February 18, 2025 through April 1, 2025, at the recommendation of the Superintendent of Schools.

11. Motion to update the request from employee #1272, to extend their Unpaid Leave of Absence, effective April 14, 2025 through June 18, 2025, at the recommendation of the Superintendent of Schools

April 14, 2025 through June 18, 2025	Unpaid Leave

12. +Motion to approve the request from employee #2229 to take a Medical Leave of Absence which does not qualify under the FMLA, effective May 5, 2025 to November 21, 2025, at the recommendation of the Superintendent of Schools

May 5, 2025 through May 23, 2025	Paid Leave (15 sick days)
May 27, 2025 through June 2, 2025	Paid Leave (5 personal days)
June 3, 2024 through June 18, 2025	Unpaid Leave (13 days)

August 28, 2025 through November 21, 2025 Unpaid Leave (53 days)

13. Motion to approve the request from employee #1810 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to February 12, 2025 through February 11, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

14. +Motion to approve the request from employee #1259 to invoke a Family and Medical Leave of Absence, with intermittent leave, effective retroactively to January 15, 2025 through January 14, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

15. Motion to approve the request from employee #2233 to take a Medical Leave of Absence which does not qualify under the FMLA, effective February 11, 2025 to March 10, 2025, at the recommendation of the Superintendent of Schools

February 11, 2025 through March 7, 2025	Paid Leave (18 sick days)
March 10, 2025	Paid Leave (1 personal days)

16. Motion to approve the following new bus driver effective February 19, 2025 for the 2024-2025 school year (including summer months) with the Audubon Board of Education, with executed time sheets, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Hourly Regular Rate	Weekend/Holiday Rate
Michael Tomasetti	$30/hr	$45/hr

17. +Motion to approve Kayla Cain, Mansion Avenue School nurse, as a MAS after school activity chaperone as needed for the 2024-2025 school year, at the rate of $30/hour, via time sheets with administrator approval, at the recommendation of the Superintendent of Schools.

18. +Motion to approve Pat Snyder, Substitute Nurse, as a backup MAS after school activity chaperone as needed for the 2024-2025 school year, at the rate of $30/hour, via time sheets with administrator approval, at the recommendation of the Superintendent of Schools.

19. +Motion to approve the following Haviland Avenue School Teachers to prepare and facilitate professional learning during the in-service on May 2, 2025. Payment up to 2 hours of prep per topic at the non-instructional AEA contractual rate of $30/hour per staff member and up to 1 hour per topic at the AEA contractual rate of $60/hour per staff member for a total of $120 per staff member.

Francine Bechtel Christa Timpano

20. Motion to approve the following staff members for CPR/AED Recertification on February 4, 2025 at Audubon Jr./Sr. High School. The CPR/AED recertification training will be provided by Thea Ricci. Staff recertified will be paid at the AEA negotiated non-instructional rate of $30/hour. Timesheets will be submitted following meetings that are approved by administration.

Position	Name(s)
Staff being recertified	Amanda Brown Ann Rossi-Alston Grace Morris Linda Rizzo Maria McCutcheon Shelly Chester Silveria Galvan Christine Eagan Kelley Stenton

	Shannon Horan Maddy Meehan Sierra Keyes Erica Cavanaugh Bianca Saunders
Admin being recertified	Barbie Ledyard

21. Motion to retroactively appoint Ryan Latini as the Audubon Public School District Intergenerational Advisor for the term commencing August 28, 2024 through June 30, 2025 at a stipend of $1,400.00. Compensation for duties will be paid in two equal installments on February 28, 2025 and June 15, 2025, at the recommendation of the Superintendent of Schools.

22. +Motion to approve the following staff members to be compensated at the AEA-negotiated non-instructional rate of $30/hour for Teacher/Nurse/Administrative Assistant and the established rate of $17/hour for Paraprofessionals via timesheets for hours worked beyond their regular schedules in the role of registrar during Kindergarten registration on Monday, February 10, 2025 with a max of 15 hour totals.

Melissa Chisholm	Kelley Stenton	Lisa Terlingo
Lisa Kappel	Silveria Galvan	Kristina Filachek

23. +Motion to approve the following staff members to be compensated at the AEA-negotiated non-instructional rate of $30/hour for Teacher/Nurse/Administrative Assistant and the established rate of $17/hour for Paraprofessionals via timesheets for hours worked beyond their regular schedules in the role of registrar during Kindergarten registration on Friday, March 14, 2025 with a max of 15 hours total.

Lisa Kappel	Lisa Terlingo	Kristina Filachek
Christine Smialowski	Melissa Chisholm	Ann Rossi-Alston

24. Motion to rescind the following staff members to serve on Instructional Council for the 2024-25 school year with compensation as per the AEA negotiated agreement.

Staff Member	**Grade Level**
Sue Amorosi	ELA Interventionist

25. Motion to approve Ryan DeSousa, AHS Teacher, as a volunteer to facilitate a new club, AHS Debate Team, at the Audubon Jr./Sr. High School for the 2024-2025 school year.

26. Motion to approve the rate of pay for the following as defined below effective January 1, 2025:

Position	$ Rate Per Hour
Student workers	15.63

27. Motion to approve the Grievance Settlement agreement between the AEA and BOE.

    Grievance Settlement

28. Motion to approve the Side Bar agreement between the AEA and BOE.

    Sidebar Agreement

29. Motion to approve the following paid Spring coaching positions for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Sport/Activity	Position	Contractual Rate

Erin Small	Softball	Varsity Coach	$7,719.00
Amanda Brown	Softball	Assistant Coach	$5,121.00
Maddy Whalen	Softball	Assistant Coach	$5,121.00
Bryant Bozarth	Boy's Tennis	Varsity Coach	$6,145.00
Christian Coombs	Boy's Tennis	Assistant Coach	$4,065.00
Dan Cosenza	Girls Track & Field	Varsity Coach	$7,719.00
Adam Cramer	Girls Track & Field	Assistant Varsity Coach	$5,121.00
Kimberly Johnson	Girls Track & Field	Assistant Varsity Coach	$5,121.00
Aleksey Kilvington	Middle School Track	Coach	$3,163.00
Patrice Kilvington	Middle School Track	Assistant Coach	$1,800.00
Chris Harris	Weight Training	Spring (Mon, Wed, Fri)	$1,484.10
Keith Allen	Weight Training	Spring (Tues, Thurs)	$989.40
John Walsh	Spring Athletic Director	Assistant	$2,859.15
Rich Horan	Baseball	Varsity Coach	$7,719.00
Mike Tomasetti	Golf	Varsity Coach	$5,675.00
Steve Ireland	Boy's Track & Field	Varsity Coach	$7,719.00
Daniel Reed	Boy's Track & Field	Assistant Coach	$5,121.00

30. Motion to approve the following paid Spring Baseball coaching positions for the 2024-2025 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.

Name	Sport/Activity	Position	Contractual Rate
Zachary Jakubowski	Baseball	Assistant Coach (½)	$2,560.50
Ryan Boland	Baseball	Assistant Coach (½)	$2,560.50
Wade Gies	Baseball	Assistant Coach (½)	$2,560.50
Jim Barron	Baseball	Assistant Coach (½)	$2,560.50

31. Motion to approve the following paid Spring Golf coaching positions for the 2024-2025 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.

Name	Sport/Activity	Position	Contractual Rate
Matthew Harter	Golf	Assistant Coach (½)	$1,820.00
Paul Frantz	Golf	Assistant Coach (½)	$1,820.00

32. Motion to approve the following paid Spring Boys Track & Field coaching positions for the 2024-2025 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.

Name	Sport/Activity	Position	Contractual Rate
Andrew Torney	Boy's Track & Field	Assistant Coach (½)	$2,560.50
Andi Morrison	Boy's Track & Field	Assistant Coach (½)	$2,560.50

33. Motion to approve the following volunteer (un-paid) Spring coaching positions for the 2024-2025 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.

Name	Sport/Activity
Jeff Grim	Baseball
Chris Harris	Baseball
Tyler Inkster	Baseball
Ryan Knaul	Baseball
Bob Shannon	Baseball
Dillon Tassi	Baseball
Maddy Meehan	Softball

Keith Allen	Spring Weight Training
Dominic Koehl	Spring Weight Training
Sam Santore	Spring Weight Training
Andrew Barnhardt	Track
Kieran Boland	Track
CJ Gilmore	Track
Roger Houghkirk	Track
Krista Little	Track
Danielle Nicklas	Track
Anthony Pugliese	Track

Motion to Approve Items 1 through 33: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

XVI. REPORTS:

XVII. HIB District Report

FEBRUARY 2025	BULLYING INCIDENTS REPORT		
SCHOOL	**Confirmed HIB**	**Non-HIB**	**Total**
AHS	285158 286162	0	0
MAS	0	285770	0
HAS	0	0	0
APPS	0	0	0

XVIII.Special Program Representatives:

A. **Camden County Educational Services Commission:** Stephen Wilson
alt: Allison Cox, Andrea Robinson
B. **Camden County School Boards Association:** Johnathan Maxson
alt: Andrea Robinson, Danielle DiFrancesco
C. **Audubon Education Foundation:** Stephen Wilson
alt: Sara Kuhlen, Bill Wilson
D. **Audubon Board of Education Community Outreach:** Sara Kuhlen
alt: Danielle DiFranceso, Alison Lipsky
E. **Audubon/Mt. Ephraim Ad-Hoc Committee:** Mark Gatti
members: Allison Cox, Ammie Davis, Bill Wilson
F. **Board Member Orientation Committee:** Alison Lipsky
members: Allison Cox, Ammie Davis, Mark Gatti

XIX. Board Member Comments

XX. Public Participation: (Open Discussion)

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

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

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

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

The Board uses the public comment period as an opportunity to listen to citizens. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, actions, or disposition at a later date or time. The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

The Board does not endorse public comments nor will the Board be held liable for comments made by members of the public. Any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey.

XXI. Authorizing Executive Session

1. Motion to move the Board of Education, by Resolution, to adjourn into Executive Session from which the general public will be excluded from discussing school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached.

   Motion to Approve: _____ Second: _____

   Time: _____ Voice Count: _____

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

   Motion to Approve: _____ Second: _____

   Time: _____ Voice Count: _____

XXII. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, March 19, 2025 at 6:30 pm in the Audubon Junior-Senior High School Media Center.

2. Motion to adjourn meeting at approximately _____ pm.

   Motion to Approve: _____ Second: _____

   Roll Call

   ___ Ammie Davis ___ Stephen Wilson ___ Sara Kuhlen ___ Johnathan Maxson

   ___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

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