

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, APRIL 16, 2025
6:30 P.M.
MINUTES

- 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

 X Ammie Davis

 X Stephen Wilson

 X Sara Kuhlen

SY 2024-2026

 A Alison Lipsky
Arrived 6:36pm

 X Mark Gatti

 X Bill Wilson

SY 2025-2027

 A Danielle DiFrancesco
Arrived 6:40pm

 X Allison Cox

 X Andrea Robinson

SY 2025 Mt. Ephraim Representative

 A Jonathan Maxson
Absent

Student Representative to the Board

Apprentice Student Representative

 X Jane Poponi

 X Helena Kuchmek

Motion by Mrs. Cox seconded by Mr. Wilson to approve the resolution for board to enter into closed Authorizing Executive session at 6:33pm for the following purposes. Motion approved by unanimous roll call (7-0) Member Lipsky arrived at 6:36pm, Member DiFrancesco arrived at 6:40pm and Member Maxson 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 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.

Motion by Ms. Lipsky seconded by Mr. Gatti to adjourn closed Authorizing Executive session at 7:00pm. Motion approved by unanimous roll call (9-0) Member Maxson was absent.

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 March 2025

Pre-Kindergarten

Edwin Mawson

Kindergarten

Jackson Pepper

Grade One

Logan Roth

Grade Two

Vaun Buhles

Grade Three

Vesper Link

Grade Four

Capri Grimmie

Grade Five

Zoey Severance

Grade Six

Aubrey King

Grade Seven

Alexander Urbano

Grade Eight

Amber Pregartner

Freshman Class

Tristan Wendell

Sophomore Class

Lily Fajardo

Junior Class

Kyle Brown

Senior Class

Kaleigh Mazzone

The Audubon Board of Education Spotlight Program recognizes the following Staff Member of the Month for March 2025

Pre-School / Haviland Avenue

Amanda Brown

Mansion Avenue School

Kristen Rosenberg

Audubon Jr./Sr. High School

Mike Tiedeken

VIII. **Presentation(s):** Mental Health Presentation - Ms. Sandra Allen

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

Board President Ammie Davis, announced some important dates first:

May 7, 2025 – Budget Presentation

June 11, 2025 – Recognition of Retirees

July 16, 2025 – Approval of Strategic Plan

Superintendent Sandra Allen, commented on the water main break at the Audubon Park Preschool Building.

X. **Approval of Board Minutes:**

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

[March 19, 2025 Executive Session](#)

[March 19, 2025 Public Session](#)

Motion to Approve: A. Cox Second: M. Gatti

Roll Call

X Ammie Davis

abs. Stephen Wilson
Abstained

X Sara Kuhlen

Ab. Johnathan Maxson
Absent

X Alison Lipsky

X Mark Gatti

X Bill Wilson

X Danielle DiFrancesco

X Allison Cox

X Andrea Robinson

VOTE FOR ITEM 1

Motion approved by unanimous roll call (8-0) Member S. Wilson abstained and Member Maxson was absent.

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

Many parents and students spoke to the Board on the topic of the Senior Trip and expressed their 100% support to continue having a Senior Trip to Disney.

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. GOVERNANCE: Chairperson – Alison Lipsky; Committee Members – Danielle DiFrancesco, Sara Kuhlen, Jonathan Maxson; and Alternate – Andrea Robinson

MOTION TO APPROVE ITEMS 1-2

Motion by Ms. Lipsky 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.

Policy	Title	New/Revised
2436	Activity Participation Fee Program	Revised

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

Policy	Title	New/Revised
5512	Harassment, Intimidation and Bullying (M)	Revised
5460	High School Graduation (M)	Revised

5533	Student Smoking (M)	Revised
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Motion to Approve items 1 through 2: A. Lipsky Second: A. Cox

Roll Call

<u>X</u> Ammie Davis	<u>X</u> Stephen Wilson	<u>X</u> Sara Kuhlen	<u>Ab.</u> Johnathan Maxson Absent
<u>X</u> Alison Lipsky	<u>X</u> Mark Gatti	<u>X</u> Bill Wilson	
<u>X</u> Danielle DiFrancesco	<u>X</u> Allison Cox	<u>X</u> Andrea Robinson	

VOTE FOR ITEMS 1-2

Motion approved by unanimous roll call (9-0) Member Maxson was absent.

XIII. OPERATIONS: Chairperson – Allison Cox; Committee Members – Ammie Davis, Stephen Wilson, Mark Gatti; and Alternate – Danielle DiFrancesco

MOTION TO APPROVE ITEMS 1-11

Motion by Ms. Lipsky and seconded by Mr. S. Wilson

1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of February 2025. 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.

[February Board Secretary's Report](#)

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of February 2025. The Cash Reconciliation Report and the Secretary's reports are in agreement for the month of February 2025.

[February 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 February 2025.

[February Transfers](#)

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

Audubon Park Preschool

Mar 25, 2025 Fire Drill

Mar 31, 2025 Secure

Haviland Avenue School

Mar 25, 2025 Fire Drill

Mar 31, 2025 Secure

Mansion Avenue School

Mar 12, 2025 Fire Drill

Mar 25, 2025 Lockdown

Audubon Jr./Sr. High School

March 19, 2025 Fire Drill

March 28, 2025 Shelter-in-Place

7. Motion to approve the bills payable list for March 2025 in the amount of \$550,759.96 when certified.

[March Bill List](#)

8. Motion to approve the bills payable list for April 2025 in the amount of \$1,278,779.04 when certified.

[April Bill List](#)

9. Motion to approve the donation of \$1,999 from the Scully Family Foundation on behalf of Bill Scully to support Audubon School District's WAVE (Workforce and Vocational Education) program. The goal of the WAVE program is to ensure special education students are prepared with life and work skills which enable them to successfully access the workforce.

10. Motion to approve the shared service agreement between the Audubon Board of Education and Bellmawr Board of Education to provide technology services to the Bellmawr School District effective June 1, 2025 through July 31, 2025.

[Bellmawr Agreement](#)

11. Motion to approve the shared service agreement between the Audubon Board of Education and Collingswood Board of Education to provide technology services to the Collingswood School District effective April 1, 2025 through June 30, 2025.

[Collingswood Agreement](#)

Motion to Approve Item(s) 2 through 11: A. Lipsky Second: S. Wilson

Roll Call

<u>X</u> Ammie Davis	<u>X</u> Stephen Wilson	<u>X</u> Sara Kuhlen	<u>Ab.</u> Johnathan Maxson
<u>X</u> Alison Lipsky	<u>X</u> Mark Gatti	<u>X</u> Bill Wilson	Absent
<u>X</u> Danielle DiFrancesco	<u>X</u> Allison Cox	<u>X</u> Andrea Robinson	

VOTE FOR ITEMS 1-11

Motion approved by unanimous roll call (9-0) Member Maxson was absent.

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

MOTION TO APPROVE ITEM 1

Motion by Mr. Gatti and seconded by Mr. S. Wilson

1. Motion to approve the issuance of written decisions affirming the Superintendent's determination regarding incident(s) reported at the March 2025 meeting of the Board of Education.

SCHOOL	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
AHS	#288135	Not HIB	
AHS	#287815	Not HIB	
AHS	#288133	Not HIB	

Motion to Approve Item(s) 1 through 1: M. Gatti Second: S. Wilson

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kuhlen Ab. Johnathan Maxson
X Alison Lipsky X Mark Gatti X Bill Wilson Absent
X Danielle DiFrancesco X Allison Cox X Andrea Robinson

VOTE FOR ITEM 1

Motion approved by unanimous roll call (9-0) Member Maxson was absent.

MOTION TO APPROVE ITEMS 2-12

Motion by Mr. S. Wilson and seconded by Mrs. Cox

2. Student Statistics April 1, 2025

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
4/1/2025	59	231	329	799	26	1,444
3/3/2025	59	230	329	801	27	1,446
4/8/2024	58	241	325	777	30	1,431

3. Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
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HAS	Haviland Avenue School Garden	PTA Earth Day Celebration	4/30/25	8:30 am - 2:00 pm	Carrie Fegley
AHS	Audubon Minor League Fields	Audubon Unified Champion Club Kickball game vs Haddonfield Unified Champion Club	5/28/25 Rain Date: 5/29/25	12:00 pm - 2:00 pm	
AHS	AHS Walking Track	Walk for Acceptance sponsored by Audubon Public School Special Education & SEPAC	6/1/25	10:00 am - 11:00 am	
AHS	Outdoor Basketball Courts	Basketball Camp	7/28/25 - 7/31/25 & 8/4/25 - 8/7/25	9:00 am - 12:00 pm	Kevin Crawford

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

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Francis J. Ward Recreation & Community Center	Project Graduation Hoagie Pick-up	4/16/25	2:00 pm - 7:00 pm	Gina Heller

5. **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 NJ OMB 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
Patrick Polimeni	AI for School Leaders Virtual	4/9/25	No Cost

All Instructional Staff	Inspired Instruction - Critical Thinking & Productive Struggle Across Curriculum On-site - Audubon, NJ	5/2/25	\$2,550.00
John Walsh Bill Scully	NJSIAA Wrestling Coaches Clinic Princeton University - Princeton, NJ	5/9/25	No Cost Travel
Deborah Roncace	2025 NJASBO Annual Conference Atlantic City, NJ	6/4/25 - 6/6/25	\$574.58 Travel

6. 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
AHS	Audubon Jr./Sr. High School Audubon, NJ NHS	4/15/25	Depart: 8:30 am Return: 10:30 am	N/A	NHS is hosting Pre-K students for an Egg Hunt and Story Time	\$135.00 Paid for by BOE
AHS	Stockton University Galloway, NJ C. DiMedio / N. May	4/28/25	Depart: 8:30 am Return: 2:00 pm	100 students, 6 chaperones	Give students early exposure to higher education & help them start thinking about their future academic & career paths.	\$500.00 Paid for by BOE
HAS	Audubon Public Library Audubon, NJ N. Szymanski	5/1/25	Group 1: Depart: 9:00 am Return: 10:30 am Group 2: Depart: 11:00 am Return: 12:30 pm	76 students, 14 chaperones	To learn about the public library and the programs offered there	No Cost
AHS	Audubon Preschool Audubon, NJ R. Latini	5/1/25	Depart: 4:00 pm Return: 6:00 pm	10 students, 1 chaperone	Support Trike-A-Thon to support St. Jude's	No Cost
HAS	Philadelphia Zoo Philadelphia, PA B. Henderson	5/14/25	Depart: 8:30 am Return: 2:00 pm	72 students, 16 chaperones	To explore, discover, and learn about animal habitats in relation to our informative animal writing unit.	\$410.00 Paid for by students
AHS	Camden County College Blackwood, NJ C. Burton	5/21/25	Depart: 10:00 am Return: 2:00 pm	20 students, 2 chaperones	Camden County Teen Arts Festival	\$145.00 Paid for by BOE

HAS	Memorial Field Audubon, NJ Kindergarten Teachers	5/21/25	Group 1: Depart: 9:45 am Return: 11:15 am Group 2: Depart: 12:45 pm Return: 2:15 pm	72 students, 14 chaperones	To learn the rules of baseball, how to work together, and display good teamwork and sportsmanship	No Cost
AHS	Fox 29 TV Studio Philadelphia, PA D. Manskopf	6/7/25	Depart: N/A Return: N/A	3 students, 3 chaperones	Participate in Fox-29 game show "The ClassH-Room"	No Cost

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

STUDENT ID#	DATE
#00068	Effective retroactively from March 30 ,2025 to extend through April 30, 2025 per doctor's request.
#01106	Effective retroactively from March 3, 2025 to extend through April 3, 2025 per doctor's request.

8. Motion to approve the initial homebound instruction for the following Audubon Jr./Sr. High School student:

STUDENT ID#	DATE
#02467	Effective retroactively from March 27, 2025 to extend through April 27, 2025 per doctor's request.
#10368	Effective retroactively from March 11, 2025 to extend through April 25, 2025 per doctor's request.
#11242	Effective retroactively from February 20, 2025 to extend through March 19, 2025 per doctor's request.

9. Motion to approve the initial homebound instruction for the following Mansion Avenue School student:

STUDENT ID#	DATE
#11895	Effective retroactively from April 8, 2025 to extend through May 8, 2025 per doctor's request.

10. Motion to approve the initial homebound instruction for the following Haviland Avenue School student:

STUDENT ID#	DATE
#11204	Effective retroactively from April 1, 2025 to extend through May 1, 2025 per doctor's request.

11. 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
Anna Annand-Henry	University of Phoenix	Grades K-2	Spring 2025	Christine Brady

12. Motion to approve the 2025-2026 Senior Class Trip to Walt Disney World, Florida from March 23, 2026, to March 27, 2026, at a per student cost of \$1,860.00 from World Class Vacations which includes ground and air transportation, hotel and Disney passes.

Motion to Approve Items 2 through 12: S. Wilson Second: A. Cox

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kuhlen Ab. Johnathan Maxson
Absent
X Alison Lipsky X Mark Gatti X Bill Wilson
X Danielle DiFrancesco X Allison Cox X Andrea Robinson

VOTE FOR ITEMS 2-12

Motion approved by unanimous roll call (9-0) Member Maxson was absent.

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

MOTION TO APPROVE ITEMS 1-14

Motion by Mrs. Cox and seconded by Mr. S. Wilson

1. Motion to accept the letter of resignation, effective June 30, 2025, with the intent to retire, on July 1, 2025, from Patricia Myers-Griffith, Special Education Teacher for the Audubon Jr./Sr. High School.
2. +Motion to accept the letter of resignation, effective March 27, 2025, from Morgan Fiore, Part-time Special Education Paraprofessional for Mansion Avenue School.
3. Motion to approve the first year tenure track 12 month Assistant Principal of Athletics contract for Christopher Baker, at the Audubon Junior-Senior High School effective July 1, 2025 for the 2025-2026 school year in accordance with the 2024-2028 negotiated contract between the Audubon Board of Education and the Audubon Administrators' Association at a yearly salary of \$110,000.00, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Resume

4. +Motion to approve the first year tenure track Special Education Aide agreement for Kelly Voll, at Mansion Avenue School, effective May 1, 2025, for the 2024-2025 school year in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, 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 retroactively approve the long-term (FTE 1.00) Substitute Teacher of Social Studies agreement for Patrick Crowell, at the Audubon Junior/Senior High School, effective April 9, 2025 through May 24, 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.
6. Motion to approve the long-term (FTE .664) Substitute Part-Time Basic Skills Teacher agreement for Shannon Mavros at Mansion Avenue School, effective May 5, 2025 through June 19, 2025 with 2 articulation days (\$125/each) prior to May 5, 2025, at \$182.60 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
7. Motion to approve the long-term (FTE .664) Substitute Part-Time Basic Skills Teacher agreement for Shannon Mavros at Mansion Avenue School, effective September 1, 2025 through November 21, 2025 with 2 articulation days (\$125/each) after November 21, 2025, at \$184.60 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
8. Motion to approve the request from employee #263, to invoke the Federal Family Medical Leave Act, retroactively effective April 9, 2025 to May 24, 2025, at the recommendation of the Superintendent of Schools.

April 9, 2025 through May 24, 2025

Federal FMLA (5 weeks)

April 9, 2025 through May 24, 2025

Paid Leave (25 sick days)

9. Motion to approve the request from employee #136 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to April 1, 2025 through March 31, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.
10. Motion to approve Michael Tomasetti and Matthew Harter to drive 2-4 students to golf tournament(s) scheduled for May 2025, using their personal vehicles with valid proof of vehicle registration, insurance, and driver's license, reimbursed for miles, tolls, and parking at the recommendation of the Superintendent of Schools.
11. Motion to approve the following Substitute part-time bus driver retroactively effective as of April 10, 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	Regular Hourly Rate	Weekend/Holiday Rate
Hugh Reilly	\$30/hr	\$45/hr

12. Motion to approve the following staff members to attend Children's Night from 6:30 pm until 8:00 pm on April 30, 2025 at Mansion Avenue School and May 28, 2025 at Haviland Avenue School, at the non-instructional negotiated rate (\$30/hour) not to exceed 3 hours per staff member, at the recommendation of the Superintendent of Schools.

Carl Ellinwood	Tricia Martel	Nicole Szymanski
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13. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2024-2025 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

MINUTES OF MEETING OF THE AUDUBON BOARD OF EDUCATION APRIL 16, 2025

Morgan Fiore - Substitute Teacher
Kelsey Hastings - Substitute Teacher
Dawn Gariano - Substitute Aide

14. Motion to approve the Assistant Superintendent of Curriculum and Instruction job description at the recommendation of the Superintendent of Schools.

Assistant Superintendent of Curriculum and Instruction

Motion to Approve Items 1 through 14: A. Cox Second: S. Wilson

Roll Call

<u>X</u> Ammie Davis	<u>X</u> Stephen Wilson	<u>X</u> Sara Kuhlen	<u>Ab.</u> Johnathan Maxson Absent
<u>X</u> Alison Lipsky	<u>X</u> Mark Gatti	<u>X</u> Bill Wilson	
<u>X</u> Danielle DiFrancesco	<u>X</u> Allison Cox	<u>X</u> Andrea Robinson	

VOTE FOR ITEMS 1-14

Motion approved by unanimous roll call (9-0) Member Maxson was absent.

XVI. REPORTS:

XVII. HIB District Report

MARCH 2025	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	0	290010 290243 290739	3
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 DiFrancesco, 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:

Board Member Lipsky, reminded the Board that a junior board representative needs to be chosen for the 2025-2026 school year.

Board Member Cox, spoke about the special meeting held on April 9, 2025 where action was taken to submit the Tax Levy Incentive Application and to join us on May 7, 2025 for the public Hearing on the Budget.

Many Board Members spoke on the subject of the senior class trip to Disney. A discussion occurred.

Board Member S. Wilson congratulated Chris Baker as the new Athletic Director and congratulated student representative, Jane Poponi on her acceptance to LaSalle University.

XX. Public Participation: (Open Discussion)

Mr. Repetto, resident, commented on concerns of the elimination of the 8th Grade Graduation.

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.

Motion by Ms. Lipsky seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive Session II at 9:04pm for the following purposes. Motion approved by unanimous roll call (9-0) Member Maxson 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 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.

Motion by Ms. Lipsky seconded by Mrs. Cox to adjourn closed Authorizing Executive session II at 9:45. Motion approved by unanimous roll call (9-0) Member Maxson was absent

XXII. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, May 14, 2025 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
2. Motion by Ms. Lipsky seconded by Mrs. Cox to adjourn meeting at approximately 9:45pm. Motion approved by unanimous roll call (9-0) Member Maxson was absent

Motion to Approve: A. Lipsky Second: A. Cox

<u> X </u> Ammie Davis	<u> X </u> Stephen Wilson	<u> X </u> Sara Kuhlen	<u> Ab. </u> Johnathan Maxson Absent
<u> X </u> Alison Lipsky	<u> X </u> Mark Gatti	<u> X </u> Bill Wilson	
<u> X </u> Danielle DiFrancesco	<u> X </u> Allison Cox	<u> X </u> Andrea Robinson	

Deborah Roncace
Business Administrator/Board Secretary

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.