BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER

WEDNESDAY, MAY 14, 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 April 2025

Pre-Kindergarten **Julianna Ross**	**Kindergarten** **Jaxon Scriber**	**Grade One** **Kane Rodriguez**
Grade Two **Hannah Watkins**	**Grade Three** **Evie Wilson**	**Grade Four** **Maci Schiavo**
Grade Five **James Gushue**	**Grade Six** **Charley Martin**	**Grade Seven** **Anabell Schmidt**
Grade Eight **Caitlyn McCausland**	**Freshman Class** **Fletcher Walker**	**Sophomore Class** **Jada Massey**
Junior Class **Ava Chrzanowski**	**Senior Class** **Leo Davis**	

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

Pre-School / Haviland Avenue	**Mansion Avenue School**	**Audubon Jr./Sr. High School**
Nicole Allison	**Eunice Englehart**	**Kelsey Abram**

VIII. Presentations:

2025 NJ State Clinical Nurse of the Year: Sara Barry

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

X. Approval of Board Minutes:

1. Motion to approve the following minutes:

April 9, 2025 Executive Session
April 9, 2025 Public Session
April 16, 2025 Executive Session
April 16, 2025 Public 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 second reading and adoption 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

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

Audubon Park Preschool

April 28, 2025 Fire Drill

April 29, 2025 Secure

Haviland Avenue School

April 28, 2025 Fire Drill

April 29, 2025 Secure

Mansion Avenue School

April 15, 2025 Hold

April 29, 2025 Fire Drill

Audubon Jr./Sr. High School

April 28, 2025 Fire Drill

April 30, 2025 Secure

2. Motion to authorize the superintendent to submit a grant request to the Audubon Education Foundation on behalf of Elizabeth McCurdy and Kristen Rosenberg, MansionAvenue Teachers in the amount of $2,200.00 for a Zen Garden.

3. Motion to approve the bills payable list for April 2025 in the amount of $38,331.57 when certified.

   April Bill List

4. Motion to approve the bills payable list for May 2025 in the amount of $510,991.51 when certified.

   May Bill List

5. Motion to approve Inverso and Stewart, LLC as auditors for the 2025/2026 school year at a fee of $26,700.00. An increase of $500.00 from the 2024/2025 school year.

6. Motion to approve Garrison Architects as architect of record for the 2025/2026 school year as per fee schedule on file. No fee increase from 2024/2025 school year.

7. Motion to approve the firm Parker McCay as Solicitor for the 2025/2026 school year as per fee schedule on file. No fee increase from 2024/2025 school year.

8. Motion to approve the firm Comegno Law Group, P.C. for Legal Services - Special Counsel for the 2025-2026 school year as per fee schedule on file. An increase of $10/hour from the 2024-2025 school year.

9. Motion to approve the following Physicians of Record for the 2025/2026 school year at a fee of $6,000.00 each:
   Dr. James J. Runfola
   Rothman Institute

10. Motion to approve Plan Connect as 403 B (Tax Sheltered) Administrator for the 2025/2026 school year at a fee of $1.50 per month per participant with an active account.

11. Motion to approve 1st Colonial Bank and Mid Penn Bank as depositories of record for the 2025/2026 school year.

12. Motion to approve authorized signatories on following accounts:

    Warrant - Superintendent, Business Administrator
    Payroll - Superintendent, Business Administrator
    Agency - Superintendent, Business Administrator
    Student Activities - Superintendent, Business Administrator
    Unemployment Trust - Superintendent, Business Administrator
    Community Education - Business Administrator, Coordinator
    Athletic Officials - Superintendent, Business Administrator, Supervisor of Athletics
    Capital Projects - Superintendent, Business Administrator

13. Motion to approve the Retrospect as the designated official newspaper of the Audubon Board of Education for releases and that the Courier Post be designated as an alternate, all in accordance with the Open Public Meetings Act.

14. Motion to establish Petty cash amounts for the 2025-2026 school year as follows:

Board office -	$200
Superintendent -	$100
Maintenance -	$100
Jr/Sr High School -	$100
Mansion Avenue -	$100
Haviland Avenue -	$100
Audubon Preschool -	$100
Keys Program -	$100

15. Motion to approve the agreement with Camden County Educational Services Commission to provide the Transportation services on an as needed basis at an administrative fee of 6% for the 2025/2026 school year:

16. Motion to approve the agreement with Camden County Educational Services Commission to provide various professional Services on an as needed basis per fees schedule on file for the 2025/2026 school year

17. Motion to approve the agreement with Burlington County Special Services School District to provide various professional Services on an as needed basis per fees schedule on file for the 2025/2026 school year

18. Motion to approve the Risk Management Consultant Agreement with the Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF) for the 2025/2026 school year.

    Risk Management Consultant Agreement

19. Motion to approve the Resolution appointing a Risk Management Consultant with the Burlington County Insurance Pool Joint Insurance Fund (BCIP JIF) for the 2025/2026 school year.

    Resolution Appointing A Risk Management Consultant

20. Motion to approve Brown and Brown Benefit Advisors as Student Accident Insurance Brokers for the 2025-2026 school year.

21. Motion to approve Student Accident Coverage with Monarch Management Corporation for the 2025-2026 school year at an annual premium of $ 25,698.00. No increase from the 24-25 school year.

22. Motion to approve the food service management company cost reimbursable contract (renewal year 1) with Nutri-Serve Food Management, Inc at a management fee of $37,959.50 for the 2025/2026 school year. The total estimated cost of the contract is $550,530.74 with a no Guarantee of loss., return or breakeven. An increase of $912.00 from the 2024/2025 school year.

23. Motion to approve the agreement between the Collingswood Board of Education and the Audubon Board of Education whereas the Collingswood School District will provide maintenance services to the Audubon Public School District effective July 1, 2025 through June 30, 2026.

24. Motion to approve the second amendment to lease agreement between the Borough of Audubon Park and the Audubon Board of Education for the use of additional classrooms effective July 1, 2025 through June 30, 2026.

    Lease Agreement

25. Motion to approve the Superintendent and the Business Administrator to perform all necessary transfers and adjustments to close out the 2024/2025 school year budget and present the same to the Board at the next available meeting.

26. Motion to approve the establishing of a portion of every meeting of the Board of Education as a closed session of the meeting to discuss any legally approved topics when needed.

27. Motion to approve Phoenix Advisors as Continuing Disclosure Agent and Independent Registered Municipal Advisor for the 2025/2026 school year as per fee schedule on file. No fee increase from 2024/2025 school year.

28. Motion to approve the Audubon School District to provide busing, if available, for field trips for the Brooklawn and Mount Ephraim School Districts for the 2025/2026 school year at the below rate:

Driver	$40.00/hour
Fuel	$0.670/miles
Tolls	If Applicable
Additional charge	25% above cost

Motion to Approve Item(s) 2 through 28: _____ 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. Motion to approve the issuance of written decisions affirming the Superintendent's determination regarding incident(s) reported at the April 2025 meeting of the Board of Education.

SCHOOL	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
MAS	#290010	Not HIB	
MAS	#290243	Not HIB	
MAS	#290739	Not HIB	

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

Roll Call

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

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

2. Student Statistics May 1, 2025

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
5/1/2025	59	231	329	799	25	1,443
4/1/2025	59	231	329	799	26	1,444
5/1/2024	58	244	325	779	301	1,437

3. Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
HAS	Media Center	PTA Book Fair	5/27/25 - 5/30/25	2:30 pm - 7:00 pm	Theresa Zizak

4. 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	Merchant Street Audubon, NJ B. Garrity-Bantle/L. Drinkhouse	5/13/25	Depart: 11:36 am Return: 2:30 pm	9 students, 2 chaperones	Distribute and discuss Acceptance Walk to businesses on Merchant Street	No Cost
AHS	Haviland Avenue School Audubon, NJ M. Stubbs	5/27/25	Depart: 8:30 am Return: 1:00 pm	3 students, 1 chaperone	For the Advance Woodworking students to present their American Flags	No Cost
AHS	Raymond Kershaw School Mt. Ephraim J. Lebb	5/29/25	Depart: 9:00 am Return: 11:00 am	30 students, 3 chaperones	To welcome students from Kershaw who will be attending AHS next year	No Cost
AHS	Haviland Avenue School Audubon, NJ S. Amorosi	5/30/25	Depart: 12:00 pm Return: 2:00 pm	21 students, 1 chaperone	For the 7th grade WIN ELA students to share/perform their group writing project	$70.00 Paid for by??
HAS	Haviland/Mansion/Preschool Audubon, NJ B. Ledyard/ M. Chisholm	6/9/25	Depart: 8:30 am Return: 10:45 am	109 students, 14 chaperones	For preschool students to meet the Haviland kindergarten teachers and 2nd grade students to meet	No Cost

					Mansion 3rd grade teachers	
AHS	Westbrook Lanes, Mulligans Restaurant Westville, NJ/ Haddon Township, NJ D. Bantle / P. Myers-Griffith	6/9/25	Depart: 9:15 am Return: 1:45 pm	20 students, 4 chaperones	Reward trip for the students working in Breakfast Express, The Green Bean, the Surfshoppe & WBL program	$155.00 Paid for by WAVE program
HAS	Audubon Park Field Audubon, NJ 2nd Grade Teachers	6/10/25	Depart: 8:15 am Return: 10:45 am	76 students, 16 chaperones	End of 2nd grade promotion celebration	$150.00 Paid for by Principal Acct.

5. Motion to authorize the Audubon Board of Education to collect and maintain the following pupil records by authorized and certificated personnel:
    a. Attendance Reports
    b. Class Rank and Grade Point Average
    c. Counselor Notes of Parent/Student/Teacher Conferences
    d. Child Study Team Information
    e. Discipline Violations. Driver Education Course Verification
    g. Grade Reports
    h. Health Records
    i. HIB Investigations & Correspondence
    j. Listing of Participants in Clubs and Activities
    k. New Jersey SMART Data (various)
    l. Progress Reports
    m. Recommendation Letters
    n. Registration Information and Proof of Residency (including Transfer Students)
    o. Sports Participation including Health Records
    p. Suspension Notices
    q. Transcripts 7 through 12
    r. Test Results including but not limited to Access for ELLs, ACT, AP Exams, ASVAB, DLM, DRA, PSAT, NJSLA (PARCC), NWEA MAP, SAT I, SAT II, Student Growth Objectives

6. Motion to extend the approved homebound instruction for the following Haviland Avenue School student:

STUDENT ID#	DATE
#11204	Effective retroactively from April 30, 2025 to extend through May 30, 2025.

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

STUDENT ID#	DATE
#11895	Effective retroactively from April 29, 2025 to extend through June 28, 2025, 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
Nadia Spearman	Rowan University	English	Clinical Practice I Placement Session: - Fall 2025: September 2, 2025 – December 9, 2025 Clinical Intern will visit for 2 full days per week on Monday and Tuesday during the session dates listed above for 16 weeks. Clinical Practice II Placement Start/End Dates: Spring 2026: January 21, 2026 –May 9, 2025 Clinical Interns will follow visitation schedule of 5 days per week during the session dates listed above (15-16 weeks).	Denise Allman Clinical Practice I Dan Rowan Clinical Practice II
Isabell Castells	Rowan University	Kindergarten	Clinical Practice I Placement Session: Fall 2025: 9/2/25 – 12/9/25 Clinical Interns will follow a Monday/Wednesday or Tuesday/Thursday visitation schedule during the session dates listed above. Clinical Practice II Placement Start/End Dates: Spring 2026: 1/20/26 – 5/8/26 Clinical Interns will follow visitation schedule of 5 days per week during the session dates listed above.	Kristina Jakubowski

9. Motion to approve membership in the New Jersey State Athletic Association for the 2025-2026 school year. Audubon Agrees to be governed by the Constitution, bylaws, rules and regulations of the NJSIAA, including all rules governing student-athlete eligibility. The cost for the annual dues is $2,500.00.

Motion to Approve Items 1 through 9: _____ Second: _____

Roll Call

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

___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

XV. **HUMAN RESOURCES: 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 Michael Tiedeken, Teacher of Social Studies for the Audubon Jr./Sr. High School.

2. +Motion to accept the letter of resignation, effective May 9, 2025, from Patrick Ward, Instructional Paraprofessional for Audubon Preschool.

3. Motion to approve James Hollander, as the 12 month Director of Facilities, for the 2025-2026 school year, at an annual salary of $110,000.00, effective July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

   Resume

4. Motion to approve the first year tenure track Teacher of French agreement for Raquela Fine, at Audubon Jr./Sr. High School, at BA Step 6, (FTE 1) effective September 2, 2025 for the 2025-2026 school year in accordance with the 2024-2027 negotiated 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.

   Resume

5. Motion to approve Crista Dozier as a 12-month Administrative Assistant to the Business Administrator at a salary of $50,000.00 effective July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

   Resume

6. Motion to extend the approved long-term (FTE 1.00) Substitute Teacher of Social Studies agreement for Patrick Crowell, at the Audubon Junior/Senior High School, effective May 25, 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.

7. +Motion to retroactively approve the long-term (FTE .87) Instructional Paraprofessional agreement for Jessica Holland at Mansion Avenue School, effective May 5, 2025 through June 19, 2025 at $125.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.

8. +Motion to retroactively approve the long-term (FTE .87) Instructional Paraprofessional agreement for Jessica Holland at Mansion Avenue School, effective September 1, 2025 through November 21, 2025 at $125.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.

9. Motion to approve the request from employee #1129, to invoke the Federal Family Medical Leave Act, retroactively effective April 4, 2025 to May 4, 2025, at the recommendation of the Superintendent of Schools.

April 4, 2025 through May 4, 2025	Federal FMLA (13 days)
April 4, 2025 through May 4, 2025	Paid Leave (13 sick days)

10. +Motion to extend the approved request from employee #178 to take Medical Leave of Absence which does not qualify under the FMLA, with intermittent leave, effective retroactively to February 20, 2025 through April 30, 2025 at the recommendation of the Superintendent of Schools.

February 21, 2025 through April 30, 2025	Paid Leave (41 sick days)

11. Motion to extend the approved request from employee #263, to invoke the Federal Family Medical Leave Act, effective May 24, 2025 to June 19, 2025, at the recommendation of the Superintendent of Schools.

May 24, 2025 through June 19, 2025	Federal FMLA (4 weeks)
May 24, 2025 through June 19, 2025	Paid Leave (20 sick days)

12. +Motion to authorize the re-appointment of the following non-tenured certificated personnel for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Degree	Step	FTE	Location
Abram, Kelsey	3/6/2028	BA	13	1	AHS
Acerbo, Dante	9/2/2026	BA	5	1	MAS
Allison, Nicole	8/31/2027	BA	2	1	APS
Augustine, Stacey	4/18/2027	MA	14	1	CST
Barragan, Jessica	9/2/2026	BA + 30	5	1	MAS
Barry, Sara	8/31/2027	MS	12	1	AHS
Bianco, Ceili	8/31/2027	MA	3	1	APS
Cain, Kayla	9/6/2027	BSN	5	1	MAS
Cavanaugh, Erica	8/31/2027	MA	9	1	MAS
Cavanaugh, Kristi	8/31/2027	BS	16	1	AHS
Del Rosario, Ana	1/3/2029	MA + 30	15	1	CST
DeSousa, Ryan	8/29/2028	MA	2	1	AHS
DiMedio, Christine	8/29/2028	MA	4	1	AHS
Eagan, Francesca	9/24/2028	BA	4	0.87	HAS
Egner, Tamara	12/13/2026	MA	16	1	AHS
Garrity-Bantle, Bridget	8/31/2027	BA	16	1	AHS
Gatlos, Victoria	11/17/2027	BA	6	0.664	MAS
Hanejko-Snell, Courtney	8/31/2027	BA	4	1	APS
Jakubowski, Kristina	9/2/2026	BA + 30	4	1	HAS
Keyes, Sierra	12/20/2026	BA	7	1	MAS
Klaus, Gwendolyn	9/2/2026	BA + 30	4	0.87	HAS
Korbul, Liam	9/2/2026	MA	4	1	AHS
May, Nicholas	8/29/2028	MA	2	1	AHS
McKee, Mark	12/6/2026	BA	8	1	AHS
Miller, Alexis	9/2/2026	BA	3	1	MAS
Miller, Kristina	2/22/2028	BA	4	1	HAS
Polimeni, Patrick	10/17/2027	BA+30	16	1	AHS
Resnick, Jody	8/31/2027	MA	12	1	AHS
Rienstra, Nicholas	8/31/2027	MA	2	1	AHS
Schwartz, Allison	2/19/2029	MA + 30	11	1	CST
Simonetti, Rachel	3/2/2028	MA	3	0.87	MAS
Stenton, Kelley	8/31/2027	BSN	10	1	APS

Timpano, Christa	9/2/2026	BA	7	1	HAS
Torney, Andrew	1/2/2029	MA	2	1	MAS
Wasson, Melissa	8/29/2028	BA	3	0.615	HAS
Whalen, Madison	8/31/2027	BS	2	1	AHS
Wiltsey, Amy	3/19/2028	BA	16	1	AHS

13. +Motion to approve the following non-tenured certificated personnel contract through December 31, 2025 in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Degree	Step	FTE	Location
Berenato, Stephanie	1/28/2026	BA	4	1	MAS

14. +Motion to approve the following tenure contracts for the following certificated personnel for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Degree	Step	FTE	Location
Arora, Palak	9/2/2025	MA	15	0.948	CST
Galvan, Silveria	3/8/2026	BA + 30	9	1	APS
Green, Brittany	9/2/2025	BA + 30	4	1	HAS
Henderson, Brianna	9/14/2025	BA	4	1	HAS
Henkel, Valeria	3/18/2026	BA + 30	4	1	AHS
Latini, Ryan	9/2/2025	MA	5	1	AHS
Marsh, Patricia	9/2/2025	BA	4	0.87	HAS
Rizzo, Linda	12/7/2025	BA + 30	10	1	APS

15. +Motion to authorize the re-appointment of the following tenured certificated personnel for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Degree	Step	Longevity	FTE	Location
Ablon, Ilana	MA	16		1	CST
Allman, Denise	MA	16		1	AHS
Angelone, Kelly	BA	11		1	MAS
Bantle, Dennis	BA	16	$4,000.00	1	AHS
Baumgartner, Erica	MA + 30	10		1	AHS
Bechtel, Francine	MA + 30	11		1	HAS
Beebe, Jennifer	BA	16		1	MAS
Bentley, Zachary	BA	6		1	MAS

Bevelheimer, Patricia	MA	16		0.474	CST
Boland, Ryan	BA	8		1	AHS
Brach, Kim	BA	15		1	HAS
Brady, Christine	BA	16		1	HAS
Brown, Amanda	BA	12		1	HAS
Bulskis, Amy	BA	16		1	AHS
Burton, Carla	MA	7		1	AHS
Byrne, Jane	MA	16		1	MAS
Caltagirone, Stacy	BA	7		1	AHS
Carter, Daniel	MA	8		1	AHS
Casey, Jenna	MA	8		1	CST
Cecchini, Melissa	BA	14		1	AHS
Chester, Shelly	BA	15		1	HAS
Cochran, Christie	BA	10		1	HAS
Collazzo, Andrea	MA	16	$4,000.00	1	AHS
Colucci, Alycia	BA	16		1	HAS
Cosenza, Daniel	BA	8		1	AHS
Cramer, Adam	BS	10		1	AHS
Daminger, Jordan	BA	7		1	HAS
DeJesus-Englehart, Eunice	MA	10		1	MAS
DeLoach, Lee	BA	16	$4,000.00	1	AHS
DiFilippo, Angela	MA	10		1	AHS
Drinkhouse, Larae	MA	9		1	AHS
Dyer, Bruce	BS + 30	16	$4,000.00 $5,000.00	1	AHS
Ellinwood, Carl	MA + 30	9		1	MAS - 50% HAS - 50%
Ewing, Dawn	MA	16	$4,000.00	1	AHS
Falkowski, Melissa	BA	16		1	MAS
Figueroa, Carrie	MA	10		1	MAS
Fox-Kasilowski, Christine	MA + 30	9		1	District
Gidjunis, Catherine	BA	8		1	AHS
Gifford, Brenda	BA	8		1	AHS
Gilbert, Rebecca	MA	6		1	MAS
Hanson-Swinney, Roberta	MA	10		1	AHS
Harris, Christopher	BA	16	$4,000.00	1	AHS
Harter, Matthew	MA	11		1	AHS
Horan, Shannon	MA	12		1	MAS
Hueber, Kathleen	BA	16		1	MAS

Ignaczewski, Roberta	BA	15		1	HAS
Ireland, Steven	BA	13		1	AHS
Jenkinson, Susan	BA	16	$4,000.00	1	MAS
Karageorgis, Christine	BA	16		1	MAS - 75% AHS - 25%
Knaul, Ryan	BA	10		1	AHS
LaCasse, Alvina	MA	16		1	AHS
Lang, Rosemary	MA	16		1	HAS
Little, Krista	MA	6		1	AHS
Lombardi, Nicole	MA	8		1	MAS
Manskopf, Dirk	MA	15		1	AHS
Marino, Sebastian	MA	16	$4,000.00	1	AHS
Martel, Patricia	MA	16	$4,000.00	1	MAS - 50% HAS - 50%
McCarty, JoAnne	BA	13		1	HAS
McClellan, Jennifer	MA	16		1	HAS
McCurdy, Elizabeth	MA	12		1	MAS
McCutcheon, Maria	MA	13		1	HAS
McFetridge, Colleen	MA	10		1	MAS
McGuire, Ashley	BA	16		1	AHS
McNellis, Cherie	BA	13		1	HAS
Meehan, Maddy	BA	14		1	MAS
Meyer, Carly	MA	10		1	AHS
Miliaresis, Erika	MA	13		1	AHS
Miller, Kelly	BA	16		1	MAS
Moran, Patrick	BA	7		1	AHS
Morrison, Andria	BA	8		1	AHS
Mueller, Janelle	BA	12		1	AHS
Murphy, Denise	MA	16	$4,000.00	1	MAS
Niglio, David	MA+30	16	$4,000.00	1	AHS
Niglio, Pamela	BA	10		1	HAS
Novick, Cara	MA	16		1	MAS
Phillips, Amy	BA + 30	10		1	HAS
Reed, Daniel	BA	9		1	AHS
Rehn, Bradley	BA	10		1	MAS
Rehn, Christy	BA	16		1	MAS
Ricci, Thea	BA	16	$4,000.00	1	AHS
Rohner, Chelsea	BA + 30	8		1	HAS
Root, Elaine	BA	11		1	AHS

Rosenberg, Kristen	MA	8		1	MAS
Rossi-Alston, Ann	BSN	16		1	HAS
Rowan, Daniel	MA	16		1	AHS
Rybacki, Leslie	MA	13		1	HAS
Salamone, Theresa	MA	16		1	MAS
Saunders, Bianca	BA	7		1	MAS
Scully, Nancy	MA+30	16		1	CST
Scully, William	BA	16		1	AHS
Selby, Sharon	BA	16	$4,000.00	1	AHS
Shemesh Lewandowski, Yael	MA+30	13		1	CST
Shireman, Kyle	MA + 30	13		1	CST
Sims, Theresa	MA	9		1	CST
Sloan, Jaclyn	MA	16		0.2	CST
Stubbs, Michael	BA	16		1	AHS
Sylvester, Christopher	BA	12		1	AHS
Szymanski, Nicole	MA	16		1	MAS - 50% HAS - 50%
Tanenbaum, Lori	BA	9		1	AHS
Tomasetti, Michael	MA	16		1	AHS
Waite, Deborah	BA	16		1	AHS
Walsh, John	MA	16		1	AHS
Warren, Emily	MA + 30	8		1	AHS
Webb, Matthew	BA	16		1	AHS
Wilson, Katherine	BA	16		1	AHS
Zetusky, Blake	BA	14		1	HAS

16. Motion to authorize the re-appointment of the following maintenance/grounds staff for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Months	Position	Step	License(s)	Longevity
Difilippo, Luke	12	Maintenance Grounds	6	$600.00 Core & Turf $550.00 Pesticide	
Gonzalez-Fernandez, Jose	12	Maintenance Mechanic	9	$600.00 Boiler $200.00 Refrigeration	
Vilardo, Jeffrey	12	Maintenance Grounds	13	$600.00 Boiler $2700.00 Head Groundskeeper	$600.00 – Long. 5 Yr. $800.00 – Long. 10 Yr. $1000.00 – Long. 15 Yr. $1200.00 – Long. 20 Yr.
Urban, Tyler	12	Maintenance Mechanic	4		

17. Motion to authorize the re-appointment of the following custodial staff for the 2025-2026 school year in

accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Months/Hours	Step	License(s)	Longevity	FTE
Batista, Philip	12	3		$600.00 – Long 5 Yr.	1
Bradley, Garry	12	2			0.625
Castro, Hector	12	8	$600.00 – Boiler	$600.00 – Long. 5 Yr. $800.00 - Long. 10 Yr.	1
Geserick, Doretta	12	2		$600.00 – Long. 5 Yr	1
Horan, Richard	10	2			0.5
Jenkinson, Theodore	12	16	$600.00 Boiler $4,000.00 - Lead Cust.	$600.00 – Long. 5 Yr. $800.00 – Long. 10 Yr. $1000.00 – Long. 15 Yr. $1200.00 – Long. 20 Yr.	1
Jones, Lester	12	4			0.5
Kube, Genevieve	12	13	$600.00 Boiler	$600.00 – Long. 5 Yr. $800.00 – Long. 10 Yr. $1000.00 – Long. 15 Yr.	1
Laracuente, Sonia	12	11	$600.00 Boiler	$600.00 – Long. 5 Yr. $800.00 - Long. 10 Yr.	1
Lippincott, Ronald	12	16	$600.00 – Boiler	$600.00 – Long. 5 Yr. $800.00 – Long. 10 Yr. $1000.00 – Long. 15 Yr. $1200.00 – Long. 20 Yr.	1
O'Donnell, James	12	16	$600.00 Boiler $4000.00 – Lead Cust.	$600.00 – Long. 5 Yr. $800.00 – Long. 10 Yr. $1000.00 – Long. 15 Yr.	1
Pooley, Denise	12	4		$600.00 - Long 5 Yr.	1
Robinson, Charles	2 D – 16 H	3			0.4
Slashinski, Stephen	12	2			1
Spatola, Colleen	12	2			1
VanFossen, Thomas	12	16	$600.00 – Boiler	$600.00 – Long. 5 Yr. $800.00 – Long. 10 Yr. $1000.00 – Long. 15 Yr. $1200.00 – Long. 20 Yr.	1

18. Motion to authorize the re-appointment of the following non-tenured administrative assistant staff for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Month	Step	FTE	Location
Frank, Debra	7/7/2026	Administrative Assistant to the Supervisor of Special Education Services	12	5	1	CST

19. Motion to authorize and issue a tenure contract to the following administrative assistant staff for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Month	Step	FTE	Location
Cavallaro, Jaime	9/20/2025	Administrative Assistant to the High School Principal	12	5	1	AHS
Coombs, Caitlyn	9/27/2025	Administrative Assistant to the Athletic Director	12	5	1	AHS
Vanoyen, Joann	4/18/2026	Administrative Assistant to the Supervisor of Special Education Services	10	16	1	CST

20. Motion to authorize the re-appointment of the following tenured administrative assistant staff for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Month	Step	Longevity	FTE	Location
Bentley, Dawn	12	16	$500.00 - 10 Yr.	1	District
Borodziuk, Melani	12	10		1	District
Burns, Kelly	12	5		1	AHS
Carr, Michela	10	10		0.74	MAS
Chisholm, Melissa	12	5		1	HAS
Greway, Jill	10	13		1	AHS
Kane, Cheryl	12	16	$500.00 – 10 Yr. $600.00 - 15 Yr.	1	MAS
Weil, Heather	12	9		1	AHS

21. +Motion to authorize the re-appointment of the following part-time (not to exceed 29.5 hours per week) non-tenured aides (general, instructional, special education) for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Step	Degree	Hours Per Week	Location
Annand-Henry, Anna	1/24/2027	Instructional	2	Sub Cert	29.5	HAS
Cassidy, Loretta	5/3/2028	Special Education	10	Sub Cert	29.5	HAS
Coulehan, Laura	9/6/2027	Instructional	3	Sub Cert	29.5	APS
DiFrancesco, Marisol	2/13/2028	Special Education	2	Sub Cert	29.5	MAS
Eagan, Christine	9/2/2026	Instructional	2		29.5	APS
Garcia, Talisha	9/6/2027	Instructional	1		29.5	APS
Grimmie, Tara	9/19/2027	Instructional	1	Sub Cert	29.5	MAS
Hueber, Jacob	11/21/2028	Special Education	1		29.5	MAS
Jenkinson, Kelli	9/4/2028	Instructional	1		29.5	HAS
Johnson, Ashley	9/6/2027	Instructional	2		29.5	APS
Jones, Robin	11/21/2028	Special Education	6		29.5	HAS

Kilvington, Aleksey	12/3/2028	Special Education	1	Sub Cert	29.5	HAS
Mavros, Shannon	9/4/2028	Instructional	3	Sub Cert	29.5	MAS
McHugh, Patricia	9/2/2026	Special Education	2		29.5	HAS
McLaughlin, Lisa	2/6/2028	Special Education	3		29.5	HAS
Sands, Jennifer	11/5/2028	Special Education	1		29.5	MAS
Watkins, Angela	9/6/2027	Special Education	2	Sub Cert	29.5	MAS
Watson, Claire	10/2/2028	Special Education	1		29.5	HAS
Whylings, Joseph	9/6/2027	Special Education	2	Sub Cert	29.5	MAS
Zizak, Therese	9/6/2027	Special Education	2	Sub Cert	29.5	HAS

22. +Motion to authorize and issue a tenure contract to the following part-time (not to exceed 29.5 hours per week) aide (general, instructional, special education) for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Step	Degree	Hours Per Week	Location
Ayala, Linda	3/1/2026	Special Education	2		29.5	HAS
Conahan, Amy	2/18/2026	Instructional	2		29.5	HAS
Murray-Smith, Theresa	9/2/2025	Special Education	2	Sub Cert	29.5	AHS
Newman, Diebra	11/9/2025	Instructional	2	Sub Cert	29.5	HAS
Staab, Cynthia	11/9/2025	Special Education	2	Sub Cert	29.5	MAS
Urban, Johanna	9/2/2025	General Education	16		29.5	AHS

23. +Motion to authorize the re-appointment of the following part-time (not to exceed 29.5 hours per week) tenured aides (general, instructional, special education) for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Title	Step	Degree	Longevity	Hours Per Week	Location
Filachek, Kristina	Instructional	2	Sub Cert		29.5	HAS
Geissler, Dianne	Special Education	14	Sub Cert	$766.00	29.5	HAS
Gilbrook, Janine	Special Education	5			29.5	MAS
Kappel, Lisa	Instructional	14	Sub Cert		29.5	HAS
Kilvington, Patrice	Special Education	7	Sub Cert		29.5	AHS
Masciantonio, Sandra	General Education	14		$766.00	29.5	MAS
Quinn, Robin	Instructional	14	Sub Cert	$766.00	29.5	MAS
Smialowski, Christine	Instructional	14		$766.00	29.5	HAS
Swain, Barbara	General Education	2			29.5	AHS
Terlingo, Lisa	Instructional	5	Sub Cert	$766.00	29.5	HAS

24. Motion to approve Rachel Coombs as a 12 month Administrative Assistant to the Superintendent at a salary of $53,500.00 effective July 1, 2025 through June 30, 2026, at the recommendation of the

Superintendent of Schools.

25. Motion to approve Laurie Crea as a 12 month Accounts Payable Clerk at a salary of $70,058.00 effective July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

26. Motion to approve Denise Bolognese as a 12 month Payroll/Benefits Clerk at a salary of $65,500.00 effective July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

27. Motion to approve Michele Marchiano as 12 month Administrative Assistant to the Business Administrator at a salary of $70,058.00 prorated plus longevity $2,100.00 prorated effective July 1, 2025 through July 31, 2025 at the recommendation of the Superintendent of Schools.

28. Motion to approve Michele Marchiano as Community Ed Director at a salary of $17,245 prorated effective July 1, 2025 through July 31, 2025 at the recommendation of the Superintendent of Schools.

29. Motion to approve Michael Chisholm, as a 12 month Technology Coordinator, for the 2025-2026 school year at a salary of $117,964.00, at the recommendation of the Superintendent of Schools.

30. Motion to approve Gregory Smith as a 12 month Computer Systems Specialist at a salary of $67,449.00 effective July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

31. Motion to approve Bella Kokocha as a part-time12 month Computer Technician for FTE .87, 29.5 hours per week, at $20.66 per hour effective July 1, 2025 through June 30,2026, at the recommendation of the Superintendent of Schools.

32. Motion to authorize the re-appointment of the following non-tenured administrators for the 2025-2026 school year in accordance with the negotiated 2024-2028 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Months	Salary
Howey, Daniel	10/17/2027	Assistant Principal of School Counseling	12	$121,178.00
Lebb, Jeffrey	9/7/2026	Audubon Junior-Senior High School Principal	12	$152,184.00

33. Motion to authorize and issue a tenure contract to the following administrators for the 2025-2026 school year in accordance with the negotiated 2024-2028 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

Name	Date of Tenure	Title	Months	Salary
Ledyard, Barbra	8/2/2025	Haviland Avenue Principal	12	$133,952.00

34. Motion to authorize the re-appointment of the following tenured administrators for the 2025-2026 school year in accordance with the negotiated 2024-2028 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

Name	Title	Months	Salary	Longevity
Bisinger, Noelle	Supervisor of Special Education Services	12	$134,473.00	$1,250.00
Burke, Shamus	Director of Curriculum and Instruction	12	$138,278.00	0

Corley, Frank	Audubon Junior-Senior High School Vice Principal 10-12	12	$149,425.00	$1,250.00
Miller, Eric	Audubon Junior-Senior High School Assistant Principal 7-9	12	$142,242.00	$1,250.00
Smeltzer, Bonnie	Mansion Avenue Principal	12	$168,018.00	$1,250.00

35. Motion to approve Tony Carbone as the 12 month Supervisor of Athletics for the 2025-2026 School Year at salary of $154,272.00 prorated plus longevity $1,250.00 prorated, effective July 1, 2025 through July 31, 2025, in accordance with the negotiated 2024-2028 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

36. Motion to approve Harry Rutter as the 12 month Director of Facilities for the 2025-2026 School Year at salary of $167,234.00 prorated plus longevity $1,250.00 prorated, effective July 1, 2025 through July 31, 2025, at the recommendation of the Superintendent of Schools

37. Motion to authorize the re-appointment of Kevin Stuart as the 12 month Maintenance Department Evening Supervisor for the 2025-2026 School Year, at the salary of $64,046.00, at the recommendation of the Superintendent of Schools.

38. Motion to approve boiler license for Jose Gonzalez Fernandez at an amount of $600 prorated effective May 1, 2025 through June 30, 2025 in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools

39. +Motion to approve the Audubon 2025 ESY program.

    Preschool and Elementary Extended School Year Program:
    15 days: July 1- July 24, 8:30-11:30am, Monday through Thursday. Off July 4, 2025.

40. +Motion to approve the following staff members for the 2025-2026 Special Education Extended School Year Program for classified students, at the recommendation of the Superintendent of Schools.

Position	Name
Preschool Disabled ESY Teacher - two positions 15 days x 3 hours/day at Instructional rate, ($40/hr) 15 Days x 1 hour/day non-instructional prep time ($30/hr.), up to 4 hours total at non-instructional rate for packing classroom ($30/hr.)	Linda Rizzo Cherie McNellis
Preschool Disabled ESY Classroom aide- two positions: 15 days x 3 hours/day at employee's contractual hourly rate	Lisa McLaughlin Therese Zizak
Elementary Special Education Teacher (Grades K-1 ESY) - one position: 15 days x 3 hours/day at Instructional rate ($40/hr.), 15 days x 1 hour/day non-instructional prep time ($30/hr), up to 4 hours total at non-instructional rate for packing classroom ($30/hr.)	Alexis Miller
Elementary Special Education Teacher (Grades 2 ESY) - one position: 15 days x 3 hours/day at Instructional rate ($40/hr.), 15 days x 1 hour/day non-instructional prep time ($30/hr), up to 4 hours total at non-instructional rate for packing classroom ($30/hr.)	Jordan Daminger

Elementary Special Education Teacher (Grades 3 ESY) - one position: 15 days x 3 hours/day at Instructional rate ($40/hr.) 15 days x 1 hour/day non-instructional prep time($30/hr)	Nicole Lombardi
Elementary Special Education Teacher (Grades 4-5 ESY) - one position: 15 days x 3 hours/day at Instructional rate ($40/hr.) 15 days x 1 hour/day non-instructional prep time($30/hr)	Carrie Figueroa
Elementary Special Education Teacher (Grades 6 ESY) - one position: 15 days x 3 hours/day at Instructional rate ($40/hr.) 15 days x 1 hour/day non-instructional prep time($30/hr)	Stephanie Berenato
ESY 1:1 Aide Elementary – five positions: 15 days x 3 hours/day at employee's contractual hourly rate	Theresa Murray-Smith, Marisol DiFrancesco, Christine Eagan, Dante Acerbo, Jennifer Sands
ESY 1:1 Aide Elementary – one positions: 15 days x 3 hours/day at Step 1 - Cert (Paraprofessional guide)	Nancy Scully
Preschool and/or Elementary Substitute Special Ed Teacher – one position: At contractual hourly rate	Patrice Kilvington
Speech Language Specialist as needed for IEP based services - one position: At per diem Hourly rate	Jenna Casey
Occupational Therapist as needed for IEP based services - one position: At per diem Hourly rate	Palak Arora
Physical Therapist as needed for IEP based services - one position: At per diem Hourly rate	Patricia Bevelheimer
Reading Interventionist- one position: Up to eight 1-hour sessions at Instructional rate per ($40/hr.), up to 4 hours total at non-instructional rate for prep time ($30/hr.)	Nicole Lombardi
School Nurse - one position: At per diem hourly rate	Ann Rossi-Alston

41. Motion to approve Johanna Urban or Barbara Swain, part time General Education Paraprofessionals, to work summer hours, July 1, 2025 through August 28, 2025, Monday through Thursday 8:00-3:30 (individual hours not to exceed 29.5 hours weekly) at their contractual hourly rate at the recommendation of the Superintendent of Schools.

42. Motion to approve the following compensation guides for substitutes for the 2025-2026 school year:

Job Classification	Hours Per Day	$ Per Hour	Daily Rate
Teacher	6.75	18.52	$125.00

(Certificated Staff)			
Nurse	6.75	29.63	$200.00
Cafeteria Aide	3.0	16.27	$48.81
Administrative Assistant	8.0	15.63	$125.00
Custodian	8.0	15.63	$125.00
Paraprofessional	6.75	18.52	$125.00
Contracted Paraprofessional Serving as a Teacher	3.375 Hours or Less ½ Day 4 Periods or Less	N/A	$25.00
Contracted Paraprofessional Serving as a Teacher	3.38 Hours or More Full Day 5 Periods or More	N/A	$50.00

43. Motion to approve 100 summer hours (collective) for Child Study Team members, with duties assigned and pre-approved by the Supervisor of Special Education Services, for the purposes of case management, completion of student class schedules, transfer IEPs, and other summer responsibilities paid at the per diem hourly rate of each team member per the negotiated agreement, with executed timesheets, from July 1, 2025 through August 28, 2025, at the recommendation of the Superintendent of Schools.

44. Motion to approve all Child Study Team members, Speech/Language Specialists, Occupational Therapists and Physical Therapist to perform summer per-case evaluation on an as-needed basis and assigned at the standard rate of $250 per evaluation, effective July 1, 2025 through August 28, 2025 with executed timesheets, at the recommendation of the Superintendent of Schools.

45. +Motion to appoint the following individuals as building-based Anti-bullying Specialists for a term commencing July 1, 2025 through June 30, 2026:

    a. Haviland Avenue Elementary School – Maria McCutcheon +
    b. Mansion Avenue Elementary School – Cara Novick +
    c. Mansion Avenue Elementary School – Rachel Simonetti +
    d. Audubon Junior-Senior High School – Christine DiMedio
    e. Audubon Junior-Senior High School – Michael Tomasetti
    f. Audubon Junior-Senior High School – Emily Warren
    g. Audubon Junior-Senior High School – Nicholas May

46. +Motion to appoint the following individuals as Section 504 Compliance Representatives for a term commencing July 1, 2025 through June 30, 2026:

    a. Haviland Avenue Elementary School – Barbie Ledyard, Principal +
    b. Mansion Avenue Elementary School – Bonnie Smeltzer, Principal +
    c. Audubon-Junior Senior High School – Daniel Howey, Assistant Principal

47. Motion to approve Deborah J. Roncace, Business Administrator/Board Secretary for the following appointments for the 2025/2026 school year:

    a. Board Secretary
    b. Designated Employer Representative
    c. Public Agency Compliance Officer as required
    d. Qualified Purchasing Agent to award contracts up to bid threshold
    e. Custodian of School Records

48. Motion to appoint the following individuals as members of the School Counseling Team for a term commencing July 1, 2025 through June 30, 2026:

    a. Daniel Howey, Assistant Principal of School Counseling (Lead)
    b. Maria McCutcheon, School Counselor, HAS +
    c. Rachel Simonetti, School Counselor, MAS/HAS +
    d. Cara Novick, School Counselor, MAS +
    e. Christine DiMedio, School Counselor, AHS
    f. Michael Tomasetti, School Counselor, AHS
    g. Emily Warren, School Counselor, AHS
    h. Nicholas May, School Counselor, AHS

49. Motion to approve the following high school guidance counselors with duties assigned and pre-approved by the Assistant Principal of School Counseling for up to 280 hours of cumulative (4 counselors @ 70 hours) summer work, July 1, 2025 through August 28, 2025, at their individual hourly rate with executed time sheets:

    Christine DiMedio
    Mike Tomasetti
    Emily Warren
    Nicholas May

50. Motion to approve the following administrative assistant staff members to complete duties as assigned and pre-approved by their direct supervisor for up to 30 hours each at their contractual hourly rate from July 1, 2025 through August 27, 2025 with executed time sheets:

    a. Administrative Assistant to the Principal AHS 7-9 – Jill Greway
    b. Administrative Assistant to the Principal MAS – Michela Carr
    c. CST Administrative Assistant – Joann Vanoyen

    Motion to Approve Items 1 through 50: _____ Second: _____

    Roll Call

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

    ___ Alison Lipsky ___ Mark Gatti ___ Bill Wilson

    ___ Danielle DiFrancesco ___ Allison Cox ___ Andrea Robinson

51. Motion to appoint Christopher Baker as the Title IX Officer for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

52. Motion to approve Michael Chisholm as the Data Coordinator and Informational Technology Contact for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

53. Motion to approve Shamus Burke as the Professional Learning Contact for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

54. Motion to approve Shamus Burke as the District Coordinator of State Testing for a term commencing July 1, 2025 through June 30, 2026, effective July 1, 2025, at the recommendation of the Superintendent of Schools.

55. Motion to approve Shamus Burke as the District ESEA Coordinator for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

56. Motion to approve Shamus Burke as the District Bilingual/ESL Point of Contact for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

57. Motion to approve Noelle Bisinger as the District Educational Stability Liaison for a term commencing July 1, 2025 through June 30, 2026, effective July 1, 2025, at the recommendation of the Superintendent of Schools.

58. +Motion to approve Barbara Ledyard as the Early Childhood Contact for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

59. Motion to appoint Eric Miller as the District School Safety Specialist for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools

60. Motion to appoint Bonnie Smeltzer as the District Affirmative Action Officer for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

61. Motion to appoint Stacey Augustine as the District Homeless Education Liaison for a term commencing July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

62. Motion to approve Stacey Augustine, District Homeless Education Liaison, with duties assigned and pre-approved by the Assistant Principal of School Counseling for up to 5 hours of cumulative summer work at the individual hourly rate with executed time sheets.

63. Motion to appoint Frank Corley, Audubon Jr./Sr. High School Vice Principal, as the Harassment, Intimidation, and Bullying District Coordinator for a term commencing July 1, 2025 through June 30, 2026, as recommended by the Superintendent of Schools.

64. Motion to approve Liam Korbul, High School Athletic Trainer, to work up to 75 hours to provide training services for our fall athletes, review and enter physical examination forms into Genesis at the contracted rate of $40.00/hour, with executed timesheets, from June 17, 2025 through August 28, 2025, at the recommendation of the Superintendent of Schools.

65. Motion to approve Sandra Allen as Superintendent of Schools at a salary of $175,100.00 effective July 1, 2025 through June 30, 2026.

66. Motion to approve the following new bus driver retroactively effective as of May 1, 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
Amanda Brown	$30/hr	$45/hr

67. Motion to approve the following paid fall coaching positions for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association at the recommendation of the Superintendent of Schools.

Name	Sport/Activity	Position	Contractual Rate

Steve Ireland	Varsity Boys Cross Country	Varsity Coach	$5,866 .00
Adam Cramer	Varsity Girls Cross Country	Varsity Coach	$5,866.00
Ryan Boland	Coed Junior High Cross Country	Coach	$2,743.00
Patrice Kilvington	Varsity Field Hockey	Varsity Coach	$7,794.00
Aleksey Kilvington	Varsity Field Hockey	JV Coach	$5,196.00
Denise Allman	Middle School Field Hockey	Coach	$3,681.00
Dan Reed	Varsity Football	Varsity Coach	$9,158.00
John Walsh	Varsity Football	Assistant Coach	$6,143.00
Daniel Cosenza	Varsity Football	Assistant Coach	$6,143.00
Andrew Haubois	Varsity Football	Assistant Coach	$6,143.00
Pat Driscoll	Varsity Football	Assistant Coach	$6,143.00
Mike Tomasetti	Varsity Boys' Soccer	Varsity Coach	$7,794.00
Andria Morrison	Varsity Boys' Soccer	Assistant Coach	$5,196.00
Jacob Ciurlino	JV Boys' Soccer	JV Coach	$5,196.00
Kevin McRory	7/8 Boys' Soccer	7/8 Coach	$2,650.00
Bill Scully	Varsity Girls' Soccer	Varsity Coach	$7,794.00
Bridget Garrity-Bantle	Varsity Girls' Soccer	Assistant Coach	$5,196.00
Madison Whalen	JV Girls' Soccer	JV Coach	$5,196.00
Emily Owens	Middle School Girls' Soccer	Coach	$2,650.00
Bryant Bozarth	Junior High Intramural Coed Tennis	Junior High School Coach	$1,965.00
Patrice Kilvington	Elementary Field Hockey	Elementary Coach	$1,601.00
Amanda Brown	Fall Assistant Athletic Director	Assistant	$2,973.00
Dan Carter	Fall Assistant Athletic Trainer	Assistant Athletic Trainer	$2,566.00
Patrick Moran	Flag Football	Coach	$1,292.00
Christopher Harris	Weight Training Fall (Mon,Wed, Fri)	Instructor	$1,529.10
Dan Reed	Weight Training Summer	Instructor	$2,548.50
Stephanie Davidson	Varsity Cheerleading	Varsity Coach	$4,197.00
Jennifer Larson	Assistant Cheerleading	Assistant Coach	$3,142.00

68. Motion to approve any paid employee to serve as ticket takers for the 2025-2026 fall sports season at a rate of $40.00 per home event with prior administrative approval and executed time sheets as per the negotiated agreement at the recommendation of the Superintendent of Schools.

69. Motion to approve football personnel for the 2025-2026 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	Position	Rate
Nick Lominica	Football Chain Crew	$40 per home event

George Mierkowski	Football Chain Crew	$40 per home event
Christopher O'Brien	Football Chain Crew	$40 per home event
Austin Rampolla	Football Chain Crew	$40 per home event
Carmine Rampolla	Football Chain Crew	$40 per home event
Todd Vanrell	Football Chain Crew	$40 per home event
Sam Santore	Football Field Set-Up	$40 per home event
Kevin Quirk	Football Announcer	$40 per home event
Dan Wilkins	Football Announcer	$40 per home event
Sam Santore	Football Video Operator	$800.00 per season

70. Motion to approve the following volunteer (un-paid) fall coaching positions for the 2025-2026 fall sports season 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
Kieren Boland	Cross Country	Assistant Coach
Anthony Pugliese	Cross Country	Assistant Coach
Andrew Barnhardt	Cross Country	Assistant Coach
Keighley Kilvington-Calderone	Field Hockey	Assistant Coach
Claire Czerski	Field Hockey	Assistant Coach
Thea Ricci	Field Hockey	Assistant Coach
Meredith Stocklin	Field Hockey	Assistant Coach
Rob Cannaday	Football	Assistant Coach
Ryan Knaul	Football	Assistant Coach
Sam Santore	Football	Assistant Coach
Keith Allen	Football	Assistant Coach
John Marlin	Boys Soccer	Assistant Coach
Maddy Spink	Girls Soccer	Assistant Coach
Emily Owens	Girls Soccer	Assistant Coach
Cody Scull	Girls Soccer	Assistant Coach

71. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2025-2026 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

    Robin Jones - Substitute Custodian

72. Motion for the following administrators to buy back vacation days as follows at their per diem rate of pay for the 2024-2025 school year in accordance with the negotiated 2024-2028 contract between the Audubon Board of Education and the Audubon Administrators Association at the recommendation of the Superintendent of Schools.

Name	Number of Days
Bisinger, Noelle	3
Burke, Shamus	3
Corley, Frank	3
Howey, Daniel	3
Lebb, Jeffrey	3
Ledyard, Barbra	3
Miller, Eric	3
Smeltzer, Bonnie	3

Motion to Approve Items 51 through 72: _____ 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

APRIL 2025	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	292349	1
MAS	0	291848	1
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, June 11, 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.