

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, JUNE 11 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

 X Alison Lipsky

 X Mark Gatti

 X Bill Wilson

SY 2025-2027

 X Danielle DiFrancesco

 X Allison Cox

 X Andrea Robinson

SY 2025 Mt. Ephraim Representative

 A Jonathan Maxson
Arrived at 6:35pm

Student Representative to the Board

 X Jane Poponi

Apprentice Student Representative

 X Helena Kuchmek

Motion by Mrs. Cox seconded by Mrs. DiFrancesco to approve the resolution for board to enter into closed Authorizing Executive session at 6:30pm for the following purposes. Motion approved by unanimous roll call (9-0) Member Maxson arrived at 6:35pm

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 Mrs. Cox seconded by Mrs. DiFrancesco to adjourn closed Authorizing Executive session at 7:00pm.
Motion approved by unanimous roll call (10-0)

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 May 2025

Pre-Kindergarten

Delaney Devlin

Kindergarten

Nolan Quigley

Grade One

Tyler Wilson

Grade Two

Connor McHugh

Grade Three

India Poole

Grade Four

Ella Jaskiewicz

Grade Five

Olivia Tracy

Grade Six

Robert "Rob" Williamson

Grade Seven

Katerina Karageorgis

Grade Eight

Maxavian Freeland-Sokol

Freshman Class

Alexa Trams

Sophomore Class

Isabella "Bella" Owings

Junior Class

Chase Carr

Senior Class

Logan Bittner

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

Pre-School / Haviland Avenue

Roberta Ignaczewski

Mansion Avenue School

Terri Salamone

Audubon Jr./Sr. High School

Amy Bulskis

VIII. Recognition of Retirees:

- Anthony Carbone, Assistant Principal of Athletics, presented by Jeff Lebb
- Laurie Georgel, Teacher of French, presented by Jeff Lebb
- Pennie Bigelow, LDTC, presented by Noelle Bisinger
- Mary Knoll, Special Education Teacher, presented by Noelle Bisinger
- Kathleen Lin, Special Education Teacher, presented by Noelle Bisinger
- Patricia Myers-Griffith, Special Education Teacher, presented by Noelle Bisinger
- Michael Tiedeken, Teacher of Social Studies, presented by Frank Corley
- Susan Amorosi, ELA Interventionist, presented by Bonnie Smeltzer
- Lisa McGilloway, Reading Interventionist/Elementary Teacher, presented by Bonnie Smeltzer
- Ralph Schiavo, Teacher of Physical Education, presented by Bonnie Smeltzer
- Michele Marchiano, Administrative Assistant to the BA, presented by Deborah Roncace
- Harry (Bud) Rutter, Director of Facilities, presented by Deborah Roncace

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

Recognition and Appreciation for AHS and Jr High Staff and Students - Memorial Day Flags

Mr. Stubbs & students as listed:

Lance Furness	John Kugler
Joanna Hyland	

Mr. Polimeni

Mrs. Amorosi & students as listed:

Alanna Mordan	Hayden Gaffney
Alex Perrone	Anabell Schmidt
Giana Marcucci	Caroline Sprout
Emma Matthews	Jakub Callahan .
Katerina Karageorgis	Kobe Boyce
Mackenzie Bush	Tommy Polizzi
Regan Goudy	Gus LeSearch
Casey Slaven	Audrey Cavanaugh
Maria Garvin	Abby Britt
Jules Perozzi	Kylee Furness
Grace Martin	

Recognition of AHS Students – APS Spring Festival

Interact Club Members:

Jena Andress	Acen Bantle
Trent Bantle	Cassidy Bozarth

Abbey Bradshaw	Kali Brasteter
Kaci Broadhurst	Kyle Brown
Morgan Cannaday	Kylie Cannaday
Alexa Canuso	Olivia Carr
Briana Cavallaro	Kimberlee Cavallaro
Alexa Cruz	Riley Fayer
Abigail Fitzmaurice	Amelia Gaehring
Eliana Gifford	Lydia Gravante
Haley Kerper	Hatice Koc
Jada Massey	Bridget Mattson
Jordan Seymour	Aubrey Smith
Sophia Rizzo	Olivia White
Camila Witherington	

Recognition of AHS Students – APS Trike-A-Thon

Intergenerational Club Members:

Gracie Whitman	Brigid Herron
Angelina Sievers	Lynn Villarreal
Trish Ladzenski	Joseph Wolfe

Interact Club Members:

Cassidy Bozarth	Owen McSweeney
Jack Borzotta	

National Honors Society Members:

Lucy Bater	Owen Callahan
Addison Carmack	Jackson Davis
Louis DeLeonardis	Theo Felton
Gwen Low	Owen McSweeney
Madison Phillipi	Chase Quinn
Chloe Reinfurt	Sean Repetto
Kylie Vorlander	Grace Zizak

X. Approval of Board Minutes:

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

[May 7, 2025 Public Session](#)
[May 14, 2025 Executive Session](#)
[May 14, 2025 Public Session](#)

Motion to Approve: A. Cox Second: J. Maxson

Roll Call

<u>X</u> Ammie Davis	<u>X</u> Stephen Wilson	<u>X</u> Sara Kuhlen	<u>X</u> Johnathan Maxson
<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 ITEM 1

Motion approved by unanimous roll call (10-0)

XI. Participation: (Agenda Items Only)

Matt Davis, Resident, commented that on behalf of the Audubon Band Boosters, he wanted to thank Mr. Bud Rutter and Mr. Tony Carbone for all their help during the years for their association.

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

None at this time.

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

MOTION TO APPROVE ITEMS 1-18

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

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

[April Board Secretary's Report](#)

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

[April 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 April 2025.

[April Transfers](#)

6. Motion to approve the contractual agreement between the Audubon Administrators Association and the Audubon Board of Education effective July 1, 2024 through June 30, 2028.

[AAA Contract](#)

7. Motion to approve the agreement with Gloucester 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
8. Motion to approve the agreement with Starlight Homecare Agency (Star Pediatric) to provide "in School" Nursing services for an out of district student placement per fees schedule on file for the 2025/2026 school year.
9. Motion to approve Hillman's Bus Services Inc., Holcomb Bus Co., Deptford, Haddon Heights, Haddon Township, Haddonfield, Collingswood, and Gateway school districts to transport students to and from athletic events and field trips as needed for the 2025-2026 school year, at the recommendation of the Superintendent of Schools.
10. Motion to approve the schedule of taxes for the 2025-2026 school year to be remitted by the Borough of Audubon and paid accordingly to the Audubon School District.

Date	General Fund	Debt Service	Total
7/15/25	1,253,212.00	1,014,437.00	2,267,649.00
8/15/25	1,252,900.00		1,252,900.00
9/15/25	1,252,900.00		1,252,900.00
10/15/25	1,252,900.00		1,252,900.00
11/15/25	1,252,900.00		1,252,900.00
12/15/25	1,252,900.00		1,252,900.00

1/15/26	1,252,900.00	149,402.00	1,402,302.00
2/15/26	1,252,900.00		1,252,900.00
3/15/26	1,252,900.00		1,252,900.00
4/15/26	1,252,900.00		1,252,900.00
5/15/26	1,252,900.00		1,252,900.00
6/15/26	1,252,900.00		1,252,900.00
Total	15,035,112.00	1,163,839.00	16,198,951.00

11. Motion to approve the schedule of taxes for the 2025-2026 school year to be remitted by Audubon Park and paid accordingly to the Audubon School District.

Date	General Fund	Debt Service	Total
7/28/25	77,205.00	11,953.00	89,158.00
10/28/25	77,205.00		77,205.00
1/28/26	77,205.00	11,952.00	89,157.00
4/28/26	77,205.00		77,205.00
Total	308,820.0	23,905.00	332,725.00

12. Motion to approve the following resolution:

Resolution Authorizing the Transfer of Current Year Funds to Maintenance Reserve

WHEREAS, N.J.S.A. 18A:21-2, N.J.S.A. 18A:7G-31 and N.J.S.A. 18A:7F-41(a) permits a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permits a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the **Audubon Board of Education** wishes to deposit current year general fund unanticipated revenue and unexpended line appropriations into a Maintenance Reserve account at year end, and

WHEREAS, the **Audubon Board of Education** has determined that up to Five Hundred Thousand Dollars (\$500,000.00) may be available for such purpose of transfer,

NOW THEREFORE BE IT RESOLVED by the **Audubon Board of Education** that it hereby authorizes the district's School Business Administrator to make this transfer with all applicable laws and regulations.

13. Motion to approve the following resolution:

Resolution Authorizing the Transfer of Current Year Funds to Capital Reserve

WHEREAS, N.J.S.A. 18A:21-2, N.J.S.A. 18A:7G-31 and N.J.S.A. 18A:7F-41(a) permits a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permits a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the **Audubon Board of Education** wishes to deposit current year general fund unanticipated revenue and unexpended line appropriations into a Capital Reserve account at year end, and

WHEREAS, the **Audubon Board of Education** has determined that up to Five Hundred Thousand Dollars (\$500,000.00) may be available for such purpose of transfer,

NOW THEREFORE BE IT RESOLVED by the **Audubon Board of Education** that it hereby authorizes the district's School Business Administrator to make this transfer with all applicable laws and regulations.

14. Motion to approve the Lead Testing Program Statement of Assurance for the 2024-2025 school year.

[Lead Testing SOA](#)

15. For Board edification:

Pursuant to P.L. 2015, chapter 47 the Audubon Board of Education intends to receive, award or permit to expire the following contracts previously awarded by the Board of Education. These contracts are, and have been in full compliance with all State and Federal regulations; in particular, NJ Title 18A: 18, et. Seq. NJAC Chapter 6A:23A and Federal Procurement Regulations 2CFR Part 200, 317 et. Seq.

SERVICE	CONTRACTOR	STATUS
Board Solicitor	Parker McCay	Renewal
Board Auditor	Inverso and Stewart	Renewal
Architect of Record	Garrison Architects	Renewal
Board Solicitor - Special Counsel	Comegno Law Group	Renewal
Physician of Record	Dr. James Runfola	Renewal
Physician of Record	Rothman Institute	Renewal
Broker of Record (Liability Insurance)	Hardenbergh Insurance Group	Renewal
Broker of Record (Student Accident Insurance)	Brown and Brown	Renewal

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

Audubon Park Preschool

May 23, 2025 Fire Drill

May 30, 2025 Lockdown

Haviland Avenue School

May 29, 2025 Fire Drill

May 30, 2025 Hold

Mansion Avenue School

May 16, 2025 Hold

May 19, 2025 Fire Drill

Audubon Jr./Sr. High School

May 1, 2025 Fire Drill

May 30, 2025 Secure

17. Motion to approve the bills payable list for May 2025 in the amount of \$317,536.92 when certified.

[May Bill List](#)

18. Motion to approve the bills payable list for June 2025 in the amount of \$21,803.05 when certified.

[June Bill List](#)

Motion to Approve Item(s) 1 through 18: S. Wilson Second: A. Lipsky

Roll Call

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

VOTE FOR ITEMS 1-18

Motion approved by unanimous roll call (10-0) with the exception of #6 (9-0-1) Member Maxson abstained

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

MOTION TO APPROVE ITEM 1

Motion by Mrs. Cox and seconded by Mr. Maxson

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

SCHOOL	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
AHS	#292349	Not HIB	
MAS	#291848	Not HIB	

Motion to Approve Item(s) 1 through 1: A. Cox Second: J. Maxson

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kuhlen X Johnathan Maxson
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 (10-0)

MOTION TO APPROVE ITEMS 2-8

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

2. Student Statistics June 2, 2025

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
6/2/2025	59	231	329	799	25	1,443
5/1/2025	59	231	329	799	25	1,443
6/1/2024	58	245	325	775	32	1,435

3. Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Gymnasium	Phillie Phanatic Appearance	5/28/25	1:00 pm - 2:00 pm	Noelle Bisinger

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
MAS	Rec Center Park Audubon, NJ Grade 3 Teachers	6/13/25	Depart: 9:00 am Return: 10:30 am	81 students, 4 chaperones	3rd Grade Field Day - End of year fun	No Cost
MAS	Rec Center Park Audubon, NJ Grade 4 Teachers	6/13/25	Depart: 10:30 am Return: 12:00 pm	82 students, 4 chaperones	4th Grade Field Day - End of year fun	No Cost
MAS	Rec Center Park Audubon, NJ Grade 5 Teachers	6/17/25	Depart: 9:00 am Return: 10:30 am	81 students, 4 chaperones	5th Grade Field Day - End of year fun	No Cost
MAS	Rec Center Park Audubon, NJ Grade 6 Teachers	6/17/25	Depart: 10:30 am Return: 12:00 pm	85 students, 4 chaperones	6th Grade Field Day - End of year fun	No Cost

5. **Approval of Attendance at Conferences and Workshops for the 2025-2026 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
Barbie Ledyard	Handle With Care - Physical Intervention Certification for Early Childhood Philadelphia, PA	August 12, 2025	\$500.00+ Travel
Maria McCutcheon	Handle With Care - Physical Intervention Certification for Early Childhood Philadelphia, PA	August 12, 2025	\$500.00+ Travel
Jeff Lebb	Handle With Care Training Verbal Intervention, Physical Intervention, Instructor Re-/Certification Philadelphia, PA	August 11- August 13, 2025	\$1525.00+ Travel
Cara Novick	Handle With Care Training Verbal Intervention, Physical Intervention, Instructor Re-/Certification Philadelphia, PA	August 11- August 13, 2025	\$1525.00+ Travel

6. Motion to approve a request the following staff member(s) for their child(ren) to attend school in the Audubon Public School District for the 2025-2026 school year in accordance with the Audubon Board of Education Policy #5111 - Non-Residents, with the provision the staff member is currently employed by and will be employed by the Audubon Public School District in 2025-2026:

Staff Member ID	School	Grade	Student ID
445	Jr./Sr. High	11th Grade	02025
614	Mansion	4th Grade	10951
614	Jr./Sr. High	7th Grade	10222
415	Jr./Sr. High	11th Grade	10119
850	Mansion	6th Grade	10475
850	Jr./Sr. High	9th Grade	02442
850	Jr./Sr. High	11th Grade	02026
2292	Mansion	5th Grade	11803
1400	Jr./Sr. High	8th Grade	10045

527	Jr./Sr. High	11th Grade	11575
2171	Haviland	Kindergarten	N/A
828	Jr./Sr. High	8th Grade	N/A
2282	Jr./Sr. High	7th Grade	N/A
1515	Haviland	Kindergarten	N/A

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

STUDENT ID#	DATE
#00068	Effective retroactively from April 30, 2025 to extend through May 22, 2025.
#02467	Effective retroactively from April 27, 2025 to extend through May 27, 2025 & May 27, 2025 to extend through June 18, 2025..
#01106	Effective retroactively from April 3, 2025 to extend through May 3, 2025 & May 3, 2025 to extend through June 3, 2025.
#11797	Effective retroactively from May 22, 2025 to extend through June 18, 2025.

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
Cara Mailahn	Rowan University	Health/PE	Elementary Placement must fall within grade levels: Grades K-5 Clinical Practice I Placement Start and End Dates: Fall 2025: 10/27/25 - 12/9/25 Clinical Interns will follow a Monday/Wednesday visitation schedule during the session dates listed above. Clinical Practice II Placement Start and End Dates: Spring 2026: 1/20/26 - 3/13/26 Clinical Interns will follow a visitation schedule of 5 days per week during the session dates listed above. Secondary Placement must fall within grade levels: Grades 6-12 Clinical Practice I Placement	Amanda Brown Thea Ricci

Student	College/ University	Grade/Subject	Dates	Cooperating Teacher
			Start and End Dates: Fall 2025: 9/2/25 - 10/24/25 Clinical Practice II Placement Start and End Dates: Spring 2026: 3/16/26 - 5/8/26 Clinical Interns will follow a visitation schedule of 5 days per week during the session dates listed above.	

Motion to Approve Items 2 through 8: J. Maxson Second: S. Wilson

Roll Call

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

VOTE FOR ITEMS 2-8

Motion approved by unanimous roll call (10-0)

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

MOTION TO APPROVE ITEMS 1-53

Motion by Mr. Maxson and seconded by Mrs. Cox

1. Motion to accept the letter of resignation, effective June 30, 2025, with the intent to retire, on July 1, 2025, from staff member #428, from the Audubon Jr./Sr. High School.
2. Motion to approve the first year tenure track Special Education Teacher agreement for Catherine Kolodzey, at Audubon Jr./Sr. High School, at Step 16, MA, (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

3. Motion to approve the first year tenure track Special Education Teacher agreement for Colleen Cuneo, at Audubon Jr./Sr. High School, at Step 10, MA, (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](#)

4. Motion to approve Janelle Mueller as Community Ed Director at a stipend salary of \$10,000 effective July 1, 2025 through June 30, 2026 at the recommendation of the Superintendent of Schools.
5. +Motion to revise the start date of first year tenure track Special Education Aide agreement for Kelly Voll, at Mansion Avenue School, 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 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.
6. Motion to approve the following voluntary transfer for the 2025-2026 school year.

Name	2024-2025 Position	2025-2026 Position
Christy Rehn	Elementary Teacher Grade 6 - MAS	Special Education Teacher - AHS

7. Motion to approve a request from employee #828, to take a Family and Medical Leave of Absence, effective June 16, 2025 to September 24, 2025, at the recommendation of the Superintendent of Schools.

June 16, 2025 through September 7, 2025	Federal FMLA (12 weeks)
June 16, 2025 through September 7, 2025	Paid Leave (60 sick days)
September 9, 2025 through September 24, 2025	Extended Paid Leave (12 sick days)

8. +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
Cathleen Lowe	9/6/28	Special Education	2		29.5	MAS

9. +Motion to revise 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
McLaughlin, Lisa	2/6/2028	Special Education	3	Sub Cert	29.5	HAS

10. Motion to approve the revised Audubon 2025 ESY Program.

Preschool and Elementary Extended School Year Program:

15 days: June 30 - July 24, 8:30-11:30am, Monday through Thursday. Off July 3 & 4, 2025.

11. Motion to revise 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
<u>Reading Interventionist- one position:</u> Up to sixteen 1-hour sessions at Instructional rate per (\$40/hr.), up to 8 hours total at non-instructional rate for prep time (\$30/hr.)	Nicole Lombardi

12. 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
Dave Niglio	Varsity Girls Tennis	Varsity Coach	\$6,220.00
Paul Frantz	Varsity Girls Tennis	Assistant Varsity Coach	\$4,140.00
Shawn Clerkin	Marching Band	Director	\$6,436.43
Steve McCormack	Marching Band	Assistant Director	\$3,697.43
Bailey Wood	Marching Band	Front/Color Guard Instructor	\$3,097.43

13. 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
Jordyn Fingerman	Marching Band	Assistant
Dashir Miles	Marching Band	Assistant
Greg Smith	Marching Band	Assistant
Greg Veach	Marching Band	Assistant

14. Motion to authorize the re-appointment of the following bus drivers effective July 1, 2025 for the 2025-2026 school year with the Audubon Board of Education, with executed time sheets, at the recommendation of the Superintendent of Schools.

NAME	Hourly regular rate	Weekend/ Holiday rate
Paul Frantz	\$30.00	\$45.00
Thomas Mulligan	\$30.00	\$45.00
Michael Thomson	\$30.00	\$45.00

Brad Rehn	\$30.00	\$45.00
Ryan Knaul	\$30.00	\$45.00
Mike Tomasetti	\$30.00	\$45.00
Amanda Brown	\$30.00	\$45.00
Hugh Reilly	\$30.00	\$45.00

15. 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.

Kelsey Downham - Substitute Teacher
David Miller - Substitute Teacher

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

Name	Months	Position	Step	License(s)	Longevity
Luke Difilippo	12	Maintenance Grounds	5	\$600.00 Core & Turf \$550.00 Pesticide	\$600.00 – Long. 5 Yr.

17. Motion to revise the re-appointment of the following custodial staff for the 2024-2025 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, at the recommendation of the Superintendent of Schools.

Name	Months/Hour s	Step	License(s)	Longevity	FTE
Philip Batista	12	3		\$600.00 – Long 5 Yr. \$800.00 - Long 10 yr.	1.0

18. Motion to revise the following staff members to the Audubon Junior-Senior High School SCIP committee for the 2024-2025 school year, up to 13 hours in total per year to be paid at the non-instructional rate of \$30.00 per hour with executed time sheets, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Andrea Collazzo

John Walsh

Amy Wiltsey

19. +Motion to approve the following staff members for the Positive Behavior in Schools (PBIS) team at Mansion Avenue School for the 2025-2026 school year, effective July 1, 2025 through June 30, 2026, with executed timesheets at the recommended by the Superintendent of Schools.

Name	Max Hours	Rate (Negotiated Non-Instructional)
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Cara Novick	23 hours	\$30/hour
Shannon Horan	23 hours	\$30/hour
Jen Beebe	23 hours	\$30/hour
Sue Jenkinson	23 hours	\$30/hour
Terri Salamone	23 hours	\$30/hour
Maddy Meehan	23 hours	\$30/hour
Kelly Miller	23 hours	\$30/hour
Eunice Englehart	23 hours	\$30/hour

20. +Motion to approve the following staff members as RTI Coordinators for the 2025-2026 school year between the Audubon Education Association and the Audubon Board of Education, as recommended by the Superintendent of Schools:

School	Name	FTE	Stipend
Mansion Avenue	Colleen McFetridge	1.00	\$2,688.43

21. +Motion to approve Colleen McFetridge for summer hours (July 1, 2025 – August 28, 2025) not to exceed 50 hours at the negotiated rate (\$30/hour) in preparation for building level Response to Intervention (RTI) planning including but not limited to cycle planning for all meetings, research, training preparation, academic support, and scheduling preparation for the 2025-2026 school year, at the recommendation of the Superintendent of Schools.
22. +Motion to approve Alycia Colucci for summer hours (July 1, 2025 – August 28, 2025) not to exceed 25 hours at the negotiated rate (\$30/hour) in preparation for building level Response to Intervention (RTI) planning including but not limited to cycle planning for all meetings, research, training preparations, academic support, and scheduling preparation for the 2025-2026 school year, at the recommendation of the Superintendent of Schools.
23. +Motion to approve Francine Bechtel for summer hours (July 1, 2025 – August 28, 2025) not to exceed 25 hours at the negotiated rate (\$30/hour) in preparation for building level Response to Intervention (RTI) planning including but not limited to cycle planning for all meetings, research, training preparations, academic support, and scheduling preparation for the 2025-2026 school year, at the recommendation of the Superintendent of Schools.
24. +Motion to approve the following RTI/WIN summer committee members (July 1, 2025 – August 28, 2025) with executed time sheets, as recommended by the Superintendent of Schools:

Name	Max Hours	Rate (Negotiated Non-Instructional)
Chelsea Rohner	12 hours	\$30/hour
Blake Zetuskys	12 hours	\$30/hour
Francesca Eagan	12 hours	\$30/hour

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Erica Cavanaugh	12 hours	\$30/hour
Kristina Miller	12 hours	\$30/hour
Amy Phillips	12 hours	\$30/hour
Brittany Green	12 hours	\$30/hour
Kelly Angelone	12 hours	\$30/hour
Christine Kasilowski	12 hours	\$30/hour
Shelley Chester	12 hours	\$30/hour
Kelly Miller	12 hours	\$30/hour
Maddy Meehan	12 hours	\$30/hour
Jen Beebe	12 hours	\$30/hour

25. +Motion to approve the following Pacing Guide summer committee members (July 1, 2025 – August 28, 2025) to be compensated for up to 12 hours at the negotiated non-instructional rate (\$30.00 per hour) between the Audubon Education Association and the Audubon Board of Education with executed time sheets, as recommended by the Superintendent of Schools: (11-000-221-104A-00-440)

Name	Max Hours	Rate (Negotiated Non-Instructional)
Christine Brady	12 hours	\$30/hour
Blake Zetusky	12 hours	\$30/hour
Shelley Chester	12 hours	\$30/hour
Alycia Colucci	12 hours	\$30/hour
Kristina Miller	12 hours	\$30/hour
Amy Phillips	12 hours	\$30/hour
Kelly Angelone	12 hours	\$30/hour
Elizabeth McCurdy	12 hours	\$30/hour
Kristen Rosenberg	12 hours	\$30/hour
Erica Cavanaugh	12 hours	\$30/hour
Maddy Meehan	12 hours	\$30/hour
Jen Beebe	12 hours	\$30/hour
Andi Collazzo	12 hours	\$30/hour
Kelsey Abram	12 hours	\$30/hour

Jody Resnick	12 hours	\$30/hour
Denise Allman	12 hours	\$30/hour
Nick Rienstra	12 hours	\$30/hour
Chris Sylvester	12 hours	\$30/hour
Dan Cosenza	12 hours	\$30/hour
Erica Baumgartner	12 hours	\$30/hour
Andi Morrison	12 hours	\$30/hour

26. +Motion to approve the following Haviland Avenue Elementary School guidance counselor with duties assigned and pre-approved by the Director of School Counseling for up to 40 hours each of summer work, July 1, 2025 through August 28, 2025, at their individual hourly rate with executed time sheets.

Maria McCutcheon

27. Motion to approve the following Mansion Avenue Elementary School guidance counselors with duties assigned and pre-approved by the Director of School Counseling for up to 60 cumulative hours of summer work, July 1, 2025 through August 28, 2025, at their individual hourly rate with executed time sheets.

Cara Novick
Rachel Simonetti

28. Motion to revise the approved high school guidance counselors with duties assigned and pre-approved by the Assistant Principal of School Counseling for up to 260 hours of cumulative (4 counselors @ 65 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

29. Motion to approve the district nursing staff member to complete duties as assigned and preapproved by their building principal in coordination with all district nurses for up to 50 hours each at the non-instructional rate of \$30.00 per hour from July 1, 2025 through August 28, 2025 with executed time sheets, at the recommendation of the Superintendent of Schools.

Audubon Jr./Sr. High School - Sara Barry

30. +Motion to approve the district nursing staff member to complete duties as assigned and preapproved by their building principal in coordination with all district nurses for up to 30 hours each at the non-instructional rate of \$30.00 per hour from July 1, 2025 through August 28, 2025 with executed time sheets, at the recommendation of the Superintendent of Schools.

Haviland Avenue – Ann Rossi–Alston
Mansion Avenue – Kayla Cain

31. +Motion to approve the district nursing staff member to complete duties as assigned and preapproved by their building principal in coordination with all district nurses for up to 20 hours each at the non-instructional rate of \$30.00 per hour from July 1, 2025 through August 28, 2025 with executed time

sheets, at the recommendation of the Superintendent of Schools.

Audubon Preschool - Kelley Stenton

32. +Motion to approve payment to Cara Novick to attend “Handle with Care Training” at the request of Administration, August 11, 2025 through August 13, 2025 (3 days), up to eight (8) hours per day at the non—instructional AEA contractual rate of \$30.00 per hour for a total of \$240 per day, max of \$720.00 total with executed timesheets.
33. Motion to approve the 2025 summer Curriculum Writings to be compensated based on the negotiated rate (\$800.00 per curriculum revision) between the Audubon Education Association and the Audubon Board of Education for the following staff member, at the recommendation of the Superintendent of Schools.

Media Technology
Pat Polimeni

34. Motion to approve the following Student Maintenance Assistants (Custodian Helpers) as summer workers at the hourly rate of \$15.63 (excluding lunch) for 5.0 hours per day, Monday through Thursday, from July 7, 2025 through August 28, 2025 with executed time sheets at the recommendation of the Superintendent of Schools.

Matthew Simeone
 Matthew Breitenstine
 Kyler Tierney
 Gavin Santa
 Gabriel Andujar
 Grady Myers (Internship – 150 hours will be paid by DVRS)

35. Motion to approve the following mentors for the 2024-2025 school year & 2025-2026 school year effective May 5, 2025, 2025 to June 18, 2025 & September 1, 2025 to November 21, 2025. Novice teacher will compensate mentor as per state regulations:

Novice Teacher	School	Mentor	Timeline	Payment
Shannon Mavros	Mansion Avenue School	Kelly Angelone	19 weeks	\$348.46 (prorated)

36. Motion to approve the Supervisor of Curriculum and Instruction job description at the recommendation of the Superintendent of Schools.

[Supervisor of Curriculum and Instruction](#)

37. Motion to approve the Head Teacher – Primary Grades (K–2) job description at the recommendation of the Superintendent of Schools.

[Head Teacher – Primary Grades \(PK–2\)](#)

38. Motion to approve the PK-12 Registrar job description at the recommendation of the Superintendent of Schools.

[K-12 Registrar](#)

39. Motion to approve the Mental Health Counselor job description at the recommendation of the Superintendent of Schools.

[Mental Health Counselor](#)

40. Motion to approve the Municipal Alliance Grant Coordinator job description at the recommendation of the Superintendent of Schools.

[Municipal Alliance Grant Coordinator](#)

41. **Motion to approve the following Resolution Recognizing Harry (Bud) Rutter, Director of Facilities.**

WHEREAS, HARRY RUTTER has served thirty-one (31) years as the Director of Facilities in the Audubon Public School District, and during that time has performed his duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, he has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1994; and

WHEREAS, HARRY RUTTER has led major facilities projects, implemented sustainable practices, and responded with professionalism and resolve to emergencies and daily operations alike; and

WHEREAS, his leadership, knowledge, work ethic, and commitment to excellence have earned the respect and admiration of colleagues, administrators, board members, and the community; and

THEREFORE, BE IT RESOLVED that on the occasion of his retirement July 31, 2025 the Board of Education of the Borough of Audubon, hereby expresses to **HARRY RUTTER**, thanks and appreciation for his many years of dedicated service to the youth of Audubon, and sincerely wishes him many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

42. **Motion to approve the following Resolution Recognizing Michele Marchiano, Administrative Assistant to the Business Administrator.**

WHEREAS, MICHELE MARCHIANO has served twenty-five (25) years as an Administrative Assistant to the Business Administrator in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the faculty, staff, and students of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has rendered dedicated service to the public-school students and to the community of Audubon since 1999; and

WHEREAS, MICHELE MARCHIANO in her years of service to the Audubon Public School District has shown dedication in performing secretarial and clerical responsibilities necessary for an efficient and effective school business office that assisted the Business Administrator and school staff in the performance of responsibilities so that a safe learning environment and effective instruction were provided to all students to ensure that all students met or exceeded the New Jersey Student Learning Standards.

THEREFORE, BE IT RESOLVED that on the occasion of her retirement, July 31, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **MICHELE MARCHIANO** thanks and appreciation for her many years of dedicated service to the community of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of

Education in the Borough of Audubon.

43. **Motion to approve the following Resolution Recognizing Anthony Carbone, Assistant Principal of Athletics at the Audubon Jr./Sr. High School.**

WHEREAS, ANTHONY CARBONE has served twenty-five (25) years as the Assistant Principal of Athletics in the Audubon Public School District, and during that time has performed his duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, he has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1999; and

WHEREAS, ANTHONY CARBONE has demonstrated exceptional leadership in developing and expanding athletic programs that have promoted teamwork, discipline, sportsmanship, and school pride among students; and

WHEREAS, ANTHONY CARBONE has played a vital role in maintaining the integrity of interscholastic competition, ensuring compliance with district and state athletic regulations, and fostering a safe and inclusive environment for all participants; and

THEREFORE, BE IT RESOLVED that on the occasion of his retirement July 31, 2025 the Board of Education of the Borough of Audubon, hereby expresses to **ANTHONY CARBONE**, thanks and appreciation for his many years of dedicated service to the youth of Audubon, and sincerely wishes him many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

44. **Motion to approve the following Resolution Recognizing Pennie Bigelow, Learning Disabilities Teacher Consultant.**

WHEREAS, PENNIE BIGELOW has served eleven (11) years as a Learning Disabilities Teacher Consultant in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 2000; and

WHEREAS, PENNIE BIGELOW has worked collaboratively as a valued member of the Child Study Team, providing thoughtful evaluations, meaningful interventions, and professional guidance to ensure students received appropriate educational services; and

WHEREAS, her compassion, professionalism, advocacy, and tireless dedication have made a lasting difference in the lives of countless students and earned the respect of colleagues, parents, and the broader school community; and

THEREFORE, BE IT RESOLVED that on the occasion of her retirement December 31, 2024, the Board of Education of the Borough of Audubon, hereby expresses to **PENNIE BIGELOW**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

45. Motion to approve the following Resolution Recognizing Susan Amorosi, ELA Interventionist at the Audubon Jr./Sr. High School.

WHEREAS, SUSAN AMOROSI has served seven (7) years as a teacher in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 2018; and

WHEREAS, SUSAN AMOROSI has given of her time and talents, and has worked effectively with hundreds of students during her tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of her retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **SUSAN AMOROSI**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

46. Motion to approve the following Resolution Recognizing Laurie Gerogel, Teacher of French at the Audubon Jr./Sr. High School.

WHEREAS, LAURIE GEORGEL has served fourteen (14) years as a teacher in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 2010; and

WHEREAS, LAURIE GEORGEL has given of her time and talents, and has worked effectively with hundreds of students during her tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of her retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **LAURIE GEORGEL**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

47. Motion to approve the following Resolution Recognizing Mary Knoll, Special Education Teacher at the Audubon Jr./Sr. High School.

WHEREAS, MARY KNOLL has served twenty-four (24) years as a teacher in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 2000; and

WHEREAS, MARY KNOLL has given of her time and talents, and has worked effectively with hundreds of students during her tenure, and has manifested a spirit of cooperation with parents, administrators, and

colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of her retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **MARY KNOLL**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

48. Motion to approve the following Resolution Recognizing Kathleen Lin, Special Education Teacher at the Audubon Jr./Sr. High School.

WHEREAS, KATHLEEN LIN has served thirty-seven (37) years as a teacher in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1988; and

WHEREAS, KATHLEEN LIN has given of her time and talents, and has worked effectively with hundreds of students during her tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of her retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **KATHLEEN LIN**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

49. Motion to approve the following Resolution Recognizing Patricia Myers–Griffith, Special Education Teacher at the Audubon Jr./Sr. High School.

WHEREAS, PATRICIA MYERS-GRIFFITH has served thirty-four (34) years as a teacher in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1990; and

WHEREAS, PATRICIA MYERS-GRIFFITH has given of her time and talents, and has worked effectively with hundreds of students during her tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of her retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **PATRICIA MYERS-GRIFFITH**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

50. Motion to approve the following Resolution Recognizing Michael Tiedeken, Teacher of Social Studies at the Audubon Jr./Sr. High School.

WHEREAS, MICHAEL TIEDEKEN has served twenty-five (25) years as a teacher in the Audubon Public School District, and during that time has performed his duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, he has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1999; and

WHEREAS, MICHAEL TIEDEKEN has given of his time and talents, and has worked effectively with hundreds of students during his tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of his retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **MICHAEL TIEDEKEN**, thanks and appreciation for his many years of dedicated service to the youth of Audubon, and sincerely wishes him many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

51. Motion to approve the following Resolution Recognizing employee #428, Teacher at the Audubon Jr./Sr. High School.

WHEREAS, EMPLOYEE #428 has served twenty-nine (29) years as a teacher in the Audubon Public School District, and during that time has performed their duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, they have constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1995; and

WHEREAS, EMPLOYEE #428 has given of their time and talents, and has worked effectively with hundreds of students during his tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of their retirement June 30, 2025, the Board of Education of the Borough of Audubon, hereby expresses to **EMPLOYEE #428**, thanks and appreciation for their many years of dedicated service to the youth of Audubon, and sincerely wishes them many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

52. Motion to approve the following Resolution Recognizing Lisa McGilloway, Reading Specialist/Elementary Teacher.

WHEREAS, LISA MCGILLOWAY has served thirty-nine (39) years as a teacher in the Audubon Public School District, and during that time has performed her duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, she has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1985; and

WHEREAS, LISA MCGILLOWAY has given of her time and talents, and has worked effectively with hundreds of students during her tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of her retirement June 30, 2025, the Board of

Education of the Borough of Audubon, hereby expresses to **LISA MCGILLOWAY**, thanks and appreciation for her many years of dedicated service to the youth of Audubon, and sincerely wishes her many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

53. Motion to approve the following Resolution Recognizing Ralph Schiavo, Teacher of Physical Education.

WHEREAS, RALPH SCHIAVO has served twenty-eight (28) years as a teacher in the Audubon Public School District, and during that time has performed his duties in a manner which has been beneficial to the children of Audubon, the Audubon Board of Education, and to the community of Audubon; and

WHEREAS, he has constantly striven for professional growth, for enrichment of students and staff, and the betterment of the school system since 1996; and

WHEREAS, RALPH SCHIAVO has given of his time and talents, and has worked effectively with hundreds of students during his tenure, and has manifested a spirit of cooperation with parents, administrators, and colleagues;

THEREFORE, BE IT RESOLVED that on the occasion of his retirement December 31, 2024, the Board of Education of the Borough of Audubon, hereby expresses to **RALPH SCHIAVO**, thanks and appreciation for his many years of dedicated service to the youth of Audubon, and sincerely wishes him many happy and healthy years of retirement; and

BE IT FURTHER RESOLVED that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon.

Motion to Approve Items 1 through 53: J. Maxson Second: A. Cox

Roll Call

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

VOTE FOR ITEMS 1-53

Motion approved by unanimous roll call (10-0)

XVI. REPORTS:

XVII. HIB District Report

JUNE 2025	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	293744	1

MAS	0	293633 292903	2
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 Maxson publicly announced that he would not be re-running for the Mt. Ephraim Board of Education.

Board Member Lipsky thanked student representative Helena Kuchmek for creating a Mt. Ephraim/Audubon welcoming committee.

Board President Davis attended the Audubon High School Art Show.

Board Member S. Wilson attended the 5th/6th Grade Play.

XX. **Public Participation:** (Open Discussion) - NONE

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

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

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

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

Erin Kabo, non-tenured mental health counselor, addressed the Board in public for her Donaldson hearing. Ms. Kabo read a 10 minute statement regarding the non-renewal of her by the Superintendent Ms. Allen, Witness Jillian Matysik spoke on behalf of Erin Kabo.

Sandra Allen, Superintendent addressed the Board for her reasonings of non-renewal for Erin Kabo.

The Board Members had a lengthy discussion in public regarding the recommendation of non-renewal of Erin Kabo

MOTION TO APPROVE ITEM 1

Motion by Mrs. Robinson and seconded by Mr. B. Wilson

1. Motion to renew the employment contract for Ms. Erin Kabo for the 2025-2026 school year contingent of residency approval.

<u> N </u> Ammie Davis	<u> N </u> Stephen Wilson	<u> N </u> Sara Kuhlen	<u> N </u> Johnathan Maxson
<u> N </u> Alison Lipsky	<u> N </u> Mark Gatti	<u> Y </u> Bill Wilson	
<u> N </u> Danielle DiFrancesco	<u> N </u> Allison Cox	<u> Y </u> Andrea Robinson	

VOTE FOR ITEM 1

Motion unapproved by roll call (2-8-0)

XXII. Authorizing Executive Session II

Motion by Mr. Maxson seconded by Mr. S. Wilson to approve the resolution for board to enter into closed Authorizing Executive session II at 10:30pm for the following purposes. Motion approved by unanimous roll call (10-0)

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 Mr. Maxson seconded by Mr. S. Wilson to adjourn closed Authorizing Executive session II at 11:45pm.
Motion approved by unanimous roll call (10-0)

XXIII. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, July 16, 2025 at 6:30 pm in the Audubon Junior-Senior High School Media Center.
2. Motion by Mr. Maxson seconded by Mr. S. Wilson to adjourn meeting at approximately 11:45pm.
Motion approved by unanimous roll call (10-0)

Motion to Approve: J. Maxson Second: S. Wilson

<u>X</u> Ammie Davis	<u>X</u> Stephen Wilson	<u>X</u> Sara Kuhlen	<u>X</u> Johnathan Maxson
<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	

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

Deborah Roncace
Business Administrator/Board Secretary