

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, AUGUST 20, 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

___ 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

Helena Kuchmek, 12th Grade

VII. Spotlight Program:

None at this time

VIII. Presentations:

HOSA Presentation - presented by Jack Birzotta, Kaci Broadhurst (members of Health Prep Club)

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

X. Approval of Board Minutes:

1. Motion to approve the following minutes:

July 16, 2025 Executive Session
July 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. GOVERNANCE: Chairperson – Alison Lipsky; Committee Members – Danielle DiFrancesco, Sara Kuhlen, Jonathan Maxson; and Alternate – Andrea Robinson

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

Policy	Title	New/Revised
0173	Duties of Public School Accountant	Revised

0174	Legal Services	Revised
0177	Professional Services	Revised
1570	Internal Controls	Revised
1620	Administrative Employment Contracts	Revised
2422	Statutory Curricular Requirements	Revised
5339.01	Student Sun Protection	Revised
6111	SEMI	Revised
6220	Budget Preparation	Revised
Regulation	Title	New/Revised
1570	Internal Controls	Revised
5117	Interdistrict Public School Choice	Revised
6111	SEMI	Revised
6220	Budget Presentation	Revised

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

Policy	Title	New/Revised
	Student Discipline/Code of Conduct - AHS Matrix - MAS Matrix	Revised
5240	Tardiness	Revised
5430	Class Rank/Grade Point Average Class Rank/GPA Explanation	Revised
7441	Electronic Surveillance In School Buildings and on School Grounds (M)	Revised
9320	Cooperation with Law Enforcement Agencies (M)	Revised
Regulation	Title	New/Revised
5240	Tardiness	Revised

3. Motion to abolish the following policy as recommended by the full Governance Committee of the Board.

Policy	Title	New/Revised
1648.15	Recordkeeping For Healthcare Settings in School Buildings - COVID-19	

Motion to Approve items 1 through 3: _____ Second: _____

Roll Call

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

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

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

June Board Secretary's Report

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

June 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 June 2025.

June Transfers

6. Motion to approve the bills payable list for June 2025 in the amount of \$864,823.97 when certified.

June Bill List

7. Motion to approve the bills payable list for July 2025 in the amount of \$829,889.24 when certified.

July Bill List

8. Motion to approve the bills payable list for August 2025 in the amount of \$582,783.08 when certified.

August Bill List

9. Motion to approve allocations and submission (with their Statement of Assurances) of the ESEA Consolidated Grant for the 2025-2026 school year in the following amounts:

ESEA Grant	Total
Title IA	\$ 151,112.00
Title II Part A	\$ 25,765.00
Title III	\$ 2,383.00
Title IV	\$ 10,283.00
Total	\$ 189,543.00

10. Motion to approve a VSP Vision Plan to all full-time employees eligible for benefits at a full premium cost to be paid by the employee.

VSP Plan

Motion to Approve Item(s) 1 through 10: _____ 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 following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Auditorium	NJDOE OSPEP School Safety Specialist Academy	9/30/25, 10-17, 10/14, 10/21, 10/28	8:00 am - 3:00 pm	Eric Miller
MAS	First Floor (APR, hallways, art room, library, classrooms)	Holiday Market Set-Up	12/5/25	3:00 pm - 9:00 pm	Jennifer Wesson
MAS	First Floor (APR, hallways, art room, library, classrooms)	Holiday Market	12/6/25	7:30 am - 4:00 pm	Jennifer Wesson

2. Motion to approve the following field trip and curriculum trip requests for the 2025-2026 school year:

School	Destination of Trip / Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Trip/Bus Cost
AHS	Citizens Bank Park Philadelphia, PA C.DiMedio	9/22/25	Depart: 11:00 am Return: 1:15 pm	130 students (30 Mt. Ephraim), 6 chaperones	7th Grade Field Trip with Mt. Ephraim	\$270.00 Paid for by students

3. **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
Eric Miller	The Innovative School Summit Orlando, FL	March 12, 2026 - March 16, 2026	\$495.00 + Travel
Chris Baker	DAANJ/NIAAA New Athletic Director's Workshop Robbinsville, NJ	July 28, 2025	\$80.00 + Travel
Christa Timpano	The Science of Reading for Elementary Teachers (Grades Pk -3) Virtual	Sept 23, 2025	\$178.00

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

Student	College/ University	Grade/Subject	Dates	Cooperating Teacher
Sofia Bicking	Camden County College	Sports Management	150 hours, dates TBD	Chris Baker

5. Motion to approve a request from high school student ID#01627 for senior privilege for the 2025-2026 school year. Audubon Public School charges \$50 annual fee pending Executive Superintendent approval.
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
2433	Jr./Sr. High	7th Grade	
	Jr./Sr. High	9th Grade	10139

7. Motion to approve transportation services for the following students for the 2025-2026 school year at the recommendation of Special Services Department:

State ID#	Placement	Transportation Provider	Cost/Day
6236323513	HollyDell School	En Route Medical Transport	\$294.00

8. Motion to approve the contract with the New Jersey Commission for the Blind for the 2025/2026 school year in the amount of \$5,082.00 to provide services for two eligible students.

9. Motion to approve Community Based Instruction (CBI). Approval of the provision of instruction in the community that involves specific individualized student learning objectives, in order to meet the needs of students with disabilities who require Community Based Instruction for the 2025-2026 school year. Part of the program involves off-site experiences at community environments. Parents are informed of each of these off-site experiences in advance. Community-Based Instruction is not a field trip as directed by NJDOE.

Community Based Instruction facilitates the transition to adult life for students with disabilities through sustained and repeated instruction that takes place in the community and provides “real-life” opportunities to teach components of NJ Curriculum Standards. Based on age-appropriate transition assessments, transition planning also addresses post-secondary goals, including self-help, health, housing, independent living, finances, other daily living skills, and post-secondary education or employment and career development. List of sites is on file in the Business Administrator’s office, updated as necessary.

** list of possible sites below – but not limited to:

Acme, Audubon
Moorestown Mall
Atlantic Cape Community College
Herr’s Factory, Pennsylvania
Audubon Shopping Center (Post Office, Pep Boys, Municipal Building)
Target, Westmont
Cinemark Somerdale
Westbrook Bowling Alley
Camden County College
Animal Welfare Association, Voorhees

10. Motion to approve the tuition contract with Camden County Technical School District for the 2025/2026 school year at the rate below.

Program	Amount	# of students
Technical Program	\$3,211.00 per student	15

11. Motion to approve the attached Audubon Jr./Sr. High School Book List for the 2025-2026 school year:

Audubon Jr./Sr. High School Book List

12. Motion to approve the 2025-2026 School Health Services Standing Orders:

Standing Orders 2025-2026

13. Motion to approve the Audubon Public School District’s Virtual or Remote Instruction Plan for the 2025-2026 school year as presented.

Virtual or Remote Instruction Plan 2025-2026

14. Motion to approve the following new curriculum for the 2025-2026 school year.

Media Technology

Motion to Approve Items 1 through 14: _____ 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 August 7, 2025, from Robyn Quinn, In-Class Paraprofessional at Mansion Avenue School.
2. +Motion to accept the letter of resignation, effective August 14, 2025, from Robin Jones, Special Education Paraprofessional at Haviland Avenue School.
3. Motion to accept the letter of resignation, effective October 13, 2025, includes a 60-day employment hold, Colleen Cuneo, Special Education Teacher at Audubon Jr./Sr. High School.
4. Motion to accept the letter of resignation, effective October 14, 2025, includes a 60-day employment hold, Melissa Cecchini, Teacher of English at Audubon Jr./Sr. High School.
5. +Motion to rescind the first year tenure track Reading Specialist agreement for Sandy Steedle, at Mansion Avenue School, at Step 12, MA + 30, (FTE 1) effective on or about 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.
6. +Motion to rescind the approved 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.
7. +Motion to rescind the approved long-term (FTE .664) Substitute Part-Time Basic Skills Teacher agreement for Shannon Mavros at Mansion Avenue School, effective September 1, 2025 through November 21, 2025 with 2 articulation days (\$125/each) after November 21, 2025, at \$184.60 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
8. Motion to approve the first year tenure track Mental Health Counselor agreement for Kelly O'Donnell for the Audubon School District, at Step 8, MA, (FTE 1) effective on or about 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

9. Motion to approve the first year tenure track Teacher of English agreement for Christopher Callahan, at Audubon Jr./Sr. High School, at Step 10, BA (FTE 1) effective on or about October 20, 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

10. Motion to approve the first year tenure track Special Education Teacher agreement for Vincent Miracola, at Audubon Jr./Sr. High School, at Step 12, BA (FTE 1) effective on or about October 20, 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

11. +Motion to approve the first year tenure track Elementary Teacher agreement for Shannon Mavros, at Mansion Avenue School, at Step 1, BA (FTE 1) effective on or about 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

12. Motion to approve the first year tenure track Preschool Teacher agreement for Eliana Pitts, at the Audubon Preschool, at Step 1, BA (FTE 1) effective on 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

13. Motion to approve the 10 month (FTE 1.0) Secretary to the Supervisor of Special Education Services contract for Tara Grimmie for the 2025-2026 school year at Step 7, effective September 2, 2025, as per the 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

14. Motion to approve Kristina Filachek as a 12-month, Part-time (FTE 0.75), 29.5 hours per week Registrar/Human Resources Secretary at an annual salary of \$36,260, effective September 2, 2025 through June 30, 2026 at the recommendation of the Superintendent of Schools.

Resume

15. +Motion to approve the first year tenure track Elementary Special Education Paraprofessional agreement for Tyler Baker, for the Audubon School District, 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 3, 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.

Resume

16. +Motion to approve the first year tenure track Elementary Special Education Paraprofessional agreement for Angela Mongoni, for the Audubon School District, 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.

Resume

17. Motion to approve the Part-Time Custodian agreement for Chris Malawski for the Audubon Public School District effective September 2, 2025 for the 2025-2026 school year, Step 1, FTE 0.55, 5 days per week, 4-5 hours per day, no benefits, with executed timesheets, 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

18. Motion to approve the long-term (FTE 1.00) Substitute Teacher of English agreement for Kimberly Stone, at the Audubon Junior/Senior High School, effective September 2, 2025 through October 20, 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.

Resume

19. Motion to approve the long-term (FTE .664) Substitute Part-Time Basic Skills Teacher agreement for Jessica Holland at Mansion Avenue School, effective September 1, 2025 through November 21, 2025 with 2 articulation days (\$125/each) after November 21, 2025, at \$184.60 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
20. Motion to approve the following certified staff members as Elementary School Head Teachers.

Name	Position	Stipend
Maria McCutcheon	Haviland Avenue School Head Teacher	\$3,000.00
Silveria Galvan	Audubon Preschool Head Teacher	\$3,000.00

21. Motion to approve the following voluntary transfer and position changes for the 2025-2026 school year.

Name	2025-2026 Original Position	2025-2026 Position
Ceili Bianco	Small Group Instruction/Relief Teacher - APS	Classroom Teacher - APS
Sierra Keyes	Instrumental Music Teacher - MAS	Instrumental Musical Teacher - MAS (4 days of cycle) / APS (2 days of cycle)
Katie Hueber	Grade 3 Teacher - MAS	Academic Interventionist - MAS
Rachel Simonetti	Part time Counselor - MAS	Full Time Counselor - MAS (4 days of cycle) / HAS (2 days of cycle)
Andria Morrison	Special Education Teacher - AHS	Grade 7/8 ELA Teacher - AHS
Denise Allman	Grade 7/8 ELA - AHS	WIN ELA - AHS

22. Motion to authorize the re-appointment of the following KEYS employees for the 2025-2026 school year, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, at the recommendation of the Superintendent of Schools

NAME	SCHOOL	HOURLY RATE	TITLE
Canuso, Gianna	HAS/MAS	\$17.00	Caregiver
Ervin, Skylar	HAS/MAS	\$16.00	Caregiver
Ferrell, Anna Marie	HAS/MAS	\$18.50	Caregiver
Gilbrook, Janine	HAS/MAS	\$20.00	Caregiver
Goff, Susan	HAS/MAS	\$20.00	Caregiver
Lee, Alexa	HAS/MAS	\$16.00	Caregiver
Lenny, Rebecca	HAS/MAS	\$20.00	Caregiver
Masciantonio, Sandra	HAS/MAS	\$20.00	Caregiver
Chisholm, Melissa	HAS/MAS	\$21.00	Substitute Coordinator

23. Motion to approve Sarah Urban as a part-time KEYS Program Coordinator, \$24.75 per hour, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, effective September 1, 2025 through June 30, 2026, as recommended by the Superintendent of Schools.

24. Motion to authorize the re-appointment of the following cafeteria aides for the 2025-2026 school year, 3 hours/day on lunch served school days, at the recommendation of the Superintendent of Schools.

NAME	SCHOOL	HOURLY RATE
Bilson, Geraldine	HAS Cafeteria	\$16.75 per hour
Coombs, Esther	HAS Cafeteria	\$17.25 per hour
DiVincenzo, Connie	HAS Cafeteria	\$17.75 per hour
Klein, Mary P	HAS Cafeteria	\$17.25 per hour
Scarborough, Roseann	HAS Cafeteria	\$17.00 per hour
Ferrell, Anna Marie	MAS Cafeteria	\$17.75 per hour
Holmes, Elaine	MAS Cafeteria	\$17.75 per hour
Mammoccio, Michelle	MAS Cafeteria	\$16.75 per hour
McAndrews, Elaine	MAS Cafeteria	\$17.00 per hour
Vona-Way, Debra	MAS Cafeteria	\$17.25 per hour

25. 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.

Sean Ferguson - Substitute Teacher
Bruce Landers-Miller - Substitute Teacher
Amy Black - Substitute Teacher
Wilma Shakesnider - Substitute Teacher

26. Motion to approve the following returning 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.

Lauri Affrunti	Gregg Francis	Robert Nark
David Baldino	Cara Gaehring	Leslie Natsis
Cooper Bantle	Dawn Gariano	Elizabeth Nobbs
Leah Barnhardt	Susan Giordano	Joan Nolan
Cynthia Benvenuto	Annemarie Harris	Isaac Oribabor
Bernadette Brogna	Annette Hartstein	Esther Ortiz
Julianne Brown	Kelsey Hastings	Carole Phillippi
Maureen Busarello	Sarah Henry	Michael Phillips
Martha Cenicola	Jessica Holland	Gregory Pinckney
David Chambers	Rosalie Hudson	Danielle Powers
Madison Cilurso	Marlies Jecmen	Kevin Quinn
Michael Cipolla	Maria Lario-Schuman	Zachary Rehn
Jacob Ciurlino	Gerard Lautenbacher	Baillie Rizzo
Darian Coleman	Susan Lebb	Kristin Romeo
Meghan Connelly	Krista Lindemuth	Samantha Ruoff
Edward Cornell	Daniel Lloret	Rhian Schofield
Joan Costello	Debra Loggia	Fiona Scott
Christina Crea	Ryan Lorenzo	Elizabeth Scully
Karen Cumbo	Coleen Makuszewski	Fanourios Seindanis
Mary Dempsey	Anthony Marchiano	Annabel Smart
Eleanor DiRenzoWyckoff	Rebecca Martel	Patricia Snyder
Kelsey Downham	Raymond May	Beth Sokolic
Kaci Draves	Laurie McCloskey	Jeremy Strong
Reilly Ehmann	Steven McCormack	Stephanie Titus
Gail Erney	Kevin McRory	Lindsey Urbano
Beth Evans-Crosby	Maria Medina	Norman VanFossen
Lillian Fareri-Wall	Geoffrey Metzger	Shianne Vencius
Ian Farrell	Paul Mitros	Angela Watkins
Morgan Fiore	Alexis Morrell	Jessica Wells
Ronald Franceschini	Colin Murphy	Linda White-Chase

27. Motion to rescind the following approved 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
Kevin McRory	Middle School Boys Soccer	Coach	\$2,650.00

28. 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
Patrick Polimeni	Middle School Boys Soccer	Coach	\$2,650.00

29. Motion to approve the following Audubon Junior-Senior High School extracurricular contracts 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	Position/Activity	Contractual Rate
Bridget Garrity-Bantle	I&RS	\$1,440.43
Dennis Bantle	I&RS	\$1,440.43
Larae Drinkhouse	I&RS	\$1,440.43
Stacey Augustine	I&RS	\$1,440.43
Ryan Latini	I&RS	\$1,440.43
Nicholas May	NJHS	\$1,581.43
Emily Warren	Peer to Peer	\$928.43

30. +Motion to approve the following staff members for the Preschool Intervention & Referral Service Team (PIRT) at the Audubon Preschool for the 2025-2026 school year. The team will meet outside the school day as scheduled. It will be paid at the non-instructional negotiated rate (\$30/hour) for up to 2 meetings per month per team member, with executed time sheets, at the recommendation of the Superintendent of Schools.

Maria McCutcheon	Kelley Stenton
Cherie McNellis	Silveria Galvan

31. +Motion to approve the Haviland Avenue School Safety Team for the 2025-2026 school year, at the AEA negotiated non-instructional rate of \$30/hour, for up to two meetings at one hour each (\$60.00 maximum per member), at the recommendation of the Superintendent of Schools.

Maria McCutcheon
Ann Rossi-Alston
Nancy Scully

32. +Motion to approve the following staff members for the position of Green Hornets - Gardening and Environmental Club- Advisors at Haviland Avenue School for the 2025-2026 school year, 1 day per week for 8 weeks per trimester, in the Fall and Spring, for a maximum of 16 total days, in addition to one 1 hour parent session in the Spring at the end of the cycle; AEA negotiated instructional rate of \$40.00/hour plus 1 hour of prep and Non-Instructional rate of \$30/hour for each meeting held for Advisor, at the recommendation of the Superintendent of Schools.

Name	Parent meetings	Instructional time	prep/non-instructional
Ann Rossi-Alston - Advisor	1 hour at \$30/hour	16 hours at \$40/hour	16 hours at \$30/hour
Diebra Newman - Support	1 hour at hourly rate	16 hours at hourly rate	
Diane Geissler - Support	1 hour at hourly rate	16 hours at hourly rate	

33. +Motion to approve the following staff members for the position of Math Maniac Club Advisor at Haviland Avenue School for the 2025-2026 school year. Math Maniacs will meet 1 day per week (8 weeks per trimester), for a maximum 24 total days, in addition to three 1 hour parent sessions (1 session per trimester), paid at the AEA negotiated non- instructional rate of \$30.00/hour for prep time and AEA negotiated instructional rate of \$40.00/hour for contact time, up to 4 hours of prep time per trimester, at the recommendation of the Superintendent of Schools.

Name	Parent meetings	Instructional time	prep/non-instructional
Amy Phillips	3 hours at \$30/hour	24 hours at \$40/hour	12 hours at \$30/hour
Brittany Green	3 hours at \$30/hour	24 hours at \$40/hour	12 hours at \$30/hour

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

Name	Max Hours	Rate
Alycia Colucci	20 hours	\$30/hour
Joanne McCarty	20 hours	\$30/hour
Brittany Green	20 hours	\$30/hour
Maria McCutcheon	20 hours	\$30/hour
Christine Smialowski	20 hours	Hourly rate
Diebra Newman	20 hours	Hourly rate
Brianna Henderson	20 hours	\$30/hour
Pam Niglio	20 hours	\$30/hour

35. +Motion to approve the following staff members to the Haviland Avenue School SCIP committee for the 2025-2026 school year, up to 10 hours per staff member per year at the non-instructional rate (\$30/hour) with executed time sheets, not to exceed \$300.00 per staff member, at the recommendation of the Superintendent of Schools.

Shelly Chester	Christine Brady
Kristina Miller	Christine Fox - Kasilowski
Jordan Daminger	

36. +Motion to approve the following Haviland Avenue School extracurricular contracts 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	Position/Activity	Contractual Rate
Maria McCutcheon	I&RS	\$1,440.43
Francine Bechtel	I&RS	\$1,440.43
Nancy Scully	I&RS	\$1,440.43
Gwen Klaus	I&RS	\$1,440.43
Kim Brach	I&RS	\$1,440.43
Amy Phillips	Book Club	\$1,528.43
Amy Phillips	Student Enrichment Club	\$1,375.43

37. +Motion to approve the Haviland Avenue School Breakfast Proctor for the 2025-2026 school year; morning breakfast duty beginning at 8:00 am daily for a total stipend of \$1,250.00, at the recommendation of the Superintendent of Schools.

Lisa Kappel

38. +Motion to retroactively approve the following employees for the screening of newly registered students at Haviland Avenue School for the 2025-2026 school year to be paid at the AEA non-instructional rate of \$30/hour for a maximum of 16 hours from July 16, 2025 to August 29, 2025, with executed time sheets at the recommendation of the Superintendent of Schools.

Kim Brach	Francine Bechtel
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39. +Motion to approve the allocation of one (1) comp day to Maria McCutcheon for attending a Restraint Training session on August 12, 2025, in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association. The days are to be used at the certified employee's request, with administrator approval per the agreement, at the recommendation of the Superintendent of Schools.
40. Motion to approve an additional 50 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 rate of each team member per the negotiated agreement, with executed timesheets, from August 15, 2025 through August 28, 2025, at the recommendation of the Superintendent of Schools.
41. Motion to approve an additional 30 hours for Bruce Dyer to complete technology duties as assigned and preapproved by the Superintendent of Schools at the negotiated rate of \$30.00 per hour from August 1, 2025, through August 28, 2025, with executed time sheets, at the recommendation of the Superintendent of Schools.
42. Motion to approve an additional 19 hours for Michela Carr to complete clerical duties due to extenuating circumstances, paid at her hourly rate per the negotiated agreement, with executed timesheets, from July

1, 2025 through August 28, 2025, at the recommendation of the Superintendent of Schools.

43. Motion to approve the following staff members to be compensated for fulfilling their duties as advisors to student independent study during the 2024-2025 school year as defined in the Audubon Junior-Senior High School Student Handbook at the rate of \$100.00 per student:

Teacher	Number of Students	Compensation
Carla Burton	5.00	\$500.00
Dan Carter	1.00	\$100.00
Melissa Cecchini	1.00	\$100.00
Lee Deloach	5.00	\$500.00
Roberta Hanson-Swinney	5.00	\$500.00
Janelle Mueller	1.00	\$100.00

44. Motion to approve the following mentors for the 2025-2026 school year. Novice teacher will compensate mentor as per state regulations:

Novice Teacher	School	Mentor	Timeline	Payment
Eliana Pitts	Audubon Preschool	Linda Rizzo	9/2/25 - 6/17/26	\$550.00

45. Motion to approve the following staff members to provide six (6) hours of new teacher support and mentoring for the 2025-2026 school year, at the non-instructional contractual rate of (\$30/hour) for a total of \$180.00 per staff member, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Christopher Callahan	Audubon High School	Steve Ireland
Raquela Fine	Audubon High School	Ashley McGuire
Michelle Hand	Audubon High School	Amy Wiltsey
Catherine Kolodzey	Audubon High School	Bridget Bantle
Ryan McLaughlin	Audubon High School	Matt Webb
Walter Westfield	Audubon High School	Maddy Meehan
Christy Rehn	Audubon High School	Brenda Gifford

Motion to Approve Items 1 through 45: _____ 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

AUGUST 2025	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	0	0	0
HAS	0	0	0
APPS	0	0	0

XVIII. Special Program

Representatives:

- A. **Camden County Educational Services Commission:** Stephen Wilson
alt: Allison Cox, Andrea Robinson
- B. **Camden County School Boards Association:** Johnathan Maxson
alt: Andrea Robinson, Danielle DiFrancesco
- C. **Audubon Education Foundation:** Stephen Wilson
alt: Sara Kuhlen, Bill Wilson
- D. **Audubon Board of Education Community Outreach:** Sara Kuhlen
alt: Danielle 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

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. Informal Employee Appearance Before the Board

XXII. 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: _____

XXIII. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, September 17, 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.