BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER

WEDNESDAY, JULY 16, 2025

6:30 P.M.

MINUTES

I. **Call to Order**: In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of the meeting, scheduled at 6:30 pm in the Audubon Junior-Senior High School Media Center to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrances of the Junior-Senior High School.

II. **Roll Call**

SY 2023-2025

A Ammie Davis | A Stephen Wilson | X Sara Kuhlen

SY 2024-2026

X Alison Lipsky | X Mark Gatti | A Bill Wilson Arrived at 6:43 pm

SY 2025-2027

A Danielle DiFrancesco | X Allison Cox | X Andrea Robinson

SY 2025 Mt. Ephraim Representative

X Jonathan Maxson

Student Representative to the Board

A Helena Kuchmek

Motion by Mrs. Lipsky seconded by Mrs. Kuhlen to approve the resolution for board to enter into closed Authorizing Executive session at 6:35pm for the following purposes. Motion approved by unanimous roll call (6-0) Member Wilson arrived at 6:43pm. Members Davis, Wilson, and DiFrancesco were absent.

III. **Authorizing Executive Session**:

WHEREAS, while the Sen. Byron M. Baer Open Public Meetings Act (N.J.S.A. 10:4-12 et seq.) requires all meetings of the **Audubon Board of Education** to be held in public, N.J.S.A. 10:4-12(b) sets forth nine types of matters that may lawfully be discussed in Executive Session," i.e. without the public being permitted to attend; and

WHEREAS, the **Audubon Board of Education** has deemed it necessary to go into closed session to discuss certain matters that are exempted from the Public; and

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

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

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

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

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

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

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

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

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

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

___X___ Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected

request in writing that such matter or matters be discussed at a public; Specifically the evaluation of the Superintendent

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

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

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

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

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

Motion by Ms. Lipsky seconded by Mrs. Kuhlen to adjourn closed Authorizing Executive session at 7:00pm. Motion approved by unanimous roll call (7-0). Board members Davis, Wilson, and DiFrancesco were absent.

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:

1.) NJGPA - Presented by Shamus Burke

2.)Strategic Plan - Presented by Dr. Scott Oswald and Sandy Allen

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

X. Approval of Board Minutes:

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

June 11, 2025 Executive Session
June 11, 2025 Public Session

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

Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (7-0) Members Davis, Wilson, & DiFrancesco were absent

XI. Participation: (Agenda Items Only) - 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 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 DiFranceso, Sara Kuhlen, Jonathan Maxson; and Alternate – Andrea Robinson

MOTION TO APPROVE ITEM 1
Motion by Ms. Lipsky and seconded by Mr. Maxson

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
	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

Motion to Approve items 1 through 1: A.Lipsky Second: J.Maxson .

Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (7-0) Members Davis, Wilson, & DiFrancesco were absent

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

MOTION TO APPROVE ITEMS 1 - 13
Motion by Mr. Gatti and seconded by Mr. Maxson

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

   May Board Secretary's Report

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

   May 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 May 2025.

   May Transfers

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

   Audubon Park Preschool

June 11, 2025	Fire Drill
June 16, 2025	Hold

   Haviland Avenue School

June 9, 2025	Fire Drill
June 18, 2025	Hold

   Mansion Avenue School

June 5, 2025	Fire Drill
June 12, 2025	Hold

   Audubon Jr./Sr. High School

June 4, 2025	Fire Drill
June 13, 2025	Hold

7. Motion to approve the bills payable list for June 2025 in the amount of $763,376.68 when certified.

   June Bill List

8. Motion to approve the following cafeteria prices for the 2025/2026 school year (Price increases up to 25 cents in various categories from 2024-2025 school year).

Student	Price
Lunch – High School	$4.00
Lunch – Elementary	$3.35
Lunch – Reduced	$0.40

Student	Price
Breakfast – High School	$2.00
Breakfast – Elementary	$1.75
Breakfast – Reduced	$0.30

Adult	Price
Lunch	$5.00
Breakfast	$2.50

9. Motion to approve Jackrabbit Technologies to provide online payment and scheduling services for the KEYS (Before and After school) program at a fee of $69/month per location for the 2025-2026 school year.

10. Motion to approve participation on the Title III Consortium with Lindenwold Public Schools serving as the Lead Education Association for the 2025-2026 school year

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

Basic	$ 383,828.00
Preschool	$ 13,401.00

12. Motion to approve the service agreement with Athlon Inc. to provide Rallee Software to promote student health and fitness to the Audubon Public School District at no cost.

    Rallee Athlon Agreement

13. Motion to approve the service agreement for Clayful Inc. to provide an on-demand coaching service to students of the Audubon Public School District at $40,000/ per year.

    Clayful Agreement

Motion to Approve Item(s) 1 through 13: M.Gatti Second: J.Maxson .

Roll Call

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

VOTE FOR ITEMS 1-13
Motion approved by unanimous roll call (7-0) Members Davis, Wilson, and DiFrancesco were absent

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

MOTION TO APPROVE ITEM 1
Motion by Ms. Lipsky 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 June 2025 meeting of the Board of Education.

SCHOOL	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
AHS	#293744	Not HIB	
MAS	#293633	Not HIB	
MAS	#292903	Not HIB	

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

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Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (7-0) Members Davis, Wilson, and DiFrancesco were absent

MOTION TO APPROVE ITEMS 2-14
Motion by Mr. Gatti and seconded by Mr. Maxson

2. Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
AHS	Art Room (A Building)	Audubon Band Boosters Meeting	7/1/25, 8/21/25, 10/14/25,1/15/26	6:00 pm - 8:00 pm	Cara Gaehring
AHS	Art Room (A Building)	Audubon Band Boosters Monthly Meeting	8/12/25, 9/9, 10/14, 11/11, 12/9, 1/13/26, 2/10, 3/10, 4/14, 5/12	6:00 pm - 8:00 pm	Cara Gaehring

AHS	Lower Football Field	Audubon Youth Soccer - Game	8/1/25 - 11/26/25	6:00 pm - 7:15 pm	ASYA President
AHS	JV Soccer Field	Audubon Youth Soccer - Practice	8/1/25 - 11/26/25	5:45 pm - 7:15 pm	ASYA President

3. Motion to approve the following send/receive tuition contracts calculated as per NJDOE guidelines with Mt. Ephraim School District for the 2025-2026 school year:

Regular Education	$ 2,859,396.60
Resource Room	$ 513,364.88
Total	$3,372,761.48

4. Motion to approve the following out of district placements for the 2025-2026 school year at the recommendation of Special Services Department:

State ID#	Placement	Tuition $	ESY $	Extraordinary Services $
5946402778	Y.A.L.E School	72,457.20	12,076.20	
8198561193	Y.A.L.E School	72,457.20	12,076.20	
6760789040	Y.A.L.E School	72,457.20	12,076.20	
2879561565	Y.A.L.E School	72,457.20	12,076.20	
3914473283	Archbishop Damiano School	56,732.40	9,455.40	44,730.00
6236323513	HollyDell School	92,849.40	17,022.39	
3739304846	GCSSSD		4,770.00	3,900.00
3927379210	GCSSSD		4,770.00	
8496839626	GCSSSD		4,770.00	
7395025763	GCSSSD		4,770.00	
9030517456	GCSSSD		4,770.00	
9311644887	GCSSSD		4,770.00	
2482339911	GCSSSD		4,770.00	
7474173912	GCSSSD		4,770.00	3,900.00

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
Colleen McFetridge	Data Forward Summer Institute Swedesboro, NJ	July 15, 2025 - July 16, 2025	$350.00+ Travel
Matt Harter	AP Summer Institute Point Pleasant, NJ	July 7, 2025 - July 10, 2025	$1,150.00+ Travel
Amy Bulskis	AP Summer Institute Point Pleasant, NJ	July 7, 2025 - July 10, 2025	$1,150.00+ Travel
Ashley McGuire	AP Summer Institute Virtual	July 22, 2025 - July 25, 2025	$595.00

6. 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
Nadia Spearman	Rowan University	English	Clinical Practice I Placement Session: - Fall 2025: September 2, 2025 – December 9, 2025 Clinical Intern will visit for 2 full days per week on Monday and Tuesday during the session dates listed above for 16 weeks. Clinical Practice II Placement Start/End Dates: Spring 2026: January 21, 2026 –May 9, 2025 Clinical Interns will follow visitation schedule of 5 days per week during the session dates listed above (15-16 weeks).	Denise Allman Clinical Practice I Clinical Practice II

7. Motion to approve the submission of the proposed Comprehensive Equity Plan for the 2025-26 through the 2027-28 school years.

   Comprehensive Equity Plan 25 - 28

8. Motion to approve the submission of the proposed Comprehensive Equity Plan Statement of Assurance for the 2025-2026 school year.

   Comprehensive Equity Plan SOA

9. Motion to approve the attached list of outside agencies to provide evaluations and other services to special education students, as needed, for the 2025-2026 school year.

   Agencies with Rates

10. Motion to approve the establishment of Reasonable Rates limitations on requests for independent evaluations for the 2025-2026 school year.

IEE 2025/26 Rates

11. Motion to approve Let's Talk Speech, PC to provide specialized speech evaluations (including bilingual, AAC and literacy evaluations) as needed for the 2025-2026 school year.

    Let's Talk Contract

12. Motion to approve Cross County Clinical & Educational Services, Inc. to provide bilingual CST evaluations and translation services as needed for the 2025-2026 school year.

    CCC&ES Contract

13. Motion to approve Brett DiNovi & Associates to provide behavior / educational consultation services as needed for the 2025-2026 school year.

    Brett DiNovi & Associates Contract

14. Motion to approve discarding the following textbooks that are no longer in use and their copyright dates are over 10 years old.

# of Textbooks	Textbook Name
62	enVision Mathematics - Common Core, Volume 2

Motion to Approve Items 2 through 14: M.Gatti Second: J.Maxson .

Roll Call

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

VOTE FOR ITEMS 1-14
Motion approved by unanimous roll call (7-0) Members Davis, Wilson, & DiFrancesco were absent.

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

MOTION TO APPROVE ITEMS 1-41
Motion by Mr. Maxson and seconded by Ms. Lipsky

1. Motion to accept the letter of resignation, effective June 30, 2025, from Angela Watkins, Special Education Paraprofessional at Mansion Avenue School.

2. Motion to accept the letter of resignation, effective June 30, 2025, from Joann Vanoyen, Special Education Administrative Assistant (10-month).

3. Motion to accept the letter of resignation, effective June 30, 2025, from Richard Horan, Part-time Maintenance worker at Audubon School District.

4. Motion to approve the employment contract for Deborah J. Roncace, Business Administrator/Board Secretary at an annual salary of $157,719.00 effective July 1, 2025 through June 30, 2026, at the recommendation of the Superintendent of Schools.

   Executive County Approval letter and Contract

5. Motion to approve the first year tenure track Teacher of Social Studies agreement for Ryan McLaughlin, at Audubon Jr./Sr. High School, at Step 4, BA + 30, (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

6. +Motion to approve the first year tenure track Special Education Aide agreement for Emily Owens, at Audubon Preschool, 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

7. +Motion to approve the first year tenure track Elementary Teacher agreement for Walter Westfield, at Mansion Avenue 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

8. Motion to approve the (FTE 1.00) Technology Support agreement for Bella Kokocha, at Audubon school district, at a salary of $44,000.00 with benefits effective July 16, 2025 for the 2025-2026 school year, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

9. Motion to approve the (FTE 1.00) School Counselor agreement for Rachel Simonetti, at Mansion Avenue School, at Step 3, MA, 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.

10. Motion to approve the long-term Substitute Custodian agreement for Robin Jones for the Audubon School District, effective July 1, 2025 through August 28, 2025, at an hourly rate of $15.63, no benefits, through executed timesheets; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.

11. Motion to approve the following Student Technology Assistants as summer workers at the hourly rate of $15.63 (excluding lunch) for 6.0 hours per day, Monday through Thursday, from July 1, 2025 through August 28, 2025 with executed time sheets at the recommendation of the Superintendent of Schools.

    Matthew Pursglove
    Aiden Williams

12. Motion to approve a request from employee #852, to take a Family and Medical Leave of Absence, effective June 30, 2025 to July 14, 2025 at the recommendation of the Superintendent of Schools.

June 30, 2025 through July 14, 2025	Federal FMLA (3 weeks)
June 30, 2025 through July 14, 2025	Paid Leave (11 sick days)

13. Motion to approve a request from employee #266, to take a Family and Medical Leave of Absence, effective July 1, 2025 to September 23, 2025, at the recommendation of the Superintendent of Schools.

July 1, 2025 through September 23, 2025	Federal FMLA (12 weeks)
July 1, 2025 through September 23, 2025	Paid Leave (59 sick days)

14. Motion to approve a request from employee #1327, to take a Family and Medical Leave of Absence, effective October 21, 2025 to December 2, 2025, at the recommendation of the Superintendent of Schools.

October 21, 2025 through December 2, 2025	Federal FMLA (6 weeks)
October 21, 2025 through December 2, 2025	Paid Leave (27 sick days)

15. 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
ESY 1:1 Aide Elementary – two positions: 15 days x 3 hours/day at $20.00/hour	Nancy Scully Dante Acerbo

16. Motion to approve the following staff members to serve as Academic Coaches 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. (11-401-100-100-00-440)

Name	Subject	Contractual Rate
Denise Allman	English	$3,000.00
Matt Harter	Science	$3,000.00
Mike Stubbs	Industrial Arts	$3,000.00
Larae Drinkhouse	Special Education	$3,000.00
Erika Miliaresis	World Language	$3,000.00
Andi Collazzo	Social Studies	$3,000.00
Adam Cramer	Math	$3,000.00
Janelle Mueller	Visual & Performing Arts	$3,000.00
Ryan Boland	Health & Physical Education	$3,000.00

17. 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.

    Gianna Canuso - Substitute Teacher (2 days/week max)

18. Motion to approve the hours for Bruce Dyer to complete technology duties as assigned and preapproved by the Superintendent of Schools for up to 200 hours at $30.00 per hour from July 1, 2025 through August 28, 2025 with executed time sheets, at the recommendation of the Superintendent of Schools.

19. Motion to approve the hours for Sarah Urban to complete KEYS duties as assigned and preapproved by the Superintendent of Schools for up to 40 hours at the negotiated rate of $24.00 per hour from July 1, 2025 through August 28, 2025 with executed time sheets, at the recommendation of the Superintendent of Schools.

20. 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
Dirk Manskopf	Academic Challenge	$1,923.43
Matthew Webb	Chess Club	$1,573.43
Roberta Hanson-Swinney	Choral Activities	$4,175.43
Roberta Hanson-Swinney	Choral Ensemble	$1,297.43
Michael Tomasetti	Class of 2026 (12th advisor)	$4,290.43
Lori Tanenbaum	Class of 2027 (11th advisor)	$2,326.43
Amy Bulskis	Class of 2028 (10th Advisor)	$1,746.43
Andria Morrison	Class of 2029 (9th advisor)	$1,746.43

Nicholas May	Class of 2030 (8th advisor)	$1,746.43
Christine DiMedio	Class of 2031 (7th advisor)	$1,746.43
All Certified Staff	Detention	$25.00 per hour
Krista Little	Dungeons and Dragons	$1,584.00
Matthew Webb	Environmental Club	$1,458.43
Lee DeLoach	Instrumental Band	$4,175.43
Larae Drinkhouse	Interact	$1,537.43
Lee DeLoach	Jazz Band	$1,658.43
Carly Burton	Middle School Yearbook	$1,684.00
Tamara Egner	NHS	$2,137.43
Jill Bradshaw	Play Director	$3,451.43
Roberta Hanson-Swinney	Play Producer	$3,451.43
Amy Bulskis	Prom Coordinator	$1,411.43
All Certified Staff	Saturday Detention	$25.00 per hour
Janelle Mueller	STARS	$1,537.43
Elaine Root	Student Council	$3,967.43
Ashley McGuire	World Language	$1,489.00
Michael Stubbs	Yearbook Editor	$5,976.43

21. Motion to approve the following Audubon Junior-Senior High School volunteer extracurricular contracts for the 2025-2026 school year, at the recommendation of the Superintendent of Schools.

Name	**Position/Activity**
Brenda Gifford	Spark - Igniting New Friendships
Ryan DeSousa	Debate Team

22. +Motion to approve the following Mansion 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***
Brad Rehn	Safety Patrol (Head)	$3,274.43

Missy Falkowski	Safety Patrol (Head)	$3,274.43
Carrie Figueroa	Safety Patrol (Assistant)	$1,672.43
Kelly Angelone	Safety Patrol (Assistant)	$1,672.43
Katie Hueber	Student Council	$1,672.43
Rachel Simonetti	Detention	$25.00 per hour
Becky Gilbert	Detention	$25.00 per hour
Becky Gilbert	Saturday Detention	$25.00 per hour
Erica Cavanaugh	Saturday Detention	$25.00 per hour
Sierra Keyes	Instrumental Music	$2,778.43
Carl Ellinwood	Choral Music	$3,272.43
Jessica Barragan	Art Club	$1,528.43
Maddy Meehan	School Newspaper	$1,431.43
Cara Novick	I&RS Team	$1,440.43
Kyle Shireman	I&RS Team	$1,440.43
Christine Karageorgis	I&RS Team	$1,440.43
Katie Hueber	I&RS Team	$1,440.43
Erica Cavanaugh	I&RS Team	$1,440.43
Elizabeth McCurdy	I&RS Team	$1,440.43
Erica Cavanaugh	Student Enrichment Club	$1,375.43
Sierra Keyes	Historical Theater Club	$1,159.43
Erica Cavanaugh	Historical Theater Club	$1,159.43
Kelly Angelone	Home Work Club	$40.00 per hour Not to exceed $5,000.00
Carrie Figueroa	Home Work Club	
Shannon Horan	Home Work Club	
Colleen McFetridge	Home Work Club	
Denise Murphy	Home Work Club	
Becky Gilbert	Home Work Club	

Alexis Miller	Home Work Club Substitute	
Erica Cavanaugh	Home Work Club Substitute	
Dante Acerbo	Home Work Club Substitute	
Jen Beebe	Family Writing Club	$1,359.00
Terri Salamone	Family Writing Club	$1,359.00
Cara Novick	Running Club	$409.00
Kelly Angelone	Running Club	$409.00
Dante Acerbo	Substitute Running Club	$ 0.00
Nicole Lombardi	Dance Club	$409.00
Kayla Cain	Dance Club	$409.00
Stephanie Berenato	Substitute Dance Club	$0.00
Nicole Lombardi	Yoga Club	$409.00
Stephanie Berenato	Yoga Club	$409.00
Zach Bentley	Adventuring Club (RPG)	$489.00

23. Motion to approve the following staff members to the Audubon Jr./Sr. High School SCIP committee for the 2025-2026 school year to be paid at the AEA negotiated non-instructional rate of $30.00 per hour with executed time sheets for up to 10 hours each member, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Emily Warren Mark McKee Amy Wiltsey

24. +Motion to approve the following staff members to the Mansion Avenue School SCIP committee for the 2025-2026 school year. Summer committee meetings (July 1, 2025 to August 28, 2025) to be paid at the AEA negotiated non-instructional rate of $30.00 per hour with executed time sheets for up to 2 hours each member, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Jen Beebe Colleen McFetridge Kelly Angelone
Elizabeth McCurdy Christine Fox-Kasilowski

25. +Motion to approve the following staff to chaperone Mansion Avenue School evening activities during the 2025-2026 school year at the non-instructional negotiated rate ($30/hour) not to exceed $3,000.00 total, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

Shannon Horan	Katie Hueber	Dante Acerbo	Becky Gilbert
Sierra Keyes	Carl Ellinwood	Jane Byrne	Rachel Simonetti

Erica Cavanaugh	Eunice Englehart	Maddy Meehan	Kayla Cain
Terri Salamone	Alexis Miller		

26. Motion to authorize the Affirmative Action Team to conduct the needs assessment and develop a Comprehensive Equity Plan for the 2025-2026 through the 2027-2028 school year.

Bonnie Smeltzer	Shamus Burke	Cheryl Kane
Deborah Roncace	Dawn Bentley	Sandra Allen

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

    Denise Murphy

28. +Motion to approve the following staff members as Mansion Avenue School Gardening Club advisers/supports staff for the 2025-2026 school year, up to 15 meetings per year at the instructional negotiated rate ($40/hour) plus 1 hour of prep at the non-instructional negotiated rate ($30/hour) per meeting; support staff up to 15 meetings per year at the at the instructional negotiated rate ($40/hour), with executed time sheets, at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

    Elizabeth McCurdy – Advisor ($1,400.00 maximum)
    Kristen Rosenberg – Advisor ($1,400.00 maximum)
    Colleen McFetridge – Support Staff ($800.00 maximum)
    Jessica Barragan – Support Staff ($800.00 maximum)

29. +Motion to approve the following staff to facilitate the Mansion Avenue School helping PAWS Club for the 2025-2026 school year; club meetings outside the school day, up to 15 meetings per year; at the instructional negotiated rate ($40/hour), at the recommendation of the Superintendent of Schools. (11-401-100-100-00-440)

    Alexis Miller Shannon Horan

30. +Motion to approve the following staff members as Social/Emotional Learning/HIB Interventionists at Mansion Avenue School for the 2025-2026 school year; meetings when needed, at the negotiated instructional rate ($40/hour), at the recommendation of the Superintendent of Schools to be paid through Municipal Alliance Grant.

    Kyle Shireman Rachel Simonetti Cara Novick

31. Motion to approve Cara Novick to provide Handle with Care De-escalation Training on August 19, 2025 to be paid at the instructional AEA contractual rate of $40.00 per hour for six (6) hours of training at a total of $240.

32. +Motion to approve the Mansion Avenue School Safety Team for the 2025-2026 school year, at the non-instructional negotiated 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. (11-401-100-100-00-440)

    Rachel Simonetti Cara Novick Jen Beebe
    Stephanie Berenato Becky Gilbert Dante Acerbo

33. +Motion to approve the Mansion Avenue Yearbook Liaison for the 2025-2026 school year; for a total

stipend of $750.00, at the recommendation of the Superintendent of Schools.

Erica Cavanaugh

34. +Motion to approve Jessica Barragan as a volunteer to assist with the Mansion Avenue School Yearbook for the 2025-2026 school year; at the recommendation of the Superintendent of Schools.

35. Motion to approve the following job descriptions at the recommendation of the Superintendent of Schools.

Job Descriptions		
7th Grade Class Advisor	Dungeons and Dragons	Peer to Peer Advisor
8th Grade Class Advisor	EMS Advisor	Play Director
9th Grade Class Advisor	Environmental Club Advisor	Play Producer
10th Grade Class Advisor	Graduation Coordinator	Prom Coordinator
11th Grade Class Advisor	I&RS Member	ScIP Member
12th Grade Class Advisor	Indoor Percussion Director	STARS Advisor
Academic Challenge Advisor	Instrumental Band Director	Student Council Advisor
AHS Yearbook Finances	Interact Club Advisor	Summer Band Director
Chess Club Advisor	Jazz Band Director	World Language Club
Choral Activities Advisor	Middle School Yearbook Editor	Yearbook Editor
Choral Ensemble Director	NHS Advisor	
Detention Proctor	NJHS Advisor	

36. Motion to accept the letter of resignation, effective June 30, 2025, from Kate Wilson, English Teacher at the Audubon Jr./Sr. High School.

37. Motion to approve the first year tenure track 12 month Supervisor of Curriculum & Instruction contract for Samantha Costill, for the Audubon Public School District, effective on or about September 2, 2025 for the 2025-2026 school year in accordance with the 2024-2028 negotiated contract between the Audubon Board of Education and the Audubon Administrators' Association at a yearly salary of $96,000.00, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

    Resume

38. Motion to approve 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.

    Resume

39. Motion to approve the first year tenure track Teacher of Mathematics agreement for Michelle Hand, at Audubon Jr./Sr. High School, at Step 10, 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

40. Motion to retroactively approve 40 hours for Kelley Stenton to complete administrative duties for the Audubon Preschool at the negotiated 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.

41. Motion to approve Ro Hudson as a nurse assistant in Audubon Jr./Sr. High School Nurse's Office, at a rate of $200 per day, not to exceed $8600, with executed time sheets for the 25-26 school year, to assist with screenings and other nursing responsibilities.

Motion to Approve Items 1 through 41: J.Maxson Second: A.Lipsky .

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Roll Call

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

VOTE FOR ITEMS 1-41
Motion approved by unanimous roll call (7-0) M embers Davis, Wilson, & DiFrancesco were absent.

XVI. REPORTS:

XVII. HIB District Report

JULY 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 DiFranceso, Alison Lipsky
E. **Audubon/Mt. Ephraim Ad-Hoc Committee:** Mark Gatti
members: Allison Cox, Ammie Davis, Bill Wilson
F. **Board Member Orientation Committee:** Alison Lipsky
members: Allison Cox, Ammie Davis, Mark Gatti

XIX. Board Member Comments:

Board Member Kuhlen commented on the success of the various 4th of July Parades and would like to acknowledge Mrs. Allen for completing her 1st year as superintendent.

Board member Robinson wanted to acknowledge the outstanding A/P courses and students should be recognized for their accomplishments.

Board Member Cox reminded everyone of the July 21st Board Retreat date.

XX. **Public Participation:** (Open Discussion)

Student Ryan Winn addressed the Board on the process and competition season of the Debate Team

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. **ADJOURNMENT**

1. The next meeting of the Board of Education is scheduled for Wednesday, August 20, 2025 at 6:30 pm in the Audubon Junior-Senior High School Media Center.

2. Motion by Mr. Maxson seconded by Mrs. Cox to adjourn meeting at approximately 9:30pm.
   Motion approved by unanimous roll call (7-0) Members Davis, Wilson, & DiFrancesco were absent.

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

   Roll Call

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

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Deborah Roncace
Business Administrator/Board Secretary